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FILED
Superior Court Of California,
Sacramento
Dennis Jones, Executive
Officer
06/27/2008
amoc/as
By _____, Deputy
Case Number:
24-2008-00014475 CU-WA-GDS

8 IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA
9 IN AND FOR THE COUNTY OF SACRAMENTO

11 CALIFORNIA ASSOCIATION OF)
12 PROFESSIONAL SCIENTISTS)
13)
14 Petitioner,)
15 v.)
16 STATE OF CALIFORNIA DEPARTMENT OF)
PERSONNEL ADMINISTRATION; DAVID)
17 GILB, DIRECTOR OF DEPARTMENT OF)
PERSONNEL ADMINISTRATION; STATE)
18 OF CALIFORNIA DEPARTMENT OF)
FINANCE; MICHAEL GENEST, DIRECTOR)
19 OF FINANCE; STATE CONTROLLER JOHN)
CHIANG; and DOES 1 THROUGH 10,)
20 INCLUSIVE)
21 Respondents.)

CASE NO.

DECLARATION OF CHRISTOPHER J. VOIGHT IN SUPPORT OF VERIFIED PETITION FOR WRIT OF MANDATE AND COMPLAINT FOR DECLARATORY RELIEF

Date:
Time:
Dept:

24 I, Christopher J. Voight, declare as follows:

25 1. I am Staff Director to the California Association of Professional Scientists. I have
26 served in this capacity for the past 24 years.

27 2. CAPS is a supervisory employee organization under Government Code section 3527
28 subdivision (c) in that it represents members who are supervisory employees under subdivision

1 (g) of Government Code section 3513. CAPS has filed a registration as an excluded employee
2 organization with the state and is recognized as a verified supervisory employee organization.

3 3. CAPS represents approximately 332 state employees in the 14 supervisory scientific
4 classifications covered by this Petition. CAPS and the affected employees represented by CAPS
5 are beneficially interested in Respondents' faithful performance of the legal duties at issue in this
6 case.

7 4. In the scope of my duties I oversee all staff support to CAPS, including the support
8 provided to the CAPS Supervisory Meet and Confer Team. On behalf of supervisory scientists
9 and rank-and-file scientists, I have been actively involved in salary negotiations and CAPS'
10 pursuit of comparable pay for comparable work for state scientists.

11 5. Historically, there has been a level of horizontal parity between the supervisory
12 scientific and supervisory engineering classifications. As reflected in the Department of
13 Personnel Administration Director's Decision, the state has historically paid the state supervisory
14 scientists either the same, or consistently paid the scientific classifications five or ten percent
15 lower than comparable engineering classifications. Attached to this Declaration as Exhibit A is a
16 true and correct copy of the April 28, 2008 Director's Decision.

17 6. Beginning in July 2005, the state began providing salary increases to employees in
18 the supervisory engineering classifications that far exceeded those of the supervisory scientists in
19 the comparable classifications. Attached to this Declaration at Exhibit B is a true and correct
20 copy of the State of California, Civil Service Pay Scales listing the salaries for 2004, 2005, 2006,
21 and 2007 for all relevant supervisory scientist and supervisory engineering classifications.

22 7. In July 2005, supervisory engineers received a salary increase of 7.7%. Supervisory
23 engineers received additional salary increases of 12.4% effective July 1, 2006 and 14.1%
24 effective July 1, 2007 which widened the pay differential which was once comparable.

25 8. Senior Seismologists, a supervisory scientist classification, have historically been
26 paid comparably to Senior Engineering Geologists, a supervisory engineering classification.
27 Prior to the salary increases in July 2005 for engineering supervisors taking effect, the
28 classification of Senior Seismologist was paid a maximum of \$6339 per month while the

1 comparable classification of Senior Engineering Geologist was paid a maximum of \$6490
2 meaning that prior to the supervisory engineering raise in July 2005, the Senior Seismologist was
3 paid 2.5% less than the Senior Engineering Geologist.

4 9. Senior Seismologists received the same salary adjustments as most other supervisory
5 scientists since July 2005 - no salary increase in July 2005, a 3.5% increase effective July 2006,
6 and a 3.4% increase effective July 2007. Senior Engineering Geologists received the same salary
7 adjustments as most other supervisory engineers since July 2005 - salary increases of 7.7% in
8 July 2005, 12.4% in July 2006, and 14.1% in July 2007.

9 10. Although the salaries have historically been comparable, in July 2005 the Senior
10 Seismologist salaries lagged the Senior Engineering Geologist salaries by \$651 per month for a
11 10% salary lag. In July 2006 the salary lag grew to \$1296 per month for a 20% salary lag. In
12 July 2007, the salary lag grew to \$2172 per month for a 32% salary lag.

13 11. Following the Director's Decision, in early May 2008 the DPA provided CAPS
14 with a DPA prepared chart listing the annualized salary costs and funds for thirteen of the
15 classifications covered by the decision. It appears the Senior Geologist Supervisor classification
16 does not have any incumbents. The caption title reads "Scientist Unit 10 Supervisors to Unit 9
17 Supervisors - various levels per Legal Recommendation." The salary increases range from
18 10.06% to 32.15%. The annualized General Fund cost is \$1,781,293 with the other fund cost of
19 \$5,816,116. Attached to this Declaration as Exhibit C is a true and correct copy of the costing
20 chart for implementing the DPA Director's Decision.

21 12. The proposed 2008 - 2009 Fiscal Year budget contains funding of \$645,503,000 for
22 additional increases for employee compensation scheduled for July 1, 2008. In the past three
23 years, the supervisory engineers have received raises in correlation with the salary increases for
24 the rank-and-file engineering employees they supervise. As the rank-and-file engineering
25 employees are scheduled to receive another raise July 1, 2008, the supervisory engineers will
26 likely receive an increase on that date as well. Attached to this Declaration as Exhibit D is a true
27 and correct copy of the 9800 Augmentation for Employee Compensation from the Governor's
28 Proposed Budget.

1 13. In meeting and conferring over the Fiscal Year 2005- 2006 pay plan for supervisory
2 scientists, CAPS took the position that the horizontal parity should be maintained and
3 supervisory scientists should be given salary increases. Attached to the Declaration as Exhibit E
4 is a true and correct copy of the 2005 -2006 Meet and Confer Proposal.

5 14. Following the July 2006 increase for supervisory engineers, CAPS met and
6 conferred over the Fiscal Year 2006-2007 pay plan. CAPS took the position that the historical
7 parity between supervisory scientific and supervisory engineering classes should be reinstated by
8 raising the salaries of supervisory scientific classifications and that the pay plan should reflect
9 like pay for comparable work. In adopting the pay plan for 2006-2007, the DPA rejected CAPS'
10 position which sought to restore historical parity. Attached to this Declaration as Exhibit F is a
11 true and correct copy of the CAPS 2006 -2007 Meet and Confer Proposal

12 15. On November 3, 2006, CAPS, as a verified excluded employee organization and
13 the representative of the state's professional scientist supervisors, challenged the salary ranges for
14 fourteen supervisory scientist classifications claiming that the pay violated the principle that "like
15 salaries shall be paid for comparable duties and responsibilities." Specifically, CAPS contended
16 that in setting the salaries for the challenged classifications, the DPA has violated the legislative
17 mandate found in Government Code section 19826 to pay like salaries for comparable work.
18 Attached to this Declaration as Exhibit G is a true and correct copy of the November 3, 2006
19 challenge.

20 16. On April 28, 2008, DPA asked Finance in writing to determine whether the salaries
21 are within existing salary appropriations. CAPS is not aware of any response to DPA from
22 Finance. CAPS made a similar request of Finance on May 2, 2008. Attached to this Declaration
23 as Exhibit H is a true and correct copy of CAPS' May 2, 2008 letter to Finance. To date CAPS
24 has not received a written response.

25 17. There is a line item in the State Budget Act titled "9800 Augmentation for
26 Employee Compensation." Each year the state budget reflects funding augmentation amounts for
27 state employee compensation adjustments. If the Legislature has already appropriated money in
28 prior years to pay for the economic terms of employee compensation, the funding for those

1 economic terms is included each year in departments budgets. When new economic terms
2 require funding not yet approved by the Legislature, the appropriations for those items appear in
3 the 9800 Item of the State Budget.

4 18. The Final 2007-2008 State Budget Act was contained in Senate Bill 77 of the
5 Statutes of 2007. As passed by the Legislature, the 9800 Item contained: \$525,262,000 For
6 Augmentation for Employee Compensation from the General Fund; \$315,802,000 For
7 Augmentation for Employee Compensation, payable from other unallocated special funds; and
8 \$169,384,000 For Augmentation for Employee Compensation, payable from other unallocated
9 nongovernmental cost funds. The Governor reduced the General Fund Augmentation for
10 Employee Compensation from \$525,262,000 to \$453,262,000. Attached to this Declaration as
11 Exhibit I is a true and correct copy of the 2007 - 2008 State Budget Act as modified by Governor
12 Schwarzenegger.

13 19. In response to a request from CAPS, the Controller has provided CAPS with
14 current balances in the 9800 Item of the State Budget as of June 24, 2008 as follows:

15	General Fund - 9800-001-0001	\$114,994,755
16	Special Funds - 9800-001-0494	\$39,214,948
17	Nongovernmental Cost - 9800-001-098	\$103,428,963.

18 20. In May 2008, CAPS presented a meet and confer proposal seeking implementation
19 of the salary increases called for in the Director's April 28, 2008 Decision for the 2008-2009
20 Fiscal Year. Attached to this Declaration as Exhibit J is a true and correct copy of CAPS' May
21 12, 2008 Supervisory Meet and Confer Proposal.

22 I have personal knowledge of the foregoing and if called to testify, I would do so
23 competently as set forth above.

24 I declare under penalty of perjury under the laws of the State of California that the
25 foregoing is true and correct.

26 Executed on June 27, 2008 at Sacramento, California.

27 
28 CHRISTOPHER J. VOIGHT

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR
1515 "S" STREET, NORTH BUILDING, SUITE 400
SACRAMENTO, CA 95811-7258



April 28, 2008

Mr. Chris Voight
California Association of Professional Scientists
660 "J" Street, Suite 480
Sacramento, CA 95814

Dear Mr. Voight:

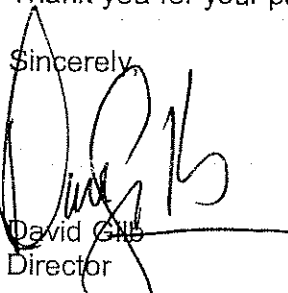
Enclosed is a copy of DPA's findings on the salary hearing conducted pursuant to Government Code 19826.

Consistent with that same section of the Government Code, the Department of Finance must make a determination on whether the recommended adjustments are within existing salary appropriations. A copy of these findings will be sent to the Department of Finance for their determination.

DPA will be following up with the line agencies to determine the appropriate classification action.

Thank you for your patience in this matter.

Sincerely,



David G. B.
Director

Enclosure

DEPARTMENT OF PERSONNEL ADMINISTRATION (DPA)

DIRECTOR'S DECISION

Subject

California Association of Professional Scientists (CAPS) request for hearing and salary adjustments pursuant to Government Code Section 19826 (a) for State supervising scientific classifications.

Claim

CAPS alleges the 2006-2007 pay plan for fourteen (14) supervising scientific classifications ("CAPS classifications", "S10" classes) must be adjusted to reflect "like work for like pay" as required by Government Code 19826.

The supervising scientific classifications and the alleged comparable supervising engineering classes at issue are as follows:

SCIENTIFIC CLASSIFICATION **ALLEGED COMPARABLE ENGINEERING CLASSIFICATION**

Supervising Hazardous Substances Scientist I and II	Supervising Hazardous Substances Engineer I and II
Senior Industrial Hygienist	Senior Safety Engineer
Senior Seismologist and Senior Geologist (Supervisor)	Senior Engineering Geologist
Senior Environmental Scientist	Senior Engineering Geologist Senior Engineer, Water Resources Senior Water Resources Control Engineer
Senior Land and Water Use Scientist	Senior Engineering Geologist Senior Engineer, Water Resources Senior Water Resources Control Engineer
Land and Water Use Program Manager	Supervising Engineering Geologist Supervising Engineer, Water Resources Senior Water Resources Control Engineer
Environmental Program Manager I (Supervisory)	Supervisory Engineering Geologist Supervisory Engineer, Water Resources Supv. Water Resources Control Engr.
Energy Commission Supervisor II (Efficiency)	Electric Generation Specialist II
Energy Commission Supervisor II (Forecasting)	Electric Generation Specialist II

Energy Commission Supervisor II (Technology Evaluation and Development)	Electric Generation Specialist II
Supervising Integrated Waste Management Specialist I	Senior Waste Mgmt. Engineer
Supervising Integrated Waste Management Specialist II	Supervising Waste Management Engineer

CAPS specifically requested: (1) DPA determine if the listed supervising scientific and engineer classes are comparable, (2) If the classifications are comparable, DPA determine the appropriate salaries to be paid to the supervising scientific classifications; and, (3) DPA take all necessary steps to adjust the salaries for the classes and all incumbents.

The claimants specifically requested the following salary increases:¹

SCIENTIFIC CLASSIFICATION

ADJUSTMENT

Supervising Hazardous Substances Scientist I	6.5%
Supervising Hazardous Substances Scientist II	11.5%
Senior Industrial Hygienist	6.0%
Senior Seismologist	15%
Senior Geologist (Supervisor)	12.0%
Senior Environmental Scientist	13.0%
Senior Land and Water Use Scientist	12.0%
Land and Water Use Program Manager I (Supervisor)	17.0%
Energy Program Manager I (Supervisory)	13.0%
Supervising Integrated Waste Management Specialist I	13.0%
Supervising Integrated Waste Management Specialist II	12.5%
Energy Commission Supervisor II (Efficiency)	17.0%
Energy Commission Supervisor II (Forecasting)	17.0%

¹ Since the November 3, 2006 filing of the claim, the engineer classes obtained salary increases that may not be reflected in the requested salary adjustment.

Energy Commission Supervisor II (Technology Evaluation and Development)	17.0%
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PROCEDURAL HISTORY/INVESTIGATIVE PROCESS

CAPS requested a "quasi-adjudical" hearing on or about November 3, 2006. DPA granted appellant's request for a hearing on or about December 11, 2006. However, DPA granted a quasi-legislative rather than a quasi-judicial hearing².

DPA established an investigative hearing panel. This panel was charged with investigating the claim supervising scientists are performing comparable duties and have comparable responsibilities to certain supervising engineering classes. The panel was given responsibility for gathering relevant facts from CAPS, from the claimants, and from any other sources it deemed necessary.

Factual information was obtained from the following sources:

- Testimony provided by incumbents in the subject classes;
- Documents provided by CAPS in the April hearings;
- Testimony provided by departmental management and human resources staff;
- California State Classification Specifications for subject scientific supervisor classes and alleged comparable engineering supervisor classes;
- Salary history documents contained in DPA and SPB archives;
- Position allocation factors contained in the State of California Department of Personnel Administration Classification and Pay Manual;
- Salary information from the State of California Pay Scales,
- Salary information from the State Controller's Office salary history files; and
- Historical State Personnel Board Calendars.

The panel's authority was limited to factual inquiry. It was not given authority to decide questions of law or to make ultimate factual conclusions. Any legal or ultimate factual conclusion provided by the panel is not adopted by DPA.

The panel held hearings on April 11 and 12, 2007. Eleven (11) CAPS witnesses testified. The panel submitted a draft report. On September 26, 2007 the draft report was remanded to the panel with instructions to conduct further investigation.

Additional days of hearings were held on November 26, 27, 30, and December 3, 2007. Representatives from the Central Valley Regional Water Quality Control Board, the State Water Resources Control Board, the Department of Toxic Substances Control, the California Energy Commission, the Department of Water Resources, the Department of Conservation, and the California Integrated Waste Management Board appeared on these days. The Department of Industrial Relations submitted written comments. The panel submitted its final report on or about February 27, 2008.

² See *Lowe v. California Resource Agency* (1991), Cal. App 4th 1140, 1151-1152 where the court held setting and adjusting salaries is a quasi-legislative function.

Factual Findings

DPA adopts the investigation panel's factual summary of witness testimony and exhibits and document review as reported below:

CAPS Labor Relations Consultant - Kristen Haynie.

Ms. Haynie testified on behalf of CAPS ("the claimants"). Her duties included bargaining on behalf of State supervisory scientists.

Ms. Haynie testified about CAPS' efforts since 2005 to re-establish what the union believes to be historical salary ties between engineering and scientific classifications.

Ms. Haynie also testified the Supervising Hazardous Substances Scientist I/II and the Supervising Hazardous Substances Engineer I/II had the same salaries in January, 1995. She noted in the last two years the Supervising Hazardous Substances Engineer I received 6.5% more pay than the Supervising Hazardous Substances Scientist I. She testified the Supervising Hazardous Substances Engineer II received almost 11.5% more pay than the Supervising Hazardous Substances Scientist II.

Ms. Haynie also testified there has been no change in the mission of the departments using these classifications or change in the scope of the classes to justify such a salary disparity.

Central Valley Regional Water Quality Control Board Senior Environmental Scientist Kelly Briggs

Ms. Briggs testified on behalf of the claimants. She worked for the board for over seven (7) years. Ms. Briggs testified she performs work similar to that performed by a Senior Water Resources Engineer and a Senior Engineering Geologist. She pointed to work in the area of discharge requirements, compliance, outreach, enforcement orders, waivers, and the need to prepare and make Board presentations as evidence of the similarity of work.

The Senior Environmental Scientist class specification described the position as a first level supervisor responsible for directing the work of professional or technical staff. Incumbents have the authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees and to adjust employee grievances or effectively recommend such actions. It appears Ms. Briggs performs duties consistent with her classification of Senior Environmental Scientist.

The Senior Water Resources Engineer class specification described the position as responsible for supervising other personnel who perform or may perform complex civil engineering work in any phase of the State's water resources program.

A Senior Engineering Geologist is defined by class specification as either a first-line supervisor or a non-supervisory staff specialist assigned to perform the most complex and technical engineering geologic assignments. The senior level is the first level that has administrative responsibility.

To demonstrate the similarity of job functions between the supervisory scientist and engineering classes, Ms. Briggs testified about eight (8) supervisor duty statements from different units within the Water Quality Control Board. Ms. Briggs noted although the assigned duties articulated in the duty statements are similar, several different classifications are used to staff the functions. The various classifications used to staff the functions included Senior Water Resources Control Engineer, Environmental Specialist IV, Senior Environmental Scientist, and Senior Land and Water Use Analyst.

Ms. Briggs also addressed several "vacancy announcements" from the Water Quality Control Board. Ms. Briggs testified when filling vacancies the Board often considered employees in a variety of classifications. For example, the vacancy announcement for a Senior Water Resource Control Engineer from the Central Valley Regional Water Quality Control Board described those "who may apply" as follows:

"Applicants must hold a current Senior Water Resource Control Engineer appointment or possess list, transfer or reinstatement eligibility for Senior Water Resource Control Engineer. In addition, applicants who hold current Senior Engineering Geologist, Senior Environmental Scientist or Senior Land and Water Use Scientist appointments or possess list, transfer or reinstatement eligibility to these classifications may also apply."

A second vacancy announcement seeking a Senior Engineering Geologist, described those "who may apply" as follows:

"Applicants must hold a current Senior Engineering Geologist appointment, possess or will possess list, transfer or reinstatement eligibility for Senior Engineering Geologist. In addition, applicants who hold current Senior Water Quality Control Engineer or Senior Environmental Scientist appointments possess or will possess list transfer or reinstatement eligibility to these classifications may also apply."

Central Valley Regional Water Quality Board Staff Environmental Scientist - John Marshack

Mr. Marshack testified on behalf of the claimants. He testified within his agency the Senior Environmental Scientist, Senior Engineering Geologist, and Senior Water Resource Control Engineer classes are used interchangeably.

The Staff Environmental Scientist class specification defined the position as the advanced journey level of the series. Incumbents independently identify problems, develop courses of action, and conduct extremely complex and difficult scientific investigations and studies on issues of major importance to the employer, and they do other related work. Incumbents may be assigned lead responsibility for a specific project, program function, or area of expertise. Mr. Marshack's duties appear to be consistent with the Staff Environmental Scientist classification.

The Senior Environmental Scientist class specification described the position as a first level supervisor responsible for directing the work of professional or technical staff. Incumbents have the authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees and to adjust employee grievances or recommend such actions.

The Senior Water Resource Control Engineer was defined by class specification as either (1) the first line supervisor of a unit within a Division or Region; or (2) a non-supervising staff specialist assigned to perform the most complex and technical engineering assignments. The senior level is the first level of administrative responsibility.

CAPS introduced copies of two separate job announcements for the State Water Resources Control Board. The first job announcement sought qualified applicants for a Senior Environmental Scientist but also stated the department would consider hiring a Senior Engineering Geologist or a Senior Water Resource Control Engineer. The second job announcement sought qualified candidates for a Senior Water Resource Control Engineer but stated the department would consider hiring a Senior Engineering Geologist or a Senior Environmental Scientist. Mr. Marshack testified DPA asked the department to cease such a practice.

CAPS also introduced a State Water Resources Control Board organization chart. Mr. Marshack drew the panel's attention to multiple positions apparently at the same organizational level but in a variety of classifications. In addition, he asserted several positions had undergone reclassification without any change in duties.

Mr. Marshack testified within his agency several different classifications are used interchangeably and the determining hiring factor is not the classification of the position but rather the background and experience of the proposed candidate. The vacant position is reclassified to conform with the eligibility of the candidate.

California Regional Water Quality Board, Central Valley Region, Environmental Program Manager I -Dr. David Carlson

Dr. Carlson appeared on behalf of claimants.

He testified the position he now holds was originally advertised as a Supervising Engineer vacancy. Although he is not an engineer he was the successful candidate for the position and the position was thus reclassified.

The Environmental Program Manager I class specification included two separate positions encompassing supervision and management.

ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)

This is the second supervising level of the series. Incumbents direct and oversee environmental programs or components that are of major sensitivity and complexity. Incumbents have authority and accountability for timely completion of program objectives and for submitting satisfactory products. They are responsible for operational planning and assigning projects, budgeting for time and funds, reviewing and evaluating achievements, and preparing administrative reports. They coordinate program activities with technical and administrative support sections. They formulate and administer policies; maintain liaison with other governmental agencies and the private sector; and they do other related work. Incumbents may supervise a group of Staff Environmental Scientists and other professionals working on a major environmental management, regulation, compliance, or research project. Incumbents have authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees.

Incumbents have the responsibility to direct employees, adjust employee grievances, or effectively recommend such actions.

ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)

This is the first managerial level of the series that has significant responsibility for formulating and administering policies or programs. Incumbents direct and manage environmental programs or components that are of major sensitivity and complexity. They have authority and accountability for timely completion of program objectives and for submitting satisfactory products. Incumbents are responsible for operational planning and assigning of projects, budgeting time and funds, reviewing and evaluating achievements, and preparing administrative reports. They coordinate program activities with technical and administrative support sections; formulate and administer policies; maintain liaison with other governmental agencies and the private sector; and they do other related work. Incumbents have authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees. Incumbents have the responsibility to direct employees, adjust employee grievances, or effectively recommend such actions.

The Water Resources Control Engineer specification also includes separate positions encompassing supervision and management concepts.

Supervising Water Resource Control Engineer (Supervising)

This level in the series is the full supervisory level. Incumbents supervise at least two or more major units. They are responsible for flow of work, personnel use, instruction, and coordination of staff activity with other organizational units. Incumbents typically report to a Principal Water Resource Control Engineer, Division Chief, or Executive Officer.

Supervising Water Resource Control Engineer (Managerial)

This level is the first managerial level in this series. Incumbents supervise two or more major units; assist a Regional Board Executive Officer in developing policy; plan, direct, and coordinate the work of a Regional Board Office; and may act in the absence of the Regional Executive Officer. These positions are typically found in those Regional Boards that do not have a principal Water Resource Control Engineer.

Dr. Carlson testified there is no distinction made between supervising scientists and supervising engineers. He reported the Quality Board tended to seek individuals that are academically strong with good communication and writing skills. He testified the classification of the individual is not as important as the background/educational skills the individual brings to the position.

In support of Dr. Carlson's contentions, CAPS introduced a list of the 10 individuals identified as program managers within the Water Quality Control Board. CAPS maintained the employees shared common responsibilities but the positions were allocated to two different classes: Supervising Water Resources Control Engineer and Environmental Program Manager I.

State Water Resources Control Board Assistant Executive Officer Kenneth D. Landau; Chief Deputy Thomas Howard; Chief Administrative Officer Richard Loncarovich; Deputy Director Esteban Almanza; and Personnel Officer Sheryl Brooks.

These witnesses appeared at the request of the panel:

Mr. Landau agreed with Ms. Briggs' testimony. Mr. Landau expressed frustration at not always being able to select individuals with the right skill set, irrespective of discipline.

Mr. Landau testified he also agreed with Dr. Carlson's testimony. He emphasized the need for particular expertise depends on the needs of the project.

Mr. Howard testified about creating project teams from both environmental scientists and engineers and the advantages this seemed to bring to departmental operations. He commented because of the multidisciplinary approach to staffing the teams, supervisors were selected on the basis of who possessed the best managerial skill sets. He noted since salaries were virtually identical at the senior level, there was no issue about who was eventually selected to lead the team. Because of the salary disparity between engineers and scientists, however, it became more problematical to select a scientist for a supervisory role because they might make less than subordinate engineers. He commented one solution might be to equalize all salaries on these teams. He also stated he would support the creation of a "generalist" class merging the various disciplines.

Mr. Loncarovich began his testimony by indicating he did not have any major disagreement with Mr. Marshach's comments. However, he was not in total agreement with Mr. Marshach's comments regarding interchangeability. Mr. Loncarovich emphasized the need for particular expertise dependent on the needs of the project.

However, Mr. Loncarovich also supported creating a single supervising class thereby increasing flexibility in meeting program needs. Mr. Loncarovich's views were best summed up in his closing remarks when he suggested:

"My world would be, let me go after whatever I need. I define what the job is and whatever candidate comes through the door, whatever their background is, if they meet that requirement and they can do it, that's the person I'd like to hire."

Ms. Brooks indicated the practice of advertising for vacancies with multiple classifications had been terminated. She testified the department had recently taken steps to ensure positions are advertised and classified appropriately. In an ideal world Ms. Brooks indicated a "selective certification" approach to hiring would be desirable.

The department representatives emphasized the need for particular educational disciplines while at the same time recognizing that certain positions such as the branch managers, share many traits common to supervision and management.

Department of Toxic Substances Control Supervising Hazardous Substances Scientist II (SHSS II) John Scandura

Mr. Scandura testified on behalf of the claimants. Mr. Scandura worked for the department for over 21 years. He is a branch chief and a second-line supervisor in the Office of Military Facilities for the southern branch. He has a counter-part performing similar duties in the northern part of the state. Mr. Scandura's testimony focused on the similarity of work between supervising scientists and supervising engineers.

The Supervising Hazardous Substances Scientist II is defined in the class specification as the second supervisory level in the series. Incumbents are responsible for technical and professional staff in the Department of Toxic Substance Control headquarters or a regional program unit. Positions at this level typically supervise ten (10) or more professional staff including lower level Hazardous Substances Scientists, other scientific disciplines, and lower level engineers or engineering geologists. This level places major emphasis on the performance of supervisory and management activities such as staff recruitment, development, performance evaluation, program budgeting and strategic planning. The duties described by Mr. Scandura appear to be consistent with the duties in the Supervising Hazardous Substances Scientist II class specification.

A Supervising Engineering Geologist is described in the class specification as the full supervisory level in the series. Incumbents supervise two or more sections through subordinate level supervisors. Incumbents plan, organize, and direct geological work; direct the use of personnel, instruction of supervisory technical personnel, and the coordination of activity with other organizational components.

A Supervising Hazardous Substances Engineer II is described in the class specification as the second supervisory level in the series. Incumbents direct and supervise professional and technical staff in the department Headquarters or regional program unit. Typically, positions at this level directly supervise ten (10) or more primarily professional staff, including lower level Hazardous Substances Engineers or employees in other related engineering and scientific disciplines. Supervising Hazardous Substances Engineers I may be supervised by this level. There is major emphasis at the Supervising Hazardous Substances Engineer II level on the performance of supervisory and management activities such as staff recruitment, development, and performance evaluation; program budgeting; and strategic planning.

Mr. Scandura testified the department's duty statements for Supervising Hazardous Substances Scientist I and Supervising Hazardous Substances Engineer I contain identical essential functions for the jobs. He also pointed out similarity among the duty statements on the Supervising Engineering Geologist, Supervising Hazardous Substances Scientist II, and Supervising Hazardous Substances Engineer II. Mr. Scandura noted 40% of the duties described for the Scientist II and the Engineer II were identical.

Scandura also testified much of the project management work is the same in part because of the creation of multi-disciplinary teams. He testified when assignments are made, they are made based on the background, education, and experience of the employee, rather than on whether the employee is an engineer or a scientist.

To further demonstrate the interchangeability of the classifications, Mr. Scandura compared his own assignment with that of his counterpart in the north. The individual performing the same work as Mr. Scandura in the northern part of the state happens to be a Supervising Hazardous Substances Engineer II. Scandura testified, except for the geographical distinction, the work is the same and both supervisory classifications enjoy the same complement of staff. Mr. Scandura stated although that the northern branch has a few more positions and deals with more counties than the Southern branch, ". . . everything we do is the same."

Department of Toxic Substances Control Division Chief Frederick S. Moss; Chief, Human Resources Phillip R. Amen, Deputy Directory Administration Vicki L. Vandergriff

These witnesses appeared at the request of the panel. They commented on Mr. Scandura's testimony and associated documents.

Mr. Moss is Mr. Scandura's supervisor. Mr. Moss confirmed Mr. Scandura's staff management and workload responsibility as a branch chief dealing with military facilities in Southern California was essentially the same as his counterpart in Northern California. Moss also agreed with Mr. Scandura's testimony approximately 40% of the duties described for the level II scientist and engineer were nearly identical. Mr. Moss further noted the primary function of the branch chief as confirmed by the duty statements was management of staff, workload, and resources irrespective of whether the incumbent was an engineer or a scientist.

Because of the similarity of duties noted above, the panel asked Mr. Moss and Mr. Amen whether a single class should be created to serve as the branch chief. Amen and Moss each stated a continuing need for the two disciplines because work assignments required different expertise from time to time. Ms. Vandergriff testified it had been her experience that program management desired more flexibility in selecting incumbents for particular positions.

Amen, Moss and Vandergriff were each asked what problems, if any, existed as a result of the difference in salary between the supervisory scientists and the engineers. All cited employee morale as a key concern.

California Energy Commission Energy Commission Supervisor II - Virginia Lew

Ms. Lew testified for the claimants. She supervised a multi-disciplinary team of scientists and engineers. The focus of her testimony was on the similarity of work between her classification and that of the Energy Generation System Specialist III and what she considered to be work of comparable value.

The Energy Commission Supervisor II class specification defined the position as a second-level supervisor. The incumbent is typically responsible for two or more small units with a total of six (6) professional staff. Staff is usually at the Energy Analyst through Energy Commission Specialist I level and includes direct supervision of Energy Commission Supervisor I positions. In the more complex and technical functional areas, staff at the Associate Energy Specialist level and above may report directly to the Energy Commission Supervisor II, provided the minimum staff size requirement is met. Ms. Lew's duties appeared to be consistent with her classification of Energy Commission Supervisor II.

The Energy Generation Systems Specialist III is defined by class specification as the full supervisory level. Incumbents typically supervise a group of electric generation specialists and have major program responsibilities. Supervisors usually report to the class of Office Manager responsible for one of the Commission's major programs; or, they report to a Division Administrator when supervising one of the division's major support programs. Incumbents spend their time supervising and managing activities

rather than personally performing work which can be done by a journey person or program specialist.

Ms. Lew testified the Energy Commission Supervisor II and Energy Generation Systems Specialist III positions are similar except the engineering classes work on electric generation activities. Both classes utilize models and similar analytical techniques. Furthermore, she testified when the Electric Generation System Specialist class series was created in 1977, the State Personnel Board item included a statement to the effect the new class (Energy Generation System Specialist III) was intended to parallel the Commission's other line classes for salary setting purposes. Ms. Lew opined the rationale for the initial salary setting determination has not changed.

California Energy Commission Manager, Public Program Office John Sugar; Deputy Director, Electricity Supply Analysis Division Sylvia Bender; Human Resources and Support Services Branch Manager Betty La Franchi; and Personnel and Labor Relations Manager Gina Tosi-Smith

These witnesses appeared at the request for the panel.

Mr. Sugar is Ms. Lew's immediate supervisor. He testified the only area in which he disagreed with Ms. Lew's testimony was her reference to a date on which reclassification of the Supervisor I's occurred. Aside from that detail, he stated he concurred with her statements. Additionally, he commented about Ms. Lew's use of models and the technical work that is involved. He found her examples to be consistent with his recollection and work experience.

Ms. Bender testified about two offices in her division. One was led on by an Energy Generation System Specialist III and the other by a Supervisor II. Ms. Bender also basically agreed with Ms. Lew's testimony. When asked to focus on the similarities of the two classes under discussion, Ms. Bender stated:

"The classes—generally both of those classes are responsible for directing the work of others, for advising them on what is to be done, directing the work to be done, planning, organizing. They are both responsible for taking that work forward, perhaps to the commission level, to outside agencies. They might serve as a spokesperson often for the work that is being done by the people in the division. They are both responsible for administrative issues, for planning, budgeting, recruitment, all of those sorts of tasks.

So, generally, the same sorts of supervisory administrative and advising kinds of duties."

When questioned about any differences between the classes in types of contacts, Ms. Bender replied both classes interact with other state agencies, appear before the commission, public meetings, business meetings, workshops, and the public utilities commission.

When asked whether the use of the classes had changed over the last few years, Ms. LaFranchi responded the world of energy has changed because problems have now become much more technically complex than 25 years ago.

When the panel asked about the consequence of error for the supervisory scientist and engineering classes, Mr. Sugar responded consequences are much more immediate than in the past.

Both Ms. Bender and Mr. Sugar indicated both supervising scientist and supervising engineering classes were responsible for supervising a mix of scientists and engineers.

When asked about independence of action, Mr. Sugar reported he expects all his subordinate supervisors to operate independently. Ms. Bender responded Energy Generation Systems Specialist IIs and Supervisor IIs are basically similar and she expects all of them to exercise the same level of independent judgment.

When asked if he viewed the Energy Generation System Specialist and Energy Commission Supervision II classes as "comparable, Mr. Sugar responded he has a total of five employees in these classes---three in one and two in the other. Mr. Sugar reported the employees have similar responsibility in terms of independent judgment and expectations, and the expertise they need. When asked to explain the term, "comparable," in terms of appropriate compensation, Mr. Sugar opined at present there is no comparability but that there should be.

Department of Water Resources Senior Land and Water Use Scientist - Xavier (Tito) Cervantes

Mr. Cervantes testified on behalf of the claimants. He is assigned to the Department of Water Resources Division of Planning and Local Assistance. Mr. Cervantes has been a supervisor for 10 years. Mr. Cervantes testified about the similarity of work among the Senior Land and Water Use Scientists, Senior Engineering Geologists, and Senior Engineers.

The Senior Land and Water Use Scientist class specification described the position as the first full supervisory level. Incumbents supervise and direct major agricultural, urban, and other land and water use, agricultural and water conservation, water recycling, statewide planning, and agricultural drainage. Incumbents supervise lower level land and water use scientists and other closely related classes. Incumbents have the authority to hire, transfer, suspend, lay-off, recall, promote, discharge, assign, reward, and discipline other employees, adjust grievances, or effectively recommend such actions. Mr. Cervantes' duties appeared to be consistent with his classification of Senior Land and Water Use Scientist.

A Senior Engineering Geologist is defined by class specification as either a first-line supervisor or a non-supervisory staff specialist assigned to perform the most complex and technical engineering geologic assignments. The senior level is the first level at which administrative responsibility is assigned.

The Senior Water Resources Engineer class specification stated the position supervises other personnel performing, or who may perform complex civil engineering work in any phase of the State's water resources program.

Mr. Cervantes testified at the supervisory levels approximately 80% of the work is similar within the Senior Land and Water Use Scientist, Senior Engineering Geologist and Senior Water Resources Engineer positions. The work is comparable other than in those situations where drilling is required and it is necessary to have the technical knowledge of an engineering geologist. He further testified over the last 20 years the

work has become more similar because of the de-emphasis on construction and because engineers have become more involved in doing assessments and studies similar to those assigned to the scientists and the geologists.

Department of Water Resources Land and Water Program Manager I - Scott Matyac

Mr. Matyac testified on behalf of the claimants. He worked at the Department of Water Resources for 22 years. Mr. Matyac's testimony focused on the similarity of work between supervising scientists and Supervising Engineering Geologist and Supervising Engineer Water Resources. He testified both scientific and engineering disciplines are responsible for meeting departmental objectives, reviewing the work of subordinate staff, reviewing and approving work plans, scheduling budgets, and acting as team leaders. He testified at the supervisory level a scientist is virtually interchangeable with an engineer. He based his conclusion on the fact he himself had applied for a position that is today filled by an engineer and the fact when advertising for job vacancies he advertises for both scientists and engineers in an effort to expand the candidate pool.

The Land and Water Program Manager I class specification defined this position as the second supervisory level. Incumbents supervise the agricultural, urban, and other water and land use and water recycling programs or components which are of major importance to the State. They have authority and responsibility for the punctual completion of program objectives and submission of satisfactory as product. Incumbents are responsible for planning, implementing, and assigning projects; budgeting for time and funds; reviewing and evaluating achievements; preparing administrative reports; coordinating program activities; assisting in formulating policies; and maintaining liaisons with other governmental agencies and the private sector. Incumbents typically supervise senior land and water use scientists and other closely related classes. Incumbents have authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline employees, adjust their grievances, or effectively recommend such actions. It appeared Mr. Matyac's duties were consistent with the class specification for Land and Water Program Manager I.

A Supervising Engineering Geologist is described in the class specification as the full supervisory level in the series. Incumbents supervise two or more sections through subordinate level supervisors. Incumbents plan, organize, and direct geological work; direct the utilization of personnel and instruction of supervisory technical personnel, and coordinate staff activity with other organizational components.

