

# *Facility Cost Benefit Analysis Report*

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Prepared  
By

***JBS ASSOCIATES***

Mr. Martin Hoshino  
Judicial Council of California  
455 Golden Gate Avenue, 5<sup>th</sup> Floor  
San Francisco, California 94102

November 23, 2015

Re: Facility Cost Benefit Analysis Report

Dear Mr. Hoshino:

I am pleased to submit the Facility Cost Benefit Analysis Report. The report reviews cost and qualitative analysis of maintaining offices in multiple locations throughout California. Please note, during the time this deliverable was developed, a final decision was made on a new compensation structure. This new structure is incorporated into the scenario analyses in this report.

This report is organized as follows:

- Executive Summary – Report Summary;
- Background – Overview of the purpose of the report, which analyzes the cost benefit of operations in multiple locations;
- Scenarios – Description of six different scenarios considered for the location of the Judicial Council offices;
- Key Considerations for Next Steps – Topics to review before moving forward with a decision; and
- Appendices – Supporting data, assumptions, methodology and references.

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**Facility Cost Benefit Analysis  
Report**

- *Executive Summary*
  - *Background*
  - *Scenarios*
  - *Key Considerations for Next Steps*
  - *Appendices*
- 

Please contact me at [MitziH@TMGrpLLC.com](mailto:MitziH@TMGrpLLC.com) if you have any questions.

Very sincerely,

Mitzi Higashidani  
Program Manager  
JBS Associates

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# Facility Cost Benefit Analysis Report

November 23, 2015

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## Section A. Executive Summary

The Judicial Council of California (Council) headquarters is in San Francisco in the state-owned, bond-funded Ronald M. George State Office Complex<sup>1</sup>. The Supreme Court of California is located in the same complex. Under the state Constitution, the Chief Justice of California heads the Supreme Court and chairs the Council. In addition to its San Francisco office, the Council maintains leased offices in Sacramento and Burbank, as well as a leased office in Sacramento for Governmental Affairs and eight leased field offices for Facilities Management.

A recent California State Auditor's (State Auditor) report suggests that the Council could potentially save an estimated \$5 million in rent annually by consolidating its San Francisco and Burbank offices in Sacramento. Additionally, the report states that by relocating staff to Sacramento, the Council could eliminate costs related to the regional salary differential (see Appendix K). In response to the State Auditor's report, the Administrative Director commissioned an independent consultant who evaluated the costs and benefits (see Appendices B1 and B2 for methodology) of relocating virtually all staff to Sacramento as compared to the existing office locations, and analyzed four other potential consolidation scenarios.

### Scenario Descriptions

The following scenarios (see Appendix A1 for location descriptions) are analyzed over a 10-year period commencing on July 1, 2019:

**SCENARIO I:** The Council will retain its existing offices in San Francisco, Burbank, and Sacramento (including Governmental Affairs), and retain all eight leased Facilities Management field offices.

**SCENARIO II:** The Council will relocate all operations from San Francisco and Burbank to a consolidated Sacramento office. Governmental Affairs will relocate to the consolidated Sacramento office. All positions in the Facilities Management field offices and three positions from San Francisco (one position in Real Estate and Facilities Management and two positions in Communications) will be housed at specific court locations.

**SCENARIO III:** The Council will consolidate operations in San Francisco and Sacramento, based on office function. Functions with the highest level of

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<sup>1</sup> Formerly known as the San Francisco Civic Center Complex (SFCCC). (See Appendix A1).

interdependency<sup>2</sup> with control agencies<sup>3</sup> will consolidate in Sacramento, while all remaining functions in the Operations and Leadership Divisions will consolidate in San Francisco. Burbank will close. Governmental Affairs will relocate to the consolidated Sacramento office. All positions in the Facilities Management field offices will be housed at specific court locations.

**SCENARIO IV:** The Council will relocate operations from Sacramento and Burbank to a consolidated San Francisco office, and open an ancillary office<sup>4</sup> in Sacramento. Governmental Affairs will relocate to the ancillary office in Sacramento. All positions in the Facilities Management field offices will be housed at specific court locations.

**SCENARIO V:** The Council will consolidate operations to a Northern California office in San Francisco and a Southern California office in Burbank, and open an ancillary office in Sacramento. Staff in Sacramento will consolidate in San Francisco, and the Burbank staff will remain in their existing location. Governmental Affairs will relocate to the ancillary office in Sacramento. All positions in the Facilities Management field offices will be housed at specific court locations.

**SCENARIO VI:** The Council will retain its existing offices in San Francisco and Sacramento, and relocate staff from Burbank to the San Francisco office. Governmental Affairs will relocate to the Sacramento office. All positions in the Facilities Management field offices will be housed at specific court locations. With the staff in two primary locations, the Executive Office will maintain dual locations to manage operations in San Francisco and to cultivate key relationships with the legislative and executive branches of government in Sacramento.

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<sup>2</sup> Includes all offices in the Administrative Services Division (excluding Real Estate and Facilities Management), Audit Services, Special Projects, and the balance of Trial Court Liaison staff in San Francisco.

<sup>3</sup> For example, California Department of Human Resources, Department of Finance, Department of General Services (DGS), State Controller's Office (SCO), and Department of Technology Services.

<sup>4</sup> Includes conference room and hoteling space for the Executive Office.

## 10-Year Cost Estimates

	10-Year Scenario Cost Estimates					
	Scenario I	Scenario II	Scenario III	Scenario IV	Scenario V	Scenario VI
	Current State	Sacramento Consolidation	Partial Consolidation	San Francisco Consolidation	San Francisco/ Burbank Consolidation	San Francisco/ Sacramento Consolidation
<b>Real Estate</b>	\$99,858,258	\$117,777,804	\$83,173,871	\$123,597,042	\$116,400,880	\$83,956,640
<b>Human Resources</b>	\$1,191,608,884	\$1,157,110,968	\$1,167,370,060	\$1,180,842,286	\$1,182,803,360	\$1,189,455,929
<b>Total Cost</b>	\$1,291,467,142	\$1,274,888,772	\$1,250,543,931	\$1,304,439,328	\$1,299,204,240	\$1,273,412,570
<b>Change from Current State*</b>	\$0	(\$16,578,370)	(\$40,923,211)	\$12,972,186	\$7,737,099	(\$18,054,572)

\*Negative values (in green) reflect savings and positive values reflect costs in comparison to the current state.

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

Examining costs only as shown in the 10-year table above:

Scenario I has a total cost of \$1,291,467,142 over the 10-year analysis period. Scenario I is the current state and is the baseline of comparison for all other scenarios.

Scenario II is the third most cost effective scenario. A significant component of these savings is primarily due to one-time compensation cost reductions from the highest projected staff turnover of all scenarios.

Scenario III is the most cost effective scenario and generates the highest savings of all scenarios over the 10-year analysis period. This is due to the combination of being the second lowest in human resource costs and the lowest in real estate costs over the 10-year period.

Scenario IV has the highest total cost of all scenarios. A significant component of these costs is due to construction required to accommodate positions transferring from Burbank and Sacramento. However, the rent in the San Francisco office will decrease to a below-market rate when the lease revenue bond, which financed construction of this state-owned building, matures in 2021. These bonds are being refinanced and may result in costs lower than those projected in this analysis through 2021.

Scenario V has the second highest overall cost of all scenarios and is similar to Scenario IV. Overall real estate costs are lower in Scenario V than in Scenario IV



because less extensive construction will be required. However, rent for the Burbank office offsets a portion of the savings in construction costs.

Scenario VI is the second most cost effective scenario. It is similar to Scenario I, in that it retains staff in San Francisco and Sacramento, with much of the real estate and human resources cost savings tied to the closure of the Burbank office in Southern California.

Please note that the Administrative Director implemented a new classification and compensation structure that will take effect in January 2016, and that HR cost estimates incorporate the new structure into the scenario analyses below. The new structure will eliminate the use of regional salary differentials across all offices.

### Key Considerations for Decisions

In addition to scenario costs, listed below are key considerations analyzed for each of the six scenarios. (See Appendix A2.)

1. **Improve key relationships with the executive and legislative branches of government.** Scenarios with full or partial consolidation in Sacramento provide opportunities for building stronger, more effective relationships with the other two branches of government.
2. **Manage disruptions to service.** Scenarios with the least staff turnover (see Appendix L) minimize disruption of service delivery to programs and the public.
3. **Realize efficiencies by consolidating similar functions.** Scenarios that consolidate similar functions result in improved external and internal communication, staff productivity, and judicial branch administration.
4. **Maximize future rent savings.** The Council is currently in a lease revenue bond-funded building (see Appendix C) in San Francisco. After the bond payoff, the San Francisco office's expected rent obligation will be significantly less than the expected rent obligation for the Sacramento and Burbank commercial leased spaces. Scenarios with more positions in San Francisco will increase future rent savings.
5. **Recruit from a large pool of public sector employees experienced in the workings of government and who possess established working relationships with key legislative and judicial partners.** Scenarios with more positions in Sacramento will be able to better leverage public sector labor talent. According to the State Employment Development Department (EDD) data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I).
6. **Minimize rent liability and risk of exposure in San Francisco.** If the Council vacates its office space in San Francisco, it will be responsible for rental payments until successor occupant agencies/tenants can backfill

- the space. Scenarios that utilize more space in San Francisco minimize this rent liability (see Appendix E).
7. **Align with Statutory and Executive Directives.** The executive branch and legislative branch supported the financing and construction of the San Francisco office. Government Code Section 14669.8 (see Appendix D2) sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings. Additionally, Government Code Section 14682(b) requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities (see Appendix D1). Further, pursuant to Executive Order B-17-12 (see Appendix G), DGS should renegotiate state leases, keep rental costs as low as possible, and review whether leased space is essential and necessary.
  8. **Compensation Impact.** Scenarios that do not relocate staff will not have an impact on compensation expenses. However, scenarios that do consolidate and relocate staff will have an impact on compensation expenses, due to staff turnover. With relocation, there is staff turnover. Compensation savings typically result because positions filled with new hires are expected to start at the lower end of the salary range (see Appendix J). These savings are temporary in nature and will level out over the first ten years among all the scenarios. The one-time compensation savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure, which will eliminate the use of regional salary differentials across all offices.

### Key Considerations for Next Steps

In addition to the cost estimates and key considerations, project timelines were developed (see Appendix R) for each scenario to confirm that consolidation could be completed by July 1, 2019--the start date of the cost analysis. These timelines were not used to develop the cost analysis. The timelines are not full project schedules, which will be developed once an option is selected. Additionally, Section I of this report includes other considerations to address each scenario's challenges.

## Section B. Background

An amendment to Article VI of the California State Constitution in 1926 established the Council, chaired by the Chief Justice of California. The Council is responsible for improving statewide administration of the California courts, the largest court system in the nation.

The Council is the policy-setting body for the state court system and has constitutionally conferred statewide rule-making authority. A majority of Council members are California state justices and judges; however, the

Council also includes lawyers, legislators, and court administrators. The Council functions with the assistance of multiple advisory committees, task forces, working groups and its staff.

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Equal Access to Justice

Significant Change

Audit Compliance

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The Council collaborates with the courts and justice system partners in shaping branch-wide policy essential to advancing the administration of justice. The Council staff provides services to the Judicial Council governing body and its advisory bodies, the Supreme Court, Courts of Appeal, trial courts, and the public. These statewide services cover a wide variety of areas including, but not limited to: budget development, accounting and procurement, education and training for judicial officers and court staff, labor negotiations, real estate and facilities management, and legal services.

In 2014, the Joint Legislative Audit Committee directed the State Auditor to conduct an audit of the funds administered by the judicial branch and Council staff. The State Auditor made recommendations for improvement in its January 7, 2015 report (2014-107). One of the recommendations was that the Council justify maintaining offices in different locations throughout the state. The State Auditor suggested that the Council could realize significant savings by consolidating its San Francisco and Burbank work locations in Sacramento. The State Auditor supported its suggestion by focusing on the financial savings that could be realized by taking advantage of lower rent rates in Sacramento and by avoiding the considerable cost of paying salary differentials (see Appendix K) in San Francisco and Burbank. Additionally, the State Auditor advocated for the model currently utilized by the Texas Office of Court Administration and other states (see Appendix H), in which its headquarters were strategically located near the capital to promote and facilitate communication with its legislative branch of government.

The subject of multiple office locations was initially discussed in a May 2012 report issued by the Strategic Evaluation Committee (SEC), appointed by the Chief Justice and charged with conducting an in-depth review of the Council's staff organization. Following the SEC's presentation of its recommendations, the Judicial Council adopted 145 directives to restructure its staff organization. Of

the 145 directives adopted by the Council in August 2012, one particular directive spoke to the need for the Council to evaluate a possible relocation:

*“[T]he Judicial Council direct[ed] the Administrative Director of the Courts, as part of the council’s long-term strategic planning, to evaluate the location of the AOC main offices based on a cost-benefit analysis and other considerations.” (Judicial Council Directive 48)*

Since both the SEC and the State Auditor made a similar recommendation for the Council to conduct a cost benefit analysis and evaluate the consolidation of offices, the Administrative Director commissioned an independent consultant to perform the analysis. The consultant examined six scenarios, including the current state as a point of comparison. The analysis determines whether the net effect of each consolidation scenario results in an overall savings or cost to the Council, and captures key considerations for decisions.

## **Section C. Scenario I – Current State**

### **Scenario I Description**

The Council will retain its existing offices in San Francisco, Burbank, and Sacramento (including Governmental Affairs), and retain all eight leased Facilities Management field offices.

A description of each location follows:

#### ***San Francisco***

The Council occupies space in a state-owned, bond-funded building housing 540 positions assigned to all offices.

#### ***Sacramento***

The Council leases space in a commercial office complex. This location houses 187 positions assigned to the Executive Office, and to the Operations, Administrative, and Leadership Services Divisions.

#### ***Burbank***

The Council leases space in a commercial office complex. This location houses 54 positions assigned to the Operations, Administrative, and Leadership Services Divisions.

#### ***Governmental Affairs Office***

The Council leases space in a commercial building in downtown Sacramento. This location houses all 12 positions assigned to Governmental Affairs.

#### ***Field Offices***

The Council leases space throughout the state for eight Facilities Management field offices. Additionally, the Council has field offices within court buildings which are at no cost to the Council. Together these offices house 21 positions--one in the Capital Program office and 20 in the Real Estate and Facilities Management office.

For a complete list of offices and corresponding positions, please see Appendix O.

## Scenario I 10-Year Cost Estimate

SCENARIO I						
	San Francisco	Sacramento	Burbank	Governmental Affairs	Facilities Management Field Offices	Total
<b>YEAR ONE: AT A GLANCE</b>						
Rentable Square Feet	203,123	57,775	11,730	6,578	8,082	287,288
Authorized Positions	540	187	54	12	21	814
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>						
<b>Real Estate and Facilities Management</b>						
Rent Expenses	\$71.61M	\$17.80M	\$5.72M	\$2.46M	\$2.15M	\$99.74M
Rent for Vacant Space	\$0M	\$0M	\$0M	\$0M	\$0M	\$0M
Construction and Relocation	\$0M	\$0M	\$0.12M	\$0M	\$0M	\$0.12M
Real Estate & Facilities Management Subtotal Cost	\$71.61M	\$17.80M	\$5.83M	\$2.46M	\$2.15M	\$99.86M
<b>Human Resources</b>						
Salaries and Benefits	\$783.43M	\$270.10M	\$79.31M	\$18.27M	\$32.73M	\$1,183.83M
Recurring Expenses (Transit Subsidies)	\$7.67M	\$0.07M	\$0.02M	\$0M	\$0.01M	\$7.78M
Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$0M	\$0M	\$0M	\$0M	\$0M	\$0M
Human Resources Subtotal Cost	\$791.10M	\$270.17M	\$79.33M	\$18.27M	\$32.74M	\$1,191.61M
<b>Combined Total Cost</b>	<b>\$862.71M</b>	<b>\$287.98M</b>	<b>\$85.16M</b>	<b>\$20.73M</b>	<b>\$34.89M</b>	<b>\$1,291.47M</b>

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

### 10-Year Cost Analysis

Scenario I (current state) is the third most expensive scenario, and is projected to cost \$1,291.47 million over the 10-year analysis period.

The current state has a real estate cost of \$99.86 million and the highest human resource cost of all scenarios, costing \$1,191.61 million over the 10-year analysis period. The salary and benefits cost is the highest for all scenarios because Scenario I has no staff turnover related to relocation. With no staff turnover, the Council does not realize compensation savings.

## Key Considerations for Decisions

Scenario I, the current state, retains the most employees and therefore has the least disruption to service delivery. However, this scenario is the third most expensive and is not operationally efficient. It does not: improve relationships with important government organizations, benefit from consolidating similar functions, and leverage recruitment opportunities. In addition, Scenario I does not address the concerns raised by the State Auditor and the SEC recommendations (see Key Considerations for Decisions below and Appendix A2). In Scenario I, the Council:

### Will Not Improve Relationships with the Other Two Branches of State Government

As recommended by the State Auditor, the Council should improve relationships with the Legislature, the Legislative Analyst's Office (LAO), the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario I, the Council will not have its administrative functions in proximity to Sacramento that will enable fostering closer relationships with the legislative and executive branches, as well as other important government entities including those mentioned above.

### Does Not Disrupt Services

Scenario I has no turnover due to relocation, therefore there will be no interruption of services and no loss of institutional knowledge. Productivity, as well as business operations and service delivery, will not be disrupted.

### Does Not Address the Consolidation of Similar Functions

The State Auditor indicated that the Council has staff with similar functions employed across multiple office locations (see Appendix O). In Scenario I, the Council does not address the consolidation of similar functions. This will result in creating challenges to improving staff productivity, external and internal communication, and judicial branch administration.

### Maintains the Majority of the Staff in the Lowest Rent Office after Bond Payoff

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building. After bond payoff, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building that will be at \$2.45 per square foot).

### Will Continue to Have Recruitment Challenges

Scenario I will prevent the Council from completely benefitting from recruitment opportunities in Sacramento. There is competition for labor talent in San Francisco. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). Recruiting in San Francisco has resulted in the Council looking at the private sector for staffing needs, which has led to increased ramp-up times to adequately familiarize new staff with government procedures. Furthermore, it is difficult to hire private sector fiscal staff with experience in fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners.

Other employment challenges include the loss of top talent to private sector industries that offer higher compensation. This is especially true when recruiting in the Bay Area, where the Council competes with numerous corporations, including those in the information technology industry, for talent.

### Will Minimize Rent Liability and Risk of Exposure in San Francisco

Since the Council will remain in its current space, there will be no need to backfill the space in the San Francisco office. The Council will remain responsible for the rental payment for the San Francisco space as governed by California Government Code Section 14682(c) (see Appendix D1) and the DGS Building Occupancy Policy (see Appendix E).

### Will Align with Statutory and Executive Directives

In Scenario I, the Council will align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, the Council will align with Government Code Section 14682(b), which requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities (see Appendix D1). It is also aligned with Executive Order B-17-12 (see Appendix G), which directs (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary.

### Will Not Experience an Impact on Compensation Expenses

In Scenario I, there will be no impact on overall compensation expenses because there is no staff relocation. Without relocation-related turnover, salaries will



remain at the higher end of the range. With relocation, compensation savings typically result from filling positions with new hires at the lower end of the salary range (see Appendix J).

## **Section D. Scenario II – Sacramento Consolidation**

### **Scenario II Description**

The Council will relocate all operations from San Francisco and Burbank to a consolidated Sacramento office. Governmental Affairs will relocate to the consolidated Sacramento office. All positions in the Facilities Management field offices and three positions from San Francisco (one position in Real Estate and Facilities Management and two positions in Communications) will be housed at specific court locations.

A description of each location follows:

#### ***San Francisco***

The Council will retain the Conference Center and vacate all other space in the state-owned San Francisco office. The Conference Center will supplement the training and boardroom space in Sacramento in order to meet the space needs of the Council for judicial and staff training, Council meetings, and other functions. Approximately two-thirds of the vacant office space will be backfilled by state agencies currently in commercial leased space in San Francisco (see Appendix S), and the remaining vacant office space will be filled after bond payoff in 2021. Of the 540 positions housed in San Francisco, 537 positions will relocate to a consolidated Sacramento office and three positions will relocate to a specific court location.

#### ***Sacramento***

The Council will need a new building constructed that can house 791 positions.

#### ***Burbank***

The Council will close the Burbank office in accordance with the retirement of the regional office concept in 2012. All 54 positions housed in Burbank will be relocated to a consolidated Sacramento office.

#### ***Field Offices***

The Council will close all eight leased Facilities Management field offices. Six of the leases will be terminated or expire by July 1, 2019, and the remaining two will expire in 2020. All 20 Real Estate and Facilities Management positions will be housed in specific court locations. The Capital Program position will relocate to Sacramento.

For a complete list of offices and corresponding positions, please see Appendix O.

## Scenario II 10-Year Cost Estimate

SCENARIO II								
	San Francisco	Sacramento	Burbank	Governmental Affairs	Court Locations	Total	Change from Current State*	
<b>YEAR ONE: AT A GLANCE</b>								
Rentable Square Feet	25,200	204,022	---	---	2,778	232,000	-55,288**	
Authorized Positions	---	791	---	---	23	814	---	
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>								
<b>Real Estate and Facilities Management</b>								
Rent Expenses	\$8.73M	\$76.06M	\$0M	\$0M	\$0M	\$84.79M	-\$14.95M	
Rent for Vacant Space	\$16.52M	\$0M	\$0M	\$0M	\$0.04M	\$16.55M	\$16.55M	
Construction and Relocation	\$0M	\$16.40M	\$0M	\$0M	\$0.03M	\$16.43M	\$16.31M	
Real Estate & Facilities Management Subtotal Cost	\$25.25M	\$92.46M	\$0M	\$0M	\$0.07M	\$117.78M	\$17.92M	
<b>Human Resources</b>								
Salaries and Benefits	\$0.00M	\$1,105.99M	\$0M	\$0M	\$35.99M	\$1,141.98M	-\$41.85M	
Recurring Expenses (Transit Subsidies)	\$0M	\$1.47M	\$0M	\$0M	\$0.01M	\$1.48M	-\$6.29M	
Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$6.87M	\$6.36M	\$0.37M	\$0M	\$0.05M	\$13.65M	\$13.65M	
Human Resources Subtotal Cost	\$6.87M	\$1,113.83M	\$0.37M	\$0M	\$36.05M	\$1,157.11M	-\$34.50M	
<b>Combined Total Cost</b>	<b>\$32.12M</b>	<b>\$1,206.28M</b>	<b>\$0.37M</b>	<b>\$0M</b>	<b>\$36.12M</b>	<b>\$1,274.89M</b>	<b>-\$16.58M</b>	

\*Negative values reflect savings and positive values reflect costs in comparison to the current state.

