2	GERALD JAMES - State Bar #179258 660 J Street, Suite 480 Sacramento, CA 95814 Telephone: (916) 441-2629 Facsimile: (916) 442-4182 Attorney for Petitioner California Association of Professional Scientists	Succident Of Colverna,
8	IN THE SUPERIOR COURT OF	THE STATE OF CALIFORNIA
9	IN AND FOR THE COUN	TY OF SACRAMENTO
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11		
12	CALIFORNIA ASSOCIATION OF) PROFESSIONAL SCIENTISTS)	CASE NO.
13	{	
14	Petitioner,	DECLARATION OF CHRISTOPHER J. VOIGHT IN SUPPORT OF VERIFIED
15	v. \$	PETITION FOR WRIT OF MANDATE AND COMPLAINT FOR
	CTATE OF CALEODNIA DEPARTMENT OF	DECLARATORY RELIEF
1	STATE OF CALIFORNIA DEPARTMENT OF) PERSONNEL ADMINISTRATION; DAVID	
17	GILB, DIRECTOR OF DEPARTMENT OF PERSONNEL ADMINISTRATION; STATE	
184	KOF CALEFORNIA DEPARTMENT OF	Date:
19	FINANCE; MICHAEL GENEST, DIRECTOR) OF FINANCE; STATE CONTROLLER JOHN) CHIANG; and DOES 1 THROUGH 10,	Time: Dept:
20	INCLUSIVE	Dopt.
21	Respondents	
22	Respondents.)	
23		
24	I, Christopher J. Voight, declare as follows	5:
25	I am Staff Director to the California A	Association of Professional Scientists. I have
26	served in this capacity for the past 24 years.	
27	, , , , , ,	unization under Government Code section 3527
- 1	subdivision (c) in that it represents members who	
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	1	
	Declaration of Voight ISO Verified Petition for Writ	of Mandate and Complaint for Declaratory Relief

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

- 3. CAPS represents approximately 332 state employees in the 14 supervisory scientific classifications covered by this Petition. CAPS and the affected employees represented by CAPS are beneficially interested in Respondents' faithful performance of the legal duties at issue in this case.
- 4. In the scope of my duties I oversee all staff support to CAPS, including the support provided to the CAPS Supervisory Meet and Confer Team. On behalf of supervisory scientists and rank-and-file scientists, I have been actively involved in salary negotiations and CAPS' pursuit of comparable pay for comparable work for state scientists.
- 5. Historically, there has been a level of horizontal parity between the supervisory scientific and supervisory engineering classifications. As reflected in the Department of Personnel Administration Director's Decision, the state has historically paid the state supervisory scientists either the same, or consistently paid the scientific classifications five or ten percent lower than comparable engineering classifications. Attached to this Declaration as Exhibit A is a true and correct copy of the April 28, 2008 Director's Decision.
- 6. Beginning in July 2005, the state began providing salary increases to employees in the supervisory engineering classifications that far exceeded those of the supervisory scientists in the comparable classifications. Attached to this Declaration at Exhibit B is a true and correct copy of the State of California, Civil Service Pay Scales listing the salaries for 2004, 2005, 2006, and 2007 for all relevant supervisory scientist and supervisory engineering classifications.
- 7. In July 2005, supervisory engineers received a salary increase of 7.7%. Supervisory engineers received additional salary increases of 12.4% effective July 1, 2006 and 14.1% effective July 1, 2007 which widened the pay differential which was once comparable.
- 8. Senior Seismologists, a supervisory scientist classification, have historically been paid comparably to Senior Engineering Geologists, a supervisory engineering classification.

 Prior to the salary increases in July 2005 for engineering supervisors taking effect, the classification of Senior Seismologist was paid a maximum of \$6339 per month while the

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

- 9. Senior Seismologists received the same salary adjustments as most other supervisory scientists since July 2005 no salary increase in July 2005, a 3.5% increase effective July 2006, and a 3.4% increase effective July 2007. Senior Engineering Geologists received the same salary adjustments as most other supervisory engineers since July 2005 salary increases of 7.7% in July 2005, 12.4% in July 2006, and 14.1% in July 2007.
- 10. Although the salaries have historically been comparable, in July 2005 the Senior Seismologist salaries lagged the Senior Engineering Geologist salaries by \$651 per month for a 10% salary lag. In July 2006 the salary lag grew to \$1296 per month for a 20% salary lag. In July 2007, the salary lag grew to \$2172 per month for a 32% salary lag.
- 11. Following the Director's Decision, in early May 2008 the DPA provided CAPS with a DPA prepared chart listing the annualized salary costs and funds for thirteen of the classifications covered by the decision. It appears the Senior Geologist Supervisor classification does not have any incumbents. The caption title reads "Scientist Unit 10 Supervisors to Unit 9 Supervisors various levels per Legal Recommendation." The salary increases range from 10.06% to 32.15%. The annualized General Fund cost is \$1,781,293 with the other fund cost of \$5,816,116. Attached to this Declaration as Exhibit C is a true and correct copy of the costing chart for implementing the DPA Director's Decision.
- 12. The proposed 2008 2009 Fiscal Year budget contains funding of \$645,503,000 for additional increases for employee compensation scheduled for July 1, 2008. In the past three years, the supervisory engineers have received raises in correlation with the salary increases for the rank-and-file engineering employees they supervise. As the rank-and-file engineering employees are scheduled to receive another raise July 1, 2008, the supervisory engineers will likely receive an increase on that date as well. Attached to this Declaration as Exhibit D is a true and correct copy of the 9800 Augmentation for Employee Compensation from the Governor's Proposed Budget.

- I3. In meeting and conferring over the Fiscal Year 2005- 2006 pay plan for supervisory scientists, CAPS took the position that the horizontal parity should be maintained and supervisory scientists should be given salary increases. Attached to the Declaration as Exhibit E is a true and correct copy of the 2005-2006 Meet and Confer Proposal.
- 14. Following the July 2006 increase for supervisory engineers, CAPS met and conferred over the Fiscal Year 2006-2007 pay plan. CAPS took the position that the historical parity between supervisory scientific and supervisory engineering classes should be reinstated by raising the salaries of supervisory scientific classifications and that the pay plan should reflect like pay for comparable work. In adopting the pay plan for 2006-2007, the DPA rejected CAPS' position which sought to restore historical parity. Attached to this Declaration as Exhibit F is a true and correct copy of the CAPS 2006 -2007 Meet and Confer Proposal
- 15. On November 3, 2006, CAPS, as a verified excluded employee organization and the representative of the state's professional scientist supervisors, challenged the salary ranges for fourteen supervisory scientist classifications claiming that the pay violated the principle that "like salaries shall be paid for comparable duties and responsibilities." Specifically, CAPS contended that in setting the salaries for the challenged classifications, the DPA has violated the legislative mandate found in Government Code section 19826 to pay like salaries for comparable work. Attached to this Declaration as Exhibit G is a true and correct copy of the November 3, 2006 challenge.
- 16. On April 28, 2008, DPA asked Finance in writing to determine whether the salaries are within existing salary appropriations. CAPS is not aware of any response to DPA from Finance. CAPS made a similar request of Finance on May 2, 2008. Attached to this Declaration as Exhibit H is a true and correct copy of CAPS' May 2, 2008 letter to Finance. To date CAPS has not received a written response.
- 17. There is a line item in the State Budget Act titled "9800 Augmentation for Employee Compensation." Each year the state budget reflects funding augmentation amounts for state employee compensation adjustments. If the Legislature has already appropriated money in prior years to pay for the economic terms of employee compensation, the funding for those

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

- 18. The Final 2007-2008 State Budget Act was contained in Senate Bill 77 of the Statutes of 2007. As passed by the Legislature, the 9800 Item contained: \$525,262,000 For Augmentation for Employee Compensation from the General Fund; \$315,802,000 For Augmentation for Employee Compensation, payable from other unallocated special funds; and \$169,384,000 For Augmentation for Employee Compensation, payable from other unallocated nongovernmental cost funds. The Governor reduced the General Fund Augmentation for Employee Compensation from \$525,262,000 to \$453,262,000. Attached to this Declaration as Exhibit I is a true and correct copy of the 2007 2008 State Budget Act as modified by Governor Schwarzenegger.
- 19. In response to a request from CAPS, the Controller has provided CAPS with current balances in the 9800 Item of the State Budget as of June 24, 2008 as follows:

 General Fund - 9800-001-0001
 \$114,994,755

 Special Funds - 9800-001-0494
 \$39,214,948

 Nongovernmental Cost - 9800-001-098
 \$103,428,963.

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

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

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

Executed on June 27, 2008 at Sacramento, California.

CHŔISTOPHER J. YOIGHT



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

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	Senior Engineering Geologist
Use Scientist	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

<u>ADJUSTMENT</u>

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.

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

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. Lancarovich 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 supervisorial 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. Guivetechi 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. Guivetechi disagreed with Mr. Matyac's testimony a scientist is interchangeable with an engineer at the supervisory level. Mr. Guivetechi 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 claimaints. 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. Shakai and Chief, Human Resources Officer Rosalvn 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 Hygenist 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."

<u>ANALYSIS</u>

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



Schem Code	Class Code	Full Class Title						
COUL	Obde		AR Crit	MCR F	Prob. Mo.	wwg	NT	CBID
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE		1	12	E		S07
VJ90	8066	\$4,778.00 - \$5,765.00	RVICES	1	12	E		507
VL97	7542	\$5,391.00 - \$6,508.00		1	12	E		S 07
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	Ε		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPECIALIST II \$6,334.00 - \$6,984.00 01 19		1	12	E		M01
HR30	3693	\$UPERVISING GEOLOGIST \$5,919.00 - \$7,153.00 01.19		1	12	Ĕ		S 10
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	A \$2,317.00 - \$0,577.00	D40 D40	1 1	6 6	2 2		R12 R12
BL20	0717	SUPERVISING GROUNDSKEEPER II	040	1	12	2		S12
-1-0	0746	Α ΦΟΙΣΟΟΙΟΟ ΤΟΙΣΕ-ΙΙΙΙ	040	1	12	2		S12
BL30	0716	A \$3,577.00 - \$4,310.00 43 R0	322 322	1 1	6 6	2 2		U 12 U 12
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	356	1	12	E		S 09
11704	3723	Α Φ4,000:00 · Φ0,004:00	356	1	12	E		\$09
HY01	3123	A \$5,585.00 - \$6,741.00 01 19 21	356 356	1 1	12 12	E E		S 09 S 09
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I \$5,093.00 - \$6,147.00 01 19		1	12	Е		S10
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II \$5,864.00 - \$7,078.00 01 19		1	12	Ε		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		\$12
DD10	2040	SUPERVISING HOUSEKEEPER I \$2,106.00 - \$2,559.00 01 43		1	12	2		S 15
DC90	2039	SUPERVISING HOUSEKEEPER II \$2,343.00 - \$2,850.00 01 43		1	12	2		\$15
IN25	4077	SUPERVISING HOUSING CONSTUCTION AND REHABILITATION SPECIA \$4,626.00 - \$5,626.00 01 19	ALIST	1	12	E		S11
GO70	3257	SUPERVISING HYDRAULIC ENGINEER \$5,862.00 - \$7,125.00 01 19		1	12	Е		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER \$5,862.00 - \$7,125.00 01 19	71011 HOLD	1	12	E		S 09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSA \$6,392.00 - \$7,046.00 01 19	TION INSURA	ANCE FUI 1	12	E		M10
IC65	3841	\$UPERVISING INDUSTRIAL HYGIENIST \$6,483.00 - \$7,151.00 01 19		1	12	Ε		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	E INICHIDANICI	1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF \$4,992.00	- INSURANUE	1	12	E		\$07
JC12	4403	\$5,726.00 - \$6,915.00 01.19		1	12	E		S 0 1
VJ73	8578	\$5,007.00 - \$6,046.00 01.19.34		1	12	Ē		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST \$5,452.00 - \$6,585.00 01 19		1	12	E		S01
		III. Class Controlled a specific by the Department of Personnel Admin	* 1 - 5	7115	/2005		Par	ne 126- A

Schem Code	Code	Full Class Title	· · · · · · · · · · · · · · · · · · ·					
		Compensation SISA Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NΤ	CBIC
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSUF \$4,778.00 - \$5,765.00 01 19 34 R3	MANCE	1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEAL \$5.391.00 01 19 34 P1	TH SERVICES	1	12	E		S07
∨L97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSUI \$5,391.00 - \$6,508.00 01 19 34 R3	RANCE	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		S0′
BL40	0719	SUPERVISING GROUNDSKEEPER A \$2,977.00 - \$3,577.00	040	1	. 6	2		R 12
DI 80	0747	B \$3,268.00 - \$3,926.00 SUPERVISING GROUNDSKEEPER II	040	1	6	2		R12
BL20	0717	A \$3,268.00 - \$3,926.00 01.43 B \$3,578.00 - \$4,311.00 01.43	040 040	1	12 12	2		S12 S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-	322	1	6	2		U1:
		S \$3,578.00 - \$4,311.00 43 R0	322	1	6	2		U 1
BH90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST \$5,585.00 - \$6,741.00 01.19		1	12	E		S1
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER A \$5,117.00 - \$6,176.00 01 19 21	356	1	12 12	E E		S0:
HY01	3723	B \$5,752.00 - \$6,990.00 01.19.21 SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	356					S0.
		A \$6,015.00 - \$7,260.00 01 19 21 B \$6,313.00 - \$7,674.00 01 19 21	356 356	1	12 12	E E		S0
BH67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I \$5,093.00 - \$6,147.00 01.19		1	12	Е		S1
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II \$5,864.00 - \$7,078.00 01 19		1	12	E		S1
K170	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST \$6,334.00 - \$6,984.00 01 19		1	12	E		MO
HX10	3801	SUPERVISING HEALTH PHYSICIST \$5,854.00 - \$7,075.00 01 19		1	12	E		S1
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT \$5.585.00 - \$6,741.00 01.19		1	12	Е		S1
DD10	2040	SUPERVISING HOUSEKEEPER I \$2,106,00 - \$2,559,00 01 43		1	12	2		. S1
DC90	2039	SUPERVISING HOUSEKEEPER II \$2,343,00 - \$2,850,00 01 43		1	12	2		S 1
G070	3257	SUPERVISING HYDRAULIC ENGINEER \$6,313.00 - \$7,674.00 01 19		1	12	E		so
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER		1	12	E		S(
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMP	PENSATION INSUF			E		Mi
IC65	3841	\$6,392.00 - \$7,046.00 01 19 SUPERVISING INDUSTRIAL HYGIENIST		1	12	E		Μ´
SY20	8874	\$6,483.00 - \$7,151.00 01 19 SUPERVISING INSPECTOR BOARD OF PHARMACY		1	12	E		S.
VW13	8811	\$5,720.00 - \$6,955.00 01 19 SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLE	S	1	12	2		s S(
VJ30	8560	\$3,333.00 - \$4,051.00 01 19 SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF THE PROPERTY OF THE PROPER	NT OF INSURANC	Ε				
JC12	4403	\$4,992.00 - \$6,029.00 01 19 34 SUPERVISING INSURANCE EXAMINER		1	12	E		SI
VJ73	8578	\$5,726.00 - \$6,915.00 01 19 SUPERVISING INSURANCE INVESTIGATOR		1	12	E		SI
JC32	4432	\$5,007.00 - \$6,046.00 01 19 34 SUPERVISING INSURANCE RATE ANALYST		1	12	E		\$
BH87	0759	\$5,452.00 - \$6,585.00 01 19 SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIS	ТΙ	1	12	E		S
BH85	0752	\$5,093.00 - \$6,147.00 01 19 SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIS		1	12	Ε		S
0		\$5,864.00 - \$7,078.00 01.19		1	12	E		S



Schem Code	Class Code	Full Class Title					···			
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GY30	3391	SUPERVISING ENGINEER EQUIPMEN \$7,096,00 - \$8,626,00	T AND MATE	ERIALS SECTION 01 19		1	12	Е		S09
GO30	3258	SUPERVISING ENGINEER WATER RE A \$7,096.00 - \$8,626.00 B \$7,802.00 - \$9,483.00	SOURCES	01 19 01 19	041 041	1	12 12	E E		S09 S09
HT30	3748	SUPERVISING ENGINEERING GEOLG \$7,096,00 - \$8,626,00	GIST	01 19	041	1	12	E		S09
1 ⊤35	3745	SUPERVISING ENGINEERING GEOLG \$7,848.00 - \$8,657.00)GIST, CALTE	RANS 01 19		1	12	Ë		MO9
JX10	4719	SUPERVISING ENVIRONMENTAL PLA \$6,556.00 - \$7,228.00		01 19		1	12	E		M 01
HM10	3633	\$7,848.00 - \$8,657.00		01 19		1	12	E		M09
V20	4060 4578	SUPERVISING ESTIMATOR OF BUILD \$6,067.00 - \$7,374.00 SUPERVISING ESTIMATOR, CALIFOR		01 19	NCY	1	12	E		S11
T95 ER40	2590	\$6,059.00 - \$7,366.00 SUPERVISING FIELD REPRESENTATE		01 19		1	12	E		S11
_E60	5429	\$6,152.00 - \$7,480.00 SUPERVISING FINANCE PROGRAM E		01 19		1	12	E		S21
JM19	2254	\$6,556.00 - \$7,589.00 SUPERVISING FISCAL SYSTEMS ANA		01 19 29 RANS		1	12	E		E99
√W70	9036	\$6,556.00 - \$7,228.00 SUPERVISING FOOD AND DRUG INVI		01 19		1	12	E		M01
√J92	8065	\$5,192,00 - \$6,265.00 SUPERVISING FRAUD INVESTIGATOR		01 19 34 R3 MENT OF HEALTH	I SERVICES	1	12	E		\$07
/L96	7541	\$5,192.00 - \$6,265.00 SUPERVISING FRAUD INVESTIGATOR	R I, DEPARTI	01 19 34 P1 MENT OF INSURA	ANCE	1	12	E		S07
/J90	8066	\$5,192,00 - \$6,265.00 SUPERVISING FRAUD INVESTIGATOR	R II, DEPART	01 19 34 R3 MENT OF HEALT	H SERVICES	1	12	E		S07
/L97	7542	\$5,859.00 - \$7,073.00 SUPERVISING FRAUD INVESTIGATOR	R II, DEPART	01 19 34 P1 MENT OF INSUR	ANCE	1	12	Ε		S07
F32	4027	\$5,859.00 - \$7,073.00 SUPERVISING FRAUD PREVENTION	SPECIALIST			1	12	E		S07
F30	4028	\$5,393.00 - \$6,506.00 SUPERVISING FRAUD PREVENTION	SPECIALIST			1	12	E		S01
1R30	3693	\$6,556.00 - \$7,228.00 SUPERVISING GEOLOGIST		01 19		1	12	E		M01
JB10	4142	\$6,126.00 - \$7,403.00 SUPERVISING GOVERNMENTAL AUD \$4,912.00 - \$6,222.00	DITOR I	01 19		1	12 12	E E		S10 S01
IB05	4140	\$4,912.00	ITOR II	01		1	12	E		S01
3L40	0719	SUPERVISING GROUNDSKEEPER I A \$3,081.00 - \$3,702.00			040	1	6	2		R12
3L20	0717	B \$3,382.00 - \$4,063.00 SUPERVISING GROUNDSKEEPER II			040	1	6	2	*1	R12
3620	07.11	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
3 L3 0	0716	SUPERVISING GROUNDSKEEPER II - A \$3,702.00 - \$4,461.00	·CORRECTIO	NAL FACILITY- 43 R0	322	1	6	2		U12
3H90	3525	S \$3,703.00 - \$4,462.00 SUPERVISING HAZARDOUS MATERIA	ALS SPECIAI	43 R0 IST	322	1	6	2		U12
1Y02	3724	\$5,780.00 - \$6,977.00 SUPERVISING HAZARDOUS SUBSTA	NCES ENGIN	01 19 NEER I		1	12	E		S10
		A \$5,608.00 - \$6,769.00 B \$6,465.00 - \$7,857.00		01 19 21 01 19 21	356 356	1	12 12	E E		S09 S09
HY01	3723	SUPERVISING HAZARDOUS SUBSTA A \$6,761.00 - \$8,160.00	NCES ENGIN	01 19 21	356	1	12	E		509
BH67	3566	B \$7,096.00 - \$8,626.00 SUPERVISING HAZARDOUS SUBSTA	NCES SCIEN	01 19 21 NTIST I 01 19	356	1	12 12	E		S09
ВН68	3567	\$5,271.00 - \$6,362.00 SUPERVISING HAZARDOUS SUBSTA \$6,069.00 - \$7,326.00	NCES SCIE			1	12	E		S10
K170	7055	\$6,069.00 - \$7,326.00 SUPERVISING HEALTH CARE SERVI \$6,556.00 - \$7,228.00	CE PLAN AN			1	12	E		M01
HX10	3801	\$6,059.00 - \$7,689.00 \$6,059.00 - \$7,689.00		01 19		1	12	E		S10
QJ10	5816	SUPERVISING HIGHWAY EQUIPMEN \$5,780.00 - \$6,977.00	IT SUPERINT			1	12	E		S12

Code	Class Code	Full Class Title						
		Compensation SISA Footnotes A	R Crit MC	R Pro	b. Mo.	WWG	NT	CBID
/L97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE		1	12	Е		S07
IF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I						
JF30	4028	\$5,576.00 - \$6,727.00 01 19 SUPERVISING FRAUD PREVENTION SPECIALIST II		1	12	E		S01
		\$6,779.00 - \$7,474.00 01.19		1	12	Е		M01
1R30	3693	SUPERVISING GEOLOGIST \$6,334.00 - \$7,655.00 01 19		1	12	Е		S10
IB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I \$5,079.00 - \$6,434.00 01 19		1	12	Е		S01
IB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II \$5,576.00 - \$7,063.00 01		1	12	E		S01
3L40	0719	SUPERVISING GROUNDSKEEPER I						
		A \$3,186.00 - \$3,828.00 04 B \$3,497.00 - \$4,201.00 04		1 1	6 6	2 2		R12 R12
3L20	0717	SUPERVISING GROUNDSKEEPER II		_	40	•		040
		A \$3,497.00 - \$4,201.00 01 43 04 B \$3,829.00 - \$4,614.00 01 43 04		1 1	12 12	2 2		S12 S12
3L30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-				_		
		A \$3,828.00 - \$4,613.00 43 R0 32		1	6	2		U12
		S \$3,829.00 - \$4,614.00 43 R0 32	2	1	6	2		U12
3H90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIALIST \$5,977.00 - \$7,214.00 01 19		1	12	Е		S10
IY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I						
		A \$6,242.00 - \$7,534.00 01 19 21 35		1	12	E		S09
0.65.4	0700	B \$7,377.00 - \$8,965.00 01 19 21 35 SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	Б	1	12	Е		509
IY01	3723	A \$7,714.00 - \$9,311.00 01 19 21 35	6	1	12	Е		509
		B \$8,097.00 - \$9,842.00 01 19 21 35		1	12	Ε		S09
H67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST I		4	40	Е		\$10
3H68	3567	\$5,450.00 - \$6,578.00 01 19 SUPERVISING HAZARDOUS SUBSTANCES SCIENTIST II		1	12	E		ŞIL
		\$6,275.00 - \$7,575.00 01.19		1	12	E		S10
(170	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST \$6.779.00 - \$7,474.00 01 19		1	12	Ε		M01
1X10	3801	SUPERVISING HEALTH PHYSICIST \$6,265.00 - \$7,950.00 01.19		1	12	Е		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT						
D10	2040	\$5,977.00 - \$7,214.00 01 19 SUPERVISING HOUSEKEEPER I		1	12	E		S12
	2039	\$2,254.00 - \$2,739.00 01 43 SUPERVISING HOUSEKEEPER II		1	12	2		S15
OC90	2039	\$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	75	509
i047	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER				1 :	·	
A# 150	0024	\$8,097.00 - \$9,842.00 01.19 SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION	NI INCHEANCE	1 EUND	12	E		SOS
VH53	6231	\$6,841.00 - \$8,107.00 01 19		1	12	Е		M10
C65	3841	SUPERVISING INDUSTRIAL HYGIENIST \$6,938.00 - \$8,227.00 01 19		1	12	Е		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY						
/W13	8811	\$6,121.00 - \$8,187.00 01.19 SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES		1	12	E		S19
		\$3,567.00 - \$4,336.00 01.19		1	12	2		SO
√J30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF IN: \$5,364.00 - \$6,478.00 01 19 34	SURANCE	1	12	Ε		S01
JC12	4403	SUPERVISING INSURANCE EXAMINER \$6,162.00 - \$7,814.00 01 19		1	12	Е		S0°
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR						
JC32	4432	\$5,364.00 - \$6,478.00 01 19 34 SUPERVISING INSURANCE RATE ANALYST		1	12	E		S07
		\$5,835.00 - \$7,047.00 01.19		1	12	E		SO
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST \$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	Е		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND A	GRICULTURE	•				
JE34	6613	\$5,079.00 - \$6,434.00 01 19 SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT		1	12	E		S0 ⁴
2E-34	5510	\$5,576.00 - \$6,727.00 01 19		1	12	E		So

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Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	СВ
вН66	3565	SENIOR HAZARDOUS SUBSTANCES \$5,088.00 - \$6,144.00	SCIENTIST	01 19		1	12	Е		R10
K172	8449	SENIOR HEALTH CARE SERVICE PLA \$4,963.00 - \$5,988.00	AN ANALYST	01 19		1	12	E		SO.
1X20	3802	SENIOR HEALTH PHYSICIST \$5,264.00 - \$6,353.00		01 19		1	12	E		S1
∕∨30	8850	\$5,254,00 - \$5,353.00 SENIOR HIGHWAY OUTDOOR ADVER \$3,125.00 - \$3,757.00	RTISING INSF			1	12	2		SO
T90	4555	SENIOR HOUSING CONSTRUCTION	NSPECTOR,		JUSING FINANCE		6	E		RO
GO80	3260	\$5,336.00 - \$6,483.00 SENIOR HYDRAULIC ENGINEER		19		1	6	E		R
РМ10	6462	\$5,336.00 - \$6,483.00 SENIOR HYDROELECTRIC PLANT OF	PERATOR	15		1	6	2		R
1049	3674	\$5,212.00 - \$5,724.00 SENIOR HYDROELECTRIC POWER U	ITILITY ENGII		ST)		6			R
HO48	3673	\$5,341.00 - \$6,490.00 SENIOR HYDROELECTRIC POWER L	ITILITY ENGI		SOR)	1		E		
WH54	9320	\$5,341.00 - \$6,490.00 SENIOR INDUSTRIAL HYGIENE SPEC	CIALIST, STA	01 19 TE COMPENSAT	ION INSURANCE		12	E		S
C64	3852	\$5,264.00 - \$6,353.00 SENIOR INDUSTRIAL HYGIENIST		01 19		1	12	E		S
.M82	1337	\$5,264.00 - \$6,353.00 SENIOR INFORMATION SYSTEMS AN	JALYST (SPE	01 19 CIAUST)		1	12	E		S
_IVIOZ	1337	A \$5,206.00 - \$6,327.00 L \$5,206.00 - \$6,327.00	THE TOT YOUR	19 29 19 29	285 285	1	6 6	E E		R R
_M80	1340	SENIOR INFORMATION SYSTEMS AN \$5,206.00 - \$6,327.00	NALYST (SUP			1	12	E		s
3F40	0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)		000	1	6	E		R
		A \$4,847.00 - \$5,851.00 B \$5,082.00 - \$6,132.00		19 19	208 208	1	6 6	Ē		R
BF45	0525	C \$5,320.00 - \$6,433.00 SENIOR INSECT BIOSYSTEMATIST (SUPERVISOF		208	1	_			
		A \$4,850.00 - \$5,854.00 B \$5,085.00 - \$6,137.00		01 19 01 19	208 208	1	12 12	E		9
QN15	6855	C \$5,325.00 - \$6,438.00 SENIOR INSPECTOR OF AUTOMOTIVE	VE EQUIPME	01 19 NT	208	1	12	E		S
_C60	2948	\$4,113.00 ~ \$4,963.00 SENIOR INSTRUCTIONAL DESIGNER	R (TECHNOL (01 19 DGY) COMMISS	ION ON PEACE OF	1 FRICER ST	12 ANDARDS A	E ND TRAII	NING	5
		\$4,960.00 - \$6,028.00	GNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING 19 1 6 E					F		
LM24	2950	\$4,743.00 - \$5,763.00	νο - Ψοιτουίου / ·						F	
√J36	8607	Ψ-, (10.00 - Ψ0, 100.00						F		
VJ35	8574	SENIOR INSURANCE COMPLIANCE \$4,778.00 ~ \$5,765.00	OFFICER (SU	JPERVISOR), DE 01 19 24 34	EPARTMENT OF I	ISURANCI 1	≣ 12	E		9
JC16	4410	SENIOR INSURANCE EXAMINER (SF A \$4,960.00 - \$6,028.00	PECIALIST)	19	004	1	6	2		·. F
		B \$5,448.00 - \$6,622.00	1	19	004 004	1 1	6 6	2 2		F
		C \$5,448.00 - \$6,622.00 D \$5,984.00 - \$7,273.00		19 19	004	1	6	2		F
JC14	4411	SENIOR INSURANCE EXAMINER (SU	JPERVISOR)	04.40	004	4	12	Ē		ţ
		A \$5,211.00 - \$6,286.00 B \$5,726.00 - \$6,915.00		01 19 01 19	004 004	1 1	12	E		5
		C \$5,726.00 - \$6,915.00		01 19	004	1	12	E		;
		D \$6,286.00 - \$7,606.00		01 19	004	1	12	E		
VJ71	8577	SENIOR INSURANCE INVESTIGATO \$4,778.00 - \$5,765.00	R	01 19 34		1	12	E		
JC34	4435	SENIOR INSURANCE RATE ANALYS A \$4,960.00 - \$6,028.00	Τ	19	004	1	6	2		l
DUIDO	4000	B \$5,448.00 - \$6,622.00 SENIOR INTEGRATED WASTE MAN	ACEMENT OF	19 PECIALIST	004	1	6	2		İ
BH60	1989	\$5,088.00 - \$6,144.00		01 19	5	1	12	E		ı
V196	8595	SENIOR INVESTIGATOR, DEPARTM \$4,350.00 - \$5,249.00		01 19 34 P5		1	12	2 ENIT(2)		1
JV25	4664	SENIOR INVESTMENT OFFICER, PL \$19,416.67 - \$28,083.33		01 19 55		1	12	E	~ E\$4F\$	1
JV34	4669	SENIOR INVESTMENT OFFICER, PL	JBLIC EMPLC	YEES' RETIREN 01 19 55	IENT SYSTEM (AS	SET ALLC	CATION/RIS 12	K MANA(>EME!	۱۱) ا
JV 3 9	4676	\$19,416.67 - \$28,083.33 SENIOR INVESTMENT OFFICER, Pt \$19,416.67 - \$28,083.33	JBLIC EMPLO		MENT SYSTEM (FI			E		}
JV45	4681	SENIOR INVESTMENT OFFICER, PL	JBLIC EMPLO	YEES' RETIREM	MENT SYSTEM (GI	OBAL EQ	LITIES)	E		
		\$19,416.67 - \$28 ,083.33		01 19 55		1	12	E		

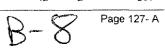
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Code	Class Code	Full Class Title					.	, 1555°	, ı -	
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	wwg	NI NI	CBI
BH92	3527	SENIOR HAZARDOUS MATE		ECHNICAL)	0.40		40	Ĕ		R 10
		A \$4,847.00 - \$5,851.00		01 19 01 19	040 040	1 1	12 12	E		R 10
		B \$5,309.00 - \$6,450.00		บเเย	040	,	12	_		
HY03	3725	SENIOR HAZARDOUS SUBS		01 19 21	356	1	12	E		R0
		A \$5,114.00 - \$6,173.00 B \$5,747.00 - \$6,985.00		01 19 21	356	1	12	E		R0
BH66	3565	SENIOR HAZARDOUS SUBS								
BEIDO	2000	\$5,088.00 - \$6,144.00		01 19		1	12	E		R1
K172	8449	SENIOR HEALTH CARE SER	VICE PLAN ANALYST					_		
		\$ 4,963.00 - \$ 5,988.00	1	01 19		1	12	E		S
HX20	3802	SENIOR HEALTH PHYSICIST					12	Е		s.
		\$5,264.00 - \$6,353.00		01 19		1	12	_		0
vV30	8850	SENIOR HIGHWAY OUTDOO		01 34 43		1	12	2		SI
		\$3,125.00 - \$3,757.00 SENIOR HOUSING CONSTRU	ICTION INSBECTOR		OUSING FINANCE		,_	_		
₹ T 90	4555	\$5,747.00 - \$6,982.00		19	303110 1 11111102	1	6	E		R
0.000	3260	SENIOR HYDRAULIC ENGIN								
GO80	3200	\$5,747.00 - \$6,982.00		19		1	6	E		R
PM10	6462	SENIOR HYDROELECTRIC F								
PIVI IU	0402	\$5,212.00 - \$5,724.00				1	6	2		R
HO49	3674	SENIOR HYDROELECTRIC F	OWER UTILITY ENGI	NEER (SPECIAL	.IST)					
11043	001.	\$5,752,00 - \$6,990.00		19		1	6	E		R
HQ48	3673	SENIOR HYDROELECTRIC F	OWER UTILITY ENGI	NEER (SUPERV	ISOR)			_		_
		\$5,752.00 - \$6,990.00)	01 19		1	12	E		S
WH54	9320	SENIOR INDUSTRIAL HYGIE	NE SPECIALIST, STA		TION INSURANCE	FUND		_		_
		\$5,264.00 - \$6,353.0	כ	01 19		1	12	E		S
IC64 .	3852	SENIOR INDUSTRIAL HYGIE				,	12	Е		s
		\$5,264.00 - \$6,353.0		01 19		1	12	E		3
LM82 1337	1337	SENIOR INFORMATION SYS		CIALIST)	285	1	6	Е		R
		A \$5,206.00 - \$6,327.0		19 29 19 29	285	1	6	E		R
		L \$5,206.00 - \$6,327.0			200	'	·	_		
LM80	1340	SENIOR INFORMATION SYS		01 19 29		1	12	E		S
	0504	\$5,206.00 - \$6,327.0 SENIOR INSECT BIOSYSTEI				•				
BF40	0531	A \$4,847.00 - \$5,851.0		, 19	208	1	6	E		R
		B \$5,082.00 - \$6,132.0		19	208	1	6	Е		R
		C \$5,320.00 - \$6,433.0		19	208	1	6	Ε		R
BF45	0525	SENIOR INSECT BIOSYSTE		R)						
2.,		A \$4,850.00 - \$5,854.0		01 19	208	1	12	E		S
		В \$5,085.00 - \$6,137.0		01 19	208	1	12	E		9
		C \$5,325.00 - \$6,438.0		01 19	208	1	12	E		0
QN15	6855	SENIOR INSPECTOR OF AL				1	12	Е		S
		\$4,113.00 - \$4,963.0	0	01 19	SION ON DEACE O				INBNG	
LC60	294B	SENIOR INSTRUCTIONAL D		OGY), COMINIS: 19	SION ON PEACE O	rrigen o	6 TANDANDS	E E	INTE	F
		\$4,960.00 - \$6,028.0 SENIOR INSTRUCTIONAL S	U Veterre Erverige		NI BEACE OFFICE					
LM24	2950			19	ON FEAGE OF THE	1	6	E	11111	F
MISS	0007	\$4,743.00 - \$5,763.0 SENIOR INSURANCE COMF	N IANCE DEFICER (SI		PARTMENT OF IN:	SURANCE				
VJ36	8607	\$4,778.00 - \$5,765.0		01 19 34 R1	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1	12	2		F
JC16	4410	SENIOR INSURANCE EXAM								
3010	44 10	A \$4,960.00 - \$6,028.0	•	19	004	1	6	2		F
		В \$5,448.00 - \$6,622.0		19	004	1	6	2		F
		C \$5,448.00 - \$6,622.0		19	004	1	6	2		F
		D \$5,984.00 - \$7,273.0	00	19	004	1	6	2		F
JC14	4411	SENIOR INSURANCE EXAM						_		
		A \$5,211.00 - \$6,286.		01 19	004	1	12	E E		;
		B \$5,726.00 - \$6,915.		01 19	004	1	12 12	E		,
		C \$5,726.00 - \$6,915.		01 19 01 19	004 004	1	12	E		
		D \$6,286.00 - \$7,606.		61 10	004	,	12	_		
VJ71	B577	SENIOR INSURANCE INVE		01 19 34		1	12	E		
100:	4.000	\$4,778.00 - \$5,765.		01 10 04		'		_		
JC34	4435	SENIOR INSURANCE RATE A \$4,960.00 - \$6,028.		19	004	1	6	2		- 1
		A \$4,960.00 - \$6,028. B \$5,448.00 - \$6,622.		19	004	1	6	2		Ì
BH60	1989	SENIOR INTEGRATED WAS	STE MANAGEMENT S							
D1 100	1000	\$5,088.00 - \$6,144.		01 19		1	12	Ε		
VI96	8595	SENIOR INVESTIGATOR, D		SUMER AFFAI	RS					
1,00	3000	\$4.350.00 - \$5.249	.00	01 19 34 P5		1	12	2		
	4664	SENIOR INVESTMENT OF	SOER RUBLIC EMPLO	DYEES' RETIRE	MENT SYSTEM (AI	TERNAT	VE INVESTI	IENTS)		
JV25	4664		JOHN, I ODERO EMILE	_ · · · · · · · · · · · · · · · · · · ·			12	E		