A Supervising Engineer, Water Resources is described in the class specification as being responsible for planning, organizing, directing, and coordinating the work of a group responsible for one or more of the activities of an engineering branch performing complex work in any phase of the State's water resources program. The position may also act as the one departmental nonsupervisory staff specialist or consultant in a specific civil engineering field and does other related work.

Mr. Matyac was asked to compare his duties to that of a colleague, Mr. Dabbs, a Supervising Engineer, Water Resources. He testified the organizational structure and responsibility were identical except Mr. Dabb's unit focused on water supply projections and Mr. Matyac's staff focused on water demand projections. Mr. Matyac believed the positions were totally interchangeable and he could walk into Mr. Dabb's position today and function perfectly well.

Department of Water Resources Labor Relations Specialist Susie Cano-Guzman; Manager, Classification and Placement Services Jennifer K. Dong; Supervising Engineer, Water Resources Curtis Anderson; and Manager, Statewide Water Planning Branch Kamya Guivetchi.

These witnesses appeared at the request of the panel.

Mr. Anderson stated he agreed with Mr. Cervantes that "... engineers and scientists are doing similar work but not exactly the same work. . . ." Mr. Anderson stated at the supervising level 99% of the work deals with traditional supervisor and management duties such as budgets, personnel, and allocation of work. Mr. Anderson did not agree with Mr. Cervantes' testimony the disciplines share a common liability. He pointed out engineers who are required to stamp documents must assume a greater liability than others. If there was a serious error, there is potential for serious discipline or loss of licensure. He noted, however, stamping documents is infrequent.

Mr. Anderson indicated he agreed 80% of the work of supervising scientist and supervising engineer work was similar. However, he did not agree with Mr. Cervantes' statement that during emergencies Mr. Cervantes' and others in his class series are first in line to respond. Contrary to Mr. Cervantes' testimony, it was Mr. Anderson's view the first responder would depend on the nature of the emergency. For example, in the event of a levee failure, the first responder would likely be a geologist or a seismic engineer. Mr. Anderson concluded his testimony with the comment it was his belief the supervising scientist had similar if not more responsibility than a supervising engineer. In particular, he mentioned another DWR employee, Heidi Rooks. He based his view on the number of people Ms. Rooks supervises and the projects she reviews compared to what he does.

Ms. Dong testified about the analysis the Personnel Office performs when it makes engineering and scientist position allocations. The Personnel Office reviews the duty statements to ensure the duties are consistent with the requested classification. However, the initial discipline determination rests with the program. Ms. Dong contradicted Mr. Matyac's testimony he recruits both engineer and scientist classification when requesting a position. Ms. Dong clarified the Personnel Office would not permit advertising a vacancy in that manner and would require the line program classify the vacancy appropriately.

Ms. Cano-Guzman, a 27-year Department of Water Resources employee, testified about the Department's changing emphasis from a purely engineering organization to one that also emphasizes environmental concerns. When questioned about the comparability of work between the supervising engineer and the supervising scientist, she responded many of the managerial or supervisory responsibilities may be of equal status. She testified while there is clearly a need for specialized expertise, as it relates to supervision and "people skills," the classes are comparable. In her view, one common class would not be viable. Ms. Cano-Guzman also indicated a Department of Water Resources, unit chief or section chief who is either an engineer or a scientist has the same level of responsibility.

Mr. Guivetchi was a 30-year Department of Water Resources employee and a principal engineer. Mr. Guvetchi reviewed both the testimony of Mr. Cervantes and that of Mr.

Matyac. He indicated both of their testimonies were essentially correct. He described the multi-disciplinary approach to running programs within Department of Water Resources and the Department's interaction with at least 18 other state agencies. Mr. Guivetchi noted Mr. Matyac left the Department of Water Resources for a comparable position with the Yuba County Water Agency. It was his understanding Mr. Matyac was receiving a salary 35% higher than he was receiving with the Department of Water Resources. Mr. Guivetchi also testified the department evolved from a purely engineering organization to one with greater involvement in environmental concerns. He indicated the need for the separate disciplines but emphasized he believed both engineers and scientists perform work of "coequal value."

Mr. Guivetchi also discussed compensation. He pointed out when matrix teams were first created, the salary difference between engineers and the comparable scientist class was 5 to 10%. Since July of 2005, however, the difference has grown closer to 30 or 35%. Mr. Guivetchi anticipated if the compensation problem is not resolved, the employer will experience continued turnover, inability to recruit, and decline in morale on the matrix teams.

Mr. Guivetchi disagreed with Mr. Matyac's testimony a scientist is interchangeable with an engineer at the supervisory level. Mr. Guivetchi suggested a supervising scientist and a supervising engineer have ". . . some common knowledge, skills, and abilities to direct tasks and to plan, manage, and evaluate performance, but they are not interchangeable because they have different educational backgrounds, different experiences."

Department of Conservation Senior Seismologist - Hamid Haddadi

Mr. Haddadi testified on behalf of the claimants. His testimony focused on the similarity of work between the Senior Seismologists and the Senior Engineers.

As a Senior Seismologist, Mr. Haddadi was responsible for planning, organizing, and directing difficult seismic instrumentation studies and earthquake hazard investigations related to earthquake engineering and for doing other related work.

According to the class specification, a Senior Civil Engineer is responsible for planning and directing difficult field and office civil engineering work and doing other related work.

Mr. Haddadi testified there are no differences in the work performed by a Senior Engineer and that of a Senior Seismologist. He pointed to a position currently held by Mr. Huang, Senior Civil Engineer supervising the Data Utilization/Structural Response Unit. Mr. Haddadi testified Mr. Huang's position had been classified as a Senior Seismologist for approximately 20 years. However, recently, with no change in duties, the position was reclassified to Senior Engineer. In support of this contention Mr. Haddadi provided the panel with an organization chart from 2003 showing Mr. Huang as a Senior Seismologist with responsibility for the same unit.

Mr. Haddadi further testified the classes of Geologist and Engineering Geologist are also used interchangeably. No documents were presented in support of this assertion.

Mr. Haddadi also testified employees within the Minerals Program were recently transferred from the class of Senior Geologist Supervisor to Senior Engineering Geologist with no change in duties.

Department of Conservation Human Resources Consultant Janet Wright; Supervising Engineering Geologist Dr. Anthony F. Shakal and Chief, Human Resources Officer Rosalyn Brooks

These witnesses participated at the request of the panel.

Dr. Shakal is Mr. Haddadi's supervisor. He agreed with Mr. Haddadi's testimony. Dr. Shakal testified Mr. Huang and Mr. Haddadi had equal job responsibilities. He also explained the reclassification of Mr. Hang's position occurred after some minor changes in duties and was pursued because Mr. Huang preferred the title of "engineer" as opposed to seismologist.

Ms. Wright testified she agreed with Mr. Haddadi's testimony in concept. However, she disagreed with some of his terminology. Although she believed the classes were comparable, she did not believe they are interchangeable. In her view, both disciplines are equally important. When asked about the possibility of combining these disciplines into one class Ms. Wright indicated the department had considered creating a new classification structure combining separate classes.

Ms. Brooks testified about recent exam results for the senior seismologist class. She testified that Department was experiencing problems in recruiting a sufficient number of qualified candidates.

California Integrated Waste Management Board Acting Supervising Integrated Waste Management Specialist II - Trevor O'Shaughnessy

Mr. O'Shaughnessy testified on behalf of the claimants.

He was a branch manager within the Diversion, Planning, and Local Assistance Division. His testimony focused on the similarity of work between the Integrated Waste Management Specialist Supervisor and the supervising Waste Management Engineer series. Mr. O'Shaughnessy reported both classifications are responsible for supervising and training of staff; reviewing reports and hearing items; reviewing planning documents and preparing agenda items. He also stated both classifications are at the same organization level within the agency.

A Supervising Integrated Waste Management Specialist II is defined by the class specification as the second full supervisory level in the class series. Incumbents typically manage multiple integrated waste management programs; supervise subordinate supervisors performing integrated waste management work; and select, develop, and evaluate the performance of staff.

A Supervising Waste Management Engineer is described in the class specification as the second supervisory level in the series. Under general direction, incumbents plan, organize, and direct engineering programs in connection with waste management and material reuse/recovery.

Mr. O'Shaughnessy provided a Venn diagram of two "almost concentric circles." He testified while at times there may be a need for particular expertise such as engineering knowledge to deal with questions of redundancy and design rather than knowledge of soil integrity that a scientist might possess, the overwhelming bulk of the work of the two

positions is the same. He testified the work of both classes is characteristic of traditional managerial or supervisory duties listed in class specifications.

California Integrated Waste Management Board Deputy Director Tom Estes; Division Chief Lorraine Van Kekerix; Director, Sustainability Program Howard Levenson, Ph.D.; and Manager, Administrative Services Branch Laurie A. Karlstad

These witnesses participated at the panel's request.

Ms. Kekerix testified many of the examples Mr. O'Shaughnessy used took place prior to her becoming his supervisor. She agreed with him regarding similarity of supervisory duties.

Mr. Estes testified about his work experience and knowledge of the department's organization. He indicated there was similarity between the supervising engineers and supervising integrated waste management incumbents. He testified engineers in supervising positions didn't really perform engineering duties. Mr. Estes noted the particular project dictated what expertise might be necessary.

Dr. Levenson agreed with Mr. O'Shaughnessy's testimony about supervisory functions. He stated "... the scientists, perform comparable work with the supervising engineers. I wouldn't say it's equal, but I think it's comparable. . . they all do the same kinds of basic supervisory oversight functions."

Dr. Levenson testified the Venn diagram appropriately displayed the overlapping supervisory duties of the engineers and supervisors, he noted there is equivalence in the technical analysis that an engineer and a scientist perform, but they are not the same.

Dr. Levenson reported the consequence of error affecting public health and safety were present in both the engineer and scientific disciplines.

Ms. Karlstad testified it was not possible to collapse the two disciplines into a common class.

Ms. Karlstad, Dr. Levenson, Mr. Estes, and Ms. Van Kekerix all agreed a branch manager at the California Integrated Waste Management Board is held to the same standards, has the same level of contacts, the same organizational level and is viewed at a "comparable level" regardless of whether they have a scientific or engineering background.

Department of Industrial Relations, Cal OSHA, Senior Industrial Hygienist - Jeff Ferrell

Mr. Ferrell testified on behalf of the claimants.

He testified about the overlapping duties of hygienists and safety engineers. He testified the positions for all Industrial Hygienists are being reclassified to Safety Engineer with no change in duties. He also testified Senior Industrial Hygienist and Senior Safety Engineer positions do similar work and are used interchangeably in both the Headquarters Unit and Consultation Service.

The Senior Industrial Hygienist class specification defined the position as the first supervisory level. Under general direction, incumbents are responsible for an industrial

hygiene program in an assigned geographic area or subject-matter function. Incumbents perform the more complex industrial hygiene work; plan, assign, and supervise the work of one or more industrial hygiene staff members in an assigned geographic area, or work independently in a staff capacity on complex industrial hygiene problems. Incumbents coordinate or conduct major studies and investigations. They conduct site inspections; consult with management, professional, and technical personnel, and make and secure recommendations for the prevention, elimination, or control of hazards. The position identifies training needs and assists in the development of training plans; reviews proposed health standards, evaluates them, and makes recommendations for their acceptance or modification; represents the department in contacts with the community, industries, and other agencies; participates in and conducts meetings with department staff and others concerning occupational health and safety matters; collects, records, and analyzes statistical data; determines priorities, assigns work, and evaluates performance of staff; prepares and reviews correspondence and reports; and does other related work. Mr. Farrell's duties appear to be consistent with the class specification.

At the Department of Industrial Relations, the Senior Safety Engineer is the first full supervisory level. Incumbents at the Department of Industrial Relations work in either the Standards and Research and Development Unit, the Compliance Unit, the CAL/OSHA Consultation Division, or the OSH Standards Board. The Senior may be (1) responsible for supervising a group of Safety Engineers in a particular geographical setting; or (2) can conduct complex studies and analyses; initiate investigations; review and make recommendations on reports involving alleged violations. The position coordinates with Division staff to compare Federal/State standards; conducts meetings; or (3) develops program for safety promotion, consults with labor, management, and public groups on sensitive issues; plans seminars; and may participate as a technical advisor to the Standards Board during public hearings.

Department of Industrial Relations

The Department of Industrial relations provided a written response to the panel's request for comment.

The department found Mr. Ferrell's testimony "... generally... accurate on the issue of what Mr. Ferrell described as the 'core competencies' of safety engineers and industrial hygienists who are in the employ of either the Division of Occupational Safety and Health or the occupational Safety and Health Standards Board."

During his testimony, Mr. Ferrell cited inspection of punch presses as an example of a task he would not perform because it constituted highly specialized equipment outside his expertise and it would require the expertise of a safety engineer. However, the department confirmed the fact as an industrial hygienist Mr. Ferrell would be expected to handle both health and safety issues. The department also stated:

"There is no distinction in DOSH between the concept of "scientist" and "engineer" for the purpose of defining the duties of industrial hygienists and safety engineers. The difference between the two class titles is solely a product of the distinction between a discipline that focuses on safety protection and one that focuses on health protection. In DOSH, this distinction is not one that would be determinative in any manner of

the level of responsibility a staff member or manager might have or the importance of the service to be delivered.”

ANALYSIS

CAPS contends State employees in certain supervising scientific classifications are entitled to receive “like pay” as employees in certain specified supervising engineering classes. CAPS alleges the scientific employees perform the same or similar duties and responsibilities as employees in alleged comparable engineering classes.

Government Code section 19826, subdivision (a) states:

“The [DPA] shall establish and adjust salary ranges for each class of position in the state civil service subject to any merit limits contained in Article VII of the California Constitution. *The salary range shall be based on the principle that like salaries shall be paid for comparable duties and responsibilities.* In establishing or changing such ranges consideration shall be given to the prevailing rates for comparable service in other public employment and in private business. The department shall make no adjustments which require expenditures in excess of existing appropriations which may be used for salary increase purposes. The department may make a change in salary range retroactive to the date of application for such change.” (Italics added.)

Testimony from witnesses working in the various classifications, and from managers in agencies and departments using the classifications indicate the duties and responsibilities of supervising scientists and supervising engineers are sometimes identical or comparable in terms of organizational level and supervisory or management responsibility.

However, the panel's investigation also demonstrated while the supervising and management duties and responsibilities were similar, the classifications when viewed as a whole were not identical. In many department situations, consideration was also given to the employees' education, background, and past experience. Supervising employees may be expected to draw on their particular technical training, technical background and past technical experience as necessary to perform and enhance their management or supervisor responsibilities.

Class specifications for scientists and engineers generally include a series of classifications. As the employee moves upward through the classifications to the supervisor and management levels, technical work and specialized knowledge from the particular area of expertise is de-emphasized as the classification assumes more management and supervisor duties. It is assumed the employee already has the required specialized disciplinary knowledge and training by the time they reach the supervisor and management level.

An employee's technical background assists the employee in performing the traditional supervisor and management duties and responsibilities associated with program oversight.

The State Personnel Board (SPB) recognized the difference in responsibility and accompanying technical expertise and background between the supervising scientist

and engineering classes by establishing different classes with different requirements for each discipline. It cemented the difference between the classes when it did not always align the salaries of the subject supervising scientist and engineer classes when it established the classes.

Historical review of the salary of the subject supervising scientist and engineer classifications also shows the classes generally have not been consistently paid the same. The exception to this is the Supervising Hazardous Substances Scientist I and II classifications. The two scientific classes have historically either been paid the same or they have been paid 5% more than the Supervising Hazardous Substances Engineer I and II.

There has, however, been a closer alignment of the salaries between the subject supervising scientists and engineers classifications than currently exists.

Many of the witnesses participating in the investigation recognized the difference in the technical knowledge and responsibilities of the classes

However, the investigation showed some departments place a premium on supervisory skills and reclass a supervisory position to fit a candidate's existing discipline. This practice skirts the boundaries of existing Civil Service rules and the existing classification system.

Other departments claim to give no consideration to technical direction, background, or training by using a "multi-disciplinary" approach to problem-solving. These departments expect all managers and supervisors to possess general analytical and problem solving skills without regard to formal education, technical expertise, and apparently without regard to past technical work experience. The departments viewed the skill of the individual as paramount while position classification is only secondary concern.

A department's implementation of such a multi-disciplinary approach, while well-intentioned and applicable to some work demands and situations, is inconsistent with the current classification system that assigns responsibility and authority based on supervisor and management skills built on and buttressed by technical training and experience in a particular discipline. The multi-disciplinary approach described by some departments also leads to a disgruntled work force that sees only widely differing salaries for what appear to be similar duties and responsibilities. In addition, such an approach to personnel management is inconsistent with the like pay for like work concept because supervisor salaries that were once comparable, no longer are. The exact dates of departments reclassification of positions and use of multi-disciplinary teams are unknown. DPA cannot condone personnel activity that may not comply with existing civil service rules and the existing classification system.

The participants in this investigation raised concerns for change in the State's personnel classification system. The State's Human Resources Modernization Program is working to address these issues.

CONCLUSION

(1) The factual evidence presented by the claimants and the employing agencies established the duties and responsibilities of the subject supervising scientist

classifications are similar but not identical to those assigned to the subject supervising engineer classifications.

(2) Departments will be ordered to stop circumventing the current classification system.

(3) DPA recommends salary adjustments to the Supervising Scientist classifications. These salary adjustments are based on historical State Personnel Board documents that initially established classifications and historical pay scales.

SCIENTIFIC CLASSIFICATION

RECOMMENDED ADJUSTMENT

Supervising Hazardous Substances Scientist I and II	Pay the same as Supervising Hazardous Substances Engineer I and II
Senior Industrial Hygienist	Pay the same as Senior Engineering Geologist
Senior Seismologist	Pay the same as Senior Engineering Geologist
Senior Geologist (Supervisor)	Pay the same as Senior Engineering Geologist
Senior Environmental Scientist	Pay 10% ³ less than Senior Engineer Water Resources or Senior Water Resources Control Engineer
Senior Land and Water Use Scientist	Pay 5% less than Senior Engineering Geologist or Senior Engineer Water Resources
Land and Water Use Program Manager I	Pay 5% less than Supervising Engineer Water Resources
Environmental Program Manager I (Supervisory)	Pay the same as Senior Engineering Geologist, Senior Engineer Water Resources, Senior Water Resources Control Engineer
Energy Commission Supervisor II (Efficiency)	Pay 5% less than Electric Generation Specialist II

³ The percentages represent the historical mean average difference in pay between the classifications.

Energy Commission Supervisor II (Forecasting)	Pay 5% less than Electric Generation Specialist II
Energy Commission Supervisor II (Technology Evaluation and Development)	Pay 5% less than Electric Generation Specialist II
Supervising Integrated Waste Management Specialist I	Pay 5% less than Senior Waste Mgmt. Engineer
Supervising Integrated Waste Management Specialist II	Pay 10% less than Supervising Waste Management Engineer

(4) DPA will forward a copy of this report to the Department of Finance for its consideration. Consistent with Government Code 19826, the Department of Finance must determine whether the recommended pay adjustment is within existing salary appropriations.

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$5,391.00 - \$6,508.00		01 19 34 R3		1	12	E		S07
JC86	4096	SUPERVISING FRAUD INVESTIGATOR, BUREAU OF STATE AUDITS	\$5,469.00 - \$6,651.00		01 19		1	12	E		E98
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$5,919.00 - \$7,153.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,211.00 - \$6,286.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$2,977.00 - \$3,577.00 B \$3,268.00 - \$3,926.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,268.00 - \$3,926.00 B \$3,578.00 - \$4,311.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,577.00 - \$4,310.00 S \$3,578.00 - \$4,311.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,585.00 - \$6,741.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$4,850.00 - \$5,854.00 B \$5,341.00 - \$6,490.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$5,585.00 - \$6,741.00 B \$5,862.00 - \$7,125.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$5,854.00 - \$7,075.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,585.00 - \$6,741.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,106.00 - \$2,559.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,343.00 - \$2,850.00		01 43		1	12	2		S15
IN25	4077	SUPERVISING HOUSING CONSTUCTION AND REHABILITATION SPECIALIST	\$4,626.00 - \$5,626.00		01 19		1	12	E		S11
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,392.00 - \$7,046.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,483.00 - \$7,151.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$5,720.00 - \$6,955.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,333.00 - \$4,051.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$4,992.00 - \$6,029.00		01 19 34		1	12	E		S07
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,007.00 - \$6,046.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,452.00 - \$6,585.00		01 19		1	12	E		S01

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$5,391.00 - \$6,508.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$5,918.00 - \$7,153.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,211.00 - \$6,286.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$2,977.00 - \$3,577.00 B \$3,268.00 - \$3,926.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,268.00 - \$3,926.00 B \$3,578.00 - \$4,311.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,577.00 - \$4,310.00 S \$3,578.00 - \$4,311.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,585.00 - \$6,741.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$5,117.00 - \$6,176.00 B \$5,752.00 - \$6,990.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$6,015.00 - \$7,260.00 B \$6,313.00 - \$7,674.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$5,854.00 - \$7,075.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,585.00 - \$6,741.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,106.00 - \$2,559.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,343.00 - \$2,850.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,392.00 - \$7,046.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,483.00 - \$7,151.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$5,720.00 - \$6,955.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,333.00 - \$4,051.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$4,992.00 - \$6,029.00		01 19 34		1	12	E		S07
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,007.00 - \$6,046.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,452.00 - \$6,585.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES	A \$7,096.00 - \$8,626.00 B \$7,802.00 - \$9,483.00		01 19 01 19	041 041	1 1	12 12	E E		S09 S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION	\$6,067.00 - \$7,374.00		01 19		1	12	E		S11
IT95	4578	SUPERVISING ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$6,059.00 - \$7,366.00		01 19		1	12	E		S11
ER40	2590	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION	\$6,152.00 - \$7,480.00		01 19		1	12	E		S21
LE60	5429	SUPERVISING FINANCE PROGRAM EVALUATOR	\$6,556.00 - \$7,589.00		01 19 29		1	12	E		E99
JM19	2254	SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR	\$5,192.00 - \$6,265.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES	\$5,192.00 - \$6,265.00		01 19 34 P1		1	12	E		S07
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$5,192.00 - \$6,265.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$5,859.00 - \$7,073.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$5,859.00 - \$7,073.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$6,126.00 - \$7,403.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$4,912.00 - \$6,222.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,393.00 - \$6,831.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$3,081.00 - \$3,702.00 B \$3,382.00 - \$4,063.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,382.00 - \$4,063.00 B \$3,703.00 - \$4,462.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,702.00 - \$4,461.00 S \$3,703.00 - \$4,462.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,780.00 - \$6,977.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$5,608.00 - \$6,769.00 B \$6,465.00 - \$7,857.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$6,761.00 - \$8,160.00 B \$7,096.00 - \$8,626.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,271.00 - \$6,362.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$6,069.00 - \$7,326.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,059.00 - \$7,689.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,780.00 - \$6,977.00		01 19		1	12	E		S12

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$6,058.00 - \$7,679.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$6,334.00 - \$7,655.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,576.00 - \$7,063.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$3,186.00 - \$3,828.00 B \$3,497.00 - \$4,201.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,497.00 - \$4,201.00 B \$3,829.00 - \$4,614.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,828.00 - \$4,613.00 S \$3,829.00 - \$4,614.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,977.00 - \$7,214.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$6,242.00 - \$7,534.00 B \$7,377.00 - \$8,965.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$7,714.00 - \$9,311.00 B \$8,097.00 - \$9,842.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,265.00 - \$7,950.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,977.00 - \$7,214.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,254.00 - \$2,739.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,507.00 - \$3,050.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,841.00 - \$8,107.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,938.00 - \$8,227.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$6,121.00 - \$8,187.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,567.00 - \$4,336.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S01
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$6,162.00 - \$7,814.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,835.00 - \$7,047.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BH66	3565	SENIOR HAZARDOUS SUBSTANCES SCIENTIST	\$5,088.00 - \$6,144.00		01 19		1	12	E		R10
KI72	8449	SENIOR HEALTH CARE SERVICE PLAN ANALYST	\$4,963.00 - \$5,988.00		01 19		1	12	E		S01
HX20	3802	SENIOR HEALTH PHYSICIST	\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
VV30	8850	SENIOR HIGHWAY OUTDOOR ADVERTISING INSPECTOR	\$3,125.00 - \$3,757.00		01 34 43		1	12	2		S07
IT90	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,336.00 - \$6,483.00		19		1	6	E		R09
GO80	3260	SENIOR HYDRAULIC ENGINEER	\$5,336.00 - \$6,483.00		19		1	6	E		R09
PM10	6462	SENIOR HYDROELECTRIC PLANT OPERATOR	\$5,212.00 - \$5,724.00				1	6	2		R12
HO49	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)	\$5,341.00 - \$6,490.00		19		1	6	E		R09
HO48	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
WH54	9320	SENIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
IC64	3852	SENIOR INDUSTRIAL HYGIENIST	\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
LM82	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)									
		A	\$5,206.00 - \$6,327.00		19 29	285	1	6	E		R01
		L	\$5,206.00 - \$6,327.00		19 29	285	1	6	E		R01
LM80	1340	SENIOR INFORMATION SYSTEMS ANALYST (SUPERVISOR)	\$5,206.00 - \$6,327.00		01 19 29		1	12	E		S01
BF40	0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)									
		A	\$4,847.00 - \$5,851.00		19	208	1	6	E		R10
		B	\$5,082.00 - \$6,132.00		19	208	1	6	E		R10
		C	\$5,320.00 - \$6,433.00		19	208	1	6	E		R10
BF45	0525	SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)									
		A	\$4,850.00 - \$5,854.00		01 19	208	1	12	E		S10
		B	\$5,085.00 - \$6,137.00		01 19	208	1	12	E		S10
		C	\$5,325.00 - \$6,438.00		01 19	208	1	12	E		S10
QN15	6855	SENIOR INSPECTOR OF AUTOMOTIVE EQUIPMENT	\$4,113.00 - \$4,963.00		01 19		1	12	E		S12
LC60	2948	SENIOR INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$4,960.00 - \$6,028.00		19		1	6	E		R01
LM24	2950	SENIOR INSTRUCTIONAL SYSTEMS ENGINEER, COMMISSION ON PEACE OFFICER STANDARDS	\$4,743.00 - \$5,763.00		19		1	6	E		R01
VJ36	8607	SENIOR INSURANCE COMPLIANCE OFFICER (SPECIALIST), DEPARTMENT OF INSURANCE	\$4,778.00 - \$5,765.00		01 19 34 R1		1	12	2		R07
VJ35	8574	SENIOR INSURANCE COMPLIANCE OFFICER (SUPERVISOR), DEPARTMENT OF INSURANCE	\$4,778.00 - \$5,765.00		01 19 24 34		1	12	E		S07
JC16	4410	SENIOR INSURANCE EXAMINER (SPECIALIST)									
		A	\$4,960.00 - \$6,028.00		19	004	1	6	2		R01
		B	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
		C	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
		D	\$5,984.00 - \$7,273.00		19	004	1	6	2		R01
JC14	4411	SENIOR INSURANCE EXAMINER (SUPERVISOR)									
		A	\$5,211.00 - \$6,286.00		01 19	004	1	12	E		S01
		B	\$5,726.00 - \$6,915.00		01 19	004	1	12	E		S01
		C	\$5,726.00 - \$6,915.00		01 19	004	1	12	E		S01
		D	\$6,286.00 - \$7,606.00		01 19	004	1	12	E		S01
VJ71	8577	SENIOR INSURANCE INVESTIGATOR	\$4,778.00 - \$5,765.00		01 19 34		1	12	E		S07
JC34	4435	SENIOR INSURANCE RATE ANALYST									
		A	\$4,960.00 - \$6,028.00		19	004	1	6	2		R01
		B	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
BH60	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST	\$5,088.00 - \$6,144.00		01 19		1	12	E		R10
VI96	8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS	\$4,350.00 - \$5,249.00		01 19 34 P5		1	12	2		R07
JV25	4664	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ALTERNATIVE INVESTMENTS)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV34	4669	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ASSET ALLOCATION/RISK MANAGEMENT)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV39	4676	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (FIXED INCOME)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV45	4681	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (GLOBAL EQUITIES)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BH92	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)									
		A	\$4,847.00 - \$5,851.00		01 19	040	1	12	E		R10
		B	\$5,309.00 - \$6,450.00		01 19	040	1	12	E		R10
HY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER									
		A	\$5,114.00 - \$6,173.00		01 19 21	356	1	12	E		R09
		B	\$5,747.00 - \$6,985.00		01 19 21	356	1	12	E		R09
BH66	3565	SENIOR HAZARDOUS SUBSTANCES SCIENTIST									
			\$5,088.00 - \$6,144.00		01 19		1	12	E		R10
KI72	8449	SENIOR HEALTH CARE SERVICE PLAN ANALYST									
			\$4,963.00 - \$5,988.00		01 19		1	12	E		S01
HX20	3802	SENIOR HEALTH PHYSICIST									
			\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
VV30	8850	SENIOR HIGHWAY OUTDOOR ADVERTISING INSPECTOR									
			\$3,125.00 - \$3,757.00		01 34 43		1	12	2		S07
IT90	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY									
			\$5,747.00 - \$6,982.00		19		1	6	E		R09
GO80	3260	SENIOR HYDRAULIC ENGINEER									
			\$5,747.00 - \$6,982.00		19		1	6	E		R09
PM10	6462	SENIOR HYDROELECTRIC PLANT OPERATOR									
			\$5,212.00 - \$5,724.00				1	6	2		R12
HO49	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)									
			\$5,752.00 - \$6,990.00		19		1	6	E		R09
HO48	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)									
			\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
WH54	9320	SENIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND									
			\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
IC64	3852	SENIOR INDUSTRIAL HYGIENIST									
			\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
LM82	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)									
		A	\$5,206.00 - \$6,327.00		19 29	285	1	6	E		R01
		L	\$5,206.00 - \$6,327.00		19 29	285	1	6	E		R01
LM80	1340	SENIOR INFORMATION SYSTEMS ANALYST (SUPERVISOR)									
			\$5,206.00 - \$6,327.00		01 19 29		1	12	E		S01
BF40	0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)									
		A	\$4,847.00 - \$5,851.00		19	208	1	6	E		R10
		B	\$5,082.00 - \$6,132.00		19	208	1	6	E		R10
		C	\$5,320.00 - \$6,433.00		19	208	1	6	E		R10
BF45	0525	SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)									
		A	\$4,850.00 - \$5,854.00		01 19	208	1	12	E		S10
		B	\$5,085.00 - \$6,137.00		01 19	208	1	12	E		S10
		C	\$5,325.00 - \$6,438.00		01 19	208	1	12	E		S10
QN15	6855	SENIOR INSPECTOR OF AUTOMOTIVE EQUIPMENT									
			\$4,113.00 - \$4,963.00		01 19		1	12	E		S12
LC60	2948	SENIOR INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING									
			\$4,960.00 - \$6,028.00		19		1	6	E		R01
LM24	2950	SENIOR INSTRUCTIONAL SYSTEMS ENGINEER, COMMISSION ON PEACE OFFICER STANDARDS									
			\$4,743.00 - \$5,763.00		19		1	6	E		R01
VJ36	8607	SENIOR INSURANCE COMPLIANCE OFFICER (SPECIALIST), DEPARTMENT OF INSURANCE									
			\$4,778.00 - \$5,765.00		01 19 34 R1		1	12	2		R07
JC16	4410	SENIOR INSURANCE EXAMINER (SPECIALIST)									
		A	\$4,960.00 - \$6,028.00		19	004	1	6	2		R01
		B	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
		C	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
		D	\$5,984.00 - \$7,273.00		19	004	1	6	2		R01
JC14	4411	SENIOR INSURANCE EXAMINER (SUPERVISOR)									
		A	\$5,211.00 - \$6,286.00		01 19	004	1	12	E		S01
		B	\$5,726.00 - \$6,915.00		01 19	004	1	12	E		S01
		C	\$5,726.00 - \$6,915.00		01 19	004	1	12	E		S01
		D	\$6,286.00 - \$7,606.00		01 19	004	1	12	E		S01
VJ71	8577	SENIOR INSURANCE INVESTIGATOR									
			\$4,778.00 - \$5,765.00		01 19 34		1	12	E		S07
JC34	4435	SENIOR INSURANCE RATE ANALYST									
		A	\$4,960.00 - \$6,028.00		19	004	1	6	2		R01
		B	\$5,448.00 - \$6,622.00		19	004	1	6	2		R01
BH60	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST									
			\$5,088.00 - \$6,144.00		01 19		1	12	E		R10
VI96	8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS									
			\$4,350.00 - \$5,249.00		01 19 34 P5		1	12	2		R07
JV25	4664	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ALTERNATIVE INVESTMENTS)									
			\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,505.00 - \$5,436.00		01 19 34		1	12	E		S07
LE62	5428	SENIOR FINANCE PROGRAM EVALUATOR	\$5,393.00 - \$6,831.00		01 19 29		1	12	E		E98
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,378.00 - \$6,864.00		01 19		1	12	2		R01
JM17	2252	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SPECIALIST)	\$5,389.00 - \$6,549.00		01 19		1	12	E		R01
JM18	2253	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SUPERVISOR)	\$5,388.00 - \$6,548.00		01 19		1	12	E		S01
BO25	1928	SENIOR FISH HABITAT SUPERVISOR	\$4,587.00 - \$5,573.00		01 19		1	12	E		S11
BP80	0832	SENIOR FISH PATHOLOGIST	\$4,788.00 - \$5,780.00		01 19		1	12	E		S10
VW80	9039	SENIOR FOOD AND DRUG INVESTIGATOR	\$4,727.00 - \$5,705.00		19 34 R3		1	6	2		R07
KU30	5016	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
QM83	6876	SENIOR FORESTRY EQUIPMENT MANAGER	\$6,222.00 - \$6,861.00		01 19 34 R4		1	12	E		S08
PH80	6353	SENIOR FOUNDATION DRILLER	\$4,069.00 - \$4,868.00				1	6	2		R12
GB90	3093	SENIOR GEOLOGICAL DRAFTING TECHNICIAN	\$3,615.00 - \$4,395.00				1	6	2		R11
HR70	3931	SENIOR GEOLOGIST (SPECIALIST)	\$5,434.00 - \$6,556.00		01 19		1	12	E		R10
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)	\$5,568.00 - \$6,720.00		01 19		1	12	E		S10
BO65	6320	SENIOR HATCHERY SUPERVISOR	\$5,028.00 - \$6,114.00		01 19		1	12	E		S11
BH91	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	\$5,020.00 - \$6,059.00		01 19		1	12	E		S10
BH92	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)	A \$5,017.00 - \$6,056.00 B \$5,495.00 - \$6,676.00		01 19 01 19	040 040	1 1	12 12	E E		R10 R10
HY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	A \$5,605.00 - \$6,766.00 B \$6,460.00 - \$7,851.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		R09 R09
BH66	3565	SENIOR HAZARDOUS SUBSTANCES SCIENTIST	\$5,266.00 - \$6,359.00		01 19		1	12	E		R10
KI72	8449	SENIOR HEALTH CARE SERVICE PLAN ANALYST	\$5,137.00 - \$6,198.00		01 19		1	12	E		S01
HX20	3802	SENIOR HEALTH PHYSICIST	\$5,448.00 - \$6,904.00		01 19		1	12	E		S10
IT90	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY	\$6,460.00 - \$7,848.00		19		1	6	E		R09
GO80	3260	SENIOR HYDRAULIC ENGINEER	\$6,460.00 - \$7,848.00		19		1	6	E		R09
PM10	6462	SENIOR HYDROELECTRIC PLANT OPERATOR	\$5,394.00 - \$6,368.00				1	6	2		R12
HO49	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)	\$6,465.00 - \$7,857.00		19		1	6	E		R09
HO48	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
WH54	9320	SENIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,448.00 - \$7,068.00		01 19		1	12	E		S10
IC64	3852	SENIOR INDUSTRIAL HYGIENIST	\$5,448.00 - \$7,068.00		01 19		1	12	E		S10
LM82	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)	A \$5,388.00 - \$6,875.00 L \$5,388.00 - \$6,875.00		19 29 19 29	285 285	1 1	6 6	E E		R01 R01
LM80	1340	SENIOR INFORMATION SYSTEMS ANALYST (SUPERVISOR)	\$5,658.00 - \$7,220.00		01 19 29		1	12	E		S01
BF40	0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)	A \$5,017.00 - \$6,056.00 B \$5,260.00 - \$6,347.00 C \$5,506.00 - \$6,658.00		19 19 19	208 208 208	1 1 1	6 6 6	E E E		R10 R10 R10
BF45	0525	SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)	A \$5,020.00 - \$6,059.00 B \$5,263.00 - \$6,352.00 C \$5,511.00 - \$6,663.00		01 19 01 19 01 19	208 208 208	1 1 1	12 12 12	E E E		S10 S10 S10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$6,058.00 - \$7,679.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$6,334.00 - \$7,655.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,576.00 - \$7,063.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$3,186.00 - \$3,828.00 B \$3,497.00 - \$4,201.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,497.00 - \$4,201.00 B \$3,829.00 - \$4,614.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,828.00 - \$4,613.00 S \$3,829.00 - \$4,614.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,977.00 - \$7,214.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$6,242.00 - \$7,534.00 B \$7,377.00 - \$8,965.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$7,714.00 - \$9,311.00 B \$8,097.00 - \$9,842.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,265.00 - \$7,950.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,977.00 - \$7,214.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,254.00 - \$2,739.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,507.00 - \$3,050.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,841.00 - \$8,107.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,938.00 - \$8,227.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$6,121.00 - \$8,187.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,567.00 - \$4,336.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S01
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$6,162.00 - \$7,814.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,835.00 - \$7,047.00		01 19		1	12	E		S01
BH67	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JE34	8613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-	\$5,336.00 - \$6,483.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-	\$5,336.00 - \$6,483.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS			01 19	285	1	12	E		R01
		A \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
		L \$4,743.00 - \$5,763.00			01 19		1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)			19	208	1	6	E		R10
		A \$4,855.00 - \$5,858.00			19	208	1	6	E		R10
		B \$5,088.00 - \$6,143.00			19	208	1	6	E		R10
		C \$5,336.00 - \$6,440.00			19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)			01 19	208	1	12	E		S10
		A \$4,858.00 - \$5,862.00			01 19	208	1	12	E		S10
		B \$5,090.00 - \$6,148.00			01 19	208	1	12	E		S10
		C \$5,341.00 - \$6,443.00			01 19	208	1	12	E		S10
HT15	3749	SENIOR SEISMOLOGIST	\$5,253.00 - \$6,339.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,085.00 - \$6,179.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,493.00 - \$6,057.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$6,573.00 - \$7,946.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$6,681.00 - \$7,367.00		01 19 34 R3		1	12	E		M07
VI90	8550	SENIOR SPECIAL INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,350.00 - \$5,249.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$4,858.00 - \$5,864.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER			24 43	285 322	1	6	2		U04
		A \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		L \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		S \$2,511.00 - \$3,054.00			24 43	285 322	1	6	2		U04
CE55	3223	SENIOR STENOGRAPHER, LEGAL			20 21	229	1	6	2		R04
		A \$2,419.00 - \$2,941.00		SISA	20 21	229	1	6	2		R04
		B \$2,704.00 - \$3,285.00			20 21	229	1	6	2		R04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$5,590.00 - \$6,790.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$39.17 - \$43.19 HR				1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$5,093.00 - \$6,191.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.01 - \$12.98 HR		01 43		1	12	2		S01
GC40	3024	SENIOR TAX AREA DELINEATOR	\$3,418.00 - \$4,153.00				1	6	2		R11
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,316.00 - \$5,247.00		19		1	6	2		R01
JJ62	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)	\$4,316.00 - \$5,247.00		01 19		1	12	2		S01
HK75	3637	SENIOR TELECOMMUNICATIONS ENGINEER	\$5,593.00 - \$6,798.00		01 19		1	12	E		S09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IK20	3954	SENIOR RESTORATION ARCHITECT	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
KR40	4962	SENIOR RIGHT OF WAY AGENT	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEMENT RIDES)	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS									
		A \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
		L \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
		A \$4,855.00 - \$5,858.00			19	208	1	6	E		R10
		B \$5,088.00 - \$6,143.00			19	208	1	6	E		R10
		C \$5,336.00 - \$6,440.00			19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
		A \$4,858.00 - \$5,862.00			01 19	208	1	12	E		S10
		B \$5,090.00 - \$6,148.00			01 19	208	1	12	E		S10
		C \$5,341.00 - \$6,443.00			01 19	208	1	12	E		S10
HT15	3749	SENIOR SEISMOLOGIST	\$5,253.00 - \$6,339.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,085.00 - \$6,179.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,493.00 - \$6,057.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$6,908.00 - \$8,351.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$6,681.00 - \$7,367.00		01 19 34 R3		1	12	E		M07
VI90	8560	SENIOR SPECIAL INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,350.00 - \$5,249.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$4,858.00 - \$5,864.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
		A \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		L \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		S \$2,511.00 - \$3,054.00			24 43	285 322	1	6	2		U04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$6,020.00 - \$7,313.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$42.19 - \$46.52 HR				1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$5,429.00 - \$6,600.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.01 - \$12.98 HR		01 43		1	12	2		S01
GC40	3024	SENIOR TAX AREA DELINEATOR	\$3,418.00 - \$4,153.00				1	6	2		R11
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,316.00 - \$5,247.00		19		1	6	2		R01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XL42	9831	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR)	\$5,528.00 - \$7,397.00		01 19		1	12	E		S19
XL39	9289	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY									
	A	\$5,111.00 - \$7,056.00			19	322	1	6	E		U19
	S	\$5,265.00 - \$7,056.00			19	322	1	6	E		U19
XL43	9287	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)	\$5,111.00 - \$7,046.00		19		1	6	E		R19
XL44	9288	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)	\$5,528.00 - \$7,397.00		01 19 R0		1	12	E		S19
OH55	6182	SENIOR PUBLIC EMPLOYMENT RELATIONS COUNSEL	\$7,686.00 - \$9,484.00		19		1	6	SE		E97
SX60	0563	SENIOR PUBLIC HEALTH BIOLOGIST	\$4,797.00 - \$6,072.00		19		1	6	E		R10
TC80	7987	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST)									
	A	\$3,099.00 - \$3,765.00				040	1	6	2		R20
	B	\$3,387.00 - \$4,115.00				040	1	6	2		R20
TC82	7995	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST-SAFETY)									
	A	\$3,099.00 - \$3,765.00			R1	040	1	6	2		R20
	B	\$3,387.00 - \$4,115.00			R1	040	1	6	2		R20
TC85	7361	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR)									
	A	\$3,280.00 - \$3,915.00			01	040	1	12	2		S20
	B	\$3,615.00 - \$4,317.00			01	040	1	12	2		S20
TC86	7997	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR-SAFETY)									
	A	\$3,280.00 - \$3,915.00			01	040	1	12	2		S20
	B	\$3,615.00 - \$4,317.00			01	040	1	12	2		S20
TC92	9350	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)									
	A	\$3,099.00 - \$3,765.00				040 437	1	6	2		R20
	B	\$3,387.00 - \$4,115.00				040 437	1	6	2		R20
	P	\$4,786.00 - \$5,411.00				040 437	1	6	2		R20
	R	\$4,786.00 - \$5,411.00				040 437	1	6	2		R20
TC93	9351	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)									
	A	\$3,280.00 - \$3,915.00			01	040 437	1	12	2		S20
	B	\$3,615.00 - \$4,317.00			01	040 437	1	12	2		S20
	P	\$5,073.00 - \$5,628.00			01	040 437	1	12	2		S20
IH26	3922	SENIOR RAPID TRANSIT COMPUTER CONTROL SYSTEMS SPECIALIST	\$6,460.00 - \$7,848.00		01 19		1	12	E		R09
KS71	9597	SENIOR REAL ESTATE OFFICER	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
HX04	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT	\$6,460.00 - \$7,848.00		19		1	6	E		R09
IK20	3954	SENIOR RESTORATION ARCHITECT	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
KR40	4962	SENIOR RIGHT OF WAY AGENT	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEMENT RIDES)	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-	\$6,460.00 - \$7,848.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-	\$6,460.00 - \$7,848.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-	\$6,460.00 - \$7,848.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IH12	9608	SENIOR SAFETY SPECIALIST, CALTRANS									
	A	\$4,909.00 - \$5,965.00			01 19	285	1	12	E		R01
	L	\$4,909.00 - \$5,965.00			01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
	A	\$5,025.00 - \$6,063.00			19	208	1	6	E		R10
	B	\$5,266.00 - \$6,358.00			19	208	1	6	E		R10
	C	\$5,523.00 - \$6,665.00			19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
	A	\$5,028.00 - \$6,067.00			01 19	208	1	12	E		S10
	B	\$5,268.00 - \$6,363.00			01 19	208	1	12	E		S10
	C	\$5,528.00 - \$6,669.00			01 19	208	1	12	E		S10

