

County of Ventura
 SEIU Local 721
 Market-Based Adjustments, December 2019

EXHIBIT 1

Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Account Executive I	\$60,142	3.00%	1.50%	1.50%
Account Executive II	\$64,624	3.00%	1.50%	1.50%
Account Executive III	\$69,476	3.00%	1.50%	1.50%
Accountant I	\$70,908	0.00%	0.00%	0.00%
Accountant II	\$78,787	0.00%	0.00%	0.00%
Accounting Assistant I	\$44,756	0.00%	0.00%	0.00%
Accounting Assistant II	\$49,729	0.00%	0.00%	0.00%
Accounting Officer III - LEGACY	\$78,465	0.00%	0.00%	0.00%
Accounting Officer IV - LEGACY	\$84,301	0.00%	0.00%	0.00%
Accounting Technician	\$60,172	0.00%	0.00%	0.00%
Administrative Aide	\$50,329	0.00%	0.00%	0.00%
Administrative Assistant I	\$62,653	0.00%	0.00%	0.00%
Administrative Assistant II	\$69,049	0.00%	0.00%	0.00%
Administrative Assistant III	\$75,953	0.00%	0.00%	0.00%
Administrative Assistant IV	\$83,503	0.00%	0.00%	0.00%
Agricultural Insp/Biologst Assc	\$55,608	2.00%	1.00%	1.00%
Agricultural Inspctr/Biologist	\$68,184	2.00%	1.00%	1.00%
Airport Maintenance Supervisor	\$73,345	1.00%	1.00%	0.00%
Airport Maintenance Worker	\$51,172	1.00%	1.00%	0.00%
Airport Operations Supervisor	\$75,946	1.00%	1.00%	0.00%
Alcohol/Drug Treatment Spe I	\$46,773	0.00%	0.00%	0.00%
Alcohol/Drug Treatment Spe II	\$56,261	0.00%	0.00%	0.00%
Alcohol/Drug Treatment Spe III	\$66,618	0.00%	0.00%	0.00%
Animal Control Officer I	\$46,136	1.00%	1.00%	0.00%
Animal Control Officer II	\$51,828	1.00%	1.00%	0.00%
Animal Control Officer III	\$55,675	1.00%	1.00%	0.00%
Applications Architect/Suprvsr	\$110,517	0.00%	0.00%	0.00%
Assist Food Services Sprvsr	\$54,772	1.00%	1.00%	0.00%
Auto Service Worker	\$43,494	1.00%	1.00%	0.00%
Behavioral Health Clinician I	\$65,439	0.00%	0.00%	0.00%
Behavioral Health Clinician II	\$74,824	0.00%	0.00%	0.00%
Behavioral Health Clinician IV	\$82,429	0.00%	0.00%	0.00%
Behavioral Health ClinicianIII	\$78,523	0.00%	0.00%	0.00%
Building Equip Utility Worker	\$41,817	1.00%	1.00%	0.00%
Building Inspector I	\$70,352	1.00%	1.00%	0.00%
Building Inspector II	\$73,891	1.00%	1.00%	0.00%
Building Inspector III	\$77,543	1.00%	1.00%	0.00%
Building Inspector IV	\$82,093	1.00%	1.00%	0.00%
Buyer*	\$62,536	2.50%	2.50%	0.00%
Cadastral Technician I	\$49,863	7.37%	3.69%	3.69%
Cadastral Technician II	\$60,655	6.66%	3.33%	3.33%
Cadastral Technician III	\$64,687	6.45%	3.23%	3.23%
Cadastral Technician IV	\$77,252	5.95%	2.97%	2.97%