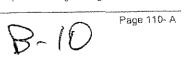
Code	Class Code	Full Class Title							:	
		Compensation	SISA	Footnotes	AR Crit	МСR	Prob. Mo.	WWG	ΝT	CBII
√U25	8837	SENIOR FIELD REPRESENTATIVE, BUREA \$4,505.00 - \$5,436.00	U OF E	LECTRONIC AND API 01 19 34	PLIANCE REP	'AIR 1	12	E		S07
E62	5428	SENIOR FINANCE PROGRAM EVALUATOR \$5,393.00 - \$6,831.00	R	01 19 29		1	12	E		E98
A15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMI	NER					-		
M17	2252	\$5,378.00 - \$6,864.00 SENIOR FISCAL SYSTEMS ANALYST, CAL	TRANS			1	12	2		R01
M18	2253	\$5,389.00 - \$6,549.00 SENIOR FISCAL SYSTEMS ANALYST, CAL	TRANS			1	12	E		R01
O25	1928	\$5,388.00 - \$6,548.00 SENIOR FISH HABITAT SUPERVISOR		01 19		1	12	E		S01
P80	0832	\$4,587.00 - \$5,573.00 SENIOR FISH PATHOLOGIST		01 19		1	12	E		S1
W80	9039	\$4,788.00 - \$5,780.00 SENIOR FOOD AND DRUG INVESTIGATOR	,	01 19		1	12	E		S10
		\$4,727.00 - \$5,705.00		19 34 R3		1	6	2		Ro
U30	5016	\$5,393.00 - \$6,506.00		01 19		1	12	E		SO
SBM3	6876	SENIOR FORESTRY EQUIPMENT MANAGE \$6,222.00 - \$6,861.00	R	01 19 34 R4		1	12	Е		So
H80	6353	SENIOR FOUNDATION DRILLER \$4,069.00 - \$4,868.00				1	6	2		R1
B90	3093	SENIOR GEOLOGICAL DRAFTING TECHNII \$3,615.00 - \$4,395.00	CIAN			1	6	2		R1
R70	3931	SENIOR GEOLOGIST (SPECIALIST) \$5,434.00 - \$6,556.00		01 19		1	12	Е		R1
R75	3932	SENIOR GEOLOGIST (SUPERVISOR)								
O65	6320	\$5,568.00 - \$6,720.00 SENIOR HATCHERY SUPERVISOR		01 19		1	12	E		S1
H91	3526	\$5,028.00 - \$6,114.00 SENIOR HAZARDOUS MATERIALS SPECIA	LIST (S	01 19 UPERVISORY)		1	12	E.		S1
H92	3527	\$5,020.00 - \$6,059.00 SENIOR HAZARDOUS MATERIALS SPECIA	•	01 19		1	12	E		S1
1102	5521	A \$5,017.00 - \$6,056.00 B \$5,495.00 - \$6,676.00	.2.01 (1	01 19 01 19	040 040	1 1	12 12	E E		R1 R1
IY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGI	NEER							
		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		RC RC
H66	3565	SENIOR HAZARDOUS SUBSTANCES SCIE \$5,266.00 - \$6,359.00	NTIST	01 19		1	12	Е		R1
(172	8449	SENIOR HEALTH CARE SERVICE PLAN AN \$5,137.00 - \$6,198.00	NALYST	01 19		1	12	E		SC
IX20	3802	SENIOR HEALTH PHYSICIST \$5,448.00 - \$6,904.00		01 19		1	12	E		S1
T90 .	4555	SENIOR HOUSING CONSTRUCTION INSPE	ECTOR,		NG FINANCE		6			RO
080	3260	\$6,460.00 - \$7,848.00 SENIOR HYDRAULIC ENGINEER							,	
M10	6462	\$6,460,00 - \$7,848,00 SENIOR HYDROELECTRIC PLANT OPERA	TOR	19		1	6	E		RO
1049.	3674	\$5,394.00 - \$6,368.00 SENIOR HYDROELECTRIC POWER UTILIT	Y ENGI	NEER (SPECIALIST)		1	6	2		R1
1048	3673	\$6,465.00 - \$7,857.00 SENIOR HYDROELECTRIC POWER UTILIT		19)	1	6	E		R
		\$6,465,00 - \$7,857,00		01 19	,	1 =UNID	12	E		\$0
VH54	9320	SENIOR INDUSTRIAL HYGIENE SPECIALIS \$5,448.00 - \$7,068.00	51, 5TA	01 19	INSURANCE I	-UND 1	12	Е		5
C64	3852	SENIOR INDUSTRIAL HYGIENIST \$5,448.00 - \$7,068.00		01 19		1	12	E		S
M82	1337	SENIOR INFORMATION SYSTEMS ANALYS A \$5,388.00 - \$6,875.00	ST (SPE	ECIALIST) 19 29	285	1	6	E		R
_M80	1340	L \$5,388.00 - \$6,875.00 SENIOR INFORMATION SYSTEMS ANALYS	ST (SUE	19 29	285	1	6	E		R
		\$5,658.00 - \$7,220.00		01 19 29		1	12	E		s
3F40	0531	SENIOR INSECT BIOSYSTEMATIST (SPEC A \$5,017.00 - \$6,056.00	ARLIST)	19	208	1	6	E		R
		B \$5,260.00 - \$6,347.00 C \$5,506.00 - \$6,658.00		19 19	208 208	1 1	6 6	E E		R R
BF45	0525	SENIOR INSECT BIOSYSTEMATIST (SUPE	ERVISO	R)			-			
		A \$5,020.00 - \$6,059.00 B \$5,263.00 - \$6,352.00		01 19 01 19	208 208	1 1	12 1 2	E		S S
		C \$5,511.00 - \$6,663.00		01 19	208	1	12	E		S

Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II	, DEPART		ANCE			_		0.07
JF32	4027	\$6,058.00 - \$7,679.00 SUPERVISING FRAUD PREVENTION SPI	ECIALIST.	01 19 34 R3		1	12	E		S07
JEJZ	4027	\$5,576.00 - \$6,727.00	LOIALIOT	01 19		1	12	E		S01
JF30	4028	SUPERVISING FRAUD PREVENTION SPI \$6,779.00 - \$7,474.00	ECIALIST	II 01 19		1	12	E		M01
HR30	3693	SUPERVISING GEOLOGIST		01 10		,	12	_		(110)
15.45	=	\$6,334.00 - \$7,655.00	DD 1	01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITO \$5,079.00 - \$6,434.00	JRI	01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITO	OR II	01		1	12	E		S01
BL40	0719	\$5,576.00 - \$7,063.00 SUPERVISING GROUNDSKEEPER I		O1		1	12	L		301
		A \$3,186.00 - \$3,828.00			040 040	1	6 6	2 2		R12 R12
BL20	0717	B \$3,497.00 - \$4,201.00 SUPERVISING GROUNDSKEEPER II			040	1	Ü	2		IX 32
-		A \$3,497.00 - \$4,201.00		01 43	040	1	12	2		S12
BL30	0716	B \$3,829.00 - \$4,614.00 SUPERVISING GROUNDSKEEPER II -CO	RRECTIO	01 43 NAL FACILITY	040	1	12	2		S12
DESC	0710	A \$3,828.00 - \$4,613.00	TITLE THE	43 R0	322	1	6	2		U12
		S \$3,829.00 - \$4,614.00		43 R0	322	1	6	2		U1:
BH90	3525	SUPERVISING HAZARDOUS MATERIALS \$5,977.00 - \$7,214.00	SPECIAL	.IST 01 19		1	12	E		S10
HY02	3724	SUPERVISING HAZARDOUS SUBSTANC	ES ENGIN							
		A \$6,242.00 - \$7,534.00 B \$7,377.00 - \$8,965.00		01 19 21 01 19 21	35 6 356	1 1	12 12	E E		S0:
HY01	3723	SUPERVISING HAZARDOUS SUBSTANC	ES ENGIN		000	,	12	-		
		A \$7,714.00 - \$9,311.00		01 19 21 01 19 21	356 356	1 1	12 12	E		S0 S0
BH67	3566	B \$8,097.00 - \$9,842.00 SUPERVISING HAZARDOUS SUBSTANC	ES SCIEN		330	1	12	E		30
		\$5,450.00 - \$6,578.00		01 19		1	12	E		S1
BH68	3567	SUPERVISING HAZARDOUS SUBSTANC \$6,275.00 - \$7,575.00	ES SCIEN	ITIST II 01 19		1	12	E		S1
K170	7055	SUPERVISING HEALTH CARE SERVICE	PLAN ANA			•		_		
LIVAO	0004	\$6,779.00 - \$7,474.00		01 19		1	12	E		MO
HX10	3801	SUPERVISING HEALTH PHYSICIST \$6,265.00 - \$7,950.00		01 19		1	12	E		S1
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT S	UPERINT				4-	_		5.4
DD10	2040	\$5,977.00 - \$7,214.00 SUPERVISING HOUSEKEEPER I		01 19		1	12	Ε.		S1
		\$2,254.00 - \$2,739.00		01 43		1	12	2		S1
DC90	2039	\$2,507.00 - \$3,050.00		01 43		1	12	2		S1
GO70	3257	SUPERVISING HYDRAULIC ENGINEER		0143			12	2		31
		\$8,097,00 - \$9,842.00		01 19		1	. 12	Е		SO
HO47	3672	SUPERVISING HYDROELECTRIC POWE \$8,097.00 - \$9,842.00	RUILLIT	O1 19		1	12	Е		SO
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SE	PECIALIS"	•	NSATION INSURAN			_		
IC65	3841	\$6,841.00 - \$8,107.00 SUPERVISING INDUSTRIAL HYGIENIST		01 19		1	12	E		M1
,000	0071	\$6,938.00 - \$8,227.00		01 19		1	12	Ε		M1
SY20	8874	SUPERVISING INSPECTOR BOARD OF F \$6,121.00 - \$8,187.00	PHARMAC	Y 01 19		1	12	E		S1
VW13	8811	SUPERVISING INSPECTOR, DEPARTME	NT OF MO			!	12	E		- 33
		\$3,567.00 - \$4,336.00		01 19		1	12	2		SO
VJ30	8560	SUPERVISING INSURANCE COMPLIANC \$5,364,00 - \$6,478.00	E OFFICE	ER, DEPARTMENT 01 19 34	OF INSURANCE	1	12	Е		SO
JC12	4403	SUPERVISING INSURANCE EXAMINER		27.1001		•	,2	_		-
1/170	0.570	\$6,162.00 - \$7,814.00	FO.D.	01 19		1	12	E		S0
VJ73	8578	SUPERVISING INSURANCE INVESTIGAT \$5,364.00 - \$6,478.00	IUR	01 19 34		1	12	E		S0
JC32	4432	SUPERVISING INSURANCE RATE ANALY	YST				. =	_		
BH87	0759	\$5,835.00 - \$7,047.00 SUPERVISING INTEGRATED WASTE MA	NAGEME	01 19 NT SPECIALIST I		1	12	Е		SO
	0100	\$5,450.00 - \$6,578.00		01 19		1	12	Е		S1
BH86	0752	SUPERVISING INTEGRATED WASTE MA	NAGEME	NT SPECIALIST II 01 19		1	12	Е		S1
JE10	9072	\$6,275.00 - \$7,575.00 SUPERVISING INVESTIGATIVE AUDITOR	R, DEPAR		AND AGRICULTUI		12	_		J
		\$5,079.00 - \$6,434.00		01 19		1	12	E		SO
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFI \$5,576.00 - \$6,727.00	ED PUBLI	C ACCOUNTANT 01 19		1	12	E		SO



Code	Code	Full Class Title						140410		^
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
F70	3897	SENIOR SAFETY ENGINEER -ELECTRIC \$5,336.00 - \$6,483.00		19		1	6	E		R09
F50	3894	SENIOR SAFETY ENGINEER -ELEVATO \$5,341.00 - \$6,490.00		01 19		1	12	E		S 09
60	3909	SENIOR SAFETY ENGINEER INDUSTR \$5,336.00 - \$6,483.00		19		1	6	E		R09
34 5	3905	SENIOR SAFETY ENGINEER -MINING A \$5,341.00 - \$6,490.00		01 19		1	12	E		S 09
320	3903	SENIOR SAFETY ENGINEER -PRESSUR \$5,341.00 - \$6,490.00	RE VESSEL	.S- 01 19		1	12	Ε		S 09
H12	9808	SENIOR SAFETY SPECIALIST, CALTRA A \$4,743.00 - \$5,763.00	NS	01 19	285 285	1	12 12	E E		R0′ R0′
IY60	3822	L \$4,743.00 - \$5,763.00 SENIOR SANITARY ENGINEER		01 19	200	1	12	E		509
BC31	0492	\$5,341.00 - \$6,490.00 SENIOR SEED BOTANIST (SPECIALIST)	19	208	1	6	E		R10
		A \$4,855.00 - \$5,858.00 B \$5,088.00 - \$6,143.00 C \$5,336.00 - \$6,440.00		19 19	208 208	1	6 6	E E		R10 R10
3C35	0498	SENIOR SEED BOTANIST (SUPERVISO A \$4,858.00 - \$5,862.00	R)	01 19	208	1	12	E		S 1
		B \$5,090.00 - \$6,148.00 C \$5,341.00 - \$6,443.00		01 19 01 19	208 208	1 1	12 12	E E		S 1 S 1
HT15	3749	SENIOR SEISMOLOGIST \$5,253.00 - \$6,339.00		01 19		1	12	E		S 1
H29	3948	SENIOR SIGNAL AND TRAIN CONTROL \$5,085.00 - \$6,179.00	.INSPECTO	OR 01 19		1	12	E		S1
CD0 5	5494	SENIOR SMALL BUSINESS OFFICER \$5,493.00 - \$6,057.00		01 19		1	12	E		M 0
KE15	9767	SENIOR SPECIAL AGENT DEPARTMEN \$6,573.00 - \$7,946.00		01 19 R3		1	12	E		E9
/G55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, \$6,681.00 - \$7,367.00	DEPARTM	ENT OF JUSTICE 01 19 34 R3		1	12	E		ΜO
/I90	8550	SENIOR SPECIAL INVESTIGATOR \$4,350.00 - \$5,249.00		19 34 R8		1	6	2		RO
/192	8558	SENIOR SPECIAL INVESTIGATOR, DEF \$4,350.00 - \$5,249.00		19 34 P5		LOPMEN 1	FAL SERVICE 6	2 2		RO
KT54	5449	SENIOR SPECIALIST PROPERTY APPE \$4,960.00 - \$6,028.00		19		1	6	2		RO
KT60	5453	SENIOR SPECIALIST PROPERTY AUDI \$4,960.00 - \$6,028.00		19	IF EQUALIZATION	1	6	2		R
GQ80	3289	SENIOR SPECIFICATION WRITER HYD \$5,341.00 - \$6,490.00	KAULIC 5	01 19		1	12	E		S
BU72	2795	SENIOR STATE ARCHEOLOGIST \$4,858.00 - \$5,864.00	ži ocičt	01 19		1	12	E		S
BU78	2829	\$4,626.00 - \$5,585.00	JEUGIS I	01 19		1	12	E		S
CD80	1257	SENIOR STENOGRAPHER A \$2,510.00 - \$3,052.00 L \$2,510.00 - \$3,052.00		24 43 24 43	285 322 285 322	1 1	6 6	2 2		U
O F	2000	\$ \$2,510.00 - \$3,052.00 \$ \$2,511.00 - \$3,054.00 SENIOR STENOGRAPHER, LEGAL		24 43	285 322	1	6	2		Ü
CE55	3223	A \$2,419.00 - \$2,941.00 B \$2,704.00 - \$3,285.00	SISA	20 21 20 21	229 229	1 1	6 6	2 2		R R
GV50	3336	SENIOR STRUCTURAL ENGINEER \$5,590.00 - \$6,790.00		19		1	6	2		R
GW20	3362	SENIOR STRUCTURAL ENGINEER -EM \$39.17 - \$43.19 HR	MERGENCY	'		1	0	2	NT	R
HC45	3429	SENIOR SUBSIDENCE ENGINEER, ST \$5,093.00 - \$6,191.00	ATE LAND	S DIVISION 01 19		1	12	E		s
LX50	5563	SENIOR SURVEY INTERVIEWER \$12.01 \$12.98 HR		01 43		1	12	2		S
GC40	3024	SENIOR TAX AREA DELINEATOR \$3,418.00 - \$4,153.00				1	6	2		R
JJ64	8687	SENIOR TAX COMPLIANCE REPRESE \$4,316.00 - \$5,247.00	NTATIVE (SPECIALIST) 19		1	6	2		R
JJ62	8688	SENIOR TAX COMPLIANCE REPRESE \$4,316.00 - \$5,247.00) AVITATIVE	SUPERVISOR) 01 19		1	12	2		S
HK75	3637	SENIOR TELECOMMUNICATIONS EN \$5,593.00 \$6,798.00	GINEER	01 19		1	12	E		S

Code	Code	Full Class Title		F4 : 4	4D C-14	MACH	Drob M.	. 100010	NT	CBII
		Compensation	SISA	Footnotes	AR Crit	WICK	Prob. Mo.	44446	- N 1	الص
K20	3954	SENIOR RESTORATION ARCHITECT \$5,752.00 - \$6,990.00		01 19		1	12	Ë		S09
(R40	4962	SENIOR RIGHT OF WAY AGENT \$5,211.00 - \$6,286.00	.c	01 19		1	12	E		\$01
F97	3892	\$5,752.00 - \$6,990.00		o1 19		1	12	E		S09
F90	3900	SENIOR SAFETY ENGINEER -CONSTR \$5,747.00 - \$6,982.00		19		1	6	E		R 09
F70	3897	SENIOR SAFETY ENGINEER -ELECTR \$5,747.00 - \$6,982.00		19		1	6	E		R 09
F50	3894	SENIOR SAFETY ENGINEER -ELEVATOR \$5,752.00 - \$6,990.00 SENIOR SAFETY ENGINEER -INDUSTR		01 19		1	12	E		S 0
G60	3909	\$5,747.00 - \$6,982.00 SENIOR SAFETY ENGINEER -MINING		19 FUNG-		1	6	E		R0
G45	3905	\$5,752.00 - \$6,990.00 SENIOR SAFETY ENGINEER -PRESSL		01 19		1	12	Е		S0
G20	3903	\$5,752.00 - \$6,990.00 SENIOR SAFETY SPECIALIST, CALTRA		01 19		1	12	E		S0
H12	9808	A \$4,743.00 - \$5,763.00 L \$4,743.00 - \$5,763.00	nivo	01 19 01 19	285 285	1 1	12 12	E E		R0 R0
HY60	3822	SENIOR SANITARY ENGINEER \$5,752.00 - \$6,990.00		01 19		1	12	E		S 0
BC31	0492	SENIOR SEED BOTANIST (SPECIALIS	T)	19	208	1	6	E		R1
		A \$4,855.00 - \$5,858.00 B \$5,088.00 - \$6,143.00 C \$5,336.00 - \$6,440.00		19 19	208 208	1 1	6 6	E		R1 R1
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR \$4,858,00 - \$5,862.00 B \$5,090.00 - \$6,148.00	OR)	01 19 01 19	208 208	1	12 12	E		S1 S1
H T 15	3749	C \$5,341.00 - \$6,443.00 SENIOR SEISMOLOGIST		01 19	208	1	12	E E		S1 S1
iH29	3948	\$5,253.00 - \$6,339.00 SENIOR SIGNAL AND TRAIN CONTRO	L INSPECT			1	12 12	E		s S
KD05	5494	\$5,085.00 - \$6,179.00 SENIOR SMALL BUSINESS OFFICER		01 19 01 19		1	12	E		м
XE15	9767	\$5,493.00 - \$6,057.00 SENIOR SPECIAL AGENT DEPARTME \$6,908.00 - \$8,351.00	NT OF COF			1	12	E		E!
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE \$6,681.00 - \$7,367.00	, DEPARTN			1	12	E		M
V190	8550	SENIOR SPECIAL INVESTIGATOR \$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R
VI92	8558	SENIOR SPECIAL INVESTIGATOR, DE \$4,350.00 - \$5,249.00	PARTMEN		EALTH AND DEVE	LOPMEN	NTAL SERVIC 6	ES 2		R
KT54	5449	SENIOR SPECIALIST PROPERTY APF \$4,960.00 - \$6,028.00	PRAISER (B		ZATION)	1	6	r. 2		R
KT60	5453	SENIOR SPECIALIST PROPERTY AUG \$4,960.00 - \$6,028.00	DITOR APPI		OF EQUALIZATION) 1	6	2		R
GQ80	3289	SENIOR SPECIFICATION WRITER HY \$5,75Z.00 - \$6,990.00	DRAULIC S	TRUCTURES 01 19		1	12	E		s
BU72	2795	SENIOR STATE ARCHEOLOGIST \$4,858.00 - \$5,864.00		01 19		1	12	E		S
BU78	2829	SENIOR STATE PARK RESOURCE EC \$4,626.00 - \$5,585.00	COLOGIST	01 19		1	12	E		S
CD80	1257	SENIOR STENOGRAPHER A \$2,510.00 - \$3,052.00		24 43	285 3Z2 285 322	1	6 6	2 2		U
		L \$2,510.00 - \$3,052.00 S \$2,511.00 - \$3,054.00		24 43 24 43	285 322	1	6	2		U
GV50	3336	SENIOR STRUCTURAL ENGINEER \$6,020.00 - \$7,313.00		19		1	6	2		F
GW20	3362	SENIOR STRUCTURAL ENGINEER -E \$42.19 - \$46.52 HR				1	0	2	NT	F
HC45	3429	SENIOR SUBSIDENCE ENGINEER, S \$5,429.00 - \$6,600.00	TATE LAND	DS DIVISION 01 19		1	12	E		S
LX50	5563	SENIOR SURVEY INTERVIEWER \$12.01 - \$12.98 HR		01 43		1	12	2		5
GC40	3024	SENIOR TAX AREA DELINEATOR \$3,418.00 - \$4,153.00				1	6	2		F
JJ64	8687	SENIOR TAX COMPLIANCE REPRES \$4,316.00 - \$5,247.00	SENTATIVE	(SPECIALIST) 19		1	6	2		F



Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crît	MCR	Prob. Mo.	WWG	NT	CBI
XL42	9831	SENIOR PSYCHOLOGIST (HEALTH F \$5,528.00 - \$7,397.00	ACILITY) (SU	PERVISOR) 01 19		1	12	Ε		S19
XL39	9289	SENIOR PSYCHOLOGIST, CORRECT	TONAL FACIL			,	12	_		510
, Lab	3200	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
L43	9287	SENIOR PSYCHOLOGIST, CORRECT	IONAL FACIL							_
		\$5,111,00 - \$7,046,00	TONAL FACIL	19		1	6	E		R19
(L44	9288	SENIOR PSYCHOLOGIST, CORRECT \$5,528,00 - \$7,397,00	TUNAL FACIL	01 19 R0	l	1	12	Е		S19
)H55	6182	SENIOR PUBLIC EMPLOYMENT RELA	ATIONS COU			•	12	_		010
.,,,,,,	0,02	\$7,686.00 - \$9,484.00		19		1	6	SE		E97
X60	0563	SENIOR PUBLIC HEALTH BIOLOGIST	Ī							
		\$4,797.00 - \$6,072.00		19		1	6	E		R10
C80	7987	SENIOR RADIOLOGIC TECHNOLOGIS	ST (SPECIALI	IST)						
		A \$3,099.00 - \$3,765.00			040 040	1 1	6 6	2 2		R20
	7005	B \$3,387.00 - \$4,115.00	er /ebeciali	CT CAEETV	040	1	б	2		R20
C82	7995	SENIOR RADIOLOGIC TECHNOLOGIC A \$3,099.00 - \$3,765.00	31 (SELCIALI	R1	040	1	6	2		R20
		B \$3,387.00 - \$4,115.00		R1	040	1	6	2		R20
C85	7361	SENIOR RADIOLOGIC TECHNOLOGIS	ST (SUPERVI	SOR)						
		A \$3,280.00 - \$3,915.00		01	040	1	12	2		S2
		B \$3,615.00 - \$4,317.00		01	040	1	12	2		S2
C86	7997	SENIOR RADIOLOGIC TECHNOLOGIS	ST (SUPERVI							
		A \$3,280.00 ~ \$3,915.00		01 01	040 040	1 1	12 12	2 2		S2
	0850	B \$3,615.00 - \$4,317.00 SENIOR RADIOLOGIC TECHNOLOGIS	CT COBBEC			ı	12	2		SZ
C92	9350	A \$3,099.00 - \$3,765.00	al, CORREC	HONAL PACIENT (3	040 437	1	6	2		R2
		B \$3,387.00 - \$4,115.00			040 437	1	6	2		R2
		P \$4,786.00 - \$5,411.00			040 437	1	6	2		R2
		R \$4,786.00 - \$5,411.00			040 437	1	. 6	2		R2
C93	9351	SENIOR RADIOLOGIC TECHNOLOGIS	ST, CORREC	TIONAL FACILITY (SUPERVISOR)					
		A \$3,280.00 - \$3,915.00		01	040 437	1	12	2		SZ
		B \$3,615.00 - \$4,317.00		01	040 437	1	12	2		S2
	0000	P \$5,073.00 - \$5,628.00	CONTROL O	01	040 437	1	12	2		52
126	3922	SENIOR RAPID TRANSIT COMPUTER \$6,460,00 - \$7,848.00	CONTROL	01 19	131	1	12	Е		Ro
S71	9597	SENIOR REAL ESTATE OFFICER		0. (0		·	12	-		
.071	2021	\$5,393.00 - \$6,506.00		01 19		1	12	Е		So
X04	3815	SENIOR REHABILITATION ENGINEER	RING CONSU	LTANT						
		\$6,460.00 - \$7,848.00		19		1	6	E		R0
K20	3954	SENIOR RESTORATION ARCHITECT								
		\$6,465.00 - \$7,857.00		01 19		1	12	Е		So
(R40	4962	SENIOR RIGHT OF WAY AGENT						_		
		\$5,393.00 - \$6,506.00		01 19		1	12	E		So
F97	3892	SENIOR SAFETY ENGINEER (AMUSE	EMENT RIDES	5)			40	_		SO
	0000	\$6,465.00 - \$7,857.00	TRUCTION	01.19	21	1	12	E	9	au
F90	3900	SENIOR SAFETY ENGINEER -CONST	I RUC HUN-	19		1	6	E		RO
E70	3897	\$6,460.00 - \$7,848.00 SENIOR SAFETY ENGINEER -ELECT	PICAL.	10		•	ū	L		110
F70	3087	\$6,460.00 - \$7,848.00	TONE-	19		1	6	Е		R
F50	3894	SENIOR SAFETY ENGINEER -ELEVA	TORS-			-				
. 50	000,	\$6,465.00 - \$7,857.00		01 19		1	12	E		S
G60	3909	SENIOR SAFETY ENGINEER INDUS	TRIAL-							
		\$6,460.00 - \$7,848.00		19		1	6	E		RI
G45	3905	SENIOR SAFETY ENGINEER -MINING	S AND TUNNI	ELING-						
		\$6,465.00 - \$7,857.00		01 19		1	12	E		SI
G20	3903	SENIOR SAFETY ENGINEER - PRESS	SURE VESSE				4.0	F		C
		\$6,465.00 - \$7,857.00		01 19		1	12	Ē		S
H12	9808	SENIOR SAFETY SPECIALIST, CALT	RANS	04.40	285	1	12	E		R
		A \$4,909.00 - \$5,965.00 L \$4,909.00 - \$5,965.00		01 19 01 19	285	1	12	E		R
HY60	3822	SENIOR SANITARY ENGINEER		u 10	200	•		_		
1100	JUZZ	\$6,465.00 - \$7,857.00		01 19		1	12	Ë		S
BC31	0492	SENIOR SEED BOTANIST (SPECIAL	IST)							
• '		A \$5,025.00 - \$6,063.00	-	19	208	1	6	E		R
		B \$5,266.00 \$6,358.00		19	208	1	6	E		R
		C \$5,523.00 - \$6,665.00		19	208	1	6	E		R
BC35	0498	SENIOR SEED BOTANIST (SUPERV	ISOR)	04.45	ne n			_		_
		A \$5,028.00 - \$6,067.00		01 19	208	1	12 12	E E		S
		B \$5,268.00 - \$6,363.00 C \$5,528.00 - \$6,669.00		01 19 01 19	208 208	1	12	E		S
		. <u> </u>				4	1/4			_

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Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit		Prob. Mo.	WWG	NT	CBID
		S \$5,444.00 - \$7,296.00	TIONAL EACH	19	322	1	6	Е		U19
XL43	9287	SENIOR PSYCHOLOGIST, CORRECT A \$5,285.00 - \$7,286.00	HONAL FACIL	19 (SPECIALIST)	448	1	6	E.		R19
		A \$5,285.00 - \$7,286.00 P \$8,416.00 - \$9,376.00		19	448	1	6	Ē		R19
(L44	9288	SENIOR PSYCHOLOGIST, CORRECT	TIONAL FACIL							
,.	02.00	A \$5,716.00 - \$7,649.00		01 19 R0	448	1	12	Е		S19
		P \$9,252.00 ~ \$9,616.00		01 19 R0	448	1	12	Ε		S19
DH55	6182	SENIOR PUBLIC EMPLOYMENT RE	LATIONS COU				_	05		5 07
		\$7,686.00 - \$9,484.00		19		1	6	SE		E97
SX60	0563	SENIOR PUBLIC HEALTH BIOLOGIS	51	19		1	6	E		R10
	7987	\$4,960.00 - \$6,278.00 SENIOR RADIOLOGIC TECHNOLOG	SIST /SDECIALI	• -		1	0	<u>_</u>		NIU
C80	1901	A \$3,204.00 - \$3,893.00	JOT (OF ECIALI	31)	040	1	6	2		R20
		B \$3,502.00 - \$4,255.00			040	1	6	2		R20
C82	7995	SENIOR RADIOLOGIC TECHNOLOG	SIST (SPECIALI	ST-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
C85	7361	SENIOR RADIOLOGIC TECHNOLOG	SIST (SUPERVI	•						
		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
C86	7997	SENIOR RADIOLOGIC TECHNOLOG	SIST (SUPERVI		040		40	2		S20
		A \$3,392.00 - \$4,048.00		01 01	040 040	1	· 12	2		S20
CDO	0250	B \$3,738.00 - \$4,464.00 SENIOR RADIOLOGIC TECHNOLOG	SIST CODDEC			1	12	2		OZU
C92	9350	A \$3,204.00 - \$3,893.00	SIST, CORREC	HONAL PAGILITI (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
C93	9351	SENIOR RADIOLOGIC TECHNOLOG	SIST, CORRECT	TIONAL FACILITY (SUPERVISOR)					
		A \$3,392.00 - \$4,048.00		01	040 437	1	12	2		\$20
		B \$3,738.00 - \$4,464.00		01	040 437	1	12	2		\$20
		P \$5,245.00 - \$5,819.00		01	040 437	1	12	2		S20
H26	3922	SENIOR RAPID TRANSIT COMPUTE	ER CONTROL S		.IST	1	40	E		Dor
	0000	\$7,371.00 - \$8,955.00	PECIALICE	01 19		'	12	E.		Ros
(S69	9602	SENIOR REAL ESTATE OFFICER (\$ \$5,576.00 - \$6,727.00	PECIALIST)	01 19		1	12	Е		R01
(S71	9597	SENIOR REAL ESTATE OFFICER (S	HEEN/ISORY			,	12	_		1101
(3/1	5057	\$5,576.00 - \$6,727.00	OF ERVISORY	01 19		1	12	E		S01
1X04	3815	SENIOR REHABILITATION ENGINE	FRING CONSIL			·	,_			-
1,004	50,0	\$7,371.00 - \$8,955.00		19		1	6	Е		R09
K20	3954	SENIOR RESTORATION ARCHITEC	т							
1120		\$7,377,00 - \$8,965,00	•	01 19		1	12	E		S09
(R40	4962	SENIOR RIGHT OF WAY AGENT								
		\$5,576.00 - \$6,727.00		01 19		1	12	E.		\$01
F97	3892	SENIOR SAFETY ENGINEER (AMUS	SEMENT RIDES	3)						
		\$7,377.00 - \$8,965.00		01 19		1	12 .	Ε̈́	1.000	S09
F90	3900	SENIOR SAFETY ENGINEER -CON:	STRUCTION-							
		\$7,371.00 - \$8,955.00		19		1	6	E		R09
F70	3897	SENIOR SAFETY ENGINEER -ELEC	TRICAL-							
		\$7,371.00 - \$8,955.00		19		1	6	Е		R09
F50	3894	SENIOR SAFETY ENGINEER -ELEV	'ATORS-					_		
		\$7,377.00 - \$8,965.00		01 19		1	12	Е		S09
G60	3909	SENIOR SAFETY ENGINEER -INDU	STRIAL-				_	_		B. c.
		\$7,371.00 - \$8,955.00		19		1	6	E		Ros
G45	3905	SENIOR SAFETY ENGINEER -MINII	NG AND TUNNE				45	_		CO
		\$7,377.00 - \$8,965.00		01 19		1	12	Е		S0!
G20	3903	SENIOR SAFETY ENGINEER -PRES	SSURE VESSE				40	_		500
	2222	\$7,377.00 - \$8,965.00	TOANO	01 19		1	12	E		SO
H12	9808	SENIOR SAFETY SPECIALIST, CAL	IRANS	04.40	285	1	12	E		RO
		A \$5,076.00 - \$6,168.00 L \$5,076.00 - \$6,168.00		01 19 01 19	285	1	12	E		RO
JVEU	3822	SENIOR SANITARY ENGINEER		01 15	200	•	12	_		110
4Y60	3822	\$7,377.00 - \$8,965.00		01 19		1	12	E		SO
BC31	0492	SENIOR SEED BOTANIST (SPECIA	LIST)	5. 10		•	1,2	-		0.5
	- 102	A \$5,196.00 - \$6,269.00	,	19	208	1	6	Е		R1
		B \$5,445.00 - \$6,574.00		19	208	1	6	E		R1
		C \$5,711.00 - \$6,892.00		19	208	1	6	E		R10
BC35	0498	SENIOR SEED BOTANIST (SUPER	VISOR)							
		A \$5,199.00 - \$6,273.00		01 19	208	1	12	Ē		S1
		B \$5,447.00 - \$6,579.00		01 19	208	1	12	E		S1
		C \$5,716.00 - \$6,896.00		01 19	208	1	12	E		S1



Code	Code	Full Class Title	Q1Q A	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
	000-	Compensation		າ ບັດເມດເຮອ	ANOIR		, , , , , , , , , , , , , , , , , , , ,			
F70	3897	SENIOR SAFETY ENGINEER -ELECTRICA \$5,336.00 - \$6,483.00	\ L"	19		1	6	Е		R09
50	3894	SENIOR SAFETY ENGINEER -ELEVATOR \$5,341.00 - \$6,490.00	.S-	01 19		1	12	E		S 09
G60	3909	SENIOR SAFETY ENGINEER -INDUSTRIA \$5,336.00 - \$6,483.00	L-	19		1	6	E		R 09
345	3905	SENIOR SAFETY ENGINEER -MINING AN \$5,341.00 - \$6,490.00	d tunne	ELING- 01 19		1	12	E		S 09
G20	3903	SENIOR SAFETY ENGINEER -PRESSURE \$5,341.00 - \$6,490.00	VESSEL	_S- 01 19		1	12	E		S 09
112	9808	SENIOR SAFETY SPECIALIST, CALTRAN. A \$4,743.00 - \$5,763.00	S	01 19	285	1	12	E		R01
IY60	3822	L \$4,743.00 - \$5,763.00 SENIOR SANITARY ENGINEER		01 19	285	1	12	E		R01
IC31	0492	\$5,341.00 - \$6,490.00 SENIOR SEED BOTANIST (SPECIALIST)		01 19		1	12	E		S 09
031	0432	A \$4,855.00 - \$5,858.00		19	208	1	6	E		R 10 R 10
		B \$5,088.00 - \$6,143.00 C \$5,336.00 - \$6,440.00		19 19	208 208	1	6 6	E E		R10
C35	0498	SENIOR SEED BOTANIST (SUPERVISOR)	01 40	208	1	12	E		S 10
		A \$4,858.00 - \$5,862.00 B \$5,090.00 - \$6,148.00		01 19 01 19	208	1	12	E		S 10
17 2 5	07.10	C \$5,341.00 - \$6,443.00		01 19	208	1	12	Е		S 10
IT15	3749	\$5,253.00 - \$6,339.00		01 19		1	12	E		S 10
129	3948	SENIOR SIGNAL AND TRAIN CONTROL I \$5,085.00 - \$6,179.00	NSPECT	OR 01 19		1	12	E		S11
(D05	5494	SENIOR SMALL BUSINESS OFFICER \$5,493.00 ~ \$6,057.00		01 19		1	12	E		M01
Œ15	9767	SENIOR SPECIAL AGENT DEPARTMENT \$6,573.00 - \$7,946.00		01 19 R3		1	12	E		E98
/G55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, D \$6,681.00 ~ \$7,367.00	EPARTM	ENT OF JUSTICE 01 19 34 R3		1	12	E		M 07
/190	8550	SENIOR SPECIAL INVESTIGATOR \$4,350.00 - \$5,249.00		19 34 R8		1	6	2		R07
/192	8558	SENIOR SPECIAL INVESTIGATOR, DEPA \$4,350.00 - \$5,249.00		19 34 P5		LOPMEN 1	ITAL SERVICE 6	S 2		R07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRA \$4,960.00 - \$6,028.00		19		1	6	2		R01
₹ Т60	5453	SENIOR SPECIALIST PROPERTY AUDIT \$4,960.00 - \$6,028.00		19	F EQUALIZATION) 1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDR \$5,341,00 - \$6,490.00	AULIC S	TRUCTURES 01 19		1	12	Е		\$09
BU72	2795	SENIOR STATE ARCHEQLOGIST \$4,858.00 - \$5,864.00		01 19	4	1	12	E		S 10
BU78	2829	SENIOR STATE PARK RESOURCE ECO! \$4,626.00 - \$5,585.00	_OGIST	01 19		1	12	E		510
CD80	1257	SENIOR STENOGRAPHER			605.000					110
		A \$2,510.00 - \$3,052.00 L \$2,510.00 - \$3,052.00		24 43 24 43	285 322 285 322	1 1	6 6	2 2		U 04
		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	AZIZ	20 21	229	1	6	2		R04
		A \$2,419.00 - \$2,941.00 B \$2,704.00 - \$3,285.00	JIJA	20 21	229	1	6	2		R0
GV50	3336	SENIOR STRUCTURAL ENGINEER \$5,590.00 - \$6,790.00		19		1	6	2		R0
GW20	3362	SENIOR STRUCTURAL ENGINEER -EME \$39.17 \$43.19 HR				1	0	2	NΤ	R0
HC45	3429	SENIOR SUBSIDENCE ENGINEER, STAT \$5,093.00 - \$6,191.00	TE LAND	S DIVISION 01 19		1	12	Ė		S0
LX50	5563	SENIOR SURVEY INTERVIEWER \$12.01 - \$12.98 HR		01 43		1	12	2		50
GC40	3024	SENIOR TAX AREA DELINEATOR \$3,418.00 - \$4,153.00				1	6	2		R1
JJ64	8687	SENIOR TAX COMPLIANCE REPRESEN \$4,316.00 \$5,247.00	TATIVE (SPECIALIST) 19		1	6	2		R0
JJ62	8688	\$4,316.00 - \$5,247.00 SENIOR TAX COMPLIANCE REPRÉSEN \$4,316.00 - \$5,247.00	ITATIVE (=		1	12	2		\$0
HK75	3637	SENIOR TELECOMMUNICATIONS ENG	INEER	20						
		\$5,593.00 - \$6,798.00		01 19		1	12	E		St

Schem Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
K20	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	Ε		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEME \$5,752.00 - \$6,990.00		6) 01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRU \$5,747,00 - \$6,982.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRIC \$5,747,00 - \$6,982.00		19		1	6	E		R 09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATOR \$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRI \$5,747.00 ~ \$6,982.00		19		1	6	Е		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AI \$5,752.00 - \$6,990.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSUR \$5,752,00 - \$6,990.00		LS- 01 19		1	12	E		509
H12	9808	SENIOR SAFETY SPECIALIST, CALTRAI A \$4,743.00 - \$5,763.00	NS .	01 19	285	1	12	E E		R01
HY60	3822	L \$4,743.00 - \$5,763.00 SENIOR SANITARY ENGINEER		01 19	285	1	12 12	E		S09
BC31	0492	\$5,752,00 - \$6,990.00 SENIOR SEED BOTANIST (SPECIALIST))	01 19	000		32 B	E		R10
		A \$4,855.00 - \$5,858.00 B \$5,088.00 - \$6,143.00		19 19	208 208	1 1	6 6	E		R10
BC35	0498	C \$5,336.00 - \$6,440.00 SENIOR SEED BOTANIST (SUPERVISOR	R)	19	208					
		A \$4,858.00 - \$5,862.00 B \$5,090.00 - \$6,148.00		01 19 01 19	208 208	1	12 12	E		S10 S10
HT15	3749	C \$5,341.00 - \$6,443.00 SENIOR SEISMOLOGIST		01 19	208	1	12	E		S10 S10
IH29	3948	\$5,253.00 - \$6,339.00 SENIOR SIGNAL AND TRAIN CONTROL	INSPECT			1	12 12	E		S1
KD05	5494	\$5,085.00 - \$6,179.00 SENIOR SMALL BUSINESS OFFICER		01 19		1	12	E		M0
XE15	9767	\$5,493.00 - \$6,057.00 SENIOR SPECIAL AGENT DEPARTMEN	T OF COP	01 19 RRECTIONS 01 19 R3		1	12	E		E9
VG55	8522	\$6,908.00 - \$8,351.00 SENIOR SPECIAL AGENT-IN-CHARGE,	DEPARTN			1	12	E		м0
V190	8550	\$6,681.00 - \$7,367.00 SENIOR SPECIAL INVESTIGATOR		19 34 R8		1	6	2		R0
VI92	8558	\$4,350.00 - \$5,249.00 SENIOR SPECIAL INVESTIGATOR, DEP	ARTMEN	TS OF MENTAL H	EALTH AND DEVE	LOPMEN				RO
KT54	5449	\$4,350.00 - \$5,249.00 SENIOR SPECIALIST PROPERTY APPR			IZATION)	1			54 T.T-	
KT60	5453	\$4,960.00 - \$6,028.00 SENIOR SPECIALIST PROPERTY AUDI	TOR APPI	RAISER (BOARD (OF EQUALIZATION	1	6	2		R0 R0
GQ80	3289	\$4,960.00 - \$6,028.00 SENIOR SPECIFICATION WRITER HYD	RAULIC S			1	6	2		
BU72	2795	\$5,752.00 - \$6,990.00 SENIOR STATE ARCHEOLOGIST		01 19		1	12	E		SC
BU78	2829	\$4,858.00 - \$5,864.00 SENIOR STATE PARK RESOURCE ECC	DLOGIST	01 19		1	12	E		S´
CD80	1257	\$4,626,00 - \$5,585.00 SENIOR STENOGRAPHER		01 19		1	12	E		\$
		A \$2,510.00 - \$3,052.00 L \$2,510.00 - \$3,052.00		24 43 24 43	285 322 285 322	1 1	6 6	2		UI
GV50	3336	S \$2,511.00 - \$3,054.00 SENIOR STRUCTURAL ENGINEER		24 43	285 322	1	6	2		U
GW20	3362	\$6,020,00 - \$7,313.00 SENIOR STRUCTURAL ENGINEER -EM	1ERGENC	19 Y-		1	6	2		R
HC45	3429	\$42.19 - \$46.52 HR SENIOR SUBSIDENCE ENGINEER, STA				1	0	2	NΤ	R
LX50	5563	\$5,429.00 - \$6,600.00 SENIOR SURVEY INTERVIEWER		01 19		1	12	E		S
GC40	3024	\$12.01 - \$12.98 HR SENIOR TAX AREA DELINEATOR		01 43		1	12	2		S
JJ64	8687	\$3,418.00 - \$4,153.00 SENIOR TAX COMPLIANCE REPRESE	AVITATM	(SPECIALIST)		1	6	2		R
5504	0007	\$4,316.00 - \$5,247.00		19		1	6	2		R