\*\*In all consolidation scenarios, the analysis seeks to maximize use of space and reduce anticipated excess space. However, the current state assumes no change in spacing needs, although potential efficiencies could be realized. Due to this, the analysis illustrates a significant change in space needs between current state and consolidation scenarios.

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

### 10-Year Cost Analysis

Scenario II is projected to cost \$1,274.89 million over the 10-year analysis period, representing a projected savings of \$16.58 million as compared to Scenario I (current state).

This scenario has the second highest overall real estate cost of all scenarios, costing \$17.92 million more than the current state over the 10-year analysis

period. A build-to-suit facility would be required to consolidate almost all positions in Sacramento. The high build-to-suit rent rate and associated construction costs contribute to the high overall real estate costs.

This scenario has the greatest overall human resources savings of all scenarios, saving \$34.50 million as compared to the current state. Although the Council has the highest compensation savings in this scenario, these savings are primarily due to one-time salary cost reductions resulting from the highest projected staff turnover (36.3 percent) of all scenarios (see Appendix L).

### Key Considerations for Decisions

Scenario II will consolidate all staff and similar functions in Sacramento, has the highest potential for improving relationships with the other two branches of government, and addresses recruitment challenges from competing with numerous private sector firms in San Francisco. However, Scenario II has the second highest real estate costs, highest rent liability for vacant space, and does not align with statutory and executive directives. Scenario II provides the highest initial financial savings from a human resources perspective, but due to staff turnover there is a negative impact on the continuity of business operations, stability and productivity of staff and diminished service delivery (see Key Considerations for Decisions below and Appendix A2). In Scenario II, the Council:

#### Will Improve Relationships with the Other Two Branches of State Government

The State Auditor indicates that the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario II, the Council will consolidate all functions in Sacramento, thereby having the greatest ability to foster improved relationships with the entities above. Further, having all of the Council's administrative services and governmental affairs functions in Sacramento enables the Council to improve relationships and open the channels of communication with the legislative and executive branches of government. Establishing and maintaining key relationships over time will build the Council's trust, confidence, and credibility with executive and legislative branch staff as well as individual legislators. The Council's success depends, in part, on establishing and building upon these relationships and being better informed on significant developments in the Legislature.

#### Will Experience the Highest Staff Turnover and Disruption to Services

Scenario II has the highest number of impacted positions (604 out of 814 positions, or 74 percent) (see Appendix L). When staff are negatively impacted, the turnover results in an interruption of services, loss of institutional knowledge, and lower employee morale. When this high turnover occurs, both business

operations and service delivery are disrupted, directly affecting employees who support language access programs, collaborative courts (elder, youth, veterans, homeless, drug, and domestic violence courts), dependency counsel, criminal realignment (Prop 47), court construction, self-help programs, and other services to the courts and the public.

#### Will Realize Efficiencies by Consolidating Similar Functions

The State Auditor indicated that the Council has staff with similar functions across multiple office locations (see Appendix O). In Scenario II, the Council will consolidate similar functions. This will result in improved external and internal communication, employee productivity, and judicial branch administration. In addition, workload priorities will become clearer and responsibility/accountability of assignments will be focused toward collective results.

#### Will Not Generate Future Rent Savings

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building (see Appendix C). After bond payoff, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office. In Scenario II, a move of this size will likely require build-to-suit space in Sacramento, with an expected rent rate of \$2.96 per square foot.

#### Will Benefit from Recruitment Efforts from a Large Pool of Public Sector Employees

There is competition for labor talent in San Francisco. In Scenario II, recruitment for candidates with public sector experience is improved by relocating all functions to Sacramento. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). By relocating to Sacramento, the Council will be able to source talent that is familiar with government procedures, and will increase its chances of finding candidates that have skillsets specific to the public sector, which can include experience with fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners. Additionally, the Council may benefit from reduced competition with private sector industries that offer higher compensation.

### Will Have the Highest Rent Liability and Risk of Exposure

Of all scenarios, Scenario II will move the highest number of positions from the state-owned San Francisco office. The Council would remain responsible for the rental payment for a substantial amount of space even after vacating the space, as required by California Government Code Section 14682(c) (see Appendix D1) and the DGS Building Occupancy Policy (see Appendix E), until successor occupant agencies/tenants can be assigned to backfill this space. Although DGS can find successor occupants to eventually occupy the San Francisco office space, it will be a significant task for the agency due to the amount of space that needs to be backfilled.

### Will Not Align with Statutory and Executive Directives

Since 537 positions (see Appendix O) are leaving state-owned space in San Francisco to occupy a commercial leased space in Sacramento, Scenario II does not align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, Scenario II does not align with the Government Code Section 14682(b) that requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities (see Appendix D1). It is also not aligned with Executive Order B-17-12 (see Appendix G), which directs (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary.

### Will Experience a One-Time Impact on Compensation Expenses

Scenario II has the highest number of position relocations, resulting in the highest staff turnover. This scenario will result in significant compensation savings as positions are filled with new hires at the lower end of salary range (see Appendix L). In scenarios where there is staff movement, compensation savings are temporary in nature as most of the savings are in the first few years. The one-time savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure. Once the workforce stabilizes, salaries will begin to level out among all the scenarios due to that single salary structure, which will eliminate the use of regional salary differentials across all offices.

## **Section E. Scenario III – Partial Consolidation**

### **Scenario III Description**

Under Scenario III, the Council will consolidate operations in San Francisco and Sacramento, based on office function. Functions with the highest level of interdependency<sup>5</sup> with control agencies<sup>6</sup> will consolidate in Sacramento, while all remaining functions in the Operations and Leadership Divisions will consolidate in San Francisco. Burbank will close. Governmental Affairs will relocate to the consolidated Sacramento office. All positions in the Facilities Management field offices will be housed at specific court locations.

A description of each location follows:

#### ***San Francisco***

The Council will retain office space (including the Conference Center) in San Francisco to house 389 positions, and will vacate the remaining space. Almost all of the vacated office space in San Francisco will be backfilled by state agencies currently in commercial leased space in San Francisco (see Appendix S). The San Francisco office will house positions assigned to the Operations and Leadership Services Divisions (excluding Audit Services and the balance of Trial Court Liaison staff in San Francisco), Real Estate & Facilities Management, and the Executive Office. The positions in the remaining offices will relocate to a consolidated Sacramento office.

#### ***Sacramento***

The Council will retain the existing leased space, and will seek additional commercial office space. The Sacramento location will house 405 positions and will become the consolidated office for the Administrative Division (excluding Real Estate & Facilities Management), Trial Court Liaison, Special Projects, Audit Services, Governmental Affairs, and an Executive Office presence. The balance of Sacramento positions will relocate to San Francisco.

#### ***Burbank***

The Council will close the Burbank office in accordance with the retirement of the regional office concept in 2012. All 54 positions housed in Burbank will relocate to either a consolidated Sacramento or San Francisco location, depending on the position's assigned office.

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<sup>5</sup> Includes all offices in the Administrative Services Division (excluding Real Estate and Facilities Management), Audit Services, Special Projects, and the balance of Trial Court Liaison staff in San Francisco.

<sup>6</sup> For example, California Department of Human Resources, Department of Finance, Department of General Services (DGS), State Controller's Office (SCO), and Department of Technology Services.

### Field Offices

The Council will close all eight leased Facilities Management field offices. Six of the leases will be terminated or expire by July 1, 2019, and the remaining two will expire in 2020. All 20 Real Estate and Facilities Management positions will be housed in specific court locations. The Capital Program position will relocate to San Francisco.

For a complete list of offices and corresponding positions, please see Appendix O.

### Scenario III 10-Year Cost Estimate

		SCENARIO III						
		San Francisco	Sacramento	Burbank	Governmental Affairs	Court Locations	Total	Change from Current State*
<b>YEAR ONE: AT A GLANCE</b>								
	Rentable Square Feet	129,386	95,610	---	---	2,778	227,774	-59,514**
	Authorized Positions	389	405	---	---	20	814	---
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>								
<b>Real Estate and Facilities Management</b>								
	Rent Expenses	\$45.45M	\$29.46M	\$0M	\$0M	\$0M	\$74.91M	-\$24.83M
	Rent for Vacant Space	\$4.11M	\$0M	\$0M	\$0M	\$0.04M	\$4.15M	\$4.15M
	Construction and Relocation	\$0.13M	\$3.95M	\$0M	\$0M	\$0.03M	\$4.11M	\$4.00M
	Real Estate & Facilities Management Subtotal Cost	\$49.69M	\$33.42M	\$0M	\$0M	\$0.07M	\$83.17M	-\$16.68M
<b>Human Resources</b>								
	Salaries and Benefits	\$569.51M	\$551.61M	\$0M	\$0M	\$30.71M	\$1,151.83M	-\$32.00M
	Recurring Expenses (Transit Subsidies)	\$5.53M	\$0.79M	\$0M	\$0M	\$0.01M	\$6.32M	-\$1.45M
	Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$4.84M	\$3.95M	\$0.37M	\$0M	\$0.05M	\$9.22M	\$9.22M
	Human Resources Subtotal Cost	\$579.88M	\$556.35M	\$0.37M	\$0M	\$30.77M	\$1,167.37M	-\$24.24M
	<b>Combined Total Cost</b>	<b>\$629.57M</b>	<b>\$589.76M</b>	<b>\$0.37M</b>	<b>\$0M</b>	<b>\$30.84M</b>	<b>\$1,250.54M</b>	<b>-\$40.92M</b>

\*Negative values reflect savings and positive values reflect costs in comparison to the current state.

\*\*In all consolidation scenarios, the analysis seeks to maximize use of space and reduce anticipated excess space. However, the current state assumes no change in spacing needs, although potential efficiencies could be realized. Due to this, the analysis illustrates a significant change in space needs between current state and consolidation scenarios.



**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

### 10-Year Cost Analysis

Scenario III is the most cost effective scenario and is projected to generate the highest savings of all scenarios at \$40.92 million over the 10-year analysis period.

There is \$16.68 million in overall real estate savings as compared to current state over the 10-year analysis period. There are two main reasons for this savings: 1) the Council can consolidate into a smaller space (see Appendix B2); and 2) the overall lower rent costs from eliminating the Burbank, Governmental Affairs, and Facilities Management field offices.

There is \$24.24 million in overall human resources savings as compared to current state. These savings are primarily due to one-time compensation cost reductions from turnover (24.3 percent) (see Appendix L) related to relocation.

### Key Considerations for Decisions

Scenario III has the highest overall savings, improves relationships with the other two branches of government, consolidates similar functions, realizes future rent and salary savings, and minimizes recruitment challenges. Although this scenario is the most cost effective, a portion of the savings is realized by staff turnover, which has a negative impact to operations as described in Scenario II (see Key Considerations for Decisions below and Appendix A2). In Scenario III, the Council:

#### Will Improve Relationships with the Other Two Branches of Government

The State Auditor indicates that the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario III, the Council will transfer and consolidate the administrative services functions to Sacramento, thereby fostering closer relationships with the above entities. Further, having the Council's functions (fiscal services, human resources, information technology (IT), procurement services, and governmental affairs) with the highest level of interdependency with the legislative and executive branches of government in Sacramento enables the Council to develop key relationships.

### Will Disrupt Services

Scenario III has the second highest number of impacted positions (395 out of 814 positions, or 49 percent) (see Appendix L). Staff in these positions will be impacted, resulting in an interruption of services, loss of institutional knowledge, and lower employee morale. Council staff have families who live in close geographic proximity to their jobs (see Appendix V). Moving their jobs to a different geographic location will create a strong negative reaction among staff, who have no intention to relocate and follow their position to another city. Others may relocate if the cost of living is much lower than their current location. High turnover is expected within the Administrative Division as positions move from San Francisco to Sacramento. Turnover is also likely to occur as Capital Program and Real Estate and Facilities Management positions consolidate to San Francisco. When this high turnover occurs, both business operations and service delivery are disrupted, directly affecting trial courts who rely on the Judicial Council for administrative support, such as court construction and real estate services.

### Will Consolidate Similar Functions in Two Locations

The State Auditor indicated that the Council has staff with similar functions across multiple office locations (see Appendix O). In Scenario III, the Council will consolidate similar functions into two separate locations. The administrative functions (excluding Real Estate and Facilities Management) will be consolidated in Sacramento and all other court operational functions will be consolidated in San Francisco. The Burbank office will transfer its positions to Sacramento and San Francisco. Executive staff will direct their energies managing court operations services in San Francisco and cultivating key relationships with the legislative and executive branches of government in Sacramento. This will result in improved external and internal communication, employee productivity, and judicial branch administration. In addition, workload priorities will become clearer and responsibility/accountability of assignments will be focused toward collective results.

### Will Generate Future Rent Savings

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building (see Appendix C). After bond payoff, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building that will be at \$2.45 per square foot). Scenario III maintains a fair number of positions in the San

Francisco office--which will have the lowest expected rent rate--that enables the Council to operate most efficiently.

#### Will Minimize Recruitment Challenges

There is competition for labor talent in San Francisco. In Scenario III, recruitment for staff with public sector experience is improved by relocating the administrative functions to Sacramento. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). By relocating the Administrative Division, the Council will be able to source talent that is familiar with government procedures, and will increase its chances of finding candidates that have skillsets specific to the public sector, which can include experience with fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff who have experience in the workings of government and possess established working relationships with key legislative and judicial partners.

The Council's operations and leadership functions will continue to compete with private sector industries that offer higher compensation; however, by moving IT to Sacramento, the Council will likely benefit from reduced competition with the high number of information technology industries that are headquartered in the San Francisco Bay Area.

#### Will Increase the Rent Liability and Risk of Exposure in San Francisco

Scenario III will move a significant number of positions from San Francisco to Sacramento. This creates a considerable amount of vacant space in San Francisco. The Council remains responsible for the rental payment for the San Francisco vacant space until successor occupant agencies/tenants can be assigned to backfill the space under (1) California Government Code Section 14682(c) (see Appendix D1), and (2) the Building Occupancy Policy (see Appendix E). Although DGS can find successor occupants/tenants to eventually occupy the San Francisco office space, it will be a significant task for the agency due to the amount of space that needs to be backfilled.

#### Will Not Align with Statutory and Executive Directives

Since 151 positions (see Appendix O) are leaving state-owned space in San Francisco to occupy a commercial leased space in Sacramento, Scenario III does not fully align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, Scenario III does not fully align with Government Code Section 14682(b), which requires DGS to consider the utilization of existing state-owned,

state-leased, or state-controlled facilities before leasing additional facilities (see Appendix D1). It is also not fully aligned with Executive Order B-17-12 (see Appendix G), which directs (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary.

#### Will Experience a One-Time Impact on Compensation Expenses

Scenario III has the second highest number of position relocations and staff turnover, resulting in the second lowest human resources cost due to the significant compensation savings (see Appendix L) as positions are filled with new hires who will be at the lower end of the salary range. In scenarios where there is staff movement, compensation savings are temporary in nature as most of the savings are in the first few years. The one-time savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure. Once the workforce stabilizes, compensation will begin to level out among all the scenarios due to that single salary structure, which will eliminate the use of regional salary differentials across all offices.

## **Section F. Scenario IV –San Francisco Consolidation**

### Scenario IV Description

The Council will relocate operations from Sacramento and Burbank to a consolidated San Francisco office, and open an ancillary office<sup>7</sup> in Sacramento. Governmental Affairs will relocate to the ancillary office in Sacramento. All positions in the Facilities Management field offices will be housed at specific court locations.

A description of each location follows:

#### ***San Francisco***

The Council will retain the existing space in the state-owned San Francisco office, and will seek additional space to accommodate all positions. The office will house 782 positions across all offices, which include the Executive Office (excluding Governmental Affairs), and the Operations, Administrative, and Leadership Services Divisions.

#### ***Sacramento***

The Council will retain a portion of the current Sacramento commercial leased space for Governmental Affairs, hoteling space for Executive Office staff, as well as additional conference room and training space to supplement the Conference Center in San Francisco.

The Sacramento office will house 12 positions assigned to Governmental Affairs; the original 187 positions (excluding Governmental Affairs) in Sacramento will be relocated to the consolidated San Francisco office.

#### ***Burbank***

The Council will close the Burbank office in accordance with the retirement of the regional office concept in 2012. The Council will relocate 54 positions housed in Burbank to the consolidated San Francisco office.

#### ***Field Offices***

The Council will close all eight leased Facilities Management field offices. Six of the leases will be terminated or expire by July 1, 2019, and the remaining two will expire in 2020. All 20 Real Estate and Facilities Management positions will be housed in specific court locations. The Capital Program position will relocate to San Francisco.

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<sup>7</sup> Includes conference center and hoteling space for the Executive Office.

For a complete list of offices and corresponding positions, please see Appendix O.

## Scenario IV 10-Year Cost Estimate

SCENARIO IV								
	San Francisco	Sacramento	Burbank	Governmental Affairs	Court Locations	Total	Change from Current State*	
<b>YEAR ONE: AT A GLANCE</b>								
Rentable Square Feet	210,220	14,353	---	---	2,778	227,351	-59,937**	
Authorized Positions	782	---	---	---	20	802	---	
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>								
<b>Real Estate and Facilities Management</b>								
Rent Expenses	\$74.07M	\$4.42M	\$0M	\$0M	\$0M	\$78.49M	-\$21.25M	
Rent for Vacant Space	\$0M	\$0M	\$0M	\$0M	\$0.04M	\$0.04M	\$0.04M	
Construction and Relocation	\$45.01M	\$0.03M	\$0M	\$0M	\$0.03M	\$45.06M	\$44.95M	
Real Estate & Facilities Management Subtotal Cost	\$119.08M	\$4.45M	\$0M	\$0M	\$0.07M	\$123.60M	\$23.74M	
<b>Human Resources</b>								
Salaries and Benefits	\$1,115.19M	\$18M	\$0M	\$0M	\$30.71M	\$1,164.17M	-\$19.66M	
Recurring Expenses (Transit Subsidies)	\$11.11M	\$0.00M	\$0M	\$0M	\$0.01M	\$11.12M	\$3.34M	
Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$2.60M	\$2.53M	\$0M	\$0M	\$0.05M	\$5.55M	\$5.55M	
Human Resources Subtotal Cost	\$1,128.90M	\$20.80M	\$0.37M	\$0M	\$30.77M	\$1,180.84M	-\$10.77M	
<b>Combined Total Cost</b>	<b>\$1,247.98M</b>	<b>\$25.25M</b>	<b>\$0.37M</b>	<b>\$0M</b>	<b>\$30.84M</b>	<b>\$1,304.44M</b>	<b>\$12.97M</b>	

\*Negative values reflect savings and positive values reflect costs in comparison to the current state.

\*\*In all consolidation scenarios, the analysis seeks to maximize use of space and reduce anticipated excess space. However, the current state assumes no change in spacing needs, although potential efficiencies could be realized. Due to this, the analysis illustrates a significant change in space needs between current state and consolidation scenarios.

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

## 10-Year Cost Analysis

Scenario IV is projected to cost \$1,304.44 million over the 10-year analysis period, representing a projected cost of \$12.97 million as compared to Scenario I (current state).

Due to the need for additional construction (\$44.3 million) to accommodate positions moving to San Francisco, this scenario has a real estate cost that exceeds the current state by \$23.74 million over the 10-year analysis period.

This scenario has an overall human resources savings of \$10.77 million as compared to the current state. These savings are primarily due to one-time compensation cost reductions from the projected staff turnover (14.9 percent) (see Appendix L) in Sacramento and Burbank.

## Key Considerations for Decisions

Scenario IV has the highest real estate costs due to the need for additional construction, but benefits from relatively low rent costs. This scenario will move all staff to San Francisco, which will consolidate similar functions for operational efficiencies. However, it creates logistical challenges for the Council in developing strong relationships with the legislative and executive branches of government. In addition, the Council competes for talent with numerous corporations in the San Francisco Bay Area, including those in the information technology industry. The labor market in the San Francisco Bay Area is characterized by increased competition for talent and, according to the EDD, the relatively small pool of public sector candidates who are likely more familiar with government procedures (see Key Considerations for Decisions below and Appendix A2). In Scenario IV, the Council:

### Will Not Improve Relationships with the Other Two Branches of State Government

The State Auditor indicates the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario IV, the Council will not have its administrative functions (fiscal services, human resources, information technology) in proximity to Sacramento that will enable fostering closer relationships with the legislative and executive branches of government, as well as other important government organizations including those mentioned above. The Council's success depends, in part, on establishing and building upon these key relationships.

### Will Experience High Staff Turnover and Disruption to Services

Scenario IV has a high number of impacted positions (254 out of 814 positions,

or 31 percent) (see Appendix L). When staff are negatively impacted, the turnover results in an interruption of services, loss of institutional knowledge, and lower employee morale. Additionally, both business operations and service delivery will be disrupted. The three largest offices in Sacramento are comprised of Capital Program, Trial Court Administrative Services, and Real Estate and Facilities Management. Staff from these offices provide direct support to the courts in the form of court accounting and payroll services, court construction and court facilities management. The closure of the Sacramento office will impact the delivery of these programs, in addition to those based in Burbank, if high turnover occurs in these areas.

#### Will Realize Efficiencies by Consolidating Similar Functions

The State Auditor indicated that the Council has staff with similar functions across multiple office locations (see Appendix O). In Scenario IV, the Council will consolidate similar functions in San Francisco. This will result in improved external and internal communication, employee productivity, and judicial branch administration. In addition, workload priorities will become clearer and responsibility/accountability of assignments will be focused toward collective results.

#### Will Consolidate Most Staff to the Lowest Rent Office after Bond Payoff

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building (see Appendix C). The base rental payments associated with the 2005 Bonds commenced in May 2006 and will end in November 2021. The following year, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, after bond payoff, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building that will be at \$2.45 per square foot). Although this scenario has the second lowest rent expense, those potential savings are reduced by the high one-time construction costs to accommodate positions moving to San Francisco.

#### Will Continue to Have Recruitment Challenges

Scenario IV will prevent the Council from benefitting from recruitment opportunities in Sacramento, where there is a larger base of staff that are experienced in the workings of government. There is competition for labor talent in San Francisco. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). Recruiting in San Francisco has resulted in the Council looking at the private sector for staffing needs, which has led to increased ramp-up times to adequately familiarize new staff with government procedures. Furthermore, it is difficult to



hire private sector fiscal staff with experience in fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners.