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		S	\$5,444.00 - \$7,296.00		19	322	1	6	E		U19
XL43	9287	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)									
		A	\$5,285.00 - \$7,286.00		19	448	1	6	E		R19
		P	\$8,416.00 - \$9,376.00		19	448	1	6	E		R19
XL44	9288	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)									
		A	\$5,716.00 - \$7,649.00		01 19 R0	448	1	12	E		S19
		P	\$9,252.00 - \$9,616.00		01 19 R0	448	1	12	E		S19
OH55	6182	SENIOR PUBLIC EMPLOYMENT RELATIONS COUNSEL									
			\$7,686.00 - \$9,484.00		19		1	6	SE		E97
SX60	0563	SENIOR PUBLIC HEALTH BIOLOGIST									
			\$4,960.00 - \$6,278.00		19		1	6	E		R10
TC80	7987	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST)									
		A	\$3,204.00 - \$3,893.00			040	1	6	2		R20
		B	\$3,502.00 - \$4,255.00			040	1	6	2		R20
TC82	7995	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST-SAFETY)									
		A	\$3,204.00 - \$3,893.00		R1	040	1	6	2		R20
		B	\$3,502.00 - \$4,255.00		R1	040	1	6	2		R20
TC85	7361	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR)									
		A	\$3,392.00 - \$4,048.00		01	040	1	12	2		S20
		B	\$3,738.00 - \$4,464.00		01	040	1	12	2		S20
TC86	7997	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR-SAFETY)									
		A	\$3,392.00 - \$4,048.00		01	040	1	12	2		S20
		B	\$3,738.00 - \$4,464.00		01	040	1	12	2		S20
TC92	9350	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)									
		A	\$3,204.00 - \$3,893.00			040 437	1	6	2		R20
		B	\$3,502.00 - \$4,255.00			040 437	1	6	2		R20
		P	\$4,949.00 - \$5,595.00			040 437	1	6	2		R20
		R	\$4,949.00 - \$5,595.00			040 437	1	6	2		R20
TC93	9351	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)									
		A	\$3,392.00 - \$4,048.00		01	040 437	1	12	2		S20
		B	\$3,738.00 - \$4,464.00		01	040 437	1	12	2		S20
		P	\$5,245.00 - \$5,819.00		01	040 437	1	12	2		S20
IH26	3922	SENIOR RAPID TRANSIT COMPUTER CONTROL SYSTEMS SPECIALIST									
			\$7,371.00 - \$8,955.00		01 19		1	12	E		R09
KS69	9602	SENIOR REAL ESTATE OFFICER (SPECIALIST)									
			\$5,576.00 - \$6,727.00		01 19		1	12	E		R01
KS71	9597	SENIOR REAL ESTATE OFFICER (SUPERVISORY)									
			\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
HX04	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT									
			\$7,371.00 - \$8,955.00		19		1	6	E		R09
iK20	3954	SENIOR RESTORATION ARCHITECT									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
KR40	4962	SENIOR RIGHT OF WAY AGENT									
			\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEMENT RIDES)									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-									
			\$7,371.00 - \$8,955.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-									
			\$7,371.00 - \$8,955.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-									
			\$7,371.00 - \$8,955.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS									
		A	\$5,076.00 - \$6,168.00		01 19	285	1	12	E		R01
		L	\$5,076.00 - \$6,168.00		01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER									
			\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
		A	\$5,196.00 - \$6,269.00		19	208	1	6	E		R10
		B	\$5,445.00 - \$6,574.00		19	208	1	6	E		R10
		C	\$5,711.00 - \$6,892.00		19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
		A	\$5,199.00 - \$6,273.00		01 19	208	1	12	E		S10
		B	\$5,447.00 - \$6,579.00		01 19	208	1	12	E		S10
		C	\$5,716.00 - \$6,896.00		01 19	208	1	12	E		S10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-	\$5,336.00 - \$6,483.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-	\$5,336.00 - \$6,483.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS									
		A \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
		L \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
		A \$4,855.00 - \$5,858.00			19	208	1	6	E		R10
		B \$5,088.00 - \$6,143.00			19	208	1	6	E		R10
		C \$5,336.00 - \$6,440.00			19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
		A \$4,858.00 - \$5,862.00			01 19	208	1	12	E		S10
		B \$5,090.00 - \$6,148.00			01 19	208	1	12	E		S10
		C \$5,341.00 - \$6,443.00			01 19	208	1	12	E		S10
HT15	3749	SENIOR SEISMOLOGIST	\$5,253.00 - \$6,339.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,085.00 - \$6,179.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,493.00 - \$6,057.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$6,573.00 - \$7,946.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$6,681.00 - \$7,367.00		01 19 34 R3		1	12	E		M07
VI90	8550	SENIOR SPECIAL INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,350.00 - \$5,249.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$4,858.00 - \$5,864.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
		A \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		L \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		S \$2,511.00 - \$3,054.00			24 43	285 322	1	6	2		U04
CE55	3223	SENIOR STENOGRAPHER, LEGAL									
		A \$2,419.00 - \$2,941.00		SISA	20 21	229	1	6	2		R04
		B \$2,704.00 - \$3,285.00			20 21	229	1	6	2		R04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$5,590.00 - \$6,790.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$39.17 - \$43.19		HR		1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$5,093.00 - \$6,191.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.01 - \$12.98		HR	01 43	1	12	2		S01
GC40	3024	SENIOR TAX AREA DELINEATOR	\$3,418.00 - \$4,153.00				1	6	2		R11
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,316.00 - \$5,247.00		19		1	6	2		R01
JJ62	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)	\$4,316.00 - \$5,247.00		01 19		1	12	2		S01
HK75	3637	SENIOR TELECOMMUNICATIONS ENGINEER	\$5,593.00 - \$6,798.00		01 19		1	12	E		S09

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IK20	3954	SENIOR RESTORATION ARCHITECT	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
KR40	4962	SENIOR RIGHT OF WAY AGENT	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEMENT RIDES)	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-	\$5,747.00 - \$6,982.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS									
		A \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
		L \$4,743.00 - \$5,763.00			01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
		A \$4,855.00 - \$5,858.00			19	208	1	6	E		R10
		B \$5,088.00 - \$6,143.00			19	208	1	6	E		R10
		C \$5,336.00 - \$6,440.00			19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
		A \$4,858.00 - \$5,862.00			01 19	208	1	12	E		S10
		B \$5,090.00 - \$6,148.00			01 19	208	1	12	E		S10
		C \$5,341.00 - \$6,443.00			01 19	208	1	12	E		S10
HT15	3749	SENIOR SEISMOLOGIST	\$5,253.00 - \$6,339.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,085.00 - \$6,179.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,493.00 - \$6,057.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$6,908.00 - \$8,351.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$6,681.00 - \$7,367.00		01 19 34 R3		1	12	E		M07
VI90	8550	SENIOR SPECIAL INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,350.00 - \$5,249.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,960.00 - \$6,028.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$4,858.00 - \$5,864.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
		A \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		L \$2,510.00 - \$3,052.00			24 43	285 322	1	6	2		U04
		S \$2,511.00 - \$3,054.00			24 43	285 322	1	6	2		U04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$6,020.00 - \$7,313.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$42.19 - \$46.52 HR				1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$5,429.00 - \$6,600.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.01 - \$12.98 HR		01 43		1	12	2		S01
GC40	3024	SENIOR TAX AREA DELINEATOR	\$3,418.00 - \$4,153.00				1	6	2		R11
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,316.00 - \$5,247.00		19		1	6	2		R01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HT15	3749	SENIOR SEISMOLOGIST	\$5,437.00 - \$6,561.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,263.00 - \$6,395.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,685.00 - \$6,269.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$7,150.00 - \$8,643.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$7,739.00 - \$8,532.00		01 19 34 R3		1	12	E		M07
VI90	8550	SENIOR SPECIAL INVESTIGATOR	\$4,727.00 - \$5,705.00		19 34 R8		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,727.00 - \$5,705.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,134.00 - \$6,239.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$5,134.00 - \$6,551.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$5,028.00 - \$6,069.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,788.00 - \$5,780.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
	A	\$2,598.00 - \$3,159.00		24 43	285 322	1	6	2			U04
	L	\$2,598.00 - \$3,159.00		24 43	285 322	1	6	2			U04
	S	\$2,599.00 - \$3,161.00		24 43	285 322	1	6	2			U04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$6,766.00 - \$8,220.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$47.42 - \$52.29		HR		1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$6,026.00 - \$7,326.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.43 - \$13.43		HR 01 43		1	12	2		S01
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,467.00 - \$5,431.00		19		1	6	2		R01
JJ62	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)	\$4,467.00 - \$5,431.00		01 19		1	12	2		S01
HK75	3637	SENIOR TELECOMMUNICATIONS ENGINEER	\$6,771.00 - \$8,229.00		01 19		1	12	E		S09
QO80	6910	SENIOR TELECOMMUNICATIONS TECHNICIAN	\$4,571.00 - \$5,526.00				1	6	2		R12
CQ85	1638	SENIOR TELEPHONE OPERATOR	\$2,551.00 - \$3,103.00				1	6	2		R04
KD80	6278	SENIOR TOURISM SPECIALIST	\$5,137.00 - \$6,198.00		01 19		1	12	E		S01
TC60	7943	SENIOR TOXICOLOGIST	\$6,512.00 - \$7,873.00		01 19		1	12	E		S10
GK20	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	\$6,465.00 - \$7,857.00		01 19		1	12	E		R09
GK23	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
GJ70	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS									
	A	\$6,465.00 - \$7,857.00		19	285 322	1	6	E			U09
	L	\$6,465.00 - \$7,857.00		19	285 322	1	6	E			U09
	S	\$6,465.00 - \$7,857.00		19	285 322	1	6	E			U09
IH30	3921	SENIOR TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIES COMMISSION	\$5,260.00 - \$6,389.00		19		1	6	E		R11
JX73	4724	SENIOR TRANSPORTATION PLANNER	\$5,993.00 - \$6,506.00		01 19		1	12	E		S01
JG52	4522	SENIOR TRANSPORTATION RATE EXPERT	\$5,146.00 - \$6,209.00		01 19		1	12	E		S01
JG32	8697	SENIOR TRANSPORTATION REPRESENTATIVE	\$5,146.00 - \$6,209.00		01 19		1	12	E		S01
GA10	3031	SENIOR TRANSPORTATION SURVEYOR (CALTRANS)	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
HD70	3510	SENIOR UTILITIES ENGINEER (SPECIALIST)	\$6,465.00 - \$7,857.00		01 19		1	12	E		R09

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HT15	3749	SENIOR SEISMOLOGIST	\$5,622.00 - \$6,784.00		01 19		1	12	E		S10
IH29	3948	SENIOR SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,442.00 - \$6,612.00		01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER	\$5,878.00 - \$6,482.00		01 19		1	12	E		M01
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$7,499.00 - \$9,065.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$7,739.00 - \$9,385.00		01 19 34 R3		1	12	E		M07
VI90	8550	SENIOR SPECIAL INVESTIGATOR	\$4,888.00 - \$6,194.00		19 34 R8		1	6	2		R07
VI91	8551	SENIOR SPECIAL INVESTIGATOR (NON-PEACE OFFICER)	\$4,888.00 - \$5,899.00		19 34		1	6	2		R07
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,888.00 - \$6,194.00		19 34 P5		1	6	2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,309.00 - \$6,451.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$5,309.00 - \$6,774.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$5,199.00 - \$6,275.00		01 19		1	12	E		S10
BU78	2829	SENIOR STATE PARK RESOURCE ECOLOGIST	\$4,951.00 - \$5,977.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
		A	\$2,686.00 - \$3,266.00		24 43	285 322	1	6	2		U04
		L	\$2,686.00 - \$3,266.00		24 43	285 322	1	6	2		U04
		S	\$2,687.00 - \$3,268.00		24 43	285 322	1	6	2		U04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$7,720.00 - \$9,379.00		19		1	6	2		R09
GW20	3362	SENIOR STRUCTURAL ENGINEER -EMERGENCY-	\$54.11 - \$59.66	HR			1	0	2	NT	R09
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STATE LANDS DIVISION	\$6,791.00 - \$8,256.00		01 19		1	12	E		S09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$12.85 - \$13.89	HR	01 43		1	12	2		S01
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,619.00 - \$5,616.00		19		1	6	2		R01
JJ62	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)	\$4,619.00 - \$5,616.00		01 19		1	12	2		S01
HK75	3637	SENIOR TELECOMMUNICATIONS ENGINEER	\$7,726.00 - \$9,389.00		01 19		1	12	E		S09
OO80	6910	SENIOR TELECOMMUNICATIONS TECHNICIAN	\$4,726.00 - \$5,714.00				1	6	2		R12
CQ85	1638	SENIOR TELEPHONE OPERATOR	\$2,638.00 - \$3,209.00				1	6	2		R04
KD80	6278	SENIOR TOURISM SPECIALIST	\$5,312.00 - \$6,409.00		01 19		1	12	E		S01
TC60	7943	SENIOR TOXICOLOGIST	\$6,733.00 - \$8,141.00		01 19		1	12	E		S10
GK20	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	\$7,377.00 - \$8,965.00		01 19		1	12	E		R09
GK23	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
GJ70	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS									
		A	\$7,377.00 - \$8,965.00		19	285 322	1	6	E		U09
		L	\$7,377.00 - \$8,965.00		19	285 322	1	6	E		U09
		S	\$7,377.00 - \$8,965.00		19	285 322	1	6	E		U09
IH30	3921	SENIOR TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIES COMMISSION	\$5,439.00 - \$6,606.00		19		1	6	E		R11
JX73	4724	SENIOR TRANSPORTATION PLANNER	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
JG52	4522	SENIOR TRANSPORTATION RATE EXPERT	\$5,321.00 - \$6,420.00		01 19		1	12	E		S01
JG32	8697	SENIOR TRANSPORTATION REPRESENTATIVE	\$5,321.00 - \$6,420.00		01 19		1	12	E		S01
GA10	3031	SENIOR TRANSPORTATION SURVEYOR (CALTRANS)	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HV82	7930	SENIOR ENGINEER, PETROLEUM STRUCTURES (SUPERVISOR)	\$6,508.00 - \$7,909.00		01 19		1	12	E		S09
GH35	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
GR70	3285	SENIOR ENGINEER, SEISMIC SAFETY COMMISSION	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
HT40	3751	SENIOR ENGINEERING GEOLOGIST			01 19	322	1	12	E		U09
		A	\$5,341.00 - \$6,490.00		01 19	322	1	12	E		U09
		S	\$5,341.00 - \$6,490.00		01 19		1	12	E		U09
HC40	3428	SENIOR ENGINEERING REGISTRAR	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
JX12	4713	SENIOR ENVIRONMENTAL PLANNER	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
BG93	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)	\$4,847.00 - \$5,851.00		19		1	6	E		R10
BG90	6168	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SUPERVISOR)	\$4,850.00 - \$5,854.00		01 19		1	12	E		S10
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIST	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
HM20	3635	SENIOR EQUIPMENT ENGINEER	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIALIST	\$3,515.00 - \$3,846.00				1	6	2		R12
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONSTRUCTION	\$5,082.00 - \$6,173.00		19		1	6	E		R11
IT94	4576	SENIOR ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,082.00 - \$6,173.00		01 19		1	12	E		R11
OI55	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	\$6,902.00 - \$8,517.00		19		1	6	SE		R02
OI50	6065	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SUPERVISOR)	\$7,647.00 - \$8,601.00		01 19		1	12	SE		M02
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,353.00 - \$5,252.00		01 19 34		1	12	E		S07
LE62	5428	SENIOR FINANCE PROGRAM EVALUATOR	\$5,211.00 - \$6,286.00		01 19 29		1	12	E		E98
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,196.00 - \$6,316.00		01 19		1	12	2		R01
JM17	2252	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SPECIALIST)	\$5,207.00 - \$6,328.00		01 19		1	12	E		R01
JM18	2253	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SUPERVISOR)	\$5,206.00 - \$6,327.00		01 19		1	12	E		S01
BO25	1928	SENIOR FISH HABITAT SUPERVISOR	\$4,432.00 - \$5,385.00		01 19		1	12	E		S11
BP80	0832	SENIOR FISH PATHOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
VW80	9039	SENIOR FOOD AND DRUG INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R3		1	6	2		R07
KU30	5016	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
QM83	6876	SENIOR FORESTRY EQUIPMENT MANAGER	\$6,012.00 - \$6,629.00		01 19 34 R4		1	12	E		S08
PH80	6353	SENIOR FOUNDATION DRILLER	\$3,931.00 - \$4,703.00				1	6	2		R12
GB90	3093	SENIOR GEOLOGICAL DRAFTING TECHNICIAN	\$3,493.00 - \$4,246.00				1	6	2		R11
HR70	3931	SENIOR GEOLOGIST (SPECIALIST)	\$5,250.00 - \$6,334.00		01 19		1	12	E		R10
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)	\$5,380.00 - \$6,493.00		01 19		1	12	E		S10
BO65	6320	SENIOR HATCHERY SUPERVISOR	\$4,858.00 - \$5,907.00		01 19		1	12	E		S11
BH91	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	\$4,850.00 - \$5,854.00		01 19		1	12	E		S10
BH92	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)			01 19	040	1	12	E		R10
		A	\$4,847.00 - \$5,851.00		01 19	040	1	12	E		R10
		B	\$5,309.00 - \$6,450.00		01 19		1	12	E		R10
HY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER			01 19 21	356	1	12	E		R09
		A	\$4,847.00 - \$5,851.00		01 19 21	356	1	12	E		R09
		B	\$5,336.00 - \$6,486.00		01 19 21	356	1	12	E		R09

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GO40	3261	SENIOR ENGINEER WATER RESOURCES									
		A \$5,752.00 - \$6,990.00		01 19		041	1	12	E		S09
		B \$6,313.00 - \$7,674.00		01 19		041	1	12	E		S09
HV81	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	\$7,009.00 - \$8,518.00		01 19		1	12	2		R09
HV82	7930	SENIOR ENGINEER, PETROLEUM STRUCTURES (SUPERVISOR)	\$7,009.00 - \$8,518.00		01 19		1	12	E		S09
GH35	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
GR70	3285	SENIOR ENGINEER, SEISMIC SAFETY COMMISSION	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
HT40	3751	SENIOR ENGINEERING GEOLOGIST									
		A \$5,752.00 - \$6,990.00		01 19		322	1	12	E		U09
		S \$5,752.00 - \$6,990.00		01 19		322	1	12	E		U09
HC40	3428	SENIOR ENGINEERING REGISTRAR	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
JX12	4713	SENIOR ENVIRONMENTAL PLANNER	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
BG93	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)	\$4,847.00 - \$5,851.00		19		1	6	E		R10
BG90	6168	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SUPERVISOR)	\$4,850.00 - \$5,854.00		01 19		1	12	E		S10
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIST	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
HM20	3635	SENIOR EQUIPMENT ENGINEER	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIALIST	\$3,515.00 - \$3,846.00				1	6	2		R12
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,264.00 - \$6,353.00		01 19		1	12	E		S10
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONSTRUCTION	\$5,082.00 - \$6,173.00		19		1	6	E		R11
IT94	4576	SENIOR ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,082.00 - \$6,173.00		01 19		1	12	E		R11
OI55	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	\$7,075.00 - \$8,730.00		19		1	6	SE		R02
OI50	6065	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SUPERVISOR)	\$7,647.00 - \$8,601.00		01 19		1	12	SE		M02
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,353.00 - \$5,252.00		01 19 34		1	12	E		S07
LE62	5428	SENIOR FINANCE PROGRAM EVALUATOR	\$5,211.00 - \$6,286.00		01 19 29		1	12	E		E98
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,196.00 - \$6,316.00		01 19		1	12	2		R01
JM17	2252	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SPECIALIST)	\$5,207.00 - \$6,328.00		01 19		1	12	E		R01
JM18	2253	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SUPERVISOR)	\$5,206.00 - \$6,327.00		01 19		1	12	E		S01
BO25	1928	SENIOR FISH HABITAT SUPERVISOR	\$4,432.00 - \$5,385.00		01 19		1	12	E		S11
BP80	0832	SENIOR FISH PATHOLOGIST	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
VW00	9039	SENIOR FOOD AND DRUG INVESTIGATOR	\$4,350.00 - \$5,249.00		19 34 R3		1	6	2		R07
KU30	5016	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
QM83	6876	SENIOR FORESTRY EQUIPMENT MANAGER	\$6,012.00 - \$6,629.00		01 19 34 R4		1	12	E		S08
PH80	6353	SENIOR FOUNDATION DRILLER	\$3,931.00 - \$4,703.00				1	6	2		R12
GB90	3093	SENIOR GEOLOGICAL DRAFTING TECHNICIAN	\$3,493.00 - \$4,246.00				1	6	2		R11
HR70	3931	SENIOR GEOLOGIST (SPECIALIST)	\$5,250.00 - \$6,334.00		01 19		1	12	E		R10
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)	\$5,380.00 - \$6,493.00		01 19		1	12	E		S10
BO65	6320	SENIOR HATCHERY SUPERVISOR	\$4,858.00 - \$5,907.00		01 19		1	12	E		S11
BH91	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	\$4,850.00 - \$5,854.00		01 19		1	12	E		S10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		S	\$8,492.00 - \$10,484.00		19	322	1	6	SE		U02
IR55	4119	SENIOR DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY	\$5,260.00 - \$6,389.00		19		1	6	E		R11
KD62	6277	SENIOR DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY	\$5,137.00 - \$6,198.00		01 19		1	12	E		S01
KD73	6307	SENIOR DEVELOPMENT SUPERVISOR, CALIFORNIA TRADE AND COMMERCE AGENCY	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
BG15	0545	SENIOR ECONOMIC ENTOMOLOGIST (SPECIALIST)									
		A	\$4,785.00 - \$5,775.00		19	208	1	6	E		R10
		B	\$5,017.00 - \$6,056.00		19	208	1	6	E		R10
		C	\$5,260.00 - \$6,347.00		19	208	1	6	E		R10
BG10	0546	SENIOR ECONOMIC ENTOMOLOGIST (SUPERVISOR)									
		A	\$4,788.00 - \$5,780.00		01 19	208	1	12	E		S10
		B	\$5,020.00 - \$6,059.00		01 19	208	1	12	E		S10
		C	\$5,263.00 - \$6,352.00		01 19	208	1	12	E		S10
HJ30	3600	SENIOR ELECTRICAL ENGINEER	\$6,460.00 - \$7,848.00		19		1	6	E		R09
HJ90	3610	SENIOR ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
GM30	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)	\$6,465.00 - \$7,857.00		01 19		1	12	E		R09
GM35	3002	SENIOR ELECTRICAL ENGINEER, CALTRANS (SUPERVISOR)	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
LL20	1389	SENIOR ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST (SUPERVISORY)	\$5,657.00 - \$7,219.00		01 19		1	12	E		S01
LL30	1368	SENIOR ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST (TECHNICAL)	\$5,388.00 - \$6,875.00		01 19		1	12	E		R01
GX55	3412	SENIOR ELECTRONIC ENGINEER, CALTRANS	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
UH50	2882	SENIOR EMERGENCY MANAGEMENT COORDINATOR, OFFICE OF EMERGENCY SERVICES	\$5,826.00 - \$7,037.00		01 19 34		1	12	E		S07
UA60	8085	SENIOR EMERGENCY SERVICES COORDINATOR, OFFICE OF EMERGENCY SERVICES	\$4,798.00 - \$5,790.00		19 34 R1		1	6	2		R07
GO40	3261	SENIOR ENGINEER WATER RESOURCES									
		A	\$6,465.00 - \$7,857.00		01 19	041	1	12	E		S09
		B	\$7,096.00 - \$8,626.00		01 19	041	1	12	E		S09
HVB1	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	\$7,878.00 - \$9,574.00		01 19		1	12	2		R09
HVB2	7930	SENIOR ENGINEER, PETROLEUM STRUCTURES (SUPERVISOR)	\$7,878.00 - \$9,574.00		01 19		1	12	E		S09
GH35	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
GR70	3285	SENIOR ENGINEER, SEISMIC SAFETY COMMISSION	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
HT40	3751	SENIOR ENGINEERING GEOLOGIST									
		A	\$6,465.00 - \$7,857.00		01 19	322	1	12	E		U09
		S	\$6,465.00 - \$7,857.00		01 19	322	1	12	E		U09
HC40	3428	SENIOR ENGINEERING REGISTRAR	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
JX12	4713	SENIOR ENVIRONMENTAL PLANNER	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
BG93	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)	\$5,017.00 - \$6,056.00		19		1	6	E		R10
BG90	6168	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SUPERVISOR)	\$5,020.00 - \$6,059.00		01 19		1	12	E		S10
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIST	\$5,271.00 - \$6,362.00		01 19		1	12	E		S10
HM20	3635	SENIOR EQUIPMENT ENGINEER	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIALIST	\$3,638.00 - \$3,981.00				1	6	2		R12
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,448.00 - \$7,068.00		01 19		1	12	E		S10
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONSTRUCTION	\$5,260.00 - \$6,389.00		19		1	6	E		R11
IT94	4576	SENIOR ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,260.00 - \$6,389.00		01 19		1	12	E		R11
OI55	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	\$7,682.00 - \$9,478.00		19		1	6	SE		R02
OI50	6065	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SUPERVISOR)	\$8,509.00 - \$9,572.00		01 19		1	12	SE		M02

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HV81	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	\$8,989.00 - \$10,924.00		01 19		1	12	2		R09
HV82	7930	SENIOR ENGINEER, PETROLEUM STRUCTURES (SUPERVISOR)	\$8,989.00 - \$10,924.00		01 19		1	12	E		S09
GH35	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
GR70	3285	SENIOR ENGINEER, SEISMIC SAFETY COMMISSION	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
HT40	3751	SENIOR ENGINEERING GEOLOGIST			01 19	322	1	12	E		U09
		A	\$7,377.00 - \$8,965.00		01 19	322	1	12	E		U09
		S	\$7,377.00 - \$8,965.00		01 19		1	12	E		U09
HC40	3428	SENIOR ENGINEERING REGISTRAR	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
JX12	4713	SENIOR ENVIRONMENTAL PLANNER	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
BG93	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)	\$5,188.00 - \$6,262.00		19		1	6	E		R10
BG90	6168	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SUPERVISOR)	\$5,191.00 - \$6,265.00		01 19		1	12	E		S10
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIST	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
HM20	3635	SENIOR EQUIPMENT ENGINEER	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIALIST	\$3,762.00 - \$4,116.00				1	6	2		R12
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,633.00 - \$7,308.00		01 19		1	12	E		S10
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONSTRUCTION	\$5,439.00 - \$6,806.00		19		1	6	E		R11
IT94	4576	SENIOR ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,439.00 - \$6,806.00		01 19		1	12	E		R11
OI55	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	\$7,662.00 - \$9,478.00		19		1	6	SE		R02
OI50	6065	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SUPERVISOR)	\$8,509.00 - \$9,572.00		01 19		1	12	SE		M02
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,658.00 - \$5,621.00		01 19 34		1	12	E		S07
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,561.00 - \$7,097.00		01 19		1	12	2		R01
JM17	2252	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SPECIALIST)	\$5,572.00 - \$6,772.00		01 19		1	12	E		R01
JM18	2253	SENIOR FISCAL SYSTEMS ANALYST, CALTRANS (SUPERVISOR)	\$5,571.00 - \$6,771.00		01 19		1	12	E		S01
BO25	1928	SENIOR FISH HABITAT SUPERVISOR	\$4,743.00 - \$5,762.00		01 19		1	12	E		S11
BP80	0832	SENIOR FISH PATHOLOGIST	\$4,951.00 - \$5,977.00		01 19		1	12	E		S10
VW80	9039	SENIOR FOOD AND DRUG INVESTIGATOR	\$4,888.00 - \$6,194.00		19 34 R3		1	6	2		R07
KU30	5016	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
QM83	6876	SENIOR FORESTRY EQUIPMENT MANAGER	\$6,222.00 - \$6,861.00		01 19 34 R4		1	12	E		S08
PH80	6353	SENIOR FOUNDATION DRILLER	\$4,207.00 - \$5,034.00				1	6	2		R12
GB90	3093	SENIOR GEOLOGICAL DRAFTING TECHNICIAN	\$3,738.00 - \$4,544.00				1	6	2		R11
HR70	3931	SENIOR GEOLOGIST (SPECIALIST)	\$5,619.00 - \$6,779.00		01 19		1	12	E		R10
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)	\$5,757.00 - \$6,948.00		01 19		1	12	E		S10
BO65	6320	SENIOR HATCHERY SUPERVISOR	\$5,199.00 - \$6,322.00		01 19		1	12	E		S11
BH91	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	\$5,191.00 - \$6,265.00		01 19		1	12	E		S10
BH92	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)									
		A	\$5,188.00 - \$6,262.00		01 19	040	1	12	E		R10
		B	\$5,682.00 - \$6,903.00		01 19	040	1	12	E		R10
HY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER									
		A	\$6,238.00 - \$7,531.00		01 19 21	356	1	12	E		R09
		B	\$7,371.00 - \$8,958.00		01 19 21	356	1	12	E		R09