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Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBI
-IT15	3749	SENIOR SEISMOLOGIST								
		\$5,437.00 - \$6,561.00	DOL NODEOTO	01 19		1	12	E		510
H29	3948	SENIOR SIGNAL AND TRAIN CONT \$5,263.00 - \$6,395.00	ROLINSPECTO	01 19		1	12	Е		S11
(D05	5494	SENIOR SMALL BUSINESS OFFICE	R							
	0707	\$5,685,00 - \$6,269.00	MENT OF COD	01 19 ECTIONS		1	12	E		Mo ²
⟨E15	9767	SENIOR SPECIAL AGENT DEPART \$7,150.00 - \$8,643.00	WENT OF COR	01 19 R3		1	12	E		E98
/G55	8522	SENIOR SPECIAL AGENT-IN-CHAR	GE, DEPARTMI							
/190	8550	\$7,739.00 - \$8,532.00 SENIOR SPECIAL INVESTIGATOR		01 19 34 R3		1	12	E		MO
/190	0000	\$4,727.00 - \$5,705.00		19 34 R8		1	6	2		Ro
/192	8558	SENIOR SPECIAL INVESTIGATOR,	DEPARTMENT		ALTH AND DEVEL	OPMEN [®]				Do
(T54	5449	\$4,727.00 - \$5,705.00 SENIOR SPECIALIST PROPERTY A	PPRAISER (BO	-19 34 P5 ARD OF EQUALIZ	ZATION)	1	6	2		RO
(104	3773	\$5,134.00 - \$6,239.00		19		1	6	2		RO
<t60< b=""></t60<>	5453	SENIOR SPECIALIST PROPERTY A	UDITOR APPRA	•	F EQUALIZATION)	1	C	2		E1 (1)
3Q80	3289	\$5,134.00 - \$6,551.00 SENIOR SPECIFICATION WRITER	HYDRAULIC ST	19 RUCTURES		1	6	2		R0
JQ00	0200	\$6,465.00 - \$7,857.00	,5,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	01 19		1	12	E		So
3U72	2795	SENIOR STATE ARCHEOLOGIST		04.40		1	40	E		C4
3U7B	2829	\$5,028.00 - \$6,069.00 SENIOR STATE PARK RESOURCE	ECOLOGIST	01 19		ı	12	E		S1
,,,,	LULU	\$4,788.00 - \$5,780.00		01 19		1	12	E		S1
D8Q	1257	SENIOR STENOGRAPHER		04.40	285 322	1	6	2		UO
		A \$2,598.00 - \$3,159.00 L \$2,598.00 - \$3,159.00		24 43 24 43	285 322	1	6	2		Ua
		S \$2,599.00 - \$3,161.00		24 43	285 322	1	6	2		Ų¢
€V50	3336	SENIOR STRUCTURAL ENGINEER \$6,766.00 - \$8,220.00		19		1	6	2		R
3W20	3362	SENIOR STRUCTURAL ENGINEER	-EMERGENCY-			,	ŭ	_		,,,,
		\$47.42 - \$52.29 H				1	0	2	NΤ	Ro
HC45	3429	SENIOR SUBSIDENCE ENGINEER, \$6,026,00 - \$7,326.00	STATE LANDS	DIVISION 01 19		1	12	Е		SO
X50	5563	SENIOR SURVEY INTERVIEWER		01 10		•	12	_		0.
		\$12.43 - \$13.43 H		01 43		1	12	2		SC
JJ64	8687	SENIOR TAX COMPLIANCE REPRE \$4,467.00 - \$5,431.00	ESENTATIVE (S	PECIALIST) 19		1	6	2		RO
JJ62	8688	SENIOR TAX COMPLIANCE REPRE	SENTATIVE (S				_	_		
		\$4,467.00 - \$5,431.00		01 19		1	12	2		SC
-lK75	3637	SENIOR TELECOMMUNICATIONS \$6,771.00 - \$8,229.00	ENGINEER	01 19		1	12	Е		sc
QOB0	6910	SENIOR TELECOMMUNICATIONS	TECHNICIAN							
		\$4,571.00 - \$5,526.00				1	6	2		R1
CQ85	1638	SENIOR TELEPHONE OPERATOR \$2,551,00 - \$3,103,00		1 jane		1	6	2		RO
(D80	6278	SENIOR TOURISM SPECIALIST								
		\$5,137.00 - \$6,198.00		01 19		1	12	Е		S
TC60	7943	SENIOR TOXICOLOGIST \$6,512.00 - \$7,873.00		01 19		1	12	E		S.
3K20	3163	SENIOR TRANSPORTATION ÉLEC	TRICAL ENGINE)					_
		\$6,465.00 - \$7,857.00	TDIOAL ENGINE	01 19	.D.	1	12	Е		R
GK23	3164	SENIOR TRANSPORTATION ELEC \$6,465.00 - \$7,857.00	IRICAL ENGINE	ER (SUPERVISC - 01-19	rK)	1	12	Е		S
GJ70	3161	SENIOR TRANSPORTATION ENGI	NEER, CALTRA							
		A \$6,465.00 - \$7,857.00		19	285 322 285 322	1 1	6 6	E E		U
		L \$6,465.00 - \$7,857.00 S \$6,465.00 - \$7,857.00		19 19	285 322	1	6	E		u
H30	3921	SENIOR TRANSPORTATION OPER	RATIONS SUPER		JTILITIESCOMMIS					_
1770	4704	\$5,260.00 · \$6,389,00	NED	19		1	6	E		R.
JX73	4724	SENIOR TRANSPORTATION PLAN \$5,393.00 - \$6,506.00	NER	01 19		1	12	Ε		Si
JG52	4522	SENIOR TRANSPORTATION RATE	EXPERT					_		_
IC22	8603	\$5,146.00 - \$6,209.00 SENIOR TRANSPORTATION REPR	RESENTATIVE	01 19		1	12	Е		S
JG32	8697	SENIOR TRANSPORTATION REPR \$5,146.00 - \$6,209.00	VEGENIA HAE	01 19		1	12	E		s
GA10	3031	SENIOR TRANSPORTATION SURV	EYOR (CALTR	-			4.5	_		,
UDZO	2540	\$6,465.00 - \$7,857.00	ECIALIST	01 19		1	12	Ε		S
HD70	3510	SENIOR UTILITIES ENGINEER (SF \$6,465.00 - \$7,857.00	FOWEIQ1)	01 19		1	12	Е		R



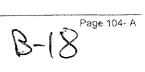
Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	СВІ
HT15	3749	SENIOR SEISMOLOGIST \$5,622.00 - \$6,784.00		01 19		1	12	E		S 10
H29	3948	SENIOR SIGNAL AND TRAIN CONTRO \$5,442.00 - \$6,612.00	L INSPECTO	OR 01 19		1	12	E		S11
KD05	5494	SENIOR SMALL BUSINESS OFFICER \$5,878.00 - \$6,482.00		01 19		1	12	E		M01
KE15	9767	SENIOR SPECIAL AGENT DEPARTME \$7,499.00 - \$9,065.00	NT OF COR	RECTIONS 01 19 R3		1	12	E		E98
/G55	8522	SENIOR SPECIAL AGENT-IN-CHARGE \$7,739.00 - \$9,385.00	, DEPARTM	ENT OF JUSTICE 01 19 34 R3		1	12	E		M07
/190	8550	SENIOR SPECIAL INVESTIGATOR \$4,888.00 - \$6,194.00		19 34 R8		1	6	2		R07
/ 91	8551	SENIOR SPECIAL INVESTIGATOR (NC \$4,888.00 - \$5,899.00		19 34		1	6	2		R07
/192	8558	SENIOR SPECIAL INVESTIGATOR, DE \$4,888.00 - \$6,194.00	PARTMENT	S OF MENTAL HEA 19 34 P5	ALTH AND DEVELO	OPMEN ¹	TAL SERVICI 6	ES 2		R07
CT54	5449	SENIOR SPECIALIST PROPERTY APP \$5,309.00 - \$6,451.00	RAISER (BC	ARD OF EQUALIZ 19	ATION)	1	6	2		R01
<t60< td=""><td>5453</td><td>SENIOR SPECIALIST PROPERTY AUD \$5,309.00 - \$6,774.00</td><td>ITOR APPR</td><td>AISER (BOARD OF 19</td><td>EQUALIZATION)</td><td>1</td><td>6</td><td>2</td><td></td><td>R01</td></t60<>	5453	SENIOR SPECIALIST PROPERTY AUD \$5,309.00 - \$6,774.00	ITOR APPR	AISER (BOARD OF 19	EQUALIZATION)	1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYI \$7,377.00 - \$8,965.00	DRAULIC ST	RUCTURES 01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST \$5,199.00 - \$6,275.00		01 19		1	12	E		S10
3U78	2829	SENIOR STATE PARK RESOURCE EC \$4,951.00 - \$5,977.00	OLOGIST	01 19		1	12	E		S10
D80	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 S \$2,687.00 - \$3,268.00		24 43 24 43	285 322 285 322	1 1	6	2		U04 U04
SV50	3336	SENIOR STRUCTURAL ENGINEER \$7,720.00 - \$9,379,00		19	200 022	1	6	2		R09
€W20	3362	SENIOR STRUCTURAL ENGINEER -EN \$54.11 - \$59.66 HR	MERGENCY			1	0	2	NT	ROS
1C45	3429	SENIOR SUBSIDENCE ENGINEER, ST	ATE LANDS	DIVISION 01 19		1	12	E	141	Sos
X50	5563	\$6,791.00 - \$8,256.00 SENIOR SURVEY INTERVIEWER \$12.85 - \$13.89 HR		01 43		1	12	2		SO:
J64	8687	SENIOR TAX COMPLIANCE REPRESE	NTATIVE (S	PECIALIST)		1				
J62	8688	\$4,619.00 - \$5,616.00 SENIOR TAX COMPLIANCE REPRESE	NTATIVE (S				6	2		Ro*
HK75	3637	\$4,619.00 - \$5,616.00 SENIOR TELECOMMUNICATIONS EN	GINEER	01 19		1	12	2		So.
080	6910	\$7,726.00 - \$9,389.00 SENIOR TELECOMMUNICATIONS TEC	CHNICIAN	01 19		1	12	E •• •••••	er i fis	
CQ85	1638	\$4,726.00 - \$5,714.00 SENIOR TELEPHONE OPERATOR				1	6	2		R12
KD80	627B	\$2,638.00 - \$3,209.00 SENIOR TOURISM SPECIALIST				1	6	2		R04
FC60	7943	\$5,312.00 - \$6,409.00 SENIOR TOXICOLOGIST		01 19		1	12	E		S0°
3K20	3163	\$6,733.00 - \$8,141.00 SENIOR TRANSPORTATION ELECTRI	CAL ENGINI	01 19 EER (SPECIALIST)		1	12	E		S10
3K23	3164	\$7,377.00 - \$8,965.00 SENIOR TRANSPORTATION ELECTRI	CAL ENGIN	01 19 EER (SUPERVISOF	₹)	1	12	E		R0
GJ70	3161	\$7,377.00 - \$8,965.00 SENIOR TRANSPORTATION ENGINEE		01 19		1	12	E		S09
	•	A \$7,377.00 - \$8,965.00 L \$7,377.00 - \$8,965.00	,	19 19	285 322 285 322	1 1	6 6	E E		UO:
Н30	3921	S \$7,377.00 - \$8,965.00 SENIOR TRANSPORTATION OPERAT	ONS SUPFI	19	285 322	1	6	Ē		UO:
JX73	4724	\$5,439.00 ~ \$6,606.00 SENIOR TRANSPORTATION PLANNEL		19		1	6	E		R1
JG52	4522	\$5,576.00 - \$6,727.00 SENIOR TRANSPORTATION RATE EX		01 19		1	12	E		SO
JG32	8697	\$5,321.00 - \$6,420.00 SENIOR TRANSPORTATION REPRES		01 19		1	12	E		50
GA10	3031	\$5,321.00 - \$6,420.00		01 19 NS)		1	12	E		SO
3M 1U	JUDI	SENIOR TRANSPORTATION SURVEY \$7,377.00 - \$8,965.00	ON (CALTRA	ANS) 01 19		1	12	E		S09

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	Code	Full Class Title	RIRA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBIL
		Compensation SENIOR ENGINEER, PETROLEUM STRU			AITOIL	MOR	, (OD, 1410).			
₩2	7930	\$6.508.00 - \$7,909.00		01 19		1	12	Ε		S 09
9H35	3134	SENIOR ENGINEER, SAN FRANCISCO E \$5,341.00 - \$6,490.00	BAY CONS	ERVATION AND DE 01 19	VELOPMENT C	OMMISSI 1	ION 12	E		S 09
SR70	3285	SENIOR ENGINEER, SEISMIC SAFETY	COMMISSI							
	0754	\$5,341.00 - \$6,490.00 SENIOR ENGINEERING GEOLOGIST		01 19		1	12	E		S 09
HT40	3751	A \$5,341.00 - \$6,490.00		01 19	322	1	12	E		U09
1C40	3428	S \$5,341,00 - \$6,490.00 SENIOR ENGINEERING REGISTRAR		01 19	322	1	12	Е		N 09
1040	J420	\$5,341.00 - \$6,490.00		01 19		1	12	E		S 09
IX12	4713	SENIOR ENVIRONMENTAL PLANNER \$5,211.00 - \$6,286.00		01 19		1	12	E		S01
3G93	6167	SENIOR ENVIRONMENTAL RESEARCH	SCIENTIS			1	6	E		R10
3G90	6168	\$4,847.00 - \$5,851.00 SENIOR ENVIRONMENTAL RESEARCH	SCIENTIS	19 T (SUPERVISOR)		,	U			
		\$4,850.00 - \$5,85 4.00		01 19		1	12	Е		S 10
3H73	0764	SENIOR ENVIRONMENTAL SCIENTIST \$5,093.00 - \$6,147.00		01 19		1	12	E		S 10
HM20	3635	SENIOR EQUIPMENT ENGINEER		01 19		1	12	Е		S 09
QK75	1542	\$5,341.00 - \$6,490.00 SENIOR EQUIPMENT MATERIEL SPECI	ALIST	OT 18						
		\$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, STA	TE COMP	ENGATION INSUIDA	NCE ELIND	1	6	2		R12
WH77	9362	\$5,264.00 - \$6,353.00		01 19	NGE F GIND	1	12	Ε		S10
V30	4063	SENIOR ESTIMATOR OF BUILDING COI \$5,082.00 - \$6,173.00	NSTRUCTI	ION 19		1	6	Ε		R11
T94	4576	SENIQR ESTIMATOR, CALIFORNIA HOL	JSING FIN							
0.55	245	\$5,082.00 - \$6,173.00 SENIOR FAIR EMPLOYMENT AND HOU	SING COL	01 19 INSEL/SDECIALIST	1	1	12	E		R11
OI55	6115	\$6,902.00 - \$8,517.00		19		1	6	SE		R02
O150	6065	SENIOR FAIR EMPLOYMENT AND HOU \$7,647.00 - \$8,601.00	SING COL	JNSEL (SUPERVISO 01 19	R)	1	12	SE		M02
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUF	REAU OF B	ELECTRONIC AND A	PPLIANCE REI	PAIR				0.00
LE62	5428	\$4,353.00 ~ \$5,252.00 SENIOR FINANCE PROGRAM EVALUAT	ror -	01 19 34		1	12	E		\$07
LLUZ	3-120	\$5,211.00 - \$6,286.00		01 19 29		1	12	E		E98
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXA \$5,196.00 - \$6,316.00	AMINER	01 19		1	12	2		R01
JM17	2252	SENIOR FISCAL SYSTEMS ANALYST, (CALTRANS			1	12	E		R0′
JM18	2253	\$5,207.00 - \$6,328.00 SENIOR FISCAL SYSTEMS ANALYST, (CALTRANS	01 19 S (SUPERVISOR)		,	12	L-		
		\$5,206.00 - \$6,327.00		01 19		1	12	E		SO
BO25	1928	SENIOR FISH HABITAT SUPERVISOR \$4,432.00 - \$5,385.00		01 19		1	12	E		S 1
BP80	0832	SENIOR FISH PATHOLOGIST		01 19		1	12	E		S1
VW80	9039	\$4,626.00 - \$5,585.00 SENIOR FOOD AND DRUG INVESTIGA	TOR	01.18		,	12			
		\$4,350.00 - \$5,249.00	SED /DOAR	19 34 R3	ONI	1	6	2		R0
KU30	5016	SENIOR FOREST PROPERTY APPRAIS \$5,211.00 - \$6,286.00	SER (BUA)	01 19	(אוכ	1	12	E		S0
QM83	6876	SENIOR FORESTRY EQUIPMENT MAN	IAGER	01 19 34 R4		1	12	Е		50
PH80	6353	\$6,012.00 - \$6,629.00 SENIOR FOUNDATION DRILLER		01 15 34 14						
CD00	2000	\$3,931.00 - \$4,703.00	NAICIANI			1	6	2		R1
GB90	3093	SENIOR GEOLOGICAL DRAFTING TEC \$3,493.00 - \$4,246.00	HINDIAN			1	6	2		R1
HR70	3931	SENIOR GEOLOGIST (SPECIALIST) \$5,250.00 - \$6,334.00		01 19		1	12	E		R1
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)		0115						
D () E E	6320	\$5,380.00 \$6,493.00 SENIOR HATCHERY SUPERVISOR		01 19		1	12	Е		S1
BO65	0320	\$4,858.00 - \$5,907.00		01 19		1	12	E		S1
BH91	3526	SENIOR HAZARDOUS MATERIALS SP \$4,850.00 - \$5,854.00	ECIALIST	(SUPERVISORY) 01 19		1	12	Е		S1
BH92	3527	SENIOR HAZARDOUS MATERIALS SP	ECIALIST	(TECHNICAL)						
		A \$4,847.00 - \$5,851.00 B \$5,309.00 ~ \$6,450.00		01 19 01 19	040 040	1 1	12 12	E E		Rí Rí
HY03	3725	SENIOR HAZARDOUS SUBSTANCES	ENGINEER	₹			25	_		C (
		A \$4,847.00 - \$5,851.00 B \$5,336.00 - \$6,486.00		01 19 21 01 19 21	356 356	1		E E		R:

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A B S S S S S S S S S S S S S S S S S S	\$ \$6,313.00 - \$7,674.00 SENIOR ENGINEER, PETROLEUM ST \$7,009.00 - \$8,518.00 SENIOR ENGINEER, PETROLEUM ST \$7,009.00 - \$8,518.00 SENIOR ENGINEER, SAN FRANCISCO \$5,752.00 - \$6,990.00 SENIOR ENGINEER, SEISMIC SAFET' \$5,752.00 - \$6,990.00 SENIOR ENGINEERING GEOLOGIST A \$5,752.00 - \$6,990.00	RUCTURES RUCTURES RUCTURES D BAY CONS Y COMMISSI CH SCIENTIS T CIALIST CHALIST CHATE COMP	01 19 (SUPERVISOR) 01 19 ERVATION AND I 01 19 ON 01 19 01 19 01 19 01 19 1 (SPECIALIST) 19 1 (SUPERVISOR) 01 19 01 19 01 19 01 19 01 19 01 19 01 19	322 322	MCR 1 1 1 1 COMMISSI 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	12 12 12	E E E E E E E E E E E E E E E E E E E	NT	\$090 \$090 \$090 \$090 \$090 \$090 \$090 \$090
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S	\$4,847.00 - \$5,851.00 SENIOR ENVIRONMENTAL RESEARC \$4,850.00 - \$5,854.00 SENIOR ENVIRONMENTAL SCIENTIS \$5,093.00 - \$6,147.00 SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	CH SCIENTIS T CIALIST CTATE COMP ONSTRUCTION OUSING FIN	19 T (SUPERVISOR) 01 19 01 19 01 19 ENSATION INSUITOR 19 ON 19 ANCE AGENCY		1 1 1 1	12 12 12 6	E E E 2		S1 S1 S0 R1
S	SENIOR ENVIRONMENTAL RESEARC \$4,850.00 - \$5,854.00 SENIOR ENVIRONMENTAL SCIENTIS \$5,093.00 - \$6,147.00 SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	T CIALIST STATE COMP ONSTRUCTI OUSING FIN	T (SUPERVISOR) 01 19 01 19 01 19 ENSATION INSUI 01 19 ON 19 ANCE AGENCY		1 1 1 1	12 12 12 6	E E E 2		S1 S1 S0 R1
S	\$4,850.00 - \$5,854.00 SENIOR ENVIRONMENTAL SCIENTIS \$5,093.00 - \$6,147.00 SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	T CIALIST STATE COMP ONSTRUCTI OUSING FIN	01 19 01 19 01 19 ENSATION INSUI 01 19 ON 19 ANCE AGENCY		1 1 1	12 12 6 12	E E 2 E		S1 S0 R1
s s	SENIOR ENVIRONMENTAL SCIENTIS \$5,093.00 - \$6,147.00 SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	CIALIST STATE COMP ONSTRUCTI OUSING FIN	01 19 01 19 ENSATION INSUI 01 19 ON 19 ANCE AGENCY	RANCE FUND	1 1 1	12 12 6 12	E E 2 E		S1 S0 R1
s s	\$5,093.00 - \$6,147.00 SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	CIALIST STATE COMP ONSTRUCTI OUSING FIN	01 19 ENSATION INSUI 01 19 ON 19 ANCE AGENCY	RANCE FUND	1 1	12 6 12	E 2		S0 R1
S	SENIOR EQUIPMENT ENGINEER \$5,752.00 - \$6,990.00 SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	TATE COMP ONSTRUCTI OUSING FIN	ENSATION INSUI 01 19 ON 19 ANCE AGENCY	RANCE FUND	1	6 12	2 E		R1
S S	SENIOR EQUIPMENT MATERIEL SPE \$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	TATE COMP ONSTRUCTI OUSING FIN	ENSATION INSUI 01 19 ON 19 ANCE AGENCY	RANCE FUND	1	6 12	2 E		R1
8	\$3,515.00 - \$3,846.00 SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	TATE COMP ONSTRUCTI OUSING FIN	01 19 ON 19 ANCE AGENCY	RANCE FUND	1	12	E		
5	SENIOR ERGONOMIC SPECIALIST, S \$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	ONSTRUCTI	01 19 ON 19 ANCE AGENCY	RANCE FUND	1	12	E		
5	\$5,264.00 - \$6,353.00 SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	ONSTRUCTI	01 19 ON 19 ANCE AGENCY	POUNCE PUND					-
	SENIOR ESTIMATOR OF BUILDING C \$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	OUSING FIN	ON 19 ANCE AGENCY						Sí
	\$5,082.00 - \$6,173.00 SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00	OUSING FIN	19 ANCE AGENCY		1	6			_
: 5	SENIOR ESTIMATOR, CALIFORNIA H \$5,082.00 - \$6,173.00					U	E		R1
			01 19						
	CENTOD EVID EMBLOWNENT VIIO HO				1	12	E		R′
9		DUSING COL	NSEL (SPECIALI) 19	ST)	1	6	SE		R
	\$7,075.00 - \$8,730.00 SENIOR FAIR EMPLOYMENT AND HO	NUSING COL		SOR)	,	V	OL.		
5	\$7,647.00 - \$8,601.00	2001140 000	01 19	3011,	1	12	SE		M
, 5	SENIOR FIELD REPRESENTATIVE, B	UREAU OF B	ELECTRONIC AND	APPLIANCE RI	EPAIR				
	\$4,353.00 - \$5,252.00		01 19 34		1	12	Ε		S
3 5	SENIOR FINANCE PROGRAM EVALU	IATOR				40	r		F
	\$5,211.00 - \$6,286.00	WALDED.	01 19 29		1	12	E		E.
2 5	SENIOR FINANCIAL INSTITUTIONS E \$5,196.00 - \$6,316.00	XAMMER	01 19		1	12	2		R
; 5	SENIOR FISCAL SYSTEMS ANALYST	. CALTRANS							
•	\$5,207.00 - \$6,328.00	,	01 19		1	12	E		R
3 5	SENIOR FISCAL SYSTEMS ANALYST	, CALTRANS	(SUPERVISOR)						
	\$5,206.00 - \$6,327.00		01 19		1	12	E		S
3 5	SENIOR FISH HABITAT SUPERVISOR	₹	01 19		1	12	Ε		S
2 ;	\$4,432.00 - \$5,385.00 SENIOR FISH PATHOLOGIST		01 15		,	12	_		Ü
۷ ،	\$4,626.00 - \$5,585.00		01 19		1	12	E		S
9 :	SENIOR FOOD AND DRUG INVESTIG	SATOR							
	\$4,350.00 - \$5,249.00		19 34 R3		1	6	2		R
5		RISER (BOAF		TION)	4	40	E		S
_		· NACED	U1 19		1	12	_		3
6		NAGER	01 19 34 R4		1	12	Е		s
3			5. 10 0						
0	\$3,931.00 - \$4,703.00				1	6	2		R
3	SENIOR GEOLOGICAL DRAFTING T	ECHNICIAN							
	\$3,493.00 - \$4,246.00				1	6	2		R
	SENIOR GEOLOGIST (SPECIALIST)		በ4 40		4	40	E		R
1		7)	ULIB		4	12	E		ď
		' /	01 19		1	12	E		S
	\$5,3BU,UU - \$6.493.UU								
2	\$5,380.00 - \$6,493.00 SENIOR HATCHERY SUPERVISOR		N4 40		1	12	E		S
2	SENIOR HATCHERY SUPERVISOR \$4,858.00 - \$5,907.00								
6		SENIOR FOREST PROPERTY APPRA \$5,211.00 - \$6,286.00 SENIOR FORESTRY EQUIPMENT MA \$6,012.00 - \$6,629.00 SENIOR FOUNDATION DRILLER \$3,931.00 - \$4,703.00 SENIOR GEOLOGICAL DRAFTING T \$3,493.00 - \$4,246.00 SENIOR GEOLOGIST (SPECIALIST) \$5,250.00 - \$6,334.00 SENIOR GEOLOGIST (SUPERVISOR \$5,380.00 - \$6,493.00	SENIOR FOREST PROPERTY APPRAISER (BOAF \$5,211.00 - \$6,286.00 SENIOR FORESTRY EQUIPMENT MANAGER \$6,012.00 - \$6,629.00 SENIOR FOUNDATION DRILLER \$3,931.00 - \$4,703.00 SENIOR GEOLOGICAL DRAFTING TECHNICIAN \$3,493.00 - \$4,246.00 SENIOR GEOLOGIST (SPECIALIST) \$5,250.00 - \$6,334.00 SENIOR GEOLOGIST (SUPERVISOR) \$5,380.00 - \$6,493.00 SENIOR HATCHERY SUPERVISOR	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZA \$5,211.00 - \$6,286.00 01 19 SENIOR FORESTRY EQUIPMENT MANAGER \$6,012.00 - \$6,629.00 01 19 34 R4 SENIOR FOUNDATION DRILLER \$3,931.00 - \$4,703.00 SENIOR GEOLOGICAL DRAFTING TECHNICIAN \$3,493.00 - \$4,246.00 SENIOR GEOLOGIST (SPECIALIST) \$5,250.00 - \$6,334.00 01 19 SENIOR GEOLOGIST (SUPERVISOR) \$5,380.00 - \$6,493.00 01 19 SENIOR HATCHERY SUPERVISOR	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION) \$5,211.00 - \$6,286.00	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION) \$5,211.00 - \$6,286.00	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION) \$5,211.00 - \$6,286.00	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION) \$5,211.00 - \$6,286.00	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION) \$5,211.00 - \$6,286.00



Code	Code	Full Class Title							······	
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	СВІ
		S \$8,492.00 - \$10,484.00		19	322	1	6	SE		UO2
₹55	4119	SENIOR DESIGN OFFICER, CALIFOR	NIA HOUSING	3 FINANCE AGEN 19	ICY	1	6	E		R1
(D62	6277	\$5,260.00 - \$6,389.00 SENIOR DEVELOPMENT SPECIALIST	CALIFORNI		OMMERCE AGEN		Ü	_		N.I
DOE	0211	\$5,137.00 - \$6,198.00	, -,	01 19		1	12	E		SO
D73	6307	SENIOR DEVELOPMENT SUPERVISO	R, CALIFORI		COMMERCE AGE					
		\$5,393.00 - \$6,506.00	E (PDEOLALIO	01 19 To		1	12	E		SO
IG15	0545	SENIOR ECONOMIC ENTOMOLOGIST A \$4,785.00 - \$5,775.00	I (SPECIALIS	1)	208	1	6	Ē		R1
		B \$5,017.00 - \$6,056.00		19	208	1	6	Ē		R1
		C \$5,260.00 - \$6,347.00		19	208	1	6	Ε		R1
3G10	0546	SENIOR ECONOMIC ENTOMOLOGIST	(SUPERVIS	OR) 01 19	208	1	12	Е		S1
		A \$4,788.00 - \$5,780.00 B \$5,020.00 - \$6,059.00		01 19	208	1	12	Ē		S1
		C \$5,263,00 - \$6,352.00		01 19	208	1	12	E		S1
130	3600	SENIOR ELECTRICAL ENGINEER								
		\$6,460.00 - \$7,848.00	DDALUSO OTE	19		1	6	E		RO
1190	3610	SENIOR ELECTRICAL ENGINEER HYI \$6,465.00 - \$7,857.00	DRAULIC STE	01 19		1	12	E		SO
3M30	2177	SENIOR ELECTRICAL ENGINEER, CA	LTRANS (SP				12	L		-
,,,,,,,,	2	\$6,465.00 ~ \$7,857.00		01 19		1	12	E		RC
3M35	3002	SENIOR ELECTRICAL ENGINEER, CA	LTRANS (SU							
		\$6,465.00 - \$7,857.00	DONIO AGOLI	01 19	CT (CUDED) (ICO)	1	12	Ε		S0
L,20	1389	SENIOR ELECTRONIC DATA PROCES \$5,657.00 - \$7,219.00	SSING AUGU	01 19	191 (SUPERVISUI	ττ) 1	12	E		SO
L30	1368	SENIOR ELECTRONIC DATA PROCES	SSING ACQU		IST (TECHNICAL)			_		
	,500	\$5,388,00 - \$6,875.00		01 19	,	1	12	E		RC
3X55	3412	SENIOR ELECTRONIC ENGINEER, CA	ALTRANS					_		
		\$6,465.00 - \$7,857.00		01 19	EMEDOENOVOE	1	12	E		SC
JH50	2882	SENIOR EMERGENCY MANAGEMENT \$5,826,00 - \$7,037,00	I COORDINA	10R, OFFICE OF 01 19 34	EMERGENCYSE	RVICES 1	12	Е		SC
JA60	8085	SENIOR EMERGENCY SERVICES CO	ORDINATOR		RGENCY SERVICE		1,2	_		
)/140	5554	\$4,798.00 - \$5,790.00		19 34 R1		1	6	2		RO
SQ40	3261	SENIOR ENGINEER WATER RESOUR	RCES							
		A \$6,465.00 - \$7,857.00		01 19	041 041	1 1	12 12	E E		SO
{VB1	7929	B \$7,096.00 - \$8,626.00 SENIOR ENGINEER, PETROLEUM ST	RUCTURES (01 19 SPECIALIST)	041	i	12	=		31
1001	1020	\$7,878,00 - \$9,574.00	TOO TOTALEO	01 19		1	12	2		RC
IVB2	7930	SENIOR ENGINEER, PETROLEUM ST	RUCTURES (SUPERVISOR)						
		\$7,878.00 - \$9,574.00		01 19		1	12	E		St
SH35	3134	SENIOR ENGINEER, SAN FRANCISCO	D BAY CONS	ERVATION AND D 01 19	DEVELOPMENT C	OMMISSI 1	ON 12	E		SC
3R70	3285	\$6,465.00 - \$7,857.00 SENIOR ENGINEER, SEISMIC SAFET	Y COMMISSI			E	12	<u> </u>		J.
31/10	0200	\$6,465.00 - \$7,857.00	1 00111111001	01 19		1	12	Ε		SC
₹T40	3751	SENIOR ENGINEERING GEOLOGIST								
		- A \$6,465,00 - \$7,857,00		01 19		1	12	E		U(
10.10	0.450	S \$6,465.00 - \$7,857.00		01 19	322	1	12	Е		Ü(
HC40	3428	SENIOR ENGINEERING REGISTRAR \$6,465,00 - \$7,857.00		01 19		1	12	E		St
IX12	4713	SENIOR ENVIRONMENTAL PLANNER	₹							
		\$5,393.00 - \$6,506.00		01 19		1	12	E		S
3G93	6167	SENIOR ENVIRONMENTAL RESEARC	CH SCIENTIS	,				_		_
2000	0460	\$5,017.00 - \$6,056.00	PU COICNITIE	- 19 T (CHDCB)/(COD)		1	6	E		R
3G90	6168	SENIOR ENVIRONMENTAL RESEARC \$5,020,00 - \$6,059,00	PH SCIENTIS	01 19		1	12	Е		S
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIS	ST							
-,,,		\$5,271.00 - \$6,362.00		01 19		1	12	E		S
-lM20	3635	SENIOR EQUIPMENT ENGINEER					40	•		
	4510	\$6,465,00 - \$7,857.00	CIALICT	01 19		1	12	E		S
QK75	1542	SENIOR EQUIPMENT MATERIEL SPE \$3,638.00 - \$3,981.00	ELIALIST			1	6	2		R
WH77	9362	SENIOR ERGONOMIC SPECIALIST, S	STATE COMP	ENSATION INSUI	RANCE FUND			-		
		\$5,448.00 - \$7,068.00		01 19		1	12	E		S
V30	4063	SENIOR ESTIMATOR OF BUILDING	CONSTRUCT					_		~
ITO 4	1570	\$5,260.00 - \$6,389.00	IOHOBRO EUR	19		1	6	E		R
IT94	4576	SENIOR ESTIMATOR, CALIFORNIA F \$5,260.00 - \$6,389.00	IOUSING FIN	ANCE AGENCY 01.19		1	12	E		R
O155	6115	SENIOR FAIR EMPLOYMENT AND HE	OUSING COU		ST)	•				
		\$7,682.00 - \$9,478.00		19		1	6	SE		R
OI50	6065	SENIOR FAIR EMPLOYMENT AND H	OUSING COL		SOR)			c.		
		\$8,509.00 - \$9,572.00		01 19		1	12	SE		M



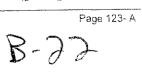
Schem Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
HV81	7929	SENIOR ENGINEER, PETROLEUM STRUC	CTURES			4	40			500
HV82	7930	\$8,989.00 ~ \$10,924.00 SENIOR ENGINEER, PETROLEUM STRUC	CTURES			1	12	2		R09
GH35	3134	\$8,989.00 - \$10,924.00 SENIOR ENGINEER, SAN FRANCISCO BA	Y CONS	01 19 ERVATION AND DEV	ELOPMENT (1 OMMISSI	12 ON	E		S09
GR70	3285	\$7,377.00 - \$8,965.00 SENIOR ENGINEER, SEISMIC SAFETY CO	OMMISSI	01 19 ON		1	12	E		S09
HT40	3751	\$7,377.00 - \$8,965.00 SENIOR ENGINEERING GEOLOGIST		01 19		1	12	E		S09
11140	3,31	A \$7,377.00 - \$8,965.00 S \$7,377.00 - \$8,965.00		01 19 01 19	322 322	1	12 12	E E		U09
HC40	3428	SENIOR ENGINEERING REGISTRAR		01 19		1	12	E		SOS
JX12	4713	\$7,377.00 - \$8,965.00 SENIOR ENVIRONMENTAL PLANNER								
BG93	6167	\$5,576.00 - \$6,727.00 SENIOR ENVIRONMENTAL RESEARCH S	CIENTIS			1	12	E		S0
BG90	6168	\$5,188.00 - \$6,262.00 SENIOR ENVIRONMENTAL RESEARCH S	CIENTIS	19 T (SUPERVISOR)		1	6	E		R11
BH73	0764	\$5,191.00 - \$6,265.00 SENIOR ENVIRONMENTAL SCIENTIST		01 19		1	12	Е		\$10
		\$5,450.00 - \$6,578.00		01 19		1	12	E		S1
HM20	3635	\$7,377.00 - \$8,965.00		01 19		1	12	Е		SO
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIAL \$3,762.00 - \$4,116.00	LIST			1	6	2		R1:
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STAT \$5,633.00 - \$7,308.00	E COMP	ENSATION INSURAN 01 19	CE FUND	1	12	Е		S1
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONS \$5,439.00 - \$6,606.00	STRUCTION	ON 19		1	6	E		R1
T94	4576	SENIOR ESTIMATOR, CALIFORNIA HOUS	SING FINA			1	12	E		R1
Ol55	6115	\$5,439.00 - \$6,606.00 SENIOR FAIR EMPLOYMENT AND HOUSI	NG COU	NSEL (SPECIALIST)						
O!50	6065	\$7,682.00 - \$9,478.00 SENIOR FAIR EMPLOYMENT AND HOUSI	NG COU)	1	6	SE		R0
VU25	8837	\$8,509.00 - \$9,572.00 SENIOR FIELD REPRESENTATIVE, BURE	AU OF E	01 19 LECTRONIC AND AP	PLIANCE REI	1 PAIR	12	SE		ΜO
JA15	4102	\$4,658.00 - \$5,621.00 SENIOR FINANCIAL INSTITUTIONS EXAM	NER	01 19 34		1	12	Ε .		S0
JM17	2252	\$5,561.00 - \$7,097.00 SENIOR FISCAL SYSTEMS ANALYST, CA		01 19 (SPECIALIST)		1	12	2		R0
		\$5,572.00 - \$6,772.00		01 19		1	12	E		RO
JM18	2253	SENIOR FISCAL SYSTEMS ANALYST, CA \$5,571.00 - \$6,771.00	LIKANS	01 19		1	12	E		SO
BO25	1928	SENIOR FISH HABITAT SUPERVISOR \$4,743.00 - \$5,762.00		01 19		1	12	E		S1
BP80	0832	SENIOR FISH PATHOLOGIST \$4,951.00 - \$5,977.00		01 19		1	12	E		S1
08WV	9039	SENIOR FOOD AND DRUG INVESTIGATO \$4,888.00 \$6,194.00	DR	19 34 R3		1	6	2		RO
KU30	5016	SENIOR FOREST PROPERTY APPRAISE	R (BOAR		1)	1	12	E		SO
QM83	6876	\$5,576.00 - \$6,727.00 SENIOR FORESTRY EQUIPMENT MANAG	€ER							
PH80	6353	\$6,222.00 - \$6,861.00 SENIOR FOUNDATION DRILLER		01 19 34 R4		1	12	E		S0
GB90	3093	\$4,207.00 - \$5,034.00 SENIOR GEOLOGICAL DRAFTING TECHN	VICIAN			1	6	2		R1
HR70	3931	\$3,738.00 - \$4,544.00 SENIOR GEOLOGIST (SPECIALIST)				1	6	2		R1
		\$5,619.00 - \$6,779.00		01 19		1	12	Е		R1
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR) \$5,757.00 - \$6,948.00		01 19		1	12	E		S1
BO65	6320	SENIOR HATCHERY SUPERVISOR \$5,199.00 - \$6,322.00		01 19		1	12	E		S1
BH91	3526	SENIOR HAZARDOUS MATERIALS SPEC \$5,191.00 - \$6,265.00	ALIST (S	SUPERVISORY) 01 19		1	12	E		s
BH92	3527	SENIOR HAZARDOUS MATERIALS SPEC A \$5,188.00 - \$6,262.00	IALIST (1	rechnical) 01 19	040	1	12	Е		R1
HY03	3725	B \$5,682.00 - \$6,903.00 SENIOR HAZARDOUS SUBSTANCES EN	GINEER	01 19	040	1	12	Ē		R1
,,,03	3123	A \$6,238.00 - \$7,531.00	SHEEK	01 19 21	356	1	12	E		RO