Other employment challenges include the loss of top talent to private sector industries that offer higher compensation. This is especially true when recruiting in the Bay Area, where the Council competes with numerous corporations, including those in the information technology industry, for talent.

#### Will Minimize Rent Liability and Risk of Exposure in San Francisco

In Scenario IV, the Council will utilize the existing space in the San Francisco office and acquire additional space to accommodate positions being relocated from Sacramento and Burbank. The Council will remain responsible for the rental payment for the San Francisco space as governed by California Government Code Section 14682(c) (see Appendix D1) and the DGS Building Occupancy Policy (see Appendix E).

#### Will Align with Statutory and Executive Directives

Scenario IV will terminate commercial leases in Burbank and Sacramento and move 242 positions into an existing state-owned building in San Francisco. Since the Council is increasing its utilization of state-owned space, the Council will align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, the Council will align with Government Code Section 14682(b), which requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities (see Appendix D1). The Council will also align with Executive Order B-17-12 (see Appendix G), which directs DGS to (1) negotiate state leases and keep rental costs as low as possible and (2) review whether leased space is essential and necessary.

#### Will Experience a One-Time Impact on Compensation Expenses

Scenario IV will result in compensation savings from staff turnover in Sacramento and Burbank (see Appendix L). Turnover creates savings as positions are filled with new hires at the lower end of the salary range. In scenarios where there is staff movement, compensation savings are temporary in nature as most of the savings are realized in the first few years. The one-time savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure. Once the workforce stabilizes, compensation will begin to level out among all the scenarios due to that single

salary structure, which will eliminate the use of regional salary differentials across all offices.

## **Section G. Scenario V – San Francisco/Burbank Consolidation**

### Scenario V Description

The Council will consolidate operations to a Northern California office in San Francisco and a Southern California office in Burbank, and open an ancillary office in Sacramento. Staff in Sacramento will consolidate in San Francisco, and the Burbank staff will remain in their existing location. Governmental Affairs will relocate to the ancillary office in Sacramento. All positions in the Facilities Management field offices will be housed at specific court locations.

A description of each location follows:

#### ***San Francisco***

The Council will retain the existing space in the state-owned San Francisco office to house 728 positions across all offices.

#### ***Sacramento***

The Council will retain a portion of the current Sacramento commercial leased space for Governmental Affairs, hoteling space for Executive Office staff, as well as additional conference room and training space to supplement the Conference Center in San Francisco.

The Sacramento office will house 12 positions assigned to Governmental Affairs; the original 187 positions (excluding Governmental Affairs) in Sacramento will be relocated to the consolidated San Francisco office.

#### ***Burbank***

The Council will retain the Burbank location to house 54 positions assigned to the Operations, Administrative, and Leadership Services Divisions.

#### ***Field Offices***

The Council will close all eight Facilities Management field offices. Six of the leases will be terminated or expire by July 1, 2019, and the remaining two will expire in 2020. All 20 Real Estate and Facilities Management positions will be housed in specific court locations. The Capital Program position will relocate to San Francisco.

For a complete list of offices and corresponding positions, please see Appendix O.

## Scenario V 10-Year Cost Estimate

SCENARIO V								
	San Francisco	Sacramento	Burbank	Governmental Affairs	Court Locations	Total	Change from Current State*	
<b>YEAR ONE: AT A GLANCE</b>								
Rentable Square Feet	203,123	14,353	11,730	---	2,778	231,984	-55,304**	
Authorized Positions	728	12	54	---	20	814	---	
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>								
<b>Real Estate and Facilities Management</b>								
Rent Expenses	\$71.61M	\$4.42M	\$5.72M	\$0M	\$0M	\$81.75M	-\$17.99M	
Rent for Vacant Space	\$0M	\$0M	\$0M	\$0M	\$0.04M	\$0.04M	\$0.04M	
Construction and Relocation	\$34.44M	\$0.03M	\$0.12M	\$0M	\$0.03M	\$34.61M	\$34.49M	
Real Estate & Facilities Management Subtotal Cost	\$106.05M	\$4.45M	\$5.83M	\$0M	\$0.07M	\$116.40M	\$16.54M	
<b>Human Resources</b>								
Salaries and Benefits	\$1,039.38M	\$18.27M	\$79.32M	\$0M	\$30.71M	\$1,167.68M	-\$16.15M	
Recurring Expenses (Transit Subsidies)	\$10.35M	\$0.00M	\$0.02M	\$0M	\$0.01M	\$10.38M	\$2.60M	
Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$2.16M	\$2.53M	\$0M	\$0M	\$0.05M	\$4.74M	\$4.74M	
Human Resources Subtotal Cost	\$1,051.89M	\$20.80M	\$79.34M	\$0M	\$30.77M	\$1,182.80M	-\$8.81M	
<b>Combined Total Cost</b>	<b>\$1,157.94M</b>	<b>\$25.25M</b>	<b>\$85.17M</b>	<b>\$0M</b>	<b>\$30.84M</b>	<b>\$1,299.20M</b>	<b>\$7.74M</b>	

\*Negative values reflect savings and positive values reflect costs in comparison to the current state.

\*\*In all consolidation scenarios, the analysis seeks to maximize use of space and reduce anticipated excess space. However, the current state assumes no change in spacing needs, although potential efficiencies could be realized. Due to this, the analysis illustrates a significant change in space needs between current state and consolidation scenarios.

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

## 10-Year Cost Analysis

Scenario V is projected to cost \$1,299.20 million over the 10-year analysis period, representing a projected cost of \$7.74 million as compared to Scenario I (current state).

This scenario has an overall real estate cost of \$16.54 million as compared to the current state over the 10-year analysis period, due to construction needs to accommodate positions moving to San Francisco.

This scenario will have significant human resources costs, but saves \$8.81 million as compared to the current state. Scenario V experiences most of its turnover (12.5 percent) (see Appendix L) in the Sacramento office.

## Key Considerations for Decisions

In Scenario V, the Council maintains a Northern (San Francisco) and Southern (Burbank) California presence. By doing so, it takes advantage of the relatively low rent in San Francisco. However, Scenario V creates logistical challenges for the Council in developing strong relationships with the legislative and executive branches. In scenarios where it maintains a presence in San Francisco, the Council will continue to face challenges in recruiting qualified staff (see Key Considerations for Decisions below and Appendix A2). It will continue to face strong competition for talent with numerous corporations in the San Francisco Bay Area, including those in the information technology industry. In Scenario V, the Council:

### Will Not Improve Relationships with the Other Two Branches of State Government

The State Auditor indicates that the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario V, since both locations are not in proximity to Sacramento, the Council may face greater obstacles in fostering improved relationships with the legislative and executive branches of government, as well as other important government organizations including those mentioned above. The Council's success depends, in part, on establishing and building upon these key relationships.

### Will Experience High Staff Turnover and Disruption to Services

Most of the impacted positions (200 out of 814 positions, or 25 percent) (see Appendix L) in Scenario V will be from Sacramento. When staff are negatively impacted, there is an interruption of services, loss of institutional knowledge, and lower employee morale. When this high turnover occurs, both business operations and service delivery will be disrupted. Capital Program, Trial Court

Administrative Services, and Real Estate and Facilities Management comprise the three largest offices in Sacramento. High turnover in these areas would directly affect the delivery of court accounting and payroll services, court construction and court facilities management.

#### Will Not Realize Efficiencies from Consolidating Similar Functions

The State Auditor indicated that the Council has staff with similar functions across multiple office locations (see Appendix O). In Scenario V, the Council will not completely consolidate similar functions because functions will be located in both northern and southern offices.

#### Will Consolidate Most Staff to the Lowest Rent Office after Bond Payoff

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building (see Appendix C). The base rental payments associated with the 2005 Bonds commenced in May 2006 and will end in November 2021. The following year, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, after bond payoff, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building that will be at \$2.45 per square foot). Although this scenario has a relatively low rent expense, those potential savings are reduced by the high one-time construction costs to accommodate positions moving to San Francisco.

#### Will Continue to Have Recruitment Challenges

Scenario V will prevent the Council from benefitting from recruitment opportunities in Sacramento, where there is a larger base of staff that are experienced in the workings of government. There is competition for labor talent in San Francisco. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). Recruiting in San Francisco has resulted in the Council looking at the private sector for staffing needs, which has led to increased ramp-up times to adequately familiarize new staff with government procedures. Furthermore, it is difficult to hire private sector fiscal staff with experience in fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners.

Other employment challenges include the loss of top talent to private sector industries that offer higher compensation. This is especially true when recruiting

in the Bay Area, where the Council competes with numerous corporations, including those in the information technology industry, for talent.

#### Will Minimize Rent Liability and Risk of Exposure in San Francisco

In Scenario V, the Council will utilize the space in the San Francisco office. The Council will remain responsible for the rental payment for the San Francisco space as governed by California Government Code Section 14682(c) (see Appendix D1) and the DGS Building Occupancy Policy (see Appendix E).

#### Will Align with Statutory and Executive Directives

Scenario V will terminate a commercial lease in Sacramento and move 188 positions into an existing state-owned building in San Francisco. Since the Council is increasing its utilization of state-owned space, the Council will align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, the Council will align with Government Code Section 14682(b), which requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities (see Appendix D1). The Council will also align with Executive Order B-17-12 (see Appendix G), which directs DGS to (1) negotiate state leases and keep rental costs as low as possible and (2) review whether leased space is essential and necessary.

#### Will Experience a One-Time Impact on Compensation Expenses

Scenario V will result in compensation savings from staff turnover in Sacramento (see Appendix L) as positions are filled with new hires at the lower end of the salary range. In scenarios where there is staff movement, compensation savings are temporary in nature as most of the savings are in the first few years. The one-time savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure. Once the workforce stabilizes, compensation will begin to level out among all the scenarios due to that single salary structure, which will eliminate the use of regional salary differentials across all offices.

## **Section H. Scenario VI – San Francisco/Sacramento Consolidation**

### Scenario VI Description

The Council will retain its existing offices in San Francisco and Sacramento, and relocate staff from Burbank to the San Francisco office. Governmental Affairs will relocate to the Sacramento office. All positions in the Facilities Management field offices will be housed at specific court locations.

A description of each location follows:

#### ***San Francisco***

The Council will maintain space in the state-owned San Francisco office to house 595 positions across all offices.

#### ***Sacramento***

The Council will house 199 positions in the current commercial office complex. This location will house positions assigned to the Executive Office, Governmental Affairs, and to the Operations, Administrative, and Leadership Services Divisions.

#### ***Burbank***

The Council will close the Burbank office in accordance with the retirement of the regional office concept in 2012. All 54 positions housed in Burbank will be relocated to the San Francisco office.

#### ***Field Offices***

The Council will close all eight leased Facilities Management field offices. Six of the leases will be terminated or expire by July 1, 2019, and the remaining two will expire in 2020. All 20 Real Estate and Facilities Management positions will be housed in specific court locations. The Capital Program position will relocate to San Francisco.

For a complete list of offices and corresponding positions, please see Appendix O.



## Scenario VI 10-Year Cost Estimate

SCENARIO VI								
	San Francisco	Sacramento	Burbank	Governmental Affairs	Court Locations	Total	Change from Current State*	
<b>YEAR ONE: AT A GLANCE</b>								
Rentable Square Feet	194,169	45,051	---	---	2,778	241,998	-45,290**	
Authorized Positions	595	199	---	---	20	814	---	
<b>FINANCIAL COSTS (10 YEAR TOTALS)</b>								
<b>Real Estate and Facilities Management</b>								
Rent Expenses	\$68.51M	\$13.88M	\$0M	\$0M	\$0M	\$82.39M	-\$17.35M	
Rent for Vacant Space	\$1M	\$0M	\$0M	\$0M	\$0.04M	\$1.46M	\$1.46M	
Construction and Relocation	\$0.05M	\$0.03M	\$0M	\$0M	\$0.03M	\$0.11M	-\$0.01M	
Real Estate & Facilities Management Subtotal Cost	\$69.97M	\$13.91M	\$0M	\$0M	\$0.07M	\$83.96M	-\$15.90M	
<b>Human Resources</b>								
Salaries and Benefits	\$860.87M	\$288.41M	\$0M	\$0M	\$30.71M	\$1,180.00M	-\$3.83M	
Recurring Expenses (Transit Subsidies)	\$8.46M	\$0.08M	\$0M	\$0M	\$0.01M	\$8.55M	\$0.77M	
Non-Recurring Expenses (Unemployment Insurance, Leave Balance Payments, etc.)	\$0.49M	\$0M	\$0.37M	\$0M	\$0.05M	\$0.91M	\$0.91M	
Human Resources Subtotal Cost	\$869.82M	\$288.49M	\$0.37M	\$0M	\$30.77M	\$1,189.46M	-\$2.15M	
<b>Combined Total Cost</b>	<b>\$939.79M</b>	<b>\$302.41M</b>	<b>\$0.37M</b>	<b>\$0M</b>	<b>\$30.84M</b>	<b>\$1,273.41M</b>	<b>-\$18.05M</b>	

\*Negative values reflect savings and positive values reflect costs in comparison to the current state.

\*\*In all consolidation scenarios, the analysis seeks to maximize use of space and reduce anticipated excess space. However, the current state assumes no change in spacing needs, although potential efficiencies could be realized. Due to this, the analysis illustrates a significant change in space needs between current state and consolidation scenarios.

**NOTE: Illustrated savings (and costs) are forecasts and projections based on assumptions using currently available information. The Council's actual results (savings and costs) may differ from those projected. For example: rent rates, staff turnover, backfill timelines and staff growth are all subject to change.**

### 10-Year Cost Analysis

Scenario VI is projected to cost \$1,273.41 million over the 10-year analysis period, representing a projected savings of \$18.05 million as compared to Scenario I (current state).

This scenario has an overall real estate savings of \$15.90 million as compared to the current state over the 10-year analysis period. There are two main reasons for this savings: 1) the Council can consolidate into smaller spaces (see Appendix B2); and 2) the overall lower rent costs from eliminating the Burbank, Governmental Affairs, and Facilities Management field offices.

This scenario has the second highest human resources cost of all scenarios, and saves \$2.15 million as compared to the current state. The compensation cost remains high because Scenario VI has little staff turnover related to relocation, with the exception of turnover within the Burbank office.

### Key Considerations for Decisions

Scenario VI retains the most staff, second only to Scenario I, and therefore has minimal disruption to service delivery. While this scenario includes the second highest savings of all scenarios, it does not completely: improve relationships with important government organizations, benefit from consolidating similar functions, and leverage recruitment opportunities. In addition, Scenario VI does not fully address the concerns raised by the State Auditor and the SEC recommendations (see Key Considerations for Decisions below and Appendix A2). In Scenario VI, the Council:

#### Will Not Improve Relationships with the Other Two Branches of State Government

As recommended by the State Auditor, the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. In Scenario VI, the Council will not have the majority of its administrative functions in proximity to Sacramento that will enable fostering closer relationships with the legislative and executive branches, as well as other important government entities mentioned above.

#### Will Experience Staff Turnover and Will Have Some Disruption to Services

Scenario VI will have relocation-related turnover if staff do not move from Burbank to San Francisco, resulting in interruption of services and loss of institutional knowledge.

Most impacted positions (67 out of 814 positions, or 8 percent) (see Appendix L) in Scenario VI will be from Burbank. When staff are negatively impacted, there is an interruption of services, loss of institutional knowledge, and lower employee morale. When this high turnover occurs, both business operations and service delivery will be disrupted. Burbank houses several functions, including Capital Program, Real Estate and Facilities Management, Information Technology, Finance, and Legal Services. High turnover in these areas will directly affect

multiple programs, including: collections of delinquent and non-delinquent court-ordered debt, court construction and court facilities management.

#### Will Not Realize Efficiencies from Consolidating Similar Functions

The State Auditor indicated that the Council has staff with similar functions employed across multiple office locations (see Appendix O). Scenario VI does not completely address the consolidation of similar functions. Some functions will continue to be split between two locations. This will result in the inability to improve external and internal communication, staff productivity, and judicial branch administration.

#### Will Maintain the Majority of the Staff in the Lowest Rent Office after Bond Payoff

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building. After bond payoff, the Council's rental obligation for its space in San Francisco will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building that will be at \$2.45 per square foot). Scenario VI will have projected rent savings when the Burbank lease is terminated and Burbank positions are relocated to San Francisco (an office with a projected lower rent cost).

#### Will Continue to Have Recruitment Challenges

Scenario VI will prevent the Council from fully benefitting from recruitment opportunities in Sacramento, where there is a larger base of staff that are experienced in the workings of government. There is competition for labor talent in San Francisco. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,700 in Sacramento (see Appendix I). Recruiting in San Francisco has resulted in the Council looking at the private sector for staffing needs, which has led to increased ramp-up times to adequately familiarize new staff with government procedures. Furthermore, it is difficult to hire private sector fiscal staff with experience in fund accounting or Governmental Accounting Standard Board (GASB) accounting and reporting standards. It is critical for the Council to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners.

Other employment challenges include the loss of top talent to private sector industries that offer higher compensation. This is especially true when recruiting in the Bay Area, where the Council competes with numerous corporations, including those in the information technology industry, for talent.

### Will Minimize Rent Liability and Risk of Exposure in San Francisco

In Scenario VI, the Council will remain in its current space and will also house positions from Burbank. The Council will remain responsible for the rental payment for the San Francisco space as governed by California Government Code Section 14682(c) (see Appendix D1) and the DGS Building Occupancy Policy (see Appendix E).

### Will Align with Statutory and Executive Directives

Scenario VI will terminate a commercial lease in Burbank and move 55 positions into an existing state-owned building in San Francisco. Since the Council is increasing its utilization of state-owned space, the Council will align with Government Code Section 14669.8 in which the legislative and executive branches sought to maintain a strong presence of state offices in San Francisco and maximize the number of state offices housed in state-owned buildings to realize significant long term savings (see Appendix D2). Additionally, the Council will align with Government Code Section 14682(b), which requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities (see Appendix D1). It is also aligned with Executive Order B-17-12 (see Appendix G), which directs (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary.

### Will Experience a One-Time Impact on Compensation Expenses

Scenario VI will result in compensation savings from staff turnover in Burbank (see Appendix L) as positions are filled with new hires at the lower end of the salary range. In scenarios where there is staff movement, compensation savings are temporary in nature as most of the savings are in the first few years. The one-time savings are eliminated over time as staff approach the high end of their respective salary range under the recently enacted single salary structure. Once the workforce stabilizes, compensation will begin to level out among all the scenarios due to that single salary structure, which will eliminate the use of regional salary differentials across all offices.

## **Section I. Key Considerations for Next Steps**

The leadership team must consider additional impacts when making a decision. This section discusses potential timelines for each scenario, as well as how to address challenges.

### **Potential Timelines**

Project timelines were developed (see Appendix R) for each scenario to confirm that consolidation could be completed by July 1, 2019--the start date of the cost analysis. These timelines were not used to develop the cost analyses. The timelines outline the assumptions made for the duration of the major tasks needed to complete each scenario. They are not full project schedules, which will be developed once an option is selected.

#### **Scenario II**

Scenario II consolidates virtually all positions in a new headquarters building in Sacramento. This timeline assumes the new building will be a build-to-suit lease. A build-to-suit lease is a mechanism of leasing property in which a developer builds to a tenant's specifications. The developer pays for the construction to the specifications of the tenant and the tenant then leases the building. This option transfers the construction, ownership risk, and potential profit to the developer.

The timeline for Scenario II assumes project funding will be available in FY 2016–2017, with a start date of July 1, 2016. A request for proposals and lease for the project will be drafted in advance of funding approval and developer teams could be interviewed and selected, allowing award of the project immediately after funding is approved. The project will then be negotiated, designed, and constructed from July 2016 through June 2019.

#### **Scenario III**

The existing leases at Gateway Oaks in Sacramento will be retained and additional space in Sacramento will be secured by leasing space in an existing building. San Francisco positions will be located in existing Council space utilizing existing offices and workstations; no construction is anticipated in San Francisco.

The timeline for this scenario anticipates project funding will be available in FY 2016–2017, with a start date of July 1, 2016. The project will be negotiated, designed, and constructed from July 2016 through April 2019.

It is assumed that new tenant improvements will be necessary for Council staff and functions in the new Sacramento space. Tenant improvements are the customized alterations a building owner makes to rental space as part of a lease agreement in order to configure the space for the needs of a particular tenant.

The project will start with a property search and lease negotiations. Construction of the tenant improvements in an existing building will be faster than construction of a new building and interiors; however, existing space in Sacramento and San Francisco will need to be reassigned once the new space is occupied. The current schedule has a completion date of April 2019, but this the completion date could occur sooner if the tenant improvement schedule is accelerated.

#### **Scenario IV**

Scenario IV consolidates virtually all positions in San Francisco. The current San Francisco space does not include sufficient workspaces to accommodate the expected number of positions in Year 10. To accommodate these positions, the Council could: (1) renovate the current San Francisco office to more closely align with DGS space standards (see Appendix B2), and (2) acquire additional space for the remaining balance of workstations needed. The renovation will maximize use of current space, thereby reducing the square footage needed in the newly acquired space. In addition to the renovation of existing areas, tenant improvements in the additional space would be necessary.

Although it is difficult to predict a timeline in a state-owned building, a renovation of existing space generally takes less time to complete than a build-to-suit project such as in Scenario II. Since Scenario II could be completed by June 2019, Scenario IV's consolidation is projected to be completed by that date, if not before.

#### **Scenario V**

Scenario V consolidates virtually all positions in San Francisco and Burbank. Similar to Scenario IV, the Council could extensively renovate selected floors of the existing San Francisco office to accommodate the positions in Year 10 with a projected consolidation completion date by June 2019. A timeline for this scenario was not developed for the reason described in Scenario IV above.

#### **Scenario VI**

Scenario VI consolidates virtually all positions in San Francisco and Sacramento. Burbank positions will be relocated to San Francisco utilizing existing offices and workspaces. The square footage of the Gateway Oaks space in Sacramento will be reduced. The project would require planning work to be completed by Council staff and a series of staggered moves once the plan is approved. This option could be completed in a six month time frame, allowing consolidation to be completed in July 2016. This timeline assumes funds for moving costs will be redirected from the existing Council budget and does not include time to secure additional project funding.

