

MEMORANDUM OF UNDERSTANDING

between the

COUNTY OF SAN BENITO



and the

MANAGEMENT EMPLOYEES GROUP (MEG)

for the period of

October 1, 2017 to September 30, 2019

2017 – 2019 MOU Between the County of San Benito and the Management Employees Group
(MEG)

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ARTICLE 1: GENERAL PROVISIONS

1.1 APPLICATION

This Employment Agreement applies to the Management Employees Group (MEG) Employees in the job classifications as listed on "Appendix A," attached.

1.2 TERM

This Memorandum of Understanding represents the entire Agreement between San Benito County and the San Benito County Management Employees Group on subjects contained herein and shall become in full force and effect, unless otherwise noted, upon adoption and ratification, and shall continue in full force and effect until midnight September 30, 2019, and the terms and conditions contained herein will thereafter continue in effect until the parties reach agreement on a successor Agreement or the Board of Supervisors takes action to modify the benefits provided hereunder.

1.3 PERSONNEL RULES

Except as otherwise modified herein, the Personnel Rules, as adopted, and from time to time amended by the Board of Supervisors, shall apply to the Management Employees Group (MEG) Employees covered by this Agreement.

Personnel Policy Updates: The parties agree that the process for updating the County's Personnel Policies and Procedures shall be completed within thirty (30) calendar days of the adoption of this MOU by the Board of Supervisors.

ARTICLE 2: COMPENSATION

2.1 SALARIES

The salary ranges for job classes and employees covered by this Agreement are set forth in the Class Title and Pay Plan for MEG employees ("Appendix A'), which is attached and incorporated by reference to this Agreement.

2.1.1 GENERAL SALARY INCREASES:

A. Salary Increases:

1. A 3.5% increase effective the October 8, 2017 pay period which will be paid on October 27th, 2017.

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2. A 0.5% increase effective the first full pay period in April 2018.
3. A 3.0% increase effective the first full pay period in October 2018.

B. Signing Bonus:

1. A \$1,200.00 signing bonus effective October 8, 2017 pay period which will be paid on October 27, 2017.
2. A \$1,000.00 signing bonus effective the first full pay period in October 2018.

Only those employees in paid status during the period in which the signing bonus is processed are eligible for the signing bonus. The signing bonus is subject to any required state or federal deductions.

2.1.2 RETENTION/LONGEVITY PAY:

Existing employees that have the following tenure in regular, full-time positions with the County of San Benito shall receive additional compensation, as follows:

1. Effective the first pay period following the 20th year of service, 2.5% of base salary.
2. Effective the first pay period following the 25th year of service a total of 5.0% of base salary.
3. Effective the first pay period following the 30th year of service a total of 7.5% of base salary.

2.1.3 G STEP:

Employees will be eligible to move from Steps A through G. Following the effective date of this agreement, employees not already at step G are eligible to move to Step G after completing twelve (12) months at F step. This provision is not retroactive.

ARTICLE 3: BENEFITS

3.1 ADMINISTRATIVE LEAVE:

MEG Employees shall be credited with eighty (80) hours of Administrative Leave each calendar year on January 1. For new employees hired or promoted into MEG or after January 1, the amount of leave credited to their accounts shall be pro-rated based on their employment (or promotional) start date. Administrative Leave must be used in the calendar year in which it is granted or the employee will be eligible for a cash payout at the end of the calendar year, not to exceed forty (40) hours of the remaining unused balance.

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3.2 VACATION

A. Benefit Summary:

Vacation Leave Accruals	
Years of Service	Biweekly Accrual
Up to 4 years	3.08 hours
4 -10 years	4.62 hours
10-15 years	5.85 hours
15 plus years	6.46 hours

B. Accrual Limits:

Employees' existing vacation balances and dollar values was "frozen" at the beginning of the first pay period following execution of the 2015- 2017 agreement. If any amount of leave is left in the "frozen" account at the time of separation, the employee will be cashed out by the hourly rate on the "freeze date." Vacation in the new account and the frozen bank shall be available for use for paid leave at the current rate of pay at the employee's option subject to the Department Head approval of the time off.