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Cadastral Technician Trainee	\$43,515	7.96%	3.98%	3.98%
Certified Biomed Equip Tech	\$74,226	1.00%	1.00%	0.00%
Certified Occupational Ther Asst	\$55,753	6.53%	3.26%	3.26%
Certified Phlebotomy Tech I	\$44,417	0.00%	0.00%	0.00%
Certified Phlebotomy Tech II	\$46,680	0.00%	0.00%	0.00%
Certified Phlebotomy Tech III	\$49,016	0.00%	0.00%	0.00%
Child Spprt Svcs Mgmt Asst I	\$52,187	0.00%	0.00%	0.00%
Child Spprt Svcs Mgmt Asst II	\$58,839	0.00%	0.00%	0.00%
Child Spprt Svcs Mgmt Asst IV	\$67,915	0.00%	0.00%	0.00%
Child Spprt Svcs Specialist I	\$50,601	3.00%	1.50%	1.50%
Child Spprt Svcs Specialist II	\$55,540	3.00%	1.50%	1.50%
Child Spprt Svcs Specialist III	\$59,609	3.00%	1.50%	1.50%
Child Spprt Svcs Specialist IV	\$64,092	3.00%	1.50%	1.50%
Child Sppt Svcs Mgmt Asst III	\$63,218	0.00%	0.00%	0.00%
Child Support Dist Spec I	\$50,069	0.00%	0.00%	0.00%
Child Support Dist Spec II	\$55,152	0.00%	0.00%	0.00%
Child Support Dist Spec III	\$59,239	0.00%	0.00%	0.00%
Child Support Dist Spec IV	\$62,319	0.00%	0.00%	0.00%
City Librarian	\$83,613	6.17%	3.09%	3.09%
Clerical Supervisor I	\$55,227	0.00%	0.00%	0.00%
Clerical Supervisor II	\$60,761	0.00%	0.00%	0.00%
Clerical Supervisor III	\$66,956	0.00%	0.00%	0.00%
Clerical Trainee	\$34,930	0.00%	0.00%	0.00%
Clerk/Recorder Prgm Sprvsr I	\$56,912	0.00%	0.00%	0.00%
Clerk/Recorder Prgm Sprvsr II	\$64,653	0.00%	0.00%	0.00%
Clinical Assistant I	\$39,687	0.00%	0.00%	0.00%
Clinical Assistant II	\$43,722	0.00%	0.00%	0.00%
Clinical Lab Scientist I	\$68,340	1.00%	1.00%	0.00%
Clinical Lab Scientist II	\$80,929	1.00%	1.00%	0.00%
Clinical Lab Scientist III	\$85,841	1.00%	1.00%	0.00%
Code Compliance Officer I	\$75,514	1.00%	1.00%	0.00%
Code Compliance Officer II	\$83,025	1.00%	1.00%	0.00%
Code Compliance Officer III	\$91,319	1.00%	1.00%	0.00%
Coder-Certified	\$99,418	0.00%	0.00%	0.00%
Collections Officer I	\$43,457	0.00%	0.00%	0.00%
Collections Officer II	\$48,861	0.00%	0.00%	0.00%
Collections Officer III	\$51,287	0.00%	0.00%	0.00%
Communications Operator I	\$41,038	0.00%	0.00%	0.00%
Communications Operator II	\$46,294	0.00%	0.00%	0.00%
Communications Operator III	\$55,538	0.00%	0.00%	0.00%
Communications Operator IV	\$56,370	0.00%	0.00%	0.00%
Community Health Worker	\$51,780	1.00%	1.00%	0.00%
Community Services Coord	\$70,752	3.00%	1.50%	1.50%
Community Services Worker I^	\$31,897	1.07%	1.00%	0.07%
Community Services Worker II^	\$39,509	1.07%	1.00%	0.07%

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Community Services Worker III	\$43,512	1.00%	1.00%	0.00%
Computer Operator	\$53,438	0.00%	0.00%	0.00%
Consumer Mediator	\$49,931	1.00%	1.00%	0.00%
Contract Support Specialist I	\$51,218	0.00%	0.00%	0.00%
Contract Support Specialist II	\$56,290	0.00%	0.00%	0.00%
Cook	\$42,444	1.00%	1.00%	0.00%
Courier I	\$41,384	0.00%	0.00%	0.00%
Courier II	\$43,424	0.00%	0.00%	0.00%
Courier III	\$46,779	0.00%	0.00%	0.00%
Crime Analyst I	\$71,452	4.90%	2.45%	2.45%
Crime Analyst II	\$82,299	4.53%	2.27%	2.27%
Crisis Team Clinician	\$74,816	0.00%	0.00%	0.00%
CSS Customer Service Rep I	\$54,081	3.00%	1.50%	1.50%
CSS Customer Service Rep II	\$58,083	3.00%	1.50%	1.50%
Custodian I^	\$28,083	4.52%	1.00%	3.52%
Custodian II	\$41,287	1.00%	1.00%	0.00%
Custodian III	\$43,450	1.00%	1.00%	0.00%
Custody Records Technician I	\$41,178	0.00%	0.00%	0.00%
Custody Records Technician II	\$46,476	0.00%	0.00%	0.00%
Data Entry Operator I	\$36,309	0.00%	0.00%	0.00%
Data Entry Operator II	\$40,590	0.00%	0.00%	0.00%
Data Entry Operator III	\$43,461	0.00%	0.00%	0.00%
Data Systems Analyst	\$95,690	0.00%	0.00%	0.00%
Data Systems Architect	\$110,517	0.00%	0.00%	0.00%
Data Systems Specialist	\$82,690	0.00%	0.00%	0.00%
Data Technician I	\$32,727	0.00%	0.00%	0.00%
Data Technician II	\$39,992	0.00%	0.00%	0.00%
Data Technician III	\$43,897	0.00%	0.00%	0.00%
Data Technician IV	\$46,670	0.00%	0.00%	0.00%
Deputy Public Administrator-Guardian-Consvtr	\$59,458	3.00%	1.50%	1.50%
Desktop Support Analyst I	\$71,482	0.00%	0.00%	0.00%
Desktop Support Analyst II	\$86,429	0.00%	0.00%	0.00%
Diagnostic Services Supervisor	\$46,746	0.00%	0.00%	0.00%
Diagnostic Technician	\$44,571	0.00%	0.00%	0.00%
Dietary Aide	\$40,419	1.00%	1.00%	0.00%
Elections Precinct Coordinator	\$60,222	0.00%	0.00%	0.00%
Employment & Training Spec I	\$54,857	3.00%	1.50%	1.50%
Employment & Training Spec II	\$60,147	3.00%	1.50%	1.50%
Employment & Training Spec III	\$64,618	3.00%	1.50%	1.50%
Employment & Training Spec IV	\$69,476	3.00%	1.50%	1.50%
Engineering Aide	\$46,311	0.00%	0.00%	0.00%
Engineering Technician I	\$59,873	1.00%	1.00%	0.00%
Engineering Technician II	\$64,138	1.00%	1.00%	0.00%
Engineering Technician III	\$68,362	1.00%	1.00%	0.00%
Engineering Technician IV	\$74,276	1.00%	1.00%	0.00%