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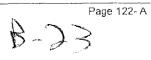
Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DJ10	2180	SUPERVISING COQK II				,	40			ראב
		A \$3,081.00 - \$3,746.00 F \$2,567.50 - \$3,121.67		01 43 01 43	047 047	1 1	12 12	2 2		S15 S15
DJ15	2182	SUPERVISING COOK II -CORRECTION	ONAL FACILIT							
		\$3,081.00 - \$3,746.00		01 43 R0		1	12	2		S15
D70	4440	SUPERVISING CORPORATION EXAI \$6,334.00 - \$6,984.00	MINER	01 19		1	12	Е		M01
/J68	8572	SUPERVISING CORPORATIONS INV	ESTIGATOR							0.07
		\$4,778.00 - \$5,765.00		01 19 34 R9	ECTIONS)	1	12	E		S07
J12	5480	SUPERVISING CORRECTIONAL COS \$3,336.00 - \$4,053.00	JK (DEPART	01 43 R0	EU HUNO)	1	12	2		S15
/U50	8817	SUPERVISING COSMETOLOGY EXA	MINER	64 48 64		4	12	E		S 07
nar	5000	\$3,676.00 - \$4,429.00 SUPERVISING COUNSEL, LEGAL PF	ROGRAMS DI	01 19 34 EPARTMENT OF	CORPORATIONS	1	12	E		307
DB15	5882	\$8,024.00 - \$9,024.00		01 19		1	12	SE		M02
(B50	9714	SUPERVISING COUNSELOR, SCHO	OL FOR THE		047	1	12	2		\$20
		A \$3,203.00 - \$3,851.00 F \$2,669.17 - \$3,209.17		01 19 01 19	047	1	12	2		S 20
(B70	9665	SUPERVISING COUNSELOR, SCHO	OL FOR THE							0.00
		A \$3,203,00 - \$3,851,00		01 19 01 19	047 047	1	12 12	2 2		S20 S20
'L10	7575	F \$2,669.17 - \$3,209.17 SUPERVISING CRIMINAL INVESTIG	ATOR I. DEPA			•		-		
/L10	7515	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S07
√J27	7569	SUPERVISING CRIMINAL INVESTIG \$4,778.00 - \$5,765.00	ATOR I, EMPL	OYMENT DEVE. 01 19 34 P1	LOPMENT DEPART	MENT 1	12	E		\$07
√L05	7576	SUPERVISING CRIMINAL INVESTIG	ATOR II, DEP		OXIC SUBSTANCES			_		
. 200		\$5,391.00 - \$6,508.00		01 19 34 P1		1	12	E		\$07
VJ26	7571	SUPERVISING CRIMINAL INVESTIG \$5,391.00 - \$6,508.00	ATOR II, EMP	LOYMENT DEVE 01 19 34 P1	ELOPMENTDEPART	MEN I	12	Е		507
OD15	5743	SUPERVISING DEPUTY STATE PUB	LIC DEFENDI							
00,0	01.10	\$7,631.00 - \$9,421.00		01 19		1	12	E		SO.
IR54	4128	SUPERVISING DESIGN OFFICER, C	ALIFORNIA H	OUSING FINAN 01 19	CE AGENCY	1	12	E		S1
HB10	3455	\$5,854.00 - \$7,117.00 SUPERVISING ELECTRICAL CONST	RUCTION EN		RESOURCES	·		_		
IID;U	UCFG	\$5,862.00 - \$7,125.00		01 19		1	12	E		\$0
HJ20	3599	SUPERVISING ELECTRICAL ENGIN \$5,862.00 - \$7,125.00	EER	01 19		1	12	Е		SO
HJ80	3608	SUPERVISING ELECTRICAL ENGIN	EER HYDRAL		ES					
, ,,,,,	*	\$5,862,00 - \$7,125.00		01 19		1	12	Е		SO
GH10	3115	SUPERVISING ENGINEER -CIVIL SE \$5,862.00 - \$7,125.00	ECTION- OFFI	CE OF ARCHITE	ECTURE AND CONS	1	12	E		50
GY30	3391	SUPERVISING ENGINEER EQUIPM	ENT AND MA		ON					
		\$5,862.00 - \$7,125.00		01 19		1	12	E		SC
GO30	3258	SUPERVISING ENGINEER WATER A \$5,362.00 - \$7,125.00	RESOURCES	01 19	041	1	12	E	21	, şc
		B \$6,445.00 - \$7,834.00		01 19	041	1	12	E		20
HT30	3748	SUPERVISING ENGINEERING GEO	LOGIST	01 19		1	12	Е		S
HT35	3745	\$5,862.00 - \$7,125.00 SUPERVISING ENGINEERING GEC	LOGIST CAL			1	172	_		
11133	7140	\$6,483.00 - \$7,151.00	LD OID IT GIVE	01 19		1	12	E		M
JX10	4719	SUPERVISING ENVIRONMENTAL F	LANNER	04.40		1	12	Ε		М
HM10	3633	\$6,334.00 - \$6,984.00 SUPERVISING EQUIPMENT ENGIN	FER	01 19			1,5	_		1911
THVISO	3033	\$6,483.00 - \$7,151.00		01 19		1	12	E		M
IV20	4060	SUPERVISING ESTIMATOR OF BU	ILDING CONS			1	12	Е		s
IT95	457B	\$5,862.00 - \$7,125.00 SUPERVISING ESTIMATOR, CALIF	ORNIA HOUS	01 19 ING FINANCE A	GENCY	,		_		Ü
1700	7075	\$5,854.00 - \$7,117.00		01 19		1	12	E		5
DC65	2050	SUPERVISING EXECUTIVE RESID	ENCE HOUSE	KEEPER, DEPA 01 43	RTMENT OF GENE	RAL SERV 1	'ICES 12	2		S
ER40	2590	\$2,223.00 - \$2,703.00 SUPERVISING FIELD REPRESENT	ATIVE SCHO		TION	,	1.2.	_		
LIVAG	2000	\$5,944.00 - \$7,227.00		01 19		1	12	Е		S
LE60	5429	SUPERVISING FINANCE PROGRA	M EVALUATO	PR 01 19 29		1	12	Е		E
JM19	2254	\$6,334.00 - \$6,984.00 SUPERVISING FISCAL SYSTEMS	ANALYST. CA			•	,,,	_		_
G171 10	LEUM	\$6,334.00 - \$6,984.00		01 19		1	12	E		М
VW70	9036	SUPERVISING FOOD AND DRUG	INVESTIGATO	OR 01 19 34 R3		1	12	Ε		s
VJ92	8065	\$4,778.00 - \$5,765.00 SUPERVISING FRAUD INVESTIGA	TOR I. DEPA		ALTH SERVICES	ř.				
, ULL	5500	\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	E		S

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	***************************************	Full Class Title Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
			Olov	01	047	1	12	2		S15
J10	2180	F \$2,259.17 ~ \$2,745.83 SUPERVISING COOK II		0.						
7.5 (0	2100	A \$3,081.00 - \$3,746.00		01 43	047	1	12	2		\$15
		F \$2,567.50 - \$3,121.67		01 43	047	1	12	2		S 15
J15	2182	SUPERVISING COOK II -CORRECTI	ONAL FACILIT	Y~ _01_43_R0		1	12	2		S 15
חלמ	4440	\$3,081.00 - \$3,746.00 SUPERVISING CORPORATION EXA	MINER	01 40 10						
D70	4440	\$6,334.00 - \$6,984.00		01 19		1	12	E		M01
/J68	8572	SUPERVISING CORPORATIONS IN	VESTIGATOR	- 1 + 4 + 5		1	12	Е		S 07
		\$4,778.00 - \$5,765.00	OK (DEBARTA	01 19 34 R9	:ウエ!ひがる)	§	12	Ľ		301
)J12	5480	SUPERVISING CORRECTIONAL CC \$3,336.00 - \$4,053.00	OK (DEPARTI	01 43 R0	(Criona)	1	12	2		S 15
/U50	8817	SUPERVISING COSMETOLOGY EX	AMINER	•						
7000	Davi	\$3,676.00 - \$4,429.00		01 19 34		1	12	E		S 07
DB15	5882	SUPERVISING COUNSEL, LEGAL P	ROGRAMS, DE		CORPORATIONS	1	12	SE		M0:
		\$8,024.00 - \$9,024.00	OL FOR THE I	01 19		F	12	QL.		,,,,
(B50	9714	SUPERVISING COUNSELOR, SCHOOL \$3,203.00 - \$3,851.00	OUL FOR THE	01 19	047	1	12	2		S2
		F \$2,669.17 - \$3,209.17		01 19	047	1	12	2		SZ
(B70	9665	SUPERVISING COUNSELOR, SCHO	OOL FOR THE I							6.0
		A \$3,203.00 - \$3,851.00		01 19	047 047	1	12 12	2 2		S2 S2
		F \$2,669.17 - \$3,209.17 SUPERVISING CRIMINAL INVESTIG		01 19 RIMENT OF TO				•		-
/L10	7575	\$4,778.00 - \$5,765.00	ATON I, DEFA	01 19 34 P1	7110 0000 11 11 0E0	1	12	Е		S0
/J27	7569	SUPERVISING CRIMINAL INVESTIG	SATOR I, EMPL	OYMENT DEVEL	OPMENT DEPART	MENT				
		\$4,778.00 - \$5,765.00		01 19 34 P1		1	12	Е		S0
/L05	7576	SUPERVISING CRIMINAL INVESTIG	SATOR II, DEPA	ARTMENT OF TO	IXIC SUBSTANCES	CONTRI	DL 12	E		SO
		\$5,391.00 - \$6,508.00 SUPERVISING CRIMINAL INVESTIG	CATOD B EAD	01 19 34 P1	LODMENTDEDART		12	_		00
/J26	7571	\$5,391.00 - \$6,50B.00	SKTOK II, EIVIF	01 19 34 P1	LOI MENTOLI NICI	1	12	E		SO
OC45	5703	SUPERVISING DEPUTY ATTORNE	Y GENERAL							
50-10	0.00	\$8,006.00 - \$9,886.00		01 19		1	12	SE		SC
DD15	5743	SUPERVISING DEPUTY STATE PU	BLIC DEFENDI			1	12	E		St
		\$7,631.00 ~ \$9,421.00 SUPERVISING DESIGN OFFICER, (~ A LIEO D NIA U	01 19 OLISING FINANC	'E AGENCY	,	12	_		51
R54	4128	\$5,854.00 - \$7,117.00	SALIFORINA (1	01 19	ZE NOENO!	1	12	E		S1
HB10	3455	SUPERVISING ELECTRICAL CONS	TRUCTION EN	IGINEER WATER	RESOURCES					
, 10 10	0.00	\$6,313.00 - \$7,674.00		01 19		1	12	E		S
HJ20	3599	SUPERVISING ELECTRICAL ENGIN	NEER	04.40		1	12	E		S
		\$6,313.00 - \$7,674.00 SUPERVISING ELECTRICAL ENGIN	ILED HADDVI	01 19	= 0		12			
HJ80	3608	\$6,313.00 - \$7,674.00	AEEK HIDKAC	01 19	_0	1	12	E		S
GH10	3115	SUPERVISING ENGINEER -CIVIL S	ECTION- OFFI	CE OF ARCHITE	CTURE AND CONS	STRUCTION	N			
01112	0,	\$6,313.00 - \$7,674.00		01 19		1	12	E		5(
GY30	3391	SUPERVISING ENGINEER EQUIPM			N	1	12	E		S
		\$6,313.00 - \$7,674.00"		01 19		4	12	_		
GO30	3258	SUPERVISING ENGINEER WATER A \$6,313.00 - \$7,674.00	RESOURCES	01 19	041	1	12	E		S
		В \$6,941.00 - \$8,437.00		01 19	041	1	12	E		S
HT30	3748	SUPERVISING ENGINEERING GE	DLOGIST				40	E		S
		\$6,313.00 - \$7,674.00		01 19		1	12			3
HT35	3745	SUPERVISING ENGINEERING GEO \$6,982.00 - \$7,702.00	ULUGIST, CAL	01 19		1	12	E		М
JX10	4719	SUPERVISING ENVIRONMENTAL	PLANNER	*						
37/10	71 10	\$6,334.00 - \$6,984.00		01 19		1	. 12	E		M
HM10	3633	SUPERVISING EQUIPMENT ENGI	NEER				4.0	E		М
		\$6,982.00 - \$7,702.00		01 19		1	12	Е,		IVI
IV20	4060	SUPERVISING ESTIMATOR OF BU \$5,862,00 - \$7,125.00	HEDING CONS	01 19		1	12	Е		s
IT95	4578	SUPERVISING ESTIMATOR, CALI	FORNIA HOUS		BENCY					
1195	4010	\$5.854.00 - \$7,117.00	011,111,020	01 19		1	12	Ε		S
ER40	2590	SUPERVISING FIELD REPRESEN	TATIVE SCHO		TION		4 44	-		
		\$5,944.00 - \$7,227.00		01 19		1	12	E		S
LE60	5429	SUPERVISING FINANCE PROGRA	NM EVALUATO			1	12	Е		E
15.140	005	\$6,334.00 - \$6,984.00 SUPERVISING FISCAL SYSTEMS	ANALVET CA	01 19 29 LTRANS		,	12	_		_
JM19	2254	\$6,334.00 - \$6,984.00	AINALIOT, UA	01 19		1	12	Ē		ſV
VW70	9036	SUPERVISING FOOD AND DRUG	INVESTIGATO							
	_	\$4,778.00 - \$5,765.00		01 19 34 R3		1	12	E		5
VJ92	8065	SUPERVISING FRAUD INVESTIG								



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	······				
GO30	3258	\$7,096.00 - \$8,626.00 01 19 SUPERVISING ENGINEER WATER RESOURCES	041	1	12	E	\$09
		A \$7,096.00 - \$8,626.00 01.19 B \$7,802.00 - \$9,483.00 01.19	041	1	12 12	E E	S09 S09
HT30	3748	\$UPERVISING ENGINEERING GEOLOGIST \$7,096.00 - \$8,626.00 01 19		1	12	Е	S09
НТ35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS \$7,848.00 - \$8,657.00 01 19		1	12	Е	M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER \$6,556.00 - \$7,228.00 01 19		1	12	Е	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 AGE	NCY				
ER40	2590	\$6,059.00 - \$7,366.00 01 19 SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATIO)N	1	12	E	\$11
LE60	5429	\$6,152.00 - \$7,480.00 01.19 SUPERVISING FINANCE PROGRAM EVALUATOR		1	12	Е	S21
JM19	2254	\$6,556.00 - \$7,589.00 01 19 29 SUPERVISING FISCAL SYSTEMS ANALYST, CALTRANS		1	12	Е	E99
VW70	9036	\$6,556.00 - \$7,228.00 01 19 SUPERVISING FOOD AND DRUG INVESTIGATOR		1	12	E	M01
		\$5,192.00 - \$6,265.00 01 19 34 R3	I CEDVICES	1	12	E	S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTI \$5,192.00 - \$6,265.00 01 19 34 P1		1	12	E	\$07
VL96	7541	\$UPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURA \$5,192.00 - \$6,265.00 01 19 34 R3	ANCE	1	12	Е	S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALT \$5,859.00 - \$7,073.00 01 19 34 P1	'H SERVICES	1	12	E	S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSUR \$5,859.00 - \$7,073.00 01 19 34 R3	ANCE	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		1	12	E	M01
HR30	3693	SUPERVISING GEOLOGIST			12	E	\$10
JB10	4142	\$6,126.00 - \$7,403.00 01 19 SUPERVISING GOVERNMENTAL AUDITOR I		1			
JB05	4140	\$4,912.00 - \$6,222.00 01.19 SUPERVISING GOVERNMENTAL AUDITOR II		1	12	E	S01
BL40	0719	\$5,393,00 - \$6,831.00 01 SUPERVISING GROUNDSKEEPER I		1	12	E	S01
		A \$3,081.00 - \$3,702.00 B \$3,382.00 - \$4,063.00	040 040	1 1	6 6	2 2 7	R12
BL20	0717	SUPERVISING GROUNDSKEEPER II					
		A \$3,382.00 - \$4,063.00 01 43 B \$3,703.00 - \$4,462.00 01 43	040 040	1 1	12 12	2 2	\$12 \$12
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
HY01	3723	B \$6,465,00 - \$7,857.00 01 19 21 SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II	356	1	12	E	S09
,,,,,,,	5,25	A \$6,761.00 - \$8,160.00 01 19 21 B \$7,096.00 - \$8,626.00 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		1	12	E	S10
K170	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST					
HX10	3801	\$6,556.00 - \$7,228.00 01 19 SUPERVISING HEALTH PHYSICIST		1	12	E	M01
QJ10	6816	\$6,059.00 - \$7,689.00 01 19 SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT		1	12	E	S10
		\$5,780.00 - \$6,977.00 01.19		1	12	Е	S12



Code	Code	Full Class Title								
		Compensation		Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
DJ12	5480	SUPERVISING CORRECTIONAL COOK \$3,570,00 - \$4,338.00	(DEPARTM	IENT OF CORRE 01 43 R0	ECTIONS)	1	12	2		S15
/U50	8817	SUPERVISING COSMETOLOGY EXAMII \$3,941.00 - \$4,748.00	NER	01 19 34		1	12	E		501
DB15	5882	SUPERVISING COUNSEL, LEGAL PROC \$8,930.00 - \$10,043.00	GRAMS, DE		CORPORATIONS	1	12	SE		M02
(B50	9714	SUPERVISING COUNSELOR, SCHOOL	FOR THE E							
		A \$3,428.00 - \$4,122.00 F \$2.856.67 - \$3,435.00		01 19 01 19	047 047	1	12 12	2 2		S20 S20
KB70	9665	F \$2,856.67 - \$3,435.00 SUPERVISING COUNSELOR, SCHOOL	FOR THE D		047	•	12	-		OZ.
ND 10	5556	A \$3,428.00 - \$4,122.00		01 19	047	1	12	2		S20
0.40	7575	F \$2,856.67 - \$3,435.00 SUPERVISING CRIMINAL INVESTIGATO	AD L DEDA	01 19 PTMENT OF TO	047 VIC SUBSTANCES	1 CONTRO	12 I	2		S2
/L10	7575	\$5,369.00 - \$6,802.00		01 19 34 P1		1	12	E		SO
/J27	7569	SUPERVISING CRIMINAL INVESTIGATO \$5,369.00 - \$6,802.00		01 19 34 P1		1	12	E		S0
/L05	7576	SUPERVISING CRIMINAL INVESTIGATO \$6,058.00 - \$7,679.00	OR II, DEPA	RTMENT OF TO 01 19 34 P1	XIC SUBSTANCES	CONTRO	DL 12	Е		So'
/J26	7571	SUPERVISING CRIMINAL INVESTIGATO	OR II, EMPL		LOPMENTDEPART					
		\$6,058.00 - \$7,679.00		01 19 34 P1		1	12	E		S0
SU54	9255	SUPERVISING DENTAL ASSISTANT, CO A \$2,589.00 - \$3,147.00	SKRECTIO	NAL FACILITY	463	2	6	E		S2
		P \$3,957.00 - \$5,686.00		19	463	2	6	E		S2
_		Q \$4,678.00 - \$5,686.00		19	463	2	6	E		S2
SR12	9371	SUPERVISING OENTIST, CORRECTION A \$9,105,00 - \$11,897.00	IAL FACILII	IY 01 19	458	2	12	SE		S1 ¹
		P \$17,397.00 - \$24,053.00		01 19	458	2	12	SE		S1
		Q \$20,561.00 - \$24,053.00		01 19	458	2	12	SE		S1
OC45	5703	SUPERVISING DEPUTY ATTORNEY GE \$8,909.00 - \$11,002.00	NERAL	01 19		1	12	SE		S0
DD15	5743	SUPERVISING DEPUTY STATE PUBLIC \$8,492.00 - \$10,484.00	DEFENDE	R 01 19		1	12	E		S0
R54	4128	SUPERVISING DESIGN OFFICER, CALI \$6,265.00 - \$7,616.00	FORMA HO	DUSING FINANC 01 19	E AGENCY	1	12	E		S1
HB10	3455	SUPERVISING ELECTRICAL CONSTRU \$8,097.00 - \$9,842.00	CTION EN	GINEER WATER 01 19	RESOURCES	1	12	Е		S0
HJ20	3599	SUPERVISING ELECTRICAL ENGINEER \$8,097.00 - \$9,842.00	र	01 19		1	12	E		S0
-1J80	3608	SUPERVISING ELECTRICAL ENGINEER \$8,097.00 - \$9,842.00	R HYDRAUL	LIC STRUCTURE 01 19	S	1	12	E		SO
GH10	3115	SUPERVISING ENGINEER -CIVIL SECT \$8,097,00 - \$9,842.00	ION- OFFIC		CTURE AND CONS	TRUCTIO	N 12	Е		50
GY30	3391	SUPERVISING ENGINEER EQUIPMENT	FAND MAT	ERIALS SECTIO	N					
GO30	3258	\$8,097.00 - \$9,842.00 SUPERVISING ENGINEER WATER RES	COURCES	01 19		1	12	E		SC
3030	3200	A \$8,097.00 - \$9,842.00	JOUNGEO	01 19	041	1	12	E		SO
		B \$8,902.00 - \$10,820.00		01 19	041	1	12	E		SC
HT30	3748	SUPERVISING ENGINEERING GEOLOG \$8,097.00 - \$9,842.00	SIST	01 19		1	12	Е		St
HT35	3745	SUPERVISING ENGINEERING GEOLOG \$8,955.00 - \$9,878.00	GIST, CALT	RANS 01 19		1	12	Е		MO
JX10	4719	SUPERVISING ENVIRONMENTAL PLAN	NER							
HM10	3633	\$6,779.00 - \$7,474.00 SUPERVISING EQUIPMENT ENGINEER	₹	01 19		1	12	E _		MO
IV20	4060	\$8,955.00 - \$9,878.00 SUPERVISING ESTIMATOR OF BUILDI	NG CONST	01 19 RUCTION		1	12	E		M
T95	4578	\$6,273.00 - \$7,625.00 SUPERVISING ESTIMATOR, CALIFORN	NA HOUSIN	01 19 NG FINANCE AG	ENCY	1	12	Е		S
	2590	\$6,265.00 - \$7,616.00 SUPERVISING FIELD REPRESENTATIV		01 19		1	12	E		Sf
ER40		\$6,361.00 - \$7,734.00		01 19	iOH	1	12	E		52
JM19	2254	SUPERVISING FISCAL SYSTEMS ANAI \$6,779.00 - \$7,474.00	·	01 19		1	12	E		Mo
VW70	9036	SUPERVISING FOOD AND DRUG INVE \$5,369.00 - \$6,802.00	STIGATOR	01 19 34 R3		1	12	E		SO
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR \$5,369.00 - \$6,802.00	I, DEPART	MENT OF HEAL 01 19 34 P1	TH SERVICES	1	12	Е		SO
VL96	7541	SUPERVISING FRAUD INVESTIGATOR	II, DEPART	MENT OF INSU	RANCE	1	12	E		S
VJ90	8066	\$5,369.00 - \$6,802.00 SUPERVISING FRAUD INVESTIGATOR	≀II, DEPAR	01 19 34 R3 TMENT OF HEA	LTH SERVICES		•			
		\$6,058.00 - \$7,679.00		01 19 34 P1		1	12	Е		S

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Schem Class

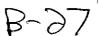
DH75 6 DH80 6 DH85 6 VR85 9 VR83 9 VR87 9 VR87 9 VR87 9 PA60 6 SU05 7	6092 6093 6094 6147 9537 9539 7566 9535 9506 6209 7884	Compensation LABOR RELATIONS COUNSEL! \$5,325.00 - \$6,438.00 LABOR RELATIONS COUNSEL!! \$5,993.00 - \$7,391.00 LABOR RELATIONS COUNSEL!!! \$6,906.00 - \$8,522.00 LABOR RELATIONS COUNSEL!!! \$7,631.00 - \$9,421.00 LABOR RELATIONS MANAGER! \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER!! \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA\$ \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	RTMENT	Footnotes 01 19 01 19 01 19 01 19 01 19 01 19 OF PERSONNEL 01 40 01 19 01 19 34 R3 36	AR Crit	1 1 1 1 0	12 12 12 12 12 12 12 12 12	SE SE E E E E	NT	E97 E97 E97 M01 M01 E99 E98
DH75 6 DH80 6 DH85 6 VR85 9 VR83 9 VR87 9 VR87 9 PA60 6 SU05 7	6093 6094 6147 9537 9539 7566 9535 9506 6209 7884	\$5,325.00 - \$6,438.00 LABOR RELATIONS COUNSEL II \$5,993.00 - \$7,391.00 LABOR RELATIONS COUNSEL III \$6,906.00 - \$8,522.00 LABOR RELATIONS COUNSEL IV \$7,631.00 - \$9,421.00 LABOR RELATIONS MANAGER II \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	01 19 01 19 01 19 01 19 01 19 05 PERSONNEL 01 40 01 19 01 19 34 R3	_ ADMINISTRATIO	1 1 0 0 N, C.E.A. 1	12 12 12 12 12 12 12	SE SE SE E E		E97 E97 E97 M01 M01 E99
DH80 6 DH85 6 VR85 9 VR83 9 VR90 7 VR87 9 VR21 9 PA60 6 SU05 7	6094 6147 9537 9539 7566 9535 9506 6209 7884	LABOR RELATIONS COUNSEL II \$5,993.00 - \$7,391.00 LABOR RELATIONS COUNSEL III \$6,906.00 - \$8,522.00 LABOR RELATIONS COUNSEL IV \$7,631.00 - \$9,421.00 LABOR RELATIONS MANAGER II \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	01 19 01 19 01 19 01 19 01 19 05 PERSONNEL 01 40 01 19 01 19 34 R3	. ADMINISTRATIO	1 1 0 0 N, C.E.A. 1	12 12 12 12 12 12 12	SE SE SE E E		E97 E97 E97 M01 M01 E99
DH85 6 VR85 9 VR83 9 VR90 7 VR87 9 VR21 9 PA60 6 SU05 7	6147 9537 9539 7566 9535 9506 6209 7884	LABOR RELATIONS COUNSEL III \$6,906.00 - \$8,522.00 LABOR RELATIONS COUNSEL IV \$7,631.00 - \$9,421.00 LABOR RELATIONS MANAGER II \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	01 19 01 19 01 19 01 19 0F PERSONNEL 01 40 01 19 01 19 34 R3	. ADMINISTRATIO	1 0 0 N, C.E.A. 1	12 12 12 12 12	SE E E		E97 M01 M01 E99
VR85 9 VR83 9 VR90 7 VR87 9 VQ21 9 VQ21 7 SQ05 7	9537 9539 7566 9535 9506 6209 7884	LABOR RELATIONS COUNSEL IV \$7,631.00 - \$9,421.00 LABOR RELATIONS MANAGER I \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	01 19 01 19 0F PERSONNEL 01 40 01 19 01 19 34 R3	. ADMINISTRATIO	0 0 N, C.E.A. 1	12 12 12 12	E E E		M01 M01 E99
VR83 9 VR90 7 VR87 9 VQ21 9 VA60 6 U05 7	9539 7566 9535 9506 6209 7884	LABOR RELATIONS MANAGER I \$5,768.00 - \$6,361.00 LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	01 19 OF PERSONNEL 01 40 01 19 01 19 34 R3	. ADMINISTRATIO	0 N, C.E.A. 1	12 12 12	E E		M01 E99
VR90 7 VR87 9 VQ21 9 VA60 6 U05 7	7566 9535 9506 6209 7884	LABOR RELATIONS MANAGER II \$6,334.00 - \$6,984.00 LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	OF PERSONNEL 01 40 01 19 01 19 34 R3	. ADMINISTRATIO	N, C.E.A. 1	12 12	E		E99
VR87 9 VQ21 9 VA60 6 U05 7	9535 9506 6209 7884	LABOR RELATIONS NEGOTIATOR, DEPA \$6,643.00 - \$7,324.00 LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	MENT-	OF PERSONNEL 01 40 01 19 01 19 34 R3	ADMINISTRATIO	1 0	12			
VQ21 9 A60 6 U05 7	9506 6209 7884 9265	LABOR RELATIONS SPECIALIST \$4,746.00 - \$5,726.00 LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR - CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO		01 19 01 19 34 R3		-		E		E98
:U05 7	6209 7884 9265	LABOR STANDARDS INVESTIGATOR \$4,119.00 - \$4,972.00 LABOR SUPERVISOR - CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO		_,		1	10			
:U05 7	7884 9265	LABOR SUPERVISOR -CASUAL EMPLOY \$0.00 - \$0.00 LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO		_,			12	2		R07
SV06 S	9265	LABORATORY ASSISTANT A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	CIC A			1	0	2	NT	Е
		B \$2,160.00 - \$2,623.00 LABORATORY ASSISTANT, CORRECTIO	11.		090	1	6	2		R11
			SISA	21	090	1	6	2		R11
ST60 7	7877	A \$2,012.00 - \$2,442.00 B \$2,160.00 - \$2,623.00	SISA SISA	21	090 090	1 1	6 6	2 2		R11 R11
	, 5//	LABORATORY TECHNICIAN -CHEMICAL A \$2,850.00 - \$3,463.00	ANALYSI	S-	040	1	6	2		R11
T65 7	7868	B \$3,116.00 - \$3,785.00 LABORATORY TECHNICIAN -CRIMINALIS	STICS-		040	1	6	2		R11
	7869	\$2,850,00 - \$3,463.00 LABORATORY TECHNICIAN II -ANIMAL F		GY-		1	6	2		R11
	8091	\$3,418.00 - \$4,153.00 LABORATORY TESTING SUPERVISOR, 0			RE MARSHALL	1	6	2		R11
	6223	\$4,520.00 - \$5,452.00 LABORER		01 19		1	12	E		S10
	6226	\$2,511.00 - \$2,737.00 LABORER-BUILDING TRADES -CASUAL	SISA EMPLOY	MENT-		1	6	2		R12
	3062	\$0.00 - \$0.00 LAND AND WATER USE PROGRAM MAN		36		1	0	2	NT	E
-	3084	\$5,646.00 - \$6,816.00 LAND AND WATER USE SCIENTIST		91 19		1	12	E		S 10
. 20		A \$2,984.00 - \$3,432.00 B \$3,493.00 - \$4,208.00		01 21 01 21	070 070	1 1	12 12	2 2		R10 R10
GA60	3013	LAND SURVEYOR SUPERVISOR \$4,648.00 - \$5,650.00		01 19		1	12	2		S 0
3A75	3017	LAND SURVEYOR, CALTRANS \$4,785.00 - \$5,815.00		19 24		1	6	2		R0!
M15	3981	LANDSCAPE ARCHITECT A \$3,437.00 - \$3,977.00		01 19 21	308	1	12	2		R 0
M13	2971	B \$3,934.00 - \$4,778.00 LANDSCAPE ASSOCIATE, CALTRANS		01 19 21	308	1	12	2		Ro
IVI 1 U	2-U11	A \$3,437.00 - \$3,977.00		01 19 21	342	1	12	2		R0
		B \$3,934.00 - \$4,778.00		01 19 21	342	1	12	2		R0
		C \$4,424.00 - \$5,374.00 D \$4,867.00 - \$5,914.00		01 19 21 01 19 21	342 342	1 1	12 12	2 2		R0 R0
IM97	1769	LANDSCAPE TECHNICIAN			9.5			_		
		A \$3,048.00 - \$3,703.00 B \$3,493.00 - \$4,246.00		01 21 01 21	263 263	1 1	12 12	2 2		R1 R1
FF35	2727	LANGUAGE, SPEECH AND HEARING SI	PECIALIS		0.15		3.5	CE		D
		1 \$4,328.50 - \$5,522.92		01 19	047	1	12 12	SE SE		R0 R0
		A \$4,722.00 - \$6,025.00		01 19	047 047	1	12	SE		RO
		F \$3,935.00 - \$5,020.83		01 19 01 19	047 047	1	12	SE		R
VF33	8460	T \$3,541.50 - \$4,518.75 LATENT PRINT ANALYST I			140	1	12	2		R
VF32	8472	\$3,773.00 - \$4,558.00 LATENT PRINT ANALYST II		01 R1 R1		1	6	2		R
VF31	8473	\$4,558.00 - \$5,495.00 LATENT PRINT SUPERVISOR								
DG50	2119	\$5,004.00 - \$6,038.00 LAUNDERER		01 19 34		1	12	E		\$0
 -		\$2,070.00 - \$2,516.00 the State Controller's records by the De	SIS			7/15/	6	2		R1 age 64



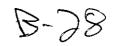
Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBI
GE80	3062	LAND AND WATER USE PROGRAM \$5,646.00 - \$6,816.00	MANAGER !	01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST A \$2,984.00 - \$3,432.00		01 21 01 21	070 070	1	12 12	2 2		R10 R10
GA60	3013	B \$3,493.00 - \$4,208.00 LAND SURVEYOR SUPERVISOR \$4,890.00 - \$5,944.00		01 19	070	1	12	2		509
M15	3981	LANDSCAPE ARCHITECT A \$3,574,00 - \$4,136.00		01 19 21	308	1	12	2		R09
M13	2971	B \$4,091.00 \$4,969.00 LANDSCAPE ASSOCIATE, CALTRAI	NS	01 19 21	308	1	12	2		R0
		A \$3,574.00 - \$4,136.00		01 19 21	342	1	12 12	2 2		R0 R0
		B \$4,091.00 - \$4,969.00		01 19 21	342 342	1	12	2		RO
	4700	C \$4,636,00 - \$5,632.00 D \$5,135.00 - \$6,239.00		01 19 21 01 19 21	342	1	12	2		R
M97	1769	LANDSCAPE TECHNICIAN A \$3,048.00 - \$3,703.00 B \$3,493.00 - \$4,246.00		01 21 01 21	263 263	4	12 12	2 2		R R
F35	2727	LANGUAGE, SPEECH AND HEARIN	G SPECIALIST							
. 00		1 \$4,328.50 - \$5,522.92		01 19	047	1	12	SE		RO
		A \$4,722.00 - \$6,025.00		01 19	047	1	12	SE		R
		F \$3,935.00 - \$5,020.83 T \$3,541.50 - \$4,518.75		01 19 01 19	047 047	1	12 12	SE SE		R)
√F33	8460	\$3,773.00 - \$4,558.00		01 R1		1	12	2		R
√F32 √F31	8472 8473	LATENT PRINT ANALYST II \$4,558.00 - \$5,495.00 LATENT PRINT SUPERVISOR		R1		1	6	2		R
VF31 DG50	2119	\$5,004.00 - \$6,038.00 LAUNDERER		01 19 34		1	12	E		S
DG60	2122	\$2,070.00 - \$2,516.00 LAUNDERER ASSISTANT	SISA			1	6	2		R
RA68	7270	\$1,929.00 - \$2,343.00 LAUNDRY EQUIPMENT REPAIR TE	SISA CHNICIAN, PF	RISON INDUSTRIE	S	1	. 6	2 2		R R
DG30	2113	\$4,416.00 - \$5,325.00 LAUNDRY SUPERVISOR I \$2,392.00 - \$2,909.00		19 01 43		1	12	2		s
DG35	2114	LAUNDRY SUPERVISOR I - CORREI A \$2,391.00 - \$2,905.00	CTIONAL FAC		322	1	6	2		U
DG20	2110	S \$2,392.00 - \$2,909.00 LAUNDRY SUPERVISOR II		43 R0	322	1	6	2		n
DG25	2111	\$2,820.00 ~ \$3,429.00 LAUNDRY SUPERVISOR 11 - CORRE	ECTIONAL FAC		200	1	12 6	2 2		s
	0440	A \$2,818.00 - \$3,427.00 S \$2,820.00 - \$3,429.00 LAUNDRY WORKER		43 R0 43 R0	322 322	1	6	2		U
DG40 DG65	2116 2123	\$2,146.00 - \$2,609.00 LAUNDRY WORKER ASSISTANT	SISA			1	6	2		R
DG45	2117	\$1,929.00 - \$2,343.00 LAUNDRY WORKER -CORRECTION	SIS <i>A</i> NAL FACILITY			1	6	2		F
VG60	8527	\$2,146.00 - \$2,609.00 LAW ENFORCEMENT CONSULTAN	SISA	R0	FFICER STANDA	1 RDS AND	F TRAINING	2		F
VG70	8528	\$5,016,00 - \$6,052.00 LAW ENFORCEMENT CONSULTAN		01 19 34 SION ON PEACE C		1 ARDS ANE	12 TRAINING	E		5
CX20	2957	\$6,809.00 - \$7,509.00 LAW INDEXER		01 19 34	000.005	1	12	£ 2		r. F
		A \$2,661.00 - \$3,162.00		01 21	285 365	1	12 12	2		F
		B \$2,881.00 - \$3,456.00		01 21	285 365 285 365	1	12	2		F
		C \$3,456,00 - \$4,154.00		01 21 01 21	285 365 285 365	1	12	2		F
		L \$2,661.00 - \$3,162.00 M \$2,881.00 - \$3,456.00		01 21	285 365 285 365	1	12	2		F
OKON	6850	N \$3,456.00 - \$4,154.00 LEAD AUTOMOBILE MECHANIC		01 21	285 365	1	12	2		í
QK90	0000	A \$3,268.00 - \$3,577.00 B \$3,577.00 - \$3,926.00			040 040	1	6 6	2 2		F 1
QK95	6867	LEAD AUTOMOBILE MECHANIC -0 \$3,577.00 - \$3,926.00	CORRECTION	AL FACILITY- R0		1	6	2		
DC30	2003	LEAD CUSTODIAN \$2,104.00 - \$2,557.00				1	6	2		
DC35	2005	LEAD CUSTODIAN (CORRECTION 52,104.00 - \$2,557.00	NAL FACILITY)	R0		1	6	2		