Starting the first pay period following the execution of the 2015-2017 agreement, employees started accruing vacation into a new account. The new vacation account shall be subject to the accrual limits stated below.

An employee shall not accrue vacation credit in excess of an amount equal to two (2) times the employee's yearly accrual rate. However, the vacation accrual limit shall only be enforced as of December 31 of each year, as stated in the Personnel Policies regarding Limits on Accruals.

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3.3 SICK LEAVE

Sick Leave Accrual	
4.62 hours per pay period	2000 hours accrual limit

For employees hired on or after October 1, 2014, sick leave is forfeited upon resignation or termination, except that if the employee is retiring under the PERS, the employee can cash out 25% of their sick leave.

Employees hired before October 1, 2014 still have the option to cash-out 50% of sick leave at retirement, in accordance with the County Personnel Policies and Procedures. All other sick leave shall be as provided for in the County Personnel Policies and Procedures and shall remain unchanged for the term of this agreement.

3.4 HOLIDAYS

A. Floating Holidays: Three per calendar year. For new employees hired or promoted after January 1, the amount of leave credited to their accounts shall be pro-rated based on their employment start date. Floating holidays must be taken by the end of the calendar year or they will be lost.

B. Paid Holidays.

All observed County holidays off.

C. Full Holiday Christmas Eve or New Year's Eve:

Subject to scheduling by Department Heads that ensures adequate management coverage, MEG employees will be given either Christmas Eve or New Year's Eve off as paid time.

D. Holiday Closure dates for 2017 and 2018:

For December 2017, employees shall be paid for the closure days of December 26, 27, 28, 29 for a total of four (4) days in addition to the paid holidays of Christmas Day and New Year's Day. For December 2018, employees shall be paid for the closure days of December 26, 27, and 28 for a total of three (3) days in addition to the paid holidays of Christmas Day and New Year's Day.

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Essential departments that are unable to close during the above mentioned time period shall be given the same number of floating days to (2) weeks prior to December 24 through the month of January for each applicable year, at the employees' discretion, with supervisor approval. No employee will lose the float days as a result of denying time off requests. There shall be no change in admin time use for Christmas Eve.

3.5 BEREAVEMENT LEAVE

Individuals attending to a death in the immediate family shall be allowed up to five (5) days of bereavement leave. An immediate family member is defined as a spouse, registered domestic partner, mother, father, grandmother, grandfather, daughter, son, granddaughter, grandson, sister, or brother and step-relatives and in-laws of the same categories. Bereavement leave is in addition to an employee's accrued sick leave and vacation leave.

Department Heads have discretion to allow more than five (5) days when exceptional circumstances warrant additional leave. If approved, employees must use other accrued leave or take the additional days unpaid.

3.6 PERS RETIREMENT BENEFIT

A. "Classic" Employees

For employees hired prior to January 1, 2013, or were members of CalPERS or a retirement system that has reciprocity with CalPERS the County shall continue to provide the 2% at 55 PERS retirement program for Miscellaneous Employees. These miscellaneous employees shall contribute the full 7% towards the employee CalPERS contribution.

B. "New" PEPRAs Employees

For employees hired on or after January 1, 2013, and prior to that date were not members of CalPERS or a retirement system that has reciprocity with CalPERS, the County shall provide the retirement program in conformance with the requirements of California Public Employees' Pension Reform Act of 2013 ("PEPRA"), Gov. Code § 7522 et seq, as may be amended. As of FY 2013/2014, Miscellaneous PEPRA employees under this formula will receive the 2% at 62

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retirement benefit. Employees under this formula shall pay 50% of the normal cost rate as determined by CalPERS on an annual basis.

Thus this amount may change during the term of this agreement, only if CalPERS increases the employee contribution for "new members" as defined by PEPRA during the term of this agreement.

3.7 MILEAGE REIMBURSEMENT

The County's mileage reimbursement rate shall be equal to that allowable under IRS regulations. Thereafter, the rate shall be maintained at whatever amount is provided for by the IRS.