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Environmental Health Spec I	\$67,073	0.00%	0.00%	0.00%
Environmental Health Spec II	\$73,923	0.00%	0.00%	0.00%
Environmental Health Spec III	\$82,428	0.00%	0.00%	0.00%
Environmental Health Spec III-NE	\$82,428	0.00%	0.00%	0.00%
Environmental Health Spec IV	\$93,303	0.00%	0.00%	0.00%
Environmental Res Analyst I	\$82,193	1.00%	1.00%	0.00%
Environmental Res Analyst II	\$90,255	1.00%	1.00%	0.00%
Environmental Res Analyst III	\$96,910	1.00%	1.00%	0.00%
Environmental Restratrn Coord	\$76,775	1.00%	1.00%	0.00%
Family Svs Residential Wkr I^	\$31,894	1.07%	1.00%	0.07%
Family Svs Residential Wkr II^	\$39,505	1.07%	1.00%	0.07%
Family Svs Residential Wkr III	\$43,512	1.00%	1.00%	0.00%
Farm Community Labor Relations Assistant	\$51,788	3.00%	1.50%	1.50%
Farm Community Labor Relations Coordinator	\$70,752	3.00%	1.50%	1.50%
Fire GIS Technician	\$67,947	0.00%	0.00%	0.00%
Fiscal Assistant IV	\$50,074	0.00%	0.00%	0.00%
Fiscal Specialist I	\$60,271	0.00%	0.00%	0.00%
Fiscal Specialist II	\$67,964	0.00%	0.00%	0.00%
Fiscal Specialist III	\$72,991	0.00%	0.00%	0.00%
Fiscal Technician I	\$55,157	0.00%	0.00%	0.00%
Fiscal Technician II	\$59,239	0.00%	0.00%	0.00%
Food Services Assistant I^	\$27,799	1.44%	1.00%	0.44%
Food Services Assistant II^	\$34,494	1.44%	1.00%	0.44%
Food Services Assistant III^	\$36,233	1.44%	1.00%	0.44%
Food Services Shift Supervisor	\$45,266	1.00%	1.00%	0.00%
Forensic Accountant	\$113,596	0.00%	0.00%	0.00%
Forensic Lab Technician	\$50,602	5.00%	2.50%	2.50%
Forensic Pathology Technician	\$52,966	5.00%	2.50%	2.50%
Forensic Scientist I	\$80,528	4.58%	2.29%	2.29%
Forensic Scientist II	\$99,978	4.10%	2.05%	2.05%
Forensic Scientist III	\$108,428	3.94%	1.97%	1.97%
Forensic Scientist Trainee	\$61,892	5.00%	2.50%	2.50%
Garage Attendant	\$38,906	1.00%	1.00%	0.00%
GIS Analyst/Programmer	\$110,302	0.00%	0.00%	0.00%
GIS Specialist I	\$60,369	0.00%	0.00%	0.00%
GIS Specialist II	\$66,407	0.00%	0.00%	0.00%
GIS Technician I	\$60,364	0.00%	0.00%	0.00%
GIS Technician II	\$66,407	0.00%	0.00%	0.00%
GSA Custodian Supervisor	\$44,253	1.00%	1.00%	0.00%
GSA Maintenance Trainee^	\$28,083	4.52%	1.00%	3.52%
GSA Maintenance Wkr I	\$43,890	1.00%	1.00%	0.00%
GSA Maintenance Wkr II	\$46,520	1.00%	1.00%	0.00%
GSA Maintenance Wkr III	\$52,058	1.00%	1.00%	0.00%
HCA Housekeeper I	\$43,298	0.00%	0.00%	0.00%
HCA Housekeeper II	\$46,502	0.00%	0.00%	0.00%