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DJ10	2180	SUPERVISING COOK II									
		A \$3,081.00 - \$3,746.00		01 43		047	1	12	2		S15
		F \$2,567.50 - \$3,121.67		01 43		047	1	12	2		S15
DJ15	2182	SUPERVISING COOK II -CORRECTIONAL FACILITY-	\$3,081.00 - \$3,746.00		01 43 R0		1	12	2		S15
JD70	4440	SUPERVISING CORPORATION EXAMINER	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
VJ68	8572	SUPERVISING CORPORATIONS INVESTIGATOR	\$4,778.00 - \$5,765.00		01 19 34 R9		1	12	E		S07
DJ12	5480	SUPERVISING CORRECTIONAL COOK (DEPARTMENT OF CORRECTIONS)	\$3,336.00 - \$4,053.00		01 43 R0		1	12	2		S15
VU50	8817	SUPERVISING COSMETOLOGY EXAMINER	\$3,676.00 - \$4,429.00		01 19 34		1	12	E		S07
OB15	5882	SUPERVISING COUNSEL, LEGAL PROGRAMS, DEPARTMENT OF CORPORATIONS	\$8,024.00 - \$9,024.00		01 19		1	12	SE		M02
XB50	9714	SUPERVISING COUNSELOR, SCHOOL FOR THE BLIND									
		A \$3,203.00 - \$3,851.00		01 19		047	1	12	2		S20
		F \$2,669.17 - \$3,209.17		01 19		047	1	12	2		S20
XB70	9665	SUPERVISING COUNSELOR, SCHOOL FOR THE DEAF									
		A \$3,203.00 - \$3,851.00		01 19		047	1	12	2		S20
		F \$2,669.17 - \$3,209.17		01 19		047	1	12	2		S20
VL10	7575	SUPERVISING CRIMINAL INVESTIGATOR I, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
VJ27	7569	SUPERVISING CRIMINAL INVESTIGATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
VL05	7576	SUPERVISING CRIMINAL INVESTIGATOR II, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VJ26	7571	SUPERVISING CRIMINAL INVESTIGATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
OD15	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER	\$7,631.00 - \$9,421.00		01 19		1	12	E		S02
IR54	4128	SUPERVISING DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY	\$5,854.00 - \$7,117.00		01 19		1	12	E		S11
HB10	3455	SUPERVISING ELECTRICAL CONSTRUCTION ENGINEER WATER RESOURCES	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
HJ20	3599	SUPERVISING ELECTRICAL ENGINEER	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
HJ80	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
GH10	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCHITECTURE AND CONSTRUCTION	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES									
		A \$5,862.00 - \$7,125.00		01 19		041	1	12	E		S09
		B \$6,445.00 - \$7,834.00		01 19		041	1	12	E		S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION	\$5,862.00 - \$7,125.00		01 19		1	12	E		S11
IT95	4578	SUPERVISING ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$5,854.00 - \$7,117.00		01 19		1	12	E		S11
DC65	2050	SUPERVISING EXECUTIVE RESIDENCE HOUSEKEEPER, DEPARTMENT OF GENERAL SERVICES	\$2,223.00 - \$2,703.00		01 43		1	12	2		S15
ER40	2590	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION	\$5,944.00 - \$7,227.00		01 19		1	12	E		S21
LE60	5429	SUPERVISING FINANCE PROGRAM EVALUATOR	\$6,334.00 - \$6,984.00		01 19 29		1	12	E		E99
JM19	2254	SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR	\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		F	\$2,259.17 - \$2,745.83		01	047	1	12	2		S15
DJ10	2180	SUPERVISING COOK II									
		A	\$3,081.00 - \$3,746.00		01 43	047	1	12	2		S15
		F	\$2,567.50 - \$3,121.67		01 43	047	1	12	2		S15
DJ15	2182	SUPERVISING COOK II -CORRECTIONAL FACILITY-									
			\$3,081.00 - \$3,746.00		01 43 R0		1	12	2		S15
JD70	4440	SUPERVISING CORPORATION EXAMINER									
			\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
VJ68	8572	SUPERVISING CORPORATIONS INVESTIGATOR									
			\$4,778.00 - \$5,765.00		01 19 34 R9		1	12	E		S07
DJ12	5480	SUPERVISING CORRECTIONAL COOK (DEPARTMENT OF CORRECTIONS)									
			\$3,336.00 - \$4,053.00		01 43 R0		1	12	2		S15
VU50	8817	SUPERVISING COSMETOLOGY EXAMINER									
			\$3,676.00 - \$4,429.00		01 19 34		1	12	E		S07
OB15	5882	SUPERVISING COUNSEL, LEGAL PROGRAMS, DEPARTMENT OF CORPORATIONS									
			\$8,024.00 - \$9,024.00		01 19		1	12	SE		M02
XB50	9714	SUPERVISING COUNSELOR, SCHOOL FOR THE BLIND									
		A	\$3,203.00 - \$3,851.00		01 19	047	1	12	2		S20
		F	\$2,669.17 - \$3,209.17		01 19	047	1	12	2		S20
XB70	9665	SUPERVISING COUNSELOR, SCHOOL FOR THE DEAF									
		A	\$3,203.00 - \$3,851.00		01 19	047	1	12	2		S20
		F	\$2,669.17 - \$3,209.17		01 19	047	1	12	2		S20
VL10	7575	SUPERVISING CRIMINAL INVESTIGATOR I, DEPARTMENT OF TOXIC SUBSTANCES CONTROL									
			\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
VJ27	7569	SUPERVISING CRIMINAL INVESTIGATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT									
			\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
VL05	7576	SUPERVISING CRIMINAL INVESTIGATOR II, DEPARTMENT OF TOXIC SUBSTANCES CONTROL									
			\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VJ26	7571	SUPERVISING CRIMINAL INVESTIGATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT									
			\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
OC45	5703	SUPERVISING DEPUTY ATTORNEY GENERAL									
			\$8,006.00 - \$9,886.00		01 19		1	12	SE		S02
OD15	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER									
			\$7,631.00 - \$9,421.00		01 19		1	12	E		S02
IR54	4128	SUPERVISING DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY									
			\$5,854.00 - \$7,117.00		01 19		1	12	E		S11
HB10	3455	SUPERVISING ELECTRICAL CONSTRUCTION ENGINEER WATER RESOURCES									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
HJ20	3599	SUPERVISING ELECTRICAL ENGINEER									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
HJ80	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
GH10	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCHITECTURE AND CONSTRUCTION									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES									
		A	\$6,313.00 - \$7,674.00		01 19	041	1	12	E		S09
		B	\$6,941.00 - \$8,437.00		01 19	041	1	12	E		S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST									
			\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS									
			\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER									
			\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER									
			\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION									
			\$5,862.00 - \$7,125.00		01 19		1	12	E		S11
IT95	4578	SUPERVISING ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY									
			\$5,854.00 - \$7,117.00		01 19		1	12	E		S11
ER40	2580	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION									
			\$5,944.00 - \$7,227.00		01 19		1	12	E		S21
LE60	5429	SUPERVISING FINANCE PROGRAM EVALUATOR									
			\$6,334.00 - \$6,984.00		01 19 29		1	12	E		E99
JM19	2254	SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS									
			\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR									
			\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES									
			\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES									
	A		\$7,096.00 - \$8,626.00		01 19	041	1	12	E		S09
	B		\$7,802.00 - \$9,483.00		01 19	041	1	12	E		S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION	\$6,067.00 - \$7,374.00		01 19		1	12	E		S11
IT95	4578	SUPERVISING ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$6,059.00 - \$7,366.00		01 19		1	12	E		S11
ER40	2590	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION	\$6,152.00 - \$7,480.00		01 19		1	12	E		S21
LE60	5429	SUPERVISING FINANCE PROGRAM EVALUATOR	\$6,556.00 - \$7,589.00		01 19 29		1	12	E		E99
JM19	2254	SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR	\$5,192.00 - \$6,265.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES	\$5,192.00 - \$6,265.00		01 19 34 P1		1	12	E		S07
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$5,192.00 - \$6,265.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$5,859.00 - \$7,073.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$5,859.00 - \$7,073.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$6,126.00 - \$7,403.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$4,912.00 - \$6,222.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,393.00 - \$6,831.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I									
	A		\$3,081.00 - \$3,702.00			040	1	6	2		R12
	B		\$3,382.00 - \$4,063.00			040	1	6	2		R12
BL20	0717	SUPERVISING GROUNDSKEEPER II									
	A		\$3,382.00 - \$4,063.00		01 43	040	1	12	2		S12
	B		\$3,703.00 - \$4,462.00		01 43	040	1	12	2		S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-									
	A		\$3,702.00 - \$4,461.00		43 R0	322	1	6	2		U12
	S		\$3,703.00 - \$4,462.00		43 R0	322	1	6	2		U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,780.00 - \$6,977.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I									
	A		\$5,608.00 - \$6,769.00		01 19 21	356	1	12	E		S09
	B		\$6,465.00 - \$7,857.00		01 19 21	356	1	12	E		S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II									
	A		\$6,761.00 - \$8,160.00		01 19 21	356	1	12	E		S09
	B		\$7,096.00 - \$8,626.00		01 19 21	356	1	12	E		S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,271.00 - \$6,362.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$6,069.00 - \$7,326.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,556.00 - \$7,228.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,059.00 - \$7,689.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,780.00 - \$6,977.00		01 19		1	12	E		S12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DJ12	5480	SUPERVISING CORRECTIONAL COOK (DEPARTMENT OF CORRECTIONS)	\$3,570.00 - \$4,338.00		01 43 R0		1	12	2		S15
VU50	8817	SUPERVISING COSMETOLOGY EXAMINER	\$3,941.00 - \$4,748.00		01 19 34		1	12	E		S01
OB15	5882	SUPERVISING COUNSEL, LEGAL PROGRAMS, DEPARTMENT OF CORPORATIONS	\$8,930.00 - \$10,043.00		01 19		1	12	SE		M02
XB50	9714	SUPERVISING COUNSELOR, SCHOOL FOR THE BLIND	A \$3,428.00 - \$4,122.00		01 19	047	1	12	2		S20
			F \$2,856.67 - \$3,435.00		01 19	047	1	12	2		S20
XB70	9665	SUPERVISING COUNSELOR, SCHOOL FOR THE DEAF	A \$3,428.00 - \$4,122.00		01 19	047	1	12	2		S20
			F \$2,856.67 - \$3,435.00		01 19	047	1	12	2		S20
VL10	7575	SUPERVISING CRIMINAL INVESTIGATOR I, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$5,369.00 - \$6,802.00		01 19 34 P1		1	12	E		S07
VJ27	7569	SUPERVISING CRIMINAL INVESTIGATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,369.00 - \$6,802.00		01 19 34 P1		1	12	E		S07
VL05	7576	SUPERVISING CRIMINAL INVESTIGATOR II, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$6,058.00 - \$7,679.00		01 19 34 P1		1	12	E		S07
VJ26	7571	SUPERVISING CRIMINAL INVESTIGATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$6,058.00 - \$7,679.00		01 19 34 P1		1	12	E		S07
SU54	9255	SUPERVISING DENTAL ASSISTANT, CORRECTIONAL FACILITY	A \$2,589.00 - \$3,147.00		19	463	2	6	E		S20
			P \$3,957.00 - \$5,686.00		19	463	2	6	E		S20
			Q \$4,678.00 - \$5,686.00		19	463	2	6	E		S20
SR12	9371	SUPERVISING OENTIST, CORRECTIONAL FACILITY	A \$9,105.00 - \$11,897.00		01 19	458	2	12	SE		S16
			P \$17,397.00 - \$24,053.00		01 19	458	2	12	SE		S16
			Q \$20,561.00 - \$24,053.00		01 19	458	2	12	SE		S16
OC45	5703	SUPERVISING DEPUTY ATTORNEY GENERAL	\$8,909.00 - \$11,002.00		01 19		1	12	SE		S02
OD15	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER	\$8,492.00 - \$10,484.00		01 19		1	12	E		S02
IR54	4128	SUPERVISING DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY	\$6,265.00 - \$7,616.00		01 19		1	12	E		S11
HB10	3455	SUPERVISING ELECTRICAL CONSTRUCTION ENGINEER WATER RESOURCES	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HJ20	3599	SUPERVISING ELECTRICAL ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HJ80	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
GH10	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCHITECTURE AND CONSTRUCTION	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES	A \$8,097.00 - \$9,842.00		01 19	041	1	12	E		S09
			B \$8,902.00 - \$10,820.00		01 19	041	1	12	E		S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION	\$6,273.00 - \$7,625.00		01 19		1	12	E		S11
IT95	4578	SUPERVISING ESTIMATOR, CALIFORNIA HOUSING FINANCE AGENCY	\$6,265.00 - \$7,616.00		01 19		1	12	E		S11
ER40	2590	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION	\$6,361.00 - \$7,734.00		01 19		1	12	E		S21
JM19	2254	SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR	\$5,369.00 - \$6,802.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES	\$5,369.00 - \$6,802.00		01 19 34 P1		1	12	E		S07
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$5,369.00 - \$6,802.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$6,058.00 - \$7,679.00		01 19 34 P1		1	12	E		S07

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OH70	6092	LABOR RELATIONS COUNSEL I	\$5,325.00 - \$6,438.00		01 19		1	12	SE		E97
OH75	6093	LABOR RELATIONS COUNSEL II	\$5,993.00 - \$7,391.00		01 19		1	12	SE		E97
OH80	6094	LABOR RELATIONS COUNSEL III	\$6,906.00 - \$8,522.00		01 19		1	12	SE		E97
OH85	6147	LABOR RELATIONS COUNSEL IV	\$7,631.00 - \$9,421.00		01 19		1	12	SE		E97
WR85	9537	LABOR RELATIONS MANAGER I	\$5,768.00 - \$6,361.00		01 19		0	12	E		M01
WR83	9539	LABOR RELATIONS MANAGER II	\$6,334.00 - \$6,984.00		01 19		0	12	E		M01
WR90	7566	LABOR RELATIONS NEGOTIATOR, DEPARTMENT OF PERSONNEL ADMINISTRATION, C.E.A.	\$6,643.00 - \$7,324.00		01 40		1	12	E		E99
WR87	9535	LABOR RELATIONS SPECIALIST	\$4,746.00 - \$5,726.00		01 19		0	12	E		E98
WQ21	9506	LABOR STANDARDS INVESTIGATOR	\$4,119.00 - \$4,972.00		01 19 34 R3		1	12	2		R07
PA60	6209	LABOR SUPERVISOR -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
SU05	7804	LABORATORY ASSISTANT									
		A	\$2,012.00 - \$2,442.00	SISA	21	090	1	6	2		R11
		B	\$2,160.00 - \$2,623.00	SISA	21	090	1	6	2		R11
SV06	9265	LABORATORY ASSISTANT, CORRECTIONAL FACILITY									
		A	\$2,012.00 - \$2,442.00	SISA	21	090	1	6	2		R11
		B	\$2,160.00 - \$2,623.00	SISA	21	090	1	6	2		R11
ST60	7877	LABORATORY TECHNICIAN -CHEMICAL ANALYSIS-									
		A	\$2,850.00 - \$3,463.00			040	1	6	2		R11
		B	\$3,116.00 - \$3,785.00			040	1	6	2		R11
ST65	7868	LABORATORY TECHNICIAN -CRIMINALISTICS-	\$2,850.00 - \$3,463.00				1	6	2		R11
ST10	7869	LABORATORY TECHNICIAN II -ANIMAL PATHOLOGY-	\$3,418.00 - \$4,153.00				1	6	2		R11
TG35	8091	LABORATORY TESTING SUPERVISOR, OFFICE OF THE STATE FIRE MARSHALL	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
PB30	6223	LABORER	\$2,511.00 - \$2,737.00	SISA			1	6	2		R12
PB40	6226	LABORER-BUILDING TRADES -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
GE80	3062	LAND AND WATER USE PROGRAM MANAGER I	\$5,646.00 - \$6,816.00		01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST									
		A	\$2,984.00 - \$3,432.00		01 21	070	1	12	2		R10
		B	\$3,493.00 - \$4,208.00		01 21	070	1	12	2		R10
GA60	3013	LAND SURVEYOR SUPERVISOR	\$4,648.00 - \$5,650.00		01 19		1	12	2		S09
GA75	3017	LAND SURVEYOR, CALTRANS	\$4,785.00 - \$5,815.00		19 24		1	6	2		R09
IM15	3981	LANDSCAPE ARCHITECT									
		A	\$3,437.00 - \$3,977.00		01 19 21	308	1	12	2		R09
		B	\$3,934.00 - \$4,778.00		01 19 21	308	1	12	2		R09
IM13	2971	LANDSCAPE ASSOCIATE, CALTRANS									
		A	\$3,437.00 - \$3,977.00		01 19 21	342	1	12	2		R09
		B	\$3,934.00 - \$4,778.00		01 19 21	342	1	12	2		R09
		C	\$4,424.00 - \$5,374.00		01 19 21	342	1	12	2		R09
		D	\$4,867.00 - \$5,914.00		01 19 21	342	1	12	2		R09
IM97	1769	LANDSCAPE TECHNICIAN									
		A	\$3,048.00 - \$3,703.00		01 21	263	1	12	2		R11
		B	\$3,493.00 - \$4,246.00		01 21	263	1	12	2		R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SPECIALIST									
		1	\$4,328.50 - \$5,522.92		01 19	047	1	12	SE		R03
		A	\$4,722.00 - \$6,025.00		01 19	047	1	12	SE		R03
		F	\$3,935.00 - \$5,020.83		01 19	047	1	12	SE		R03
		T	\$3,541.50 - \$4,518.75		01 19	047	1	12	SE		R03
VF33	8460	LATENT PRINT ANALYST I	\$3,773.00 - \$4,558.00		01 R1		1	12	2		R07
VF32	8472	LATENT PRINT ANALYST II	\$4,558.00 - \$5,495.00		R1		1	6	2		R07
VF31	8473	LATENT PRINT SUPERVISOR	\$5,004.00 - \$6,038.00		01 19 34		1	12	E		S07
DG50	2119	LAUNDERER	\$2,070.00 - \$2,516.00	SISA			1	6	2		R15

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GE80	3062	LAND AND WATER USE PROGRAM MANAGER I	\$5,646.00 - \$6,816.00		01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST									
		A	\$2,984.00 - \$3,432.00		01 21	070	1	12	2		R10
		B	\$3,493.00 - \$4,208.00		01 21	070	1	12	2		R10
GA60	3013	LAND SURVEYOR SUPERVISOR	\$4,890.00 - \$5,944.00		01 19		1	12	2		S09
IM15	3981	LANDSCAPE ARCHITECT									
		A	\$3,574.00 - \$4,136.00		01 19 21	308	1	12	2		R09
		B	\$4,091.00 - \$4,969.00		01 19 21	308	1	12	2		R09
IM13	2971	LANDSCAPE ASSOCIATE, CALTRANS									
		A	\$3,574.00 - \$4,136.00		01 19 21	342	1	12	2		R09
		B	\$4,091.00 - \$4,969.00		01 19 21	342	1	12	2		R09
		C	\$4,636.00 - \$5,632.00		01 19 21	342	1	12	2		R09
		D	\$5,135.00 - \$6,239.00		01 19 21	342	1	12	2		R09
IM97	1769	LANDSCAPE TECHNICIAN									
		A	\$3,048.00 - \$3,703.00		01 21	263	1	12	2		R11
		B	\$3,493.00 - \$4,246.00		01 21	263	1	12	2		R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SPECIALIST									
		1	\$4,328.50 - \$5,522.92		01 19	047	1	12	SE		R03
		A	\$4,722.00 - \$6,025.00		01 19	047	1	12	SE		R03
		F	\$3,935.00 - \$5,020.83		01 19	047	1	12	SE		R03
		T	\$3,541.50 - \$4,518.75		01 19	047	1	12	SE		R03
VF33	8460	LATENT PRINT ANALYST I	\$3,773.00 - \$4,558.00		01 R1		1	12	2		R07
VF32	8472	LATENT PRINT ANALYST II	\$4,558.00 - \$5,495.00		R1		1	6	2		R07
VF31	8473	LATENT PRINT SUPERVISOR	\$5,004.00 - \$6,038.00		01 19 34		1	12	E		S07
DG50	2119	LAUNDERER	\$2,070.00 - \$2,516.00		SISA		1	6	2		R15
DG60	2122	LAUNDERER ASSISTANT	\$1,929.00 - \$2,343.00		SISA		1	6	2		R15
RA68	7270	LAUNDRY EQUIPMENT REPAIR TECHNICIAN, PRISON INDUSTRIES	\$4,416.00 - \$5,325.00		19		1	6	2		R12
DG30	2113	LAUNDRY SUPERVISOR I	\$2,392.00 - \$2,909.00		01 43		1	12	2		S15
DG35	2114	LAUNDRY SUPERVISOR I -CORRECTIONAL FACILITY-									
		A	\$2,391.00 - \$2,905.00		43 R0	322	1	6	2		U15
		S	\$2,392.00 - \$2,909.00		43 R0	322	1	6	2		U15
DG20	2110	LAUNDRY SUPERVISOR II	\$2,820.00 - \$3,429.00		01 43		1	12	2		S15
DG25	2111	LAUNDRY SUPERVISOR II -CORRECTIONAL FACILITY-									
		A	\$2,818.00 - \$3,427.00		43 R0	322	1	6	2		U15
		S	\$2,820.00 - \$3,429.00		43 R0	322	1	6	2		U15
DG40	2116	LAUNDRY WORKER	\$2,146.00 - \$2,609.00		SISA		1	6	2		R15
DG65	2123	LAUNDRY WORKER ASSISTANT	\$1,929.00 - \$2,343.00		SISA		1	6	2		R15
DG45	2117	LAUNDRY WORKER -CORRECTIONAL FACILITY-	\$2,146.00 - \$2,609.00		SISA R0		1	6	2		R15
VG60	8527	LAW ENFORCEMENT CONSULTANT I COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,016.00 - \$6,052.00		01 19 34		1	12	E		S07
VG70	8528	LAW ENFORCEMENT CONSULTANT II COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$6,809.00 - \$7,509.00		01 19 34		1	12	E		M07
CX20	2957	LAW INDEXER									
		A	\$2,661.00 - \$3,162.00		01 21	285 365	1	12	2		R04
		B	\$2,881.00 - \$3,456.00		01 21	285 365	1	12	2		R04
		C	\$3,456.00 - \$4,154.00		01 21	285 365	1	12	2		R04
		L	\$2,661.00 - \$3,162.00		01 21	285 365	1	12	2		R04
		M	\$2,881.00 - \$3,456.00		01 21	285 365	1	12	2		R04
		N	\$3,456.00 - \$4,154.00		01 21	285 365	1	12	2		R04
QK90	6850	LEAD AUTOMOBILE MECHANIC									
		A	\$3,268.00 - \$3,577.00			040	1	6	2		R12
		B	\$3,577.00 - \$3,926.00			040	1	6	2		R12
QK95	6867	LEAD AUTOMOBILE MECHANIC -CORRECTIONAL FACILITY-	\$3,577.00 - \$3,926.00		R0		1	6	2		R12
DC30	2003	LEAD CUSTODIAN	\$2,104.00 - \$2,557.00				1	6	2		R15
DC35	2005	LEAD CUSTODIAN (CORRECTIONAL FACILITY)	\$2,104.00 - \$2,557.00		R0		1	6	2		R15

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OH70	6092	LABOR RELATIONS COUNSEL I	\$5,644.00 - \$6,823.00		01 19		1	12	SE		E97
OH75	6093	LABOR RELATIONS COUNSEL II	\$6,352.00 - \$7,834.00		01 19		1	12	SE		E97
OH80	6094	LABOR RELATIONS COUNSEL III	\$7,686.00 - \$9,484.00		01 19		1	12	SE		E97
OH85	6147	LABOR RELATIONS COUNSEL IV	\$8,492.00 - \$10,484.00		01 19		1	12	SE		E97
WR85	9537	LABOR RELATIONS MANAGER I	\$5,970.00 - \$6,584.00		01 19		0	12	E		M01
WR83	9539	LABOR RELATIONS MANAGER II	\$6,556.00 - \$7,228.00		01 19		0	12	E		M01
WR90	7566	LABOR RELATIONS NEGOTIATOR, DEPARTMENT OF PERSONNEL ADMINISTRATION, C.E.A.	\$6,876.00 - \$7,580.00		01 40		1	12	E		E99
WR87	9535	LABOR RELATIONS SPECIALIST	\$4,912.00 - \$5,926.00		01 19		0	12	E		E98
WQ21	9506	LABOR STANDARDS INVESTIGATOR	\$4,476.00 - \$5,403.00		01 19 34 R3		1	12	2		R07
PA60	6209	LABOR SUPERVISOR -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
SU05	7884	LABORATORY ASSISTANT									
		A	\$2,082.00 - \$2,527.00	SISA	21	090	1	6	2		R11
		B	\$2,236.00 - \$2,715.00	SISA	21	090	1	6	2		R11
SV06	9265	LABORATORY ASSISTANT, CORRECTIONAL FACILITY									
		A	\$2,082.00 - \$2,527.00	SISA	21	090	1	6	2		R11
		B	\$2,236.00 - \$2,715.00	SISA	21	090	1	6	2		R11
ST60	7877	LABORATORY TECHNICIAN -CHEMICAL ANALYSIS-									
		A	\$2,950.00 - \$3,584.00			040	1	6	2		R11
		B	\$3,225.00 - \$3,917.00			040	1	6	2		R11
ST65	7868	LABORATORY TECHNICIAN -CRIMINALISTICS-	\$2,950.00 - \$3,584.00				1	6	2		R11
ST10	7869	LABORATORY TECHNICIAN II -ANIMAL PATHOLOGY-	\$3,538.00 - \$4,298.00				1	6	2		R11
TG35	8091	LABORATORY TESTING SUPERVISOR, OFFICE OF THE STATE FIRE MARSHALL	\$4,678.00 - \$5,643.00		01 19		1	12	E		S10
PB30	6223	LABORER	\$2,599.00 - \$2,833.00	SISA			1	6	2		R12
PB40	6226	LABORER-BUILDING TRADES -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
GE80	3062	LAND AND WATER USE PROGRAM MANAGER I	\$5,844.00 - \$7,055.00		01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST									
		A	\$3,088.00 - \$3,552.00		01 21	070	1	12	2		R10
		B	\$3,615.00 - \$4,355.00		01 21	070	1	12	2		R10
GA60	3013	LAND SURVEYOR SUPERVISOR	\$5,429.00 - \$6,599.00		01 19		1	12	2		S09
IM15	3981	LANDSCAPE ARCHITECT									
		A	\$3,838.00 - \$4,442.00		01 19 21	308	1	12	2		R09
		B	\$4,394.00 - \$5,337.00		01 19 21	308	1	12	2		R09
IM13	2971	LANDSCAPE ASSOCIATE, CALTRANS									
		A	\$3,838.00 - \$4,442.00		01 19 21	342	1	12	2		R09
		B	\$4,394.00 - \$5,337.00		01 19 21	342	1	12	2		R09
		C	\$5,035.00 - \$6,116.00		01 19 21	342	1	12	2		R09
		D	\$5,633.00 - \$6,844.00		01 19 21	342	1	12	2		R09
IM97	1769	LANDSCAPE TECHNICIAN									
		A	\$3,155.00 - \$3,833.00		01 21	263	1	12	2		R11
		B	\$3,615.00 - \$4,395.00		01 21	263	1	12	2		R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SPECIALIST									
		1	\$4,479.75 - \$5,716.33		01 19 45 21	047	1	12	SE		R03
		7	\$4,196.50 - \$10,293.80		01 19 45 21	047	1	12	SE		R03
		7	\$228.90 - \$467.90		01 19 45 21	047	1	12	SE		R03
		A	\$4,887.00 - \$6,236.00		01 19 45 21	047	1	12	SE		R03
		F	\$4,072.50 - \$5,196.67		01 19 45 21	047	1	12	SE		R03
		T	\$3,665.25 - \$4,677.00		01 19 45 21	047	1	12	SE		R03
VF33	8460	LATENT PRINT ANALYST I	\$4,101.00 - \$4,954.00		01 R1		1	12	2		R07
VF32	8472	LATENT PRINT ANALYST II	\$4,954.00 - \$5,972.00		R1		1	6	2		R07
VF31	8473	LATENT PRINT SUPERVISOR	\$5,457.00 - \$6,585.00		01 19 34 R1		1	12	E		S07

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PB40	6226	LABORER-BUILDING TRADES -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
GE80	3062	LAND AND WATER USE PROGRAM MANAGER I	\$6,043.00 - \$7,295.00		01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST									
		A	\$3,193.00 - \$3,673.00		01 21	070	1	12	2		R10
		B	\$3,738.00 - \$4,503.00		01 21	070	1	12	2		R10
GA60	3013	LAND SURVEYOR SUPERVISOR	\$6,042.00 - \$7,345.00		01 19		1	12	2		S09
IM15	3981	LANDSCAPE ARCHITECT									
		A	\$4,279.00 - \$4,953.00		01 19 21	308	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 19 21	308	1	12	2		R09
IM13	2971	LANDSCAPE ASSOCIATE, CALTRANS									
		A	\$4,279.00 - \$4,953.00		01 19 21	342	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 19 21	342	1	12	2		R09
		C	\$5,604.00 - \$6,807.00		01 19 21	342	1	12	2		R09
		D	\$6,270.00 - \$7,617.00		01 19 21	342	1	12	2		R09
IM97	1769	LANDSCAPE TECHNICIAN									
		A	\$3,262.00 - \$3,963.00		01 21	263	1	12	2		R11
		B	\$3,738.00 - \$4,544.00		01 21	263	1	12	2		R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SPECIALIST									
		1	\$4,631.92 - \$5,910.67		01 19 45 21	047	1	12	SE		R03
		7	\$236.98 - \$496.43		01 19 45 21	047	1	12	SE		R03
		7	\$29.62 - \$62.05		01 19 45 21	047	1	12	SE		R03
		7	\$4,344.82 - \$9,101.22		01 19 45 21	047	1	12	SE		R03
		A	\$5,053.00 - \$6,448.00		01 19 45 21	047	1	12	SE		R03
		F	\$4,210.83 - \$5,373.33		01 19 45 21	047	1	12	SE		R03
		T	\$3,789.75 - \$4,836.00		01 19 45 21	047	1	12	SE		R03
VF33	8460	LATENT PRINT ANALYST I	\$4,240.00 - \$5,378.00		01 R1		1	12	2		R07
VF32	8472	LATENT PRINT ANALYST II	\$5,122.00 - \$6,484.00		R1		1	6	2		R07
VF31	8473	LATENT PRINT SUPERVISOR	\$5,643.00 - \$7,149.00		01 19 34 R1		1	12	E		S07
DG50	2119	LAUNDERER	\$2,215.00 - \$2,693.00		SISA		1	6	2		R15
DG60	2122	LAUNDERER ASSISTANT	\$2,065.00 - \$2,507.00		SISA		1	6	2		R15
RA68	7270	LAUNDRY EQUIPMENT REPAIR TECHNICIAN, PRISON INDUSTRIES	\$4,726.00 - \$5,698.00		19		1	6	2		R12
DG30	2113	LAUNDRY SUPERVISOR I	\$2,560.00 - \$3,113.00		01 43		1	12	2		S15
DG35	2114	LAUNDRY SUPERVISOR I -CORRECTIONAL FACILITY-									
		A	\$2,559.00 - \$3,109.00		43 R0	322	1	6	2		U15
		S	\$2,560.00 - \$3,113.00		43 R0	322	1	6	2		U15
DG20	2110	LAUNDRY SUPERVISOR II	\$3,018.00 - \$3,670.00		01 43		1	12	2		S15
DG25	2111	LAUNDRY SUPERVISOR II -CORRECTIONAL FACILITY-									
		A	\$3,016.00 - \$3,668.00		43 R0	322	1	6	2		U15
		S	\$3,018.00 - \$3,670.00		43 R0	322	1	6	2		U15
DG40	2116	LAUNDRY WORKER	\$2,297.00 - \$2,792.00		SISA		1	6	2		R15
DG65	2123	LAUNDRY WORKER ASSISTANT	\$2,065.00 - \$2,507.00		SISA		1	6	2		R15
DG45	2117	LAUNDRY WORKER -CORRECTIONAL FACILITY-	\$2,297.00 - \$2,792.00		SISA R0		1	6	2		R15
VG60	8527	LAW ENFORCEMENT CONSULTANT I COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,369.00 - \$6,477.00		01 19 34		1	12	E		S07
VG70	8528	LAW ENFORCEMENT CONSULTANT II COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,287.00 - \$8,036.00		01 19 34		1	12	E		M07
CX20	2957	LAW INDEXER									
		A	\$2,848.00 - \$3,384.00		01 21	285 365	1	12	2		R04
		B	\$3,083.00 - \$3,699.00		01 21	285 365	1	12	2		R04
		C	\$3,699.00 - \$4,445.00		01 21	285 365	1	12	2		R04
		L	\$2,848.00 - \$3,384.00		01 21	285 365	1	12	2		R04
		M	\$3,083.00 - \$3,699.00		01 21	285 365	1	12	2		R04
		N	\$3,699.00 - \$4,445.00		01 21	285 365	1	12	2		R04
QK90	6850	LEAD AUTOMOBILE MECHANIC									
		A	\$3,497.00 - \$3,826.00			040	1	6	2		R12
		B	\$3,828.00 - \$4,201.00			040	1	6	2		R12
QK95	6867	LEAD AUTOMOBILE MECHANIC -CORRECTIONAL FACILITY-	\$3,828.00 - \$4,201.00		R0		1	6	2		R12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BH82	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
BH76	0769	ENVIRONMENTAL PROGRAM MANAGER II	\$7,481.00 - \$8,251.00		01 19		1	12	E		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASSISTANT	\$2,632.00 - \$2,984.00		01 19		1	12	2		R10
BG85	6170	ENVIRONMENTAL RESEARCH SCIENTIST									
		A	\$2,868.00 - \$3,273.00		01 19 21	228	1	12	2		R10
		B	\$3,493.00 - \$4,208.00		01 19 21	228	1	12	2		R10
BH70	0762	ENVIRONMENTAL SCIENTIST									
		A	\$2,875.00 - \$3,455.00		01 19 21	430	1	12	2		R10
		B	\$3,493.00 - \$4,208.00		01 19 21	430	1	12	2		R10
		C	\$4,419.00 - \$5,336.00		01 19 21	430	1	12	2		R10
MF45	4708	ENVIRONMENTAL SERVICES INTERN									
		A	\$1,882.00 - \$2,049.00	SISA		234	1	0	2	NT	E
		B	\$2,049.00 - \$2,230.00	SISA		234	1	0	2	NT	E
		C	\$2,230.00 - \$2,435.00	SISA		234	1	0	2	NT	E
BP05	0800	ENVIRONMENTAL SERVICES SUPERVISOR	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
BH64	3524	ENVIRONMENTAL TECHNICIAN									
		A	\$2,566.00 - \$3,120.00		19 21	360	1	6	2		R11
		B	\$3,048.00 - \$3,703.00		19 21	360	1	6	2		R11
TC46	7966	EPIDEMIOLOGIC INTERVIEWER I	\$2,736.00 - \$3,326.00				1	6	2		R20
TC44	7967	EPIDEMIOLOGIC INTERVIEWER II	\$2,976.00 - \$3,616.00				1	6	2		R20
KY91	5147	EQUAL EMPLOYMENT OPPORTUNITY ANALYST	\$4,111.00 - \$4,997.00		19		1	6	2		R01
ME40	4905	EQUESTRIAN CENTER MANAGER	\$4,520.00 - \$5,452.00		01 19		1	12	E		S01
HM25	3639	EQUIPMENT ENGINEER									
		A	\$3,437.00 - \$3,977.00		01 19 21	441	1	12	2		R09
		B	\$3,934.00 - \$4,778.00		01 19 21	441	1	12	2		R09
		C	\$4,424.00 - \$5,374.00		01 19 21	441	1	12	2		R09
		D	\$4,867.00 - \$5,914.00		01 19 21	441	1	12	2		R09
QK82	6865	EQUIPMENT MAINTENANCE SUPERVISOR -CORRECTIONAL FACILITY-									
		A	\$4,646.00 - \$5,106.00		43 R0	322	1	6	2		U12
		S	\$4,647.00 - \$5,108.00		43 R0	322	1	6	2		U12
HM70	3634	EQUIPMENT MANAGEMENT SUPERVISOR	\$4,639.00 - \$5,639.00		01 19		1	12	E		S09
QK72	1530	EQUIPMENT MATERIEL COORDINATOR	\$4,220.00 - \$5,089.00		01 43		1	12	2		S12
QK74	1540	EQUIPMENT MATERIEL MANAGER I	\$3,845.00 - \$4,220.00		01 43		1	12	2		S12
QK73	1537	EQUIPMENT MATERIEL MANAGER II	\$3,845.00 - \$4,633.00		01 43		1	12	2		S12
QK78	1563	EQUIPMENT MATERIEL MANAGER III	\$4,220.00 - \$5,089.00		01 19		1	12	2		S12
QK79	1564	EQUIPMENT MATERIEL OPERATIONS MANAGER	\$5,089.00 - \$6,143.00		01 19		1	12	E		S12
QK76	1552	EQUIPMENT MATERIEL SPECIALIST	\$3,206.00 - \$3,515.00	SISA			1	6	2		R12
ME30	4903	EVENT COORDINATOR, DISTRICT AGRICULTURAL ASSOCIATION	\$3,418.00 - \$4,155.00		01		1	12	2		R01
QF35	6737	EVENTS SERVICES SUPERVISOR	\$3,926.00 - \$4,734.00		01 19		1	12	E		S12
CG76	1854	EXAMINATION PROCTOR	\$10.55 - \$10.96	HR	36		1	0	2	NT	E
CG75	1877	EXAMINATION PROCTOR, DEPARTMENT OF INSURANCE									
		A	\$2,295.00 - \$2,382.00		21	155	1	6	2		R04
		B	\$2,549.00 - \$2,649.00		21	155	1	6	2		R04
SW80	7949	EXAMINER I LABORATORY FIELD SERVICES	\$4,023.00 - \$4,847.00		19		1	6	2		R10
SW75	7946	EXAMINER II LABORATORY FIELD SERVICES	\$4,414.00 - \$5,320.00		01 19		1	12	2		R10
SW30	7947	EXAMINER III LABORATORY FIELD SERVICES	\$5,713.00 - \$6,906.00		01 19		1	12	E		S10
VU90	8828	EXAMINER IN BARBERING	\$3,199.00 - \$3,845.00		34		1	6	2		R07
VU70	8819	EXAMINER IN ELECTROLOGY	\$3,199.00 - \$3,845.00		19 34 R1		1	6	2		R07