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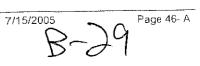
Schem Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OH70	6092	LABOR RELATIONS COUNSEL { \$5,644,00 - \$6,823.00		01 19	- Wellington	1	12	SE		E97
OH75	6093	LABOR RELATIONS COUNSEL II \$6,352.00 - \$7,834.00		01 19		1	12	SE		E97
08HO	6094	LABOR 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 ! \$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, DEPA \$6,876.00 - \$7,580.00	ARTMENT		L ADMINISTRATION		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 EMPLOY \$0,00 - \$0.00	MENT-	36		1	0	2	NT	E
SU05	7884	LABORATORY ASSISTANT A \$2.082.00 - \$2,527.00	SISA		090	1	6	2		R11
SV06	9265	B \$2,236.00 - \$2,715.00 LABORATORY ASSISTANT, CORRECTIO	SISA NAL FACI		090	1	6	2		R11
		A \$2,082.00 - \$2,527.00 B \$2,236.00 - \$2,715.00	SISA SISA		090 090	1	6 6	2 2		R11 R11
ST60	7877	LABORATORY TECHNICIAN - CHEMICAL A \$2,950.00 - \$3,584.00	ANALYSI	S-	040	1	6	2		R11
ST65	7868	B \$3,225.00 - \$3,917.00 LABORATORY TECHNICIAN -CRIMINALIS	STICS-		040	1	6	2		R11
ST10	7869	\$2,950.00 - \$3,584.00 LABORATORY TECHNICIAN II -ANIMAL F	PATHOLO	GY-		1	6	2		R11
TG35	8091	\$3,538.00 - \$4,298.00 LABORATORY TESTING SUPERVISOR, (OFFICE O		RE MARSHALL	1	6	2		R11
PB30	6223	\$4,678.00 - \$5,643.00 LABORER	SISA	01 19		1	12 6	E 2		S10 R12
PB40	6226	\$2,599.00 - \$2,833.00 LABORER-BUILDING TRADES -CASUAL \$0.00 - \$0.00		MENT- 36		1	0	2	NT	E
GE80	3062	LAND AND WATER USE PROGRAM MAN \$5,844.00 - \$7,055.00	IAGER I	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
GA60	3013	B \$3,615.00 - \$4,355.00 LAND SURVEYOR SUPERVISOR		01 21	070	1	12	2		R10
IM15	3981	\$5,429,00 - \$6,599.00 LANDSCAPE ARCHITECT		01 19		1	12	2		S09`-
		A \$3,838.00 - \$4,442.00 B \$4,394.00 - \$5,337.00		01 19 21 01 19 21	308 308	1 1	12 12	2 2		R09 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 C \$5,035.00 - \$6,116.00		01 19 21 01 19 21	342 342	1	12 12	2		R09 R09
IM97	1769	D \$5,633.00 - \$6,844.00 LANDSCAPE TECHNICIAN		01 19 21	342	1	12	2		R09
FF- 8	ana	A \$3,155.00 - \$3,833.00 B \$3,615.00 - \$4,395.00	FOLLUST	01 21 01 21	263 263	1	12 12	2 2		R11 R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SF 1 \$4,479.75 - \$5,716.33	'ECIALIS I	01 19 45 21 01 19 45 21	047 047	1	12 12	SE SE		R03 R03
		7 \$4,196.50 - \$10,293.80 7 \$228.90 - \$467.90		01 19 45 21	047	1	12	SE		R03
		A \$4,887.00 - \$6,236.00 F \$4,072.50 - \$5,196.67		01 19 45 21 01 19 45 21	047 047	1	12 12	SE SE		R03 R03
VF33	8460	T \$3,665.25 - \$4,677.00 LATENT PRINT ANALYST I		01 19 45 21	047	1	12	SE		R03
VF32	8472	\$4,101.00 ~ \$4,954.00 LATENT PRINT ANALYST II		01 R1		1	12	2		R07
VF31	8473	\$4,954.00 - \$5,972.00 LATENT PRINT SUPERVISOR		R1		1	6	2		R07
		\$5,457.00 - \$6,585.00		01 19 34 R1		1	12	Ε		S07



Code	Code	Full Class Title								· ·
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	wwg	NT	СВІ
PB40	6226	LABORER-BUILDING TRADES -CAS	UAL EMPLOY	∕IENT- 36		1	0	2	NT	E
3E80	3062	\$0.00 - \$0.00 LAND AND WATER USE PROGRAM	MANAGER I	30		i	U	2	14.1	L
2200	0002	\$6,D43.00 - \$7,295.00		01 19		1	12	E		S10
GF25	3084	LAND AND WATER USE SCIENTIST		01 21	070	1	12	2		R10
		A \$3,193.00 - \$3,673.00 B \$3,738.00 - \$4,503.00		01 21	070	1	12	2		R10
SA6D	3013	LAND SURVEYOR SUPERVISOR								
		\$6,042.00 - \$7,345.00		01 19		1	12	2		S09
M15	3981	LANDSCAPE ARCHITECT A \$4,279,00 - \$4,953,00		01 19 21	308	1	12	2		R0
		A \$4,279.00 - \$4,953.00 B \$4,899.00 - \$5,951.00		01 19 21	308	1	12	2		Ro:
M13	2971	LANDSCAPE ASSOCIATE, CALTRAN	IS							
		A \$4,279.00 - \$4,953.00		01 19 21	342	1	12	2		R0
		B \$4,899.00 - \$5,951.00		01 19 21 01 19 21	342 342	1 1	12 12	2 2		R0 R0
		C \$5,604.00 - \$6,807.00 D \$6,270.00 - \$7,617.00		01 19 21	342	1	12	2		RO
M97	1769	LANDSCAPE TECHNICIAN								
		A \$3,262.00 - \$3,963.00		01 21	263	1	12	2		R1
		B \$3,738.00 - \$4,544.00		01 21	263	1	12	2		R1
F35	2727	LANGUAGE, SPEECH AND HEARING 1 \$4,631.92 - \$5,910.67	SPECIALIST	01 19 45 21	047	1	12	SE		Ro
		7 \$236.99 - \$496.43		01 19 45 21	047	i	12	SE		RO
		7 \$29.62 - \$62.05		01 19 45 21	047	1	12	SE		RO
		7 \$4,344.82 - \$9,101.22		01 19 45 21	047	1	12	SE		RO
		A \$5,053.00 - \$6,448.00		01 19 45 21	047 047	1 1	12 12	SE SE		R0 R0
		F \$4,210.83 - \$5,373.33 T \$3,789.75 - \$4,836.00		01 19 45 21 01 19 45 21	047	1	12	SE		Ro
/F33	846D	LATENT PRINT ANALYST I								
		\$4,240.00 - \$5,378.00		01 R1		1	12	2		RC
F32	8472	LATENT PRINT ANALYST II		D4			6	0		RC
/F31	8473	\$5,122.00 - \$6,484.00 LATENT PRINT SUPERVISOR		R1		1	O	2		KU
101	0473	\$5,643.00 - \$7,149.00		01 19 34 R1		1	12	Е		SC
G50	2119	LAUNDERER \$2,215.00 - \$2,693.00	SISA			1	6	2		R1
)G60	2122	LAUNDERER ASSISTANT	Olon			•	ŭ	-		
		\$2,065.00 - \$2,507.00	SISA			1	6	2		R1
RA68	7270	LAUNDRY EQUIPMENT REPAIR TEC	CHNICIAN, PRI		S	4				F1.4
)G30	2113	\$4,726,00 - \$5,698,00 LAUNDRY SUPERVISOR I		19		1	6	2		R1
7630	2113	\$2,560.00 - \$3,113.00		01 43		1	12	2		S1
)G35	2114	LAUNDRY SUPERVISOR I -CORRECT	TIONAL FACI							
		A \$2,559.00 - \$3,109.00		43 R0	322	1	6	2		U1
		S \$2,560.00 - \$3,113.00		43 R0	322	1	6	2		U1
)G20	2110	LAUNDRY SUPERVISOR II		01 43	•	1	12	2		Si
G25	2111	\$3,018.00 - \$3,670.00 LAUNDRY SUPERVISOR II -CORREC	CTIONAL FACI				12	2		J
OLU	2111	A \$3,016.00 - \$3,668.00	3110111121710	43 R0	322	1	6	2		U1
		S \$3,018,00 - \$3,670.00		43 R0	322	1	6	2		U1
)G40	2116	LAUNDRY WORKER	0104				_			D.4
)G65	2123	\$2,297.00 - \$2,792.00 LAUNDRY WORKER ASSISTANT	SISA			1	6	2		R1
7600	2123	\$2,065.00 - \$2,507.00	SISA			1	6	2		R1
OG45	2117	LAUNDRY WORKER -CORRECTION								
		\$2,297.00 - \$2,792.00	SISA	R0		1	6	2		R1
/G60	8527	LAW ENFORCEMENT CONSULTAN	LI COMMISSIO		FICER STANDAR			-		
/C70	0500	\$5,369.00 - \$6,477.00		01 19 34	EERCED STANDAR	1 Deand	TDAINING	Е		SC
/G70	8528	LAW ENFORCEMENT CONSULTAN' \$7,287.00 - \$8,036.00	I II COMMISSI	01 19 34	FFICER STANDAR	1 3 AND	1RAINING 12	Е		M
CX20	2957	LAW INDEXER								
		A \$2,848.00 - \$3,384.00		01 21	285 365	1	12	2		R
		B \$3,083.00 - \$3,699.00		01 21	285 365	1	12	2 2		R(
		C \$3,699.00 - \$4,445.00 L \$2,848.00 - \$3,384.00		01 21 01 21	285 365 285 365	1	12 12	2		R
		M \$3,083.00 - \$3,699.00		01 21	285 365	1	12	2		R
		N \$3,699.00 - \$4,445.00		01 21	285 365	1	12	2		R
JK90	6850	LEAD AUTOMOBILE MECHANIC			646		_	2		n.
		A \$3,497.00 - \$3,828.00 B \$3,828.00 - \$4,201.00			040 040	1	6 6	2 2		R′ R′
QK95	6867	LEAD AUTOMOBILE MECHANIC -CO	DRRECTIONAL	FACILITY-	J-0	,	J	-		"
		\$3,828,00 - \$4,201.00		R0		1	6	2		R



		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
	0750	ENVIRONMENTAL PROGRAM MANAGER I								
3H82	0756	\$5,864.00 - \$7,078.00	SUPER	01 19		1	12	Ε		S 10
3H76	0769	ENVIRONMENTAL PROGRAM MANAGER II		01 19		1	12	Е		M 10
G53	7413	\$7,481.00 - \$8,251.00 ENVIRONMENTAL RESEARCH ASSISTANT	•	01 19		•	12	L		
1000	7410	\$2,632.00 - \$2,984.00		01 19		1	12	2		R 10
3G85	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
H70	0762	ENVIRONMENTAL SCIENTIST A \$2,875.00 - \$3,455.00		01 19 21	430	1	12	2		R 10
		В \$3,493.00 - \$4,208.00		01 19 21	430	1	12 12	2 2		R 10 R 10
1 E 4E	4708	C \$4,419.00 - \$5,336.00 ENVIRONMENTAL SERVICES INTERN		01 19 21	430	1	12	2		1110
IF45	4700	A \$1,882.00 - \$2,049.00	SISA		234	1	0	2	NT	E
		B \$2,049.00 - \$2,230.00 C \$2,230.00 - \$2,435.00	SISA SISA		234 234	1	0 0	2 2	NT NT	E E
JP05	0800	C \$2,230.00 - \$2,435.00 ENVIRONMENTAL SERVICES SUPERVISO			201	·				
71 00	0000	\$4,626.00 - \$5,585.00		01 19		1	12	E		510
H64	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
C46	7966	EPIDEMIOLOGIC INTERVIEWER I				1	6	2		R 20
C44	7 967	\$2,736.00 - \$3,326,00 EPIDEMIOLOGIC INTERVIEWER II				·				
011	,	\$2,976.00 - \$3,616.00				1	6	2		R 20
(Y91	5147	EQUAL EMPLOYMENT OPPORTUNITY AN: \$4,111,00 - \$4,997.00	ALYST	19		1	6	2		R0
/E40	4905	EQUESTRIAN CENTER MANAGER						_		0.0
		\$4,520.00 - \$5,452.00		01 19		1	12	E		SO
IM25	3639	EQUIPMENT ENGINEER A \$3,437.00 - \$3,977.00		01 19 21	441	1	12	2		R0
		B \$3,934.00 - \$4,778.00		01 19 21	441	1	12	2 2		R0 R0
		C \$4,424.00 - \$5,374.00 D \$4,867.00 - \$5,914.00		01 19 21 01 19 21	441 441	1 1	12 12	2		R0
QK82	6865	D \$4,867.00 - \$5,914.00 EQUIPMENT MAINTENANCE SUPERVISOR	R -CORF							
	-	A \$4,646.00 - \$5,106.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U1 U1
HM70	3634	S \$4,647.00 - \$5,108.00 EQUIPMENT MANAGEMENT SUPERVISOR	₹	43 NO	JZZ.		J	_		
TIVITO	5004	\$4,639.00 - \$5,639.00		01 19		1	12	E		80
QK72	1530	EQUIPMENT MATERIEL COORDINATOR \$4,220.00 - \$5,089.00		01 43		1	12	2		S1
QK74	1540	EQUIPMENT MATERIEL MANAGER I		01-70						
		\$3,845.00 - \$4,220.00		01 43		1	12	2		S1
QK73	1537	EQUIPMENT MATERIEL MANAGER II \$3,845.00 - \$4,633.00		01 43		1	12	2		S1
QK78	1563	EQUIPMENT MATERIEL MANAGER III								
		\$4,220.00 - \$5,089.00		01 19	•	1	12	2		S1
QK79	1564	EQUIPMENT MATERIEL OPERATIONS MA \$5,089.00 - \$6,143.00	NAGEN	01 19		1	12	E		S1
QK76	1552	EQUIPMENT MATERIEL SPECIALIST						0		D.
E00	4000	\$3,206.00 + \$3,515.00 EVENT COORDINATOR, DISTRICT AGRIC	SISA	AL ASSOCIATION	I	1	6	2		R1
ME30	4903	\$3,418.00 - \$4,155.00	OLION	01	•	1	12	2		R
QF35	6737	EVENTS SERVICES SUPERVISOR		n. 10		á	40	E		S
0070	1854	\$3,926.00 ~ \$4,734.00 EXAMINATION PROCTOR		01 19		1	12	L		J
CG76	1634	\$10.55 - \$10.96 HR		36		1	0	2	NT	E
CG75	1877	EXAMINATION PROCTOR, DEPARTMENT	OF INS		455	1	6	2		R
		A \$2,295.00 - \$2,382.00 B \$2,549.00 - \$2,649.00		21 21	155 155	1	6	2		R
SWB0	7949	EXAMINER I LABORATORY FIELD SERVI	CES			4	0	0		ь
CIAITC	70.46	\$4,023.00 - \$4,847.00	ICES	19		1	6	2		R
SW75	7946	EXAMINER II LABORATORY FIELD SERV \$4,414.00 - \$5,320.00	,OLG	01 19		1	12	2		R
SW30	7947	EXAMINER III LABORATORY FIELD SER	VICES	D4 40		1	12	Ε		S
Whon	8828	\$5,713.00 - \$6,906.00 EXAMINER IN BARBERING		01 19		1	12	L		3
VU90	0070	\$3,199.00 - \$3,845.00		34		1	6	2		R
VU70	8819	EXAMINER IN ELECTROLOGY		40.04.04		1	6	2		R
		\$3,199.00 - \$3,845.00		19 34 R1		1	Б	4		, ,



Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	wwg	NT	CBI
B174	4806	ENERGY RESOURCES SPECIALIST \$4,516.00 - \$5,448.00		19		1	6	E		R 10
B172	4813	ENERGY RESOURCES SPECIALIST \$4,963.00 ~ \$5,988.00		01 19		1	12	Е		S10
/S90	8793	ENFORCEMENT REPRESENTATIVE A \$3,502.00 - \$4.222.00	I, CONTRACT	01 19 34 21 R8	195	1	12	2 2		R01
'S89	8795	B \$3,845,00 - \$4,636.00 ENFORCEMENT REPRESENTATIVE	II, CONTRACT	01 19 34 21 R8 FORS STATE LICE 01 19 34 R8	195 NSE BOARD	1	12 12	2		RO
′S75	8796	\$4,225.00 - \$5,101.00 ENFORCEMENT SUPERVISOR I, CO	NTRACTORS			1	12	E		S0
'S60	8790	\$4,655.00 - \$5,620.00 ENFORCEMENT SUPERVISOR II, CC \$5,101.00 - \$6,152.00	NTRACTORS			1	12	E		S0
SH62	3137	ENGINEER, WATER RESOURCES			251	1	12	2		RO
		A \$3,574,00 - \$4,136.00		01 19 21	351	1	12	2		RC
		B \$4,091,00 - \$4,969.00		01 19 21	351 351	1	12	2		RC
		C \$4,636.00 - \$5,632.00		01 19 21 01 19 21	351 351	1	12	2		R
	0===	D \$5,135.00 - \$6,239.00		יו וש צו	JJI	1	12	2		
1T65	3756	ENGINEERING GEOLOGIST		04.24	424	1	12	2		RO
		A \$3,574.00 - \$4,136.00		01 21	434	1	12 12	2		RO
		B \$4,091.00 - \$4,969.00		01 21	434	1	12	2		R(
		C \$4,880.00 - \$5,932.00 D \$5,144.00 - \$6,253.00		01 21 01 21	434 434	1	12	2		R
E75	8054	### ST ##### ST ### ST ### ## ST ### ST ### ST ########		01 19		1	12	E		S
X30	4640	ENVIRONMENTAL PLANNER		01 21	024	1	12	2		R
		A \$2,902.00 - \$3,200.00		01 21	024	1	12	2		R
		B \$2,994.00 - \$3,465.00 C \$3,589.00 - \$4,363.00		01 21	024	1	12	2		R
X34	4617	ENVIRONMENTAL PLANNER (ARCH	EOLOGY)	04 40 04	004		40	2		R
		A \$2,902.00 - \$3,200.00		01 19 21	024	1	12			RI
		B \$2,994.00 - \$3,465.00		01 19 21	024	1	12	2		R
		C \$3,589.00 - \$4,363.00		01 19 21	024	1	12	2		, ,
JX36	4618	ENVIRONMENTAL PLANNER (ARCH	ITECTURAL F							
		A \$2,902.00 - \$3,200.00		01 19 21	024	1	12	2		R
		B \$2,994.00 - \$3,465.00		01 19 21	024	1	12	2		R R
		C \$3,589.00 - \$4,363.00		01 19 21	024	1	12	2		FK
1X32	4635	ENVIRONMENTAL PLANNER (NATU	RAL SCIENCE		004		45	•		ь
		A \$2,902.00 - \$3,200.00		01 19 21	024	1	12	2		R
		B \$2,994.00 - \$3,465.00		01 19 21	024	1	12	2		R
21100	0700	C \$3,589.00 - \$4,363.00 ENVIRONMENTAL PROGRAM MANA	CER I (MANA	01 19 21 GERIAL)	024	1	12	2		R
3H80	0760	\$6,484.00 - \$7,148.00		01 19		1	12	E		М
вн82	0756	ENVIRONMENTAL PROGRAM MANA \$5,864.00 - \$7,078.00		RVISORY) 01 19		1	12	E		S
BH76	0769	ENVIRONMENTAL PROGRAM MAN/ \$7,481.00 - \$8,251.00	AGER II	01 19		1	12	E	i. 19.	М
BG53	7413	ENVIRONMENTAL RESEARCH ASS \$2,632.00 ~ \$2,984.00	ISTANT	01 19		1	12	2		R
BG85	6170	ENVIRONMENTAL RESEARCH SCIE	NTIST							_
		A \$2,868.00 - \$3,273.00 B \$3,493.00 - \$4,208.00		01 19 21 01 19 21	228 228	1	12 12	2 2		R
BH70	0762	ENVIRONMENTAL SCIENTIST						_		
		A \$2,875.00 - \$3,455.00		01 19 21	430	1	12	2		R
		B \$3,493.00 - \$4,208.00		01 19 21	430	1	12	2		F
		C \$4,419.00 - \$5,336.00		01 19 21	430	1	12	2		F
MF45	4708	ENVIRONMENTAL SERVICES INTE								
		A \$1,882.00 - \$2,049.00	SISA		234	1	0	2	NT	5
		B \$2,049,00 - \$2,230.00	SISA		234	1	0	2	TN	E
		C \$2,230.00 - \$2,435.00	SISA		234	1	0	2	NΤ	E
BP05	0800	ENVIRONMENTAL SERVICES SUPE \$4,626.00 - \$5,585.00	RVISOR	01 19		1	12	E		5
вн64	3524	ENVIRONMENTAL TECHNICIAN		19 21	360	1	6	2		F
		A \$2,566.00 - \$3,120.00 B \$3,048.00 - \$3,703.00		19 21	360	1	6	2		F
TC46	7966	EPIDEMIOLOGIC INTERVIEWER I \$2,736.00 - \$3,326.00				1	6	2		F
TC 44	7967	EPIDEMIOLOGIC INTERVIEWER II \$2,976.00 - \$3,616.00				1	6	2		F
KY91	5147	EQUAL EMPLOYMENT OPPORTUR	HTY ANALYST	Γ						



Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBIE
	······································	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		01 19		1	12	E		S10
JX30	4640	\$5,913.00 - \$7,148.00 ENVIRONMENTAL PLANNER		0115		ı	12	L-		UIU
3730	4040	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 (ARCHE A \$3,004.00 - \$3,312.00	:OLUGY)	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 (ARCHIT	TECTURAL H							
		A \$3,004.00 - \$3,312.00		01 19 21	024	1	12	2		R01
		B \$3,099.00 - \$3,586.00 C \$3,715.00 - \$4,516.00		01 19 21 01 19 21	024 024	1	12 12	2 2		R01 R01
JX32	4635	C \$3,715.00 - \$4,516.00 ENVIRONMENTAL PLANNER (NATUR	AL SCIENCE		024	1	12	2		RUI
1777	4000	A \$3,004.00 - \$3,312.00	TE GOILITOL	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 MANAG	GER I (MANA				40	_		MAG
DI IOS	0756	\$6,711.00 - \$7,398.00	en ivenata	01 19		1	12	E		M10
BH82	0756	### ENVIRONMENTAL PROGRAM MANAC ### \$6,069.00 - \$7,326.00	שבת ו (סטרכו	01 19		1	12	Е		S10
BH76	0769	ENVIRONMENTAL PROGRAM MANAG	SER II	0110		,		_		0,0
DITTO	0,55	\$7,743.00 - \$8,540.00		01 19		1	12	Е		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASSIS	TANT							
		\$2,724.00 - \$3,088.00		01 19		1	12	2		R10
BG85	6170	ENVIRONMENTAL RESEARCH SCIEN	ITIST	04.40.04	200		40			D40
		A \$2,968.00 - \$3,388.00 B \$3,615.00 - \$4,355.00		01 19 21 01 19 21	228 228	1 1	12 12	2 2		R10 R10
BH70	0762	ENVIRONMENTAL SCIENTIST		01 10 2 1	220	•	,,_	-		11,70
LI (7 G	U/UL	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 INTERI A \$1,948,00 - \$2,121.00	N SISA		234	1	0	2	NT	Ε
		A \$1,948.00 - \$2,121.00 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 SUPER	RVISOR							
		\$4,788.00 - \$5,780.00		01 19		1	12	Е		S10
BH64	3524	ENVIRONMENTAL TECHNICIAN		19 21	360	1	6	2		R11
		A \$2,656.00 - \$3,229.00 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 OPPORTUNIT \$4,255.00 - \$5,172.00	Y ANALYST	19		1	6	2		R01
ME40	4905	EQUESTRIAN CENTER MANAGER		15		•	J	2		HOI
ME40	4500	\$4,678.00 - \$5,643.00		01 19		1	12	É		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 D \$5,633.00 - \$6,844.00		01 19 21 01 19 21	441 441	1	12 12	2 2		R09 R09
QK82	6865	EQUIPMENT MAINTENANCE SUPER	VISOR -CORI			,	,	-		1100
GIVOE	0000	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 SUPER	VISOR				4.5	_		0.00
		\$5,329.00 - \$6,478.00	ran	01 19		1	12	E		S09
QK72	1530	EQUIPMENT MATERIEL COORDINAT \$4,368.00 - \$5,267.00	IOR	01 43		1	12	2		S12
QK74	1540	EQUIPMENT MATERIEL MANAGER I				•	٠,ـ	-		V.L
SELVI T	,010	\$3,980.00 - \$4,368.00		01 43		1	12	2		S12
QK73	1537	EQUIPMENT MATERIEL MANAGER I	1							
		\$3,980.00 - \$4,795.00		01 43		1	12	2		S12
	1563	EQUIPMENT MATERIEL MANAGER I	11							
QK78	,555	\$4,368.00 - \$5,267.00	£1	01 19		1	12	2		S12

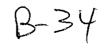


Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBIE
VS75	8796	ENFORCEMENT SUPERVISOR I, CO	ONTRACTORS		(NON-PEACE OFF		_			
		\$5,440.00 - \$6,569.00		01 19 34		1	12	Е		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CO	ONTRACTORS		O (NON-PEACE OF	FICER)	40	-		507
		\$5,962.00 - \$7,188.00		01 19 34		1	12	E		S07
GH62	3137	ENGINEER, WATER RESOURCES		04 40 94	254	1	10	2		Bac
		A \$4,279.00 - \$4,953.00 B \$4,899.00 - \$5,951.00		01 19 21 01 19 21	351 351	1	12 12	2 2		R09 R09
		B \$4,899.00 - \$5,951.00 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	Е		S10
JX30	4640	ENVIRONMENTAL PLANNER		04.04	004		d D			D04
		A \$3,106.00 - \$3,425.00		01 21	024	1	12	2		R01
		B \$3,204.00 - \$3,708.00 C \$3,841.00 - \$4,670.00		01 21 01 21	024 024	1 1	12 12	2 2		R01 R01
IV24	4047		IEOLOGY)	0121	024	•	12	2		NU ;
JX34	4617	ENVIRONMENTAL PLANNER (ARCH A \$3,106.00 - \$3,425.00	ieologi)	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 (ARCH	UTECTURAL H		0 2 4	•		-		.,,,,
UV20	4010	A \$3,106.00 - \$3,425.00	INTEO FORMETT	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 (NATU	RAL SCIENCE	S)						
,,,,,,		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 MANA	AGER I (MANA	GERIAL)						
		\$6,939.00 - \$7,650.00		01 19		1	12	Е		M10
BH82	0756	ENVIRONMENTAL PROGRAM MANA	AGER I (SUPER	RVISORY)						
		\$6,275.00 - \$7,575.00		01 19		1	12	E		\$10
BH76	0769	ENVIRONMENTAL PROGRAM MANA	AGER II							
		\$8,006,00 - \$8,830,00		01 19		1	12	E		M10
BG53	7413	ENVIRONMENTAL RESEARCH ASS	ISTANT							
		\$2,817.00 - \$3,193.00		01 19		1	12	2		R10
BG85	6170	ENVIRONMENTAL RESEARCH SCIE	NTIST							
		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		· 2		R10
		C \$4,730.00 - \$5,711.00		01 19 21	430	1	12	2		R10
MF45	4708	ENVIRONMENTAL SERVICES INTER					_	_	h 1941	_
		A \$2,014.00 - \$2,193.00 B \$2,193.00 - \$2,386.00	SISA		234	1	0	2	NT	E
		B \$2,193.00 - \$2,386.00 C \$2,386.00 - \$2,606.00	SISA SISA		234 234	1 1	0	2 2	NT NT	E E
BP05	0800	ENVIRONMENTAL SERVICES SUPE			234	1	U	2	INI	_
BP05	UBUU	\$4,951.00 - \$5,977.00	HVISUK	01 19		1	12	Е		S10
nue.	2504	•		Ut 19		1	12	_		310
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 2		R11
TC46	7966			19 21	300		U	2		IXII
1040	1,900	EPIDEMIOLOGIC INTERVIEWER I \$2,928.00 - \$3,559.00				1	6	2		R20
TC44	7967						ū	2		1120
1044	1901	EPIDEMIOLOGIC INTERVIEWER II \$3,185.00 - \$3,870.00				1	6	2		R20
L/04	E 4 47		TV ANALYCT			i	U	2		1120
KY91	5147	EQUAL EMPLOYMENT OPPORTUN \$4,400.00 - \$5,348.00	III ANALISI	19		1	6	2		R01
ME 40	4005			15		'	· ·	2		1101
ME40	4905	EQUESTRIAN CENTER MANAGER \$4,837.00 - \$5,835.00		01 19		1	12	E		S01
HM25	3639	EQUIPMENT ENGINEER		01 15		'	12	-		301
1114123	2022	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
		EQUIPMENT MAINTENANCE SUPE	DVISOD CODI			1	12	-		
OK82	6865									
QK82	6865	A \$4,973.00 - \$5,465,00	KVISOK -CORI	43 RO	322	1	6	2		U12

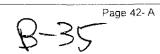


		Full Class Title	DIDA Enctrotos	AR Crit	MCP	Prob. Mo.	WWG	NT	CBII
		Compensation	SISA Footnotes	AK UIII	MICK	LION MO	4446	13.1	
J32	4949	ENERGY COMMISSION SPECIALIST \$5,448.00 - \$6,580.00	01 19		1	12	E		R10
J34	4186	ENERGY COMMISSION SPECIALIST	III (TECHNOLOGY EVALUATIC 01 19	N ANDDEVELOP	MENT) 1	12	E		R10
J24	4152	\$5,448.00 - \$6,580.00 ENERGY COMMISSION SUPERISOR		N AND DEVELOPM					
		\$4,520.00 - \$5,452.00 ENERGY COMMISSION SUPERVISO	01 19		1	12	E		S 10
J20	4927	\$4,520.00 - \$5,452.00	01 19		1	12	Е		S10
J22	4928	ENERGY COMMISSION SUPERVISO \$4,520,00 - \$5,452.00	OR I (FORECASTING) 01 19		1	12	E		S 10
J03	4940	ENERGY COMMISSION SUPERVISO	R II (EFFICIENCY)			10	E		S10
J07	4599	\$4,963.00 - \$5,988.00 ENERGY COMMISSION SUPERVISO	01 19 OR II (FORECASTIN G)		1	12	E		311
301	4000	\$4,963.00 - \$5,988.00	01 19	ON AND DEVELO	1	12	Ε		51
J05	4058	ENERGY COMMISSION SUPERVISO \$4,963.00 - \$5,988.00	OR II (TECHNOLOGY EVALUATI 01 19	ON AND DEVELO	1 1	12	E		S 1
J90	4609	ENERGY PROGRAM SPECIALIST III			4	12	E		М1
170	4805	\$6,034.00 - \$6,651.00 ENERGY RESOURCE SPECIALIST II	01 19 II (MANAGERIAL)		1	12	E		İVI E
170	4000	\$5,493.00 - \$6,057.00	01 19		1	12	Е		М1
176	4807	ENERGY RESOURCES SPECIALIST \$4.111.00 - \$4,960.00	19		1	6	2		R1
174	4806	ENERGY RESOURCES SPECIALIST			4		_		П 4
172	4813	\$4,516.00 - \$5,448.00 ENERGY RESOURCES SPECIALIST	19 · Bi (SUPERVISORY)		1	6	E		R1
	4013	\$4,963.00 - \$5,988.00	01 19		1	12	Е		S1
J67	4933	ENERGY SPECIALIST II (BUILDING), \$4,516.00 - \$5,448.00	APPLIANCE EFFICIENCY) 01 19 24		1	12	E		R'
J75	4612	ENERGY SPECIALIST II (FORECAST				40	_		R1
J65	4957	\$4,516.00 - \$5,448.00 ENERGY SPECIALIST II (FUELS)	01 19 24		1	12	E		L/
Jua	4807	\$4,516.00 - \$5,448.00	01 19 24		1	12	E		R
S90	8793	ENFORCEMENT REPRESENTATIVE A \$3,502.00 - \$4,222.00	E I, CONTRACTORS STATE LICI 01 19 34 21 R8	ENSE BOARD 195	1	12	2		R
		B \$3,845.00 - \$4,636.00	01 19 34 21 R8	195	1	12	2		R
589	8795	ENFORCEMENT REPRESENTATIVE \$4,225.00 - \$5,101.00	II, CONTRACTORS STATE LIC 01 19 34 R8	ENSE BOARD	1	12	2		R
'S75	8796	ENFORCEMENT SUPERVISOR I, CO		<u> </u>	4	40	E		St
'S60	8790	\$4,541.00 - \$5,483.00 ENFORCEMENT SUPERVISOR II, C	01 19 34 ONTRACTORS LICENSE BOAF	₹D	1	12	E		. 5
700	0,00	\$5,101.00 - \$6,152.00	01 19 34		1	12	E		\$
SH62	3137	ENGINEER, WATER RESOURCES A \$3,437.00 - \$3,977.00	01 19 21	351	1	12	2		R
		B \$3,934.00 - \$4,778.00	01 19 21	351	1	12	2		Ŕ
		C \$4,424.00 - \$5,374.00 D \$4,867.00 - \$5,914.00	01 19 21 01 19 21	351 351	1	12 12	2 2		R
HT65	3756	ENGINEERING GEOLOGIST	01 13 21	331	,	12	-		
1100	0100	A \$3,437.00 - \$3,977.00	01 21	434	1	12	2		R
		B \$3,934.00 - \$4,778.00	01 21	434	1 1	12 12	2 2		R R
		C \$4,639.00 - \$5,639.00	01 21 01 21	434 434	1	12	2		R
E75	8054	D \$4,871.00 - \$5,921.00 ENVIRONMENTAL BIOCHEMIST	0121	404	,		_		
670	6034	\$5,713.00 - \$6,906.00	01 19		1	12	E		S
IX30	4640	ENVIRONMENTAL PLANNER							
		A \$2,902.00 - \$3,200.00	01 21	024	1	12	2		F
		В \$2,994.00 - \$3,465.00	01 21	024	1	12 12	2 2		F
	1017	C \$3,589.00 - \$4,363.00	01 21	024	1	12	2		'
JX34	4617	ENVIRONMENTAL PLANNER (ARC A \$2,902.00 - \$3,200.00	01 19 21	024	1	12	2		F
		B \$2,994.00 - \$3,465.00	01 19 21	024	1	12	2		F
		C \$3,589.00 - \$4,363.00	01 19 21	024	1	12	2		F
JX36	4618	ENVIRONMENTAL PLANNER (ARC				4.0	-		
		A \$2,902.00 - \$3,200.00	01 19 21	024	1	12 12	2 2		F
		B \$2,994,00 - \$3,465.00	01 19 21 01 19 21	024 024	1	12	2		,
JX32	4635	C \$3,589.00 - \$4,363.00 ENVIRONMENTAL PLANNER (NAT		U.Z.4	'		_		
u nuz	4000	A \$2,902.00 - \$3,200.00	01 19 21	024	1	12	2		F
		B \$2,994.00 - \$3,465.00	01 19 21	024	1	12	2		F
		C \$3,589.00 - \$4,363.00	01 19 21	024	1	12	2		F
BH80	0760	ENVIRONMENTAL PROGRAM MAI							

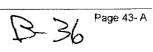
	Code	Companyation	SICA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
	25.11	Compensation		, oomotes	ALCOIA					
WB66	9216	EMPLOYMENT DEVELOPMENT SPECIALS A \$4,111.00 - \$4,997.00	ווכ	19	285	1	6	2		R01
		L \$4,111.00 - \$4,997.00	6T 111	19	285	1	6	2		R01
WB64	9215	### S4,516.00 - \$5,489.00	ST III	19		1	6	2		R01
WB50	9232	EMPLOYMENT PROGRAM ASSISTANT						_		E 64
		A \$2,049.00 - \$2,491.00 B \$2,200.00 - \$2,674.00		01 19 21 01 19 21	130 130	1 1	12 12	2 2		R01 R01
WD45	9152	EMPLOYMENT PROGRAM COUNSELOR	JibA	5, 10 £1				_		
	3,02	A \$2,632.00 - \$3,201.00		01 19 21	182	1	12 12	2 2		R01 R01
מחמנא	9189	B \$3,273.00 - \$3,977.00 EMPLOYMENT PROGRAM MANAGER I		01 19 21	182	1	12	2		KU1
WA92	9109	\$4,113.00 - \$4,999.00		01 19		1	12	2		S01
VA84	9197	EMPLOYMENT PROGRAM MANAGER II		01 19		1	12	E		S01
WA74	9198	\$4,520.00 - \$5,493.00 EMPLOYMENT PROGRAM MANAGER III		01 19		,	12	_		001
17/17	3,30	\$4,963.00 - \$6,034.00		01 19		1	12	Ë		501
WB35	9194	EMPLOYMENT PROGRAM REPRESENTA	TIVE	01 19 21	183	1	12	2		R01
		A \$2,632.00 ~ \$3,049.00 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 \$3,420.00 - \$4,157.00	}	01 19 24		1	12	2		S01
WB10	9201	EMPLOYMENT PROGRAM SUPERVISOR	li	DI TO LT		ŕ		_		
11010	0201	\$3,750.00 - \$4,558.00		01 19 24		1	12	2		501
WB40	9231	EMPLOYMENT PROGRAM TECHNICIAN \$2,420,00 - \$2,941.00		01 19		1	12	2		R01
BJ95	5837	ENERGY ANALYST		0110		•	"	-		
5000	000.	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 01 19 21	030 030	1	12 12	2 2		R 10 R 10
HV25	3784	C \$3,418.00 - \$4,111.00 ENERGY AND MINERAL RESOURCES EN	IGINEER		930	•		_		1115
114 23	3704	A \$3,667.00 - \$4,245.00	1011122	01 21	419	1	12	2		R09
		B \$4,296.00 - \$5,219.00		01 21	419 419	1 1	12 12	2 2		R09 R09
BJ50	4935	C \$4,636.00 - \$5,632.00 ENERGY COMMISSION SPECIALIST ! (EF	FICIENC	01 21 :Y)	419		12	~		,,,,,
0000	1300	\$4,516.00 - \$5,448.00		01 19		1	12	Ē		R 10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (FO	RECAS	TING) 01 19		1	12	Е		R10
BJ54	4184	\$4,516.00 - \$5,448.00 ENERGY COMMISSION SPECIALIST I (TE	CHNOL		N AND DEVELOP!		12	_		
0007	7107	\$4,516.00 - \$5,448.00		01 19		1	12	E		R10
BJ40	4936	ENERGY COMMISSION SPECIALIST II (E	FFICIEN	CY) 01 19		1	12	Ε		R10
BJ42	4948	\$4,960.00 - \$5,984.00 ENERGY COMMISSION SPECIALIST II (F	ORECAS					_		.,,,
DU12	7570	\$4,960.00 - \$5,984.00		01 19		1	12	E		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (T	ECHNO!	LOGY EVALUATION	M AND DEVELOP	MENT)	12	F		R10
BJ30	4937	\$4,960.00 - \$5,984.00 ENERGY COMMISSION SPECIALIST III (E				1	12	E		1010
0300	4001	\$5,448.00 - \$6,580.00		01 19		1	12	E		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (F	ORECA			1	12	E		R10
BJ34	4186	\$5,448.00 - \$6,580.00 ENERGY COMMISSION SPECIALIST III (FECHNO	01 19 I OGY EVALUATI	ON ANDDEVELO		12	_		1110
Daga	4100	\$5,448.00 - \$6,580.00	LOTHIO	01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERISOR ! (T	ECHNOL		N AND DEVELOP		40	Е		S10
BJ20	4927	\$4,520.00 - \$5,452.00 ENERGY COMMISSION SUPERVISOR I (EEEICIE	01 19 NCY)		1	12	⊏		310
DJZU	4927	\$4,520.00 - \$5,452.00		01 19		1	12	Ε		\$10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FOREC	•				_		D 40
		\$4,520.00 - \$5,452.00	,======	01 19		1	12	Ε		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II \$4,963.00 - \$5,988.00	(EFFICIE	=NCY) 01 19		1	12	Е		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II	(FOREC							
		\$4,963.00 - \$5,988.00		01 19		1	12	Ε		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II \$4,963.00 - \$5,988.00	(TECHN	OLOGY EVALUA 01 19	TION AND DEVEL	OPMENT 1) 12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FO	RECAST			,		_		
	.000	\$6,034.00 - \$6,651.00		01 19		1	12	E		M10
B170	4805	ENERGY RESOURCE SPECIALIST III (M	ANAGE	RIAL) 01 19		1	12	É		M10
B176	4807	\$5,493.00 - \$6,057.00 ENERGY RESOURCES SPECIALIST!		01 19		1	12	_		, 15
5110	4007	\$4,111.00 - \$4,960.00		19		1	6	2		R10



Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	ŊΤ	СВІ
		C \$3,388.00 - \$4,116.00		01 19 21	183	1	12	2		R01
VB12	9190	EMPLOYMENT PROGRAM SUPERVI	SORI	04.40.04			46	_		201
VB10	9201	\$3,540.00 - \$4,303.00 EMPLOYMENT PROGRAM SUPERVI	SOR II	01 19 24		1	12	2		S01
VOIU	9201	\$3,881.00 - \$4,718.00	CONT	01 19 24		1	12	2		S01
VB40	9231	EMPLOYMENT PROGRAM TECHNIC	iAN							
105	F007	\$2,505.00 - \$3,044.00		01 19		1	12	2		R01
J95	5837	ENERGY ANALYST 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		R1
IV25	3784	ENERGY AND MINERAL RESOURCE	S ENGINEER	04.04	440	4	40			
		A \$3,938.00 - \$4,559.00 B \$4,635.00 - \$5,631.00		01 21 01 21	419 419	1 1	12 12	2 2		R0 R0
		C \$5,035,00 - \$6,116.00		01 21	419	1	12	2		RO
J50	4935	ENERGY COMMISSION SPECIALIST	(EFFICIENC	Y)						
		\$4,674.00 - \$5,639.00		01 19		1	12	E		R1
J52	4947	ENERGY COMMISSION SPECIALIST	1 (FORECAST	ING) 01 19		1	40	-		0.4
J54	4184	\$4,674.00 - \$5,639.00 ENERGY COMMISSION SPECIALIST	LITECHNOLO		AND DEVELORA		12	E		R1
1004	7107	\$4,674.00 - \$5,639.00	7 (120111020	01 19	AND DEVELOT N	1	12	Е		R1
J40	4936	ENERGY COMMISSION SPECIALIST	II (EFFICIENC	Y)						
		\$5,134.00 - \$6,193.00		01 19		1	12	Ë		R1
J42	4948	ENERGY COMMISSION SPECIALIST	II (FORECAS	,			45	_		54
J44	4185	\$5,134.00 - \$6,193.00 ENERGY COMMISSION SPECIALIST	II /TECHNOL (01 19 207 EVALUATION	LAND DEVELOR	1 .4ENT)	12	Е		R1
344	4103	\$5,134.00 - \$6,193.00	11 (120111402)	01 19	AND DEVELOP	1	12	E		R1
J30	4937	ENERGY COMMISSION SPECIALIST	III (EFFICIENC	CY)				- <u>-</u>		-
		\$5,639.00 - \$6,810.00		01 19		1	12	Е		R1
J32	4949	ENERGY COMMISSION SPECIALIST	III (FORECAS					_		
J34	4186	\$5,639.00 - \$6,810.00 ENERGY COMMISSION SPECIALIST	III (TECHNOL	01 19 OGY EVALUATIO	N ANDDEVELOR	1 MENT	12	E		R1
934	4100	\$5,639,00 - \$6,810.00	III (TEOTINOE	01 19	N ANDDEVELOR	1	12	E		R1
J24	4152	ENERGY COMMISSION SUPERISOR	I (TECHNOLO		AND DEVELOP	MENT)		-		
		\$4,678.00 - \$5,643.00		01 19		1	12	Ε		\$1
J20	4927	ENERGY COMMISSION SUPERVISO	R I (EFFICIEN	•			4.5	_		
100	4000	\$4,678.00 - \$5,643.00	B 1/FORFOAG	01 19		1	12	E		S1
J22	4928	ENERGY COMMISSION SUPERVISO \$4,678,00 - \$5,643,00	RITTORECAS	01 19		1	12	E		S1
J03	4940	ENERGY COMMISSION SUPERVISO	R II (EFFICIEN			ŕ		-		٠.
		\$5,137.00 - \$6,198.00	·	01 19		1	12	E		S1
J07	4599	ENERGY COMMISSION SUPERVISO	R II (FORECA	,						
10.5	1050	\$5,137.00 - \$6,198.00	D II ŒEQUINO	01 19		1	12	Е		S1
J05	4058	ENERGY COMMISSION SUPERVISO \$5,137.00 - \$6,198.00	R II (TECHNO	LOGY EVALUATION 1971	NA WALL DEVELO	PMENI)	12	Е		S1
J90	4609	ENERGY PROGRAM SPECIALIST III	(FORECASTIN				1 2			
		\$6,245.00 - \$6,884.00	`	01 19		1	12	Ε		M1
170	4805	ENERGY RESOURCE SPECIALIST II	(MANAGERIA	,						
uza.	1007	\$5,685.00 - \$6,269.00	1	01 19		1	12	E		M1
3176	4807	ENERGY RESOURCES SPECIALIST \$4,255.00 - \$5,134.00	1	19		1	6	2		R1
1174	4806	ENERGY RESOURCES SPECIALIST	11	10		,	J	2		.,.
		\$4,674.00 - \$5,639.00		19		1	6	E		R1
172	4813	ENERGY RESOURCES SPECIALIST	III (SUPERVIS	ORY)						
		\$5,137.00 - \$6,198.00		01 19		1	12	Е		S1
/\$90	8793	ENFORCEMENT REPRESENTATIVE A \$3,806,00 * \$4,589,00	I, CONTRACT	ORS STATE LICE 01 19 34 21 R8	NSE BOARD 195	1	12	2		RO
		B \$4,179.00 - \$5,038.00		01 19 34 21 R8	195	1	12	2		RO
'S89	8795	ENFORCEMENT REPRESENTATIVE	II, CONTRAC		ENSE BOARD					
		\$4,592.00 - \$5,544.00		01 19 34 R8		1	12	2		R
/S75	8796	ENFORCEMENT SUPERVISOR I, CC	NTRACTORS							-
1000	0755	\$5,059.00 - \$6,108.00	NITE A STADE	01 19 34	•	1	12	Ē		S
/S60	8790	ENFORCEMENT SUPERVISOR II, CC \$5,544.00 - \$6,685.00	INTRACTORS	LICENSE BOARL 01 19 34	_	1	12	Ē		SC
3H62	3137	ENGINEER, WATER RESOURCES		2, 1007		,		_		
-		A \$3,838.00 - \$4,442.00		01 19 21	351	1	12	2		Ŕ
		B \$4,394.00 - \$5,337.00		01 19 21	351	1	12	2		RO
		C \$5,035,00 ~ \$6,116.00		01 19 21	351 351	1	12 12	2 2		R0 R0
HT65	3756	D \$5,633.00 - \$6,844.00 ENGINEERING GEOLOGIST		01 19 21	771	F	12	2		ΙΛ



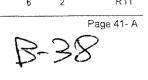
Schem Code	Class Code	Full Class Title		_						
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WA74	9198	EMPLOYMENT PROGRAM MANAGER III	1							
WB35	9194	\$5,312.00 - \$6,457.00 EMPLOYMENT PROGRAM REPRESENT:	ATIVE	01 19		1	12	E		S01
VVDOO	9194	A \$2,817.00 - \$3,263.00	ATT L	01 19 21	183	1	12	2		R01
		B \$3,050.00 - \$3,708.00		01 19 21	183	1	12	2		R01
14/040	9190	C \$3,503,00 - \$4,256.00 EMPLOYMENT PROGRAM SUPERVISOR) i	01 19 21	183	1	12	2		R01
WB12	9190	\$3,660.00 - \$4,449.00	\ 1	01 19 24		1	12	2		S01
WB10	9201	EMPLOYMENT PROGRAM SUPERVISOR	!							
14/0.40	0004	\$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 C \$3,658.00 - \$4,400.00		01 19 21 01 19 21	030 030	1	12 12	2		R10 R10
HV25	3784	ENERGY AND MINERAL RESOURCES E	NGINEER	01 10 21	505	•		-		
17.120		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 1	12 12	2 2		R09
BJ50	4935	C \$5,604.00 - \$6,807.00 ENERGY COMMISSION SPECIALIST I (E	EEICIENC	01 21 Y)	419	1	12	2		R09
P100	4933	\$4,833.00 - \$5,831.00	. I SOLLING	01 19		1	12	E		R10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (F	ORECAST	ING)						
		\$4,833.00 - \$5,831.00		01 19		1	12	E		R10
BJ54	4184	ENERGY COMMISSION SPECIALIST I (T	ECHNOLO		ON AND DEVELOPM	IENT) 1	12	E		R10
BJ40	4936	\$4,833.00 - \$5,831.00 ENERGY COMMISSION SPECIALIST II (E	FEICIENC	01 19 'Y\		1	12	E		KIU
DJ40	4930	\$5,309.00 - \$6,404.00		01 19		1	12	Е		R10
BJ42	4948	ENERGY COMMISSION SPECIALIST II (F	ORECAS"	TING)						
		\$5,309.00 - \$6,404.00		01 19		1	12	Е		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (1	rechnol	OGY EVALUATI 01 19	ON AND DEVELOP	MENT) 1	12	Е		R10
BJ30	4937	\$5,309.00 - \$6,404.00 ENERGY COMMISSION SPECIALIST III (EEEICIEN			ı	12	_		NIU
D000	4001	\$5,831.00 - \$7,042.00	LITTOILIN	01 19		1	12	Е		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECAS	TING)						
		\$5,831.00 - \$7,042.00	TEOUNO	01 19	ION ANDDENELOR	1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (\$5,831.00 - \$7,042.00	TECHNOL	.OGY EVALUAT 01 19	ION ANDDEVELOP	MENI)	12	Е		R10
BJ24	4152	ENERGY COMMISSION SUPERISOR I (T	ECHNOLO		ON AND DEVELOP			_		
		\$4,837.00 - \$5,835.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I	(EFFICIEN	•			46	_		040
D 100	4000	\$4,837.00 - \$5,835.00	(EODECA)	01 19 ETINO)		1	12	Е		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I \$4,837.00 - \$5,835.00	(FURECA:	01 19		1	12	Е		S10
- / BJ03	4940	ENERGY COMMISSION SUPERVISOR	(EFFICIEN							
		\$5,312.00 - \$6,409.00		01 19	•	1	12	Е		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II	(FORECA				40	Е		S10
BJ05	4058	\$5,312,00 - \$6,409,00 ENERGY COMMISSION SUPERVISOR II	(TECHNO	01 19 LOGY EVALUA	TION AND DEVELO	1 PMENT\	12	_		210
D800	4030	\$5,312.00 - \$6,409.00	(12011110	01 19	HOW AND BEVERO	1	12	Е		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FO	RECASTI	,						
		\$6,457.00 - \$7,118.00		01 19		1	12	Е		M10
BI70	4805	ENERGY RESOURCE SPECIALIST III (M \$5,878.00 - \$6,482.00	ANAGER	AL) 01 19		1	12	Е		M10
B176	4807	ENERGY RESOURCES SPECIALIST I		0, 10		1	1-	_		11,10
-		\$4,400.00 - \$5,309.00		19		1	6	2		R10
BI74	4806	ENERGY RESOURCES SPECIALIST II						_		
DIE		\$4,833.00 - \$5,831.00	011000146	19		1	6	Е		R10
B172	4813	ENERGY RESOURCES SPECIALIST III (\$5,312.00 - \$6,409.00	SUPERVIS	ORY) 01 19		1	12	Е		S10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, C	ONTRACT		CENSE BOARD	•		-		
		A \$3,935.00 - \$4,982.00		01 19 34 21 R	3 195	1	12	2		R07
	075	B \$4,321.00 - \$5,469.00	ONTO	01 19 34 21 R		1 N DEAC	12	2		R07
VS91	8791	ENFORCEMENT REPRESENTATIVE I, C A \$3,935.00 - \$4,745.00	JUNTRAU	01 19 34 21	CENSE BOARD (NO 195	IN-PEACE 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, O	CONTRAC		ICENSE BO ARD (N					
1/000	0765	\$4,748.00 - \$5,733.00	OONTOAC	01 19 34	ICENSE BOARD	1	12	2		R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, (\$4,748.00 ~ \$6,020.00	JUNITAL	01 19 34 R8	IOLINGE BUNKU	1	12	2		R07
		,				•	,-			



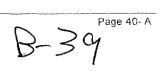
	Code	Full Class Title	616 -	En-4:	AD C-14	MCR	Droh Ma	WWG	NT	CBII
		Compensation	SISA	Footnotes	AR Crit		Prob. Mo.		14)	
		F \$3,359.17 - \$4,080.00		01 19 21 01 19 21	047 361 047 361	1 1	12 12	E E		R21 R21
CDE4	0000	G \$4,055.83 - \$4,928.33 EDUCATION FISCAL SERVICES CON	TAAT IUSL	01 10 21	047 507	·	12	_		
ER51	2898	A \$5,349.00 - \$6,498.00	ADUL AIT	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 ASSISTAN	IT							
_1100	2000	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	Ε		R2′
		F \$3,359,17 - \$4,080.00		01 19 21	047 226 285	1	12	E		R2'
		G \$4,055.83 - \$4,928.33		01 19 21	047 226 285	1	12	E		R2
		L \$4,031.00 - \$4,896.00		01 19 21	047 226 285	1	12	E		R2
		M \$4,867.00 - \$5,914.00		01 19 21	047 226 285	1	12	E		R2
		P \$3,359.17 - \$4,080.00		01 19 21	047 226 285 047 226 285	1	12 12	E		R21
		Q \$4,055.83 - \$4,928.33	• • • •	01 19 21	047 220 203	E	12	_		114
ER90	2656	EDUCATION PROGRAMS CONSULT	ANI	04.40	047 285	1	12	E		R2
		A \$5,349,00 ~ \$6,498,00		01 19 01 19	047 285	1	12	E		R2
		F \$4,457,50 - \$5,415.00		01 19	047 285	1	12	Ē		R2
		L \$5,349.00 - \$6,498.00 P \$4,457.00 - \$5,415.00		01 19	047 285	1	12	Ē		R2
		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	LVADIOLIC		047 200	,	12	_		
EY30	2654	EDUCATION PROJECT ASSISTANT	I-VARIOUS F	19	047	1	6	2		R2
		A \$3,675.00 - \$4,466.00 F \$3,062.50 - \$3,721.67		19	047	1	6	2		R2
-1400	0050	EDUCATION PROJECT ASSISTANT	II VADIOLIC E		041	,	5	-		
EY20	2653		II -VARIOUS F	19	047	1	6	2		R2
		A \$4,434.00 - \$5,388.00 F \$3.695.00 - \$4,490.00		19	047	1	6	2		R2
~	0050	EDUCATION PROJECT SPECIALIST	LVADIOUS		041	•	D	_		
EY10	2652		I-VARIOUS P	19	047	1	6	Ε		R2
		A \$5,349.00 - \$6,498.00 F \$4,457,50 - \$5,415.00		19	047	1	. 6	Ē		R2
	0054	EDUCATION PROJECT SPECIALIST	II JAPIOLIS		511	•	J	_		
EX90	2651	\$5,937.00 - \$7,217.00	H-VARIOUS I	01 19		1	12	E		\$2
=1480	0040	EDUCATION PROJECT SPECIALIST	BL VADIOUS					_		
EX80	2646	\$6,222.00 - \$7,563.00	III -VANIOUS	01 19		1	12	Е		52
-1400	0044	EDUCATION RESEARCH AND EVAL	LIATION ADM			•		_		-
EX30	2641	\$5,944.00 - \$7,227.00	UA HUH ADIVI	01 19		1	12	E		S2
=\	0000		LIATECAL ADA			•	,_	_		-
EX40	2639	EDUCATION RESEARCH AND EVAL	MUA NUTTAU.	01 19 24		1	12	Е		М2
		\$6,892.00 - \$7,598.00	LIATION ACC			1	12	_		141 2
EX10	2642	EDUCATION RESEARCH AND EVAL	CEA NUITAU	01 19 21	047 345	1	12	E		R2
		A \$4,031.00 - \$4,896.00 B \$4,867.00 - \$5,914.00		01 19 21	047 345	1	12	Ē		R2
		B \$4,867.00 - \$5,914.00 F \$3,359.17 - \$4,080.00		01 19 21	047 345	1	12	Ē		R2
		G \$4,055.83 - \$4,928.33		01 19 21	047 345	1	12	Ē		R2
EVOO	0049	EDUCATION RESEARCH AND EVAL	HATION CON		- // - //	-				
EX20	2643	A \$5,349.00 - \$6,498.00	0011011	01 19	047	1	12	E		R2
		F \$4,457,50 - \$5,415.00		01 19	047	1	12	Ē		R2
CASE	1233	ELECTION OFFICIAL, PUBLIC EMPL	OVMENT RE					_		
CA65	1233	\$12.00 - \$12.46 HF		36		1	0	2	NT	Εį
	COE 4	• • • • • • • • • • • • • • • • • • • •	`			,		_		
KA36	5354	ELECTIONS SPECIALIST \$4,516,00 - \$5,489.00		19		1	6	2		R
				· -		,	U	2		• • • • • • • • • • • • • • • • • • • •
BI26	4847	ELECTRIC GENERATION SYSTEM	PROGRAM SE	01 19		1	12	Е		R
Dice	40.40	\$4,979.00 - \$6,048.00	מפטטטטיא היי			'	12	_		• • • •
B123	4848	ELECTRIC GENERATION SYSTEM	FRUGRAM 51	01 19		1	12	E		R
DICC		\$5,206.00 - \$6,325.00	DDOCDALL C			,	12	-		• • • •
B120	4849	ELECTRIC GENERATION SYSTEM	PRUGRAM SI			1	12	E		М
B.6 =		\$6,034.00 - \$6,651.00	ODEOM IST	01 19		1	12	<u></u>		IAI
BI07	4841	ELECTRIC GENERATION SYSTEM	SPECIALIST I			4	c	2		R
		\$4,317.00 - \$5,244.00		19		1	6	2		K
B105	4842	ELECTRIC GENERATION SYSTEM	SPECIALIST I				46	-		_
		\$4,745.00 - \$5,767.00		01 19		1	12	E		S
BI03	4843	ELECTRIC GENERATION SYSTEM	SPECIALIST I				40	-		c
		\$5,209.00 - \$6,332.00		01 19		1	12	E		S
B136	4860	ELECTRIC TRANSMISSION SYSTE	M PROGRAM					_		_
		\$4,979.00 - \$6,048.00		01 19		1	12	E.		R
Dina	4861	ELECTRIC TRANSMISSION SYSTE	M PROGRAM					_		_
B133		\$5,206.00 - \$6,325.00		01 19		1	12	E		R
סטום	4862	ELECTRIC TRANSMISSION SYSTE	M PROGRAM							_
B130		\$5,458.00 - \$6,634.00		01 19		1	12	E		S
		ELECTRICAL CONSTRUCTION INS	PECTOR							_
	3462					1	6	2		R
B130	3462	\$3,575.00 - \$4,345.00								
B130	3462 3461	\$3,575.00 - \$4,345.00 ELECTRICAL CONSTRUCTION SU	PERVISOR I							
B130 HB40		-	PERVISOR I			1	6	2		R
B130 HB40		ELECTRICAL CONSTRUCTION SU				1				R



		Full Class Title Compensation	V 215	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBI
					AK OIL	mon	((00: 1110.			
Y10	2652	EDUCATION PROJECT SPECIALIST A \$5,349.00 - \$6,498.00	I -VARIOUS PI	19	047	1	6	Е		R21
		F \$4,457.50 - \$5,415.00		19	047	1	6	E		R21
X90	2651	EDUCATION PROJECT SPECIALIST	II -VARIOUS P	ROJECTS-						
		\$5,937.00 - \$7,217.00		01 19		1	12	E		S2'
X80	2646	EDUCATION PROJECT SPECIALIST	III -VARIOUS F	PROJECTS-		1	12	E		S21
		\$6,222.00 - \$7,563.00	IATION ADAM	01 19		1	12	-		JZ
X30	2641	EDUCATION RESEARCH AND EVALUATION S5,944.00 - \$7,227.00	DA BON ADMI	01 19		1	12	Ε		S2 ⁻
X40	2639	EDUCATION RESEARCH AND EVAL	JATION ADMI							
	2000	\$6,892.00 - \$7,598.00		01 19 24		1	12	Е		M2
X10	2642	EDUCATION RESEARCH AND EVALUATION OF THE PROPERTY OF THE PROPE	JATION ASSIS			,	40	_		D.0.
		A \$4,031.00 - \$4,896.00		01 19 21 01 19 21	047 345 047 345	1	12 12	E		R2 R2
		B \$4,867.00 - \$5,914.00 F \$3,359.17 - \$4,080.00		01 19 21	047 345	1	12	Ē		R2
		G \$4,055.83 - \$4,928.33		01 19 21	047 345	1	12	E		R2
X20	2643	EDUCATION RESEARCH AND EVAL	JATION CONS	SULTANT						
	200	A \$5,349.00 - \$6,498.00		01 19	047	1	12	Ē		R2
		F \$4,457.50 - \$5,415.00		01 19	047	1	12	E		R2
CA65	1233	ELECTION OFFICIAL, PUBLIC EMPL		ATIONS BOARD		1	0	2	NT	E9
	-0"1	\$12.00 - \$12.46 HR		36		4	U	2	171	
(A36	5354	ELECTIONS SPECIALIST \$4,516.00 - \$5,489.00		19		1	6	2		R0
3126	4847	ELECTRIC GENERATION SYSTEM F	ROGRAM SPE							
3120	4047	\$5,283.00 - \$6,417.00		01 19		1	12	Ε		R0
3123	4848	ELECTRIC GENERATION SYSTEM P	ROGRAM SPE	ECIALIST II						
312.0		\$5,576.00 - \$6,774.00		01 19	•	1	12	E		R0
3120	4849	ELECTRIC GENERATION SYSTEM F	ROGRAM SPE					-		
		\$6,499.00 - \$7,163.00		01 19		1	12	E		MO
3107	4841	ELECTRIC GENERATION SYSTEM S	SPECIALIST I	40		1	6	2		RO
	40.40	\$4,820.00 - \$5,790.00	PRECIALIST II	19		1	U	2		110
BI05	4842	ELECTRIC GENERATION SYSTEM S \$5,001.00 - \$6,078.00	SPECIALIST II	01 19		1	12	Е		sc
B103	4843	ELECTRIC GENERATION SYSTEM S	SPECIALIST III							
DIUO	4040	\$5,584.00 - \$6,788.00	,, 2011 12.0 , 111	01 19		1	12	E		S
B136	4860	ELECTRIC TRANSMISSION SYSTEM	I PROGRAM S	PECIALIST I						
		\$5,283.00 - \$6,417.00		01 19		1	12	E		R(
BI33	4861	ELECTRIC TRANSMISSION SYSTEM	A PROGRAM S			1	12	Е		R
		\$5,576.00 - \$6,774.00	A BROOKINA S	01 19		ŧ	12	G		177
BI30	4862	ELECTRIC TRANSMISSION SYSTEM \$5,878.00 - \$7,145.00	A PROGRAM S	01 19		1	12	E		Şt
HB40	3462	ELECTRICAL CONSTRUCTION INSP	PECTOR	9.70						
HD40	0402	\$3,575.00 - \$4,345.00				1	6	2		R
HB30	3461	ELECTRICAL CONSTRUCTION SUF	ERVISOR I							
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		\$4,635.00 - \$5,632.00				1	6	2		R
HB20	3460	ELECTRICAL CONSTRUCTION SUP	ERVISOR II						1 1	
		A \$5,429.00 - \$6,600.00		01 19	041 041	1 1	12 12	E E		S S
		B \$6,024.00 - \$7,321.00	4 N.I	01 19	041	'	12	_		J
GB30	3022	ELECTRICAL DRAFTING TECHNICI \$2,790.00 - \$3,389.00	AN			1	6	2		R
HJ55	3613	ELECTRICAL ENGINEER								
riada	3010	A \$3,574.00 - \$4,136.00		01 21	070	1	12	2		R
		B \$4,091.00 - \$4,969.00		01 21	070	1	12	2		R
HK40	3629	ELECTRICAL ENGINEERING TECH	NICIAN I							_
		\$3,048.00 - \$3,703.00				1	6	2		R
HK30	3627	ELECTRICAL ENGINEERING TECH	NICIAN II			1	6	2		R
	0000	\$3,665.00 - \$4,453.00	NICIANU			1	u	L		,,
HK20	3626	ELECTRICAL ENGINEERING TECH \$4,023.00 - \$4,888.00	NICIANIII			1	6	2		R
IW20	4076	ELECTRICAL ESTIMATOR I				,	~			
14420	4010	\$3,834.00 - \$4,659.00				1	6	2		R
IW10	4075	ELECTRICAL ESTIMATOR II								
,.0	,510	\$4,414.00 - \$5,363.00				1	6	2		F
₩90	4074	ELECTRICAL ESTIMATOR III						_		_
		\$5,325.00 - \$6,473.00		01 19		1	12	E		5
1T10	4035	ELECTRICAL INSPECTOR I				1	6	2		F
	400 :	\$3,493.00 - \$4,246.00				1	О	2.		1
1890	4034	ELECTRICAL INSPECTOR II \$4,208.00 - \$5,114.00				1	6	2		F
1895	6163	ELECTRICAL PROJECT INSPECTO	OR (VARIOUS	SITES)						
	J.U.J	\$4,208.00 - \$5,114.00		-·		1	. 6	2		F



Code	Class Code	Full Class Title	yy						,
		Compensation SISA	A Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	СВ
X10	2642	EDUCATION RESEARCH AND EVALUATION ASS							_
		A \$4,172.00 - \$5,067.00	01 19 21	047 345	1	12	E		R2
		B \$5,037.00 - \$6,121.00	01 19 21	047 345	1	12	Ē		R2
		F \$3,476.67 - \$4,222.50	01 19 21	047 345	1	12	E		R2
		G \$4,197.50 - \$5,100.83	01 19 21	047 345	1	12	E		R2
X20	2643	EDUCATION RESEARCH AND EVALUATION COI	NSULTANT						
		A \$5,536.00 - \$6,725.00	01 19	047	1	12	E		R2
		F \$4,613,33 - \$5,604.17	01 19	047	1	12	Ε		R
436	5354	ELECTIONS SPECIALIST							
		\$4,674.00 - \$5,681.00	19		1	6	2		R
26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SI	PECIALISTI						
		\$5,832.00 - \$7,084.00	01 19		1	12	E		R
123	4848	ELECTRIC GENERATION SYSTEM PROGRAM SI	PECIALIST II						
		\$6,228.00 - \$7,567.00	01 19		1	12	Ε		R
120	4849	ELECTRIC GENERATION SYSTEM PROGRAM SI	PECIALIST III						
	1010	\$7,305.00 - \$8,051.00	01 19		1	12	Ε		M
107	4841	ELECTRIC GENERATION SYSTEM SPECIALIST				·-	_		
107	4041	\$5,249,00 - \$6,305.00	19		1	6	2		R
ın.e	10.10	,			'	U	_		1.1
105	4842	ELECTRIC GENERATION SYSTEM SPECIALIST I			1	40	E		Ş
		\$5,476.00 - \$6,655.00	01 19		1	12	E		Ċ.
03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST					_		_
		\$6,237.00 - \$7,582.00	01 19		1	12	E		S
36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM	SPECIALIST						
		\$5,832.00 - \$7,084.00	01 19		1	12	E		R
133	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM	SPECIALIST II						
		\$6,228.00 - \$7,567.00	01 19		1	12	Ε		R
130	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM	SPECIALIST III						
		\$6,607.00 - \$8,031.00	01 19		1	12	Ε		S
B40	3462	ELECTRICAL CONSTRUCTION INSPECTOR							
	0.02	\$3,700.00 - \$4,497.00			1	6	2		R
B30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I				_	-		
L 30	3401	\$4,797.00 - \$5,829.00			1	6	2		R
Dao	0.400	ELECTRICAL CONSTRUCTION SUPERVISOR II			'	C	_		• • •
B20	3460	A \$6,026.00 - \$7,326.00	01 19	041	1	12	E		s
		B \$6,771.00 - \$8,229.00	01 19	041	1	12	Ē		S
155	2040	·	01 18	041	t	12	_		0
J55	3613	ELECTRICAL ENGINEER	01 21	070	1	12	2		R
		A \$3,838.00 • \$4,442.00		070	1	12	2		R
		B \$4,394.00 - \$5,337.00	01 21	070	ı	12	Z		(1
K40	3629	ELECTRICAL ENGINEERING TECHNICIAN							_
		\$3,155.00 - \$3,833.00			1	6	2		R
K30	3627	ELECTRICAL ENGINEERING TECHNICIAN II							_
		\$3,793,00 - \$4,609.00			1	6	2		R
K20	3626	ELECTRICAL ENGINEERING TECHNICIAN III							
		\$4,164,00 - \$5,059.00			1	6	2		R
V20	4076	ELECTRICAL ESTIMATOR I							
		\$3,968.00 - \$4,822.00			1	6	2 .		. R
V10	4075	ELECTRICAL ESTIMATOR II							
• • •		\$4,568.00 - \$5,551.00			1	6	2		R
/90	4074	ELECTRICAL ESTIMATOR III					_		
Ju	7014	\$5,511.00 - \$6,700.00	01 19		1	12	E		S
10	4035		-,		,		-		
IU	4030	ELECTRICAL INSPECTOR I			1	6	2		R
		\$3,615.00 - \$4,395.00			,	v	2		- 11
90	4034	ELECTRICAL INSPECTOR II							_
		\$4,355.00 - \$5,293.00			1	6	2		F
Q95	3668	ELECTRICAL-MECHANICAL TESTING TECHNICAL							
		A \$3,549.00 - \$4,268.00	01 21	213	1	12	2		F
		B \$3,590.00 - \$5,145.00	01 21	213	1	12	2		F
QB5	3664	ELECTRICAL-MECHANICAL TESTING TECHNIC	AN II			-			
		\$4,908.00 - \$5,924.00			1	6	2		F
Q80	3663	ELECTRICAL-MECHANICAL TESTING TECHNIC	IAN III						
		\$5,394.00 \$6,508.00			1	6	2		F
\$55	6536	ELECTRICIAN APPRENTICE							
,		A \$2,459.00 - \$2,667.00	19	052	1	6	2		F
		B \$2,609.00 - \$2,844.00	19	052	1	6	2		F
		C \$2,785.00 - \$3,033.00	19	052	1	6	2		F
		D \$2,969.00 - \$3,240.00	19	052	1	6	2		F
		E \$3,167.00 - \$3,477.00	19	052	1	6	2		F
		F \$3,390.00 - \$3,724.00	19	052	1	6	2		F
'S40	6533	ELECTRICIAN I	•			-	-		
UPU	0000	A \$3,702.00 - \$4,063.00		040	1	6	2		F
		B \$4,063.00 - \$4,461.00		040	1	6	2		F
		υ φ ⁻ ,000,000 * φ ⁻ ,π01,00		270	1		-		,



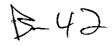
Code	Class Code	Full Class Title						vovou		
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	wwg	NT	CBIE
EX30	2641	EDUCATION RESEARCH AND EVAL	UATION ADMI				4.5	_		504
EX40	2639	\$6,361.00 - \$7,734.00 EDUCATION RESEARCH AND EVAL	UATION ADMII	01 19 NISTRATOR II		1	12	E		S21
.,,,,,	2000	\$7,376.00 - \$8,131.00	, (17 (0) (17)	01 19 24		1	12	E		M21
EX10	2642	EDUCATION RESEARCH AND EVAL	UATION ASSIS	STANT 01 19 21	047 345	1	10	E		R21
		A \$4,314.00 - \$5,239.00 B \$5,208.00 - \$6,329.00		01 19 21	047 345 047 345	1	12 12	Ē		R21
		F \$3,595.00 - \$4,365.83		01 19 21	047 345	1	12	Ē		R21
		G \$4,340.00 - \$5,274.17		01 19 21	047 345	1	12	Е		R21
EX20	2643	EDUCATION RESEARCH AND EVAL	UATION CONS		047		40	_		D04
		A \$5,724.00 - \$6,954.00 F \$4,770,00 - \$5,795.00		01 19 01 19	047	1 1	12 12	E E		R21 R21
(A36	5354	ELECTIONS SPECIALIST		5 7		•	,_	_		,
		\$4,833.00 - \$5,874.00		19		1	6	2		R01
B126	4847	ELECTRIC GENERATION SYSTEM F	PROGRAM SPE				4.0	_		
nian.	40.4B	\$6,532.00 - \$7,934.00 ELECTRIC GENERATION SYSTEM F	DOCEAM SEE	01 19 		1	12	E		R09
3123	4848	\$7,056.00 - \$8,573.00	-ROGRAWI SPE	01 19		1	12	Е		R09
3120	4849	ELECTRIC GENERATION SYSTEM F	ROGRAM SPE	ECIALIST III				_		
		\$8,335.00 - \$9,186.00		01 19		1	12	E		M09
3107	4841	ELECTRIC GENERATION SYSTEM S	SPECIALIST I					-		500
NOT.	40.40	\$5,842.00 - \$7,017.00	PDECIALICE !!	19		1	6	2		R09
105	4842	ELECTRIC GENERATION SYSTEM S \$6,095.00 - \$7,407.00	PECIALIST II	01 19		1	12	Е		S09
103	4843	ELECTRIC GENERATION SYSTEM S	SPECIALIST III			•	,_	_		
		\$7,073.00 - \$8,598.00		01 19		1	12	Е		509
3136	4860	ELECTRIC TRANSMISSION SYSTEM	IPROGRAM S					_		
No.	4004	\$6,532.00 - \$7,934.00		01 19		1	12	E		R09
133	4861	ELECTRIC TRANSMISSION SYSTEM \$7,056,00 - \$8,573,00	I PROGRAM S	01 19		1	12	E		R09
8130	4862	ELECTRIC TRANSMISSION SYSTEM	I PROGRAM S			,		_		1100
		\$7,539.00 - \$9,163.00		01 19		1	12	Ε		S09
1B40	3462	ELECTRICAL CONSTRUCTION INSP	PECTOR					_		
ID20	2464	\$3,826.00 - \$4,650.00	EDVISOD I			1	6	2		R11
1B30	3461	ELECTRICAL CONSTRUCTION SUP \$4,960.00 - \$6,027.00	EKVISOKI			1	6	2		R11
IB20	3460	ELECTRICAL CONSTRUCTION SUP	ERVISOR 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
J55	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
IK40	3629	ELECTRICAL ENGINEERING TECHN	NICIAN I							
		\$3,262.00 - \$3,963.00				1	6	2		R11
łK30	3627	ELECTRICAL ENGINEERING TECHN	IICIAN II							
1K20	3626	\$3,922.00 - \$4,768.00 ELECTRICAL ENGINEERING TECHN	JICIAN III			1	6	2		R11
11/20	3020	\$4,306.00 - \$5,231.00	AICIAIA III			1	6	2		R11
W20	4076	ELECTRICAL ESTIMATOR I								
		\$4,103.00 - \$4,986.00				1	6	2		R11
W 10	4075	ELECTRICAL ESTIMATOR II								544
V90	4074	\$4,723.00 - \$5,740.00 ELECTRICAL ESTIMATOR III				1	6	2		R11
VSU	4074	\$5,698,00 - \$6,928.00		01 19		1	12	Е		S11
T10	4035	ELECTRICAL INSPECTOR I								•
		\$3,738.00 - \$4,544.00				1	6	2		R11
S90	4034	ELECTRICAL INSPECTOR II					_			
HQ95	3668	\$4,503.00 - \$5,473.00	IC TECUNICIAI	M !		1	6	2		R11
านูชอ	3000	ELECTRICAL-MECHANICAL TESTIN A \$3,670,00 - \$4,413,00	IG TECHNICIAI	N : 01 21	213	1	12	2		R12
		B \$3,712.00 - \$5,320.00		01 21	213	1	12	2		R12
1Q85	3664	ELECTRICAL-MECHANICAL TESTIN	IG TECHNICIAI	N II						
1000	2002	\$5,075,00 - \$6,125.00	IO TEOLOSO:::	.		1	6	2		R12
1Q80	3663	ELECTRICAL-MECHANICAL TESTIN \$5,577.00 - \$6,729.00	IS TECHNICIAL	N III		1	6	2		R12
PS55	6536	ELECTRICIAN APPRENTICE				i.	U	-		1432
		A \$2,543.00 - \$2,758.00		19	052	1	6	2		R12
		B \$2,698,00 - \$2,941.00		40	052	1	6	2		R12
				19						_
		C \$2,880,00 - \$3,136.00 D \$3,070.00 - \$3,350.00		19 19 19	052 052 052	1 1	6 6	2 2		R12 R12

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Code	Class Code	Full Class Title							
		Compensation	SISA Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
3H87	0759	SUPERVISING INTEGRATED WASTE MANA	AGEMENT SPECIALIST I 01 19		1	12	E		S10
3H86	0752	\$5,093.00 - \$6,147.00 SUPERVISING INTEGRATED WASTE MANA \$5,864.00 - \$7,078.00			1	12	E		S10
E10	9072	\$3,604.00 - \$7,676.00 SUPERVISING INVESTIGATIVE AUDITOR, \$4,746.00 - \$5,726.00		ND AGRICULTU		12	Е		S 0 1
E34	6613	SUPERVISING INVESTIGATIVE CERTIFIED \$5,211.00 - \$6,286.00	PUBLIC ACCOUNTANT 01 19		1	12	E		S0
197	8596	SUPERVISING INVESTIGATOR I, DEPARTM \$4,778.00 - \$5,765.00	MENT OF CONSUMER AFF 01 19 34 P6	AIRS	1	12	E		S07
115	8539	SUPERVISING INVESTIGATOR I, DEPARTM \$4,778.00 - \$5,765.00	01 19 34 P1		1	12	E		\$0
198	8597	SUPERVISING INVESTIGATOR II, DEPART \$5,391.00 - \$6,508.00	01 19 34 P5		1	12	E		\$0
110	8540	SUPERVISING INVESTIGATOR II, DEPART \$5,391.00 - \$6,508.00	01 19 34 P1	ES	1	12	E		S0
P80	8678	SUPERVISING INVESTIGATOR, ALCOHOLI \$4,778.00 - \$5,765.00	01 19 34 R8		1	12	E		SO
'K50	8767	SUPERVISING INVESTIGATOR, FAIR POLI \$4,778.00 - \$5,765.00	01 19 34		1	12	Е		S0
V21	7426	SUPERVISING INVESTMENT OFFICER, ST \$6,585.00 - \$7,624.00	01 19	ENT SYSTEM	1	12	E		SO
T80	7890	SUPERVISING LABORATORY ASSISTANT \$2,508.00 - \$3,048.00			1	6	2		R1
T70	7889	SUPERVISING LABORATORY ASSISTANT \$2,851.00 - \$3,467.00	01 43		1	12	2		S1
S25	5005	SUPERVISING LAND AGENT (MANAGERIA \$6,186.00 - \$6,817.00	01 19		1	12	E		М(
S30	4994	SUPERVISING LAND AGENT (SUPERVISO \$5,588.00 - \$6,749.00	RY) 01 19		1	12	Е		S
C94	3050	SUPERVISING LAND SURVEYOR \$6,483.00 - \$7,151.00	01 19		1	12	E		М(
43 0	3980	SUPERVISING LANDSCAPE ARCHITECT \$6,483.00 - \$7,151.00	01 19		1	12	E		М
V11	2973	SUPERVISING LANDSCAPE ARCHITECT, \$6,483.00 - \$7,151.00	CALTRANS 01 19		1	12	Ę		М
X12	1817	SUPERVISING LAW INDEXER \$4,746.00 - \$5,726.00	01 43		1	12	E		E
M35	2940	SUPERVISING LIBRARIAN (CORRECTION) \$4,640.00 - \$5,923.00	01 19 R0		1	12	E		S
FM40	2944	SUPERVISING LIBRARIAN I A \$4,307.00 - \$5,236.00	01 19 01 19	047 047	1	12 12	E E		S: S
M30	2935	F \$3,589.17 - \$4,363.33 SUPERVISING LIBRARIAN II A \$4,738.00 - \$5,758.00	01 19	047	1	12	E.	je v	
LP30	6084	F \$3,948.33 - \$4,798.33 SUPERVISING LIFE ACTUARY	01 19	047	1	12	E		S
WR28	6330	\$6,915.00 - \$8,364.00 SUPERVISING LITIGATION SPECIALIST, O	01 19 CALTRANS		1	12	E		S
/J56	8601	\$4,746.00 - \$5,726.00 SUPERVISING LOTTERY AGENT	01 19		1	12	E		S
.E20	4163	\$5,007.00 - \$6,046.00 SUPERVISING MANAGEMENT AUDITOR	01 19 P6		1	12	E		S
GX10	3374	\$6,334.00 - \$6,984.00 SUPERVISING MATERIALS AND RESEAR	01 19 CH ENGINEER		1	12	E		М
_,,,,,	5017	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		M M
AV60	0279	SUPERVISING MEAT INSPECTOR \$3,750.00 - \$4,520.00	01 19		1	12	E		S
GM40	2179	SUPERVISING MECHANICAL AND ELECT \$6,483.00 - \$7,151.00	RICAL ENGINEER, CALTR 01 19	ANS	1	12	E		M
HH60	3578	SUPERVISING MECHANICAL ENGINEER \$5,862.00 - \$7,125.00	01 19		1	12	E		S
HH20	3561	SUPERVISING MECHANICAL ENGINEER \$5,862.00 - \$7,125.00	HYDRAULIC STRUCTURES 01 19	5	1	12	E		S
CL55	1483	SUPERVISING MICROFILM TECHNICIAN \$2,891.00 - \$3,514.00	01 43		1	12	2		5
08/A	0153	SUPERVISING MILK PRODUCTION COST \$4,520.00 - \$5.452.00	ANALYST 01 19		1	12	E		Ş