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HCA Training/Education Asst	\$58,733	1.00%	1.00%	0.00%
Health Education Assistant I	\$47,695	1.00%	1.00%	0.00%
Health Education Assistant II	\$54,632	1.00%	1.00%	0.00%
Health Educator	\$68,500	1.00%	1.00%	0.00%
Health Technician I	\$35,175	0.00%	0.00%	0.00%
Health Technician II	\$40,436	0.00%	0.00%	0.00%
Health Technician III	\$44,571	0.00%	0.00%	0.00%
Heavy Equip Service Wkr	\$45,512	1.00%	1.00%	0.00%
Heavy Equip Service Wkr Trne	\$40,711	1.00%	1.00%	0.00%
Histologist	\$56,457	1.00%	1.00%	0.00%
Hospital Central Svcs Suprvsr	\$63,793	1.00%	1.00%	0.00%
Hospital Technician I	\$36,003	0.00%	0.00%	0.00%
HS Adult Prot Svcs Soc Wkr I	\$63,816	3.00%	1.50%	1.50%
HS Adult Prot Svcs Soc Wkr II	\$69,081	3.00%	1.50%	1.50%
HS Adult Prot Svcs Soc Wkr III	\$73,976	3.00%	1.50%	1.50%
HS Adult Prot Svcs Soc Wkr IV	\$79,511	3.00%	1.50%	1.50%
HS Adult Prot Svcs Supervisor	\$85,960	3.00%	1.50%	1.50%
HS Case Aide I	\$44,509	0.00%	0.00%	0.00%
HS Case Aide II	\$48,887	0.00%	0.00%	0.00%
HS Child Welfare Soc Wrkr I	\$65,249	3.00%	1.50%	1.50%
HS Child Welfare Soc Wrkr II	\$70,626	3.00%	1.50%	1.50%
HS Child Welfare Soc Wrkr III	\$75,630	3.00%	1.50%	1.50%
HS Child Welfare Soc Wrkr IV	\$81,241	3.00%	1.50%	1.50%
HS Child Welfare Supervisor	\$91,866	3.00%	1.50%	1.50%
HS Client Benefit Spec I	\$45,020	1.00%	1.00%	0.00%
HS Client Benefit Spec II	\$49,508	1.00%	1.00%	0.00%
HS Client Benefit Spec III	\$54,348	1.00%	1.00%	0.00%
HS Client Benefit Spec IV	\$57,066	1.00%	1.00%	0.00%
HS Client Benefit Spec Trainee^	\$36,543	1.07%	1.00%	0.07%
HS Client Benefit Supervisor	\$69,387	1.00%	1.00%	0.00%
HS Employment Services Sprvsr	\$75,915	1.00%	1.00%	0.00%
HS Employment Specialist I	\$49,508	1.00%	1.00%	0.00%
HS Employment Specialist II	\$54,335	1.00%	1.00%	0.00%
HS Employment Specialist III	\$65,270	1.00%	1.00%	0.00%
HS Employment Specialist IV	\$70,178	1.00%	1.00%	0.00%
HS Homeless Services Supervisor	\$79,158	3.00%	1.50%	1.50%
HS Homeless Svcs Soc Wkr I	\$53,805	3.00%	1.50%	1.50%
HS Homeless Svcs Soc Wkr II	\$63,552	3.00%	1.50%	1.50%
HS Homeless Svcs Soc Wkr III	\$68,404	3.00%	1.50%	1.50%
HS Homeless Svcs Soc Wkr IV	\$73,236	3.00%	1.50%	1.50%
HS IHSS Social Worker I	\$49,018	3.00%	1.50%	1.50%
HS IHSS Social Worker II	\$53,810	3.00%	1.50%	1.50%
HS IHSS Social Worker III	\$56,501	3.00%	1.50%	1.50%
HS IHSS Social Worker IV	\$63,552	3.00%	1.50%	1.50%
HS IHSS Social Worker Z	\$68,404	3.00%	1.50%	1.50%

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HS IHSS Supervisor	\$69,907	3.00%	1.50%	1.50%
HS Program Aide	\$50,540	0.00%	0.00%	0.00%
HS Program Assistant I	\$62,653	0.00%	0.00%	0.00%
HS Program Assistant II	\$69,049	0.00%	0.00%	0.00%
HS Veterans Claims Officer I	\$49,840	3.00%	1.50%	1.50%
HS Veterans Claims Officer II	\$55,476	3.00%	1.50%	1.50%
Imaging Specialist I	\$46,719	0.00%	0.00%	0.00%
Imaging Specialist II	\$51,127	0.00%	0.00%	0.00%
Info Processing Operator I	\$39,788	0.00%	0.00%	0.00%
Info Processing Operator II	\$44,895	0.00%	0.00%	0.00%
Info Processing Operator III	\$47,128	0.00%	0.00%	0.00%
Info Processing Operator IV	\$50,655	0.00%	0.00%	0.00%
Info Systems Prog Analyst	\$82,698	0.00%	0.00%	0.00%
Info Systems Sppt Analyst	\$95,690	0.00%	0.00%	0.00%
Info Systems Sppt Analyst II	\$108,663	0.00%	0.00%	0.00%
Information Systems Analyst	\$95,699	0.00%	0.00%	0.00%
Insect Detection Specialist I	\$39,475	2.00%	1.00%	1.00%
Insect Detection Specialist II	\$42,936	2.00%	1.00%	1.00%
Internal Auditor/Analyst I	\$77,999	0.00%	0.00%	0.00%
Internal Auditor/Analyst II	\$86,665	0.00%	0.00%	0.00%
Interpreter-Translator	\$82,108	0.00%	0.00%	0.00%
Inventory Management Asst I	\$38,474	2.00%	1.00%	1.00%
Inventory Management Asst II	\$42,367	2.00%	1.00%	1.00%
Inventory Management Asst III	\$45,538	2.00%	1.00%	1.00%
Investigative Assistant I	\$45,875	0.00%	0.00%	0.00%
Investigative Assistant II	\$51,302	0.00%	0.00%	0.00%
Investigative Assistant III	\$54,928	0.00%	0.00%	0.00%
Jail Cook	\$49,591	1.00%	1.00%	0.00%
Laboratory Assistant	\$43,692	1.00%	1.00%	0.00%
Laundry Assistant Supervisor	\$40,931	0.00%	0.00%	0.00%
Laundry Utility Worker	\$38,199	0.00%	0.00%	0.00%
Laundry Worker I	\$28,083	0.00%	0.00%	0.00%
Laundry Worker II	\$34,847	0.00%	0.00%	0.00%
Law Clerk	\$66,042	1.00%	1.00%	0.00%
Lead Airport Maintenance Worker	\$61,378	1.00%	1.00%	0.00%
Lead Psychologist	\$124,476	0.00%	0.00%	0.00%
Legal Processing Assistant I	\$46,405	0.00%	0.00%	0.00%
Legal Processing Assistant II	\$51,129	0.00%	0.00%	0.00%
Legal Processing Assistant III	\$56,327	0.00%	0.00%	0.00%
Librarian	\$70,474	6.62%	3.31%	3.31%
Librarian Specialist	\$77,940	6.35%	3.17%	3.17%
Library Monitor	\$39,104	8.89%	4.45%	4.45%
Library Page^	\$28,722	13.61%	4.50%	9.11%
Library Technician I	\$46,127	8.12%	4.06%	4.06%
Library Technician II	\$49,627	7.81%	3.91%	3.91%