3.8 TUITION REIMBURSEMENT

The County has developed a tuition reimbursement program for Unit employees. The program includes: Maximum reimbursement of up to Seven Hundred Fifty Dollars (\$750.00) per eligible employee per fiscal year; Reimbursement for job related, pre-approved courses from accredited educational institutions; Reimbursement upon successful course completion.

The Administrative Policy outlining the details of the program is available in the Administrative Offices.

3.9 SAFETY EQUIPMENT AND CLOTHING

The County shall supply employees with any safety equipment, tools, or clothing required by the State of California, Department of Labor, and Division of Occupational Health Safety. County will pay \$50.00 per year for rain gear.

Each employee required by the County to wear safety footwear shall be required to purchase and wear OSHA-approved safety footwear and shall receive a two-hundred dollar (\$200) maximum allowance per year that may be used for more than one pair of safety footwear. The allowance shall be paid at the end of June of each year to those employees in classes requiring safety footwear.

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3.10 INSURANCE COMMITTEE

The Association and County agree to continue to participate in the joint insurance committee and to make appropriate recommendations to the Union and County regarding possible changes in insurance coverage during the term of this agreement. Implementation of any changes will be subject to the meet and confer process. The Health Plan Committee will be comprised of up to two (2) members from each of the County's bargaining units, in addition to one (1) staff representative from each Union, two (2) County administration representatives, and (2) unrepresented employees.

3.11 MEDICAL INSURANCE

3.11.1 Medical Insurance Plan Options:

The County currently offers to eligible employees medical plans through CSAC-EIA.

3.11.2 Eligibility

Employees occupying permanent full time positions, who work a minimum of 0.9 FTE or more, and their eligible dependents, shall be entitled to participate in the County-sponsored medical plan consistent with plan eligibility requirements.

Employees occupying permanent part-time positions, who work a minimum of twenty (20) hours, but less than 0.9 FTE per week, and their eligible dependents, shall be entitled to participate in the County-sponsored medical plans consistent with plan eligibility requirements.

In either case cited above, the County contribution shall be based on the date-of-hire and full-time equivalent designation of the position on the Schedule of Authorized Positions adopted by the Board of Supervisors, not on the specific number of hours worked.

3.11.3. County Contribution

The County's monthly contribution for any medical plan shall be up to the maximum amounts for Full time permanent employees as describe below:

Employee Only	\$550.00
Employee Plus One	\$1,050.00
Family	\$1,315.00

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The County's contribution above shall be prorated for positions that are less than .90 FTE rounding to the nearest one-quarter time. Any premium contributions required above the County's maximum monthly contribution shall be borne entirely by the employee. To receive this contribution, all employees must maintain health coverage through a County sponsored plan.

3.11.4 Premium Conversion

Employees in this Unit authorize the County to make a payroll deduction in the amount of the remainder of the premium required for the CSAC-EIA plans, or other approved County offered medical plan in which the employee and dependents are enrolled.

The County Agrees to continue to provide employees with an option to pay their insurance premium contributions on a pre-tax basis, as allowed in the Internal Revenue Code.

3.11.5 Employee Opt out of Medical Benefits

Employees who are eligible to receive a "cash in lieu of" enrollment in the County's medical plan shall receive a taxable payment of \$150 monthly (pro-rated into biweekly installments of \$69.23).

To be eligible for the cash incentive, the employee must work a full-time schedule in an authorized full-time position and change from any level of medical plan coverage to no coverage, or if a new employee, choose no coverage.

Whenever the employee changes to, or opts for, no coverage, the employee shall provide written proof of current alternate group coverage that is not an ACA or Covered California Plan and sign a waiver stating that he or she does have alternative coverage and that he or she understands that he or she will no longer receive coverage through a County-sponsored medical plan. If the employee later decides to re-enter a County-sponsored health plan, he or she must meet such requirements and conditions for approval as may be required by the medical plan provider or enroll during the annual open enrollment period for CSAC-EIA provided medical plans.

Procedures for exercising this option and for re-entering the County-sponsored health plans shall be established by the County.