## Addressing Additional Challenges

To address financial and organizational issues facing the Council, consider the following:

1. The Administrative Director will need to consider how work processes and performance measurements can be improved if the majority of staff placed are placed in separate locations. Consolidation efforts paved the way for increased efficiency; however, the Administrative Director should take continuous action to minimize the 'silo effect' that may occur between any separated functions. For example, this can be accomplished by developing consistent service standards across divisions, identifying opportunities for consolidation of offices, and aligning services and location with the business needs of the organization.
2. The Administrative Director has launched the Operational Planning and Alignment Project to help align staff services with existing resources to meet the needs of the Council, courts, branch, and court users. This project will give a clearer view of customer needs as well as related internal priorities. The information gathered through the Planning and Alignment Project should be utilized to determine what structure would work best after a consolidation scenario has been selected. The Administrative Director must continue to ensure that its services remain relevant and responsive to the judicial branch and state government. Staff and fiscal resources should be better focused on what is most needed and beneficial to the branch, and clearer priorities will mean more focused effort, more proactive planning, and added value to the courts and public.
3. Regardless of the scenario chosen, the effort to build and strengthen relationships with the other branches of state government must remain a priority. The Administrative Director should develop a work plan to leverage the best practices of both executive and legislative branches, and apply methodologies that align with the needs of the judicial branch. The Administrative Director should consider an administrative and operational team of functional ambassadors that meet with control agencies on a regular basis with an intent to not only gain insight into other branches' processes, but also to educate them on the operations of the Council, courts and branch.
4. The regional offices were intended to function as a local resource for the courts; they were established to help the courts on operational issues. According to the SEC report, the original intent of the regional offices was to:

*"...act as liaisons between local courts and the AOC on operational issues; to advocate for the needs of the local trial and appellate*

*courts; and to aid local courts with requested services, such as HR, legal, and financial services. Additionally, the regional offices were intended to provide a more local AOC presence and regional resource for local courts, including as sites for meetings, education, and training.”*

Any discussion of further consolidation will need to recognize that the original regional office delivery model was never fully realized. In any consolidation scenario, the Council must continue to focus its efforts on court outreach throughout the state. Capitalizing on existing resources within each office, the Council must maintain contact with the courts and develop programs that benefit all courts throughout the state. The courts must be advised that services may be impacted.

5. Any major relocation effort will be very disruptive. The Council must be aware of and consider the expected turnover that could result from the consolidation, as well as the impact to the morale and performance of its staff. It is common to see a decrease in employee engagement and productivity during times of significant change. The Administrative Director should develop programs to mitigate the impacts and retain institutional knowledge, as it will have a direct impact to the services it provides. For example, rotational programs, job shadowing, cross training, workshops, and other methods may reduce the impact of high turnover and keep employee engagement at high levels.
6. Many Council staff are at the high end of their respective salary ranges (71 percent of staff are more than 75 percent into the range at the beginning of the analysis period<sup>8</sup>), and through turnover, some of the staff will be replaced by staff at the minimum of the salary range, thereby resulting in one-time compensation savings that are eliminated over time due to the recently enacted single salary structure. The recent classification and compensation study has created an environment of uncertainty, causing some employees to resign or file for retirement. The increased number of resignations and retirements due to the classification and compensation study may have an impact on projected salary levels effective July 1, 2019. If the Judicial Council experiences a high turnover rate prior to July 1, 2019, compensation costs for the 10-year period may be overstated. It may be worthwhile to re-evaluate and review staffing levels in December 2015 to account for a true impact of the study's implementation.

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<sup>8</sup> Statistic is based on projected salaries of staff on July 1, 2019.



## Section J. List of Appendices

The following appendices can be viewed at: <http://www.courts.ca.gov/19334.htm>

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## **Appendix A1 – Locations**

### San Francisco

455 Golden Gate Avenue, San Francisco—Civic Center & Van Ness Submarket

The Council has 249,414 square feet of office space and 12,786 square feet of storage space in the state-owned, bond-funded Ronald M. George State Office Complex under Department of General Services (DGS) space assignments. The Hiram W. Johnson State Office Building at 455 Golden Gate Avenue and the Earl Warren Building at 350 McAllister Street, that houses the California Supreme Court and First District Court of Appeal, together comprise the Ronald M. George State Office Complex (formerly named the San Francisco Civic Center Complex).

In 2012, the Council vacated the 46,291 square foot 7th floor office space, consolidated staff into the Council space on other floors, and entered into an interagency agreement for the California Public Utilities Commission to occupy the floor through June 30, 2015. DGS is currently working with three state agencies to occupy the entire 7th floor on a permanent basis, targeted to occur in 2016. All scenarios assume the 7th floor will be backfilled by the start of the analysis period on July 1, 2019.

### Sacramento

2850 Gateway Oaks Drive: 28,263 square feet

2860 Gateway Oaks Drive: 29,512 square feet

The Council currently maintains two commercial leases in the Natomas submarket in Sacramento. The leases total 57,775 square feet and are scheduled to expire on July 31, 2016.

### Burbank

The Council currently maintains 10,666 square feet of commercial office space at 2255 North Ontario Street, near the airport in the city of Burbank. The lease is scheduled to expire on June 30, 2017.

### Governmental Affairs

The Council leases 6,578 square feet of commercial space at 770 L Street in downtown Sacramento, within walking distance of the state capitol. The lease is scheduled to expire on August 31, 2017.

### Facilities Management Field Offices

The Council leases space throughout the state for eight Facilities Management field offices, totaling 8,082 square feet of space. Lease costs for these offices are estimated at approximately \$171,000 for FY 2015–2016. In addition to the leased locations, the Council also has field offices within court buildings which are at no cost to the Council and are not included in the analysis. The State Auditor's report acknowledges that some employees who work for the Real Estate and Facilities Management office have job duties which require them to work at different locations from their directors.

<b>Lease ID</b>	<b>Address</b>	<b>City</b>	<b>County</b>	<b>RSF</b>	<b>Expiration</b>	<b>FY 15/16 Annual Rent</b>
0114L	2400 Washington Avenue	Redding	Shasta	670	06/30/16	\$ 9,287
0156L	1776 Park Avenue	Redlands	San Bernardino	896	03/31/20	\$ 17,332
0208L	12396 World Trade Drive	San Diego	San Diego	990	09/30/17	\$ 28,649
0225L	2880 Cleveland Avenue	Santa Rosa	Sonoma	658	05/31/18	\$ 13,924
0244L	2601 Skyway Drive	Santa Maria	Santa Barbara	1,882	07/31/20	\$ 20,147
0348L	550-600 Union Avenue	Fairfield	Solano	646	05/31/18	\$ 19,042
0415L	111 North Market Street	San Jose	Santa Clara	200	03/31/17	\$ 11,016
0612L	333 E. Foothill Boulevard	San Dimas	Los Angeles	2,140	02/28/19	\$ 51,519
				<b>8,082</b>		<b>\$ 170,916</b>

## **Appendix A2 – Key Considerations for Decisions**

### Improved Relationships

The State Auditor indicates that the Council should improve relationships with the Legislature, the LAO, the Department of Finance, DGS, and the SCO by having a political and legislative presence in Sacramento. The Council should consider transferring and consolidating the administrative services functions to Sacramento, thereby fostering closer relationships with the above entities. In doing so, the Council's fiscal services, human resources, information technology, procurement services, and governmental affairs in Sacramento will be able to develop relationships and open the channels of communication with the legislative and executive branches of government.

Establishing and maintaining key relationships over time will build the Council's trust, confidence, and credibility with executive and legislative branch staff as well as individual legislators. The Council's success depends, in part, on establishing and building upon these relationships and being better informed on significant developments in the Legislature.

### Service Impact

Generally, when relocation occurs, there is an interruption of services, loss of institutional knowledge, and lower employee morale. From the moment a plan to move is determined and announced, employees will become preoccupied with the impact it will have on them and especially their families. Council employees and their families live in close geographic proximity to their jobs. Moving their jobs to a different geographic location will create a strong negative reaction among staff, who have no intention to relocate and follow their position to another city. When employees begin to search, and ultimately secure jobs elsewhere, it results in diminished productivity as well as the loss of critical talent and institutional knowledge. When high turnover occurs, both business operations and service delivery are disrupted, directly affecting employees who support language access programs, collaborative courts (elder, youth, veterans, homeless, drug, and domestic violence courts), dependency counsel, criminal realignment (Prop 47), court construction, self-help programs, and other services to the courts and the public.

### Consolidate Similar Functions

The State Auditor indicated that the Council has staff with similar functions employed across multiple office locations (see Appendix O). Consolidating staff with similar functions would result in improved external and internal communication, employee productivity, and judicial branch administration. In addition, workload priorities would be clearer and responsibility/accountability of assignments would be focused toward collective results.

## Rent Costs

The State Auditor made the argument that rent in San Francisco is significantly more expensive than Sacramento, which is reflective of the commercial market rates of the Bay Area. However, the Council is currently in a lease revenue bond-funded building. Approximately 65 percent of the Council's current rent for its space in the San Francisco office is for base rental payments associated with the 2005 Series A Lease Revenue Refunding Bonds issued by the San Francisco State Building Authority (the 2005 Bonds) (see Appendix C). The base rental payments associated with the 2005 Bonds commenced in May 2006 and will end in November 2021. The following year, the Council's rental obligation for its space in the San Francisco office will be significantly reduced (to approximately \$2.06 per square foot) (see Appendix Q). Therefore after bond payoff, expected rent for the San Francisco office will be lower than the expected rent for the Sacramento commercial office (in an existing building at \$2.45 per square foot). Furthermore, if a significant amount of staff is moving to Sacramento, it will likely require build-to-suit space in Sacramento, with an even higher rent of \$2.96 per square foot.

## Recruitment Challenges

There is competition for labor talent in San Francisco. According to the EDD data, the state government labor force is 13,400 in San Francisco as compared to 86,300 in Sacramento (see Appendix I). Recruiting difficulties in San Francisco has resulted in the Council looking at the private sector for staffing needs, which has led to increased ramp-up times to adequately familiarize new staff with government procedures. Other employment challenges include the loss of top talent to private sector industries that offer higher compensation. This is especially true when recruiting in the Bay Area, where the Council competes with numerous corporations, including those in the information technology industry, for talent.

It is a challenge for private sector staff to understand many of the legislative and procedural issues inherent to public sector service. For example, funding for the Council staff to implement the recently adopted findings of the Language Access Plan Task Force to provide court users with equal access to the court system involves processes at the Department of Finance and the Legislature. Therefore, to advance and protect the interests of the judicial branch in providing service to the public, it is critical to have professional staff in Sacramento who have experience in the workings of government and possess established working relationships with key legislative and judicial partners. Among others, the Council interacts with staff from the Attorney General's Office, the California State Bar, the Department of Social Services, the LAO, the California State Association of Counties, the Chief Probation Officers of California, the California State Sheriffs' Association, and the Department of Corrections. Establishing key relationships in state government is critical to the effective representation of the Council with the Legislature and the executive branch.

## Rent Liability and Risk of Exposure in San Francisco

Under (1) the space assignment issued to the Council by DGS (as governed by California Government Code Section 14682(c)) (see Appendix D1), and (2) the DGS Building Occupancy Policy (see Appendix E), DGS requires the Council to remain responsible for the rental payment for the San Francisco office until successor occupant agencies/tenants can be assigned to backfill the space. Under the terms of the Tax Certificate (see Appendix P) that DGS executed in connection with the 2005 Bonds, DGS cannot backfill the San Francisco office space with non-governmental tenants until the office space is no longer encumbered by the lease purchase agreement associated with the 2005 Bonds. After the bond debt is paid off in 2021, if DGS cannot find governmental tenants to occupy this office space, DGS could then begin to secure non-governmental tenants to fully-backfill all the space vacated by the Council.

## Alignment with Statutory and Executive Directives

In 1992, DGS prepared the San Francisco/Oakland State Facilities Plan of 1992 (the 1992 Plan) which made certain recommendations with respect to state office space requirements in multiple counties, specifically Alameda and San Francisco. DGS prepared the 1992 Plan to address issues resulting from damage to state owned office buildings caused by the 1989 Loma Prieta earthquake. The disaster motivated the state to develop a methodology to identify and evaluate future office space occupancy strategies. The 1992 Plan considered a wide range of alternatives, including the cost of consolidating state offices into new facilities on the sites of the damaged buildings. The combined strategy of redeveloping the 350 McAllister Street/455 Golden Gate Avenue block in the Civic Center to a “reasonable development capacity” was estimated to be the least costly alternative. The 1992 Plan also noted that “[p]rior studies by the Auditor General, the Little Hoover Commission and the analysis prepared for [the 1992 Plan] indicated considerable savings accrue to the State when they occupy State-owned buildings rather than lease from the private sector”... and “[t]herefore, a guiding Principle would be to own/occupy rather than lease.” The 1992 Plan made several recommendations including that the state (a) retain all statewide serving agencies in San Francisco, including, specifically, the Supreme and Appellate Courts and the judicial administrative offices; and (b) develop a new or renovated office facility on state owned land in the Civic Center to house the courts and the judicial administrative offices. (See Appendix D3).

In response to the 1992 Plan, the Legislature, in 1993, adopted Assembly Bill 896 (AB 896) which added Section 14669.8 to the Government Code and made certain legislative findings (Chapter 429, Stats. 1993). (See Appendix D2). In AB 896, the Legislature found and declared that it was “the intent of the Legislature to support the recommendation of the [1992 Plan]” and to “maintain a strong presence of state offices in San Francisco by maintaining the location of the current state-wide-serving agencies...in the San Francisco Civic Center.”

In AB 896, the Legislature also directed DGS to consider the historical value and traditional use of the 350 McAllister Street building that houses the California Supreme Court and First District Court of Appeal, to ensure the rehabilitation of this asset. In furtherance of these legislative findings, as part of AB 896, Government Code section 14669.8 directed the Director of DGS to enter into an amendment to an existing joint powers agreement with the San Francisco Redevelopment Agency in connection with the redevelopment of the 350 McAllister/455 Golden Gate block in San Francisco.

Thus, in 1992 and 1993, the legislative branch and the executive branch decided to maximize the use of the Civic Center site by demolishing the then-existing 455 Golden Gate Avenue structure to accommodate building the present-day Hiram W. Johnson State Office Building and renovating the 350 McAllister building for the purpose of housing the Supreme and Appellate Courts and the judicial administrative offices.

In addition to the above, Government Code Section 14682(b) requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities on behalf of a state agency (see Appendix D1). Pursuant to Executive Order B-17-12 (see Appendix G), Governor Brown directed (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary and whether consolidation and better practices can reduce the amount of square footage leased.

### Compensation Impact

Compensation expenses are impacted by relocation and resulting turnover. Compensation savings typically result because positions filled with new hires are expected to start at the lower end of the salary range. These savings are temporary in nature and will level out over the first ten years among all the scenarios. The one-time compensation savings are eliminated over time as staff approach the higher end of their respective salary range under the recently enacted single salary structure, which will eliminate the use of regional salary differentials across all offices.



## Appendix B1 – Human Resources Methodology

### A. Basic Assumptions

#### Period of Analysis

All scenarios are based on a 10-year period/term, commencing July 1, 2019.

#### Authorized Positions and Vacancies

In keeping with the methodology utilized by the Department of Finance, authorized positions were used throughout the analysis. Authorized positions, as gathered from the Council's Human Resources and Education Management System (HREMS), reflect data as of February 1, 2015<sup>1</sup>. As of July 1, 2015, the actual vacancy rate of the Council is 13.1 percent. The California state budget process assumes that around five percent<sup>2</sup> of authorized positions will be vacant at any given time during the year due to normal turnover and hiring delays. For the purpose of the analysis, a ten percent vacancy rate was applied. All numbers were rounded, and field staff were excluded from the vacancy rate formula. The other offices assumed the vacancy balance from the field. Field staff populations represented a small percentage of the overall population, and potential reductions or growth to those figures would only result in a fraction of a difference.

The count of authorized positions, which included a ten percent vacancy rate, served as the starting point for the entire 10-year analysis period, with each scenario reflecting a different count of positions that were impacted. Scenario I was the baseline case and reflected the authorized positions of the Council as of February 1, 2015. Scenarios II and IV assumed a full consolidation in Sacramento and San Francisco, respectively. Scenarios III, V and VI split the population.

#### Staffing Growth

Past Council staffing efforts have been closely tied to legislative enactments between 1997 and 2002. Among them, the Lockyer-Isenberg State Trial Court Funding Act of 1997, Proposition 220 (Trial Court Unification), the Trial Court Employment Protection and Governance Act of 2000 and the Trial Court Facilities Act of 2002 were primary drivers of staffing growth. However, since fiscal year 2010-2011, the Council has experienced negative or little growth. Growth and reductions typically lag behind legislation as agencies submit requests for Budget Change Proposals (BCPs) after the legislation is approved. Legislation enacted in 2000 and 2002 drove the growth in later years once positions were authorized through the BCP process.

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<sup>1</sup> The 10-year cost analysis does not assume growth or reduction between 2015 and the first year of implementation. The outcome of this analysis may positively or negatively impact turnover prior to 2019, and staffing fluctuations prior to 2019 can only be realistically captured once the recommendation stemming from the results of this analysis is known.

<sup>2</sup> [http://www.lao.ca.gov/analysis\\_2008/general\\_govt/gen\\_anl08002.aspx](http://www.lao.ca.gov/analysis_2008/general_govt/gen_anl08002.aspx)

Table 1: Salaries and Wages Growth Rate

Years	Authorized Positions	% Change	Filled Positions	% Change
2000-2001	415.6		333.4	
2001-2002	492.1	18.41%	404.5	21.33%
2002-2003	510.8	3.80%	470.8	16.39%
2003-2004	579.4	13.43%	490.6	4.21%
2004-2005	717.1	23.77%	552	12.52%
2005-2006	859.6	19.87%	626.1	13.42%
2006-2007	813.4	-5.37%	697.6	11.42%
2007-2008	914.9	12.48%	771.8	10.64%
2008-2009	924.3	1.03%	830.1	7.55%
2009-2010	1000.1	8.20%	875.4	5.46%
2010-2011	1010.2	1.01%	835.7	-4.54%
2011-2012	1012.4	0.22%	799.7	-4.31%
2012-2013	844.3	-16.60%	706.8	-11.62%
2013-2014	835.1	-1.09%	713.7	0.98%
2014-2015	837.2	0.25%		
<b>Avg. Change %</b>		<b>5.67%</b>		<b>6.42%</b>

The Department of Finance publishes an annual report, the *Salaries and Wages Schedule* for approved filled and authorized positions. The Salaries and Wages Growth Rate table (see table 1 above) was extracted from the *Salaries and Wages Schedule*<sup>3</sup> covering multiple years.

The Salaries and Wages Growth Rate table showed significant fluctuation in prior year Council staffing levels; this made it difficult to capture the ‘normal’ growth period for the Council. As such, the analysis assumed a conservative approach in estimating the Council’s growth rate.

This analysis assumed that the Council is expected to increase its authorized position count by 1.5 percent<sup>4</sup> every year for the first five years, then level to 0.5 percent growth for the remainder of the 10-year period.

## B. Measuring Potential Turnover and Retirement

The growth model also assumed natural and relocation-related turnover. Surveys or focus groups to determine the likelihood of staff retention and turnover during a consolidation were not conducted. Rather, the analysis prioritized the use of available data within the Council’s HREMS to perform a person-by-person analysis to calculate the costs of each scenario.

<sup>3</sup> [http://www.dof.ca.gov/budget/historical/2015-16/salaries\\_and\\_wages/](http://www.dof.ca.gov/budget/historical/2015-16/salaries_and_wages/)

<sup>4</sup> The growth rate was not applied to authorized positions located in Real Estate’s field offices as the rate of increase per year would only result in a value equivalent to a fraction of a position.

Calculating Natural Turnover (Retirement)

Person-by-person turnover looks at each incumbent—meaning his or her salary and salary range. For each person, 3.5 percent salary increases<sup>5</sup> were calculated every year until the employee reached the maximum of the range. However, every year, a specific number of employees reached Social Security eligibility age<sup>6</sup> to retire (see table 2 below) and were replaced with new staff at the salary minimum.

*Table 2: Social Security Eligibility Age*

Date of Birth	Last Available Date of Birth	Full Retirement Age	Full in Fraction
1937 or earlier	12/31/1937	65	65
1938	12/31/1938	65 and 2 months	65.166667
1939	12/31/1939	65 and 4 months	65.333333
1940	12/31/1940	65 and 6 months	65.5
1941	12/31/1941	65 and 8 months	65.666667
1942	12/31/1942	65 and 10 months	65.833333
1943--1954	12/31/1954	66	66
1955	12/31/1955	66 and 2 months	66.166667
1956	12/31/1956	66 and 4 months	66.333333
1957	12/31/1957	66 and 6 months	66.5
1958	12/31/1958	66 and 8 months	66.666667
1959	12/31/1959	66 and 10 months	66.833333
1960 and later	2/1/2015	67	67
*Information pulled from the Social Security Administration			
<a href="http://www.ssa.gov/retire2/retirechart.htm">http://www.ssa.gov/retire2/retirechart.htm</a>			
Relevant to our population			

Calculating Turnover due to Relocation

Staff turnover due to relocation was based on a number of factors including commute distance to the new work location, age, and years of service. Staff projected to turnover due to relocation were replaced with new staff at the salary minimum.

The factors are as follows:

- The 95th percentile of all employees in all locations commute no more than 53.08 miles to their current office location, and this is considered the commute zone threshold. If an office move is within the employee’s commute zone threshold (less than 53.08 miles from their home), the analysis assumed these employees would be retained. However, if an office move is outside any given employees’ current commute zone threshold, it was assumed these employees would have a high chance of resigning in favor of opportunities

<sup>5</sup> Annual step increases were discussed in Policy 4.3 – Salary Administration (see Appendix Z). Prior year step increases have been provided at 3.5 percent. Although that amount can change year to year, 3.5 percent was used for purposes of this analysis.

<sup>6</sup> <http://www.ssa.gov/planners/retire/retirechart.html>

closer to home. For these employees (those living greater than 53.08 miles from the new office location), further demographic analysis was used to determine turnover (see following bullet).

- Age and years of service for employees residing outside the commute zone were then factored in to further build upon the analysis. The analysis assumed that employees at or above the retirement age of 50<sup>7</sup> are more likely to relocate and commute to the new location until they reached the five- or ten-year vesting period for retiree health and dental benefits<sup>8</sup>.

Using these factors, employees were into two groups: relocating<sup>9</sup> and resigning (see table 3 below).