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BI74	4806	ENERGY RESOURCES SPECIALIST II	\$4,516.00 - \$5,448.00		19		1	6	E		R10
BI72	4813	ENERGY RESOURCES SPECIALIST III (SUPERVISORY)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD	A \$3,502.00 - \$4,222.00 B \$3,845.00 - \$4,636.00		01 19 34 21 R8	195	1	12	2		R07 R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD	\$4,225.00 - \$5,101.00		01 19 34 R8		1	12	2		R07
VS75	8796	ENFORCEMENT SUPERVISOR I, CONTRACTORS STATE LICENSE	\$4,655.00 - \$5,620.00		01 19 34		1	12	E		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CONTRACTORS LICENSE BOARD	\$5,101.00 - \$6,152.00		01 19 34		1	12	E		S07
GH62	3137	ENGINEER, WATER RESOURCES	A \$3,574.00 - \$4,136.00 B \$4,091.00 - \$4,969.00 C \$4,636.00 - \$5,632.00 D \$5,135.00 - \$6,239.00		01 19 21	351	1	12	2		R09 R09 R09 R09
HT65	3756	ENGINEERING GEOLOGIST	A \$3,574.00 - \$4,136.00 B \$4,091.00 - \$4,969.00 C \$4,880.00 - \$5,932.00 D \$5,144.00 - \$6,253.00		01 21	434	1	12	2		R09 R09 R09 R09
TE75	8054	ENVIRONMENTAL BIOCHEMIST	\$5,713.00 - \$6,906.00		01 19		1	12	E		S10
JX30	4640	ENVIRONMENTAL PLANNER	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 21	024	1	12	2		R01 R01 R01
JX34	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21	024	1	12	2		R01 R01 R01
JX36	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21	024	1	12	2		R01 R01 R01
JX32	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21	024	1	12	2		R01 R01 R01
BH80	0760	ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)	\$6,484.00 - \$7,148.00		01 19		1	12	E		M10
BH82	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
BH76	0769	ENVIRONMENTAL PROGRAM MANAGER II	\$7,481.00 - \$8,251.00		01 19		1	12	E		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASSISTANT	\$2,632.00 - \$2,984.00		01 19		1	12	2		R10
BG85	6170	ENVIRONMENTAL RESEARCH SCIENTIST	A \$2,868.00 - \$3,273.00 B \$3,493.00 - \$4,208.00		01 19 21	228	1	12	2		R10 R10
BH70	0762	ENVIRONMENTAL SCIENTIST	A \$2,875.00 - \$3,455.00 B \$3,493.00 - \$4,208.00 C \$4,419.00 - \$5,336.00		01 19 21	430	1	12	2		R10 R10 R10
MF45	4708	ENVIRONMENTAL SERVICES INTERN	A \$1,882.00 - \$2,049.00 B \$2,049.00 - \$2,230.00 C \$2,230.00 - \$2,435.00	SISA		234	1	0	2	NT	E E E
BP05	0800	ENVIRONMENTAL SERVICES SUPERVISOR	\$4,626.00 - \$5,585.00		01 19		1	12	E		S10
BH64	3524	ENVIRONMENTAL TECHNICIAN	A \$2,566.00 - \$3,120.00 B \$3,048.00 - \$3,703.00		19 21	360	1	6	2		R11 R11
TC46	7966	EPIDEMIOLOGIC INTERVIEWER I	\$2,736.00 - \$3,326.00				1	6	2		R20
TC44	7967	EPIDEMIOLOGIC INTERVIEWER II	\$2,976.00 - \$3,616.00				1	6	2		R20
KY91	5147	EQUAL EMPLOYMENT OPPORTUNITY ANALYST	\$4,111.00 - \$4,997.00		19		1	6	2		R01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$4,394.00 - \$5,337.00		01 21	434	1	12	2		R09
		C	\$5,329.00 - \$6,478.00		01 21	434	1	12	2		R09
		D	\$5,648.00 - \$6,866.00		01 21	434	1	12	2		R09
TE75	8054	ENVIRONMENTAL BIOCHEMIST	\$5,913.00 - \$7,148.00		01 19		1	12	E		S10
JX30	4640	ENVIRONMENTAL PLANNER									
		A	\$3,004.00 - \$3,312.00		01 21	024	1	12	2		R01
		B	\$3,099.00 - \$3,586.00		01 21	024	1	12	2		R01
		C	\$3,715.00 - \$4,516.00		01 21	024	1	12	2		R01
JX34	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)									
		A	\$3,004.00 - \$3,312.00		01 19 21	024	1	12	2		R01
		B	\$3,099.00 - \$3,586.00		01 19 21	024	1	12	2		R01
		C	\$3,715.00 - \$4,516.00		01 19 21	024	1	12	2		R01
JX36	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)									
		A	\$3,004.00 - \$3,312.00		01 19 21	024	1	12	2		R01
		B	\$3,099.00 - \$3,586.00		01 19 21	024	1	12	2		R01
		C	\$3,715.00 - \$4,516.00		01 19 21	024	1	12	2		R01
JX32	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)									
		A	\$3,004.00 - \$3,312.00		01 19 21	024	1	12	2		R01
		B	\$3,099.00 - \$3,586.00		01 19 21	024	1	12	2		R01
		C	\$3,715.00 - \$4,516.00		01 19 21	024	1	12	2		R01
BH80	0760	ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)	\$6,711.00 - \$7,398.00		01 19		1	12	E		M10
BH82	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	\$6,069.00 - \$7,326.00		01 19		1	12	E		S10
BH76	0769	ENVIRONMENTAL PROGRAM MANAGER II	\$7,743.00 - \$8,540.00		01 19		1	12	E		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASSISTANT	\$2,724.00 - \$3,088.00		01 19		1	12	2		R10
BG85	6170	ENVIRONMENTAL RESEARCH SCIENTIST									
		A	\$2,968.00 - \$3,388.00		01 19 21	228	1	12	2		R10
		B	\$3,615.00 - \$4,355.00		01 19 21	228	1	12	2		R10
BH70	0762	ENVIRONMENTAL SCIENTIST									
		A	\$2,976.00 - \$3,576.00		01 19 21	430	1	12	2		R10
		B	\$3,615.00 - \$4,355.00		01 19 21	430	1	12	2		R10
		C	\$4,574.00 - \$5,523.00		01 19 21	430	1	12	2		R10
MF45	4708	ENVIRONMENTAL SERVICES INTERN									
		A	\$1,948.00 - \$2,121.00	SISA		234	1	0	2	NT	E
		B	\$2,121.00 - \$2,308.00	SISA		234	1	0	2	NT	E
		C	\$2,308.00 - \$2,520.00	SISA		234	1	0	2	NT	E
BP05	0800	ENVIRONMENTAL SERVICES SUPERVISOR	\$4,788.00 - \$5,780.00		01 19		1	12	E		S10
BH64	3524	ENVIRONMENTAL TECHNICIAN									
		A	\$2,656.00 - \$3,229.00		19 21	360	1	6	2		R11
		B	\$3,155.00 - \$3,833.00		19 21	360	1	6	2		R11
TC46	7966	EPIDEMIOLOGIC INTERVIEWER I	\$2,832.00 - \$3,442.00				1	6	2		R20
TC44	7967	EPIDEMIOLOGIC INTERVIEWER II	\$3,080.00 - \$3,743.00				1	6	2		R20
KY91	5147	EQUAL EMPLOYMENT OPPORTUNITY ANALYST	\$4,255.00 - \$5,172.00		19		1	6	2		R01
ME40	4905	EQUESTRIAN CENTER MANAGER	\$4,678.00 - \$5,643.00		01 19		1	12	E		S01
HM25	3639	EQUIPMENT ENGINEER									
		A	\$3,838.00 - \$4,442.00		01 19 21	441	1	12	2		R09
		B	\$4,394.00 - \$5,337.00		01 19 21	441	1	12	2		R09
		C	\$5,035.00 - \$6,116.00		01 19 21	441	1	12	2		R09
		D	\$5,633.00 - \$6,844.00		01 19 21	441	1	12	2		R09
QK82	6865	EQUIPMENT MAINTENANCE SUPERVISOR -CORRECTIONAL FACILITY-									
		A	\$4,809.00 - \$5,285.00		43 R0	322	1	6	2		U12
		S	\$4,810.00 - \$5,287.00		43 R0	322	1	6	2		U12
HM70	3634	EQUIPMENT MANAGEMENT SUPERVISOR	\$5,329.00 - \$6,478.00		01 19		1	12	E		S09
QK72	1530	EQUIPMENT MATERIEL COORDINATOR	\$4,368.00 - \$5,267.00		01 43		1	12	2		S12
QK74	1540	EQUIPMENT MATERIEL MANAGER I	\$3,980.00 - \$4,368.00		01 43		1	12	2		S12
QK73	1537	EQUIPMENT MATERIEL MANAGER II	\$3,980.00 - \$4,795.00		01 43		1	12	2		S12
QK78	1563	EQUIPMENT MATERIEL MANAGER III	\$4,368.00 - \$5,267.00		01 19		1	12	2		S12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VS75	8796	ENFORCEMENT SUPERVISOR I, CONTRACTORS STATE LICENSE (NON-PEACE OFFICER)	\$5,440.00 - \$6,569.00		01 19 34		1	12	E		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CONTRACTORS LICENSE BOARD (NON-PEACE OFFICER)	\$5,962.00 - \$7,188.00		01 19 34		1	12	E		S07
GH62	3137	ENGINEER, WATER RESOURCES									
		A	\$4,279.00 - \$4,953.00		01 19 21	351	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 19 21	351	1	12	2		R09
		C	\$5,604.00 - \$6,807.00		01 19 21	351	1	12	2		R09
		D	\$6,270.00 - \$7,617.00		01 19 21	351	1	12	2		R09
HT65	3756	ENGINEERING GEOLOGIST									
		A	\$4,279.00 - \$4,953.00		01 21	434	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 21	434	1	12	2		R09
		C	\$5,931.00 - \$7,210.00		01 21	434	1	12	2		R09
		D	\$6,292.00 - \$7,649.00		01 21	434	1	12	2		R09
TE75	8054	ENVIRONMENTAL BIOCHEMIST	\$6,114.00 - \$7,391.00		01 19		1	12	E		S10
JX30	4640	ENVIRONMENTAL PLANNER									
		A	\$3,106.00 - \$3,425.00		01 21	024	1	12	2		R01
		B	\$3,204.00 - \$3,708.00		01 21	024	1	12	2		R01
		C	\$3,841.00 - \$4,670.00		01 21	024	1	12	2		R01
JX34	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)									
		A	\$3,106.00 - \$3,425.00		01 19 21	024	1	12	2		R01
		B	\$3,204.00 - \$3,708.00		01 19 21	024	1	12	2		R01
		C	\$3,841.00 - \$4,670.00		01 19 21	024	1	12	2		R01
JX36	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)									
		A	\$3,106.00 - \$3,425.00		01 19 21	024	1	12	2		R01
		B	\$3,204.00 - \$3,708.00		01 19 21	024	1	12	2		R01
		C	\$3,841.00 - \$4,670.00		01 19 21	024	1	12	2		R01
JX32	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)									
		A	\$3,106.00 - \$3,425.00		01 19 21	024	1	12	2		R01
		B	\$3,204.00 - \$3,708.00		01 19 21	024	1	12	2		R01
		C	\$3,841.00 - \$4,670.00		01 19 21	024	1	12	2		R01
BH80	0760	ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)	\$6,939.00 - \$7,650.00		01 19		1	12	E		M10
BH82	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
BH76	0769	ENVIRONMENTAL PROGRAM MANAGER II	\$8,006.00 - \$8,830.00		01 19		1	12	E		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASSISTANT	\$2,817.00 - \$3,193.00		01 19		1	12	2		R10
BG35	6170	ENVIRONMENTAL RESEARCH SCIENTIST									
		A	\$3,069.00 - \$3,503.00		01 19 21	228	1	12	2		R10
		B	\$3,738.00 - \$4,503.00		01 19 21	228	1	12	2		R10
BH70	0762	ENVIRONMENTAL SCIENTIST									
		A	\$3,077.00 - \$3,698.00		01 19 21	430	1	12	2		R10
		B	\$3,738.00 - \$4,503.00		01 19 21	430	1	12	2		R10
		C	\$4,730.00 - \$5,711.00		01 19 21	430	1	12	2		R10
MF45	4708	ENVIRONMENTAL SERVICES INTERN									
		A	\$2,014.00 - \$2,193.00	SISA		234	1	0	2	NT	E
		B	\$2,193.00 - \$2,386.00	SISA		234	1	0	2	NT	E
		C	\$2,386.00 - \$2,606.00	SISA		234	1	0	2	NT	E
BP05	0800	ENVIRONMENTAL SERVICES SUPERVISOR	\$4,951.00 - \$5,977.00		01 19		1	12	E		S10
BH64	3524	ENVIRONMENTAL TECHNICIAN									
		A	\$2,746.00 - \$3,339.00		19 21	360	1	6	2		R11
		B	\$3,262.00 - \$3,963.00		19 21	360	1	6	2		R11
TC46	7966	EPIDEMIOLOGIC INTERVIEWER I	\$2,928.00 - \$3,559.00				1	6	2		R20
TC44	7967	EPIDEMIOLOGIC INTERVIEWER II	\$3,185.00 - \$3,870.00				1	6	2		R20
KY91	5147	EQUAL EMPLOYMENT OPPORTUNITY ANALYST	\$4,400.00 - \$5,348.00		19		1	6	2		R01
ME40	4905	EQUESTRIAN CENTER MANAGER	\$4,837.00 - \$5,835.00		01 19		1	12	E		S01
HM25	3639	EQUIPMENT ENGINEER									
		A	\$4,279.00 - \$4,953.00		01 19 21	441	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 19 21	441	1	12	2		R09
		C	\$5,604.00 - \$6,807.00		01 19 21	441	1	12	2		R09
		D	\$6,270.00 - \$7,617.00		01 19 21	441	1	12	2		R09
QK82	6865	EQUIPMENT MAINTENANCE SUPERVISOR -CORRECTIONAL FACILITY-									
		A	\$4,973.00 - \$5,465.00		43 R0	322	1	6	2		U12
		S	\$4,974.00 - \$5,467.00		43 R0	322	1	6	2		U12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERISOR I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I (EFFICIENCY)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FORECASTING)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II (FORECASTING)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FORECASTING)	\$6,034.00 - \$6,651.00		01 19		1	12	E		M10
BI70	4805	ENERGY RESOURCE SPECIALIST III (MANAGERIAL)	\$5,493.00 - \$6,057.00		01 19		1	12	E		M10
BI76	4807	ENERGY RESOURCES SPECIALIST I	\$4,111.00 - \$4,960.00		19		1	6	2		R10
BI74	4806	ENERGY RESOURCES SPECIALIST II	\$4,516.00 - \$5,448.00		19		1	6	E		R10
BI72	4813	ENERGY RESOURCES SPECIALIST III (SUPERVISORY)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ67	4933	ENERGY SPECIALIST II (BUILDING/APPLIANCE EFFICIENCY)	\$4,516.00 - \$5,448.00		01 19 24		1	12	E		R10
BJ75	4612	ENERGY SPECIALIST II (FORECASTING)	\$4,516.00 - \$5,448.00		01 19 24		1	12	E		R10
BJ65	4957	ENERGY SPECIALIST II (FUELS)	\$4,516.00 - \$5,448.00		01 19 24		1	12	E		R10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD	A \$3,502.00 - \$4,222.00 B \$3,845.00 - \$4,636.00		01 19 34 21 R8 01 19 34 21 R8	195 195	1 1	12 12	2 2		R07 R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD	\$4,225.00 - \$5,101.00		01 19 34 R8		1	12	2		R07
VS75	8796	ENFORCEMENT SUPERVISOR I, CONTRACTORS STATE LICENSE	\$4,541.00 - \$5,483.00		01 19 34		1	12	E		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CONTRACTORS LICENSE BOARD	\$5,101.00 - \$6,152.00		01 19 34		1	12	E		S07
GH62	3137	ENGINEER, WATER RESOURCES	A \$3,437.00 - \$3,977.00 B \$3,934.00 - \$4,778.00 C \$4,424.00 - \$5,374.00 D \$4,867.00 - \$5,914.00		01 19 21 01 19 21 01 19 21 01 19 21	351 351 351 351	1 1 1 1	12 12 12 12	2 2 2 2		R09 R09 R09 R09
HT65	3756	ENGINEERING GEOLOGIST	A \$3,437.00 - \$3,977.00 B \$3,934.00 - \$4,778.00 C \$4,639.00 - \$5,639.00 D \$4,871.00 - \$5,921.00		01 21 01 21 01 21 01 21	434 434 434 434	1 1 1 1	12 12 12 12	2 2 2 2		R09 R09 R09 R09
TE75	8054	ENVIRONMENTAL BIOCHEMIST	\$5,713.00 - \$6,906.00		01 19		1	12	E		S10
JX30	4640	ENVIRONMENTAL PLANNER	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 21 01 21 01 21	024 024 024	1 1 1	12 12 12	2 2 2		R01 R01 R01
JX34	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21 01 19 21 01 19 21	024 024 024	1 1 1	12 12 12	2 2 2		R01 R01 R01
JX36	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21 01 19 21 01 19 21	024 024 024	1 1 1	12 12 12	2 2 2		R01 R01 R01
JX32	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)	A \$2,902.00 - \$3,200.00 B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 19 21 01 19 21 01 19 21	024 024 024	1 1 1	12 12 12	2 2 2		R01 R01 R01
BH80	0760	ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)	\$6,484.00 - \$7,148.00		01 19		1	12	E		M10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WB66	9216	EMPLOYMENT DEVELOPMENT SPECIALIST II									
		A \$4,111.00 - \$4,997.00		19		285	1	6	2		R01
		L \$4,111.00 - \$4,997.00		19		285	1	6	2		R01
WB64	9215	EMPLOYMENT DEVELOPMENT SPECIALIST III	\$4,516.00 - \$5,489.00		19		1	6	2		R01
WB50	9232	EMPLOYMENT PROGRAM ASSISTANT									
		A \$2,049.00 - \$2,491.00		SISA	01 19 21	130	1	12	2		R01
		B \$2,200.00 - \$2,674.00		SISA	01 19 21	130	1	12	2		R01
WD45	9152	EMPLOYMENT PROGRAM COUNSELOR									
		A \$2,632.00 - \$3,201.00			01 19 21	182	1	12	2		R01
		B \$3,273.00 - \$3,977.00			01 19 21	182	1	12	2		R01
WA92	9189	EMPLOYMENT PROGRAM MANAGER I	\$4,113.00 - \$4,999.00		01 19		1	12	2		S01
WA84	9197	EMPLOYMENT PROGRAM MANAGER II	\$4,520.00 - \$5,493.00		01 19		1	12	E		S01
WA74	9198	EMPLOYMENT PROGRAM MANAGER III	\$4,963.00 - \$6,034.00		01 19		1	12	E		S01
WB35	9194	EMPLOYMENT PROGRAM REPRESENTATIVE									
		A \$2,632.00 - \$3,049.00			01 19 21	183	1	12	2		R01
		B \$2,850.00 - \$3,465.00			01 19 21	183	1	12	2		R01
		C \$3,273.00 - \$3,977.00			01 19 21	183	1	12	2		R01
WB12	9190	EMPLOYMENT PROGRAM SUPERVISOR I	\$3,420.00 - \$4,157.00		01 19 24		1	12	2		S01
WB10	9201	EMPLOYMENT PROGRAM SUPERVISOR II	\$3,750.00 - \$4,558.00		01 19 24		1	12	2		S01
WB40	9231	EMPLOYMENT PROGRAM TECHNICIAN	\$2,420.00 - \$2,941.00		01 19		1	12	2		R01
BJ95	5837	ENERGY ANALYST									
		A \$2,632.00 - \$3,129.00			01 19 21	030	1	12	2		R10
		B \$2,850.00 - \$3,418.00			01 19 21	030	1	12	2		R10
		C \$3,418.00 - \$4,111.00			01 19 21	030	1	12	2		R10
HV25	3784	ENERGY AND MINERAL RESOURCES ENGINEER									
		A \$3,667.00 - \$4,245.00			01 21	419	1	12	2		R09
		B \$4,296.00 - \$5,219.00			01 21	419	1	12	2		R09
		C \$4,636.00 - \$5,632.00			01 21	419	1	12	2		R09
BJ50	4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)	\$4,516.00 - \$5,448.00		01 19		1	12	E		R10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)	\$4,516.00 - \$5,448.00		01 19		1	12	E		R10
BJ54	4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,516.00 - \$5,448.00		01 19		1	12	E		R10
BJ40	4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)	\$4,960.00 - \$5,984.00		01 19		1	12	E		R10
BJ42	4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)	\$4,960.00 - \$5,984.00		01 19		1	12	E		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,960.00 - \$5,984.00		01 19		1	12	E		R10
BJ30	4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERVISOR I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I (EFFICIENCY)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FORECASTING)	\$4,520.00 - \$5,452.00		01 19		1	12	E		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II (FORECASTING)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,963.00 - \$5,988.00		01 19		1	12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FORECASTING)	\$6,034.00 - \$6,651.00		01 19		1	12	E		M10
B170	4805	ENERGY RESOURCE SPECIALIST III (MANAGERIAL)	\$5,493.00 - \$6,057.00		01 19		1	12	E		M10
B176	4807	ENERGY RESOURCES SPECIALIST I	\$4,111.00 - \$4,960.00		19		1	6	2		R10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WB12	9190	C EMPLOYMENT PROGRAM SUPERVISOR I	\$3,388.00 - \$4,116.00		01 19 21	183	1	12	2		R01
WB10	9201	\$3,540.00 - \$4,303.00 EMPLOYMENT PROGRAM SUPERVISOR II			01 19 24		1	12	2		S01
WB40	9231	\$3,881.00 - \$4,718.00 EMPLOYMENT PROGRAM TECHNICIAN			01 19 24		1	12	2		S01
BJ95	5837	\$2,505.00 - \$3,044.00 ENERGY ANALYST			01 19		1	12	2		R01
		A \$2,724.00 - \$3,239.00			01 19 21	030	1	12	2		R10
		B \$2,950.00 - \$3,538.00			01 19 21	030	1	12	2		R10
		C \$3,538.00 - \$4,255.00			01 19 21	030	1	12	2		R10
HV25	3784	ENERGY AND MINERAL RESOURCES ENGINEER									
		A \$3,938.00 - \$4,559.00			01 21	419	1	12	2		R09
		B \$4,635.00 - \$5,631.00			01 21	419	1	12	2		R09
		C \$5,035.00 - \$6,116.00			01 21	419	1	12	2		R09
BJ50	4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)	\$4,674.00 - \$5,639.00		01 19		1	12	E		R10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)	\$4,674.00 - \$5,639.00		01 19		1	12	E		R10
BJ54	4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,674.00 - \$5,639.00		01 19		1	12	E		R10
BJ40	4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)	\$5,134.00 - \$6,193.00		01 19		1	12	E		R10
BJ42	4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)	\$5,134.00 - \$6,193.00		01 19		1	12	E		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,134.00 - \$6,193.00		01 19		1	12	E		R10
BJ30	4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)	\$5,639.00 - \$6,810.00		01 19		1	12	E		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)	\$5,639.00 - \$6,810.00		01 19		1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,639.00 - \$6,810.00		01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERVISOR I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,678.00 - \$5,643.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I (EFFICIENCY)	\$4,678.00 - \$5,643.00		01 19		1	12	E		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FORECASTING)	\$4,678.00 - \$5,643.00		01 19		1	12	E		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	\$5,137.00 - \$6,198.00		01 19		1	12	E		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II (FORECASTING)	\$5,137.00 - \$6,198.00		01 19		1	12	E		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,137.00 - \$6,198.00		01 19		1	12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FORECASTING)	\$6,245.00 - \$6,884.00		01 19		1	12	E		M10
BI70	4805	ENERGY RESOURCE SPECIALIST III (MANAGERIAL)	\$5,685.00 - \$6,269.00		01 19		1	12	E		M10
BI76	4807	ENERGY RESOURCES SPECIALIST I	\$4,255.00 - \$5,134.00		19		1	6	2		R10
BI74	4806	ENERGY RESOURCES SPECIALIST II	\$4,674.00 - \$5,639.00		19		1	6	E		R10
BI72	4813	ENERGY RESOURCES SPECIALIST III (SUPERVISORY)	\$5,137.00 - \$6,198.00		01 19		1	12	E		S10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD									
		A \$3,806.00 - \$4,589.00			01 19 34 21 R8	195	1	12	2		R07
		B \$4,179.00 - \$5,038.00			01 19 34 21 R8	195	1	12	2		R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD	\$4,592.00 - \$5,544.00		01 19 34 R8		1	12	2		R07
VS75	8796	ENFORCEMENT SUPERVISOR I, CONTRACTORS STATE LICENSE	\$5,059.00 - \$6,108.00		01 19 34		1	12	E		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CONTRACTORS LICENSE BOARD	\$5,544.00 - \$6,685.00		01 19 34		1	12	E		S07
GH62	3137	ENGINEER, WATER RESOURCES									
		A \$3,838.00 - \$4,442.00			01 19 21	351	1	12	2		R09
		B \$4,394.00 - \$5,337.00			01 19 21	351	1	12	2		R09
		C \$5,035.00 - \$6,116.00			01 19 21	351	1	12	2		R09
		D \$5,633.00 - \$6,844.00			01 19 21	351	1	12	2		R09
HT65	3756	ENGINEERING GEOLOGIST									
		A \$3,838.00 - \$4,442.00			01 21	434	1	12	2		R09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WA74	9198	EMPLOYMENT PROGRAM MANAGER III	\$5,312.00 - \$6,457.00		01 19		1	12	E		S01
WB35	9194	EMPLOYMENT PROGRAM REPRESENTATIVE									
		A	\$2,817.00 - \$3,263.00		01 19 21	183	1	12	2		R01
		B	\$3,050.00 - \$3,708.00		01 19 21	183	1	12	2		R01
		C	\$3,503.00 - \$4,256.00		01 19 21	183	1	12	2		R01
WB12	9190	EMPLOYMENT PROGRAM SUPERVISOR I	\$3,660.00 - \$4,449.00		01 19 24		1	12	2		S01
WB10	9201	EMPLOYMENT PROGRAM SUPERVISOR II	\$4,013.00 - \$4,878.00		01 19 24		1	12	2		S01
WB40	9231	EMPLOYMENT PROGRAM TECHNICIAN	\$2,590.00 - \$3,148.00		01 19		1	12	2		R01
BJ95	5837	ENERGY ANALYST									
		A	\$2,817.00 - \$3,349.00		01 19 21	030	1	12	2		R10
		B	\$3,050.00 - \$3,658.00		01 19 21	030	1	12	2		R10
		C	\$3,658.00 - \$4,400.00		01 19 21	030	1	12	2		R10
HV25	3784	ENERGY AND MINERAL RESOURCES ENGINEER									
		A	\$4,391.00 - \$5,083.00		01 21	419	1	12	2		R09
		B	\$5,163.00 - \$6,273.00		01 21	419	1	12	2		R09
		C	\$5,604.00 - \$6,807.00		01 21	419	1	12	2		R09
BJ50	4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)	\$4,833.00 - \$5,831.00		01 19		1	12	E		R10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)	\$4,833.00 - \$5,831.00		01 19		1	12	E		R10
BJ54	4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,833.00 - \$5,831.00		01 19		1	12	E		R10
BJ40	4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)	\$5,309.00 - \$6,404.00		01 19		1	12	E		R10
BJ42	4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)	\$5,309.00 - \$6,404.00		01 19		1	12	E		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,309.00 - \$6,404.00		01 19		1	12	E		R10
BJ30	4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)	\$5,831.00 - \$7,042.00		01 19		1	12	E		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)	\$5,831.00 - \$7,042.00		01 19		1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,831.00 - \$7,042.00		01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERVISOR I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,837.00 - \$5,835.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I (EFFICIENCY)	\$4,837.00 - \$5,835.00		01 19		1	12	E		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FORECASTING)	\$4,837.00 - \$5,835.00		01 19		1	12	E		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	\$5,312.00 - \$6,409.00		01 19		1	12	E		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II (FORECASTING)	\$5,312.00 - \$6,409.00		01 19		1	12	E		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,312.00 - \$6,409.00		01 19		1	12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FORECASTING)	\$6,457.00 - \$7,118.00		01 19		1	12	E		M10
BI70	4805	ENERGY RESOURCE SPECIALIST III (MANAGERIAL)	\$5,878.00 - \$6,482.00		01 19		1	12	E		M10
BI76	4807	ENERGY RESOURCES SPECIALIST I	\$4,400.00 - \$5,309.00		19		1	6	2		R10
BI74	4806	ENERGY RESOURCES SPECIALIST II	\$4,833.00 - \$5,831.00		19		1	6	E		R10
BI72	4813	ENERGY RESOURCES SPECIALIST III (SUPERVISORY)	\$5,312.00 - \$6,409.00		01 19		1	12	E		S10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD									
		A	\$3,935.00 - \$4,982.00		01 19 34 21 R8	195	1	12	2		R07
		B	\$4,321.00 - \$5,469.00		01 19 34 21 R8	195	1	12	2		R07
VS91	8791	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD (NON-PEACE OFFICER)									
		A	\$3,935.00 - \$4,745.00		01 19 34 21	195	1	12	2		R07
		B	\$4,321.00 - \$5,209.00		01 19 34 21	195	1	12	2		R07
VS85	8800	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD (NON-PEACE OFFICER)	\$4,748.00 - \$5,733.00		01 19 34		1	12	2		R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD	\$4,748.00 - \$6,020.00		01 19 34 R8		1	12	2		R07

Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		F	\$3,359.17 - \$4,080.00		01 19 21	047 361	1	12	E		R21
		G	\$4,055.83 - \$4,928.33		01 19 21	047 361	1	12	E		R21
ER51	2898	EDUCATION FISCAL SERVICES CONSULTANT									
		A	\$5,349.00 - \$6,498.00		01 19	047	1	12	E		R21
		F	\$4,457.50 - \$5,415.00		01 19	047	1	12	E		R21
ER95	2655	EDUCATION PROGRAMS ASSISTANT									
		A	\$4,031.00 - \$4,896.00		01 19 21	047 226 285	1	12	E		R21
		B	\$4,867.00 - \$5,914.00		01 19 21	047 226 285	1	12	E		R21
		F	\$3,359.17 - \$4,080.00		01 19 21	047 226 285	1	12	E		R21
		G	\$4,055.83 - \$4,928.33		01 19 21	047 226 285	1	12	E		R21
		L	\$4,031.00 - \$4,896.00		01 19 21	047 226 285	1	12	E		R21
		M	\$4,867.00 - \$5,914.00		01 19 21	047 226 285	1	12	E		R21
		P	\$3,359.17 - \$4,080.00		01 19 21	047 226 285	1	12	E		R21
		Q	\$4,055.83 - \$4,928.33		01 19 21	047 226 285	1	12	E		R21
ER90	2656	EDUCATION PROGRAMS CONSULTANT									
		A	\$5,349.00 - \$6,498.00		01 19	047 285	1	12	E		R21
		F	\$4,457.50 - \$5,415.00		01 19	047 285	1	12	E		R21
		L	\$5,349.00 - \$6,498.00		01 19	047 285	1	12	E		R21
		P	\$4,457.00 - \$5,415.00		01 19	047 285	1	12	E		R21
EY30	2654	EDUCATION PROJECT ASSISTANT I -VARIOUS PROJECTS-									
		A	\$3,675.00 - \$4,466.00		19	047	1	6	2		R21
		F	\$3,062.50 - \$3,721.67		19	047	1	6	2		R21
EY20	2653	EDUCATION PROJECT ASSISTANT II -VARIOUS PROJECTS-									
		A	\$4,434.00 - \$5,388.00		19	047	1	6	2		R21
		F	\$3,695.00 - \$4,490.00		19	047	1	6	2		R21
EY10	2652	EDUCATION PROJECT SPECIALIST I -VARIOUS PROJECTS-									
		A	\$5,349.00 - \$6,498.00		19	047	1	6	E		R21
		F	\$4,457.50 - \$5,415.00		19	047	1	6	E		R21
EX90	2651	EDUCATION PROJECT SPECIALIST II -VARIOUS PROJECTS-									
			\$5,937.00 - \$7,217.00		01 19		1	12	E		S21
EX80	2646	EDUCATION PROJECT SPECIALIST III -VARIOUS PROJECTS-									
			\$6,222.00 - \$7,563.00		01 19		1	12	E		S21
EX30	2641	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR I									
			\$5,944.00 - \$7,227.00		01 19		1	12	E		S21
EX40	2639	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR II									
			\$6,892.00 - \$7,598.00		01 19 24		1	12	E		M21
EX10	2642	EDUCATION RESEARCH AND EVALUATION ASSISTANT									
		A	\$4,031.00 - \$4,896.00		01 19 21	047 345	1	12	E		R21
		B	\$4,867.00 - \$5,914.00		01 19 21	047 345	1	12	E		R21
		F	\$3,359.17 - \$4,080.00		01 19 21	047 345	1	12	E		R21
		G	\$4,055.83 - \$4,928.33		01 19 21	047 345	1	12	E		R21
EX20	2643	EDUCATION RESEARCH AND EVALUATION CONSULTANT									
		A	\$5,349.00 - \$6,498.00		01 19	047	1	12	E		R21
		F	\$4,457.50 - \$5,415.00		01 19	047	1	12	E		R21
CA65	1233	ELECTION OFFICIAL, PUBLIC EMPLOYMENT RELATIONS BOARD									
			\$12.00 - \$12.46	HR	36		1	0	2	NT	E97
KA36	5354	ELECTIONS SPECIALIST									
			\$4,516.00 - \$5,489.00		19		1	6	2		R01
BI26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I									
			\$4,979.00 - \$6,048.00		01 19		1	12	E		R09
BI23	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II									
			\$5,206.00 - \$6,325.00		01 19		1	12	E		R09
BI20	4849	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST III									
			\$6,034.00 - \$6,651.00		01 19		1	12	E		M09
BI07	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I									
			\$4,317.00 - \$5,244.00		19		1	6	2		R09
BI05	4842	ELECTRIC GENERATION SYSTEM SPECIALIST II									
			\$4,745.00 - \$5,767.00		01 19		1	12	E		S09
BI03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST III									
			\$5,209.00 - \$6,332.00		01 19		1	12	E		S09
BI36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I									
			\$4,979.00 - \$6,048.00		01 19		1	12	E		R09
BI33	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II									
			\$5,206.00 - \$6,325.00		01 19		1	12	E		R09
BI30	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III									
			\$5,458.00 - \$6,634.00		01 19		1	12	E		S09
HB40	3462	ELECTRICAL CONSTRUCTION INSPECTOR									
			\$3,575.00 - \$4,345.00				1	6	2		R11
HB30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I									
			\$4,635.00 - \$5,632.00				1	6	2		R11
HB20	3460	ELECTRICAL CONSTRUCTION SUPERVISOR II									
		A	\$5,093.00 - \$6,191.00		01 19	041	1	12	E		S09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EY10	2652	EDUCATION PROJECT SPECIALIST I -VARIOUS PROJECTS-									
		A \$5,349.00 - \$6,498.00		19		047	1	6	E		R21
		F \$4,457.50 - \$5,415.00		19		047	1	6	E		R21
EX90	2651	EDUCATION PROJECT SPECIALIST II -VARIOUS PROJECTS-	\$5,937.00 - \$7,217.00		01 19		1	12	E		S21
EX80	2646	EDUCATION PROJECT SPECIALIST III -VARIOUS PROJECTS-	\$6,222.00 - \$7,563.00		01 19		1	12	E		S21
EX30	2641	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR I	\$5,944.00 - \$7,227.00		01 19		1	12	E		S21
EX40	2639	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR II	\$6,892.00 - \$7,598.00		01 19 24		1	12	E		M21
EX10	2642	EDUCATION RESEARCH AND EVALUATION ASSISTANT									
		A \$4,031.00 - \$4,896.00		01 19 21		047 345	1	12	E		R21
		B \$4,867.00 - \$5,914.00		01 19 21		047 345	1	12	E		R21
		F \$3,359.17 - \$4,080.00		01 19 21		047 345	1	12	E		R21
		G \$4,055.83 - \$4,928.33		01 19 21		047 345	1	12	E		R21
EX20	2643	EDUCATION RESEARCH AND EVALUATION CONSULTANT									
		A \$5,349.00 - \$6,498.00		01 19		047	1	12	E		R21
		F \$4,457.50 - \$5,415.00		01 19		047	1	12	E		R21
CA65	1233	ELECTION OFFICIAL, PUBLIC EMPLOYMENT RELATIONS BOARD	\$12.00 - \$12.46	HR	36		1	0	2	NT	E97
KA36	5354	ELECTIONS SPECIALIST	\$4,516.00 - \$5,489.00		19		1	6	2		R01
BI26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I	\$5,283.00 - \$6,417.00		01 19		1	12	E		R09
BI23	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II	\$5,576.00 - \$6,774.00		01 19		1	12	E		R09
BI20	4849	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST III	\$6,499.00 - \$7,163.00		01 19		1	12	E		M09
BI07	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I	\$4,820.00 - \$5,790.00		19		1	6	2		R09
BI05	4842	ELECTRIC GENERATION SYSTEM SPECIALIST II	\$5,001.00 - \$6,078.00		01 19		1	12	E		S09
BI03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST III	\$5,584.00 - \$6,788.00		01 19		1	12	E		S09
BI36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I	\$5,283.00 - \$6,417.00		01 19		1	12	E		R09
BI33	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II	\$5,576.00 - \$6,774.00		01 19		1	12	E		R09
BI30	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III	\$5,878.00 - \$7,145.00		01 19		1	12	E		S09
HB40	3462	ELECTRICAL CONSTRUCTION INSPECTOR	\$3,575.00 - \$4,345.00				1	6	2		R11
HB30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I	\$4,635.00 - \$5,632.00				1	6	2		R11
HB20	3460	ELECTRICAL CONSTRUCTION SUPERVISOR II									
		A \$5,429.00 - \$6,600.00		01 19		041	1	12	E		S09
		B \$6,024.00 - \$7,321.00		01 19		041	1	12	E		S09
GB30	3022	ELECTRICAL DRAFTING TECHNICIAN	\$2,790.00 - \$3,389.00				1	6	2		R11
HJ55	3613	ELECTRICAL ENGINEER									
		A \$3,574.00 - \$4,136.00		01 21		070	1	12	2		R09
		B \$4,091.00 - \$4,969.00		01 21		070	1	12	2		R09
HK40	3629	ELECTRICAL ENGINEERING TECHNICIAN I	\$3,048.00 - \$3,703.00				1	6	2		R11
HK30	3627	ELECTRICAL ENGINEERING TECHNICIAN II	\$3,665.00 - \$4,453.00				1	6	2		R11
HK20	3626	ELECTRICAL ENGINEERING TECHNICIAN III	\$4,023.00 - \$4,888.00				1	6	2		R11
IW20	4076	ELECTRICAL ESTIMATOR I	\$3,834.00 - \$4,659.00				1	6	2		R11
IW10	4075	ELECTRICAL ESTIMATOR II	\$4,414.00 - \$5,363.00				1	6	2		R11
IV90	4074	ELECTRICAL ESTIMATOR III	\$5,325.00 - \$6,473.00		01 19		1	12	E		S11
IT10	4035	ELECTRICAL INSPECTOR I	\$3,493.00 - \$4,246.00				1	6	2		R11
IS90	4034	ELECTRICAL INSPECTOR II	\$4,208.00 - \$5,114.00				1	6	2		R11
IS95	6163	ELECTRICAL PROJECT INSPECTOR (VARIOUS SITES)	\$4,208.00 - \$5,114.00				1	6	2		R11