3.12 DENTAL INSURANCE:

The County will maintain in effect the Delta Dental Insurance Program. The County will contribute thirty dollars (\$30.00) per full-time regular employee per month for those employees electing to participate in the dental insurance program. Permanent part-time employees (who work a minimum of twenty hours per week) hired after October 1, 2007 shall pay a proportionate share of the gross monthly premium, rounding to the nearest one-quarter time (same conditions as the medical insurance). The County's plan under Delta Dental provides the following:

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1. The County will provide a dental open enrollment for alternating even years, however, eligible enrollees may be able to opt into the plan mid plan year within thirty days of a qualifying event consistent with plan requirements.
2. An annual calendar year maximum benefit of \$1,500 per enrollee.
3. Orthodontia coverage to enrollees.
4. A PPO (network) plan. When using a dentist in the network, the \$50 annual deductible for members is waived. No change if using dentist out-of-network.

3.13 RETIREE MEDICAL INSURANCE

A. Eligibility and Maximum County Contribution

Employees in the Unit who retire from the County of San Benito and are eligible for a pension through CalPERS may enroll in a CSAC-EIA medical plan within ninety (90) calendar days of the date of separation as a retiree from the County if consistent with plan rules. To receive this contribution retirees must maintain health plan coverage through a County sponsored plan and receive CalPERS retirement.

B. County Contribution for employees hired on or before September 30, 2013

The County will make the following maximum monthly premium contribution to a CSAC-EIA medical plan:

1. For retirees who are not eligible for Medicare,
 - i. Retiree Only: \$550
 - ii. Retiree Plus One: \$1050
 - iii. Retiree Plus Family: \$1315
2. For Medicare eligible retirees or their eligible survivors (spouse and/or dependent children) the County will contribute 70% of the amount stated in paragraph B1 above.

C. Employees Hired on or after October 1, 2013

For the purposes of calculating the County's contribution towards medical plan premiums in the County's CSAC – EIA plan, employees hired on or after October 1, 2013 who retired from the County shall only receive a County monthly contribution equal to the PEMHCA minimum.

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3.14 LIFE INSURANCE

The County shall maintain life insurance coverage for unit employees at Twenty-Thousand Dollars (\$20,000) per employee. In addition, it is possible for the employee to purchase additional insurance at the employee's expense.

3.15 VISION INSURANCE

The County agrees to provide MES Vision Insurance to all full-time regular employees effective January 1, 2008. The County agrees to pay the premium for coverage for the employee only and to maintain a vision insurance plan during the term of this agreement. The County agrees to pay for any increase in the premium for employee only coverage for vision care benefits during the term of this agreement. Employees may elect to pay for vision coverage for eligible dependents through voluntary payroll deductions and will be responsible for all cost and any increases during the term of this agreement.

3.16 INELIGIBLE DEPENDENTS

It is the responsibility of each employee to notify Human Resources upon any enrolled dependent(s) becoming ineligible.

3.17 IRS-125 PROGRAM

The County shall maintain the IRS-125 Program in effect for the term of this agreement to the extent allowable by law.

ARTICLE 4: FLEXIBLY-STAFFED JOB CLASS TITLES

Positions in the following job classifications are flexibly staffed; that is, they may be filled by the Department Head in her or his discretion at any of the levels shown below based on the employee's knowledge and experience, the needs of the department, financial considerations, and (where applicable) Merit System Services rules.

Human Services Agency-- Staff Services Analyst I/II/Senior

ARTICLE 5: OVERTIME-EXEMPT STATUS

Employees in MEG positions are exempt from the overtime provisions of the State and Federal Fair Labor Standards Acts (FLSA) and, therefore, are not entitled to any additional compensation for hours worked in excess of eight (8) hours per day or forty (40) hours per week. Employees in this bargaining group shall deduct from paid leave any leave taken of more than four (4) hours in one day. However, at the discretion of the Department Head or designee,

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this requirement may be waived, in writing for a specified duration of time due to departmental operational needs.

It is expected that MEG Employees will generally work forty (40) hours (if not more) per week and be present at their offices during regular business hours. Employees will accurately report the number of hours worked (including any hours in excess of eight (8) hours per day or forty (40) hours per week), as well as the number of hours not worked due to any such partial day absence, in a format to be determined by the County. Employees should notify their supervisor prior to taking a partial day absence.