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Library Technician III	\$54,443	7.45%	3.73%	3.73%
Licensed Physical Therapy Asst	\$55,907	6.52%	3.26%	3.26%
Lifeguard I	\$32,562	2.00%	1.00%	1.00%
Lifeguard II	\$37,814	2.00%	1.00%	1.00%
Maintenance Supervisor	\$66,678	1.00%	1.00%	0.00%
Maintenance Worker I	\$43,885	1.00%	1.00%	0.00%
Maintenance Worker II	\$46,520	1.00%	1.00%	0.00%
Maintenance Worker III	\$52,063	1.00%	1.00%	0.00%
Maintenance Worker IV	\$55,799	1.00%	1.00%	0.00%
Management Assistant I	\$47,773	0.00%	0.00%	0.00%
Management Assistant I - Legal	\$57,154	0.00%	0.00%	0.00%
Management Assistant II	\$53,921	0.00%	0.00%	0.00%
Management Assistant II -Legal	\$64,037	0.00%	0.00%	0.00%
Management Assistant III	\$57,963	0.00%	0.00%	0.00%
Management Assistant III-Legal	\$71,738	0.00%	0.00%	0.00%
Management Assistant IV -Legal	\$80,347	0.00%	0.00%	0.00%
Medical Billing Specialist I	\$44,821	0.00%	0.00%	0.00%
Medical Billing Specialist II	\$51,396	0.00%	0.00%	0.00%
Medical Billing Specialist III	\$54,455	0.00%	0.00%	0.00%
Medical Billing Specialist IV	\$60,451	0.00%	0.00%	0.00%
Medical Claims Auditor	\$67,946	0.00%	0.00%	0.00%
Medical Claims Processor I	\$38,585	0.00%	0.00%	0.00%
Medical Claims Processor II	\$50,040	0.00%	0.00%	0.00%
Medical Claims Processor III	\$58,380	0.00%	0.00%	0.00%
Medical Office Assistant I	\$38,612	0.00%	0.00%	0.00%
Medical Office Assistant II	\$42,534	0.00%	0.00%	0.00%
Medical Office Assistant III	\$46,825	0.00%	0.00%	0.00%
Medical Office Assistant IV	\$47,581	0.00%	0.00%	0.00%
Medical Social Svcs Supervisor	\$74,772	3.00%	1.50%	1.50%
Medical Social Worker	\$53,504	3.00%	1.50%	1.50%
Mental Hlth Associate	\$53,509	0.00%	0.00%	0.00%
Mental Hlth Associate-Lic	\$53,509	0.00%	0.00%	0.00%
Microbiologist I	\$71,696	1.00%	1.00%	0.00%
Microbiologist II	\$77,061	1.00%	1.00%	0.00%
Microbiologist III	\$81,692	1.00%	1.00%	0.00%
Nuclear Medicine Technologist	\$119,643	0.00%	0.00%	0.00%
Nursing Assistant I	\$37,088	0.00%	0.00%	0.00%
Nursing Assistant II	\$39,831	0.00%	0.00%	0.00%
Nursing Assistant III	\$45,419	0.00%	0.00%	0.00%
Nursing Care Coordinator I	\$96,583	0.00%	0.00%	0.00%
Nursing Care Coordinator II	\$104,891	0.00%	0.00%	0.00%
Occupational Therapist	\$87,787	5.22%	2.61%	2.61%
Office Assistant I	\$39,442	0.00%	0.00%	0.00%
Office Assistant II	\$43,424	0.00%	0.00%	0.00%
Office Assistant III	\$47,773	0.00%	0.00%	0.00%