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EX10	2642	EDUCATION RESEARCH AND EVALUATION ASSISTANT									
		A	\$4,172.00 - \$5,067.00		01 19 21	047 345	1	12	E		R21
		B	\$5,037.00 - \$6,121.00		01 19 21	047 345	1	12	E		R21
		F	\$3,476.67 - \$4,222.50		01 19 21	047 345	1	12	E		R21
		G	\$4,197.50 - \$5,100.83		01 19 21	047 345	1	12	E		R21
EX20	2643	EDUCATION RESEARCH AND EVALUATION CONSULTANT									
		A	\$5,536.00 - \$6,725.00		01 19	047	1	12	E		R21
		F	\$4,613.33 - \$5,604.17		01 19	047	1	12	E		R21
KA36	5354	ELECTIONS SPECIALIST	\$4,674.00 - \$5,681.00		19		1	6	2		R01
BI26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I	\$5,832.00 - \$7,084.00		01 19		1	12	E		R09
BI23	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II	\$6,228.00 - \$7,567.00		01 19		1	12	E		R09
BI20	4849	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST III	\$7,305.00 - \$8,051.00		01 19		1	12	E		M09
BI07	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I	\$5,249.00 - \$6,305.00		19		1	6	2		R09
BI05	4842	ELECTRIC GENERATION SYSTEM SPECIALIST II	\$5,476.00 - \$6,655.00		01 19		1	12	E		S09
BI03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST III	\$6,237.00 - \$7,582.00		01 19		1	12	E		S09
BI36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I	\$5,832.00 - \$7,084.00		01 19		1	12	E		R09
BI33	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II	\$6,228.00 - \$7,567.00		01 19		1	12	E		R09
BI30	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III	\$6,607.00 - \$8,031.00		01 19		1	12	E		S09
HB40	3462	ELECTRICAL CONSTRUCTION INSPECTOR	\$3,700.00 - \$4,497.00				1	6	2		R11
HB30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I	\$4,797.00 - \$5,829.00				1	6	2		R11
HB20	3460	ELECTRICAL CONSTRUCTION SUPERVISOR II									
		A	\$6,028.00 - \$7,326.00		01 19	041	1	12	E		S09
		B	\$6,771.00 - \$8,229.00		01 19	041	1	12	E		S09
HJ55	3613	ELECTRICAL ENGINEER									
		A	\$3,838.00 - \$4,442.00		01 21	070	1	12	2		R09
		B	\$4,394.00 - \$5,337.00		01 21	070	1	12	2		R09
HK40	3629	ELECTRICAL ENGINEERING TECHNICIAN I	\$3,155.00 - \$3,833.00				1	6	2		R11
HK30	3627	ELECTRICAL ENGINEERING TECHNICIAN II	\$3,793.00 - \$4,609.00				1	6	2		R11
HK20	3626	ELECTRICAL ENGINEERING TECHNICIAN III	\$4,164.00 - \$5,059.00				1	6	2		R11
IW20	4076	ELECTRICAL ESTIMATOR I	\$3,968.00 - \$4,822.00				1	6	2		R11
IW10	4075	ELECTRICAL ESTIMATOR II	\$4,568.00 - \$5,551.00				1	6	2		R11
IV90	4074	ELECTRICAL ESTIMATOR III	\$5,511.00 - \$6,700.00		01 19		1	12	E		S11
IT10	4035	ELECTRICAL INSPECTOR I	\$3,615.00 - \$4,395.00				1	6	2		R11
IS90	4034	ELECTRICAL INSPECTOR II	\$4,355.00 - \$5,293.00				1	6	2		R11
HQ95	3668	ELECTRICAL-MECHANICAL TESTING TECHNICIAN I									
		A	\$3,549.00 - \$4,268.00		01 21	213	1	12	2		R12
		B	\$3,590.00 - \$5,145.00		01 21	213	1	12	2		R12
HQ85	3664	ELECTRICAL-MECHANICAL TESTING TECHNICIAN II	\$4,908.00 - \$5,924.00				1	6	2		R12
HQ80	3663	ELECTRICAL-MECHANICAL TESTING TECHNICIAN III	\$5,394.00 - \$6,508.00				1	6	2		R12
PS55	6536	ELECTRICIAN APPRENTICE									
		A	\$2,459.00 - \$2,667.00		19	052	1	6	2		R12
		B	\$2,609.00 - \$2,844.00		19	052	1	6	2		R12
		C	\$2,785.00 - \$3,033.00		19	052	1	6	2		R12
		D	\$2,969.00 - \$3,240.00		19	052	1	6	2		R12
		E	\$3,167.00 - \$3,477.00		19	052	1	6	2		R12
		F	\$3,390.00 - \$3,724.00		19	052	1	6	2		R12
PS40	6533	ELECTRICIAN I									
		A	\$3,702.00 - \$4,063.00			040	1	6	2		R12
		B	\$4,063.00 - \$4,461.00			040	1	6	2		R12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	VWG	NT	CBID
EX30	2641	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR I	\$6,361.00 - \$7,734.00		01 19		1	12	E		S21
EX40	2639	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR II	\$7,376.00 - \$8,131.00		01 19 24		1	12	E		M21
EX10	2642	EDUCATION RESEARCH AND EVALUATION ASSISTANT									
		A	\$4,314.00 - \$5,239.00		01 19 21	047 345	1	12	E		R21
		B	\$5,208.00 - \$6,329.00		01 19 21	047 345	1	12	E		R21
		F	\$3,595.00 - \$4,365.83		01 19 21	047 345	1	12	E		R21
		G	\$4,340.00 - \$5,274.17		01 19 21	047 345	1	12	E		R21
EX20	2643	EDUCATION RESEARCH AND EVALUATION CONSULTANT									
		A	\$5,724.00 - \$6,954.00		01 19	047	1	12	E		R21
		F	\$4,770.00 - \$5,795.00		01 19	047	1	12	E		R21
KA36	5354	ELECTIONS SPECIALIST	\$4,833.00 - \$5,874.00		19		1	6	2		R01
BI26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I	\$6,532.00 - \$7,934.00		01 19		1	12	E		R09
BI23	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II	\$7,056.00 - \$8,573.00		01 19		1	12	E		R09
BI20	4849	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST III	\$8,335.00 - \$9,186.00		01 19		1	12	E		M09
BI07	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I	\$5,842.00 - \$7,017.00		19		1	6	2		R09
BI05	4842	ELECTRIC GENERATION SYSTEM SPECIALIST II	\$6,095.00 - \$7,407.00		01 19		1	12	E		S09
BI03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST III	\$7,073.00 - \$8,598.00		01 19		1	12	E		S09
BI36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I	\$6,532.00 - \$7,934.00		01 19		1	12	E		R09
BI33	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II	\$7,056.00 - \$8,573.00		01 19		1	12	E		R09
BI30	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III	\$7,539.00 - \$9,163.00		01 19		1	12	E		S09
HB40	3462	ELECTRICAL CONSTRUCTION INSPECTOR	\$3,826.00 - \$4,650.00				1	6	2		R11
HB30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I	\$4,960.00 - \$6,027.00				1	6	2		R11
HB20	3460	ELECTRICAL CONSTRUCTION SUPERVISOR II									
		A	\$6,791.00 - \$8,256.00		01 19	041	1	12	E		S09
		B	\$7,726.00 - \$9,389.00		01 19	041	1	12	E		S09
HJ55	3613	ELECTRICAL ENGINEER									
		A	\$4,279.00 - \$4,953.00		01 21	070	1	12	2		R09
		B	\$4,899.00 - \$5,951.00		01 21	070	1	12	2		R09
HK40	3629	ELECTRICAL ENGINEERING TECHNICIAN I	\$3,262.00 - \$3,963.00				1	6	2		R11
HK30	3627	ELECTRICAL ENGINEERING TECHNICIAN II	\$3,922.00 - \$4,766.00				1	6	2		R11
HK20	3626	ELECTRICAL ENGINEERING TECHNICIAN III	\$4,306.00 - \$5,231.00				1	6	2		R11
IW20	4076	ELECTRICAL ESTIMATOR I	\$4,103.00 - \$4,986.00				1	6	2		R11
IW10	4075	ELECTRICAL ESTIMATOR II	\$4,723.00 - \$5,740.00				1	6	2		R11
IV90	4074	ELECTRICAL ESTIMATOR III	\$5,698.00 - \$6,928.00		01 19		1	12	E		S11
IT10	4035	ELECTRICAL INSPECTOR I	\$3,738.00 - \$4,544.00				1	6	2		R11
IS90	4034	ELECTRICAL INSPECTOR II	\$4,503.00 - \$5,473.00				1	6	2		R11
HQ95	3668	ELECTRICAL-MECHANICAL TESTING TECHNICIAN I									
		A	\$3,670.00 - \$4,413.00		01 21	213	1	12	2		R12
		B	\$3,712.00 - \$5,320.00		01 21	213	1	12	2		R12
HQ85	3664	ELECTRICAL-MECHANICAL TESTING TECHNICIAN II	\$5,075.00 - \$6,125.00				1	6	2		R12
HQ80	3663	ELECTRICAL-MECHANICAL TESTING TECHNICIAN III	\$5,577.00 - \$6,729.00				1	6	2		R12
PS55	6536	ELECTRICIAN APPRENTICE									
		A	\$2,543.00 - \$2,758.00		19	052	1	6	2		R12
		B	\$2,698.00 - \$2,941.00		19	052	1	6	2		R12
		C	\$2,880.00 - \$3,136.00		19	052	1	6	2		R12
		D	\$3,070.00 - \$3,350.00		19	052	1	6	2		R12
		E	\$3,275.00 - \$3,595.00		19	052	1	6	2		R12

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
VI97	8596	SUPERVISING INVESTIGATOR I, DEPARTMENT OF CONSUMER AFFAIRS	\$4,778.00 - \$5,765.00		01 19 34 P6		1	12	E		S07
VI15	8539	SUPERVISING INVESTIGATOR I, DEPARTMENT OF MOTOR VEHICLES	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
VI98	8597	SUPERVISING INVESTIGATOR II, DEPARTMENT OF CONSUMER AFFAIRS	\$5,391.00 - \$6,508.00		01 19 34 P5		1	12	E		S07
VI10	8540	SUPERVISING INVESTIGATOR II, DEPARTMENT OF MOTOR VEHICLES	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VP80	8678	SUPERVISING INVESTIGATOR, ALCOHOLIC BEVERAGE CONTROL	\$4,778.00 - \$5,765.00		01 19 34 R8		1	12	E		S07
VK50	8767	SUPERVISING INVESTIGATOR, FAIR POLITICAL PRACTICES COMMISSION	\$4,778.00 - \$5,765.00		01 19 34		1	12	E		S07
JV21	7426	SUPERVISING INVESTMENT OFFICER, STATE TEACHERS' RETIREMENT SYSTEM	\$6,585.00 - \$7,624.00		01 19		1	12	E		S01
ST80	7890	SUPERVISING LABORATORY ASSISTANT I	\$2,508.00 - \$3,048.00				1	6	2		R11
ST70	7889	SUPERVISING LABORATORY ASSISTANT II	\$2,851.00 - \$3,467.00		01 43		1	12	2		S11
KS25	5005	SUPERVISING LAND AGENT (MANAGERIAL)	\$6,186.00 - \$6,817.00		01 19		1	12	E		M01
KS30	4994	SUPERVISING LAND AGENT (SUPERVISORY)	\$5,588.00 - \$6,749.00		01 19		1	12	E		S01
GC94	3050	SUPERVISING LAND SURVEYOR	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
IM30	3980	SUPERVISING LANDSCAPE ARCHITECT	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
IM11	2973	SUPERVISING LANDSCAPE ARCHITECT, CALTRANS	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
CX12	1817	SUPERVISING LAW INDEXER	\$4,746.00 - \$5,726.00		01 43		1	12	E		E98
FM35	2940	SUPERVISING LIBRARIAN (CORRECTIONAL FACILITY)	\$4,640.00 - \$5,923.00		01 19 R0		1	12	E		S03
FM40	2944	SUPERVISING LIBRARIAN I	A \$4,307.00 - \$5,236.00 F \$3,589.17 - \$4,363.33		01 19 01 19	047 047	1 1	12 12	E E		S21 S21
FM30	2935	SUPERVISING LIBRARIAN II	A \$4,738.00 - \$5,758.00 F \$3,948.33 - \$4,798.33		01 19 01 19	047 047	1 1	12 12	E E		S21 S21
LP30	6084	SUPERVISING LIFE ACTUARY	\$6,915.00 - \$8,364.00		01 19		1	12	E		S01
WR28	6330	SUPERVISING LITIGATION SPECIALIST, CALTRANS	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
VJ56	8601	SUPERVISING LOTTERY AGENT	\$5,007.00 - \$6,046.00		01 19 P6		1	12	E		S07
LE20	4163	SUPERVISING MANAGEMENT AUDITOR	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
GX10	3374	SUPERVISING MATERIALS AND RESEARCH ENGINEER	A \$6,483.00 - \$7,151.00 B \$7,125.00 - \$7,858.00		01 19 01 19	041 041	1 1	12 12	E E		M09 M09
AV60	0279	SUPERVISING MEAT INSPECTOR	\$3,750.00 - \$4,520.00		01 19		1	12	E		S01
GM40	2179	SUPERVISING MECHANICAL AND ELECTRICAL ENGINEER, CALTRANS	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
HH60	3578	SUPERVISING MECHANICAL ENGINEER	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
HH20	3561	SUPERVISING MECHANICAL ENGINEER HYDRAULIC STRUCTURES	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
CL55	1483	SUPERVISING MICROFILM TECHNICIAN	\$2,891.00 - \$3,514.00		01 43		1	12	2		S04
AN80	0153	SUPERVISING MILK PRODUCTION COST ANALYST	\$4,520.00 - \$5,452.00		01 19		1	12	E		S01
HV60	3793	SUPERVISING MINERAL RESOURCES ENGINEER	\$7,470.00 - \$8,236.00		01 19		1	12	E		M09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE	\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES	\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$5,391.00 - \$6,508.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST	\$5,919.00 - \$7,153.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,211.00 - \$6,286.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$2,977.00 - \$3,577.00 B \$3,268.00 - \$3,926.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,268.00 - \$3,926.00 B \$3,578.00 - \$4,311.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,577.00 - \$4,310.00 S \$3,578.00 - \$4,311.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,585.00 - \$6,741.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$5,117.00 - \$6,176.00 B \$5,752.00 - \$6,990.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$6,015.00 - \$7,260.00 B \$6,313.00 - \$7,674.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,334.00 - \$8,984.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$5,854.00 - \$7,075.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,585.00 - \$6,741.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,106.00 - \$2,559.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,343.00 - \$2,850.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,392.00 - \$7,046.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,483.00 - \$7,151.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$5,720.00 - \$6,955.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,333.00 - \$4,051.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$4,992.00 - \$6,029.00		01 19 34		1	12	E		S07
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,007.00 - \$6,046.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,452.00 - \$6,585.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,093.00 - \$6,147.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$5,864.00 - \$7,078.00		01 19		1	12	E		S10

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,180.00 - \$2,649.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,425.00 - \$2,950.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,616.00 - \$7,840.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,710.00 - \$7,956.00		01 19		1	12	E		M10
SY20	8674	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$5,920.00 - \$7,918.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,450.00 - \$4,193.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$5,186.00 - \$6,265.00		01 19 34		1	12	E		S07
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$5,959.00 - \$7,557.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,186.00 - \$6,265.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,643.00 - \$6,815.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,271.00 - \$6,362.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$6,069.00 - \$7,326.00		01 19		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$4,912.00 - \$6,222.00		01 19		1	12	E		S01
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
VI97	8596	SUPERVISING INVESTIGATOR I, DEPARTMENT OF CONSUMER AFFAIRS	\$5,192.00 - \$5,265.00		01 19 34 P6		1	12	E		S07
VI15	8539	SUPERVISING INVESTIGATOR I, DEPARTMENT OF MOTOR VEHICLES	\$5,192.00 - \$6,265.00		01 19 34 P1		1	12	E		S07
VI98	8597	SUPERVISING INVESTIGATOR II, DEPARTMENT OF CONSUMER AFFAIRS	\$5,859.00 - \$7,073.00		01 19 34 P5		1	12	E		S07
VI10	8540	SUPERVISING INVESTIGATOR II, DEPARTMENT OF MOTOR VEHICLES	\$5,859.00 - \$7,073.00		01 19 34 P1		1	12	E		S07
VP80	8678	SUPERVISING INVESTIGATOR, ALCOHOLIC BEVERAGE CONTROL	\$4,945.00 - \$5,967.00		01 19 34 R8		1	12	E		S07
VK50	8767	SUPERVISING INVESTIGATOR, FAIR POLITICAL PRACTICES COMMISSION	\$4,945.00 - \$5,967.00		01 19 34		1	12	E		S07
JV21	7426	SUPERVISING INVESTMENT OFFICER, STATE TEACHERS' RETIREMENT SYSTEM	\$6,815.00 - \$7,891.00		01 19		1	12	E		S01
ST80	7890	SUPERVISING LABORATORY ASSISTANT I	\$2,596.00 - \$3,155.00				1	6	2		R11
ST70	7889	SUPERVISING LABORATORY ASSISTANT II	\$2,951.00 - \$3,588.00		01 43		1	12	2		S11
KS30	4994	SUPERVISING LAND AGENT (SUPERVISORY)	\$5,784.00 - \$6,985.00		01 19		1	12	E		S01
GC94	3050	SUPERVISING LAND SURVEYOR	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
IM30	3980	SUPERVISING LANDSCAPE ARCHITECT	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
IM11	2973	SUPERVISING LANDSCAPE ARCHITECT, CALTRANS	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
CX12	1817	SUPERVISING LAW INDEXER	\$4,912.00 - \$5,926.00		01 43		1	12	E		E98
FM35	2940	SUPERVISING LIBRARIAN (CORRECTIONAL FACILITY)	\$4,802.00 - \$6,130.00		01 19 R0		1	12	E		S03
FM40	2944	SUPERVISING LIBRARIAN I	A \$4,629.00 - \$5,627.00 F \$3,857.50 - \$4,689.17		01 19	047	1	12	E		S21 S21
FM30	2935	SUPERVISING LIBRARIAN II	A \$5,092.00 - \$6,189.00 F \$4,243.33 - \$5,157.50		01 19	047	1	12	E		S21 S21
LP30	6084	SUPERVISING LIFE ACTUARY	\$8,390.00 - \$10,149.00		01 19		1	12	E		S01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE	\$6,058.00 - \$7,679.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HR30	3893	SUPERVISING GEOLOGIST	\$6,334.00 - \$7,655.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II	\$5,576.00 - \$7,063.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I	A \$3,186.00 - \$3,828.00 B \$3,497.00 - \$4,201.00			040 040	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	A \$3,497.00 - \$4,201.00 B \$3,829.00 - \$4,614.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	A \$3,828.00 - \$4,613.00 S \$3,829.00 - \$4,614.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST	\$5,977.00 - \$7,214.00		01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I	A \$6,242.00 - \$7,534.00 B \$7,377.00 - \$8,965.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	A \$7,714.00 - \$9,311.00 B \$8,097.00 - \$9,842.00		01 19 21 01 19 21	356 356	1 1	12 12	E E		S09 S09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,265.00 - \$7,950.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$5,977.00 - \$7,214.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,254.00 - \$2,739.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,507.00 - \$3,050.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$6,841.00 - \$8,107.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$6,938.00 - \$8,227.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$6,121.00 - \$8,187.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$3,567.00 - \$4,336.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S01
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$6,162.00 - \$7,814.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,364.00 - \$6,478.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$5,835.00 - \$7,047.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$5,450.00 - \$6,578.00		01 19		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VI80	8548	SUPERVISING SPECIAL INVESTIGATOR I	\$4,778.00 - \$5,765.00		01 19 34 P6		1	12	E		S07
VI70	8547	SUPERVISING SPECIAL INVESTIGATOR II	\$5,391.00 - \$6,508.00		01 19 34 P5		1	12	E		S07
JA40	4131	SUPERVISING STATE FINANCIAL EXAMINER I	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JA30	4130	SUPERVISING STATE FINANCIAL EXAMINER II	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JA28	4164	SUPERVISING STATE FINANCIAL EXAMINER III	\$6,334.00 - \$6,904.00		01 19		1	12	E		M01
BR60	0980	SUPERVISING STATE PARK RANGER	\$3,965.00 - \$4,774.00		01 19 R8		1	12	2		S07
BV80	1081	SUPERVISING STATE PARK RESOURCE ECOLOGIST	\$5,085.00 - \$6,137.00		01 19		1	12	E		S10
CD70	1250	SUPERVISING STENOGRAPHER I	\$2,825.00 - \$3,435.00		01 24 43		1	12	2		S04
GV30	3331	SUPERVISING STRUCTURAL ENGINEER	\$6,149.00 - \$7,474.00		01 19		1	12	E		S09
JH40	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION	\$4,743.00 - \$5,763.00		01 19		1	12	E		S01
JJ30	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JH30	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION	\$5,208.00 - \$6,329.00		01 19		1	12	E		S01
JH20	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION	\$5,745.00 - \$6,984.00		01 19		1	12	E		S01
CX88	1976	SUPERVISING TAX TECHNICIAN I, BOARD OF EQUALIZATION	\$2,565.00 - \$3,115.00		01 43		1	12	2		S04
CX89	1977	SUPERVISING TAX TECHNICIAN II, BOARD OF EQUALIZATION	\$2,759.00 - \$3,355.00		01 43		1	12	2		S04
CX90	1978	SUPERVISING TAX TECHNICIAN III, BOARD OF EQUALIZATION	\$3,138.00 - \$3,817.00		01 43		1	12	2		S04
HK67	3636	SUPERVISING TELECOMMUNICATIONS ENGINEER	\$6,149.00 - \$7,474.00		01 19		1	12	E		S09
CQ70	1625	SUPERVISING TELEPHONE OPERATOR	\$2,759.00 - \$3,355.00		01 43		1	12	2		S04
TC62	7944	SUPERVISING TOXICOLOGIST	\$6,585.00 - \$7,966.00		01 19		1	12	E		S10
TC64	7945	SUPERVISING TOXICOLOGIST (MANAGERIAL)	\$7,279.00 - \$8,025.00		01 19		1	12	E		M10
GK10	3156	SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
HF40	3536	SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
GJ60	3155	SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION PLANNER	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
JG50	4519	SUPERVISING TRANSPORTATION RATE EXPERT	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
JG30	8692	SUPERVISING TRANSPORTATION REPRESENTATIVE	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
HY20	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
ID41	3850	SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	\$6,483.00 - \$7,151.00		01 19		1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	\$5,862.00 - \$7,125.00		01 19		1	12	E		S09
WO02	9340	SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	\$4,311.00 - \$5,200.00		01 19		1	12	E		S01
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
JK22	4205	SUPERVISOR LOCAL GOVERNMENT BUDGETS AND REPORTS	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
EA45	2305	SUPERVISOR OF ACADEMIC INSTRUCTION -CORRECTIONAL FACILITY-	\$4,950.00 - \$6,319.00		01 19 R0		1	12	SE		S03

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JA40	4131	SUPERVISING STATE FINANCIAL EXAMINER I	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JA30	4130	SUPERVISING STATE FINANCIAL EXAMINER II	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JA28	4164	SUPERVISING STATE FINANCIAL EXAMINER III	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
BR60	0980	SUPERVISING STATE PARK RANGER	\$3,965.00 - \$4,774.00		01 19 RB		1	12	2		S07
BV80	1081	SUPERVISING STATE PARK RESOURCE ECOLOGIST	\$5,085.00 - \$6,137.00		01 19		1	12	E		S10
GV30	3331	SUPERVISING STRUCTURAL ENGINEER	\$6,622.00 - \$8,050.00		01 19		1	12	E		S09
JH40	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION	\$4,743.00 - \$5,763.00		01 19		1	12	E		S01
JJ30	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$4,746.00 - \$5,726.00		01 19		1	12	E		S01
JH30	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION	\$5,208.00 - \$6,329.00		01 19		1	12	E		S01
JH20	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION	\$5,745.00 - \$6,984.00		01 19		1	12	E		S01
CX88	1976	SUPERVISING TAX TECHNICIAN I, BOARD OF EQUALIZATION	\$2,565.00 - \$3,115.00		01 43		1	12	2		S04
CX89	1977	SUPERVISING TAX TECHNICIAN II, BOARD OF EQUALIZATION	\$2,759.00 - \$3,355.00		01 43		1	12	2		S04
CX90	1978	SUPERVISING TAX TECHNICIAN III, BOARD OF EQUALIZATION	\$3,138.00 - \$3,817.00		01 43		1	12	2		S04
HK67	3636	SUPERVISING TELECOMMUNICATIONS ENGINEER	\$6,622.00 - \$8,050.00		01 19		1	12	E		S09
CQ70	1825	SUPERVISING TELEPHONE OPERATOR	\$2,759.00 - \$3,355.00		01 43		1	12	2		S04
TC62	7944	SUPERVISING TOXICOLOGIST	\$6,585.00 - \$7,966.00		01 19		1	12	E		S10
TC64	7945	SUPERVISING TOXICOLOGIST (MANAGERIAL)	\$7,279.00 - \$8,025.00		01 19		1	12	E		M10
GK10	3156	SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER	\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
HF40	3536	SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
GJ60	3155	SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION PLANNER	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
JG50	4519	SUPERVISING TRANSPORTATION RATE EXPERT	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
JG30	8892	SUPERVISING TRANSPORTATION REPRESENTATIVE	\$5,726.00 - \$6,915.00		01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
HY20	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
ID41	3850	SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	\$6,982.00 - \$7,702.00		01 19		1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	\$6,313.00 - \$7,674.00		01 19		1	12	E		S09
WO02	9340	SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	\$4,311.00 - \$5,200.00		01 19		1	12	E		S01
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
EA45	2305	SUPERVISOR OF ACADEMIC INSTRUCTION -CORRECTIONAL FACILITY-	\$4,950.00 - \$6,319.00		01 19 R0		1	12	SE		S03
QF80	6753	SUPERVISOR OF BUILDING TRADES	A \$3,926.00 - \$4,520.00 B \$4,311.00 - \$4,963.00		01 43 01 43	040 040	1 1	12 12	2 2		S12 S12
QF85	6763	SUPERVISOR OF BUILDING TRADES -CORRECTIONAL FACILITY-	\$4,311.00 - \$4,963.00		01 43 R0		1	12	2		S12
EA25	2302	SUPERVISOR OF COMPENSATORY EDUCATION PROGRAM	\$6,337.00 - \$7,335.00		01 19		1	12	SE		M03
WS10	9522	SUPERVISOR OF CONCILIATION, DEPARTMENT OF INDUSTRIAL RELATIONS, C.E.A.	\$7,302.00 - \$8,051.00		01		1	12	E		E99

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HF40	3536	SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
GJ60	3155	SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION PLANNER	\$6,556.00 - \$7,226.00		01 19		1	12	E		M01
JG50	4519	SUPERVISING TRANSPORTATION RATE EXPERT	\$5,926.00 - \$7,157.00		01 19		1	12	E		S01
JG30	8692	SUPERVISING TRANSPORTATION REPRESENTATIVE	\$5,926.00 - \$7,157.00		01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
HY20	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
ID41	3850	SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	\$7,096.00 - \$8,626.00		01 19		1	12	E		S09
WO02	9340	SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	\$5,393.00 - \$6,506.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	\$4,864.00 - \$5,866.00		01 19		1	12	E		S01
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
EA45	2305	SUPERVISOR OF ACADEMIC INSTRUCTION -CORRECTIONAL FACILITY-									
		A \$5,123.00 - \$6,540.00			01 19 R0	445	1	12	SE		S03
		B \$5,873.00 - \$7,497.00			01 19 R0	445	1	12	SE		S03
QF80	6753	SUPERVISOR OF BUILDING TRADES									
		A \$4,063.00 - \$4,678.00			01 43	040	1	12	2		S12
		B \$4,462.00 - \$5,137.00			01 43	040	1	12	2		S12
QF85	6763	SUPERVISOR OF BUILDING TRADES -CORRECTIONAL FACILITY-	\$4,469.00 - \$5,145.00		01 43 R0		1	12	2		S12
EA25	2302	SUPERVISOR OF COMPENSATORY EDUCATION PROGRAM	\$6,559.00 - \$7,592.00		01 19		1	12	SE		M03
WS10	9522	SUPERVISOR OF CONCILIATION, DEPARTMENT OF INDUSTRIAL RELATIONS, C.E.A.	\$7,558.00 - \$8,333.00		01		1	12	E		E99
BZ89	7492	SUPERVISOR OF CORPSMEMBER DEVELOPMENT PROGRAMS, CALIFORNIA CONSERVATION CORPS	\$4,353.00 - \$5,251.00		01 19		1	12	E		S01
EA30	2303	SUPERVISOR OF CORRECTIONAL EDUCATION PROGRAMS									
		A \$5,627.00 - \$7,184.00			01 19 R0	445	1	12	SE		S03
		B \$6,450.00 - \$8,235.00			01 19 R0	445	1	12	SE		S03
GB10	3020	SUPERVISOR OF DRAFTING SERVICES	\$3,971.00 - \$4,826.00		01 43		1	12	2		S11
TA60	8012	SUPERVISOR OF ENVIRONMENTAL SANITATION, VETERANS HOME AND MEDICAL CENTER	\$4,011.00 - \$4,875.00		01 19		1	12	E		S15
GY40	3392	SUPERVISOR OF EQUIPMENT AND MATERIALS INSPECTION HYDRAULIC STRUCTURES	\$6,026.00 - \$7,326.00		01 19		1	12	E		S09
QI10	6799	SUPERVISOR OF MACHINE SHOP	\$4,063.00 - \$4,678.00		01 43		1	12	2		S12
FK20	2842	SUPERVISOR OF PHOTOGRAPHY	\$3,703.00 - \$4,462.00		01 43		1	12	2		S01
AG70	0395	SUPERVISOR OF REGISTRATION -AGRICULTURAL CHEMICALS-	\$4,166.00 - \$5,020.00		01 19		1	12	E		S01
XB45	9715	SUPERVISOR OF RESIDENCE PROGRAMS, SCHOOL FOR THE BLIND									
		A \$3,646.00 - \$4,432.00			01 19	047	1	12	E		S20
		F \$3,038.33 - \$3,693.33			01 19	047	1	12	E		S20
XB65	9666	SUPERVISOR OF RESIDENCE PROGRAMS, SCHOOL FOR THE DEAF									
		A \$3,646.00 - \$4,432.00			01 19	047	1	12	E		S20
		F \$3,038.33 - \$3,693.33			01 19	047	1	12	E		S20
MC10	5616	SUPERVISOR OF TECHNICAL PUBLICATIONS	\$4,900.00 - \$5,913.00		01 19		1	12	E		S01
EA60	2370	SUPERVISOR OF VOCATIONAL INSTRUCTION									
		A \$5,123.00 - \$6,540.00			01 19 R0	445	1	12	SE		S03
		B \$5,873.00 - \$7,497.00			01 19 R0	445	1	12	SE		S03
IH20	3919	SUPERVISOR OPERATIONS AND SAFETY SECTION PUBLIC UTILITIES COMMISSION	\$6,059.00 - \$7,366.00		01 19		1	12	E		S11
BU71	7563	SUPERVISOR, CULTURAL RESOURCES PROGRAM	\$5,527.00 - \$6,670.00		01 19		1	12	E		S10
IR30	4003	SUPERVISOR, HEALTH FACILITIES REVIEW	\$7,443.00 - \$9,048.00		01 19		1	12	E		S09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		S	\$4,604.00 - \$6,367.00		01 43	471	1	12	E		S19
		U	\$5,492.00 - \$6,367.00		01 43	471	1	12	E		S19
KR30	4961	SUPERVISING RIGHT OF WAY AGENT	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
HY50	3821	SUPERVISING SANITARY ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
VI80	8548	SUPERVISING SPECIAL INVESTIGATOR I	\$5,369.00 - \$6,802.00		01 19 34 P6		1	12	E		S07
VI81	8549	SUPERVISING SPECIAL INVESTIGATOR I (NON-PEACE OFFICER)	\$5,369.00 - \$6,478.00		01 19 34		1	12	E		S07
VI70	8547	SUPERVISING SPECIAL INVESTIGATOR II	\$6,058.00 - \$7,679.00		01 19 34 P5		1	12	E		S07
VI71	8545	SUPERVISING SPECIAL INVESTIGATOR II (NON-PEACE OFFICER)	\$6,058.00 - \$7,313.00		01 19 34		1	12	E		S07
JA40	4131	SUPERVISING STATE FINANCIAL EXAMINER I	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JA30	4130	SUPERVISING STATE FINANCIAL EXAMINER II	\$5,576.00 - \$7,063.00		01 19		1	12	E		S01
JA28	4164	SUPERVISING STATE FINANCIAL EXAMINER III	\$6,779.00 - \$7,847.00		01 19		1	12	E		M01
BV80	1081	SUPERVISING STATE PARK RESOURCE ECOLOGIST	\$5,442.00 - \$6,568.00		01 19		1	12	E		S10
GV30	3331	SUPERVISING STRUCTURAL ENGINEER	\$8,500.00 - \$10,334.00		01 19		1	12	E		S09
JH40	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION	\$5,076.00 - \$6,476.00		01 19		1	12	E		S01
JJ30	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,079.00 - \$6,434.00		01 19		1	12	E		S01
JH30	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION	\$5,573.00 - \$7,113.00		01 19		1	12	E		S01
JH20	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION	\$6,148.00 - \$7,847.00		01 19		1	12	E		S01
CX89	1977	SUPERVISING TAX TECHNICIAN II, BOARD OF EQUALIZATION	\$2,953.00 - \$3,590.00		01 43		1	12	2		S04
CX90	1978	SUPERVISING TAX TECHNICIAN III, BOARD OF EQUALIZATION	\$3,358.00 - \$4,085.00		01 43		1	12	2		S04
HK67	3636	SUPERVISING TELECOMMUNICATIONS ENGINEER	\$8,492.00 - \$10,324.00		01 19		1	12	E		S09
CQ70	1625	SUPERVISING TELEPHONE OPERATOR	\$2,953.00 - \$3,590.00		01 43		1	12	2		S04
TC62	7944	SUPERVISING TOXICOLOGIST	\$7,065.00 - \$8,548.00		01 19		1	12	E		S10
TC64	7945	SUPERVISING TOXICOLOGIST (MANAGERIAL)	\$7,808.00 - \$8,608.00		01 19		1	12	E		M10
GK10	3156	SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
HF40	3536	SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
GJ60	3155	SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION PLANNER	\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
JG50	4519	SUPERVISING TRANSPORTATION RATE EXPERT	\$6,127.00 - \$7,400.00		01 19		1	12	E		S01
JG30	8692	SUPERVISING TRANSPORTATION REPRESENTATIVE	\$6,127.00 - \$7,400.00		01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
HY20	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
ID41	3850	SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	\$8,955.00 - \$9,878.00		01 19		1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	\$8,097.00 - \$9,842.00		01 19		1	12	E		S09
WO02	9340	SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	\$5,029.00 - \$6,065.00		01 19		1	12	E		S01
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JV51	4691	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (REAL ESTATE)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
ST90	7878	SENIOR LABORATORY ASSISTANT	\$2,331.00 - \$2,032.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY	\$2,331.00 - \$2,832.00				1	6	2		R11
KS45	4998	SENIOR LAND AGENT (SPECIALIST)	\$5,084.00 - \$6,180.00		19		1	6	2		R01
KS40	4995	SENIOR LAND AGENT (SUPERVISORY)	\$5,084.00 - \$6,180.00		01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIENTIST	\$5,380.00 - \$6,493.00		01 19		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CALTRANS	\$5,341.00 - \$6,490.00		01 19		1	12	E		S09
VG80	8529	SENIOR LAW ENFORCEMENT CONSULTANT COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,151.00 - \$7,884.00		01 19 34		1	12	E		M07
CX15	2955	SENIOR LAW INDEXER	\$4,113.00 - \$4,963.00				1	6	2		E97
JY60	5333	SENIOR LEGAL ANALYST									
		A \$4,316.00 - \$5,247.00		19		285	1	6	2		R01
		L \$4,316.00 - \$5,247.00		19		285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST									
		A \$2,419.00 - \$2,941.00		SISA	20 21	230 285	1	6	2		R04
		B \$2,704.00 - \$3,285.00			20 21	230 285	1	6	2		R04
		L \$2,419.00 - \$2,941.00		SISA	20 21	230 285	1	6	2		R04
		M \$2,704.00 - \$3,285.00			20 21	230 285	1	6	2		R04
CF40	1319	SENIOR LEGISLATIVE CLERK	\$2,465.00 - \$2,998.00		SISA		1	0	2	NT	R04
FM41	2943	SENIOR LIBRARIAN									
		A \$4,262.00 - \$5,178.00			01 19	047	1	12	E		R21
		F \$3,551.67 - \$4,315.00			01 19	047	1	12	E		R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (RESIDENTIAL CARE CENTERS)									
		1 \$3,693.25 - \$4,711.67			01 19	047	1	12	E		R03
		A \$4,029.00 - \$5,140.00			01 19	047	1	12	E		R03
		T \$3,021.75 - \$3,855.00			01 19	047	1	12	E		R03
FM46	7549	SENIOR LIBRARIAN (SUPERVISOR) (RESIDENTIAL CARE CENTERS)	\$4,031.00 - \$5,145.00		01 19		1	12	E		S03
FM45	2945	SENIOR LIBRARIAN -CORRECTIONAL FACILITY-									
		1 \$3,693.25 - \$4,711.67			19 R0	047	1	6	E		R03
		A \$4,029.00 - \$5,140.00			19 R0	047	1	6	E		R03
		F \$3,357.50 - \$4,283.33			19 R0	047	1	6	E		R03
		T \$3,021.75 - \$3,855.00			19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY									
		A \$7,164.00 - \$8,709.00			19	161	1	6	E		R01
		B \$7,824.00 - \$9,509.00			19	161	1	6	E		R01
AT94	0825	SENIOR LIVESTOCK INSPECTOR (SPECIALIST)	\$3,502.00 - \$4,222.00		34 R1		1	6	2		R07
AT98	0828	SENIOR LIVESTOCK INSPECTOR (SUPERVISOR)	\$3,504.00 - \$4,225.00		01 34 43		1	12	E		S07
JT15	7484	SENIOR LOAN OFFICER (SUPERVISOR)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FINANCE)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)	\$10.76 - \$11.56		HR		1	0	2	NT	R12
BS13	0997	SENIOR MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)	\$10.76 - \$11.56		HR	36	1	0	2	NT	R12
QG40	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS	\$3,275.00 - \$3,598.00		01		1	12	2		R12
LE22	4161	SENIOR MANAGEMENT AUDITOR	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
AR25	0212	SENIOR MARKETING SPECIALIST									
		A \$4,111.00 - \$4,997.00			19	322	1	6	2	E	U01
		S \$4,113.00 - \$4,999.00			19	322	1	6	2	E	U01
KB25	9073	SENIOR MARKETING SPECIALIST, CALIFORNIA STATE LOTTERY	\$4,979.00 - \$6,052.00		01 19		1	12	2		R01
GX20	3375	SENIOR MATERIALS AND RESEARCH ENGINEER									
		A \$5,341.00 - \$6,490.00			01 19	041	1	12	E		S09