ARTICLE 6: NEW PAYROLL SYSTEM CONTRACT RE-OPENER

The parties agree to reopen this MOU solely for the purposes to meet and confer over the impacts within the scope of representation related to the implementation of the County's new payroll system. Discussions may include, but are not limited to the following: direct deposits, W2 processing, and time entry process.

Unless otherwise stated in the MOU, all new payroll/personnel transactions that affect compensation and benefit payments, including but not limited to step increases, promotions, demotions, and transfers will be effective on the first day of the pay period following the effective date of the relevant transaction

ARTICLE 7: FULL UNDERSTANDING, MODIFICATION AND WAIVER

This Memorandum of Understanding sets forth the full and entire understanding of the parties regarding the matters set forth herein, and any other prior or existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is agreed and understood that each party hereto voluntarily and unqualifiedly waives its right to negotiate, and agrees that the other party shall not be required to negotiate, with respect to any matter covered herein during the term of this Memorandum of Understanding. Nothing in this paragraph shall preclude the parties from jointly agreeing to meet and confer on any issue(s) within the scope of representation during the term of this Agreement.

No agreement, alternation, understanding, variation, waiver, or modification of any of the terms or provisions contained herein shall in any manner be binding upon the parties hereto unless made and executed in writing by all parties hereto, and if required, approved and implemented by the County Board of Supervisors and San Benito County Management Employees Group. The waiver of any breach, term, or condition of this Memorandum of Understanding by either party shall not constitute a precedent in the future enforcement of all its terms and provisions.

ARTICLE 8: SAVINGS PROVISION

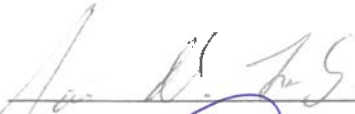
If any provisions of this Memorandum of Understanding are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting except to the extent permitted by law or an agency of the State, but all other provisions will continue in full force and effect.

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AGREEMENT BETWEEN THE COUNTY OF SAN BENITO AND THE MANAGEMENT EMPLOYEES GROUP (MEG)

IN WITNESS WHEREOF,

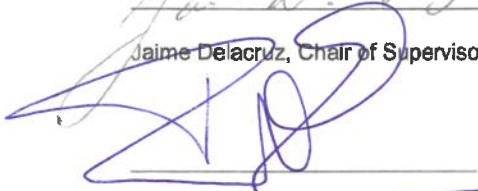
The parties hereto have caused this Memorandum of Understanding to be executed by affixing their signature below.




Jaime Delacruz, Chair of Supervisors



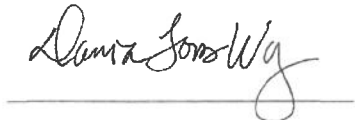
Ellen Bell Campos, President



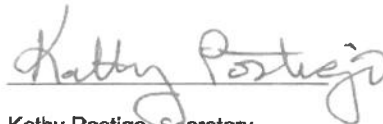
Ray Espinosa, County Administrator Officer