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		Compensation SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
/L96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPART							
		\$4,778,00 ~ \$5,765.00	01 19 34 R3		1	12	E		S07
J90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPART \$5,391,00 - \$6,508.00	MENT OF HEALTH SE 01 19 34 P1	RVICES	1	12	E		S07
L97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPART \$5,391.00 - \$6,508.00	MENT OF INSURANCE 01 19 34 R3	E	1	12	Е		507
F32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST			1	12	E		S01
F30	4028	\$5,211.00 - \$6,286.00 SUPERVISING FRAUD PREVENTION SPECIALIST	11						M01
IR30	3693	\$6,334.00 - \$6,984.00 SUPERVISING GEOLOGIST	01 19		1	12	E		
	4142	\$5,919.00 - \$7,153.00 SUPERVISING GOVERNMENTAL AUDITOR I	01 19		1	12	E		S10
B10		\$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	Ë		S01
3L40 ;	0719	SUPERVISING GROUNDSKEEPER I A \$2,977.00 - \$3,577.00		040	1	6	2		R12
	0747	B \$3,268.00 - \$3,926.00		040	1	6	2		R12
3L20	0717	SUPERVISING GROUNDSKEEPER II A \$3,268.00 - \$3,926.00	01 43	040	1	12	2		S 12 S 12
3L30	0716	B \$3,578.00 - \$4,311.00 SUPERVISING GROUNDSKEEPER II -CORRECTION	01 43 DNAL FACILITY-	040	1	12			
200	07.15	A \$3,577.00 - \$4,310.00	43 R0 43 R0	322 322	1 1	6 6	2 2		U 12 U 12
3H90	3525	SUPERVISING HAZARDOUS MATERIALS SPECIA	LIST						S 10
HY02	3724	\$5,585.00 - \$6,741.00 SUPERVISING HAZARDOUS SUBSTANCES ENGI	01 19 NEER I		1	12	E		510
11102	5,27	A \$5,117.00 - \$6,176.00	01 19 21 01 19 21	356 356	1 1	12 12	E		509 S09
HY01	3723	B \$5,752.00 - \$6,990.00 SUPERVISING HAZARDOUS SUBSTANCES ENGI	NEER II						0.0
		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		S 0:
ВН67	3566	SUPERVISING HAZARDOUS SUBSTANCES SCIE \$5,093.00 - \$6,147.00	NTIST I 01 19		1	12	E.		S1
BH68	3567	SUPERVISING HAZARDOUS SUBSTANCES SCIE	NTIST II		1	12	E		S 10
K170	7055	\$5,864.00 - \$7,078.00 SUPERVISING HEALTH CARE SERVICE PLAN AN							
HX10	3801	\$6,334.00 - \$6,984.00 SUPERVISING HEALTH PHYSICIST	01 19		1	12	E		M0
		\$5,854.00 - \$7,075.00 SUPERVISING HIGHWAY EQUIPMENT SUPERIN	01 19 FENDENT		1	12	E		S1
QJ10	6816	\$5,585.00 - \$6,741.00	01 19		1	12	E.		S1
DD10	2040	SUPERVISING HOUSEKEEPER \$2,106.00 - \$2,559.00	01 43		1	12	2		S1
DC90	2039	SUPERVISING HOUSEKEEPER II \$2,343.00 - \$2,850.00	01 43		1	. 12	2	- 4.5	S1
G070	3257	SUPERVISING HYDRAULIC ENGINEER			1	10	E		so
HO47	3672	\$6,313.00 - \$7,674.00 SUPERVISING HYDROELECTRIC POWER UTILIT	01 19 'Y ENGINEER		1	12	E		
	· cons	\$6,313.00 - \$7,674.00 SUPERVISING INDUSTRIAL HYGIENE SPECIALIS	01 19	ATION INSURA	1 NCE EU	12 IND	E		50
WH53 -	6231	\$6,392.00 - \$7,046.00	01 19	(1,011,110,011,11	1	12	E		M1
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST \$6,483.00 - \$7,151.00	01 19		1	12	E		M1
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMA \$5,720.00 - \$6,955.00	CY 01 19		1	12	E		S.
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF N	MOTOR VEHICLES				2		\$(
∨J30	8560	\$3,333.00 - \$4,051.00 SUPERVISING INSURANCE COMPLIANCE OFFI	01 19 CER, DEPARTMENT O	F INSURANCE	1	12	2		31
		\$4,992.00 - \$6,029.00	01 19 34		1	12	E		S
JC12	4403	SUPERVISING INSURANCE EXAMINER \$5,726.00 - \$6,915.00	01 19		1	12	E		S
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR \$5,007.00 - \$6,046.00	01 19 34		1	12	E		S
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	01 19		1	12	Е		s
BH87	0759	\$5,452.00 - \$6,585.00 SUPERVISING INTEGRATED WASTE MANAGEN	MENT SPECIALIST I						
BH86	0752	\$5,093.00 ~ \$6,147.00 SUPERVISING INTEGRATED WASTE MANAGEN	01 19 MENT SPECIALIST II		1	12	E		S
51100	0.02	\$5,864.00 - \$7,078.00	01 19		1	12	E		S



Code	Class Code	Full Class Title	, ,						
		Compensation SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBII
DD10	2040	SUPERVISING HOUSEKEEPER I \$2,180.00 - \$2,649.00	11 43		1	12	2		S15
C90	2039	SUPERVISING HOUSEKEEPER II \$2,425.00 - \$2,950.00	11 43		1	12	2		S15
3070	3257	SUPERVISING HYDRAULIC ENGINEER	11 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY	NGINEER						
VH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST,		TION INSURAN	1 CE FUN		E		S09
C65	3841	\$6,616.00 - \$7,840.00 (SUPERVISING INDUSTRIAL HYGIENIST	11 19		1	12	E		M10
SY20	8674	\$6,710.00 - \$7,956.00 (SUPERVISING INSPECTOR BOARD OF PHARMACY	11 19		1	12	E		M10
		\$5,920.00 - \$7,918.00	11 19		1	12	E		S19
/W13	8811	**************************************	11 19		1	12	2		S07
/J30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER \$5,188.00 - \$6,265.00	, DEPARTMENT OF I 11 19 34	INSURANCE	1	12	E		S07
IC12	4403	SUPERVISING INSURANCE EXAMINER	11 19		1	12	E		S01
/J73	8578	SUPERVISING INSURANCE INVESTIGATOR							
C32	4432	\$5,188.00 - \$6,265.00 SUPERVISING INSURANCE RATE ANALYST	11 19 34		1	12	E		S07
3H87	0759	\$5,643.00 - \$6,815.00 C SUPERVISING INTEGRATED WASTE MANAGEMEN	ι1 19 ΓSPECIALIST Ι		1	12	Е		S01
	0752		11 19		1	12	E		\$10
3H86		\$6,069.00 - \$7,326.00	1 19		1	12	Ε		S10
IE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTI \$4,912.00 - \$6,222.00	MENT OF FOOD AND I1 19	AGRICULTUR	1 1	12	E		S0°
IE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC \$5,393.00 - \$6,506.00	ACCOUNTANT 11 19		1	12	Е		SO.
/197	8596	SUPERVISING INVESTIGATOR I, DEPARTMENT OF \$5,192.00 - \$6,265.00	CONSUMER AFFAIR 11 19 34 P6	RS	1	12	Ε		SO
/ 115	8539	SUPERVISING INVESTIGATOR I, DEPARTMENT OF	MOTOR VEHICLES		1		E		
√l98	8597	SUPERVISING INVESTIGATOR II, DEPARTMENT OF		₹S		12			S07
√l10	8540	\$5,859.00 - \$7,073.00 (SUPERVISING INVESTIGATOR II, DEPARTMENT OF	11 19 34 P5 MOTOR VEHICLES		1	12	Ε		SO
√P80	8678	\$5,859.00 ~ \$7,073,00 (SUPERVISING INVESTIGATOR, ALCOHOLIC BEVER	01 19 34 P1 AGE CONTROL		1	12	E		So
		\$4,945.00 - \$5,967.00	11 19 34 R8	ION	1	12	Ε		S0.
√K50	8767		11 19 34		1	12	E		So
JV21	7426	SUPERVISING INVESTMENT OFFICER, STATE TEA \$6,815.00 - \$7,891.00	CHERS' RETIREMEN)1 19	IT SYSTEM	1	12	Ë		So.
ST80	7890	SUPERVISING LABORATORY ASSISTANT I \$2,596,00 - \$3,155.00			1	6	2		R1
ST70	7889	SUPERVISING LABORATORY ASSISTANT II	14 42		1	12	2		S1
KS30	4994	SUPERVISING LAND AGENT (SUPERVISORY)	01 43						
GC94	3050	\$5,784.00 - \$6,985.00 SUPERVISING LAND SURVEYOR)1 19		1	12	E		So
IM30	3980	\$7,848.00 - \$8,657.00 SUPERVISING LANDSCAPE ARCHITECT	01 19		1	12	E		MO
		\$7,848.00 - \$8,657.00	01 19		1	12	E		MO
IM11	2973	SUPERVISING LANDSCAPE ARCHITECT, CALTRAN \$7,848.00 - \$8,657.00	S 01 19		1	12	E		MΩ
CX12	1817	SUPERVISING LAW INDEXER \$4,912.00 - \$5,926.00	01 43		1	12	E		E9
FM35	2940	SUPERVISING LIBRARIAN (CORRECTIONAL FACIL			1	12	E		SO
FM40	2944	SUPERVISING LIBRARIAN I		047	1	12	Ē		S2
		F \$3,857.50 - \$4,689.17	01 19 01 19	047 047	1	12	E		S2
FM30	2935	SUPERVISING LIBRARIAN II A \$5,092.00 - \$6,189.00	01 19	047	1	12	E		S2
LP30	6084	F \$4,243.33 - \$5,157.50 SUPERVISING LIFE ACTUARY	01 19	047	1	12	Е		S2
LL 30	0004	\$8,390.00 - \$10,149.00	01 19		1	12	Ε		So

Code	Class Code	Full Class Title								
		Compensation S	SISA	Footnotes	AR Crit M	ICR	Prob. Mo.	WWG	NŢ	СВІІ
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DE	PART		NCE	1	12	E		S07
IF32	4027	\$6,058.00 - \$7,679.00 SUPERVISING FRAUD PREVENTION SPECIA	ALIST	01 19 34 R3 I						
IF30	4028	\$5,576.00 - \$6,727.00 SUPERVISING FRAUD PREVENTION SPECIAL	ALIST	01 19 II		1	12	E		S01
		\$6,779.00 - \$7,474.00		01 19		1	12	E		M01
1R30	3693	\$6,334.00 - \$7,655.00		01 19		1	12	E		S10
IB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I \$5,079.00 - \$6,434.00		01 19		1	12	E		S01
IB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II \$5,576.00 - \$7,063.00		01		1	12	Е		S01
3L40	0719	SUPERVISING GROUNDSKEEPER I			040	1	6	2		R12
		A \$3,186.00 - \$3,828.00 B \$3,497.00 - \$4,201.00			040	1	6	2		R12
BL20	0717	SUPERVISING GROUNDSKEEPER II A \$3,497.00 - \$4,201.00		01 43	040	1	12	2		S12
		B \$3,829.00 - \$4,614.00		01 43	040	1	12	2		S12
3L30	0716	SUPERVISING GROUNDSKEEPER II -CORRE	ECTIO		000	4	_			1141
		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
3H90	3525	SUPERVISING HAZARDOUS MATERIALS SPI	ECIAL		-22		-	~		
		\$5,977.00 - \$7,214.00		D1 19		1	12	E		S10
1Y02	3724	SUPERVISING HAZARDOUS SUBSTANCES E	ENGIN		350	4	10	Е		SOS
		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		S0:
1Y01	3723	SUPERVISING HAZARDOUS SUBSTANCES E	ENGIN		200	,		_		
		A \$7,714.00 - \$9,311.00		01 19 21	356	1	12	E		SD
		B \$8,097.00 - \$9,842.00		D1 19 21	356	1	12	E		S0
3H67	3566	SUPERVISING HAZARDOUS SUBSTANCES S \$5,450.00 - \$6,578.00	SCIEN	TIST I 01 19		1	12	E		S1
H68	3567	SUPERVISING HAZARDOUS SUBSTANCES S	SCIEN			,	12	_		01
		\$6,275.00 - \$7,575.00		01 19		1	12	E		S10
(170	7055	SUPERVISING HEALTH CARE SERVICE PLA \$6,779.00 - \$7,474.00	N ANA	ALYST 01 19		1	12	Е		MO
IX10	3801	SUPERVISING HEALTH PHYSICIST								
QJ10	6816	\$6,265.00 - \$7,950.00 SUPERVISING HIGHWAY EQUIPMENT SUPE	RINT	01 19 ENDENT		1	12	E		S11
		\$5,977.00 - \$7,214.00		01 19		1	12	E		S1:
DD10	2040	SUPERVISING HOUSEKEEPER I \$2,254.00 - \$2,739.00		01 43		1	12	2		S1
OC90	2039	SUPERVISING HOUSEKEEPER II \$2,507.00 - \$3,050,00		01 43		1	12	2		S15
3070	3257	SUPERVISING HYDRAULIC ENGINEER		04.40		1	12	Е		S0:
1047	3672	\$8,097.00 - \$9,842.00 SUPERVISING HYDROELECTRIC POWER UT	пцпү	01 19 ENGINEER	V .	1	12	• •		30
40186		\$8,097.00 - \$9,842.00		01 19	IOATION INCLIDANG	1	12	E		SO
∨ H53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECI \$6,841.00 - \$8,107.00	IALIS	O1 19	ISATION INSURANC	1	12	E		M1
C65	3841	SUPERVISING INDUSTRIAL HYGIENIST \$6,938.00 - \$8,227.00		01 19		1	12	E		M1
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHAI	RMAC	Υ						
√W13	8811	\$6,121.00 - \$8,187.00 SUPERVISING INSPECTOR, DEPARTMENT (OF MO	01 19 DTOR VEHICLES		1	12	E		S11
/J30	8560	\$3,567.00 - \$4,336,00 SUPERVISING INSURANCE COMPLIANCE O	בבורם	01 19	OF INSUPANCE	1	12	2		SD
		\$5,364.00 - \$6,478.00	TTOL	01 19 34	OF INSUINANCE	1	12	E		S0
JC12	4403	SUPERVISING INSURANCE EXAMINER \$6,162.00 - \$7,814.00		01 19		1	12	E		SO
√J73	857B	SUPERVISING INSURANCE INVESTIGATOR \$5,364.00 - \$6,478.00		01 19 34		1	12	Е		SO
JC32	4432	SUPERVISING INSURANCE RATE ANALYST								
8H87	0759	\$5,835.00 - \$7,047.00 SUPERVISING INTEGRATED WASTE MANAC	GEME	01 19 NT SPECIALIST I		1	12	E		SO.
BH86	0752	\$5,450.00 - \$6,578.00 SUPERVISING INTEGRATED WASTE MANAGE	GEME	01 19 NT SPECIALIST II		1	12	E		S1
		\$6,275.00 - \$7,575.00		01 19		1	12	E		S1
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, D \$5,079.00 - \$6,434.00	EPAR	TMENT OF FOOD 01 19	AND AGRICULTURE	1	12	E		SO
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED F	PUBLI			đ	12	E		so
		\$5,576.00 - \$6,727.00		01 19		1	12			<u>ي</u>

Code	Code	Full Class Title		45 A	uco	D	VAUNTO	N/T	
		Compensation	SISA Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBI
√i80	8548	SUPERVISING SPECIAL INVESTIGATOR I \$4,778.00 - \$5,765.00	01 19 34 P6		1	12	E		S07
√170	8547	SUPERVISING SPECIAL INVESTIGATOR II							S07
A 40	4131	\$5,391.00 - \$6,508.00 SUPERVISING STATE FINANCIAL EXAMINE	01 19 34 P5 R I		1	12	E		50
A40	4131	\$4,746.00 - \$5,726.00	01 19		1	12	E		S0
A30	4130	SUPERVISING STATE FINANCIAL EXAMINE \$5,211.00 - \$6,286.00	R II 01 19		1	12	Ę		sc
A28	4164	SUPERVISING STATE FINANCIAL EXAMINE	R III 01 19		1	12	E		М
R60	0980	\$6,334.00 - \$6,984.00 SUPERVISING STATE PARK RANGER							
n 100	1081	\$3,965.00 - \$4,774.00 SUPERVISING STATE PARK RESOURCE E	01 19 R8 COLOGIST		1	12	2		St
∙	1001	\$5,085.00 - \$6,137.00	01 19		1	12	E		S
D70	1250	SUPERVISING STENOGRAPHER (\$2,825.00 - \$3,435.00	01 24 43		1	12	2		St
SV30	3331	SUPERVISING STRUCTURAL ENGINEER	04.10		1	12	E		S
H40	4280	\$6,149.00 - \$7,474.00 SUPERVISING TAX AUDITOR I BOARD OF I	01 19 EQUALIZATION		,	12			
		\$4,743.00 - \$5,763.00	01 19	ARTMENT	1	12	E		S
130	4338	SUPERVISING TAX AUDITOR I, EMPLOYME \$4,746.00 - \$5,726.00	01 19	ALC HAILLIAN	1	12	E		S
H30	4277	SUPERVISING TAX AUDITOR II BOARD OF \$5,208.00 - \$6,329.00	EQUALIZATION 01 19		1	12	E		S
H20	4271	SUPERVISING TAX AUDITOR III BOARD OF	EQUALIZATION				_		_
X88	1976	\$5,745.00 - \$6,984.00 SUPERVISING TAX TECHNICIAN I, BOARD	01 19 OF FOUALIZATION		1	12	E		S
×V00	1310	\$2,565.00 - \$3,115.00	01 43		1	12	2		S
CX89	1977	SUPERVISING TAX TECHNICIAN II, BOARD \$2,759.00 - \$3,355.00	OF EQUALIZATION 01 43		1	12	2		s
CX90	197B	SUPERVISING TAX TECHNICIAN III, BOARD			1	12	2		s
-IK67	3636	\$3,138.00 - \$3,817.00 SUPERVISING TELECOMMUNICATIONS EN	01 43 IGINEER		i	12	2		3
		\$6,149.00 - \$7,474.00	01 19		1	12	E		S
CQ70	1625	SUPERVISING TELEPHONE OPERATOR \$2,759.00 - \$3,355.00	01 43		1	12	2		S
FC62	7944	SUPERVISING TOXICOLOGIST \$6,585.00 - \$7,966.00	01 19		1	12	E		S
FC64	7945	SUPERVISING TOXICOLOGIST (MANAGER	IAL)						
GK10	3156	\$7,279,00 - \$8,025.00 SUPERVISING TRANSPORTATION ELECTION	01 19 RICAL ENGINEER		1	12	E		М
31(10	5100	\$6,483.00 - \$7,151.00	01 19		1	12	Ε		М
⊣ F40	3536	SUPERVISING TRANSPORTATION ENGINE \$5,862,00 - \$7,125.00	EER PUBLIC UTILITIES CO 01 19	OMMISSION	1	12	Е		S
GJ60	3155	SUPERVISING TRANSPORTATION ENGINE	EER, CALTRANS 01 19		·	12	Ε		М
JX72	4725	\$6,483.00 - \$7,151.00 SUPERVISING TRANSPORTATION PLANN			į.				
		\$6,334.00 - \$6,984.00	01 19		1	12	E		M
JG50	4519	SUPERVISING TRANSPORTATION RATE E \$5,726.00 - \$6,915.00	01 19		1	12	E		5
JG30	8692	SUPERVISING TRANSPORTATION REPRE \$5,726.00 - \$6,915.00	SENTATIVE 01 19		1	12	Е		Ş
GA05	3032	SUPERVISING TRANSPORTATION SURVE	YOR (CALTRANS)						
HY20	3795	\$6,483.00 - \$7,151.00 SUPERVISING WASTE MANAGEMENT EN	01 19 GINEER		. 1	12	E		M
M 1 ZU	3190	\$5,862.00 - \$7,125.00	01 19		1	12	Ε		5
ID41	3850	SUPERVISING WATER RESOURCE CONT \$6,483.00 - \$7,151.00	ROL ENGINEER (MANAGI 01 19	ERIAL)	1	12	E		N
ID40	3849	SUPERVISING WATER RESOURCE CONT	ROL ENGINEER (SUPERV	(ISORY)	4	40	_		5
WO02	9340	\$5,862.00 - \$7,125.00 SUPERVISING WORKERS' COMPENSATION	01 19 ON COMPLIANCE OFFICE	R	1	12	E		٠
		\$5,211.00 - \$6,286.00	01 19		1	12	E		5
WF32	9212	SUPERVISING WORKERS' COMPENSATION \$4,311.00 - \$5,200.00	01 19		1	12	Ε		5
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECT \$5,341.00 - \$6,490.00	ION HYDRAULIC LABORA 01 19	TORY	1	12	E		
JK22	4205	SUPERVISOR LOCAL GOVERNMENT BUT	GETS AND REPORTS						
EA45	2305	\$5,211.00 - \$6,286.00 SUPERVISOR OF ACADEMIC INSTRUCTION	01-19 ON -CORRECTIONAL FAC	ILITY-	1	12	E		Ç
CHAJ	2000	\$4,950.00 • \$6,319.00	01 19 R0		1	12	SE		

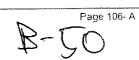
Code	Code	Full Class Title	N/OF	Drob Mar	18/18/C	NT CPI
		Compensation SISA Footnotes AR Crit	MUR	Prob. Mo.	WWG	NT CBI
A40	4131	SUPERVISING STATE FINANCIAL EXAMINER I \$4,746.00 - \$5,726.00 01 19	1	12	E	S0°
A30	4130	\$4,746.00 - \$45,726.00	1	12	E	S0°
A28	4164	SUPERVISING STATE FINANCIAL EXAMINER III \$6,334.00 - \$6,984.00 01 19	1	12	E	M0 ⁻
R60	0980	SUPERVISING STATE PARK RANGER \$3,965.00 - \$4,774.00 01 19 R8	1	12	2	80
VB0	1081	SUPERVISING STATE PARK RESOURCE ECOLOGIST \$5,085.00 - \$6,137.00 01 19	1	12	Е	S1
SV30	3331	SUPERVISING STRUCTURAL ENGINEER \$6,622.00 - \$8,050.00 01 19	1	12	E	80
H40	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION \$4,743.00 - \$5,763.00 SUPERVISING TAX AUDITOR I ENDI OVMENT DEVELOPMENT DEPARTMENT	1	12	E	S0
J30	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT \$4,746.00 - \$5,726.00 01 19	1	12	E	S0
H30	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION \$5,208.00 - \$6,329.00 01 19	1	12	E	S0 ⁻
H20	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION \$5,745,00 - \$6,884.00 0119	1	12	E	S0
CXBB	1976	SUPERVISING TAX TECHNICIAN I, BOARD OF EQUALIZATION \$2,565.00 - \$3,115.00 01 43 SUPERVISING TAX TECHNICIAN II, BOARD OF EQUALIZATION	1	12	2	\$0
CX89	1977	\$2,759.00 - \$3,355.00 01 43 SUPERVISING TAX TECHNICIAN III, BOARD OF EQUALIZATION	1	. 12	2	S0
X90	1978	\$3,138.00 - \$3,817.00 01 43	1	12	2	80
1K67	3636	SUPERVISING TELECOMMUNICATIONS ENGINEER \$6,622.00 - \$8,050.00 01 19 SUPERVISING TELEPHONE OPERATOR	1	12	E	so
CQ70	1625	\$2,759.00 - \$3,355.00 01.43	1	12	2	SC
ГС62	7944	SUPERVISING TOXICOLOGIST \$6,585.00 - \$7,966.00 01 19	1	12	E	S1
rc64	7945	SUPERVISING TOXICOLOGIST (MANAGERIAL) \$7,279,00 - \$8,025.00 01 19 SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER	1	12	E	M1
3K10	3156 3536	\$6,982.00 - \$7,702.00 01 19 SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	4	12	E	M(
-1F40 GJ60	3155	\$6,313.00 - \$7,674.00 01 19 SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	1	12	E	50
JX72	4725	\$6,982.00 - \$7,702.00 01 19 SUPERVISING TRANSPORTATION PLANNER	1	12	E	M
JG50	4519	\$6,334.00 - \$6,984.00 01 19 SUPERVISING TRANSPORTATION RATE EXPERT	1	12	E	M
JG30	8692	\$5,726,00 - \$6,915.00 01 19 SUBERVISING TRANSPORTATION REPRESENTATIVE	1	12	E	s
GA05	3032	\$5,726.00 - \$6,915.00 01 19 SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	1	` 12 .	E	. 50
HY20	3795	\$6,982.00 - \$7,702.00 01 19 SUPERVISING WASTE MANAGEMENT ENGINEER	1	12	E	M
ID41	3850	\$6,313.00 - \$7,674.00 01 19 SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	1	12	E	S
1D40	3849	\$6,982.00 - \$7,702.00 01 19 SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	1	12	E	М
WO02	.9340	\$6,313.00 - \$7,674.00 01 19 SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	1	12	E	S
WF32	9212	\$5,211,00 - \$6,286,00 01 19 SUPERVISING WORKERS' COMPENSATION CONSULTANT	1	12	E	\$
GZ50	3411	\$4,311.00 - \$5,200.00 01.19 SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	1	12	E	S
EA45	2305	\$5,752.00 - \$6,990.00 01 19 SUPERVISOR OF ACADEMIC INSTRUCTION - CORRECTIONAL FACILITY-	1	12	Е	S
QF80	6753	\$4,950.00 - \$6,319.00 01 19 R0 SUPERVISOR OF BUILDING TRADES	1	12	SE	8
₩100	5,00	A \$3,926.00 - \$4,520.00 0143 040 B \$4,311.00 - \$4,963.00 0143 040	1		2 2	9
QF85	6763	SUPERVISOR OF BUILDING TRADES -CORRECTIONAL FACILITY- \$4,311.00 - \$4,963.00 01 43 R0	1	12	2	5
EA25	2302	SUPERVISOR OF COMPENSATORY EDUCATION PROGRAM \$6,337.00 - \$7,335.00 01.19		1 12	SE	ħ.
WS10	9522	SUPERVISOR OF CONCILIATION, DEPARTMENT OF INDUSTRIAL RELATIONS, \$7,302.00 - \$8,051.00 01	C.E.A.	1 12	E	E

Code	Class Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBI
1F40	3536	SUPERVISING TRANSPORTATION ET	NGINEER PU		OMMISSION	4	40	-		Cor
GJ60	3155	\$7,096.00 - \$8,626.00 SUPERVISING TRANSPORTATION EN	NGINEER CA	01 19 J.TRANS		1	12	E		S09
3300	5 (50	\$7,848.00 - \$8,657.00	TO THE ETT OF	01 19		1	12	٤		MOS
X72	4725	SUPERVISING TRANSPORTATION PL	ANNER	01 19		1	12	E		M01
G50	4519	\$6,556.00 - \$7,228.00 SUPERVISING TRANSPORTATION RA	ATE EXPERT			ı	12	<u></u>		IVIO
200		\$5,926.00 - \$7,157.00		01 19		1	12	E		S0
G30	8692	SUPERVISING TRANSPORTATION RF \$5,926.00 - \$7,157.00	EPRESENTA	ΠVE 01 19		1	12	Ę		SO:
3A05	3032	SUPERVISING TRANSPORTATION SU	JRVEYOR (C			1	12	_		00
		\$7,848.00 - \$8,657.00		01 19		1	12	E		MO
lY20	3795	SUPERVISING WASTE MANAGEMEN' \$7,096.00 - \$8,626.00	LENGINEER	01 19		1	12	E		S0
D41	3850	SUPERVISING WATER RESOURCE C	ONTROL EN	GINEER (MANAGI	ERIAL)			_		
		\$7,848.00 - \$8,657.00	ONTROL EN	01 19	#86D\A	1	12	E		MO
D40	3849	SUPERVISING WATER RESOURCE C \$7,096,00 - \$8,626,00	UNTRUL EN	JINEER (SUPERV 01 19	/ISORY)	1	12	E		S0
VO02	9340	SUPERVISING WORKERS' COMPENS	SATION COM		R					
		\$5,393.00 - \$6,506.00	ATION CON	01 19		1	12	E		SO
VF32	9212	SUPERVISING WORKERS' COMPENS \$4,864.00 - \$5,866.00	AHON CON	01 19		1	12	E		SC
Z50	3411	SUPERVISOR CHEMICAL TESTING S	ECTION HYD	RAULIC LABORA	TORY					
		\$6,465.00 - \$7,857.00	OTION OOD	01 19	II 19937	1	12	E		S
A45	2305	SUPERVISOR OF ACADEMIC INSTRU A \$5,123.00 - \$6,540.00	ICHON -COR	01 19 R0	1L11 Y- 445	1	12	SE		S
		B \$5,873.00 - \$7,497.00		01 19 R0	445	1	12	SE		S
F80	6753	SUPERVISOR OF BUILDING TRADES A \$4,063.00 - \$4,678.00		01 43	040	1	12	2		S [.]
		A \$4,063.00 - \$4,678.00 B \$4,462.00 - \$5,137.00		01 43	040	1	12	2		S
F85	6763	SUPERVISOR OF BUILDING TRADES	-CORRECTION							_
.000	2202	\$4,469.00 - \$5,145.00 SUPERVISOR OF COMPENSATORY B	EDUCATION	01 43 R0		1	12	2		S
A25	2302	\$6,559.00 - \$7,592.00	DUCATION	01 19		1	12	SE		М
VS10	9522	SUPERVISOR OF CONCILIATION, DE	PARTMENT (RELATIONS, C.E.A.			_		_
700	7400	\$7,558.00 - \$8,333.00 SUPERVISOR OF CORPSMEMBER DI	EVELODMEN	01 TEPOCEAMS C	ALIEODNIA CONSI	1 ====================================	12 N CODDS	Е		E
Z89	7492	\$4,353.00 - \$5,251.00	EVELOFINEN	01 19	ALII ONNIA CONSI	1	12	E		S
A30	2303	SUPERVISOR OF CORRECTIONAL ET	DUCATION P							
		A \$5,627.00 - \$7,184.00 B \$6,450.00 - \$8,235.00		01 19 R0 01 19 R0	445 445	1	12 12	SE SE		S
B10	3020	SUPERVISOR OF DRAFTING SERVIC	ES	2, 15 115	1,5					
		\$3,971.00 - \$4,826.00		01 43		1	12	2		S
A60	8012	SUPERVISOR OF ENVIRONMENTAL S \$4,011.00 - \$4,875.00	SANITATION,	VETERANS HOW 01 19	IE AND MEDICAL (CENTER 1	12	E,		S
SY40	3392	SUPERVISOR OF EQUIPMENT AND M	MATERIALS I		RAULIC ŠTRUCTU			_;		
		\$6,026.00 - \$7,326.00		01 19		1	12	E		S
110	6799	SUPERVISOR OF MACHINE SHOP \$4,063.00 - \$4,678.00		01 43		1	12	2		S
K20	2842	SUPERVISOR OF PHOTOGRAPHY		.,						
		\$3,703.00 - \$4,462.00		01 43		1	12	2		S
.G70	0395	SUPERVISOR OF REGISTRATION -A(\$4,166.00 - \$5,020.00	GRIGULTURA	NL CHEMICALS- 01 19		1	12	Ę		s
B45	9715	SUPERVISOR OF RESIDENCE PROG	RAMS, SCHO		ND			_		
		A \$3,646.00 - \$4,432.00		01 19	047	1 1	12 12	E E		S
B65	9666	F \$3,038.33 - \$3,693.33 SUPERVISOR OF RESIDENCE PROG	RAMS, SCH	01 19 OOL FOR THE DE	047 AF	ı	12	<u></u>		3
		A \$3,646.00 - \$4,432.00	,	01 19	047	1	12	E		S
1040	5646	F \$3,038.33 - \$3,693.33	CATIONS	01 19	047	1	12	E		S
ЛС10	5616	SUPERVISOR OF TECHNICAL PUBLI \$4,900.00 - \$5,913.00	CHOHA	01 19		1	12	E		S
A60	2370	SUPERVISOR OF VOCATIONAL INST	RUCTION							_
		A \$5,123.00 - \$6,540.00 B \$5,873.00 - \$7,497.00		01 19 R0 01 19 R0	445 445	1	12 12	SE SE		S S
H20	3919	SUPERVISOR OPERATIONS AND SA	FETY SECTI			1				
		\$6,059.00 - \$7,366.00		01 19		1	12	Ε		S
3U71	7563	SUPERVISOR, CULTURAL RESOURCE \$5,527.00 - \$6,670.00	JES PROGRA	NM 01 19		1	12	E		S
R30	4003	SUPERVISOR, HEALTH FACILITIES I	REVIEW	20						
		\$7,443,00 - \$9,048.00		01 19		1	12	E		S

Schem Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBIE
		S \$4,604.00 ~ \$6,367.00 U \$5.492.00 ~ \$6.367,00		01 43	471	1	12	E		S19
KR30	4961	SUPERVISING RIGHT OF WAY AGE	NT	01 43	471	1	12	E		S19
HY50	3821	\$6,779.00 - \$7,474.00 SUPERVISING SANITARY ENGINEE	D	01 19		1	12	Е		M01
11130	3021	\$8,097.00 - \$9,842.00		01 19		1	12	Е		S09
VI80	8548	SUPERVISING SPECIAL INVESTIGA \$5,369.00 - \$6,802.00	TOR !	01 19 34 P6		1	12	Е		S07
VIB1	8549	SUPERVISING SPECIAL INVESTIGA	TOR I (NON-P	EACE OFFICER)						
V170	8547	\$5,369.00 - \$6,478.00 SUPERVISING SPECIAL INVESTIGA	TOR II	01 19 34		1	12	E		S07
		\$6,058.00 - \$7,679.00		01 19 34 P5		1	12	E		S07
VI71	8545	SUPERVISING SPECIAL INVESTIGA \$6,058.00 - \$7,313.00	TUR II (NUN-F	01 19 34		1	12	E		S07
JA40	4131	SUPERVISING STATE FINANCIAL E. \$5,079.00 - \$6,434.00	XAMINER	01 19		1	12	É		S01
JA30	4130	SUPERVISING STATE FINANCIAL E	XAMINER II	0,10		1	12	_		301
JA28	4164	\$5,576.00 - \$7,063.00 SUPERVISING STATE FINANCIAL E.	XAMINER III	01 19		1	12	Ε		S01
	4104	\$6,779.00 - \$7,847.00		01 19		1	12	E		M01
BV80	1081	SUPERVISING STATE PARK RESOL \$5,442.00 - \$6,568.00	IRCE ECOLOG	IST 01 19		1	12	Е		S10
GV30	3331	SUPERVISING STRUCTURAL ENGIN	NEER							
JH40	4280	\$8,500.00 - \$10,334.00 SUPERVISING TAX AUDITOR I BOA	RD OF EQUAL	01 19 IZATION		1	12	E		S09
		\$5,076.00 - \$6,476.00	-	01 19		1	12	E		S01
1730	4338	SUPERVISING TAX AUDITOR I, EMP \$5,079.00 - \$6,434.00	LOYMENT DE	VELOPMENT DEF 01 19	ARTMENT	1	12	Е		S01
JH30	4277	SUPERVISING TAX AUDITOR II BOA	RD OF EQUAL			ı	40	_		004
JH20	4271	\$5,573.00 - \$7,113.00 SUPERVISING TAX AUDITOR III BO/	ARD OF EOUA	01 19 LIZATION		1	12	E		S01
CV00	4077	\$6,148.00 - \$7,847.00		01 19		1	12	E		S01
CX89	1977	SUPERVISING TAX TECHNICIAN II, \$2,953.00 - \$3,590.00	BOARD OF EQ	01 43		1	12	2		\$04
CX90	1978	SUPERVISING TAX TECHNICIAN III, \$3,358.00 - \$4,085.00	BOARD OF EG	OUALIZATION 01 43		1	12	2		S04
HK67	3636	SUPERVISING TELECOMMUNICATION	ONS ENGINEE	R						
CQ70	1625	\$8,492.00 - \$10,324.00 SUPERVISING TELEPHONE OPERA	TOR	01 19		1	12	Е		S09
		\$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	Е		S10
TC64	7945	SUPERVISING TOXICOLOGIST (MAI	NAGERIAL)	04.40		4	40	_		Man
GK10	3156	\$7,808.00 ~ \$8,608.00 SUPERVISING TRANSPORTATION B	ELECTRICAL E	01 19 NGINEER		1	12	Ε .		M10
	0500	\$8,955.00 - \$9,878.00	NOINEED BU	01 19	SHIRADION	1	12	E		M09
HF40	3536	SUPERVISING TRANSPORTATION E \$8,097.00 - \$9,842.00	ENGINEER PUI	01 19	DWW1221ON	1	12	Ε		S09
GJ60	3155	SUPERVISING TRANSPORTATION E \$8,955,00 - \$9,878,00	ENGINEER, CA	LTRANS 01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION F	PLANNER	01 19		ı	12	E		MICS
JG50	4519	\$6,779.00 - \$7,474.00. SUPERVISING TRANSPORTATION F	ATE EYDERT	01 19		1	12	E		M01
JGau	4018	\$6,127.00 - \$7,400.00	MIL EXPENS	01 19		1	12	E		S01
JG30	8692	SUPERVISING TRANSPORTATION F \$6,127.00 - \$7,400.00	REPRESENTAT	IVE 01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION S	SURVEYOR (C	ALTRANS)						
HY20	3795	\$8,955.00 - \$9,878.00 SUPERVISING WASTE MANAGEME	NT ENGINEER	01 19		1	12	E		M09
		\$8,097.00 - \$9,842.00		01 19		1	12	Ε		S09
ID41	3850	SUPERVISING WATER RESOURCE \$8,955.00 - \$9,878.00	CONTROL EN	GINEER (MANAGE 01 19	ERIAL)	1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE	CONTROL EN	GINEER (SUPERV	ISORY)	1	12	E		S09
W002	9340	\$8,097.00 - \$9,842.00° SUPERVISING WORKERS' COMPEN	ISATION COM	01 19 PLIANCE OFFICEI	₹	i	12	E		აიმ
		\$5,576.00 - \$6,727.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPEN \$5,029.00 - \$6,065.00	ISATION CON	SULTANT 01 19		1	12	E		S01
	3411	SUPERVISOR CHEMICAL TESTING								