*Table 3: Categorizing Turnover due to Relocation*

	Relocate	Resign
Live within 53.08 miles (commute zone) of the new work location	✓	
Live outside the commute zone, age 50 and above, and are within 1-2 years of vesting	✓	
Live outside the commute zone, age 50 and below, and have 5 or more years of service	✓	
Live outside the commute zone, age 50 and below, and have less than 5 years of service		✓
Live outside the commute zone, age 50 and above, and have 10+ years of service or are not within 1-2 years of vesting		✓

### C. Compensation Costs

With the staffing and retention model in place, cost estimates for each authorized position based on salary and benefits data as of February 1, 2015 were developed, and expenditures were projected to fiscal year 2028-2029. When actual cost data was not

<sup>7</sup> State Miscellaneous employees are eligible to receive a retirement benefit beginning at age 50 - <http://www.calpers.ca.gov/eip-docs/about/pubs/member/your-benefits-your-health-state-misc-inds-benef.pdf>

<sup>8</sup> Judicial Council employees are eligible to receive retiree health and dental benefits in compliance with Policy 6.10 (E) (see Appendix M).

<sup>9</sup> Employees who were within 2 years of vesting were expected to temporarily relocate and resign after two years. Please note that Judicial Council executives (Administrative Director, Chief of Staff, Chief Operating Officer, Chief Administrative Officer) were assumed to relocate regardless of the scenario.

available (for projected new hires and/or vacancies), published data took precedence over internal metrics. The analysis relied on data from:

- [State Miscellaneous & Industrial Benefits Booklet](#) and [Circular Letters–CalPERS](#); and
- Management Information Retrieval System and the California Leave Accounting System – Office of the State Controller.

### Salaries

Salary information<sup>10</sup> factored in a 3.5 percent step increase<sup>11</sup> for eligible employees, and cost of living adjustments<sup>12</sup> over a 10-year period. To account for salary differences between the existing 2015 data and salaries at the time of implementation in 2019, compensation levels were aged between 2015 and 2019, reflecting cost of living adjustments and step increases during the four-year period.

This analysis assumed that all new employees were hired at the minimum of the salary range.

### Benefits

Benefits information included current actual expenditures and projected expenditures tied to the employer's costs of health/dental benefits, Social Security and Medicare, CalPERS employer retirement contributions, and vision and life insurance. For new hires throughout the 10-year period, this analysis assumed that all new employees elected benefits coverage for themselves and one dependent<sup>13</sup>.

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<sup>10</sup> All salaries reflected in Year 1 (across all options) have been gathered from HREMS. Where necessary, salaries were annualized based on the monthly rate received as of February 1, 2015, and prorated based on the time base of the employee.

<sup>11</sup> From Years 2 through 10, amounts are adjusted based on a 3.5 percent annual step increase. Judicial Council employees are eligible to receive a step increase if their current salary does not exceed the maximum of the salary range, and if they receive a "Meets Expectations" rating or higher on their performance evaluation. Access to performance management data was limited and performance varied year to year, which made it difficult to predict if an employee will receive a 3.5 percent increase in a given year. As such, the analysis assumed that all employees earned a 3.5 percent increase (or lower depending on their position in the range) until they reached the maximum of the salary range.

<sup>12</sup> Included in the Governor's proposed state budget for the 2015-16 fiscal year is \$4.6 million to provide for a two percent cost-of-living adjustment for employees of the Supreme Court, Courts of Appeal, Judicial Council, and the Habeas Corpus Resource Center. An additional 2.5 percent adjustment is projected for the 2016-17 fiscal year. Calculations also included a conservative adjustment of 1 percent per year for the remainder of the 10-year savings horizon.

<sup>13</sup> Dental contribution rates for two-party plans vary based on service providers. The average of all two-party 2015 plan rates was utilized. The practice of assuming two-party code for benefits calculations follows the same methodology the Judicial Council has used in calculating the costs of positions requested during the BCP process. The two-party code reflects the middle rate of all available plans.

One major limitation in relying on only current rate data was the lack of a defined metric by which to base future employer retirement contribution rates. A basic regression analysis was conducted to develop rates for each year over a 10-year timeframe, referencing employer contribution rates as published through CalPERS Circular Letters<sup>14</sup>. However, it was unrealistic to assume these rates will grow at that pace. CalPERS employer contribution rates rely on various actuarial assumptions including projected age at retirement, life expectancy, salary inflation, and the assumed rate of return on investments. These assumptions will not be captured under a basic regression analysis.

This analysis assumed that all new employees selected the first tier State Miscellaneous Member retirement benefit<sup>15</sup> using current fiscal year rates. Existing employees were assigned to their current retirement benefit election.

#### **D. Recurring Costs**

##### Transit Subsidy

All Council employees (with the exception of retired annuitants) are eligible to receive a \$130 per month 'stipend' to use on public transportation expenses. In fiscal year 2013-14, Clipper card users represented 92.98 percent of all transit subsidy expenses. This expense is expected to decrease if the Council consolidates its offices in Sacramento. For those employees who typically utilized Clipper and were identified as moving to Sacramento, their benefit (on an annual basis) was reduced.

##### Bus Transportation System

To ease in transition efforts, the Council may implement a bus system to shuttle employees to and from Sacramento for the first five years. Any savings realized from the \$130 transit subsidy could be utilized for the bus system.

The bus system allowance applied to Scenarios II and III. The allowance did not apply to Scenarios IV, V or VI since all the staff moving from Burbank or Sacramento to San Francisco (if any) would receive a transit subsidy (as accounted for in the Transit Subsidy costing). Only staff who are impacted (excluding Burbank) and retained employment with the Council in Scenarios II and III received this benefit. The bus system allowance was calculated by the number of staff impacted in a move from San Francisco to Sacramento and remained with the Judicial Council, multiplied by a \$130 bus allowance per month.

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<sup>14</sup> <https://www.calpers.ca.gov/page/employers/policies-and-procedures/circular-letters>

<sup>15</sup> The practice of assuming the Tier 1 retirement benefit for all new positions follows the same methodology when calculating the costs of positions requested during the BCP process. The Tier 1 retirement benefit is the most commonly selected retirement plan of Judicial Council employees.

### Fixed Recruitment Costs (Recurring Only)

Recurring costs also included costs for LinkedIn and participation in career fairs. This cost was fixed across all scenarios, costing \$32,594 per year.

## **E. Non-Recurring Costs**

### Unemployment Insurance

A large percentage of staff was expected to resign under each consolidation scenario. The EDD has published on its website<sup>16</sup> the calendar year 2015 unemployment benefit figures. The maximum weekly benefit amount is \$450 per week for 26 weeks (see table 4, below). The level of unemployment benefit is based on the highest amount of wages earned in a quarter<sup>17</sup>. The average monthly salary of a Council employee is approximately \$7,730 per month. This equates to roughly \$23,190 per quarter. Based on the average wages earned per quarter, Council employees, on average, will receive the maximum weekly benefit amount of \$450 per week (\$11,700 for the entire six-month benefit).

Unemployment Insurance (UI) costs only applied to the first year of relocation. It is assumed that employees will not be eligible to apply for UI for resignations that occur two to three years after a relocation.

*Table 4: Unemployment Insurance (UI) Statistics*

Data Archives	Current Data For the Month of May 2015
Tax Schedules	Schedule F+
Taxable Wage Ceiling	\$7,000
Minimum Weekly Benefit Amount	\$40
Maximum Weekly Benefit Amount	\$450
Average Weekly Benefit Amount	\$307
Average of Average Weekly Benefit Amount (CYTD)	\$304
Initial Claims Filed	173,189
Total Initial Claims Filed (YTD)	1,015,539
Weeks Paid	1,361,688
Total Weeks Paid (YTD)	7,980,241
Benefits Paid	\$407,921,539
Total Benefits Paid (YTD)	\$2,373,304,065
UI Trust Fund Balance as of May 2015	(\$5,272,387,178.53)
Insured Unemployment Rate (13 week average)	2.58%
Information by County	Contains current and historical information

### Payment of Leave Balances

Leave balance data was available as of February 1, 2015. Leave balance amounts were based on current balances and averaged for those employees that resign. This amount also included employer costs for Social Security and Medicare valued at 7.65 percent of gross wages. While leave balance costs tied to resignations were

<sup>16</sup> [http://www.edd.ca.gov/about\\_edd/Quick\\_Statistics.htm](http://www.edd.ca.gov/about_edd/Quick_Statistics.htm)

<sup>17</sup> [http://www.edd.ca.gov/pdf\\_pub\\_ctr/de1101bt5.pdf](http://www.edd.ca.gov/pdf_pub_ctr/de1101bt5.pdf)

expected to be high in the first year following a relocation, those costs are expected to taper off and end after the third year.

### Outsourcing Costs

A significant decrease in staff will result in additional costs to fill positions. The analysis assumed that current recruitment staff will not have the capacity to fill all vacant positions in the first year of the relocation. To support the increased rate of hiring that will be needed in the first year, an additional cost of hiring an outplacement staffing firm was projected. Industry figures typically calculate costs to be 20 percent of new employees' annual salaries<sup>18</sup>.

These costs are significant, but are expected to decrease in the second and third years as vacant positions become filled and fewer staff resign due to relocation.

### Turnover Dependent Recruitment Costs (Non-Recurring Only)

Human Resources currently uses the following job boards to post its vacancies:

- Craigslist
- Whohascourtjobs
- Monster
- Career Builder
- Dice
- National Center for State Courts
- Construction Jobs
- California Minority Counsel Program

Each job typically relies on two to three advertising sources. During the first three years of the relocation, Human Resources will cast a wider net—relying on additional job boards to fill multiple positions. Job boards were reviewed for IT and non-IT jobs and the cost per posting was averaged (see table 5). These were categorized as non-recurring costs since they are dependent on the number of vacant positions<sup>19</sup> tied to the relocation.

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<sup>18</sup> <http://www.entrepreneur.com/article/234665>

<sup>19</sup> Vacant positions were categorized as either IT or Non-IT and recruitment advertising costs were applied based on the nature of the job.



*Table 5: Recruitment Advertising Costs*

IT			NON-IT		
Mashable	\$ 199.00	per posting	Simply Hired	\$ 99.00	per posting
GitHub	\$ 450.00	per posting	Monster	\$ 135.00	per posting
icrunchdata	\$ 795.00	unlimited	Career Builder	\$ 176.00	min 50 jobs
Stack Over Flow	\$ 495.00	per posting	Sac Jobs	\$ 400.00	unlimited
Beyond	\$ 49.90	min 10 jobs			
Authentic Jobs	\$ 249.00	per posting			
Dice	\$ 419.00	per posting			
Base Jobs	\$ 34.90	min 10 jobs			
Average	\$336.48		Average	\$202.50	

### Training and Institutional Knowledge Transfer

Training and institutional knowledge transfer will be required on a case-by-case basis as senior staff and other subject matter experts resign from the organization due to relocation. This represented an increased cost in the loss of institutional knowledge. The California Department of Human Resources recommended a set of activities to transfer institutional knowledge between staff, which include cross-training, mentorship, job shadowing, and on boarding<sup>20</sup>. Additionally, the California Department of Transportation (Caltrans) outlined several strategies<sup>21</sup> for knowledge transfer including rotational programs, multimedia sources, individual sharing through cross training and job shadowing, and group sharing through knowledge fairs and workshops.

Using these techniques, the analysis assumed that the Council will retain staff for a short period to train new employees, and will incur additional salary and benefits costs due to an overlap in positions. Based on an example within Caltrans, the transitional training period for a supervisor classification lasted approximately one to two months.

For those populations impacted by the move and will resign, additional transition period costs of two months was applied. This factor assumed that the agency will incur an additional two months of pay while the employee trained the new replacement. This will be applied to all supervisors and above, with at least five years of experience, who are identified to resign for the first three years of the relocation.

<sup>20</sup> <http://www.calhr.ca.gov/Documents/wfp-developing-a-workforce-plan-session-3-text-only.pdf>

<sup>21</sup> [http://www.dot.ca.gov/docs/ct\\_knowledge\\_transfer\\_guidebook.pdf](http://www.dot.ca.gov/docs/ct_knowledge_transfer_guidebook.pdf)

## Appendix B2 – Real Estate Methodology

### Rental Rates

Market rates and assumptions for rent escalations and commercial tenant improvement allowances were developed based on a review of available commercial and government real estate data. Rent was escalated by three percent annually to reflect an upward trend in the prime interest rate. The Council's office leases in Sacramento and Burbank are full service leases, with rental rates that include all operating costs, such as maintenance, repairs, utilities, property insurance, and property taxes.

#### San Francisco Rental Rates

DGS, with the approval of the Department of Finance, establishes rent rates for state-owned buildings each fiscal year and publishes these rates in the DGS Price Book. Rent rates for the San Francisco office are based on estimated costs to operate and maintain the buildings and debt-service costs for the 2005 Bonds; the rates are not driven by the commercial real estate market. Rates include operating costs such as maintenance, repairs, security, and utilities<sup>1</sup>. Property taxes are not included in rent because property owned by the State of California is exempt from property taxes<sup>2</sup>. The 2005 Bonds<sup>3</sup> require DGS to carry property and liability insurance, including earthquake insurance if available at commercially reasonable rates, on the San Francisco building through bond maturity in late 2021. It is not known whether DGS will opt to continue commercial insurance coverage or self-insure for casualties following bond payoff. Premiums for commercial insurance are not included in the San Francisco rent rate projections following bond payoff.

In FY 2015–2016, the monthly rate for San Francisco is \$4.53 per net square foot per month for office space and \$1.46 for storage space. Approximately 65 percent of the office rate is attributable to bond repayments and the remaining 35 percent to operations and maintenance costs. DGS charges a lease surcharge on rent charges for regional facilities planning services<sup>4</sup>. Projected rent rates for San Francisco include a lease surcharge of 0.40 percent throughout the analysis. In order for San Francisco rates in net square feet (NSF) to be more easily compared with rates for commercial leases in this analysis, DGS rates in NSF are reduced by a 20 percent conversion factor to provide rates in rentable square feet (RSF) (see Square Footage Conversion Factor below). (See Table 1 below.)

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<sup>1</sup> TT Code 3310 in DGS Price Book -

<http://www.documents.dgs.ca.gov/ofs/PriceBook/PricebookCurrentVersion.pdf>

<sup>2</sup> California Constitution, Article XIII, section 3 - [http://www.leginfo.ca.gov/const/article\\_13](http://www.leginfo.ca.gov/const/article_13)

<sup>3</sup> Section 4.4 of the Lease Purchase Agreement dated December 1, 1996 (see Appendix C).

<sup>4</sup> Code 2890/3310 in DGS Price Book -

<http://www.documents.dgs.ca.gov/ofs/PriceBook/PricebookCurrentVersion.pdf>

*Table 1: San Francisco FY 2015-2016 Rent Rate Detail*

Square Footage Type	Bond-Related Costs	Operations and Maintenance	Monthly Rent	Monthly Rent with 0.4% DGS Surcharge
Net Square Feet	\$2.90	\$1.63	\$4.53	\$4.55
Rentable Square Feet (20% conversion factor)	\$2.42	\$1.36	\$3.78	\$3.79

Rent projections are based on these assumptions:

- Regular operations and maintenance costs will escalate by three percent annually.
- Bond-related costs including bond payments, insurance, and State Public Works Board fees remain constant until the 2005 Bonds mature.
- Costs for major repairs and replacements as the building ages will increase beyond the current operations and maintenance costs. A baseline amount of \$0.31 per square foot monthly for FY 2015-2016 will escalate by three percent annually.

Table 2 (below) illustrates these assumptions by breaking down the monthly rent into its three major components (bond costs, operations and maintenance, and the reserve for repairs and replacements) in FY 2015-2016 and escalates the rates to FY 2022-2023:

*Table 2: San Francisco Rent Escalations*

Fiscal Year	Bond-Related Costs	Operations and Maintenance	Reserve for Major Repairs & Replacements	Monthly Rent with Reserve and 0.4% DGS Surcharge
<b>FY 2015-2016</b>	\$2.42	\$1.36	\$0.31	\$4.10
	↓ Remains constant	↓ +3% annually	↓	↓
<b>FY 2021-2022</b>	\$2.42	\$1.62	\$0.37	\$4.43
<b>FY 2022-2023</b>	<b>Bond paid off</b>	<b>\$1.67</b>	<b>\$0.38</b>	<b>\$2.06</b>

Note: FY 2015-2016 rent charges do not actually include a reserve for major repairs and replacements. It is shown above for illustrative purposes.

Rental rates for the San Francisco office have remained essentially the same over the past ten years. While there have been rate fluctuations from year to year in the last decade, the average annual change is minimal over this period. Flat rental rates are not expected to continue therefore a three percent escalator is applied to the baseline FY 2015-2016 operations and maintenance costs annually throughout the analysis period.

Bond-related costs are projected to remain the same until the 2005 Bonds are paid off in late 2021. According to the bond repayment schedule (see Appendix C), remaining payment amounts are essentially unchanged through bond payoff. The 2005 Bonds are in the process of being refinanced. The bond term is expected to remain the same and

the refinancing is anticipated to generate savings for the State for the remainder of the term. The Council is not yet aware if these savings will result in lower rent rates or if some or all of the savings will be applied towards future building repair and renewal costs.

The San Francisco building will be in the 20 to 30 year old<sup>5</sup> range during the analysis period. The current rent rate includes a \$0.05 per RSF reserve for special repairs, however this rate will be insufficient to cover long-term costs of major repairs and building system replacements as the building ages. A recent report<sup>6</sup> from the Legislative Analyst's Office recommended that rent rates for state-owned buildings be set to better reflect ongoing needs. Ideally, projections for the reserve amount in this analysis would be based on an evaluation of the actual condition of the building and its systems. DGS recently conducted an assessment of the condition of the building; however the assessment report is not yet available.

In the absence of information specific to the San Francisco building, an estimate of \$70 per square foot was used as the basis for determining a reserve amount. The \$70 estimate was obtained from a condition assessment report for a building in the Civic Center area which covered the reserve costs over the useful remaining life of that facility. For the San Francisco office, the \$70 per square foot estimate was reduced by 50 percent to account for the significantly shorter 10-year analysis period. In FY 2014-2015 dollars, this equates to \$0.30 per month. This baseline amount is escalated by three percent to \$0.31 per month in FY 2015-2016 and three percent escalations are applied annually thereafter.

### **Position Counts**

The Position Growth by Scenario counts (see Appendix T) were used to determine space requirements.

### **Square Footage Conversion Factor**

In commercial real estate, square footage is typically stated in rentable square feet, which, in addition to usable square feet, includes a proportional share of common areas, such as corridors and lobbies. For Burbank and Sacramento, a 15 percent load factor is applied. In order to standardize the square footage type used in this report, a 20 percent load factor<sup>7</sup> is applied to convert net square footage (which is used by DGS) for San Francisco to rentable square footage which is used by commercial property owners. Unless otherwise indicated, all square footage is stated in rentable square feet.

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<sup>5</sup> Construction of the Hiram W. Johnson State Office Building and extensive renovation of the Earl Warren Building were completed in 1998.

<sup>6</sup> <http://lao.ca.gov/reports/2015/budget/state-buildings/addressing-deferred-maintenance-031915.pdf>

<sup>7</sup> Rental rates in net square feet (NSF) are, on average, approximately 20 percent higher than rates calculated on a rentable square foot (RSF) basis. DGS San Francisco Bay Area Regional Facilities Plan 2009, Chapter 2, page 34.

## **Space Planning**

The following methodology was used to determine requirements for new leased space and expansion space in Sacramento and Burbank.

DGS space standards outlined in section 1321.14 of the State Administrative Manual were used as a guideline to allocate either office or workstation space to each of the Council's positions. This resulted in an average office or workstation assignment of 98 usable square feet (USF) per position.

In line with space planning best practices, allowances were added for printers and files (15 percent) and copy, conference, and break rooms (20 percent). To this subtotal, an allowance of 40 percent was added for circulation, resulting in 185 USF per person. In the *Workspace Utilization and Allocation Benchmark* study, published in July 2011 by the U.S. General Services Office of Real Property Management Performance Measurement Division, private sector survey respondents reported an average space per person of 200 USF, with a median of 193 USF as compared to the Federal benchmark of 190 USF. The 185 USF per person in the planning for Council consolidation is slightly lower and reflects the size of the standard DGS workstation (64 USF) and the total number of workstations anticipated in the Council offices. When the load factor is applied to the 185 USF per person, the rentable square footage per person is 213.

For Sacramento in Scenario II, special program areas are added to the workspace totals for a conference center (25,000 USF), main server room (4,000 USF), copy center (2,000 USF), and central storage area (1,000 USF). The conference center size is based on the existing third floor conference center in San Francisco (21,000 USF) with additional space to accommodate the volume of usage at the Sacramento conference center. The main server room and copy center are sized similar to the existing functions in San Francisco. The central storage area is greatly reduced from the existing storage area in San Francisco based on the assumption that new space to duplicate that basement area would not be provided in new leased space and that warehouse type storage space could be leased if the stored items could not be eliminated.

For Sacramento in Scenario III, special program areas are added to the workspace totals for a main server room (4,000 USF), copy center (2,000 USF), and central storage area (1,000 USF).

## **Expansion assumptions**

Space and expansion requirements were determined based on the Space Planning methodology described above and the number of positions anticipated. It is not practical to increase office space annually; therefore, in order to accommodate incremental staff growth, Year 1 space accommodates the number of positions anticipated in Year 10.

## **Construction Costs**

Construction costs in Sacramento and Burbank commercial leased spaces were based upon current office tenant improvement cost information from several construction management firms. Information from actual projects was averaged and used for these estimates.

Estimates for tenant improvements in leased space include the following: construction cost based on type of space (general office, server room, copy center, or conference center), furniture, data, communications, security, architectural and engineering design, plan check fees (local, Department of State Architect (DSA), and State Fire Marshal (SFM)). Consistent with industry best practices, a cost contingency was added (ten percent of construction costs). Added to these costs is escalation to start of construction and moving costs.

Input from Sacramento area construction managers suggests that construction costs for the Sacramento and Burbank areas are nearly identical. 2015 construction costs are escalated by 2.6 percent per year based on a five-year average of increases to the California Construction Cost Index (CCCI). (See Appendix U). For purposes of the analysis, construction costs are paid in a lump sum, rather than amortized over the term of the lease or built into the rental rate.

According to the DGS Building Occupancy Policy, plans for alterations in the state-owned San Francisco office must approved by DGS and if DGS elects, the alterations shall be constructed by DGS or its contractors. At DGS's option, space planning or tenant improvements may be delegated to occupant agencies with certain restrictions. Cost estimates from DGS were not available for this analysis, so a 2009 DGS cost estimate for proposed Council tenant improvements in San Francisco, escalated to 2015 using the April 2015 CCCI, was scaled for use in scenarios requiring construction in San Francisco. Costs for a DGS managed project in a state-owned building are typically higher than those for a Council-managed project in a commercial leased space. This is because DGS passes through additional costs that the Council would not otherwise incur, such as costs for construction inspection staff, construction inspection staff travel, printing/ mailing, construction guarantee inspection, project/construction management (DGS staff time), and Disabled Veterans Business Enterprise (DVBE) assessment.