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Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Office Assistant IV	\$51,353	0.00%	0.00%	0.00%
Office Systems Coordinator I	\$69,362	0.00%	0.00%	0.00%
Office Systems Coordinator II	\$76,192	0.00%	0.00%	0.00%
Office Systems Coordinator III	\$88,901	0.00%	0.00%	0.00%
Office Systems Coordinator IV	\$100,027	0.00%	0.00%	0.00%
Office Systems Sppt Analyst I	\$95,708	0.00%	0.00%	0.00%
Office Systems Sppt Analyst II	\$110,517	0.00%	0.00%	0.00%
Operating Room Technician I	\$49,366	0.00%	0.00%	0.00%
Operating Room Technician II	\$53,259	0.00%	0.00%	0.00%
Operating Room Technician III	\$57,372	0.00%	0.00%	0.00%
Orthopedic Technician	\$52,507	0.00%	0.00%	0.00%
Paralegal	\$63,519	0.00%	0.00%	0.00%
Parks Operations Supervisor	\$66,659	1.00%	1.00%	0.00%
Parts Specialist	\$50,886	1.00%	1.00%	0.00%
Patient Rights Advocate I	\$64,631	3.00%	1.50%	1.50%
Patient Rights Advocate II	\$70,009	3.00%	1.50%	1.50%
PeopleSoft Architect	\$110,506	0.00%	0.00%	0.00%
Pharmacist I	\$110,642	0.00%	0.00%	0.00%
Pharmacist II	\$121,795	0.00%	0.00%	0.00%
Pharmacy Supervisor	\$127,607	0.00%	0.00%	0.00%
Pharmacy Technician I	\$36,500	0.00%	0.00%	0.00%
Pharmacy Technician II	\$40,229	0.00%	0.00%	0.00%
Photographic/Imaging Svcs Tech	\$57,695	0.00%	0.00%	0.00%
Physical Therapist	\$87,787	5.22%	2.61%	2.61%
Physical Therapy Aide	\$43,264	0.00%	0.00%	0.00%
Planner I	\$71,213	0.00%	0.00%	0.00%
Planner II	\$79,607	0.00%	0.00%	0.00%
Planner III	\$96,151	0.00%	0.00%	0.00%
Planner IV	\$112,803	0.00%	0.00%	0.00%
Plans Examiner	\$80,379	1.00%	1.00%	0.00%
Principal Accountant	\$99,529	0.00%	0.00%	0.00%
Principal Applica Arch/Supvsr	\$119,276	0.00%	0.00%	0.00%
Principal Buyer*	\$68,849	3.00%	3.00%	0.00%
Principal Info Sys Sup Analyst	\$125,240	0.00%	0.00%	0.00%
Principal Office Sys Sup Anlst	\$119,276	0.00%	0.00%	0.00%
Principal Respiratory Therapst	\$65,076	0.00%	0.00%	0.00%
Programmer I	\$57,884	0.00%	0.00%	0.00%
Programmer II	\$66,345	0.00%	0.00%	0.00%
Programmer III	\$72,884	0.00%	0.00%	0.00%
Psychiatric Social Wkr I	\$63,615	0.00%	0.00%	0.00%
Psychiatric Social Wkr II	\$72,738	0.00%	0.00%	0.00%
Psychiatric Social Wkr III	\$76,335	0.00%	0.00%	0.00%
Psychiatric Social Wkr IV	\$80,131	0.00%	0.00%	0.00%
Public Defender Investigatr I~	\$85,087	5.00%	5.00%	0.00%
Public Defender Investigatr II~	\$90,285	5.00%	5.00%	0.00%

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Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Public Health Nutritionist I	\$66,273	0.00%	0.00%	0.00%
Public Health Nutritionist II	\$70,973	0.00%	0.00%	0.00%
Public Health Nutritionist III	\$80,425	0.00%	0.00%	0.00%
Public Health Prog Coordinator	\$83,248	1.00%	1.00%	0.00%
Public Health Social Worker I	\$63,184	3.00%	1.50%	1.50%
Public Health Social Workr II	\$68,404	3.00%	1.50%	1.50%
Public Health Social Workr III	\$73,243	3.00%	1.50%	1.50%
Public Health Social Workr IV	\$78,716	3.00%	1.50%	1.50%
Public Safety Dispatcher I	\$81,463	0.00%	0.00%	0.00%
Public Safety Dispatcher II	\$85,436	0.00%	0.00%	0.00%
Public Works Inspector I	\$64,874	1.00%	1.00%	0.00%
Public Works Inspector II	\$69,623	1.00%	1.00%	0.00%
Public Works Inspector III	\$77,608	1.00%	1.00%	0.00%
Public Works Maint Worker I	\$38,638	1.00%	1.00%	0.00%
Public Works Maint Worker II	\$46,516	1.00%	1.00%	0.00%
Public Works Maint Worker III	\$51,097	1.00%	1.00%	0.00%
Public Works Maint Worker IV	\$60,102	1.00%	1.00%	0.00%
Public Works Maint Worker Spec	\$62,367	1.00%	1.00%	0.00%
Purchasing Technician	\$48,129	0.00%	0.00%	0.00%
Radiologic Specialist I	\$95,925	0.00%	0.00%	0.00%
Radiologic Specialist II	\$98,084	0.00%	0.00%	0.00%
Radiologic Specialist III	\$107,362	0.00%	0.00%	0.00%
Radiologic Specialist IV	\$117,960	0.00%	0.00%	0.00%
Radiologic Technologist	\$71,439	0.00%	0.00%	0.00%
Real Property Agent I	\$72,896	1.00%	1.00%	0.00%
Real Property Agent II	\$80,146	1.00%	1.00%	0.00%
Records Technician I	\$40,764	2.00%	1.00%	1.00%
Records Technician II	\$45,993	2.00%	1.00%	1.00%
Records Technician III	\$49,440	2.00%	1.00%	1.00%
Records Technician IV	\$51,912	2.00%	1.00%	1.00%
Registered Dietetic Tech I	\$63,230	0.00%	0.00%	0.00%
Registered Dietetic Tech II	\$73,137	0.00%	0.00%	0.00%
Registered Dietician I	\$66,271	0.00%	0.00%	0.00%
Registered Dietician II	\$70,977	0.00%	0.00%	0.00%
Registered Dietician III	\$80,402	0.00%	0.00%	0.00%
Resource Mgmt Agy Tech I	\$45,343	1.00%	1.00%	0.00%
Resource Mgmt Agy Tech I-B/S	\$59,865	1.00%	1.00%	0.00%
Resource Mgmt Agy Tech I-EH	\$59,865	0.00%	0.00%	0.00%
Resource Mgmt Agy Tech II-B/S	\$64,144	1.00%	1.00%	0.00%
Resource Mgmt Agy Tech II-EH	\$64,154	0.00%	0.00%	0.00%
Resource Mgmt Agy Tech III	\$80,158	1.00%	1.00%	0.00%
Resource Mgmt Agy Tech II-Plng	\$64,154	0.00%	0.00%	0.00%
Resource Mgmt Agy Tech I-Plng	\$59,865	0.00%	0.00%	0.00%
Resource Mgmt Agy Tech-Wts/Msr	\$59,873	7.54%	3.77%	3.77%
Senior Accountant	\$86,665	0.00%	0.00%	0.00%