Code	Class Code	Full Class Title								
		Compensation		Footnates	AR Crit	,	Prob. Mo.	WWG	NT	СВІ
IV51	4691	SENIOR INVESTMENT OFFICER, PUBLIC \$19,416.67 - \$28,083.33	C EMPLO	YEES' RETIREMENT 01 19 55	SYSTEM (REA	L ESTATE 1	E) 12	E		M01
00TS	7878	SENIOR LABORATORY ASSISTANT \$2,331.00 - \$2,832.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CO \$2,831.00 - \$2,832.00	RRECTIO	NAL FACILITY		1	6	2		R11
(545	4998	SENIOR LAND AGENT (SPECIALIST) \$5,084.00 - \$6,180.00		19		1	6	2		R01
(S40	4995	SENIOR LAND AGENT (SUPERVISORY) \$5,084.00 - \$6,180.00		01 19		1	12	Е		Sof
SE90	3081	SENIOR LAND AND WATER USE SCIEN \$5,380.00 - \$6,493.00	TIST	01 19		1	12	Ε		S 10
SC93	3049	SENIOR LAND SURVEYOR \$5,341.00 - \$6,490.00		01 19		1	12	Ε		S 0
M4 0	3983	SENIOR LANDSCAPE ARCHITECT \$5,341.00 - \$6,490.00		01 19		1	12	E		S0
/ 12	2972	SENIOR LANDSCAPE ARCHITECT, CALT \$5,341.00 - \$6,490.00		01 19		1	12	E		so
'G80	8529	SENIOR LAW ENFORCEMENT CONSULT \$7,151.00 - \$7,884.00	FANT COM	MMISSION ON PEAC 01 19 34	CE OFFICER ST	ANDARD. 1	S AND TRAIN 12	IING E		М0
X15	2955	SENIOR LAW INDEXER \$4,113.00 - \$4,963.00				1	6	2		E9
Y60	5333	SENIOR LEGAL ANALYST A \$4,316.00 - \$5,247.00		19	285	1	6	2		Ro
C45	3224	L \$4,316.00 - \$5,247.00 SENIOR LEGAL TYPIST		19	285	1	6	2		RO
		A \$2,419.00 - \$2,941.00 B \$2,704.00 - \$3,285.00	SISA	20 21 20 21	230 285 230 285	1 1	6 6	2 2		R0 R0
		L \$2,419.00 - \$2,941.00 M \$2,704.00 - \$3,285.00	SISA	20 21 20 21	230 285 230 285	1 1	6 6	2 2		R0 R0
F40	1319	SENIOR LEGISLATIVE CLERK \$2,465.00 - \$2,998.00	SISA			1	0	2	NT	R
M41	2943	SENIOR LIBRARIAN A \$4,262.00 - \$5,178.00		01 19	047	1	12	E		R2
M44	7546	F \$3,551.67 - \$4,315.00 SENIOR LIBRARIAN (SPECIALIST) (RES	IDENTIAL	01 19 CARE CENTERS)	047	1	12	Е		R;
		1 \$3,693.25 - \$4,711.67 A \$4,029.00 - \$5,140.00		01 19 01 19	047 047	1	12 12	E • E		R(
M46	7549	T \$3,021.75 - \$3,855.00 SENIOR LIBRARIAN (SUPERVISOR) (RE	SIDENTIA	01 19	047	1	12	E		R
	2945	\$4,031.00 - \$5,145.00 SENIOR LIBRARIAN -CORRECTIONAL F		01 19		1	12	E		S
M45	2940	1 \$3,693.25 - \$4,711.67	A COLETT	19 R0	047	1	6 6	E E		RI RI
		A \$4,029.00 - \$5,140.00 F \$3,357.50 - \$4,283.33		19 R0 19 R0	047	1	Ē.	- <u>E</u> :		. R
500	6000	T \$3,021.75 - \$3,855.00 SENIOR LIFE ACTUARY		19 R0	047	1	6	E ·		R
.P33	6086	A \$7,164.00 - \$8,709.00		19	161	1	6	Ē		R
AT94	0825	B \$7,824.00 - \$9,509.00 SENIOR LIVESTOCK INSPECTOR (SPE	CIALIST)	19	161	1,	6	Ė		R
8eT4	0828	\$3,502.00 - \$4,222.00 SENIOR LIVESTOCK INSPECTOR (SUP	ERVISOR			1	6	2	•	R
JT15	7484	\$3,504.00 - \$4,225.00 SENIOR LOAN OFFICER (SUPERVISOR	.)	01 34 43		1	12	E		5
JT10	7485	\$5,211.00 - \$6,286,00 SENIOR LOAN OFFICER (TRADE FINAN	ICE) `	01 19		1	12	E		S
BS12	0996	\$5,211.00 - \$6,286.00 SENIOR MAINTENANCE AIDE (SEASON	NAL)	01 19		1	12	E		S
BS13	0997	\$10.76 - \$11.56 HR SENIOR MAINTENANCE AIDE (SEASON	IAL) (ANG			1	0	2	NΤ	R
QG40	6759	\$10.76 - \$11.56 HR SENIOR MAINTENANCE WORKER, DIS		36 JRS		1	0	2	ΝT	R
LE22	4161	\$3,275.00 - \$3,598.00 SENIOR MANAGEMENT AUDITOR		01		1	12	2		F
AR25	0212	\$5,211.00 - \$6,286.00 SENIOR MARKETING SPECIALIST		01 19		1	12	E		5
		A \$4,111.00 - \$4,997.00 S \$4,113.00 - \$4,999.00		19 19	322 322	1 1	6 6	2 E 2 E		Ĺ
KB25	9073	SENIOR MARKETING SPECIALIST, CAI \$4,979.00 - \$6,052.00	LIFORNIA	STATE LOTTERY 01 19		1	12	2		F
GX20	3375	SENIOR MATERIALS AND RESEARCH A \$5,341.00 - \$6,490.00	ENGINEE	D1 19	041	1	12	E		5

Schem Code	Class Code	Full Class Title							
		Compensation	SISA Footnotes	AR Crit	MGR Prob	. Mo.	WWG	NT	CBID
JV34	4669	SENIOR INVESTMENT OFFICER, PUB \$19,416.67 - \$28,083.33	BLIC EMPLOYEES' RETIRE 01 19 55	EMENT SYSTEM (ASS	ET ALLOGATIO	N/RISK I 12	MANAGE E	MENT)	M01
JV39	4676	SENIOR INVESTMENT OFFICER, PUB \$19,416.67 - \$28,083.33	01 19 55		1 .	12	E		M01
JV45	4681	SENIOR INVESTMENT OFFICER, PUB \$19,416.67 - \$28,083.33	01 19 55		1	12	E		M01
JV51	4691	SENIOR INVESTMENT OFFICER, PUB \$19,416.67 - \$28,083.33	BLIC EMPLOYEES' RETIRE 01 19 55	EMENT SYSTEM (REAI	L ESTATE) 1	12	E.		M01
ST90	7878	SENIOR LABORATORY ASSISTANT \$2,331.00 - \$2,832.00			1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, 0 \$2,331.00 - \$2,832.00	CORRECTIONAL FACILITY	,	1	6	2		R11
KS45	4998	\$5,084.00 - \$6,180.00	19		1	6	2		R01
KS40	4995	\$5,084.00 - \$6,180.00	01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIE \$5,380.00 - \$6,493.00	01 19		1	12	E		S 10
GC93	3049	SENIOR LAND SURVEYOR \$5,762.00 - \$6,990.00	01 19		1	12	E		S09
M40	3983	\$5,752,00 - \$6,990.00	01 19		1	12	E		S09
M12	2972	\$ENIOR LANDSCAPE ARCHITECT, C/ \$5,752.00 - \$6,990.00	01 19	LEE AGE OFFICER OF	1	12 TDAINI	E		S 09
VG80	8529	SENIOR LAW ENFORCEMENT CONST \$7,151.00 - \$7,884.00	ULTANT COMMISSION ON 01 19 34	PEACE OFFICER ST	ANDARUS AND 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 19	285 285	1 1	6 6	2 2		R01 R01
CC45	3224	SENIOR LEGAL TYPIST A \$2,419.00 - \$2,941.00	SISA 2021	230 285	1	6	2		R04
		B \$2,704.00 - \$3,285.00 L \$2,419.00 - \$2,941.00	20 21 SISA 20 21	230 285 230 285	1	6	2		R04 R04
CF40	1319	M \$2,704,00 - \$3,285.00 SENIOR LEGISLATIVE CLERK	20 21	230 285	1	6	2		R04
EM41	2943	\$2,465.00 - \$2,998.00 SENIOR LIBRARIAN	SISA		1	0	2	NT	R04
	20 .0	A \$4,262.00 - \$5,178.00 F \$3,551.67 - \$4,315.00	01 19 01 19	047 047	1 1	12 12	E E		R21 R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (R 1 \$3,693,25 - \$4,711.67	RESIDENTIAL CARE CENTE 01 19	ERS) 047	1	12	E		R03
		A \$4,029.00 - \$5,140.00	01 19 01 19	047 047	1	12 12	E		R03 - R03
FM46	7549	T \$3,021.75 \$3,855.00 SENIOR LIBRARIAN (SUPERVISOR) ((RESIDENTIAL CARE CEN		. 1		E		503
FM45	2945	\$4,031.00 - \$5,145.00 SENIOR LIBRARIAN -CORRECTIONA	01 19 L FACILITY-		1	12			
•		1 \$3,693.25 - \$4,711.67	19 R0 19 R0	047 047	1 1	6 6	E E		R03 R03
		A \$4,029.00 - \$5,140.00 F \$3,357.50 - \$4,283.33	19 R0	047	1	6	Ē		R03
		T \$3,021.75 - \$3,855.00	19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY	19	161	1	6	Ε		R01
		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 (SI \$3,502.00 - \$4,222.00	PECIALIST) 34 R1		1	6	2		R07
AT98	0828	SENIOR LIVESTOCK INSPECTOR (S \$3,504.00 - \$4,225.00	SUPERVISOR) 01 34 43		1	12	Ε		S 07
JT15	7484	SENIOR LOAN OFFICER (SUPERVIS \$5,211.00 - \$6,286.00	SOR) 01 19		1	12	E		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FIN \$5,211.00 - \$6,286.00	NANCE) 01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEAS \$10.76 - \$11.56 HR	•		1	0	2	ŊΤ	R 12
BS13	0997	SENIOR MAINTENANCE AIDE (SEAS \$10.76 \$11.56 HR			1	0	2	NT	R 12
QG40	6759	SENIOR MAINTENANCE WORKER, I \$3,275.00 - \$3,598.00	DISTRICT FAIRS 01		1	12	2		R 12
LE22	4161	SENIOR MANAGEMENT AUDITOR							S 0 1



Schem Code	Class Code	Full Class Title							
		Compensation	SISA Footnotes	AR Crit	MCR P	rob. Mo.	WWG	NT	CBID
QN15	6855	SENIOR INSPECTOR OF AUTOMOTIVE E							***************************************
LC60	2948	\$4,257,00 - \$5,137.00 SENIOR INSTRUCTIONAL DESIGNER (TE		ON ON PEACE OF				ling	512
LM24	2950	\$5,134.00 - \$6,239.00 SENIOR INSTRUCTIONAL SYSTEMS ENG		N PEACE OFFICER			E _		R01
VJ36	8607	\$4,909.00 - \$6,263.00 SENIOR INSURANCE COMPLIANCE OFFICE		ARTMENT OF INSU		6	E _		R01
JC16	4410	\$4,945.00 - \$5,967.00 SENIOR INSURANCE EXAMINER (SPECIA	,	an t	1	12	2		R07
		A \$5,134.00 - \$6,551.00 B \$5,639.00 - \$7,197.00	19 19	004 004	1	6	2		R01
		C \$5,639.00 - \$7,197.00	19	004	1	6 6	2 2		R01 R01
		D \$6,193.00 - \$7,904.00	19	004	1	6	2		RO1
JC14	4411	SENIOR INSURANCE EXAMINER (SUPER)	/ISOR)		•	J	-		,,,,,
		A \$5,423.00 - \$6,869.00	01 19	004	1	12	E		Soi
		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		501
VJ71	8577	SENIOR INSURANCE INVESTIGATOR \$4,945,00 - \$5,967.00	01 19 34		1	12	E		S07
JC34	4435	SENIOR INSURANCE RATE ANALYST					_		00.
5004	7700	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 MANAGEM							
\	2505	\$5,266.00 - \$6,359.00	01 19		1	12	Ε		R10
VI96	8595	SENIOR INVESTIGATOR, DEPARTMENT C \$4,727.00 - \$5,705.00			4	40			007
Mac	1004		01 19 34 P5	NE CYCEEN (ALTE	1	12	2		R07
JV25	4664	SENIOR INVESTMENT OFFICER, PUBLIC I	O1 19 55	NI SYSTEM (ALTE		VESTMEN 12			8404
JV34	4669	\$20,750.00 - \$30,083.33 SENIOR INVESTMENT OFFICER, PUBLIC I	EMPLOYEES' RETIREME	NT SYSTEM (ASSE	1 T ALLOCAT		E MANAGE		MO1
JV39	4676	\$20,750.00 - \$30,083,33 SENIOR INVESTMENT OFFICER, PUBLIC I	01 19 55 EMPLOYEES' RETIREME	NT SYSTEM (FIXED	1 (NCOME)	12	E		MO1
		\$20,750.00 - \$30,083.33	01 19 55	`	1	12	E		M01
JV45	4681	SENIOR INVESTMENT OFFICER, PUBLIC I		NT SYSTEM (GLOB	AL EQUITIE				
JV51	4691	\$20,750.00 - \$30,083.33 SENIOR INVESTMENT OFFICER, PUBLIC I	01 19 55 EMPLOYEES' RETIREME	NT SYSTEM (REAL	1 ESTATE)	12	E		M01
ST90	7878	\$20,750.00 - \$30,083.33 SENIOR LABORATORY ASSISTANT	01 19 55		7	12 .	Ε		M01
		\$2,413.00 - \$2,931.00	COTIONIAL FACULTS		1	6	2		R11
SV09	9266	\$2,413.00 - \$2,931.00	RECTIONAL FACILITY		1	6	2		R11
KS45	4998	\$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	e .	1	12	E -		\$01%
GE90	3081	SENIOR LAND AND WATER USE SCIENTIS \$5,568.00 - \$6,720.00			1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR							
M40	3983	\$6,465,00 - \$7,857.00 SENIOR LANDSCAPE ARCHITECT	01 19		1	12	E		S09
lM12	2972	\$6,465,00 - \$7,857.00 SENIOR LANDSCAPE ARCHITECT, CALTR	01 19 ANS		1	12	E		S09
		\$6,465.00 - \$7,857.00	01 19		1	12	E		S09
VG80	B529	SENIOR LAW ENFORCEMENT CONSULTA		EACE OFFICER STA		ND TRAINI	NG		
CX15	2955	\$7,401.00 - \$8,160.00 SENIOR LAW INDEXER	01 19 34		1	12	E		M07
JY60	5333	\$4,257.00 - \$5,137.00 SENIOR LEGAL ANALYST			1	6	2		E97
0100	5000	A \$4,467,00 - \$5,431,00	19	285	1	6	2		R01
0046	0004	L \$4,467.00 - \$5,431.00	19	285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST	SISA 20 21	920 285	4	c	n		D04
		A \$2,504.00 - \$3,044.00 B \$2,799.00 - \$3,400.00	20 21	230 285 230 285	1 1	6 6	2 2		R04 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		250 250		J	-		.,
•		A \$4,411.00 - \$5,359.00	01 19	047	1	12	Ε		R21
		F \$3,675.83 - \$4,465.83	01 19	047	1	12	Ē		R21
ENAMA	7546	SENIOR LIBRARIAN (SPECIALIST) (RESID	ENTIAL CARE CENTERS	S)					
FM44		1 \$3,822.50 - \$4,876.67	D1 19	047	4	12	Ε		R03
FIVIAA		1 40,022.00 - 44,070.07	0115	047	1	12	E		KUS



Code	Code	Full Class Title								
		Compensation	SISA	Footnotes	AR Crit	MCR	Ргов. Мо.	WWG	NT	CBID
JV51	4691	SENIOR INVESTMENT OFFICER, PUBL	IC EMPLOY		T SYSTEM (REA					
ST90	7878	\$20,750.00 - \$30,083.33 SENIOR LABORATORY ASSISTANT		01 19 55		1	12	E		M01
SV09	9266	\$2,495.00 - \$3,031.00 SENIOR LABORATORY ASSISTANT, CO	ORRECTION	NAL FACILITY		1	6	2		R11
KS45	4998	\$2,495.00 - \$3,031.00 SENIOR LAND AGENT (SPECIALIST)				1	6	2		R11
K\$40	4995	\$5,441.00 - \$6,613.00	^	19		1	6	2		R01
		\$5,441.00 - \$6,613.00	•	01 19		1	12	E		S01
GE90	3081	\$5,757.00 - \$6,948.00	VIISI	01 19		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR \$7,377.00 ~ \$8,965.00		01 19		1	12	Ε		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT \$7,377.00 - \$8,965.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CAI \$7,377.00 - \$8,965.00	LTRANS	01 19		1	12	Е		509
VG80	8529	SENIOR LAW ENFORCEMENT CONSUL \$7,653.00 - \$8,437.00	LTANT COM		CE OFFICER STA	-				M07
CX15	2955	SENIOR LAW INDEXER		01 19 34				_		
JY60	5333	\$4,402.00 - \$5,312.00 SENIOR LEGAL ANALYST				1	6	2		E97
		A \$4,619.00 - \$5,616.00 L \$4,619.00 - \$5,616.00		19 19	285 285	1 1	6 6	2 2		R01 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	JIJA	20 21	230 285	1	6	2		R04
		L \$2,589.00 - \$3,148.00	SISA		230 285	1	6	2		R04
FM41	2943	M \$2,894.00 - \$3,516.00 SENIOR LIBRARIAN		20 21	230 285	1	6	2		R04
1 1817 1	2040	A \$4,561.00 - \$5,541.00		01 19	047	1	12	E		R21
FM44	7546	F \$3,800.83 - \$4,617.50 SENIOR LIBRARIAN (SPECIALIST) (RES	SIDENTIAL (01 19 CARE CENTERS)	047	1	12	E		R21
1 181-4-4	7540	1 \$3,952.67 - \$5,294.67	SIDENTIAL	01 19	047	1	12	Е		R03
		A \$4,312.00 - \$5,776.00		01 19	047	1	12	Е		R03
ENLIS	75.40	T \$3,234.00 - \$4,332.00	CONCRETA	01 19	047	1	12	E		R03
FM46	7549	SENIOR LIBRARIAN (SUPERVISOR) (RI \$4,314.00 - \$5,506.00		01 19	o)	1	12	E		S03
FM45	2945	SENIOR LIBRARIAN -CORRECTIONAL I 1 \$3,952.67 - \$5,294.67	FACILITY-	19 R0	047	1	6	Ε		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	i	6	Ē		R03
		T \$3,234.00 - \$4,332.00		19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY					_	_		
		A \$1,001.00 - \$5,020.00		19 19	161 161	1 1	6 6	E E		R01
AT94	0825	B \$8,373.00 - \$10,177.00 SENIOR LIVESTOCK INSPECTOR (SPE	CIALIST\	19	101	'	Ų	_		1(0)
		\$3,748.00 - \$4,519.00	,	34 R1		1	6	2		R07
AT98	0828	\$3,750.00 - \$4,522.00	PERVISOR)	01 34 43		1	12	E		S07
JT15	7484	SENIOR LOAN OFFICER (SUPERVISOR \$5,576.00 - \$6,727.00	₹)	01 19		1	12	Е		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FINAN \$5,576.00 - \$6,727.00	NCE)	01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEASON	NAL)	0, 13		1			MT	
BS13	0997	\$11.52 - \$12.37 HR SENIOR MAINTENANCE AIDE (SEASO)	NAL) (ANGE	,			0	2	NT	R12
QG40	6759	\$11.52 - \$12.37 HR SENIOR MAINTENANCE WORKER, DIS	TRICT FAIR	36 .S		1	0	2	NT	R12
L E2 2	4161	\$3,505.00 - \$3,851.00 SENIOR MANAGEMENT AUDITOR		01		1	12	2		R12
	0212	\$5,576.00 - \$7,063.00		01 19		1	12	Е		S01
AR25	u2 1 Z	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, CAL \$5,328.00 - \$6,477.00	LIFORNIA S	TATE LOTTERY 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	Е		S09

Schem Class



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

Project Number: 08-0277

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

	Now, Diffe	Same 10% less Same 5% less 10% less 5% less 5% less 5% less Same Same	
	Current	7534 9311 8965 8965 7407 7407 7407 8965 8965	
		S HAZ SUBSTINC ENG! S HAZ SUBSTNC ENG! S HAZ SUBSTNC ENG! SR ENG GEO & SR ENG, WTR S ENG GEO & S ENG, WTR RES S WASTE MGMT ENG S WASTE MGMT ENG ELEC GEN SPEC! ELEC GEN SPEC! ELEC GEN SPEC! S ENG GEO SR ENG GEO SR ENG GEO SR ENG GEO	
	%	14.55% 22.92% 23.90% 10.06% 10.06% 22.88% 32.15% 22.67%	
4 - 4 x - 15	New	7534 8311 8965 9373 8754 7054 7054 9373 8538 8965	en de la grant de la companya en esperante en en en en en en en en en en en en en
	Max Salany	6578 6578 7575 7575 7575 6409 6409 6409 6784 6784 7295	
	Class	3566 S HAZ SUBSTNC S II 3567 S HAZ SUBSTNC S II 0764 SR ENV SCIENTIST 0756 ENV PROG MGR I/SUP 0759 S I WST MNG SP II 4940 EN COM SUP II/E 4058 EN COM SUP II/F 3062 LND&WTR USE P MGR 3081 SR LND&WTR USE S 3749 SR SEISMOLOGIST 3852 SR IND HYGIENIST	

230	730	Grand Total
191	Z 91	1978
[ε 7	εγ	3758
Grand Total	A	SlassCode
	AltemateRange	Sount of AlternateRange

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.



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 Fu	ınds			<u>-</u>	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

		2007-08*			2008-09*	
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Baseline Adjustment Descriptions						
 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	MA.			
Totals, Baseline Adjustments	-\$168,690	-\$355,606	-	\$392,218	\$253,285	34.
TOTALS, BUDGET ADJUSTMENTS	-\$168,690	-\$355,606	-	\$392,218	\$253,285	-
Other Adjustments 1/						
Budget-Balancing Reductions		-	₩	-30,228		
REVISED TOTALS, BUDGET ADJUSTMENTS	-\$168,690	-\$355,606	-	\$361,990	\$253,285	-

[&]quot;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 Rehablilation Plata Allocation to Various Departments	•	-18,394	-
MO1 CEAs Allocation to Various Departments	-	-1,564	-
Altocation to Judicial Branch	- 2 0,322	-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		<u>"</u>
Totals Available	\$41	\$374,572	\$392,218
Unexpended balance, estimated savings		-90,000	
TOTALS, EXPENDITURES	\$-	\$284,572	\$392,218
0494 Other Unallocated Special Funds			
APPROPRIATIONS	• • • • • • • •	****	
00 t trigaget Astrappropriation	\$164,734	::\$315,802	\$169,701
Chapter 240, Statutes of 2006	34,200	-	m.
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	-11/400000000000000000000000000000000000	
TOTALS, EXPENDITURES	\$-	\$37,864	\$169,701
0988 Various Other Unallocated Non-Governmental Cost Funds			
APPROPRIATIONS	ድርጀ 400	\$160.20 <i>1</i>	\$03 E04
001 Budget Act appropriation	\$37,482	\$169,384	\$83,584
Chapter 322, Statutes of 2007	20 700	5,246	-
Chapter 200, 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	<u> </u>	-690	-
Totals Available	\$56,393	\$91,716	\$83,584
Unexpended balance, estimated savings	-56,39 3	<u> </u>	
TOTALS, EXPENDITURES	\$-	\$91,716	\$83,584
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$-	\$414,152	\$645,503

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^{*} 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
	Senior Environmental Scientist
	Environmental Program Manager I (Supervisory)
A Company of the Comp	Supervising Waste Management Specialist I
1	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)
ES	Supervising Biologist
19%	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
	Supervising Chemist
	Examiner III, Laboratory Field Services
	Public Health Microbiologist Supervisor (Virology)
Chem	Public Health Microbiologist Supervisor
16%	Forensic Scientist Toxicologist IV
	Environmental Biochemist
	Asst. Lab Chief, Public Health Labs
	Chief, Hazardous Materials Lab Section
RS III	
16%	Research Scientist Supervisor I
	Senior Toxicologist
	Supervising Toxicologist
	Research Scientist Supervisor II
RS IV	Senior Wildlife Veterinarian Supervisor
10%	Senior Insect Biosystematist (Supervisor)
Anna de la companya d	Senior Plant Pathologist (Field)
	Senior Seed Botonist (Supervisor)
	Veterinary Medical Officer IV (Animal Health) (Meat Inspection)
HP	Senior Health Physicist
46%	Energy Commission Supervisor II
EG	Senior Geologist (Supervisory)
12%	Senior Seismologist

Benchmark Title:Environmental Scientist, Ral Journey LevelGovernment DataSalary MinimumSalaState of California\$4,419.00Alameda County\$5,097.06Contra Costa County\$4,086.00Contra Costa County\$5,228.00Los Angeles County\$3,879.00Contra CountySacramento County\$3,777.00Contra CountySan Bernardino County\$3,777.00Contra CountySan Diego County\$5,758.00Contra CountySan Diego County\$5,648.56Contra CountySan Diego County\$5,648.56Contra CountySF City/County\$5,648.56Contra CountySF City of Fresno\$5,228.00City of RiversideCity of Riverside\$5,228.00City of SacramentoCity of Sar Diego\$4,428.00City of San JoseCity of San Jose\$5,602.00City of San Jose\$5,602.00California State University\$5,602.00	лде С	1990 Las
ent Data Salary Minii nia \$4,4 y unty \$5,7 County \$5,7 Ity \$5		
ent Data Salary Minimu iia \$4,419 y unty \$5,097 y X County \$5,728 ity \$5,777 ity \$5,777 ity \$5,728 eles \$5,228 eles \$5,228 ith \$5,228 ith \$5,228 ith \$5,602 University \$5,602		
nia \$4,419 y unty \$5,097 unty \$4,086 y x mty \$5,228 nty \$3,777 rty \$3,777 nty \$5,728 eles \$5,228 nto \$4,311 nto \$5,228 io \$4,428 University \$5,602	Salary Maximum	Equivalent Classification(s) Used
wounty \$5,097 unty \$4,086 y \$5,228 y \$5,228 why \$5,775 uty \$5,777 uty \$5,728 eles \$5,228 into \$4,428 or \$4,428 or \$5,028 uto \$5,028 University \$5,002	30 \$5,336.00	
ounty \$5,097 unty \$4,086 y \$5,228 y ty County \$3,777 ty ty ty ty ty ty st,311 uty		None Found
unty y y y y unty County nty nty nty nty nto eles anto y Thiversity	36,195.51	Environmental Health Specialist II
unty y y y y y County try nty nty nty of seles eles nto io University		Still waiting a response
y y unty County tty aty aty eles anto o University		Environmental Health Specialist III
wity County Ity Ity Ity Ity Ity Ity Ity Ity Ity I		Environmental Specialist II
buty County S3,777. Ity S4,311. Ity S5,648. Ity S5,648. Ity S5,648. Ity S5,648. Ity S5,602. University S3,777. S4,377. S4,311. S6,602.	00 \$5,229.00	Environmental Health Specialist II
mty County \$3,777. ty sp, 777. ty sp, 777. ty sp, 777. \$4,311. thy \$5,648. tho \$5,628. University \$5,602.		None Found
County \$3,777. Ity \$5,758 Ity \$4,311. Ity \$5,648 Ithe \$5,648 Ithe \$5,028 Ithe \$5,602. University \$5,602.		None Found
nty \$5,758 nty \$4,311 nty \$5,602 continuous \$4,428 University \$5,002	30 \$4,820.00	Environmental Health Specialist II
nty \$5,758 nty \$4,311 nty \$5,648 seles \$5,228 nto \$4,428 to \$5,602. University		None Found
aty \$4,311 eles \$5,228 into \$4,428 University \$5,602	37,015.00	Water Quality Specialist II
nty \$5,648 eles \$5,228 anto \$4,428 University \$5,602	4.00	Biologist II
eles \$5,228 anto \$4,428 co \$5,602 University	56 \$6,866.67	Environmental Health Inspector
eles \$5,228 auto nto \$4,428 co \$5,602 University		No comparable classifications identified
anto ;0 \$4,428 University \$5,602.	\$6,497.00	Environmental Specialist II
\$4,428 \$5,602 iversity		None Found
\$4,428. \$5,602. iversity		None Found
\$4,428 \$5,60 <u>2</u>	_	None Found
\$5,602	\$5,235.00	Associate Planner
	\$6,817.00	Environmental Inspector II
		None Found
University of California \$6,732.00	\$9,668.00	Environmental Scientist
Federal Government Sacto \$4,236.00	\$5,507.00	GS11 Sacramento Salary Range
Federal Government SF Bay \$4,568.00	\$5,939.00	GS11 Bay Area Salary Range
Federal Govm't LA Area \$4,415.00	§ \$5,740.00	GS11 LA Area Salary Range
East Bay Municipal Utilities \$6,147.00	\$7,472.00	Environmental Health & Safety Spec II
L.A Metro. Water District \$5,259.00	\$6,932.00	Environmental Scientist

Benchmark Title: Associ	Associate Industrial Hygienist	nist 19010 Lag	Lag
	Journey Level	/ 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	3888	5085	5085 Industrial Hygienist II
Sacramento County	5401	5954	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	7553 Industrial Hygienist
City of Fresno			No equivalent classifications
City of Los Angeles	6062	7532	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	2929	Environmental Health & Safety Specialist I
Federal Government - Sacto	4236	2207	GS11 Sacramento Regional Rates
Federal Government - SF Bay	4568	5939	GS11 Bay Area Regional Rates
Federal Govm't - LA Area	4415	5740	GS11 LA Area Regional Rates
East Bay Municipal Utilities	6147	7472	7472 Environmental Health & Safety Specialist II
Metro. Water District S Cal	4588	6036	Occupational Safety & Health Representative II

Benchmark Title:	Chemist		16% Lan	
		Journey Level	/ Level	
Government Data	Sala	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used
State of California	\$	4,261.00	.\$ 5,110.00	Chemist (Range C)
Alameda County General	ક	4,597.00	\$ 5,497.00	Chemist
Alameda County H2O Qual	\$	5,649.00		Water Quality Chemist, Zone 7
Contra Costa County	\$	4,923.00		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	
Orange County	₩	3,773.00	\$ 5,087.00	PUBLIC HEALTH CHEMIST
Riverside County	\$		\$ 5,251.00	CLINICAL LABORATORY SCIENTIST II
Sacramento County	€			Chemist
San Bernardino County Gen'l	\$	_	\$ 5,318.00	Laboratory Technologist II
San Bernardino County Bioch	€	_	\$ 6,630.00	4
San Diego County	↔	4,725.00	\$ 5,742.00	Assoc Air Pollution Chemist
Santa Clara County	€	5,434.00		SENIOR CLINICAL LABORATORY TECHNOLOGIST
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	64)	00		_
City of San Diego	€	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	₩		6,007.00	Clinical Laboratory Technologist
University of California LLL	€₽	00	\$ 10,800.00	
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 Govin'i LA Area	↔.		\$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				
		110		

Benchmark Title:		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	119 Market Day
	Nescal Classification		101012 1 100121 0 000 for hot esperiation
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 Hith 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		Ŋ.	No equivalent level
San Bernardino County			No equivalent specs
San Diego County	\$5,049	\$6,140	\$6,140 Epidemiologist II
Santa Clara County	\$5,080	\$6,146	\$6,146 Epidemiologist II
SF City/County	\$5,906	\$7,178	\$7,178 Epidemiologist III
City of Fresno	\$4,151	\$5,048	\$5,048 Epidemiologist II
City of Los Angeles	\$5,386	86,690	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
11 - A communication of the co			

Benchmark Title:	Research Scientist IV (E	t IV (Epi and Biostat)	10% lay PhD representation
	·		
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	(A)		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	\$9,276 GS14 Sacramento Salary Range
Federal Government SF Bay	\$7,594	\$10,003	\$10,003 GS14 Bay Area Salary Range
Federal Govm't LA Area	\$7,437	899'6\$	\$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	A P		No equivalent specs

Benchmark Title:	Health Physicist	4690 Lag	A series of the
	Journe	rney Level	
Government Data	Salary Minimum	Salary Maximum	Equivalent Classification(s) Used
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 Govm't 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

None Found	30 \$5,244 Radiation Maintenance Officer	
	089'8\$	
State of Arizona	State of Nevada	

S_J Salary Relationships Issues 7/15/2005

EPMI (Manager) EPMI (Supervisor) Sr. Water Resources Control Engineer (5.5) Staff Environmental Scientist Sr. Biologist (Supervisor)	\$7148 7078 6990 6144 5860
Sr. Environmental Scientist Water Resources Control Engineer, Range D (5.5) Engineer, Water Resources, Range D (5.5) Environmental Scientist, Range C	\$61 4 7 6239 6239 5336
Senior Geologist (Supervisor) Engineering Geologist, Range D (Licensed) (5.5) Associate Geologist (Licensed)	\$6493 6247 5587
Sup. Hazardous Substances Scientist I Engineering Geologist, Range D (5.5) Hazardous Substances Engineer (HSE), Range D (5.5) Hazardous Substances Scientist, Range C	\$614 7 6247 6239 5336
Sup. Hazardous Substances Scientist (HSS) II Senior Engineering Geologist (7.7) Sup. HSE I (7.7) Senior Hazardous Substances Engineer (HSE) (7.7) Sup. HSS I Senior HSS	\$7078 6990 6990 6302 6147 6144
Sup. Integrated Waste Management Specialist I Waste Management Engineer, Range D (5.5) Integrated Waste Management Specialist, Range C	\$6147 6240 5336
Sup. Integrated Waste Management Specialist II Senior Waste Management Engineer (7.7) Sup. Integrated Waste Management Specialist I Senior Integrated Waste Management Specialist	\$7078 6990 6147 6144
Senior Industrial Hygienist Associate Industrial Hygienist Associate Safety Engineer (4.8)	\$6353 5587 6197
Energy Commission Sup. II Senior Mechanical Engineer (7.7) Mechanical Engineer, Range D (5.5)	\$5988 6982 6239
Senior Land and Water Use Scientist Engineer, Water Resources, Range D (5.5) Associate Land and Water Use Specialist Staff Land and Water Use Specialist	\$6 493 6239 5336 6144

3

Comparable/Transfer Range Class Comparisons 7/15/2005

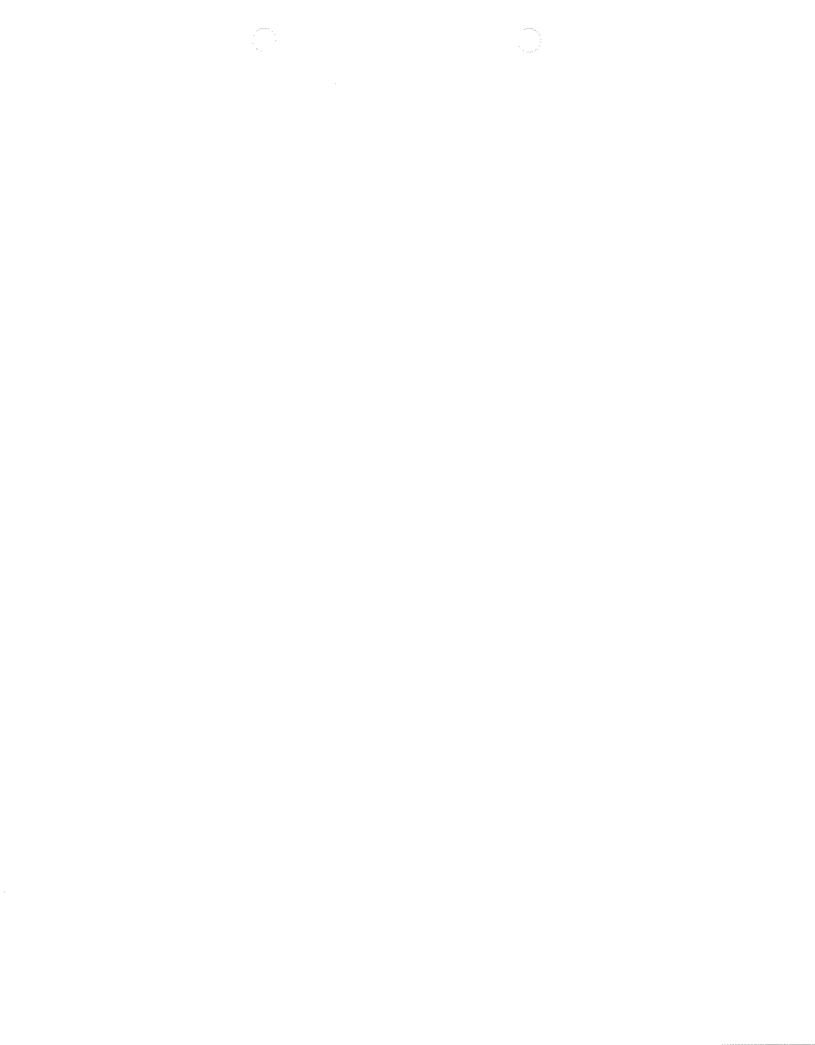
Sr. Industrial Hygienist (\$6353) – Sr. Safety Engineer (\$6990)

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)





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)

<u>Supervising Hazardous Substances Scientist II (S10) (BH68, 3567)</u> Supervising Hazardous Substances Engineer II (S09) (HY01, 3723)

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

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

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,

Gerald James

CAPS Counsel

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





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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San Francisco

1 Sutter Street, Suite 800 San Francisco, CA 94104-4917 (415) 861-6343 FAX (415) 861-5360 CAPS Supervisors Proposals July 5, 2006 Page 2

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

EPMI (Manager)	7/1/2005 \$7,148	7/1/2006 \$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

\$6,651	\$6,651
\$5,988	\$5,988
6982	7856
6238	6844
\$6,816	\$6,816
\$6,493	6493
6239	6844
5336	5336
6144	6144
	\$5,988 6982 6238 \$6,816 \$6,493 6239 5336

Supervisory Count

SCHEMCLASS TITLE

DOLLETTI CALLEON	
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 WLDLF 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/WLDLF
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	CHIFD & DRUG SECT USE Program Manager I 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

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

<u>Item 8955-001-0001</u>—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.

<u>Item SEC 24.55</u>—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-

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- Payment under this item is limited in amount to 3. claims, settlements, compromises, and judgments which do not exceed \$70,000, exclusive of interest, and no payment from this item exceeding that amount shall be approved by the Department of Finance or made by the Department of Justice.
- 4. No payment shall be approved by the Department of Finance or made by the Department of Justice from this item except in full and final satisfaction of the claim, settlement, compromise, or judgment upon which the payment is based.
- 5. Funding for the payment of tort liability claims, settlements, compromises, and judgments which require the approval of the Director of Finance shall first be considered from within the affected agency's, department's, board's, bureau's, or commission's existing budgeted resources. Payment pursuant to this item (from funds other than the General Fund) shall be made only after the affected agency, department, board, bureau, or commission has demonstrated to the Department of Finance that insufficient funds are available for payment of all or a portion of the claim.
- 9670-401—For maintenance of accounting records by the State Controller's office or any other agency maintaining these records, appropriations made in this act for Organization Code 9670 (Equity Claims of California Victim Compensation and Government Claims Board and Settlements and Judgments by Department of Justice) are to be recorded under Organization Code 9671 (Equity Claims of California Victim Compensation and Government Claims Board) and Organization Code 9672 (Settlements and Judgments by Department of Justice).

9800-001-0001—For Augmentation for Employee

Provisions:

The amount appropriated in this item shall not be construed to control or influence collective bargaining between the state employer and employee representatives.

The funds appropriated in this item are for compensation increases and increases in benefits related thereto of employees whose compensa-

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

9800-001-0494—For Augmentation for Employee Compensation, payable from other unallocated spe-

- 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-

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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.
- 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

--- 747 ---Ch. 171 Amount

9800-001-0988—For Augmentation for Employee Compensation, payable from other unallocated Provisions:

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- The amount appropriated in this item shall not be construed to control or influence collective bargaining between the state employer and emplovee representatives.
- 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.
- 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,

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> 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.....

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- 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.
- 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

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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.
- 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.
- 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

Provisions:

- 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 nongovern-

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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

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.
- 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).....

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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 Superivsors 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 Meteorlogist ARB

Chief Hazardous Materials Laboratory Section

Chief Environmental Health Laboratory

Chief Food & Drug Laboratory Branch

Chief Food & Drug Science Section

Attachment A CAPS Supervisors

CAPS Supervisors Meet and Confer Proposal Page 1

CAPS Superivsors Meet and Confer Proposal Attachment A 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 specialities)

Research Scientist Supervisor II (All 7 specialties)

Research Specialist V (Veterinary-Sciences) Var 1045 5 (POCALLAR) Research Microbiologist

Senior Agricultural Biologist

Senior Economic Entomologist (Supervisor)

Senior Biologist Supervisory (All 4 specialties)

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 Toxonomist

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

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

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

Attachment A
CAPS Supervisors Meet and Confer Proposal
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