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JV34	4669	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ASSET ALLOCATION/RISK MANAGEMENT)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV39	4676	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (FIXED INCOME)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV45	4681	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (GLOBAL EQUITIES)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
JV51	4691	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (REAL ESTATE)	\$19,416.67 - \$28,083.33		01 19 55		1	12	E		M01
ST90	7878	SENIOR LABORATORY ASSISTANT	\$2,331.00 - \$2,832.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY	\$2,331.00 - \$2,832.00				1	6	2		R11
KS45	4998	SENIOR LAND AGENT (SPECIALIST)	\$5,084.00 - \$6,180.00		19		1	6	2		R01
KS40	4995	SENIOR LAND AGENT (SUPERVISORY)	\$5,084.00 - \$6,180.00		01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIENTIST	\$5,380.00 - \$6,493.00		01 19		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CALTRANS	\$5,752.00 - \$6,990.00		01 19		1	12	E		S09
VG80	8529	SENIOR LAW ENFORCEMENT CONSULTANT COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,151.00 - \$7,884.00		01 19 34		1	12	E		M07
CX15	2955	SENIOR LAW INDEXER	\$4,113.00 - \$4,963.00				1	6	2		E97
JY60	5333	SENIOR LEGAL ANALYST	A \$4,316.00 - \$5,247.00 L \$4,316.00 - \$5,247.00		19	285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST	A \$2,419.00 - \$2,941.00 B \$2,704.00 - \$3,285.00 L \$2,419.00 - \$2,941.00 M \$2,704.00 - \$3,285.00		SISA 20 21	230 285	1	6	2		R04
CF40	1319	SENIOR LEGISLATIVE CLERK	\$2,465.00 - \$2,998.00		SISA		1	0	2	NT	R04
FM41	2943	SENIOR LIBRARIAN	A \$4,262.00 - \$5,178.00 F \$3,551.67 - \$4,315.00		01 19	047	1	12	E		R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (RESIDENTIAL CARE CENTERS)	1 \$3,693.25 - \$4,711.67 A \$4,029.00 - \$5,140.00 T \$3,021.75 - \$3,855.00		01 19	047	1	12	E		R03
FM46	7549	SENIOR LIBRARIAN (SUPERVISOR) (RESIDENTIAL CARE CENTERS)	\$4,031.00 - \$5,145.00		01 19		1	12	E		S03
FM45	2945	SENIOR LIBRARIAN -CORRECTIONAL FACILITY-	1 \$3,693.25 - \$4,711.67 A \$4,029.00 - \$5,140.00 F \$3,357.50 - \$4,283.33 T \$3,021.75 - \$3,855.00		19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY	A \$7,164.00 - \$8,709.00 B \$7,824.00 - \$9,509.00		19	161	1	6	E		R01
AT94	0825	SENIOR LIVESTOCK INSPECTOR (SPECIALIST)	\$3,502.00 - \$4,222.00		34 R1		1	6	2		R07
AT98	0828	SENIOR LIVESTOCK INSPECTOR (SUPERVISOR)	\$3,504.00 - \$4,225.00		01 34 43		1	12	E		S07
JT15	7484	SENIOR LOAN OFFICER (SUPERVISOR)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FINANCE)	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)	\$10.76 - \$11.56 HR				1	0	2	NT	R12
BS13	0997	SENIOR MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)	\$10.76 - \$11.56 HR		36		1	0	2	NT	R12
QG40	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS	\$3,275.00 - \$3,598.00		01		1	12	2		R12
LE22	4161	SENIOR MANAGEMENT AUDITOR	\$5,211.00 - \$6,286.00		01 19		1	12	E		S01

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
QN15	6855	SENIOR INSPECTOR OF AUTOMOTIVE EQUIPMENT	\$4,257.00 - \$5,137.00		01 19		1	12	E		S12
LC60	2948	SENIOR INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,134.00 - \$6,239.00		19		1	6	E		R01
LM24	2950	SENIOR INSTRUCTIONAL SYSTEMS ENGINEER, COMMISSION ON PEACE OFFICER STANDARDS	\$4,909.00 - \$6,263.00		19		1	6	E		R01
VJ36	8607	SENIOR INSURANCE COMPLIANCE OFFICER (SPECIALIST), DEPARTMENT OF INSURANCE	\$4,945.00 - \$5,967.00		01 19 34 R1		1	12	2		R07
JC16	4410	SENIOR INSURANCE EXAMINER (SPECIALIST)									
		A	\$5,134.00 - \$6,551.00		19	004	1	6	2		R01
		B	\$5,639.00 - \$7,197.00		19	004	1	6	2		R01
		C	\$5,639.00 - \$7,197.00		19	004	1	6	2		R01
		D	\$6,193.00 - \$7,904.00		19	004	1	6	2		R01
JC14	4411	SENIOR INSURANCE EXAMINER (SUPERVISOR)									
		A	\$5,423.00 - \$6,869.00		01 19	004	1	12	E		S01
		B	\$5,959.00 - \$7,557.00		01 19	004	1	12	E		S01
		C	\$5,959.00 - \$7,557.00		01 19	004	1	12	E		S01
		D	\$6,542.00 - \$8,312.00		01 19	004	1	12	E		S01
VJ71	8577	SENIOR INSURANCE INVESTIGATOR	\$4,945.00 - \$5,967.00		01 19 34		1	12	E		S07
JC34	4435	SENIOR INSURANCE RATE ANALYST									
		A	\$5,134.00 - \$6,239.00		19	004	1	6	2		R01
		B	\$5,639.00 - \$6,854.00		19	004	1	6	2		R01
BH60	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST	\$5,266.00 - \$6,359.00		01 19		1	12	E		R10
VI96	8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS	\$4,727.00 - \$5,705.00		01 19 34 P5		1	12	2		R07
JV25	4664	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ALTERNATIVE INVESTMENTS)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
JV34	4669	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (ASSET ALLOCATION/RISK MANAGEMENT)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
JV39	4676	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (FIXED INCOME)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
JV45	4681	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (GLOBAL EQUITIES)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
JV51	4691	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (REAL ESTATE)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
ST90	7878	SENIOR LABORATORY ASSISTANT	\$2,413.00 - \$2,931.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY	\$2,413.00 - \$2,931.00				1	6	2		R11
KS45	4998	SENIOR LAND AGENT (SPECIALIST)	\$5,262.00 - \$6,396.00		19		1	6	2		R01
KS40	4995	SENIOR LAND AGENT (SUPERVISORY)	\$5,262.00 - \$6,396.00		01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIENTIST	\$5,568.00 - \$6,720.00		01 19		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CALTRANS	\$6,465.00 - \$7,857.00		01 19		1	12	E		S09
VG80	8529	SENIOR LAW ENFORCEMENT CONSULTANT COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,401.00 - \$8,160.00		01 19 34		1	12	E		M07
CX15	2955	SENIOR LAW INDEXER	\$4,257.00 - \$5,137.00				1	6	2		E97
JY60	5333	SENIOR LEGAL ANALYST									
		A	\$4,467.00 - \$5,431.00		19	285	1	6	2		R01
		L	\$4,467.00 - \$5,431.00		19	285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST									
		A	\$2,504.00 - \$3,044.00	SISA	20 21	230 285	1	6	2		R04
		B	\$2,799.00 - \$3,400.00		20 21	230 285	1	6	2		R04
		L	\$2,504.00 - \$3,044.00	SISA	20 21	230 285	1	6	2		R04
		M	\$2,799.00 - \$3,400.00		20 21	230 285	1	6	2		R04
FM41	2943	SENIOR LIBRARIAN									
		A	\$4,411.00 - \$5,359.00		01 19	047	1	12	E		R21
		F	\$3,675.83 - \$4,465.83		01 19	047	1	12	E		R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (RESIDENTIAL CARE CENTERS)									
		1	\$3,822.50 - \$4,876.67		01 19	047	1	12	E		R03
		A	\$4,170.00 - \$5,320.00		01 19	047	1	12	E		R03

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Schem Code	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JV51	4691	SENIOR INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM (REAL ESTATE)	\$20,750.00 - \$30,083.33		01 19 55		1	12	E		M01
ST90	7878	SENIOR LABORATORY ASSISTANT	\$2,495.00 - \$3,031.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY	\$2,495.00 - \$3,031.00				1	6	2		R11
KS45	4998	SENIOR LAND AGENT (SPECIALIST)	\$5,441.00 - \$6,613.00		19		1	6	2		R01
KS40	4995	SENIOR LAND AGENT (SUPERVISORY)	\$5,441.00 - \$6,613.00		01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIENTIST	\$5,757.00 - \$6,948.00		01 19		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CALTRANS	\$7,377.00 - \$8,965.00		01 19		1	12	E		S09
VG80	8529	SENIOR LAW ENFORCEMENT CONSULTANT COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,653.00 - \$8,437.00		01 19 34		1	12	E		M07
CX15	2955	SENIOR LAW INDEXER	\$4,402.00 - \$5,312.00				1	6	2		E97
JY60	5333	SENIOR LEGAL ANALYST									
		A	\$4,619.00 - \$5,616.00		19	285	1	6	2		R01
		L	\$4,619.00 - \$5,616.00		19	285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST									
		A	\$2,589.00 - \$3,148.00	SISA	20 21	230 285	1	6	2		R04
		B	\$2,894.00 - \$3,516.00		20 21	230 285	1	6	2		R04
		L	\$2,589.00 - \$3,148.00	SISA	20 21	230 285	1	6	2		R04
		M	\$2,894.00 - \$3,516.00		20 21	230 285	1	6	2		R04
FM41	2943	SENIOR LIBRARIAN									
		A	\$4,561.00 - \$5,541.00		01 19	047	1	12	E		R21
		F	\$3,800.83 - \$4,617.50		01 19	047	1	12	E		R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (RESIDENTIAL CARE CENTERS)									
		1	\$3,952.67 - \$5,294.67		01 19	047	1	12	E		R03
		A	\$4,312.00 - \$5,776.00		01 19	047	1	12	E		R03
		T	\$3,234.00 - \$4,332.00		01 19	047	1	12	E		R03
FM46	7549	SENIOR LIBRARIAN (SUPERVISOR) (RESIDENTIAL CARE CENTERS)									
			\$4,314.00 - \$5,506.00		01 19		1	12	E		S03
FM45	2945	SENIOR LIBRARIAN -CORRECTIONAL FACILITY-									
		1	\$3,952.67 - \$5,294.67		19 R0	047	1	6	E		R03
		A	\$4,312.00 - \$5,776.00		19 R0	047	1	6	E		R03
		F	\$3,593.33 - \$4,813.33		19 R0	047	1	6	E		R03
		T	\$3,234.00 - \$4,332.00		19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY									
		A	\$7,667.00 - \$9,320.00		19	161	1	6	E		R01
		B	\$8,373.00 - \$10,177.00		19	161	1	6	E		R01
AT94	0825	SENIOR LIVESTOCK INSPECTOR (SPECIALIST)	\$3,748.00 - \$4,519.00		34 R1		1	6	2		R07
AT98	0828	SENIOR LIVESTOCK INSPECTOR (SUPERVISOR)	\$3,750.00 - \$4,522.00		01 34 43		1	12	E		S07
JT15	7484	SENIOR LOAN OFFICER (SUPERVISOR)	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FINANCE)	\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)	\$11.52 - \$12.37 HR				1	0	2	NT	R12
BS13	0997	SENIOR MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)	\$11.52 - \$12.37 HR		36		1	0	2	NT	R12
QG40	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS	\$3,505.00 - \$3,851.00		01		1	12	2		R12
LE22	4161	SENIOR MANAGEMENT AUDITOR	\$5,576.00 - \$7,063.00		01 19		1	12	E		S01
AR25	0212	SENIOR MARKETING SPECIALIST									
		A	\$4,400.00 - \$5,348.00		19	322	1	6	2 E		U01
		S	\$4,402.00 - \$5,350.00		19	322	1	6	2 E		U01
KB25	9073	SENIOR MARKETING SPECIALIST, CALIFORNIA STATE LOTTERY	\$5,328.00 - \$6,477.00		01 19		1	12	2		R01
GX20	3375	SENIOR MATERIALS AND RESEARCH ENGINEER									
		A	\$7,377.00 - \$8,965.00		01 19	041	1	12	E		S09
		B	\$8,097.00 - \$9,842.00		01 19	041	1	12	E		S09

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Department of Personnel Administration
 Scientist Unit 10 Supervisors to Unit 9 Supervisors - various levels per Legal Recommendation

Project Number: 08-0277

		Annualized Costs									
CBID	Class Code	Class Title	FTEs	1% GF	1% OF	1% Total	% Increase	General Fund	Other Fund	Total	
S10	3566	S HAZ SUBSTNC S I	29.79	4640	26792	31432	14.53%	\$67,434	\$389,376	\$456,810	
S10	3567	S HAZ SUBSTNC S II	13.2	2364	13651	16015	22.92%	\$54,177	\$312,847	\$367,024	
S10	0764	SR ENV SCIENTIST	122.77	46034	80361	126395	23.90%	\$1,100,113	\$1,920,454	\$3,020,568	
S10	0756	ENV PROG MGR I/SUP	67.41	20599	58032	78631	18.35%	\$377,988	\$1,064,878	\$1,442,866	
S10	0752	S I WST MNG SP II	12.82	4	14704	14708	23.74%	\$95	\$349,014	\$349,109	
S10	0759	S I WST MNG SP I	30.93	0	31681	31681	23.90%	\$0	\$757,108	\$757,108	
S10	4940	EN COM SUP II/E	6.56	0	6708	6708	10.06%	\$0	\$67,509	\$67,509	
S10	4058	EN COM SUP II/TE&D	6.54	0	6631	6631	10.06%	\$0	\$66,734	\$66,734	
S10	4599	EN COM SUP II/F	4.05	0	4130	4130	10.06%	\$0	\$41,564	\$41,564	
S10	3062	LND&WTR USE P MGR	2.78	326	2878	3204	28.49%	\$9,286	\$81,981	\$91,267	
S10	3081	SR LND&WTR USE S	10.73	1368	10502	11870	22.88%	\$31,306	\$240,331	\$271,636	
S10	3749	SR SEISMOLOGIST	5.01	153	5249	5402	32.15%	\$4,919	\$168,751	\$173,670	
S10	3852	SR IND HYGIENIST	19.31	5997	15682	21679	22.67%	\$135,975	\$355,570	\$491,545	
			331.9			358486		\$1,781,293	\$5,816,116	\$7,597,409	

Information pulled from the April 2008 SCO Table 183.

No FTEs for Class Code 3932 on the April 2008 SCO Table 183.

% Increase determined by Legal and CCD.

On average, the % increase for the above classes is 21.19%.

Class Code	Class Title	Max Salary	New Salary	% Increase	Engineering Class	Current Salary	New Difference
3566	S HAZ SUBSTNC S I	6578	7534	14.53%	S HAZ SUBSTNC ENG I	7534	Same
3567	S HAZ SUBSTNC S II	7575	9311	22.92%	S HAZ SUBSTNC ENG II	9311	Same
0764	SR ENV SCIENTIST	6578	8150	23.90%	SR ENG GEO & SR ENG, WTR	8965	10% less
0756	ENV PROG MGR I/SUP	7575	8965	18.35%	S ENG GEO & S ENG, WTR RES	8965	Same
0752	S I WST MNG SP II	7575	9373	23.74%	SR WASTE MGMT ENG	9842	5% less
0759	S I WST MNG SP I	6578	8150	23.90%	S WASTE MGMT ENG	8965	10% less
4940	EN COM SUP II/E	6409	7054	10.06%	ELEC GEN SPEC II	7407	5% less
4058	EN COM SUP II/TE&D	6409	7054	10.06%	ELEC GEN SPEC II	7407	5% less
4599	EN COM SUP II/F	6409	7054	10.06%	ELEC GEN SPEC II	7407	5% less
3062	LND&WTR USE P MGR	7295	9373	28.49%	S ENG GEO & S ENG, WTR RES	9842	5% less
3081	SR LND&WTR USE S	6948	8538	22.88%	SR ENG GEO	8965	5% less
3749	SR SEISMOLOGIST	6784	8965	32.15%	SR ENG GEO	8965	Same
3852	SR IND HYGIENIST	7308	8965	22.67%	SR ENG GEO	8965	Same

Class codes 3258 and 3261 have a Range B with an Alt Range Criteria 041. Since there are no employees in Range B, use Range A pay.

Count of AlternateRange	AlternateRange	ClassCode	A	Grand Total
		3258	73	73
		3261	157	157
		Grand Total	230	230

9800 Augmentation for Employee Compensation

This budget reflects funding augmentation amounts for state employee compensation adjustments. If the Legislature has already appropriated money to pay for the economic terms of employee compensation, the funding for these economic terms is included in departments' budgets. When new economic terms require funding not yet approved by the Legislature, the appropriations for those economic terms are included in this budget.

3-YR EXPENDITURES AND POSITIONS (Summary of Program Requirements)

	Positions			Expenditures		
	2006-07	2007-08	2008-09	2006-07*	2007-08*	2008-09*
10 State Civil Service Employee Compensation Program	-	-	-	\$-	\$414,152	\$645,503
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	-	-	-	\$-	\$414,152	\$645,503
FUNDING				2006-07*	2007-08*	2008-09*
0001 General Fund				\$-	\$284,572	\$392,218
0494 Other Unallocated Special Funds				-	37,864	169,701
0988 Various Other Unallocated Non-Governmental Cost Funds				-	91,716	83,584
TOTALS, EXPENDITURES, ALL FUNDS				\$-	\$414,152	\$645,503

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

Government Code, Title 1, Division 1, Chapters 10.3 and 10.5.

BUDGET-BALANCING REDUCTIONS

- The Budget includes General Fund reductions of \$30.2 million in 2008-09. The major budget balancing reductions include:
- 2008-09

Reduced Bargaining Unit 6 staff at the Department of Corrections and Rehabilitation by approximately 4,132 positions will result in a savings of \$30.2 million and 0.0 personnel years for reduced employee compensation costs associated with Bargaining Unit 6.

DETAILED BUDGET ADJUSTMENTS

Baseline Adjustment Descriptions	2007-08*			2008-09*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
• Pending Legislation: CCPOA Last, Best, and Final Offer	\$260,443	\$-	-	\$260,443	\$-	-
• Estimate to Build Base for 2008-09	-	-	-	131,775	253,285	-
• Pending EO: BL 07-26 Allocation	-128,541	-358,357	-	-	-	-
• Pending EO: MO1 CEA Allocation	-1,564	-2,495	-	-	-	-
• Pending EO: Judges	-16,296	-	-	-	-	-
• Pending EO: CCPOA Arbitration	-159,840	-	-	-	-	-
• Pending EO: AB 756 Addenda	-35,768	-	-	-	-	-
• Pending EO: Non-CDCR Plata BCP	-18,394	-	-	-	-	-
• Capture General Fund Savings	-90,000	-	-	-	-	-
• Financial Legislation w/Appropriation	21,270	5,246	-	-	-	-
Totals, Baseline Adjustments	-\$168,690	-\$355,606	-	\$392,218	\$253,285	-
TOTALS, BUDGET ADJUSTMENTS	-\$168,690	-\$355,606	-	\$392,218	\$253,285	-
Other Adjustments¹¹						
• Budget-Balancing Reductions	-	-	-	-30,228	-	-
REVISED TOTALS, BUDGET ADJUSTMENTS	-\$168,690	-\$355,606	-	\$361,990	\$253,285	-

¹¹ These dollars and PYs are included in the General Government agency, therefore not included in the other fiscal statements for this department. These totals are also not included in the applicable Summary Schedules for this department.

* Dollars in thousands, except in Salary Range.

9800 Augmentation for Employee Compensation - Continued

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS (Reconciliation with Appropriations)

1 STATE OPERATIONS	2006-07*	2007-08*	2008-09*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$299,104	\$453,262	\$392,218
Deficiency from special appropriations bill	160,141	-	-
Pending Legislation CCPOA	-	260,443	-
Chapter 322, Statutes of 2007	-	21,270	-
Chapter 322 Allocation to Various Departments	-	-35,768	-
CCPOA Arbitration Allocation	-	-159,840	-
Chapter 240, Statutes of 2006	65,353	-	-
Chapter 209, Statutes of 2006	137,118	-	-
Chapter 237, Statutes of 2006	25,077	-	-
Chapter 238, Statutes of 2006	13,970	-	-
Chapter 210, Statutes of 2006	17,563	-	-
Allocation to Various Departments	-427,074	-128,541	-
Allocation to Department of Corrections and Rehabilitation	-270,889	-	-
Non-Department of Corrections and Rehabilitation Plata Allocation to Various Departments	-	-18,394	-
MO1 CEAs Allocation to Various Departments	-	-1,564	-
Allocation to Judicial Branch	-20,322	-16,296	-
Chapter 217, Statutes of 2004	132,447	-	-
Allocation to Department of Mental Health	-843	-	-
Allocation to Department of Corrections and Rehabilitation	-131,604	-	-
Totals Available	\$41	\$374,572	\$392,218
Unexpended balance, estimated savings	-41	-90,000	-
TOTALS, EXPENDITURES	\$-	\$284,572	\$392,218
0494 Other Unallocated Special Funds			
APPROPRIATIONS			
001 Budget Act appropriation	\$164,734	\$315,802	\$169,701
Chapter 240, Statutes of 2006	34,200	-	-
Chapter 209, Statutes of 2006	132,171	-	-
Chapter 210, Statutes of 2006	19,323	-	-
Chapter 237, Statutes of 2006	4,926	-	-
Chapter 238, Statutes of 2006	6,079	-	-
Allocation to Various Departments	-318,862	-276,133	-
Allocation to Department of Corrections and Rehabilitation	-6	-	-
MO1 CEAs Allocation to Various Departments	-	-1,805	-
Totals Available	\$42,565	\$37,864	\$169,701
Unexpended balance, estimated savings	-42,565	-	-
TOTALS, EXPENDITURES	\$-	\$37,864	\$169,701
0988 Various Other Unallocated Non-Governmental Cost Funds			
APPROPRIATIONS			
001 Budget Act appropriation	\$37,482	\$169,384	\$83,584
Chapter 322, Statutes of 2007	-	5,246	-
Chapter 240, Statutes of 2006	38,790	-	-
Chapter 209, Statutes of 2006	74,346	-	-
Chapter 210, Statutes of 2006	10,870	-	-

* Dollars in thousands, except in Salary Range.

9800 Augmentation for Employee Compensation - Continued

1 STATE OPERATIONS	2006-07*	2007-08*	2008-09*
Chapter 237, Statutes of 2006	2,771	-	-
Chapter 238, Statutes of 2006	3,420	-	-
Allocation to Various Departments	-110,334	-82,224	-
Allocation to Department of Corrections and Rehabilitation	-952	-	-
MO1 CEAs Allocation to Various Departments	-	-690	-
Totals Available	\$56,393	\$91,716	\$83,584
Unexpended balance, estimated savings	-56,393	-	-
TOTALS, EXPENDITURES	\$-	\$91,716	\$83,584
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$-	\$414,152	\$645,503

* Dollars in thousands, except in Salary Range.



Supervisors Proposals

November 29, 2005

Salaries

CAPS Supervisors Committee proposes to increase salaries effective July 1, 2005 for supervisory unit 10 classes, attached based upon the 2004 CAPS/DPA salary survey results which demonstrated state scientist salaries lag between 10% and 51% for benchmarked classes.

Maximum Leave Accrual

DPA proposed a maximum leave accrual set at 640 hours. Many supervisors have been prohibited from taking leave, resulting in balances above the cap. Instead DPA shall rely upon DPA Rules 599.738 and 599.742.1 directing departments to ensure excess leave balances are drawn down to comply with the state's existing regulations.

Alternatively, DPA could offer supervisors the option to transfer the excess leave accrual value into employee 401(k) or 457 accounts.

Retirement

CAPS Supervisors oppose DPA's proposals to permit employees to opt out of the Defined Benefit plan, evenly share the cost of the current plan, and require new employees to only access a defined contribution plan.

Holidays

DPA proposes eliminating two holidays, yet which holidays has not been disclosed. CAPS Supervisors proposes adding 2 personal holidays so that state operations will remain open to the public.

Furloughs

DPA stated it needs to save \$407m for FY 05/06. DPA is seeking a general fund savings designating furlough days for CAPS Supervisors results in nominal savings because 85% of scientist positions are funded by special funds. For S10 members, this means only 96 people.

Furloughs don't make sense if the state is trying to stay open more days. Scheduling furlough days also impact response deadlines for regulators and businesses in the state.

**Supervisory Proposed Salary Increases
November 27, 2005**

ES 19%	Senior Environmental Scientist
	Environmental Program Manager I (Supervisory)
	Supervising Waste Management Specialist I
	Supervising Waste Management Specialist II
	Supervising Hazardous Substances Scientist I
	Supervising Hazardous Substances Scientist II
	Senior Land and Water Use Scientist
	Senior Biologist Supervisory (General/Marine-Fisheries/Wildlife)
	Supervising Biologist
	Agricultural Program Supervisor III
	Agriculture Program Supervisor IV
	Area Manager (Exclusion and Detection)
	Senior Agricultural Biologist
	Senior Economic Entomologist (Supervisor)
	Senior Environmental Research Scientist (Supervisor)
Senior State Archeologist	
Senior Hazardous Material Specialist (Supervisor)	
Senior Public Health Biologist	
IH 19%	Senior Industrial Hygienist
Chem 16%	Supervising Chemist
	Examiner III, Laboratory Field Services
	Public Health Microbiologist Supervisor (Virology)
	Public Health Microbiologist Supervisor
	Forensic Scientist Toxicologist IV
	Environmental Biochemist
	Asst. Lab Chief, Public Health Labs
Chief, Hazardous Materials Lab Section	
RS III 16%	Research Scientist Supervisor I
RS IV 10%	Senior Toxicologist
	Supervising Toxicologist
	Research Scientist Supervisor II
	Senior Wildlife Veterinarian Supervisor
	Senior Insect Biosystematist (Supervisor)
	Senior Plant Pathologist (Field)
	Senior Seed Botanist (Supervisor)
Veterinary Medical Officer IV (Animal Health) (Meat Inspection)	
HP 46%	Senior Health Physicist
EG 12%	Energy Commission Supervisor II
	Senior Geologist (Supervisory)
	Senior Seismologist

Benchmark Title:		Environmental Scientist, Range C		1990 Lag	
		Journey Level			
Government Data	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used		
State of California	\$4,419.00	\$5,336.00	None Found		
Alameda County			Environmental Health Specialist II		
Contra Costa County	\$5,097.06	\$6,195.51	Still waiting a response		
Fresno County			Environmental Health Specialist III		
Los Angeles County	\$4,086.00	\$5,074.00	Environmental Specialist II		
Los Angeles City	\$5,228.00	\$6,497.00	Environmental Health Specialist II		
Orange County	\$3,879.00	\$5,229.00	None Found		
Riverside County			None Found		
Sacramento County			Environmental Health Specialist II		
San Bernardino County	\$3,777.00	\$4,820.00	None Found		
San Diego County			Water Quality Specialist II		
Santa Clara County	\$5,758.00	\$7,015.00	Biologist II		
SF City/County	\$4,311.67	\$6,066.67	Environmental Health Inspector		
a.SF City/County	\$5,648.56	\$6,866.67	No comparable classifications identified		
City of Fresno			Environmental Specialist II		
City of Los Angeles	\$5,228.00	\$6,497.00	None Found		
City of Oakland			None Found		
City of Riverside			None Found		
City of Sacramento			Associate Planner		
City of San Diego	\$4,428.00	\$5,235.00	Environmental Inspector II		
City of San Jose	\$5,602.00	\$6,817.00	None Found		
California State University			Environmental Scientist		
University of California	\$6,732.00	\$9,668.00	GS11 Sacramento Salary Range		
Federal Government Sacto	\$4,236.00	\$5,507.00	GS11 Bay Area Salary Range		
Federal Government SF Bay	\$4,568.00	\$5,939.00	GS11 LA Area Salary Range		
Federal Govm't LA Area	\$4,415.00	\$5,740.00	Environmental Health & Safety Spec II		
East Bay Municipal Utilities	\$6,147.00	\$7,472.00	Environmental Scientist		
L.A Metro. Water District	\$5,259.00	\$6,932.00			

Benchmark Title: Associate Industrial Hygienist		19% Lag		Journey Level	
Government Data	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used		
State of California	4635	5587	Associate Industrial Hygienist		
Alameda County	5691	6542	Industrial Hygiene Engineer		
Contra Costa County	4794	5841	Safety Services Specialist - Advanced level B		
Fresno County			No equivalent classifications		
Los Angeles County	4259	5291	Industrial Hygienist		
Orange County	4205	5661	Industrial Hygienist		
Riverside County	3895	5085	Industrial Hygienist II		
Sacramento County	5401	5954	Industrial Hygienist		
San Bernardino County			No equivalent classifications		
San Diego County	4656	5657	Industrial Hygienist II		
Santa Clara County	5509	6694	Environmental Health & Safety Analyst		
SF City/County	6214	7553	Industrial Hygienist		
City of Fresno			No equivalent classifications		
City of Los Angeles	6062	7532	Industrial Hygienist		
City of Oakland			No equivalent classifications		
City of Riverside			No equivalent classifications		
City of Sacramento	3727	5341	Safety Specialist		
City of San Diego	4300	5213	Hazardous Materials Inspector II		
City of San Jose	5200	6322	Associate Environmental Services Specialist		
California State University			No equivalent classifications		
University of California	3758	6767	Environmental Health & Safety Specialist I		
Federal Government - Sacto	4236	5507	GS11 Sacramento Regional Rates		
Federal Government - SF Bay	4568	5939	GS11 Bay Area Regional Rates		
Federal Gov't - LA Area	4415	5740	GS11 LA Area Regional Rates		
East Bay Municipal Utilities	6147	7472	Environmental Health & Safety Specialist II		
Metro. Water District S Cal	4588	6039	Occupational Safety & Health Representative II		

DPA/CAPS UNIT 10 SURVEY DATA 2004

Benchmark Title:		Chemist		Journey Level		Equivalent Classification(s) Used
Government Data	Salary Minimum	Salary Maximum				
State of California	\$ 4,261.00	\$ 5,110.00	Chemist (Range C)			
Alameda County General	\$ 4,597.00	\$ 5,497.00	Chemist			
Alameda County H2O Qual	\$ 5,649.00	\$ 6,868.00	Water Quality Chemist, Zone 7			
Contra Costa County	\$ 4,923.00	\$ 5,984.00	CLINICAL LABORATORY SCIENTIST II			
Fresno County	\$ 4,088.00	\$ 4,968.00	Clinical Laboratory Technologist III			
Los Angeles County	\$ 5,304.00	\$ 6,589.00	CLINICAL CHEMIST			
Orange County	\$ 3,773.00	\$ 5,087.00	PUBLIC HEALTH CHEMIST			
Riverside County	\$ 4,028.00	\$ 5,251.00	CLINICAL LABORATORY SCIENTIST II			
Sacramento County	\$ 3,741.00	\$ 4,550.00	Chemist			
San Bernardino County Gen'l	\$ 4,167.00	\$ 5,318.00	Laboratory Technologist II			
San Bernardino County Bioch	\$ 5,188.00	\$ 6,630.00	CLINICAL BIOCHEMIST (one position)			
San Diego County	\$ 4,725.00	\$ 5,742.00	Assoc Air Pollution Chemist			
Santa Clara County	\$ 5,434.00	\$ 6,608.00	SENIOR CLINICAL LABORATORY TECHNOLOGIST I			
SF City/County	\$ 4,312.00	\$ 6,067.00	Chemist I/II			
City of Fresno	\$ 3,409.00	\$ 4,146.00	Inorganic Chemist			
City of Los Angeles			No Chemist equivalent position found			
City of Oakland			No Chemist equivalent position found			
City of Riverside			No Chemist equivalent position found			
City of Sacramento	\$ 3,865.00	\$ 5,438.00	WATER QUALITY CHEMIST			
City of San Diego	\$ 4,200.00	\$ 5,100.00	ASSISTANT CHEMIST (1136)			
City of San Jose	\$ 5,155.00	\$ 6,266.00	CHEMIST (5116)			
California State University			No Chemist equivalent position found			
University of California Gen'l	\$ 4,408.00	\$ 6,007.00	Clinical Laboratory Technologist			
University of California LLL	\$ 6,027.00	\$ 10,800.00	Chemist - Lawrence Livermore Labs			
Federal Government Sac	\$ 4,326	\$ 5,507.00	GS11 Sacramento Salary Rates			
Federal Government SF Bay	\$ 4,568.00	\$ 5,939.00	GS11 Bay Area Salary Rates			
Federal Govm't L.A. Area	\$ 4,415.00	\$ 5,740.00	GS11 LA Area Salary Rates			
East Bay Municipal Utilities	\$ 5,571.00	\$ 6,772.00	Chemist II			
L.A. Metro. Water District						

16% Lag

Benchmark Title:		Research Scientist III (Epi and Biostat)		16 ⁹ Log / Master's Degree Representation
Government Data	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used	
State of California	\$5,415	\$6,582	Research Scientist III (Epi/biostat)	
Alameda County	\$4,990	\$6,125	Epidemiologist II	
Contra Costa County	\$5,769	\$7,012	Public Hlth EPI/Biostatistician	
Fresno County			No equivalent specs	
Los Angeles County			No equivalent specs	
Orange County			No equivalent specs	
Riverside County			No equivalent level	
Sacramento County			No equivalent level	
San Bernardino County			No equivalent specs	
San Diego County	\$5,049	\$6,140	Epidemiologist II	
Santa Clara County	\$5,080	\$6,146	Epidemiologist II	
SF City/County	\$5,906	\$7,178	Epidemiologist III	
City of Fresno	\$4,151	\$5,048	Epidemiologist II	
City of Los Angeles	\$5,386	\$6,690	Operations & Statistical Research Analyst	
City of Oakland			no response	
City of Riverside			No equivalent specs	
City of Sacramento			No equivalent specs	
City of San Diego			No equivalent specs	
City of San Jose			No equivalent specs	
California State University	\$4,540	\$10,642	Asst-Assoc-Full Professor	
University of California	\$4,492	\$12,400	Asst-Assoc-Full Professor	
Federal Government Sacto	\$6,038	\$7,849	GS13 - Sacramento Regional Salary Range	
Federal Government SF Bay	\$6,892	\$8,465	GS13 - Bay Area Regional Salary Range	
Federal Govm't LA Area	\$6,293	\$8,181	GS13 - LA Area Regional Salary Range	
East Bay Municipal Utilities			No equivalent specs	
L.A Metro. Water District			No equivalent specs	
State of Washington	\$5,669	\$7,259	Epidemiologist 2	
State of Oregon			No equivalent specs	
State of Arizona			No equivalent specs	
State of Nevada			No equivalent specs	

DPA/CAPS UNIT 10 SURVEY DATA 2004

Benchmark Title:	Research Scientist IV (Epi and Biostat)	<i>107olog PhD representation</i>	
Government Data	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used
State of California	\$6,228	\$8,337	Research Scientist III (Epi/biostat)
Alameda County			No equivalent specs
Contra Costa County			No equivalent specs
Fresno County			no equivalent specs
Los Angeles County			No equivalent specs
Orange County			No equivalent specs
Riverside County			No equivalent specs
Sacramento County			No equivalent specs
San Bernardino County			No equivalent specs
San Diego County	\$5,555	\$6,753	Senior Epidemiologist
Santa Clara County	\$5,588	\$6,762	Senior Epidemiologist
SF City/County			No equivalent specs
City of Fresno			No equivalent specs
City of Los Angeles			No equivalent specs
City of Oakland			no response
City of Riverside			No equivalent specs
City of Sacramento			No equivalent specs
City of San Diego			No equivalent specs
City of San Jose			No equivalent specs
California State University	\$4,540	\$10,642	Asst-Assoc-Full Professor
University of California	\$4,492	\$12,400	Asst-Assoc-Full Professor
Federal Government Sacto	\$7,135	\$9,276	GS14 Sacramento Salary Range
Federal Government SF Bay	\$7,694	\$10,003	GS14 Bay Area Salary Range
Federal Govm't LA Area	\$7,437	\$9,668	GS14 LA Area Salary Range
East Bay Municipal Utilities			No equivalent specs
L.A. Metro. Water District			No equivalent specs
State of Washington	\$6,260	\$8,014	Epidemiologist 3
State of Oregon			No equivalent specs
State of Arizona			No equivalent specs

Benchmark Title:	Health Physicist		Equivalent Classification(s) Used
	Salary Minimum	Salary Maximum	
State of California	\$4,693	\$5,587	
Alameda County			
Contra Costa County			
Fresno County			
Los Angeles County	\$4,562	\$5,671	Health Physicist
Orange County			
Riverside County			
Sacramento County			
San Bernardino County			
San Diego County			None Found
Santa Clara County			
SF City/County			
City of Fresno			
City of Los Angeles			
City of Oakland			
City of Riverside			
City of Sacramento			
City of San Diego			
City of San Jose			
California State University			
University of California LBL	\$5,704	\$9,625	Health Physicist 3 - Lawrence Berkeley Labs
University of California LLL	\$5,220	\$14,000	Health Physicist - Lawrence Livermore Labs
Federal Government Sacto	\$6,037	\$7,849	GS13 - Sacramento Salary Range
Federal Government SF Bay	\$6,892	\$8,465	GS13 - Bay Area Salary Range
Federal Govnt LA Area	\$6,293	\$8,181	GS13 - LA Area Salary Range
East Bay Municipal Utilities			
L.A Metro. Water District			
State of Washington			No equivalent found. HP duties in with Environmental Health
State of Oregon			No equivalent found. HP duties in with Environmental Health

46% lag

DPA/CAPS UNIT 10 SURVEY DATA 2004

State of Arizona	\$3,680	None Found
State of Nevada	\$5,244	Radiation Maintenance Officer

S.J Salary Relationships Issues

7/15/2005

EPMI (Manager)	\$7148
EPMI (Supervisor)	7078
Sr. Water Resources Control Engineer (5.5)	6990
Staff Environmental Scientist	6144
Sr. Biologist (Supervisor)	5860
Sr. Environmental Scientist	\$6147
Water Resources Control Engineer, Range D (5.5)	6239
Engineer, Water Resources, Range D (5.5)	6239
Environmental Scientist, Range C	5336
Senior Geologist (Supervisor)	\$6493
Engineering Geologist, Range D (Licensed) (5.5)	6247
Associate Geologist (Licensed)	5587
Sup. Hazardous Substances Scientist I	\$6147
Engineering Geologist, Range D (5.5)	6247
Hazardous Substances Engineer (HSE), Range D (5.5)	6239
Hazardous Substances Scientist, Range C	5336
Sup. Hazardous Substances Scientist (HSS) II	\$7078
Senior Engineering Geologist (7.7)	6990
Sup. HSE I (7.7)	6990
Senior Hazardous Substances Engineer (HSE) (7.7)	6302
Sup. HSS I	6147
Senior HSS	6144
Sup. Integrated Waste Management Specialist I	\$6147
Waste Management Engineer, Range D (5.5)	6240
Integrated Waste Management Specialist, Range C	5336
Sup. Integrated Waste Management Specialist II	\$7078
Senior Waste Management Engineer (7.7)	6990
Sup. Integrated Waste Management Specialist I	6147
Senior Integrated Waste Management Specialist	6144
Senior Industrial Hygienist	\$6353
Associate Industrial Hygienist	5587
Associate Safety Engineer (4.8)	6197
Energy Commission Sup. II	\$5988
Senior Mechanical Engineer (7.7)	6982
Mechanical Engineer, Range D (5.5)	6239
Senior Land and Water Use Scientist	\$6493
Engineer, Water Resources, Range D (5.5)	6239
Associate Land and Water Use Specialist	5336
Staff Land and Water Use Specialist	6144

Comparable/Transfer Range Class Comparisons
7/15/2005

Sr. Industrial Hygienist (\$6353) – Sr. Safety Engineer (\$6990)

Sup. Hazardous Substances Scientist I (\$6147) – Sup. Hazardous Substances Engineer I (\$6990)

Sup. Hazardous Substances Scientist II (\$7078) – Sup. Hazardous Substances Engineer II (\$7674)

Sr. Geologist (\$6493) – Sr. Engineering Geologist (\$6990)

Sup. Integrated Waste Management Specialist I (\$6147) – Sr. Waste Management Engineer (\$6990)



CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

November 3, 2006

David Gilb
Director
Department of Personnel Administration
1515 S Street, North Building, Suite 400
Sacramento, CA 95814

Re: Request for Hearing and Salary Adjustments Pursuant to Government Code Section
19826 (a) For State Scientific Supervisory Classifications

Dear Director Gilb:

CAPS is a verified excluded employee organization and is the representative of the state's professional scientist supervisors. As discussed below, CAPS contends that in setting the salaries for employees designated "S10", the Department of Personnel Administration has violated the legislative mandate found in Government Code section 19826 to pay like salaries for comparable work. In short, CAPS alleges that the DPA has no authority to fix salary ranges which violate the principle "that like salaries shall be paid for comparable duties and responsibilities."