Estimates for tenant improvements in San Francisco include demolition, construction of new tenant improvements, furniture, data, communications, security, architectural and engineering design, DGS construction inspection, DGS inspector travel, printing, mailing, special consultants, materials testing, DGS project management, DVBE assessment, DSA project review, California Environmental Quality Act (CEQA) review, due diligence review, and SFM review.

Because the San Francisco office is state-owned, no tenant improvement allowances are assumed to offset construction costs in San Francisco.

## **Moving Costs**

Moving costs of \$4 per square foot are based on average cost input from Sacramento area construction managers. This rate is applied to the total number of square feet vacated, and is not escalated in the analysis. For moves involving relocation of staff within the San Francisco or Sacramento offices, a weighted average of current costs (\$60 per workstation and \$100 per office), or \$75, is applied to a portion of the positions remaining in those offices.

Moving cost estimates do not include costs associated with relocating special-use spaces such as the server room currently located in San Francisco relocating to Sacramento in Scenarios II and III.

## **Special Considerations for San Francisco Office**

### Ongoing Rent Obligation

Absent any legislative or statutory relief, under (1) the space assignment agreement issued to the Council by DGS (as governed by California Government Code Section 14682(c)) (see Appendix D1), and (2) the DGS Building Occupancy Policy (see Appendix E), DGS will require the Council to remain responsible for the rental payment for the San Francisco space until successor occupant agencies can be assigned to backfill the space.

### Backfill by State Agencies

Optimally, all vacant Council space would be backfilled permanently by other state agencies, thereby minimizing the Council's exposure for costs of carrying vacant space. Government Code section 14682(b) (see Appendix D1) requires DGS to consider the utilization of existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities on behalf of a state agency. Further, in Executive Order B-17-12 (see Appendix G), Governor Brown directed (1) DGS to renegotiate state leases and keep rental costs as low as possible and (2) state agencies to work with DGS to review whether leased space is essential and necessary and whether consolidations and better practices can reduce the amount of square footage leased.

A search of the DGS Statewide Property Inventory<sup>8</sup> (SPI) in October 2015 for state agency leases in San Francisco expiring one year prior to the analysis start date (i.e. July 1, 2018) forward identified ten possible backfill candidates (see Appendix S). According to information provided by DGS, the Franchise Tax Board is planning to consolidate its San Francisco leased space in Oakland and the Department of Business Oversight has a programmatic need to be located in the Financial District because of their institutional oversight mandate. As such, these agency leases are excluded as potential backfill candidates. It is undetermined at this time if programmatic requirements or other factors would preclude any of the remaining agencies on the list from backfilling space at the San Francisco office. Due to this uncertainty, the analysis incorporates 75 percent rather than 100 percent of the square footage of the remaining

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<sup>8</sup> <http://www.spi.dgs.ca.gov/wscripts/spi.asp>

agencies. The square footages were applied on the target occupancy dates in the tables (see Appendix S). The first target relocation date of January 1, 2020 is six months after the Council vacates the space, which allows for six months of minor construction work, such as construction of demising walls and reconfiguration of work spaces, to be completed. Costs for such construction work would not be borne by the Council, so estimates for these costs are not included in the analysis. Agencies with leases that expire before the January 1, 2020 move-in date would have to extend their leases to align with this date, which cannot be assured, particularly in tight market conditions. In the analysis, the backfills by state agencies are assumed to be permanent relinquishments, with no further obligations for the Council.

### Commercial Tenants

Under the terms of the Tax Certificate (see Appendix P) that DGS executed in connection with the 2005 Bonds, DGS cannot backfill the San Francisco office space with non-governmental tenants until the building is no longer encumbered by the Lease Purchase Agreement associated with the 2005 Bonds. After the bond debt is paid off in 2021, if DGS cannot find governmental tenants to occupy this office space, DGS can begin to secure non-governmental tenants to fully backfill all the space vacated by the Council. Starting in July 2022, following bond payoff and the last state agency lease expiration date listed on the SPI, it is assumed the remaining vacant space is filled with non-state agencies.

It is unknown at this time if DGS would agree to a permanent relinquishment of space if a successor occupant is not a state agency. If the Council has ongoing obligations for space, the Council will incur costs if occupants for the remaining space are not secured on a continuous basis going forward. In the analysis this exposure is quantified by costs to carry vacant space for interim periods between occupancy by commercial tenants (lease-up periods). Under the State Administrative Manual, commercial tenants are restricted to five-year terms; this guideline is used for the term of each of the approximately 30,000 square feet occupancy agreements. The lease-up period between occupancy by commercial tenants is assumed to be six months.

### Seventh Floor Space

In 2012, the Council vacated the 46,291 square foot seventh floor office space, consolidated staff into the Council space on other floors, and entered into an interagency agreement for the California Public Utilities Commission to occupy the floor through June 30, 2015. DGS is currently working with three state agencies to occupy the entire seventh floor on a permanent basis, targeted to occur in 2016. All scenarios assume the seventh floor will be backfilled and permanently relinquished by the start of the analysis period on July 1, 2019.

## **San Francisco Scenario-Specific Methodology**

### Scenario I

The current space can accommodate anticipated growth in positions through the analysis period. Based upon the current number of work spaces in San Francisco and



the number of positions in Appendix T in Year 10, the Council could relinquish approximately 20,000 square feet of space in addition to the seventh floor. Because there are currently no plans to relinquish additional space, the Council retains the all the space in the San Francisco office except the seventh floor in this scenario.

### Scenario II

The Council vacates 177,923 square feet of space in San Francisco. State agency backfills of 117,930 square feet through July 1, 2022 reduce the vacant office space carried by the Council to 59,993 square feet (see Appendix S). After bond payoff, starting in July 1, 2022, two five-year commercial occupancy agreements of 30,000 square feet and 29,993 square feet, each with six-month lease-up periods are applied, bringing the total backfill to 100 percent of the vacated Council space.

The SPI did not identify storage space leased for the potential backfill state agencies. The analysis does not assume backfill of storage space prior to bond payoff. However following bond payoff, starting in FY 2022–2023, the analysis assumes 90 percent backfill of the available space for the remainder of the analysis period.

### Scenario III

Based upon the current number of work spaces in San Francisco and the number of positions in Appendix T in Year 10, the Council retains 129,386 square feet of space for the analysis period. Virtually all of the 73,737 square feet of vacated space is backfilled by state agencies by July 1, 2022 (see Appendix S). Costs to construct demising walls to separate the retained space from relinquished space or to convert the relinquished space from a single-tenant to multi-tenant floor are not included in the analysis.

The Council retains half of the current storage space. The SPI did not identify storage space leased for the potential backfill state agencies. The analysis does not assume backfill of storage space prior to bond payoff. However following bond payoff, starting in FY 2022–2023, the analysis assumes that vacant storage space except for ten percent is backfilled for the remainder of the analysis period.

### Scenario IV

The current number of work spaces in the 203,123 square feet without the seventh floor is not sufficient to accommodate the positions in Year 10. In order to provide the number of work spaces required, the analysis assumes the existing fifth, sixth, and eighth floors will be extensively renovated. Renovation to align with the space planning guidelines described in the Space Planning section above would increase the number of work spaces available. Further, 5,914 square feet of additional space is required. The rental rate for the additional space is assumed to be the same as the San Francisco office. Council staff would not be able to occupy the affected floors during construction, so alternative space would be necessary to house displaced staff temporarily. Costs for temporary alternative space are not included in the analysis.

### Scenario V

The current number of work spaces in the 203,123 square feet without the seventh floor is not sufficient to accommodate the positions in Year 10. In order to provide the number of work spaces required, the analysis assumes a significant portion of the existing fifth, sixth, and eighth floors will be extensively renovated. Renovation to align with the space planning guidelines described in the Space Planning section above would increase the number of work spaces available. Council staff would not be able to occupy the affected floors during construction, so alternative space would be necessary to house displaced staff temporarily. Costs for temporary alternative space are not included in the analysis.

### Scenario VI

Based upon the current number of work spaces in San Francisco and the number of positions in Appendix T in Year 10, the Council retains 194,169 square feet of space for the analysis period. Approximately two-thirds of the 8,954 square feet of vacated space is backfilled by state agencies by July 1, 2022 (see Appendix S). Costs to construct demising walls to separate the retained space from relinquished space or to convert the relinquished space from a single-tenant to multi-tenant floor are not included in the analysis.

## **Sacramento Scenario-Specific Methodology**

According to DGS, sufficient space is not currently available in state-owned buildings to accommodate a significant Council space expansion in Sacramento. All scenarios except Scenario II, the Sacramento consolidation, assume the two Gateway Oaks leases will be extended beyond the current July 31, 2016 expiration dates and rent reduced from the current rates of \$2.25<sup>9</sup> and \$2.30<sup>10</sup> per square foot to market rent. Based upon information from Sacramento real estate sources, current rent in the Natomas submarket for buildings comparable to Gateway Oaks is in the \$2.00 to \$2.10 per square foot range. In this analysis, a mid-range \$2.05 per square foot per month is projected at lease renewal. This rate assumes negotiations for lease extensions would occur soon; rates are projected to trend higher as the expiration date nears. The Council has two three-year options to extend the 2860 Gateway Oaks lease at fair market rent. The Council does not have extension options available in the 2850 Gateway Oaks lease which would assure rent will be set at market rates at renewal. The \$2.05 per square foot rate is escalated by three percent annually from 2016; the rate at commencement of the analysis period in July 2019 will be \$2.24 per square foot per month. This rate is escalated by three percent annually thereafter. Rent for space in a facility comparable in building class to the San Francisco office would be higher than the rates used in this analysis.

### Scenario I

Both Sacramento commercial leases are retained throughout the analysis period. Based upon the number of work spaces currently in the Sacramento office, the current square

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<sup>9</sup> 2860 Gateway Oaks lease

<sup>10</sup> 2850 Gateway Oaks lease

footage could be reduced to approximately 43,015 square feet and still accommodate the positions anticipated in Year 10. Because such a reduction is not currently planned and this scenario is reflective of the current state, the current space is retained throughout the analysis period.

### Scenario II

The consolidated space is 204,022 square feet. Based on current market availability, it is unlikely that the space requirement could be met in one or even two existing buildings in the Natomas area. Rather than split the staff among a number of different buildings, this scenario assumes the Council will lease space in a single new build-to-suit facility. Until earlier this year, a multi-year moratorium on new construction in the Natomas area was in place due to concerns over levees. Due to the lack of recent construction in the area, comparable rates for a build-to-suit facility are not available. Sacramento real estate sources estimate the range for a build-to-suit facility in the Natomas area comparable in building class to Gateway Oaks is \$2.45 to \$2.65 per square foot, with a \$50.00 per square foot tenant improvement allowance. Rent for a build-to-suit facility in Sacramento comparable in building class to the San Francisco office would be higher than the rates used in this analysis.

A FY 2015-2016 baseline of \$2.55 per square foot rate is escalated by three percent annually for two years to account for inflation from current year to lease execution, bringing the rate to \$2.71 per square foot at the start of the analysis period. This rate is escalated by three percent annually thereafter. A \$50.00 per square foot tenant improvement allowance is applied to tenant improvement costs for building out the space to meet the Council's functional requirements.

### Scenario III

The two existing Gateway Oaks leases are retained and the Council acquires 37,835 square feet of space in facilities comparable to Gateway Oaks in the Natomas area. Based on information from Sacramento real estate sources, the current commercial tenant improvement allowance is estimated at \$30.00 per square foot. A \$30.00 per square foot tenant improvement allowance is applied to tenant improvement costs for building out the additional space to meet the Council's functional requirements.

### Scenarios IV and V

A portion of the existing Sacramento leased space is retained for office space, hoteling, and conference/training space. Costs to construct demising walls to separate the retained space from relinquished space or to convert the relinquished space from a single-tenant to multi-tenant floor are not included in the analysis.

### Scenario VI

Based upon the current number of work spaces in the Sacramento office, the current Gateway Oaks square footage is reduced to 45,051 square feet and accommodates the positions projected by Year 10. Costs to construct demising walls to separate the retained space from relinquished space or to convert the relinquished space from a single-tenant to multi-tenant floor are not included in the analysis.

## **Burbank**

### Scenarios I and V

The existing 10,666 square foot commercial lease space in Burbank is retained throughout the analysis period. Year 1 includes an expansion to 11,730 square feet to accommodate five additional positions. A \$15 per square foot tenant improvement allowance is assumed for this expansion.

The average rate per square foot in 2015 for space in an office building in Burbank is \$3.15 (see Appendix Y). This is escalated by three percent annually, from 2015 through to the end of the analysis period. The starting rate at the beginning of the analysis period is \$3.54 per square foot.

## **Governmental Affairs Office**

### Scenario I

The lease is maintained without expansion throughout the analysis period. The current lease is extended in 2017 and the rate is increased by three percent annually.

## **Facilities Management Offices**

### Scenario I

The eight existing field office leases will be retained for the analysis period. No additional leases are added during that time and no expansions of existing spaces are planned. Lease rates used for the analysis are the rates specified in the individual lease contracts through lease expiration (including any options to extend), and are escalated by three percent annually thereafter.

### Scenarios II through VI

Six of the field office leases will be terminated or expire prior to the start of the analysis period. The two remaining leases will expire in 2020. Lease rates used for the analysis for the two remaining leases are those specified in the individual lease contracts.

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LEASE PURCHASE AGREEMENT

by and between the

SAN FRANCISCO STATE BUILDING AUTHORITY  
as Lessor

and the

STATE OF CALIFORNIA  
by and through the Department of General Services  
as Lessee

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RETURN

Dated as of December 1, 1996

NO DOCUMENTARY TRANSFER TAX DUE.  
This Lease Purchase Agreement is  
recorded for the benefit of the  
State of California and is exempt  
from California documentary  
transfer tax pursuant to Section  
11928 of the California Revenue  
and Taxation Code and from  
recording fees pursuant to  
Sections 6103 and 27383 of the  
California Government Code.

# G086134

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LEASE PURCHASE AGREEMENT

This LEASE PURCHASE AGREEMENT, dated as of December 1, 1996, by and between the STATE OF CALIFORNIA, by and through its duly appointed, qualified and acting Director of the Department of General Services (the "Department"), and the SAN FRANCISCO STATE BUILDING AUTHORITY (the "Authority"), a public entity and agency, duly organized and existing pursuant to the agreement entitled "Joint Exercise of Powers Agreement for the San Francisco State Building by and between the State of California and the Redevelopment Agency of the City and County of San Francisco", as amended;

WITNESSETH:

That for and in consideration of the mutual promises and agreements herein contained, the Department and the Authority hereby agree as follows:

ARTICLE I: RECITALS

Section 1.1. Status and Powers of Authority. The Authority is a joint exercise of powers authority duly organized and operating pursuant to Article 1 (commencing with Section 6500) of Chapter 5, Division 7, Title 1 of the California Government Code and pursuant to the Authority Agreement to acquire, hold and dispose of real and personal property and to undertake and perform the actions and duties more particularly described herein.

Section 1.2. Powers of Department. The Department is authorized by Section 14669.8 of the California Government Code to enter into an amendment to the Authority Agreement and a land lease and a lease purchase agreement with the Authority for the purpose of financing or refinancing the Project.

Section 1.3. Purpose of Lease Purchase Agreement. In furtherance of its public purposes, the Department desires to lease from the Authority the Site and the State Buildings. The Authority is able and willing, for adequate consideration, to cause the State Buildings to be renovated and constructed and to lease the Site and the State Buildings to the Department.

Section 1.4. Related Agreements. The Department and the Authority hereby acknowledge the following agreements and the terms thereof:

- (a) the Indenture, providing for the issuance and delivery of the Bonds, for the administration of funds and accounts and for the exercise of rights and remedies;



(b) the Site Lease, to be recorded concurrently herewith, pursuant to which the Department leases the Site to the Authority.

Section 1.5. Construction of this Lease Purchase Agreement.

For all purposes of this Lease Purchase Agreement, reference to the "assignee" of the Authority means the Trustee acting on behalf of the Holders of the Bonds issued under the Indenture. Until the Indenture is discharged and the Bonds are retired or defeased in full in accordance with the provisions of the Indenture, all references herein to the Authority or its assignee shall be deemed to refer to the Trustee as assignee of the Authority under the Indenture.

ARTICLE II: DEFINITIONS AND GENERAL PROVISIONS

Section 2.1. Definitions in General. The terms defined in Exhibit A attached hereto and by reference incorporated herein shall, for all purposes of this Lease Purchase Agreement, have the meanings ascribed to them in said Exhibit A, unless the context clearly requires some other meaning. Terms not otherwise defined herein shall have the meanings ascribed thereto in the Indenture.

Section 2.2. Rules of Construction.

(a) Words of the masculine gender shall be deemed and construed to include correlative words of the feminine and neuter genders. Unless the context otherwise indicates, words importing the singular number shall include the plural number and vice versa, and words importing persons shall include corporations and associations, including public bodies, as well as natural persons.

(b) The terms "hereby", "hereof", "hereto", "herein", "hereunder" and any similar terms, as used in this Lease Purchase Agreement, refer to this Lease Purchase Agreement.

(c) All the terms and provisions hereof shall be construed to effectuate the purposes set forth herein, and to sustain the validity hereof.

(d) The defined terms used in the preamble and recitals of this Lease Purchase Agreement have been included for convenience of reference only, and the meaning, construction and interpretation of all such defined terms shall be determined by reference to Exhibit A, notwithstanding any contrary definition in such preamble or recitals hereof. The titles and headings of the sections of this Lease Purchase Agreement have been inserted for convenience of reference only, are not to be considered a part hereof and shall not in any way modify or restrict any of the terms or provisions hereof or be considered or given any

effect in construing this Lease Purchase Agreement or any provision hereof in ascertaining intent, if any question of intent shall arise.

**ARTICLE III: LEASE OF PROJECT; TERM; RENTALS**

Section 3.1. Lease of Project. The Authority hereby leases the Project to the Department, and the Department hereby hires the Project from the Authority, on the terms and conditions hereinafter set forth and subject to all easements, encumbrances and restrictions of record. The Department hereby agrees and covenants during the term of this Lease Purchase Agreement that, except as hereinafter provided, it will use the Project primarily as State office buildings so as to afford the public the benefits contemplated by the Act and California law and by this Lease Purchase Agreement and so as to permit the Authority to carry out its agreements and covenants contained in the Indenture and further agrees that it will not abandon the Project.

Section 3.2. Term and Effectiveness; Right to Possession.

(a) The term of this Lease Purchase Agreement shall commence on the earlier of the date of recordation of this Lease Purchase Agreement in the office of the Recorder of the City and County, or on the date the 1996 Series A Bonds are issued, and shall end on December 1, 2021 unless such term is extended or sooner terminated as hereinafter provided.

(b) If on December 1, 2021 the Bonds issued pursuant to the Indenture shall not have been fully paid and retired, or if the Lease Payments payable hereunder shall have been abated at any time and for any reason, or if the purchase price described in Section 3.7 hereof has not yet been paid in full, then the term of this Lease Purchase Agreement shall be extended until the date upon which all the Bonds shall have been fully paid and retired or the purchase price described in Section 3.7 hereof shall have been paid in full, except that the term of this Lease Purchase Agreement shall in no event be extended beyond December 1, 2031.

(c) The term of this Lease Purchase Agreement shall terminate prior to December 1, 2021, upon the first to occur of the following events:

(1) The exercise by the Department of its option to purchase the State Buildings pursuant to Section 3.7 hereof; or

(2) The exercise by the Authority of its option to terminate on default by the Department pursuant to Section 6.2 hereof; or

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(3) The performance by the Department of all of its obligations under this Lease Purchase Agreement in full, including payment of all Lease Payments together with interest, if any.

(d) It is contemplated that the Department will take possession of the Project and each and every part thereof on or before July 1, 1999, and the Department's obligation to pay Lease Payments shall commence on such date. If the Project or any part thereof shall be substantially completed before July 1, 1999, the Department may take possession of the Project or such part thereof upon such substantial completion. The Authority covenants that it will cause the Project to be renovated, constructed, installed and equipped with all practicable dispatch.

(e) If the Authority for any reason whatsoever cannot deliver possession of the Project or any part thereof to the Department by July 1, 1999, this Lease Purchase Agreement shall not be void or voidable, nor shall the Authority be liable to the Department for any loss or damages resulting therefrom; but in that event the Lease Payments payable hereunder shall be abated proportionately with respect to the period between July 1, 1999 and the time when the Authority delivers possession of such part.

Section 3.3. Title. Upon expiration of the term of this Lease Purchase Agreement (other than termination pursuant to a default by the Department pursuant to Section 3.2(b) hereof), legal title to the fee interest in the State Buildings shall vest in the Department. The Authority shall issue a grant deed in favor of the Department and any other documentation required by the Department so that the vesting may be confirmed by the recording of the deed and any other required documents. Title shall be free and clear of all and any liens, encumbrances and title defects of any nature whatsoever, whether recorded or not (other than the residual rights of the City and County with respect to the Site), save and except public utility easements, liens for all taxes and assessments of any type or nature, if any, liens caused by the Department and matters which may be acceptable to the Department.

Section 3.4. Deposit of Moneys. In order to induce the Department to lease the Project from the Authority and to assure the Department that moneys needed to pay the costs of renovation and construction of the Project will be available for this purpose without delay, the Authority or its assignee, immediately following recordation of this Lease Purchase Agreement by the Department, shall cause to be deposited with the Trustee, the sum of \$336,435,795.44. Of this amount, \$442,852.34 is required to be deposited in the Interest Payment Account, \$45,318,556.54 is required to be deposited in the 1996 Series A Capitalized Interest Account, \$12,789,818.75 is required to be deposited in

the Reserve Account (the amount of the Reserve Requirement) and the remainder is required to be deposited in the Construction Fund, each in accordance with and as described in the Indenture.

Section 3.5. Lease Payments. The Department shall pay the Base Rental and Additional Rental to the Authority in the amounts, at the times and in the manner set forth herein, said amounts constituting in the aggregate the total of the Lease Payments payable under this Lease Purchase Agreement. Base Rental and Additional Rental are established and payable as follows:

(a) Base Rental. Commencing November 15, 1999, and on each Base Rental Payment Date thereafter, to and including November 15, 2021, the Department agrees to pay Base Rental to the Trustee, for the account of the Authority. The aggregate amount of the payments made on May 15 and November 15 in each Fiscal Year shall be consideration for the use of the Project during the 12-month period ending on December 1 in each such year. Base Rental payments shall be in the amounts set forth in Exhibit C.