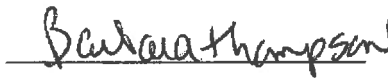
Angela Curro, Vice President




Dania Torres Wong, Chief Labor Negotiator



Kathy Postigo, Secretary



Barbara Thompson, Assistant County Counsel



David Diaz, Treasurer

APPENDIX A
<p>CLASSIFICATION TITLES, SALARY RANGES, AND EFFECTIVE DATES FOR MEG EMPLOYEES</p>

APPENDIX A

MANAGEMENT EMPLOYEES GROUP (MEG) CLASS TITLE AND PAY PLAN EFFECTIVE 10/08/2017

Titles	A	B	C	D	E	F	G
M2.ACCT3 - Accountant III	28.5770	30.0083	31.5065	33.0780	34.7407	36.4764	38.2975
M2-ADA - Assistant District Attorney	44.5708	46.8000	49.1448	51.6116	54.2001	56.9165	59.7608
M2-ADBH - Asst. Director-Behavioral Health	46.3493	48.6697	51.1121	53.6762	56.3623	59.1821	62.1422
M2-ADHSA - Asst. Director-Human Services	50.6126	53.1525	55.8140	58.6096	61.5453	64.6271	67.8612
M2-ADPLBLDG - Assistant Director-Planning Bldg	49.1448	51.6116	54.2001	56.9165	59.4502	62.7633	65.9001
M2-ADPWE - Asst. Director-Public Works Eng.	51.6116	54.2001	56.9165	59.7669	62.7633	65.9061	69.2011
M2-ADPWO - Asst. Director-Public Works Ops	51.6237	54.2122	56.9165	59.7669	62.7633	65.9061	69.2011
M2-ASCLKREC - Asst. County-Clerk Recorder	39.4425	41.4219	43.4929	45.6733	47.9571	50.3630	52.8785
M2-ASMGR - Admin. Services Manager	31.5065	33.0780	34.7407	36.4764	38.3037	40.2222	42.2320
M2-ASSOMGR - Assessor's Office Manager	25.5428	26.8225	28.1650	29.5772	31.0586	32.6092	34.2420
M2-ASSPEC - Admin. Services Specialist	24.6790	25.9155	27.2126	28.5770	30.0083	31.5065	33.0841
M2-ASSTASS - Assistant Assessor	45.4479	47.7258	50.1194	52.6348	55.2720	58.0371	60.9362
M2-ASSTCPO - Asst. Chief Probation officer	42.2220	44.3418	46.5631	48.8977	51.3519	53.9255	56.6244
M2-CBO - Chief Building Official	39.3176	41.2835	43.3478	45.5151	47.7908	50.1804	52.6894
M2-CDTXCOLL - Chief Deputy Tax Collector	26.2990	27.6147	28.9972	30.4468	31.9695	33.5713	35.2522
M2-CPMGR - Capitol Project Manager	31.3543	32.9196	34.5701	36.2998	38.1148	40.0273	42.0311
M2-CSBH - BH-Clinical Supervisor	34.5701	36.2998	38.1148	40.0273	42.0311	44.1323	46.3371
M2-CSBRMGR - Child Support Branch Manager	28.2968	29.7160	31.2020	32.7613	34.3996	36.1232	37.9321
M2-DAGCOM - Deputy Ag Commissioner	40.8191	42.8595	45.0094	47.2629	49.6322	52.1232	54.7299
M2-DAGCOMSL - Deputy Ag Commissioner/Sealer	40.8191	42.8595	45.0094	47.2629	49.6322	52.1232	54.7299
M2-DDIRHSA - Deputy Director H H SVS Agency	45.8985	48.1947	50.6126	53.1525	55.8140	58.6096	61.5391
M2-DEPDA1 - Deputy District Attorney I	29.1373	30.5929	32.1278	33.7357	35.4228	37.1952	39.0527
M2-DEPDA2 - Deputy District Attorney II	33.7357	35.4228	37.1952	39.0589	41.0201	43.0665	45.2225
M2-DEPDA3 - Deputy District Attorney III	39.0589	41.0201	43.0665	45.2286	47.4944	49.8757	52.3668
M2-DEXDIRF5 - EX Director First Five SBC	36.1232	37.9260	39.8324	41.8239	43.9191	46.1239	48.4322
M2-DIRNUR - Director of Nursing	46.5746	48.9073	51.3618	53.9381	56.6363	59.4744	62.4466
M2-EHMGR - Environmental Health Manager	36.4764	38.3037	40.2222	42.2381	44.3515	46.5746	48.9013