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Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Senior Ag Inspctr/Biolgst	\$74,677	2.00%	1.00%	1.00%
Senior Airport Maintenance Worker	\$57,269	1.00%	1.00%	0.00%
Senior Buyer*	\$65,571	2.65%	2.65%	0.00%
Senior Code Compliance Officer	\$100,460	1.00%	1.00%	0.00%
Senior Computer Operator	\$60,018	0.00%	0.00%	0.00%
Senior Crime Analyst	\$92,852	4.25%	2.13%	2.13%
Senior Crisis Team Clinician	\$78,523	0.00%	0.00%	0.00%
Senior CSS Customer Serv Rep	\$61,103	3.00%	1.50%	1.50%
Senior Deputy Pub Adm/Pub Grdn	\$67,220	3.00%	1.50%	1.50%
Senior GIS Specialist	\$80,492	0.00%	0.00%	0.00%
Senior GIS Technician	\$80,484	0.00%	0.00%	0.00%
Senior Health Educator	\$73,544	1.00%	1.00%	0.00%
Senior Lifeguard	\$44,779	2.00%	1.00%	1.00%
Senior Nuclear Medicine Tech	\$139,770	0.00%	0.00%	0.00%
Senior Occupational Therapist	\$100,834	4.92%	2.46%	2.46%
Senior Orthopedic Technician	\$57,595	0.00%	0.00%	0.00%
Senior Paralegal	\$69,559	0.00%	0.00%	0.00%
Senior Parts Specialist	\$53,321	1.00%	1.00%	0.00%
Senior Physical Therapist	\$101,761	4.91%	2.45%	2.45%
Senior Plans Examiner	\$86,336	1.00%	1.00%	0.00%
Senior Psychologist	\$110,645	0.00%	0.00%	0.00%
Senior Public Defenders Invest~	\$100,316	5.00%	5.00%	0.00%
Senior Public Works Inspector	\$86,250	1.00%	1.00%	0.00%
Senior Real Property Agent	\$88,063	1.00%	1.00%	0.00%
Senior Sheriff Cust Rec Sprvsr	\$60,524	0.00%	0.00%	0.00%
Senior Sheriff Int & Rls Spec	\$52,458	0.00%	0.00%	0.00%
Senior Sheriff Records Spec	\$49,960	0.00%	0.00%	0.00%
Senior Sheriff Records Sprvsr	\$60,524	0.00%	0.00%	0.00%
Senior Speech Pathologist	\$87,493	5.23%	2.61%	2.61%
Senior Transportation Analyst	\$87,098	0.00%	0.00%	0.00%
Service Desk Technician	\$58,719	0.00%	0.00%	0.00%
Sheriff Cadet I	\$32,806	2.00%	1.00%	1.00%
Sheriff Cadet II	\$37,043	2.00%	1.00%	1.00%
Sheriff Custody Records Sprvsr	\$57,642	0.00%	0.00%	0.00%
Sheriff Fingerprint Specialist	\$51,209	0.00%	0.00%	0.00%
Sheriff Intake & Release Spec	\$48,801	0.00%	0.00%	0.00%
Sheriff Records Specialist I	\$41,178	0.00%	0.00%	0.00%
Sheriff Records Specialist II	\$46,476	0.00%	0.00%	0.00%
Sheriff Records Supervisor	\$54,955	0.00%	0.00%	0.00%
Sheriff's Tech Commun Spec I	\$81,338	0.00%	0.00%	0.00%
Sheriff's Tech Commun Spec II	\$85,248	0.00%	0.00%	0.00%
Small Claims Advisor	\$66,524	1.00%	1.00%	0.00%
Social Worker I	\$47,693	3.00%	1.50%	1.50%
Social Worker II	\$54,857	3.00%	1.50%	1.50%
Social Worker III	\$58,736	3.00%	1.50%	1.50%