(b) Additional Rental. In addition to and after the commencement of Base Rental hereinabove set forth, the Department shall pay to or upon the order of the Trustee for the account of the Authority such reasonable amounts in each year as shall be required by the Authority for the payment of all administrative costs and other expenses of the Authority in connection with the Project, including all expenses, compensation and indemnification of the Trustee payable by the Authority under the Indenture, fees of accountants, fees of the Attorney General or attorneys, litigation costs, insurance premiums, rebate of interest earnings to the federal government as required by law, and all other necessary costs of the Authority or charges required to be paid by it in order to comply with the terms of the Act, other California law, the Indenture or the Bonds. Nothing herein shall obligate the Department to pay Additional Rental to the Authority for the Authority's expenses in connection with the Project unless such expenses are previously approved in writing by the Department. Such Additional Rental shall be billed by the Authority or the Trustee from time to time, together with a statement certifying that the amount so billed has been paid by the Authority or by the Trustee on behalf of the Authority for one or more of the items above described, or that such amount is then payable by the Authority or the Trustee on behalf of the Authority for such items. Amounts so billed shall be due and payable by the Department within thirty (30) days after receipt of the bill by the Department.

(c) Consideration. The payments of Base Rental and Additional Rental hereunder shall constitute the total Lease Payments to be paid by the Department for the use and occupancy of the Project for each successive rental period. The Department and the Authority have agreed and determined that such total

Lease Payments represent not to exceed the fair rental value of the Project. Said total Lease Payments shall be paid for and in consideration of the right of use and occupancy for each successive rental period granted by this Lease Purchase Agreement of the Project which the Department receives and in consideration of the continued quiet use and enjoyment thereof during the term of this Lease Purchase Agreement.

The Lease Payments shall be abated proportionately during any period in which, by reason of any damage or destruction (other than by eminent domain which is provided for in Section 4.8 hereof), there is substantial interference with the use and occupancy of the Project or any portion thereof by the Department. Such abatement shall continue for the period commencing with such damage or destruction and ending when such use and occupancy are restored. The Department waives the benefits of California Civil Code Sections 1932(2) and 1933(4) and any and all other rights to terminate this Lease Purchase Agreement by virtue of any such damage or destruction.

(d) Remittal. The Authority directs that the Department shall make the Lease Payments directly to the Trustee as assignee of the Authority. Base Rental payments shall be deposited in the Revenue Fund.

Section 3.6. [This Section Intentionally Omitted].

Section 3.7. Option To Purchase; Prepayment of Base Rental Payments.

(a) The Department shall have the option to purchase the State Buildings, including all improvements upon the Site. The Department's option to purchase the State Buildings may be assigned to another State agency or any other nominee designated by the Department.

(b) The option to purchase the State Buildings may be exercised on any Interest Payment Date prior to December 1, 2021, upon the following terms and conditions:

(1) The State shall give the Authority written notice of the exercise of the option not less than 90 days prior to the date of purchase, which date shall be specified in such notice.

(2) The purchase price as of the date the option is exercised shall be the amount of the security deposit required under Section 3.10 hereof.

(c) In the event of exercise of the option under subsection (b):

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(1) The conveyance to the Department shall be by grant deed in fee simple, free and clear of all and any liens, encumbrances and title defects of any nature whatsoever, whether recorded or not (other than the residual rights of the City and County with respect to the Site), save and except public utility easements, liens for all taxes and assessments of any type or nature, if any, liens caused by the Department and matters which may be acceptable to the Department.

(2) At least 30 days prior to the date of purchase set forth in the notice of the exercise of the option, the Authority shall furnish to the Department an invoice for the purchase price and payment shall be made at the close of escrow.

(3) The purchase shall be handled through escrow opened by the Department with a title company selected by the Department. All expenses of such escrow, including the title insurance premium, shall be paid by the Department.

(d) The Department shall have the right at any time or from time to time to prepay all or any part of the Base Rental payable hereunder, and the Trustee on behalf of the Authority shall accept such prepayments when the same are tendered by the Department. All prepayments (and the additional payment of any amount necessary to pay the applicable Prepayment Price set forth in Exhibit C hereto) made by the Department pursuant to this Section 3.7 shall be deposited upon receipt in the Revenue Fund and, at the request of the Department, credited against the Base Rental due from the Department pursuant to Section 3.5 of this Lease Purchase Agreement in order of its due date or used for the prepayment or purchase of Outstanding Bonds in the manner and subject to the terms and conditions set forth in the Indenture.

Section 3.8. **Payment.** Each Lease Payment shall be paid in lawful money of the United States of America to or upon the order of the Authority in Sacramento, California, or at such other place or places as may be set forth in the Indenture. Each Base Rental payment which is not paid within 15 days after the Base Rental Payment Date shall bear interest at the legal rate of interest per annum at which judgments for money in the State bear interest from the Interest Payment Date next succeeding said Base Rental Payment Date until the same is paid. Notwithstanding any dispute between the Authority and the Department hereunder, the Department shall make all Lease Payments when due and shall not withhold any Lease Payments pending the final resolution of such dispute. In the event of a determination that the Department was not liable for said Lease Payments or any portion thereof, said payments or excess of payments, as the case may be, shall be credited against subsequent Lease Payments due hereunder.

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Section 3.9. Covenant To Budget Funds. The Department covenants to take such action within its power as may be necessary to include all Base Rental and Additional Rental payments due hereunder in its annual budgets and to make the necessary annual allocations for all such rental payments. The Department shall furnish to the Authority and the Trustee copies of each annual budget submitted by the Governor of the State to the California State Legislature within ten days after such submission. The covenants on the part of the Department herein contained shall be deemed to be and shall be construed to be duties imposed by law and it shall be the duty of each and every public official of the Department to take such action and do such things as are required by law in the performance of the official duty of such officials to enable the Department to carry out and perform the agreements and covenants in this Lease Purchase Agreement agreed to be carried out and performed by the Department.

Section 3.10. Security Deposit. Notwithstanding any other provision of this Lease Purchase Agreement, the Department on any date may secure the payment of Base Rental payments by a deposit with the Trustee, as escrow holder under escrow instructions as referenced in Section 9.1 of the Indenture, of: (a) money in an amount which shall be sufficient, or (b) Permitted Investments of the type described in clause (i) or clause (ii) of the definition of Permitted Investments and which are not subject to redemption prior to maturity except by the holder thereof (including any such Permitted Investments issued or held in book-entry form on the books of the Department of the Treasury of the United States of America) or tax-exempt securities rated "AAA" or its equivalent by a nationally recognized rating agency, the interest on and principal of which when paid will provide money which, together with money, if any, deposited with the Trustee at the same time shall, in the opinion of an independent certified public accountant, be fully sufficient to pay all unpaid Base Rental payments on their respective Base Rental Payment Dates or by prepayment, including the Prepayment Price, if any, in compliance with Section 3.7 hereof, as the Department shall instruct at the time of deposit. In the event of a deposit pursuant to this Section 3.10 (unless the documents pursuant to which said deposit is made provide to the contrary), all obligations of the Department under this Lease Purchase Agreement, and all security provided by this Lease Purchase Agreement for said obligations, shall cease and terminate, excepting only the obligation of the Department to make, or cause to be made, Base Rental payments from the deposit made by the Department pursuant to this Section 3.10, and title to the Project shall vest in the Department on the date of said deposit automatically and without further action by the Department or the Authority, provided that title shall be subject to (1) the subsequent payment of Base Rental payments from said deposit in accordance with the provisions of this Lease Purchase Agreement and the aforesaid instructions of the Department. Said deposit

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shall be deemed to be and shall constitute a special fund for the payment of Base Rental payments in accordance with the provisions of this Lease Purchase Agreement. Upon said deposit, the Authority and the Department shall execute or cause to be executed any and all documents as may be necessary to evidence the release of any security provided for hereby and to confirm title to the Project in the Department.

**ARTICLE IV: COVENANTS**

Section 4.1. Financing the Project. The Authority agrees as and to the extent provided in the Indenture to use and cause the use of the proceeds of the 1996 Series A Bonds to finance or refinance the costs of the renovation, construction, installation and equipping of the State Buildings and certain related costs (or for making reimbursements to the Authority, the Department or any other State agency, public agency, person, firm or corporation for such costs theretofore paid by it), including payment of all costs incidental to or connected with such renovation, construction, installation and equipping. The Authority and the Department agree to undertake all necessary and reasonable actions to assure complete and timely use and occupancy of the Project by the Department, no later than July 1, 1999.

Section 4.2. Additions and Improvements. The Department shall have the right during the term of this Lease Purchase Agreement to make any additions or improvements to the Project, to attach fixtures, structures or signs and to affix any personal property to the improvements on the Project, and that the use of the Project for the purposes contemplated in this Lease Purchase Agreement is not impaired. Title to all personal property or fixtures placed in or on any of the improvements on the Project shall remain in the Department. The title to any personal property, improvements or fixtures placed on the Project by any sublessee or licensee of the Department shall be controlled by the concession contracts or subleases entered into by the Department.

Section 4.3. Maintenance, Operation and Utilities. The Department shall, at its own expense, maintain the Project and all improvements thereon in good order, condition and repair and shall provide, or cause to be provided, all security service, custodial service, power, gas, telephone, light, heating and water, and all other public utility services. It is understood and agreed that in consideration of the payment by the Department of the Lease Payments provided for herein, the Authority is obligated only to furnish the Project, and the Authority shall have no obligation to incur any expense of any kind or character in connection with the management, operation or maintenance of the Project during the term of this Lease Purchase Agreement. The Department, however, shall keep the Project and any and all



improvements thereto free and clear of all liens, charges and encumbrances created by acts of the Department.

Section 4.4. Casualty, Liability and Rental Interruption Insurance.

(a) The Department, at its own expense and as agent on behalf of the Authority, shall maintain or cause to be maintained (1) fire, lightning and extended coverage insurance on the Project in an amount not less than (i) 100% of the replacement costs of the Project, excluding the then value of the Site as unimproved, or (ii) the aggregate principal portion of all unpaid Base Rental payments, whichever is less, subject to deductible clauses of not to exceed one hundred thousand dollars (\$100,000) for any one loss; and (2) earthquake insurance (if available on the open market from reputable insurance companies at commercially reasonable rates) on any structure comprising part of the Project in an amount equal to the full insurable value of such structure or an amount equal to the aggregate principal portion of all unpaid Base Rental payments, whichever is less, subject to deductible clauses of not to exceed one hundred thousand dollars (\$100,000) for any one loss. The extended coverage endorsement shall, as nearly as practicable, cover loss or damage by flood, explosion, windstorm, riot, aircraft, vehicle damage, smoke, vandalism and malicious mischief and such other hazards as are normally covered by such endorsement.

(b) The Department shall maintain or cause to be maintained, at its expense and as agent on behalf of the Authority, public liability insurance with limits of not less than three million dollars (\$3,000,000) to protect the Authority and its members, officers and employees and the Trustee from all direct or contingent loss or liability for damages from bodily injury or death occasioned by reason of the operation of the Project and for property damage resulting from any casualty attributable to the operation of the Project, except that such insurance may be subject to a deductible clause for any one accident of not to exceed one hundred fifty thousand dollars (\$150,000). The insurance coverage required by this subsection (b) may be effected by blanket policies covering the Project issued to the party contractually responsible for the maintenance and operation of the Project. As an alternative to providing the insurance required by this subsection (b), the Authority, or the Department as agent on behalf of the Authority, may cause to be provided other kinds of insurance or methods or plans of protection if and to the extent such other kinds of insurance or methods or plans of protection shall afford reasonable protection to the Authority and the Trustee and the officers, agents and employees of each, in light of all circumstances giving consideration to cost, availability and plans or methods of protection adopted by other governmental entities of and within the State.

(c) The Department shall maintain, during each Fiscal Year of the Department during the term of this Lease Purchase Agreement, at its own expense and as agent on behalf of the Authority, rental interruption or use and occupancy insurance in an amount equal to the maximum amount of Base Rental payments due and payable by the Department under this Lease Purchase Agreement for any period of two consecutive Fiscal Years. The Department shall furnish a copy of each such insurance policy to the Authority.

Section 4.5. Assignment and Sublease. Neither this Lease Purchase Agreement nor any interest of the Department herein, at any time after the date hereof, without the prior written consent of the Authority, shall be mortgaged, pledged, assigned or transferred by the Department by voluntary act or by operation of law or otherwise, except as specifically provided herein. The Department shall at all times remain liable for the performance of the covenants and conditions on its part to be performed herein, notwithstanding any assignment, transfer or sublease which may be made. The Department shall have the right to sublease or permit the use of all or any part of the Project, but nothing herein contained shall be construed to relieve the Department from its obligation to pay Lease Payments as provided in this Lease Purchase Agreement or to relieve the Department from any of its obligations contained herein.

Section 4.6. Form of Insurance Policies; Delivery.

(a) All policies of insurance required by this Lease Purchase Agreement shall provide that all Net Proceeds thereunder shall be payable to the Authority and the Trustee, as their respective interests may appear, and shall include a lender's loss payable endorsement. Said policies shall permit the Trustee to adjust, collect and receive all moneys which may become due and payable under any such policies, to compromise any and all claims thereunder and to apply the Net Proceeds of such insurance as provided in this Lease Purchase Agreement. All policies of insurance required by this Lease Purchase Agreement shall provide that the Department shall be given at least 30 days' prior written notice of any intended cancellation thereof or reduction in the coverage provided thereby.

(b) The Department shall deliver, or cause to be delivered, to the Authority and to its assignee in the month of September in each year a schedule, in such detail as the Authority and its assignee, in their respective discretion may request, setting forth the insurance policies then in force pursuant to this Lease Purchase Agreement, the names of the insurers which have issued the policies, the amounts thereof and the property and risks covered thereby. If so requested in writing by the Authority or its assignee, the Department shall also deliver, or cause to be delivered to the Authority or such assignee, duplicate originals or certified copies of each insurance policy described in such

schedule, provided that delivery of the insurance policies under the provisions of this Section 4.6 shall not confer responsibility upon the Authority or its assignee as to the sufficiency of coverage or the amounts of said policies.

Section 4.7. Application of Net Proceeds of Casualty Insurance. Any Net Proceeds of any insurance required by this Lease Purchase Agreement resulting from accident to or destruction of any part of the Project which is collected in the event of any such accident or destruction shall be deposited in a special fund to be held in trust by the Trustee as assignee of the Authority and shall be applied and disbursed as set forth below:

(a) In the event of total destruction of the Project, if the Net Proceeds of such insurance are not sufficient to prepay the total unpaid Base Rental payments in full, the Department shall be obligated to use the Net Proceeds for the repair, reconstruction and replacement of the Project, and the Trustee shall apply the Net Proceeds to such purpose in the manner herein provided.

(b) Under the circumstances described in subsection (a) of this Section 4.7, or if the Department otherwise determines that such Net Proceeds are to be used for the repair, reconstruction or replacement of the damaged or destroyed portion of the Project, evidenced by a certificate executed by an Authorized Officer of the Department and filed with the Trustee, then the Department shall cause such portion of the Project to be repaired, reconstructed or replaced to at least the same good order, repair and condition as it was in prior to the damage or destruction, insofar as the same may be accomplished by the use of said Net Proceeds, and shall direct the Trustee to withdraw said Net Proceeds from said special fund held by the Trustee from time to time and to pay such Net Proceeds to the Department or its contractor for the purpose of such repair, reconstruction or replacement. The Department shall direct the Trustee to deposit any balance of said Net Proceeds remaining in said special fund and not required for such repair, reconstruction or replacement in the Revenue Fund.

(c) Subject to the provisions of subsection (a) of this Section 4.7, in lieu of repair, reconstruction or replacement of the damaged or destroyed portion of the Project, the Department may direct the Trustee to apply the Net Proceeds to the exercise, in whole or in part, to the extent of said Net Proceeds, on the next succeeding Base Rental Payment Date, of the option of the Department to prepay Base Rental payments as set forth in Section 3.7 hereof, but only to the extent that the unpaid Base Rental payments remaining after such prepayment represent fair consideration for the Department's use and occupancy of those portions of the Project not so damaged or destroyed and only if such unpaid Base Rental payments are sufficient, together with

other funds available for such purpose under the Indenture, to pay all unpaid principal of and interest on the Bonds as and when the same shall become due and payable.

(d) For the purposes of this Section 4.7, Section 3.7 of this Lease Purchase Agreement shall be deemed to permit prepayment of Base Rental payments without premium on the May 15 or November 15, as the case may be, following 60 days after receipt by the Trustee of Net Proceeds of insurance.

(e) To the extent authorized by any fire and extended coverage insurance policy issued to the Authority or the Department on the Project, the Authority and the Department hereby waive the subrogation rights of the insurer, and each releases the other from liability for any loss or damage covered by said insurance.

Section 4.8. Application of Net Proceeds of Eminent Domain. All Net Proceeds received in any eminent domain proceeding undertaken by any governmental agency relating to all or a portion of the Project shall be paid to the Trustee pursuant to the Indenture and applied and disbursed as set forth below:

(a) If the Department determines that such eminent domain has not materially affected the operation of the Project or the ability of the Department or its assignee to meet any of the obligations hereunder, as set forth in a certificate executed by an Authorized Officer of the Department and filed with the Trustee, or if such Net Proceeds are insufficient to enable the Department to exercise in full the option to prepay set forth in Section 3.7 hereof, as set forth in a certificate executed by an Authorized Officer of the Department and filed with the Trustee, the Department shall direct the Trustee by said certificate of an Authorized Officer, to hold such Net Proceeds in the Revenue Fund and apply such Net Proceeds as a prepayment of the principal portion of the Base Rental payments. For the purposes of this subsection (a), Section 3.7 of this Lease Purchase Agreement shall be deemed to permit prepayment without premium on the May 15 or November 15, as the case may be, following 60 days after receipt by the Trustee of Net Proceeds of the eminent domain.

(b) If the Department determines that such eminent domain has materially affected the operation of the Project or the ability of the Department to meet any of its obligations hereunder as set forth in a certificate executed by an Authorized Officer of the Department and filed with the Trustee, or if such Net Proceeds are sufficient to enable the Department to exercise in full the option to prepay set forth in Section 3.7 hereof as set forth in a certificate executed by an Authorized Officer of the Department and filed with the Trustee, the Department shall direct the Trustee, by said certificate of an Authorized Officer, to treat such Net Proceeds as the prepayment on the next succeeding May 15 or November 15, as the case may be, of Lease

Payments in full as provided in said Section 3.7 hereof. For the purposes of this subsection (b), Section 3.7 hereof shall be deemed to permit prepayment without premium on the May 15 or November 15, as the case may be, following 60 days after receipt by the Trustee of Net Proceeds of the eminent domain.

Section 4.9. Payment of Lease Payments; Triple Net Lease. The Department shall duly and punctually pay or cause to be paid the Lease Payments, at the dates and places and in the manner provided in this Lease Purchase Agreement according to the true intent and meaning hereof, and shall not directly or indirectly extend or assent to the extension of the Base Rental Payment Dates or the due dates of any other Lease Payments. This Lease Purchase Agreement is intended to be a triple net lease. The Department agrees that the Lease Payments provided for herein shall be an absolute net return to the Authority free and clear of any expenses, charges or set-offs whatsoever.

Section 4.10. Compliance with Lease Purchase Agreement. The Department shall faithfully observe and perform all the covenants, conditions and requirements on its part under this Lease Purchase Agreement and will not suffer or permit any default to occur hereunder, nor do or permit to be done in, upon or about the Project or any part thereof anything that might in any way weaken, diminish or impair the operation thereof. The Department shall not do or permit anything to be done, or omit or refrain from doing anything, in any case where any such act done or omitted to be done, or any such omission of or refraining from action, would or might be a ground for cancellation or termination of this Lease Purchase Agreement.

Section 4.11. Payment of Taxes. The Department shall pay or cause to be paid all taxes, assessments and other governmental charges, if any, that may be levied, assessed or charged upon the Project or any part thereof, promptly as and when the same shall become due and payable; provided, however, that the Department shall not be required to pay any such tax, assessment or charge if the validity thereof shall concurrently be contested in good faith by appropriate proceedings, and if the Department shall set aside, or cause to be set aside, reserves deemed by it to be adequate with respect thereto and provided further, that the Department, upon the commencement of any proceedings to foreclose the lien of any such tax, assessment or charge, will forthwith pay or cause to be paid any such tax, assessment or charge, unless contested in good faith as aforesaid. The Department shall not suffer the Project or any part thereof to be sold for any taxes, assessments or other charges whatsoever or to be forfeited therefor. Nothing herein contained shall be deemed to impose any liability to pay taxes, assessments or charges where none is imposed by law.

Section 4.12. Observance of Laws and Regulations. The Department shall well and truly keep, observe and perform all

valid and lawful obligations or regulations now or hereafter imposed on it by contract or prescribed by any law of the United States or the State of California or by any officer, board or commission having jurisdiction or control, as a condition of the continued enjoyment of any and every right, privilege or franchise now owned or hereafter acquired by the Department.

Section 4.13. **Liens.** Except for payments made or required to be made under the Indenture, the Department shall pay or cause to be paid, when due, all sums of money that may become due for, or purporting to be for, any labor, services, materials, supplies or equipment alleged to have been furnished or to be furnished to or for, in, upon or about the Project and which may be secured by any mechanic's materialman's or other lien against the Project, and/or the Authority's interest therein, and shall cause each such lien to be fully discharged and released; provided, however, that if the Department and/or the Authority desires to contest any such lien, this may be done, and if such lien shall be reduced to final judgment and such judgment or such process as may be issued for the enforcement thereof is not promptly stayed, or if so stayed and said stay thereafter expires, then and in any such event the Department shall forthwith pay and discharge said judgment.

Section 4.14. **Against Encumbrances or Sales.** Except as permitted in this Lease Purchase Agreement and except as to Permitted Encumbrances, the Department shall not create or suffer to be created any mortgage, pledge, lien, charge or encumbrance upon the Site or the State Buildings or any part thereof, or upon any real or personal property essential to the operation of the Project. The Department shall not sell or otherwise dispose of any property essential to the proper operation of the Project, except as otherwise provided herein.