M2-EMSCOORD - Emergency Med Srvcs Coordinator	29.8620	31.3543	32.9196	34.5701	36.2998	38.1148	40.0183
M2-EMSMGR - Emergency Services Manager	34.7407	36.4764	38.3037	40.2222	42.2381	44.3515	46.5685
M2-ENGSR - Engineer-Senior	37.9260	39.8324	41.8239	43.9191	46.1239	48.4322	50.8564
M2-FACGRMGR - Facilities & Grounds Manager	31.3543	32.9247	34.5742	36.3029	38.1108	40.0273	42.0310
M2-MGHSGMGR - Migrant Housing Manager	21.8348	22.9310	24.0821	25.2881	26.5549	27.8826	29.2775
M2-PHNRDIR - Public Health Nurse Director	46.5746	48.9073	51.3618	53.9381	56.6363	59.4744	62.4466
M2-PLNRPRIN - Principal Planner	36.1232	37.9260	39.8324	41.8239	43.9191	46.1239	48.4322
M2-PTXACANL - Property Tax Sp Accntg Analyst	28.2968	29.7160	31.2020	32.7613	34.3996	36.1232	37.9321
M2-PWSUPT - Public Works Superintendent	31.5065	33.0780	34.7365	36.4764	38.3037	40.2222	42.2320
M2-QIMPSP - Quality Improvement Supervisor	34.5701	36.2998	38.1148	40.0273	42.0311	44.1323	46.3371
M2-REPMNGR - Re-Entry Program Manager	34.5701	36.2998	38.1148	40.0273	42.0311	44.1323	46.3371
M2-RMSUPT - Road Maintenance Superintendent	29.4236	30.8974	32.4446	34.0645	35.7700	37.5606	39.4365
M2-SABMNGR - Substance Abuse Program Manager	31.5065	33.0780	34.7407	36.4764	38.3037	40.2222	42.2320
M2-SABPRADM - Substance Abuse Program Admin.	32.9196	34.5701	36.2998	38.1148	40.0273	42.0311	44.1323
M2-SABPVCRD - Substance Abuse Prevention Crd.	24.6790	25.9155	27.2126	28.5770	30.0083	31.5065	33.0841
M2SCHRDCRD - School Readiness Coordinator	27.0787	28.4368	29.8644	31.3543	32.9196	34.5701	36.2998
M2-SHINPGMG - Sheriff's Inmate Program Manager	34.5701	36.2998	38.1148	40.0273	42.0311	44.1323	46.3371
M2-SRSSA - Senior Services Analyst	28.5770	30.0083	31.5065	33.0780	34.7407	36.4764	38.2975
M2-SSA1 - Staff Services Analyst I	21.3170	22.3808	23.5036	24.6790	25.9155	27.2126	28.5710
M2-SSA2 - Staff Services Analyst II	24.6790	25.9155	27.2126	28.5770	30.0083	31.5065	33.0841
M2-STFANAL - Staff Analyst	30.8974	32.4446	34.0645	35.7700	37.5606	39.4425	41.4159
M2-SUPMECH - Supervising Mechanic	29.4236	30.8974	32.4446	34.0645	35.7700	37.5606	39.4365
M2-SUPWFRIN - Supervising Welfare Fraud Inv.	30.1545	31.6589	33.2424	34.9112	36.6531	38.4924	40.4171
M2-SUSCRD - Sustainability Coordinator	27.3467	28.7170	30.1545	31.6589	33.2424	34.9112	36.6592
M2-SYSA - System Support Analyst	24.6790	25.9155	27.2126	28.5770	30.0083	31.5065	33.0841
M2-TRNPLNMG - Transportation Planning Manager	36.8296	38.6813	40.6181	42.6522	44.7900	47.0314	49.3823
M2-VWPGCRD - Victim-Witness Program Coord	27.3467	28.7170	30.1545	31.6589	33.2424	34.9112	36.6592
M-ADMSP2 - Administrative Specialist II	31.5065	33.0780	34.7407	36.4764	38.3037	40.2222	42.2320
M-DDRMA - Deputy Director RMA	48.4342	50.8559	53.3987	56.0686	58.8720	61.8157	64.9064
M-DFO - Department Fiscal Officer	35.4228	37.1952	39.0589	41.0201	43.0665	45.2286	47.4883
M-PRG MGR - Program Manager	30.5929	32.1278	33.7357	35.4228	37.1952	39.0589	41.0139
M-STAFFSERVMGR - Staff Serv Mgr - Personnel Opt	35.4228	37.1952	39.0589	41.0201	43.0665	45.2286	47.4883