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Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Social Worker IV	\$65,855	3.00%	1.50%	1.50%
Speech Pathologist	\$80,721	5.42%	2.71%	2.71%
Sr Water/Wastewater Srv Wrkr	\$84,585	1.00%	1.00%	0.00%
Sr. Accounting Assistant	\$54,702	0.00%	0.00%	0.00%
Sr. Accounting Technician	\$64,685	0.00%	0.00%	0.00%
Sr. Internal Auditor/Analyst	\$95,295	0.00%	0.00%	0.00%
Staff Psychologist	\$102,475	0.00%	0.00%	0.00%
Staff/Services Specialist I	\$86,653	0.00%	0.00%	0.00%
Staff/Services Specialist II	\$93,175	0.00%	0.00%	0.00%
Supervising Accounting Technician	\$72,808	0.00%	0.00%	0.00%
Supervising Ag Insp/Biolgst	\$82,145	2.00%	1.00%	1.00%
Supervising Animal Control Ofr	\$62,304	1.00%	1.00%	0.00%
Supervising Appraiser	\$97,458	0.00%	0.00%	0.00%
Supervising Assessor's Tech	\$64,545	1.00%	1.00%	0.00%
Supervising Auditor-Appraiser	\$97,458	0.00%	0.00%	0.00%
Supervising Child Support Spec	\$76,244	3.00%	1.50%	1.50%
Supervising Chld Spt Dist Spec	\$71,567	3.00%	1.50%	1.50%
Supervising Contract Sup Spec	\$60,447	0.00%	0.00%	0.00%
Supervising CSS Cust Serv Rep	\$71,567	3.00%	1.50%	1.50%
Supervising Data Entry Operatr	\$47,569	0.00%	0.00%	0.00%
Supervising Environ Hlth Spec*	\$93,302	7.50%	7.50%	0.00%
Supervising Forensic Scientist	\$121,739	3.74%	1.87%	1.87%
Supervising Park Ranger	\$59,202	0.00%	0.00%	0.00%
Supervising Public Def Invest~	\$111,462	5.00%	5.00%	0.00%
Supervising Sheriff's TC Spec	\$108,692	0.00%	0.00%	0.00%
Supervising Therapist I	\$110,842	4.74%	2.37%	2.37%
Supervising Therapist II	\$113,451	4.70%	2.35%	2.35%
Supervising Weights & Msrs Ins	\$74,444	6.89%	3.44%	3.44%
Supervisor-Hospital Spprt Svcs	\$54,759	0.00%	0.00%	0.00%
Supervisor-Laundry Services	\$51,391	1.00%	1.00%	0.00%
Supervisor-Public Safety Disp	\$109,114	0.00%	0.00%	0.00%
Supervisor-Public Works Maint	\$76,794	1.00%	1.00%	0.00%
Supervisor-Sheriff Food Svcs	\$68,919	1.00%	1.00%	0.00%
Survey Technician I	\$59,873	1.00%	1.00%	0.00%
Survey Technician II	\$64,138	1.00%	1.00%	0.00%
Survey Technician III	\$68,355	1.00%	1.00%	0.00%
Survey Technician IV	\$74,276	1.00%	1.00%	0.00%
Technical Specialist III-PH	\$46,502	0.00%	0.00%	0.00%
Technical Specialist III-PI	\$46,879	0.00%	0.00%	0.00%
Technical Specialist II-PH	\$40,304	0.00%	0.00%	0.00%
Technical Specialist II-PI	\$40,649	0.00%	0.00%	0.00%
Technical Specialist I-PH	\$34,930	0.00%	0.00%	0.00%
Technical Specialist I-PI	\$35,247	0.00%	0.00%	0.00%
Technical Specialist IV-PH	\$56,290	0.00%	0.00%	0.00%
Technical Specialist IV-PI	\$56,720	0.00%	0.00%	0.00%

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Job Title	Salary Maximum	FINAL MBA	Installment #1 1/12/2020	Installment #2 1/10/2021
Telecom Network Analyst I	\$55,040	0.00%	0.00%	0.00%
Telecom Network Analyst II	\$72,903	0.00%	0.00%	0.00%
Telecom Network Analyst III	\$98,048	0.00%	0.00%	0.00%
Telecom Network Supervisor	\$84,855	0.00%	0.00%	0.00%
Tire Specialist	\$50,881	1.00%	1.00%	0.00%
Transportation Analyst	\$82,991	0.00%	0.00%	0.00%
Veterinary Assistant	\$50,777	1.00%	1.00%	0.00%
Veterinary Technician-Registrd	\$66,610	0.00%	0.00%	0.00%
Victim Advocate I	\$47,298	3.00%	1.50%	1.50%
Victim Advocate II	\$50,713	3.00%	1.50%	1.50%
Victim Advocate III	\$56,703	3.00%	1.50%	1.50%
Warehouse Coordinator	\$52,387	0.00%	0.00%	0.00%
Warehouse Supervisor	\$58,604	0.00%	0.00%	0.00%
Water Resources Specialist I	\$65,651	1.00%	1.00%	0.00%
Water Resources Specialist II	\$73,773	1.00%	1.00%	0.00%
Water Resources Specialist III	\$81,069	1.00%	1.00%	0.00%
Water Resources Specialist IV	\$92,221	1.00%	1.00%	0.00%
Water/Wastewater Srv Wrkr Asst	\$52,706	1.00%	1.00%	0.00%
Water/Wastewater Srvcs Sprvsr	\$101,502	1.00%	1.00%	0.00%
Water/Wastewater Srvcs Wrkr I	\$61,287	1.00%	1.00%	0.00%
Water/Wastewater Srvcs Wrkr II	\$70,488	1.00%	1.00%	0.00%
Water/Wastewater Lab Technician	\$68,666	1.00%	1.00%	0.00%
Weights & Measures Inspec I	\$60,453	7.51%	3.75%	3.75%
Weights & Measures Inspec II	\$63,450	7.35%	3.68%	3.68%
Weights & Measures Inspec III	\$67,027	7.18%	3.59%	3.59%
WIC Nutrition Assistant I	\$34,754	1.00%	1.00%	0.00%
WIC Nutrition Assistant II	\$43,852	1.00%	1.00%	0.00%
WIC Nutrition Assistant III	\$49,551	1.00%	1.00%	0.00%

*Salary adjustment to remedy salary compaction within the series.

^Supplemental adjustment to increase maximum salary to 100% of market or \$40,000, whichever is less.

~Supplemental adjustment to address internal equity issues.