In meeting and conferring over the fiscal year 2006-2007 pay plan for S10 employees, CAPS took the position that the horizontal parity between supervisory scientific and supervisory engineering classes be reinstated and that the pay plan should reflect like pay for comparable work. In adopting the pay plan for 2006-2007, DPA rejected CAPS' position.

CAPS hereby requests a quasi-adjudicative hearing asking that the DPA make a factual determination of comparability between the listed supervisory scientific and supervisory engineering classifications. Following that portion of the hearing and consistent with the factual findings made during that portion of the hearing, CAPS requests that the DPA make a quasi-legislative determination regarding the appropriate salaries to be paid under Section 19826 subdivision (a) of the Government Code and to take all appropriate steps to adjust the salary ranges of the S10 employees represented by CAPS upward consistent with those factual findings. This includes a request to make upward salary adjustments to all individual employees in these salary ranges.

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Background

Historically, there has been a level of horizontal parity between certain supervisory scientific (S10) and supervisory engineering (S09) classifications. In many instances, the salaries of supervisory scientists and supervisory engineers were initially identical. For example, following the 1994 establishment of the classifications of Supervising Hazardous Substances Scientist II (Schem Code BH68, Class Code 3567) and Supervising Hazardous Substances Engineer II (Schem Code HY01 Class Code 3723) the salaries were, as of January 1995, as follows:

Supervising Hazardous Substances Scientist II
\$4657 - \$5622

Supervising Hazardous Substances Engineer II
A \$4657 - \$5622
B \$4889 - \$5943

The Alternate Range Criteria (AR 356) for Range B for the Supervising Hazardous Substances Engineer II is applicable to incumbents who are licensed professional engineers. Excepting those employees in Range B by virtue of their license as professional engineers, the salaries of the supervising scientists and supervising engineers were exactly the same.

Today, the salaries are as follows:

Supervising Hazardous Substances Scientist II
\$6069 - \$7326

Supervising Hazardous Substances Engineer II
A \$6761 - \$8160
B \$7096 - \$8626

Again excepting the employees in Range B by virtue of their license as professional engineers, the salaries of the supervising scientists significantly lag that of the supervising engineers. The top step of Supervising Hazardous Substances Scientist II lags the top of Range A of Supervising Hazardous Substances Engineer II by 11.38 percent.

As the salaries were once exactly the same, clearly the classifications above were deemed to be worthy of horizontal parity by virtue of being comparable positions within the civil service structure. In many instances, the supervisory scientists and supervisory engineers supervise rank-and-file scientists and engineers interchangeably. Although there have been no changes in the class specifications, the salary setting by DPA which once provided exact horizontal parity is

now replaced by a significant lag. It is here where CAPS contends that DPA has not followed the mandatory direction it was given when the legislature delegated the salary setting function to the DPA. Similar historical horizontal parity with comparable positions is present in each of the supervisory scientific and supervisory engineering classifications listed below.

The Hearing

In the hearing, CAPS intends to supplement the objective salary comparisons with testimony in support of the theory that work in these supervisory scientific classifications is comparable to the work in the listed supervisory engineering classifications. Where available, CAPS will also submit documentary evidence relating to the comparable nature of the work, including documents considered by the State Personnel Board and the DPA when classifications were created or modified.

As CAPS understands it, when conducting such an evaluation, DPA will “assess comparability” by assessing the “relative value” of the jobs. CAPS also presumes that in doing so DPA will look to the 13 factors specified in the DPA Classification and Pay Guide in Section 180, Development of Allocation Guidelines, which DPA uses to set salaries.

CAPS requests that the hearing encompass, and that the DPA make a determination of comparability between, the following underlined supervisory scientific classifications and the supervisory engineering classifications listed below each underlined S10 class:

Supervising Hazardous Substances Scientist I (S10) (BH67, 3566)
Supervising Hazardous Substances Engineer I (S09) (HY02, 3724)

Supervising Hazardous Substances Scientist II (S10) (BH68, 3567)
Supervising Hazardous Substances Engineer II (S09) (HY01, 3723)

Senior Industrial Hygienist (S10) (IC64, 3852)
Senior Safety Engineer - Industrial (R09) (IG60, 3909)¹

Senior Geologist (Supervisor) (S10) (HR75, 3932)
Senior Engineering Geologist (U09) (HT40, 3751)

Senior Seismologist (S10) (HT15, 3749)
Senior Engineering Geologist (U09) (HT40, 3751)

¹A review of the various Senior Safety Engineer classifications shows a mix between S09 and R09 allocations.

Senior Environmental Scientist (S10) (BH73, 0764)

Senior Water Resources Control Engineer (U09) (ID10, 3844)
Senior Engineer Water Resources (S09) (GO40, 3261)
Senior Engineering Geologist (U09) (HT40, 3751)

Senior Land and Water Use Scientist (S10) (GE90, 3081)

Senior Water Resources Control Engineer (U09) (ID10, 3844)
Senior Engineer Water Resources (S09) (GO40, 3261)
Senior Engineering Geologist (U09) (HT40, 3751)

Energy Program Manager I (Supervisory) (S10) (BH82, 0756)

Supervising Engineer Water Resources (S09) (GO30, 3258)
Supervising Engineering Geologist (S09) (HT30, 3748)
Supervising Water Resources Control Engineer (Supervisory) (S09) (ID40, 3849)

Land and Water Use Program Manager I (S10) (GE80, 3062)

Supervising Engineer Water Resources (S09) (GO30, 3258)
Supervising Engineering Geologist (S09) (HT30, 3748)
Supervising Water Resources Control Engineer (Supervisory) (S09) (ID40, 3849)

Energy Commission Supervisor II (Efficiency) (S10) (BJ03, 4940)

Electric Generation System Specialist II (S09) (BI05, 4842)

Energy Commission Supervisor II (Forecasting) (S10) (BJ07, 4599)

Electric Generation System Specialist II (S09) (BI05, 4842)

Energy Commission Supervisor II (Technology Evaluation and Development) (S10) (BJ05, 4058)

Electric Generation System Specialist II (S09) (BI05, 4842)

Supervising Integrated Waste Management Specialist I (S10) (BH87, 0759)

Senior Waste Management Engineer (U09) (HY15, 3790)

Supervising Integrated Waste Management Specialist II (S10) (BH86, 0752)

Senior Waste Management Engineer (U09) (HY15, 3790)

If there is any written documentation in the possession of the DPA showing any comparisons made in setting the salaries for S10 employees for fiscal year 2006-2007 that would be helpful in

CAPS Request for Hearing and Salary Adjustments

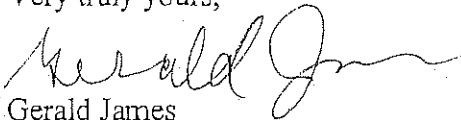
November 3, 2006

Page 5

streamlining the hearing, please provide copies to me at CAPS' Sacramento office.

I look forward to hearing from you or your designee to discuss the scheduling and the format of the hearing and any other matter you may wish to discuss related to compensation for S10 employees.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Gerald James".

Gerald James
CAPS Counsel

c: John Turner, Chair, CAPS Supervisory Meet and Confer Team





CALIFORNIA ASSOCIATION OF
PROFESSIONAL SCIENTISTS

CAPS Supervisors Proposals July 5, 2006

Supervisory Salary Differential

CAPS supervisors shall have a minimum of 10% salary differential between the supervisory class and the classifications it typically supervises. With recently adopted salary changes, many supervisors oversee staff earning more than 10% above the supervisor's salary. Furthermore, the administration raised the CEA salary ranges due to market pressure, yet no changes were made for Unit 10 supervisors.

Scientist Salary Lags

CAPS Supervisors Committee proposes to increase salaries for supervisory Unit 10 classes, attached, ~~by 10%~~ based upon the CAPS/DPA salary survey which demonstrated state scientist salaries lag between 9% and 48% for benchmarked classes.

Cost of Living Increase

Increase all Unit 10 supervisory classes attached with a 16.5% increase. This is justified with the Department of Finance Director's comments that inflation has grown 21.5% since 2000, and supervisors have only had a 5% increase during that time. Considering this is the justification for the Constitutional Officers receiving an 18% increase, it is appropriate to recognize the work done by state managers and supervisors.

Health/Dental/Vision

CAPS Supervisors Committee proposes to increase continue the Co Ben rate based upon the 85/80 benefit structure. No stepped dependent benefit should be implemented for supervisory classifications.

Maximum Leave Accrual

DPA shall offer supervisors the option to transfer the value of excess leave accrual or personal leave accruals into employee 401(k) or 457 accounts.

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Retirement

CAPS Supervisors encourages the administration to remain committed to the highest year compensation calculation for supervisors to ensure it attracts supervisors in its recruitment efforts. Additionally, the state shall provide supervisors with a longevity bonus; 18 years 1%, 19 years 2%, 20 years 3%, 21 years 4%, 22 years 5%, and 25 years 7%.

Classification Transfers

CAPS Supervisors seek to transfer all Senior Environmental Research Scientists, Senior Biologists (all parentheticals), and Senior State Park Resource Ecologists to Senior Environmental Scientist. Also all Supervising Biologists shall be transferred to Environmental Program Manager 1 (Sup).

S10 Salary Relationships Issues

7/5/2006

	7/1/2005	7/1/2006
EPMI (Manager)	\$7,148	\$7,148
EPMI (Supervisor)	7078	7078
Sr. Water Resources Control Engineer (5.5)(12.4)	6990	7856
Staff Environmental Scientist	6144	6144
Sr. Biologist (Supervisor)	5860	5860
Sr. Environmental Scientist	\$6,147	\$6,147
Water Resources Control Engineer, Range D (5.5)(9.7)	6239	6844
Engineer, Water Resources, Range D (5.5)(9.7)	6239	6844
Environmental Scientist, Range C	5336	5336
Senior Seismologist	\$6,339	6339
Senior Geologist (Supervisor)	\$6,493	6493
Engineering Geologist, Range D (Licensed) (5.5)(9.7)	6247	6859
Associate Geologist (Licensed)	5587	5587
Sup. Hazardous Substances Scientist I	\$6,147	6147
Engineering Geologist, Range D (5.5)(9.7)	6253	6859
Hazardous Substances Engineer (HSE), Range D (5.5)(9.7)	6239	6844
Hazardous Substances Scientist, Range C	5336	5336
Sup. Hazardous Substances Scientist (HSS) II	\$7,078	\$7,078
Senior Engineering Geologist (7.7)(12.4)	6990	7856
Sup. HSE I (7.7)(12.4)	6990	7856
Senior Hazardous Substances Engineer (HSE) (7.7)(12.4)	6985	7851
Sup. HSS I	6147	6147
Senior HSS	6144	6144
Sup. Integrated Waste Management Specialist I	\$6,147	\$6,147
Waste Management Engineer, Range D (5.5)(9.7)	6239	6844
Integrated Waste Management Specialist, Range C	5336	5336
Sup. Integrated Waste Management Specialist II	\$7,078	\$7,078
Senior Waste Management Engineer (7.7)(12.4)	6990	7856
Sup. Integrated Waste Management Specialist I	6147	6147
Senior Integrated Waste Management Specialist	6144	6144
Senior Industrial Hygienist	\$6,353	\$6,353
Associate Industrial Hygienist	5587	5587
Associate Safety Engineer (4.8)(8.6)	6197	6774

Energy Commission Program Sup. III	\$6,651	\$6,651
Energy Commission Sup. II	\$5,988	\$5,988
Senior Mechanical Engineer (7.7)(12.4)	6982	7856
Mechanical Engineer, Range D (5.5)(9.7)	6238	6844
Land and Water Use Program Manager I	\$6,816	\$6,816
Senior Land and Water Use Scientist	\$6,493	6493
Engineer, Water Resources, Range D (5.5)(9.7)	6239	6844
Associate Land and Water Use Specialist	5336	5336
Staff Land and Water Use Specialist	6144	6144

Supervisory Count

SCHEMCLASS TITLE

AA60 1613	AG PRG SUP III/P P
AA70 1615	AG PRG SUP IV/P P
AT30 0247	BRN CH/A H
AT40 0248	VET MED OFF IV AH
AT76 2051	SR WLDF VET SUP
AV10 0271	BRN CH/M I
AV20 0273	VET MED OFF IV MI
BA10 1606	BRN CH PST MNG&PRV
BB21 0451	AR MANGR EXC&DETCN
BB46 0770	SR AGRIC BIO
BC35 0498	SR SD BOTNIST/SUP
BE25 1091	SR PLNT PATH/FLD
BF45 0525	SR INS BIOSYS/SUP
BG10 0546	SR ECON ENT/SUP
BG90 6168	SR ENV RES SCN/SUP
BH67 3566	S HAZ SUBSTNC S I
BH68 3567	S HAZ SUBSTNC S II
BH73 0764	SR ENV SCIENTIST
BH76 0769	ENV PROG MGR II
BH78 0784	PROG MGR II
BH80 0760	ENV PROG MGR I/MGR
BH82 0756	ENV PROG MGR I
BH82 0756	ENV PROG MGR I/SUP
BH86 0752	S I WST MNG SP II
BH87 0759	S I WST MNG SP I
BH88 0758	S I WST MNG SP I
BH91 3526	SR HAZ MAT SP/SUP
BJ03 4940	EN COM SUP II/E

SCHEMCLASS TITLE

BJ05 4058 EN COM SUP II/TE&D
BJ07 4599 EN COM SUP II/F
BJ90 4609 EN PROG SP III/FOR
BN18 0809 SUP BIOLOGIST
BQ24 6324 SR BIO SUP/GEN
BQ26 6326 SR BIO SUP/MRN-FSH
BQ27 6327 SR BIO SUP/WLDF
BU72 2795 SR ST ARCHEOLOGIST
BU78 2829 SR ST PK RES ECOL
GE90 3081 SR LND&WTR USE S
HR20 3692 PRINC GEOLOG
HR75 3932 SR GEOLOGST (SUP)
HT15 3749 SR SEISMOLOGIST
HX20 3802 SR HLTH PHYSICIST
IC64 3852 SR IND HYGIENIST
JY12 4801 STAFF SERVICES MGR II (SU
LR33 5638 R S SUP I/C S
LR34 5643 R S SUP I/E/B
LR38 5647 R S SUP I/S/B S
LR40 5650 R S SUP II/C S
LR41 5651 R S SUP II/E B
LR43 5654 R S SUP II/M S
LR50 5662 R S MGR/E/B
LR53 5670 R S MGR/P/E S
LS41 5559 R S II/C D E
SW30 7947 EXAMNER III LAB FS
SW35 7951 PUB HLTH M SUP
SW85 7952 PBLC HLTH M SUP/V
SX50 7962 SUP PUB HL BIOLGST
TC60 7943 SR TOXICOL

SCHEMCLASS TITLE

TC62 7944 SUP TOXICOL

TE30 8046 AST LAB CH PH LABS

TE75 8054 ENVIRON BIOCHEMIST

TE85 8063 CH/HAZ MAT LAB SEC

TF80 8076 FOR SCIEN-TOX IV

TG15 8070 SUPVNG CHEMIST

VW50 9235 CH/FD & DRUG SECT

Land + Water Use Program Manager I
Grand Total: 285

**Typical Comparable/Transfer Range Class Comparisons
No Longer Available
7/5/2006**

Sr. Industrial Hygienist (\$6353) – Sr. Safety Engineer (\$7856)

Sup. Hazardous Substances Scientist I (\$6147) – Sup. Hazardous Substances Engineer I (\$8830)

Sup. Hazardous Substances Scientist II (\$7078) – Sup. Hazardous Substances Engineer II (\$8625)

Sr. Geologist (\$6493) – Sr. Engineering Geologist (\$7856)

Sup. Integrated Waste Management Specialist I (\$6147) – Sr. Waste Management Engineer (\$7856)

May 2, 2008

Mike Genest
Director
Department of Finance
State Capitol, Room 1145
Sacramento, CA 95814

Sent via Facsimile and Mail

Re: DPA Like Pay/Like Work Recommendations for State Scientific Supervisors

Dear Director Genest:

As you may know, Department of Personnel Administration Director David Gilb earlier this week transmitted to your office a decision and recommendations regarding an appeal filed by CAPS pursuant to Government Code Section 19826 (a) for state supervising scientific classifications. The decision is the end product of DPA's "quasi-legislative" function of setting salaries for scientist supervisors. The conclusion from Director Gilb recommends salary adjustments for 14 supervising scientific classifications that restore salary relationships that were in place between state scientific and equivalent state engineering classifications in July 2005.

These salary adjustments require expenditure of funds in order to be implemented. In fact, on page 22 of his decision, Director Gilb states: "DPA will forward a copy of this report to the Department of Finance for its consideration. Consistent with Government Code 19826, the Department of Finance must determine whether the recommended pay adjustment is within existing salary appropriations."

As the representative for state scientific supervisors, and the moving party in this case, we too ask the question: are the recommended pay adjustments within existing salary appropriations?

We believe they are. In fact, the current approved state budget for 2007-2008 includes appropriated yet unspent funds for employee compensation under the 9800 item and potentially within departmental budgets. We believe that these funds can be used to implement Director Gilb's recommendations in this case. Additionally, we seek confirmation that the Administration will seek an appropriation to fund the recommended salaries for the 2008-2009 fiscal years.

The effective date for implementing this decision is not specified. We urge Governor Schwarzenegger to make the effective date for implementing Director Gilb's

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Mike Genest
May 2, 2008
Page 2

recommendations July 1, 2005. That is when CAPS first made its request to maintain the historical salary relationships reflected on page one of Director Gilb's recommended decision.

We have requested that Director Gilb provide costing data for implementation.

We look forward to discussing this matter with you or members of your staff to determine the appropriate course of action for implementing these recommendations.

Thank you for your consideration.

Sincerely,



Christopher J. Voight
Staff Director

C: David Gilb, Director
Department of Personnel Administration



and without impairing the Office of Administrative Law's ability to perform its essential functions.

Item 8955-001-0001—For support of California Department of Veterans Affairs. I revise this item by deleting Provision 5.

I delete Provision 5, which would require the California Department of Veterans Affairs (CDVA) to report on the Department's progress in providing a "restraint-free" environment for residents at the Veterans Homes. This reporting requirement would result in an expenditure increase without regard to the availability of revenues. Consequently, I am vetoing this language. Nevertheless, in recognition of the Legislature's desire to obtain this information, it will be addressed as though the request had been included in Supplemental Report language. Therefore, I am instructing the Secretary of the CDVA to comply with this legislative request for this report to the extent compliance can be achieved using existing resources and without impairing the CDVA's ability to perform its essential functions.

Item 9210-107-0001—For local assistance, Local Government Financing. I delete this item.

I am deleting the \$3,500,000 legislative augmentation for grants to county assessors, which would be made in proportion to the amount of property tax received by their K-14 schools. This reduction is necessary to limit program expansions and provide for a prudent General Fund reserve in light of the various uncertainties in revenues and spending that we face this year.

Local government is anticipated to receive \$28,000,000 in property tax revenue in 2007-08 pursuant to a new method of collecting fractionally owned aircraft property taxes, facilitated by budget trailer bill legislation. As a result, this \$3,500,000 augmentation is unnecessary.

Item 9800-001-0001—For Augmentation for Employee Compensation. I reduce this item from \$525,262,000 to \$453,262,000.

I am reducing funding by \$72,000,000 for employee compensation and instructing my administration to absorb this reduction in order to further build a prudent reserve in light of the various uncertainties in revenues and spending that we face this year. To effect this reduction, I am directing the Director of Finance to reduce the amount that would have been allocated to each department from Item 9800-001-0001 by an amount equal to 8.576 percent of that department's General Fund expenditures for personal services in April of 2007. With this reduction, \$453,262,000 still remains to be allocated by the Department of Finance for increases in employee compensation that the Department of Personnel Administration has already agreed to pay. This reduced amount available for allocation to departments will not affect pay or benefits for employees in any way. Employees will receive full pay, and the funding for pay increases not available from Item 9800 will be funded by a redirection within existing resources by individual departments. So, all previously negotiated employee compensation increases, and all employee compensation increases for medical, mental, and dental health positions arising from the Coleman and Plata court cases will be unaffected by my action to reduce this appropriation.

Item SEC 24.55—California Research and Education Network. I delete this control section.

I am deleting Control Section 24.55 because this language is unnecessary and could increase administrative costs at the expense of either direct network services or potentially higher fees. Chapter 552, Statutes of 2006, already provides appropriate oversight for K-

Item

tion, or portion thereof, is chargeable to the General Fund, to be allocated by executive order by the Department of Finance to the several state offices, departments, boards, bureaus, commissions, and other state agencies, in augmentation of their respective appropriations or allocations, in accordance with approved memoranda of understanding or, for employees excluded from collective bargaining, in accordance with salary and benefit schedules established by the Department of Personnel Administration.

3. It is the intent of the Legislature that all proposed augmentations for increased employee compensation costs, including, but not limited to, base salary increases, pay increases to bring one group of employees into a pay equity position with another group of public employees, and recruitment and retention differentials, be budgeted and considered on a comprehensive, statewide basis beginning with consideration of the 2008–09 Budget Act. Therefore, the Legislature declares its intent to reject any proposed augmentations that are not included in Item 9800 in the 2008–09 Budget Act, given that this is the item where the funds to implement comprehensive statewide compensation policies, including those adopted pursuant to collective bargaining, are considered. This provision shall not apply to augmentations for increased employee compensation costs resulting from mandatory judicial orders to raise pay for any group of employees or augmentations for increased compensation costs, or approvals for departments to provide increased employee compensation levels, that are included in bills separate from the Budget Act.

9800-001-0494—For Augmentation for Employee Compensation, payable from other unallocated special funds..... 315,802,000

Provisions:

1. The amount appropriated in this item shall not be construed to control or influence collective bargaining between the state employer and employee representatives.
2. The funds appropriated in this item are for compensation increases and increases in benefits related thereto of employees whose compensa-

tion, or portion thereof, is chargeable to special funds, to be allocated by executive order by the Department of Finance to the several state offices, departments, boards, bureaus, commissions, and other state agencies, in augmentation of their respective appropriations or allocations, in accordance with approved memoranda of understanding or, for employees excluded from collective bargaining, in accordance with salary and benefit schedules established by the Department of Personnel Administration.

3. Notwithstanding any other provision of law, upon approval of the Department of Finance, expenditure authority may be transferred between Items 9800-001-0494 and 9800-001-0988 as necessary to fund costs for approved memoranda of understanding or, for employees excluded from collective bargaining, in accordance with salary and benefit schedules established by the Department of Personnel Administration.
4. It is the intent of the Legislature that all proposed augmentations for increased employee compensation costs, including, but not limited to, base salary increases, pay increases to bring one group of employees into a pay equity position with another group of public employees, and recruitment and retention differentials, be budgeted and considered on a comprehensive, statewide basis beginning with consideration of the 2008–09 Budget Act. Therefore, the Legislature declares its intent to reject any proposed augmentations that are not included in Item 9800 in the 2008–09 Budget Act, given that this is the item where the funds to implement comprehensive statewide compensation policies, including those adopted pursuant to collective bargaining, are considered. This provision shall not apply to augmentations for increased employee compensation costs resulting from mandatory judicial orders to raise pay for any group of employees or augmentations for increased compensation costs, or approvals for departments to provide increased employee compensation levels, that are included in bills separate from the budget act.

Item

9800-001-0988—For Augmentation for Employee Compensation, payable from other unallocated nongovernmental cost funds..... 169,384,000

Provisions:

1. The amount appropriated in this item shall not be construed to control or influence collective bargaining between the state employer and employee representatives.
2. The funds appropriated in this item are for employee compensation increases, and increases in benefits related thereto, whose compensation or portion thereof is chargeable to nongovernmental cost funds, to be allocated by executive order by the Department of Finance to the several state offices, departments, boards, bureaus, commissions, and other state agencies, in augmentation of their respective appropriations or allocations, in accordance with approved memoranda of understanding or, for employees excluded from collective bargaining, in accordance with salary and benefit schedules established by the Department of Personnel Administration.
3. Notwithstanding any other provision of law, upon approval of the Department of Finance, expenditure authority may be transferred between Items 9800-001-0494 and 9800-001-0988 as necessary to fund costs for approved memoranda of understanding or, for employees excluded from collective bargaining, in accordance with salary and benefit schedules established by the Department of Personnel Administration.
4. It is the intent of the Legislature that all proposed augmentations for increased employee compensation costs, including, but not limited to, base salary increases, pay increases to bring one group of employees into a pay equity position with another group of public employees, and recruitment and retention differentials, be budgeted and considered on a comprehensive, statewide basis beginning with consideration of the 2008–09 Budget Act. Therefore, the Legislature declares its intent to reject any proposed augmentations that are not included in Item 9800 in the 2008–09 Budget Act, given that this is the item where the funds to implement comprehensive statewide compensation policies, including those adopted pursuant to collective bargaining,

are considered. This provision shall not apply to augmentations for increased employee compensation costs resulting from mandatory judicial orders to raise pay for any group of employees or augmentations for increased compensation costs, or approvals for departments to provide increased employee compensation levels, that are included in bills separate from the budget act.

9840-001-0001—For Augmentation for Contingencies or Emergencies..... 49,000,000
Provisions:

1. Subject to the conditions set forth in this item, amounts appropriated by this item shall be transferred, upon approval by the Director of Finance, to augment any other General Fund item of appropriation that is made under this act to an agency, department, board, commission, or other state entity. Such a transfer may be made to fund unanticipated expenses to be incurred for the 2007–08 fiscal year under an existing program that is funded by that item of appropriation, but only in a case of actual necessity as determined by the Director of Finance. For purposes of this item, an “existing program” is one that is authorized by law.
2. The Director of Finance may not approve a transfer under this item, nor may any funds appropriated in augmentation of this item be allocated, to fund any of the following: (a) capital outlay, (b) any expense attributable to a prior fiscal year, (c) any expense related to legislation enacted without an appropriation, (d) startup costs of programs not yet authorized by the Legislature, (e) costs that the administration had knowledge of in time to include in the May Revision, or (f) costs that the administration has the discretion to incur or not incur.
3. A transfer of funds approved by the Director of Finance under this item shall become effective no sooner than 30 days after the director files written notification thereof with the Chairperson of the Joint Legislative Budget Committee, and the chairpersons of the Senate and Assembly fiscal committees, or no sooner than any lesser time the chairperson of the joint committee or his or her designee may in each instance deter-

Item

- mine, except for an approval for an emergency expense as defined in Provision 5.
4. Each notification shall include all of the following: (a) the date the recipient state entity reported to the Department of Finance the need to increase its appropriation, (b) the reason for the expense, (c) the transfer amount approved by the Director of Finance, and (d) the basis of the director's determination that the expense is actually needed. Each notification shall also include a determination by the director as to whether the expense was considered in a legislative budget committee and formal action was taken not to approve the expense for the 2007–08 fiscal year. Any increase in a department's appropriation to fund unanticipated expenses shall be approved by the Director of Finance.
 5. The Director of Finance may approve a transfer under this item for an emergency expense only if the approval is set forth in a written notification that is filed with the Chairperson of the Joint Legislative Budget Committee, and the chairpersons of the Senate and Assembly fiscal committees, no later than 10 days after the effective date of the approval. Each notification for an emergency expense shall state the reason for the expense, the transfer amount approved by the director, and the basis of the director's determination that the expense is an emergency expense. For the purposes of this item, "emergency expense" means an expense incurred in response to conditions of disaster or extreme peril that threaten the immediate health or safety of persons or property in this state.
 6. Within 15 days of receipt, the Department of Finance shall provide, to the Chairperson of the Joint Legislative Budget Committee and the chairpersons of the Senate and Assembly fiscal committees, copies of all requests, including any supporting documentation, from any agency, department, board, commission, or other state entity for a transfer under this item. The submission to the Legislature of a copy of such a request does not constitute approval of the request by the Director of Finance. Within 15 days of receipt, the director shall also provide copies to these chairpersons of all other requests received

by the Department of Finance from any state agency, department, board, commission, or other state entity to fund a contingency or emergency through a supplemental appropriations bill augmenting this item.

7. For any transfer of funds pursuant to this item, the augmentation of a General Fund item of appropriation shall not exceed the following during any fiscal year:
 - (a) 30 percent of the amount scheduled on that line for those appropriations made by this act that are \$4,000,000 or less.
 - (b) 20 percent of the amount scheduled on that line for those appropriations made by this act that are more than \$4,000,000.
8. The Director of Finance may withhold authorization for the expenditure of funds transferred pursuant to this item until such time as, and to the extent that, preliminary estimates of potential unanticipated expenses are verified.
9. The Director of Finance shall submit any requests for supplemental appropriations in augmentation of this item to the Chairperson of the Joint Legislative Budget Committee and the chairpersons of the fiscal committees in each house of the Legislature. Requests shall include the information and determinations required by Provision 4 excluding subdivision (c), and a determination that requests meet the requirements of Provision 2.

9840-001-0494—For Augmentation for Contingencies or Emergencies, payable from unallocated special funds..... 15,000,000

Provisions:

1. Provisions 1, 2, 3, 4, 5, 6, 7, 8, and 9 of Item 9840-001-0001 also apply to this item, except references to General Fund appropriations shall instead refer to special fund appropriations.
2. For the Augmentation for Contingencies or Emergencies, payable from special funds, there are appropriated from each special fund sums necessary to meet contingencies or emergencies, to be expended only upon written authorization of the Director of Finance.

9840-001-0988—For Augmentation for Contingencies or Emergencies, payable from unallocated nongovernmental cost funds..... 15,000,000

Item

Provisions:

1. Provisions 1, 2, 3, 4, 5, 6, 7, 8, and 9 of Item 9840-001-0001 also apply to this item, except references to General Fund appropriations shall instead refer to nongovernmental cost fund appropriations.
2. For Augmentation for Contingencies or Emergencies, payable from nongovernmental cost funds, there are appropriated from each nongovernmental cost fund that is subject to control or limited by this act, sums necessary to meet contingencies or emergencies, to be expended only upon written authorization of the Director of Finance.

9850-011-0001—For Augmentation for Contingencies or Emergencies (Loans)..... (2,500,000)

Provisions:

1. This appropriation is for loans that may be made to state agencies which derive their support from the General Fund or from sources other than the General Fund, upon terms and conditions for repayment as may be prescribed by the Department of Finance. Any sum so loaned shall, if ordered by the Department of Finance, be transferred by the State Controller to the fund from which the support of the agency is derived.
2. No loan shall be made which requires repayment from a future legislative appropriation.
3. Authorizations for loans shall become effective no sooner than 30 days after notification in writing to the Joint Legislative Budget Committee, or no sooner than a lesser time which the committee, or its designee, may in each instance determine, except that this limit shall not apply if the Director of Finance states in writing to the Chairperson of the Joint Legislative Budget Committee the necessity and urgency for the loan which, in the judgment of the director, makes prior approval impractical.
4. Within 10 days after approval, the Director of Finance shall file with the Joint Legislative Budget Committee copies of all executive orders for loans stating the reasons for, and the amount of, all of these authorizations.

9860-301-0001—For capital outlay, planning and studies funding (10.10.010)..... 1,000,000



**CAPS Supervisory
Meet and Confer Proposals
May 12, 2008**

→ Like Pay for Like Work

Implement Like Pay for Like Work Appeal Decision made by DPA in April 2008 retroactively back to July 2005. See Attachment A.

→ Increase Remaining Supervisory Classes

Increase remaining S10 classes salaries by 23%, plus the S09 July 2008 pay increase. See Attachment A.

→ Scientist Labor Market Lags

CAPS Supervisors Committee proposes to increase salaries for supervisory Unit 10 classes based upon the CAPS/DPA salary survey. The 2006 survey demonstrated state scientist salaries lagged between 9% and 43% for benchmarked classes.

→ HR Modernization

CAPS Supervisors Committee proposes to work with the HR Modernization efforts in FY 2008/2009 to address and resolve classification and compensation changes for S10 designated classifications, exclusively.

→ Health/Dental/Vision

CAPS Supervisors Committee proposes to maintain the Co Ben rate based upon the 85/80 benefit structure through 2009. No stepped dependent benefit should be implemented for supervisory classifications.

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→ Longevity Pay

CAPS Supervisors Committee proposes the state shall provide supervisors with a longevity compensation bonus; 18 years 1%, 19 years 2%, 20 years 3%, 21 years 4%, 22 years 5%, and 25 years 7% of pay respectively.

→ Maximum Leave Accrual

CAPS Supervisors Committee proposes DPA shall offer supervisors the option to transfer the value of excess leave accrual or personal leave accruals into employee 401(k) or 457 accounts.

→ Vacation Leave Buy Back

CAPS Supervisors Committee proposes all departments be authorized to buy back vacation and annual leave up to 40 hours per year.

Attachment A
CAPS Supervisors Meet and Confer Proposal
May 12, 2008

Implement Salary Changes as Prescribed in Like Pay for Like Work Decision dated April 2008

Energy Commission Supervisor I (All 3 specialties)
Energy Commission Supervisor II (All 3 specialties)
Environmental Program Manager I
Land and Water Use Program Manager
Senior Environmental Scientist
Senior Ergonomic Specialist, SCIF
Senior Geologist (Supervisor)
Senior Industrial Hygiene Specialist SCIF
Senior Industrial Hygienist
Senior Land & Water Use Scientist
Senior Seismologist
Supervising Hazardous Substances Scientist I
Supervising Hazardous Substances Scientist II
Supervising Integrated Waste Management Specialist I
Supervising Integrated Waste Management Specialist II

Increase All Salaries by 23%

Agricultural Supervisor II (All 3 specialties)
Agricultural Supervisor III (All 4 specialties)
Agricultural Supervisor IV (All 4 specialties)
Area Manager Exclusion & Detection
Assistant Chief Vector Control
Assistant Executive Director, Fish & Wildlife Conservation
Assistant Laboratory Chief, Public Health Laboratory
Chief Branch Public Health Laboratory
Chief Meteorologist ARB
Chief Hazardous Materials Laboratory Section
Chief Environmental Health Laboratory
Chief Food & Drug Laboratory Branch
Chief Food & Drug Science Section

Attachment A
CAPS Supervisors Meet and Confer Proposal
May 12, 2008

Chief Laboratory Field Services Branch
Chief, Sanitation & Radiation Laboratory Branch
Energy Resource Specialist III
Environmental Biochemist
Environmental Services Supervisor
Examiner III, Laboratory Field Services
Fish & Wildlife Interpreter III
Forensic Scientist - Toxicologist IV
Laboratory Testing Supervisor, Office of State Fire Marshall
Public Health Microbiologist, Supervisor
Public Health Microbiologist Supervisor (Virology)
Research Scientist Supervisor I (All 7 specialties)
Research Scientist Supervisor II (All 7 specialties)
Research Microbiologist
Research Specialist V (~~Veterinary Sciences~~ *various specialties*)
Senior Agricultural Biologist
Senior Biologist Supervisory (All 4 specialties)
Senior Economic Entomologist (Supervisor)
Senior Environmental Research Scientist (Supervisor)
Senior Fish Pathologist
Senior Health Physicist
Senior Insect Biosystematist
Senior Meteorologist Air Sanitation
Senior Plant Nematologist (Supervisor)
Senior Plant Pathologist (Supervisor)
Senior Plant Toxonornist
Senior Seed Botanist (Supervisor)
Senior State Archeologist
Senior State Park Resource Ecologist
Senior Toxicologist
Senior Wildlife Veterinarian (Supervisor)
Staff Toxicologist (Supervisor)
State Historian
Supervising Biologist
Supervising Chemist
Supervising Geologist
Supervising Health Physicist

Attachment A
CAPS Supervisors Meet and Confer Proposal
May 12, 2008

Supervising Public Health Biologist
Supervising Toxicologist
Veterinary Medical Officer - IV (Both specialties)