Section 4.15. **Prosecution and Defense of Suits.** Upon request of the Authority or its assignee, the Department shall from time to time take or cause to be taken such action as may be necessary or proper to remedy or cure any defect in or cloud upon the title to the Site and the State Buildings whether now existing or hereafter developing and shall prosecute all such suits, actions and other proceedings as may be appropriate for such purpose and shall indemnify or cause to be indemnified the Authority and its assigns for all loss, cost, damage and expense, including attorneys' fees, which they or any of them may incur by reason of any such defect, cloud, suit, action or proceedings. The Department shall defend, or cause to be defended against every suit, action or proceeding at any time brought against the Authority or its assignee upon any claim arising out of the receipt, application or disbursement of any moneys held by the Trustee or involving the rights of the Authority or its assignee under this Lease Purchase Agreement; provided, that the Authority and its assignee at their election may appear in and defend any such suit, action or proceeding. The Department shall indemnify

or cause to be indemnified the Authority and its assignee against any and all liability claimed or asserted by any person, arising out of such receipt, application or disbursement.

Notwithstanding any contrary provision hereof, this covenant shall remain in full force and effect, even though all Base Rental payments have been fully paid and satisfied, until a date which is three years following the payment of the last of said Base Rental payments; provided, however, that nothing in this Section 4.15 shall be construed to relieve the Trustee from any of its duties under the Indenture nor to charge the Department with responsibility for the performance of such duties.

Section 4.16. Recordation and Filing. The Department shall record and file, or cause to be recorded and filed, this Lease Purchase Agreement and all such documents as may be required by law (together with whatever else may be necessary or reasonably required by the Authority or its assignee); in such manner, at such times and in such places as may be required by law in order fully to preserve and protect the rights of the Authority and its assignee under this Lease Purchase Agreement.

Section 4.17. Waiver of Laws. The Department shall not at any time insist upon or plead in any manner whatsoever, or claim or suffer or take the benefit or advantage of any stay or extension law now or at any time hereafter in force which may adversely affect the covenants and agreements contained in this Lease Purchase Agreement and the benefit and advantage of any such law or laws is hereby expressly waived by the Department to the extent that the Department may legally make such waiver.

Section 4.18. Compliance with Conditions Precedent. Upon the date of delivery of this Lease Purchase Agreement, all conditions, acts and things required by law or by this Lease Purchase Agreement to have happened or to have been performed precedent to or in the execution of this Lease Purchase Agreement shall exist, have happened and have been performed, and this Lease Purchase Agreement shall be within every limit prescribed by law.

Section 4.19. Power To Enter into Lease Purchase Agreement. The Department is duly authorized pursuant to law to enter into this Lease Purchase Agreement. The provisions of this Lease Purchase Agreement are and will be the valid and legally enforceable obligations of the Department in accordance with their terms and the terms of this Lease Purchase Agreement.

Section 4.20. Further Assurances. Whenever and so often as requested so to do by the Authority or its assignee, the Department shall promptly execute and deliver or cause to be executed and delivered all such other and further instruments, documents or assurances, and promptly do or cause to be done all such other and further things, as may be necessary or reasonable required in order further and more fully to vest in the Authority

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or its assignee, all rights, interest, powers, benefits; privileges and advantages conferred or intended to be conferred upon the Authority by this Lease Purchase Agreement.

Section 4.21. Authority Not Liable. Neither the Authority nor its members, officers, agents, employees, nor its assignee shall be liable to the Department or to any other party whomsoever for any death, injury or damage that may result to any person or property by or from any cause whatsoever in, on or about the Site or the State Buildings. The Department shall indemnify or cause to be indemnified and hold the Authority, its members, officers, agents, employees and its assignee harmless from, and defend or cause to be defended each of them against, any and all claims, liens and judgments for death of or injury to any person or damage to property whatsoever occurring in, on or about the Site or the State Buildings.

Section 4.22. Indemnification of Trustee. The Department shall from time to time, subject to any agreement between the Authority and the Trustee then in force, pay to or upon the order of the Trustee, compensation for its services, reimburse the Trustee for all its advances and expenditures (including but not limited to advances to and fees and expenses of independent accountants and counsel or other experts employed by it in the exercise and performance of its rights and obligations under the Indenture), and indemnify and hold the Trustee harmless against liabilities not arising from its own negligence or willful misconduct which it may incur in the exercise and performance of its rights and obligations under the Indenture.

Section 4.23. Continuing Disclosure. The Department hereby covenants and agrees that it will cooperate with the Trustee to comply with and carry out the provisions of the Continuing Disclosure Agreement, and will provide all information reasonably requested by the Trustee in connection with continuing disclosure obligations. Notwithstanding any other provision of this Lease Purchase Agreement, failure of the Department to comply with the Continuing Disclosure Agreement shall not be considered an event of default and shall not be deemed to create any monetary liability on the part of the Department, the Trustee or the Authority to any other persons, including Holders of the Bonds.

Section 4.24. Tax Matters. In order to maintain the exclusion from gross income for federal income tax purposes of the interest on the Bonds, the Department hereby covenants to comply with each applicable requirement of Section 103 and Sections 141 through 150 of the Code. The Department agrees to comply with the Tax and NonArbitrage Certificate, as such Tax and Nonarbitrage Certificate may be amended from time to time.



**ARTICLE V:  
DISCLAIMER OF WARRANTIES; ASSIGNMENT; LEASING; AMENDMENT**

Section 5.1. Disclaimer of Warranties. Neither the Authority nor its assignee makes any warranty or representation, either express or implied, as to the value, design, condition, merchantability or fitness for any particular purpose for the use contemplated by the Department of the Project or any portion thereof, or any other representation or warranty with respect to the Project or any portion thereof. In no event shall the Authority or its assignee be liable for incidental, indirect, special or consequential damages in connection with this Lease Purchase Agreement or the existence, furnishing or functioning of the Project or the Department's use of the Project, except such damages as may arise by reason of the Authority's breach of this Lease Purchase Agreement.

Section 5.2. Assignment by Authority. The Authority's rights under this Lease Purchase Agreement, including the right to receive and enforce payment of the Lease Payments to be made by the Department under this Lease Purchase Agreement, may be assigned and reassigned, in conformance with the terms and conditions of this Lease Purchase Agreement, in whole or in part to one or more assigns by the Authority at any time, without the consent of the Department.

Section 5.3. Transfer of Tax Benefits. Nothing herein shall be deemed to prevent the Department from entering into any agreement or making any disposition for the sole purpose of transferring to one or more corporations, partnerships or individuals federal or state income tax benefits which would be available for the Project if owned by a private person, subject, however, to each of the following conditions:

(a) This Lease Purchase Agreement and the obligation of the Department to make Lease Payments hereunder, shall remain obligations of the Department to the extent set forth herein; and

(b) No such agreement or disposition shall cause the interest component of the Base Rental payments to become includable in gross income for federal income tax purposes.

Section 5.4. Amendment. This Lease Purchase Agreement may be amended in writing by the parties hereto or by their assignees on their behalf or in their name for the purpose of (a) curing any ambiguity or of curing, correcting or supplementing any defective provision contained herein, or (b) in regard to questions arising under this Lease Purchase Agreement which the Department may deem necessary or desirable and not inconsistent with the provisions of this Lease Purchase Agreement, provided that no such amendment pursuant to clauses (a) or (b) of this Section 5.4 shall materially adversely affect the interests of the Holders of the Bonds. This Lease Purchase Agreement may also

be amended upon approval of a majority in aggregate principal amount of the Holders of the Bonds then Outstanding. The Department shall provide written notice to the Rating Agencies of any amendment to this Lease Purchase Agreement.

Section 5.5. Amendment To Assure Tax Exemption. Without the consent of the Holders of the Bonds, the Authority and the Department may amend this Lease Purchase Agreement to add, modify or delete provisions if the same is necessary or desirable, in the opinion of Bond Counsel, to assure the exclusion from gross income for federal income tax purposes of interest on the Bonds.

#### ARTICLE VI: EVENTS OF DEFAULT AND REMEDIES

Section 6.1. Events of Default Defined. If (a) the Department shall fail to pay any Lease Payment payable hereunder within 15 days after the date such Lease Payment is payable, (b) the Department shall fail to keep any such other term, covenant or condition contained herein for a period of 25 days after written notice thereof from the Authority to the Department, (c) the Department shall abandon or vacate the Project, or (d) the Department's interest in this Lease Purchase Agreement or any part thereof shall be assigned or transferred without the written consent of the Authority, either voluntarily or by operation of law, then and in any of such events the Department shall be deemed to be in default hereunder.

Section 6.2. Remedies on Default. If the Department should, after notice of such default, fail to remedy any default with all reasonable dispatch, and in no event exceeding 15 days after the date such Lease Payment is payable in the case of Section 6.1(a) and 60 days in the case of Section 6.1(b), (c) or (d), then the Authority shall have the right, at its option, without any further demand or notice (i) to terminate this Lease Purchase Agreement and to re-enter the Project and eject all parties in possession thereof therefrom, or (ii) to re-enter the Project and eject all parties therefrom, and without terminating this Lease Purchase Agreement, relet the Project, or any part thereof, as the agent and for the account of the Department upon such terms and conditions as Authority may deem advisable, in which event the rents received on such re-letting shall be applied first to the expenses of re-letting and collection, including necessary renovation and alteration of the Project, reasonable attorneys' fees and any real estate commissions actually paid, and thereafter toward payment of all sums due or to become due to the Authority hereunder (first to Base Rental payments and then to Additional Rental payments), and if a sufficient sum shall not be thus realized to pay such sums and other charges, the Department shall pay the Authority monthly any cumulative net deficiency existing on the date which Base Rental or any Additional Rental is due hereunder. The foregoing remedies of the Authority are in addition to and not exclusive of

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any other remedy of the Authority. Any such reentry shall be allowed by the Department without let or hindrance and the Authority shall not be liable in damages for any such reentry or be guilty of trespass.

Section 6.3. Remedies Not Exclusive. No remedy herein or by law conferred upon or reserved to the Authority and its assignee is intended to be exclusive of any other remedy, but each such remedy is cumulative and in addition to every other remedy, and every remedy given hereunder or now or hereafter existing, at law or in equity or by statute or otherwise may be exercised without exhausting and without regard to any other remedy conferred or by any law.

Section 6.4. Status Quo. In case any suit, action or proceeding to enforce any right or exercise any remedy shall be brought or taken and then discontinued or abandoned, then, and in every such case, the Authority and its assignee and the Department shall be restored to their and its former position and rights and remedies as if no such suit, action or proceeding had been brought or taken.

#### ARTICLE VII: ADMINISTRATION PROVISIONS

Section 7.1. Preservation and Inspection of Documents. All documents received by the Authority or the Department under the provisions of this Lease Purchase Agreement shall be retained in their respective possession and shall be subject at all reasonable times to the inspection of the other party hereto and its assigns, agents and representatives, any of whom may make copies thereof.

Section 7.2. Parties in Interest. Nothing in this Lease Purchase Agreement, expressed or implied, is intended to or shall be construed to confer upon or to give to any person or party other than the Authority and its assignee and the Department any rights, remedies or claims under or by reason of this Lease Purchase Agreement or any covenants, condition or stipulation hereof; and all covenants, stipulations, promises and agreements in this Lease Purchase Agreement contained by or on behalf of the Authority or the Department shall be for the sole and exclusive benefit of the Authority and its assignee and the Department.

Section 7.3. No Recourse. All covenants, stipulations, promises, agreements and obligations of the parties hereto contained in this Lease Purchase Agreement shall be deemed to be the covenants, stipulations, promises, agreements and obligations of the parties hereto, respectively, and not of any member, officer, employee or agent of the parties hereto in an individual capacity, and no recourse shall be had for the payment of the Lease Payments or for any claim based thereon or under this Lease Purchase Agreement against any member, officer, employee or agent of the parties hereto.

Section 7.4. **Notices.** All notices, statements, demands, consents, approvals, authorizations, offers, designations, requests or other communications hereunder by either party to the other shall be sufficiently given and served upon the other party if delivered personally or if mailed by United States registered mail, return receipt requested, postage prepaid, and, if to the Authority, addressed in care of the President of the San Francisco State Building Authority, c/o San Francisco Redevelopment Agency, 770 Golden Gate Avenue, Third Floor, San Francisco, California 94102, Attention: Secretary, San Francisco State Building Authority, or, if to the State, addressed to the Department of General Services, Office of Space and Real Estate Services, 915 Capitol Mall, Room 510, Sacramento, California 95814, or to such other addresses as the respective parties may from time to time designate by notice in writing. A copy of any such notice or other document herein referred to shall also be delivered to the Trustee under the Indenture.

Section 7.5. **Binding Effect.** This Lease Purchase Agreement shall inure to the benefit of and shall be binding upon the Authority and the Department and their respective successors and assigns.

Section 7.6. **Severability.** If any one or more of the covenants, stipulations, promises, agreement or obligations provided in this Lease Purchase Agreement on the part of the Authority or the Department to be performed should be determined by a court of competent jurisdiction to be contrary to law, then such covenant, stipulation, promise, agreement or obligation shall be deemed and construed to be severable from the remaining covenants, stipulations, promises, agreements and obligations herein contained and shall in no way affect the validity of the other provisions of this Lease Purchase Agreement.

Section 7.7. **Governing Law; Venue.** This Lease Purchase Agreement shall be governed by and construed in accordance with the laws of the State of California. Any action or proceeding to enforce or interpret any provision of this Lease Purchase Agreement shall be brought, commenced or prosecuted in Sacramento County, California.

Section 7.8. **Authority and Department Representatives.** Whenever under the provisions of this Lease Purchase Agreement the approval of the Authority or the Department is required or the Authority or the Department is required or permitted to take some action at the request of the other, such approval of such request may be given for the Authority by an Authorized Officer of the Authority and for the Department by an Authorized Officer of the Department, and any party hereto shall be authorized to rely upon any such approval or request.

Section 7.9. **Form of Certificate of Officers.** Every certificate with respect to compliance with a condition or

covenant provided for in this Lease Purchase Agreement and which is precedent to the taking of any action under this Lease Purchase Agreement shall include:

(a) A statement that the person making or giving such certificate has read such covenant or condition and the definitions herein relating thereto;

(b) A brief statement as to the nature and scope of the examination or investigation upon which the statements or opinions contained in such certificate are based;

(c) A statement that, in the opinion of the signer, he or she has made or caused to be made such examination or investigation as is necessary to enable him or her to express an informed opinion as to whether or not such covenant or condition has been complied with; and

(d) A statement as to whether, in the opinion of the signer, such condition or covenant has been complied with.

A certificate may be based, insofar as it relates to legal matters, upon a certificate or opinion of or representations by counsel, unless the persons providing the certificate know that the certificate or representations with respect to the matters upon which the certificate may be based are erroneous, or in the exercise of reasonable care should have known that the same were erroneous.

Section 7.10. **No Merger.** If both the Authority's and the Department's estate under this Lease Purchase Agreement or any other agreement relating to the Project or any portion thereof shall at any time or for any reason become vested in one owner, this Lease Purchase Agreement and the estate created hereby shall not be destroyed or terminated by the doctrine of merger unless the Department so elects as evidenced by recording a written declaration so stating, and, unless and until the Department so elects, the Department shall continue to have and enjoy all of its rights and privileges as to the separate estates.

Section 7.11. **Execution.** This Lease Purchase Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all together shall constitute but one and the same agreement.

IN WITNESS WHEREOF, the Authority and the Department have caused this Lease Purchase Agreement to be executed by their respective officers thereunto duly authorized, all as of the day and year first above written.

**SAN FRANCISCO STATE BUILDING AUTHORITY**

By  \_\_\_\_\_  
Authorized Officer

**STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES**

By \_\_\_\_\_  
Director

IN WITNESS WHEREOF, the Authority and the Department have caused this Lease Purchase Agreement to be executed by their respective officers thereunto duly authorized, all as of the day and year first above written.

**SAN FRANCISCO STATE BUILDING AUTHORITY**

By \_\_\_\_\_  
Authorized Officer

**STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES**

By Peter G. Stamison  
PETER G. STAMISON, Director  
Department of General Services

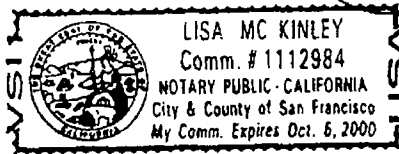
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STATE OF CALIFORNIA )  
COUNTY OF SACRAMENTO )

On Dec. 03, 1996, before me, Lisa McKinley,  
a Notary Public in and for said State, personally appeared  
STAN MOY and \_\_\_\_\_,  
personally known to me (or proved to me on the basis of  
satisfactory evidence) to be the person(s) whose name(s) is/are  
subscribed to the within instrument and acknowledged to me that  
he/she/they executed the same in his/her/their authorized  
capacity(ies), and that by his/her/their signature(s) on the  
instrument the person(s), or the entity upon behalf of which the  
person(s) acted, executed the instrument.

WITNESS my hand and official seal.

Signature Lisa McKinley (Seal)





STATE OF CALIFORNIA  
COUNTY OF Sacramento } SS.

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On December 5, 19 96, before me, Mary E. Brodeur  
personally appeared Peter G. Stamison

personally known to me (or proved to me on the basis of satisfactory evidence) to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

WITNESS my hand and official seal.



Mary E. Brodeur  
NOTARY PUBLIC IN AND FOR THE STATE OF CALIFORNIA

**EXHIBIT A: DEFINITIONS**

Capitalized terms used in the document to which this Exhibit A is attached shall have the respective meanings as follows:

Additional Rental. The term "Additional Rental" means the additional payments payable under Section 3.5(b) of the Lease Purchase Agreement.

Agency. The term "Agency" means the Redevelopment Agency of the City and County of San Francisco or its successors.

Annual Debt Service. The term "Annual Debt Service" means, for any Bond Year, the sum of (1) the interest payable on all Outstanding Bonds in such Bond Year, assuming that all Outstanding Serial Bonds are retired as scheduled and that all Outstanding Term Bonds are redeemed or paid from sinking fund payments as scheduled (except to the extent that such interest is to be paid from the proceeds of sale of any Bonds), (2) the principal amount of all Outstanding Serial Bonds maturing by their terms in such Bond Year and (3) the principal amount of all Outstanding Term Bonds required to be redeemed or paid in such Bond Year (together with the redemption premiums, if any, thereon).

Authority. The term "Authority" means the San Francisco State Building Authority, a public entity and agency duly organized and existing under and by virtue of the law and pursuant to the Authority Agreement.

Authority Agreement. The term "Authority Agreement" means that certain joint exercise of powers agreement, dated for convenience as of December 23, 1982, by and between the Redevelopment Agency of the City and County of San Francisco and the State of California, acting through the Director, and entered into pursuant to the law, creating the Authority, as amended on November 19, 1985 and December 21, 1993, and as it is now or may hereafter be amended.

Authorized Officer. The term "Authorized Officer", when used with respect to the Authority, means the President of the Authority or any other officer of the Authority which is designated by the Board as an Authorized Officer for purposes of the Lease Purchase Agreement. The term "Authorized Officer", when used with respect to the Department, means the Director or his designee.

Base Rental. The term "Base Rental" means the rental payments under Section 3.5(a) of the Lease Purchase Agreement

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which are equal to the scheduled payments of principal of and interest on the Bonds.

Base Rental Payment Date. The term "Base Rental Payment Date" means the dates on which Base Rental payments are due and payable under the Lease Purchase Agreement, to wit: May 15 and November 15 of each year, commencing November 15, 1999. If any date on which Base Rental payments are due is not a Business Day, such Base Rental shall be paid on the next succeeding Business Day.

Board. The term "Board" means the Governing Board of the San Francisco State Building Authority or any other governing board of the Authority hereafter provided for pursuant to the Authority Agreement.

Bond Counsel. The term "Bond Counsel" means counsel of recognized national standing in the field of law relating to municipal bonds, appointed and paid by the Authority and satisfactory to and approved by the Trustee (who shall be under no liability by reason of such approval).

Bond Year. The term "Bond Year" means the twelve-month period terminating on November 30 of each year, or any other annual period, hereinafter selected and designated by the Authority as its Bond Year.

Bonds. The term "Bonds" means the Authority's Lease Revenue Bonds (State of California Department of General Services Lease), 1996 Series A and any Additional Bonds issued and outstanding pursuant to the Indenture.

Business Day. The term "Business Day" means a day of the year (a) other than a Saturday, a Sunday or any other day on which State of California offices or banking institutions located in California are required or authorized to remain closed, and (b) on which the New York Stock Exchange is not closed.

Certificate of the Authority. The term "Certificate of the Authority" means an instrument in writing signed by the President of the Authority or the Vice President of the Authority and by the Secretary of the Authority or an Assistant Secretary of the Authority or the Treasurer of the Authority. Any such instrument and supporting opinions or representations, if any, may, but need not, be combined in a single instrument with any other instrument, opinion or representation, and the two or more so combined shall be read and construed as a single instrument. Each Certificate of the Authority shall include the statements provided for in Section 7.9 of the Lease Purchase Agreement.

City and County. The term "City and County" means the City and County of San Francisco, California.

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Director. The term "Director" means the Director of the Department of General Services of the State of California.

Fiscal Year. The term "Fiscal Year" means the twelve-month period terminating on June 30 of each year, or any other annual accounting period hereafter selected and designated by the Authority as its Fiscal Year in accordance with applicable law.

Holder. The term "Holder" or "Bond Holder" or "Holder of Bonds" or any similar term, when used with respect to the Bonds, means any person who shall be the registered owner of any Outstanding Bond.

Indenture. The term "Indenture" means the Indenture dated as of December 1, 1996, by and between the Authority and the Trustee, as originally executed and as it may from time to time be amended or supplemented by all Supplemental Indentures executed pursuant to the provisions thereof.

Interest Account. The term "Interest Account" means the account by that name established under, and held by the Trustee pursuant to, Section 4.4 of the Indenture.

Interest Payment Date. The term "Interest Payment Date" means June 1 and December 1 of each year, commencing June 1, 1997.

Lease Payments. The term "Lease Payments" means all lease payments (comprised of Base Rental and Additional Rental pursuant to Section 3.5 of the Lease Purchase Agreement) payable by State to the Authority or its assignee pursuant to the Lease Purchase Agreement.

Lease Purchase Agreement. The term "Lease Purchase Agreement" means the Lease Purchase Agreement dated as of December 1, 1996, by and between the Authority and the Department, as it may hereafter be amended.

Maximum Annual Debt Service. The term "Maximum Annual Debt Service" means the amount of Annual Debt Service in the period on which the Annual Debt Service is the largest beginning with the then current Bond Year and ending with the Bond Year in which the last Outstanding Bonds mature by their terms.

Net Proceeds (Insurance or Condemnation). The term "Net Proceeds," when used with respect to any insurance or condemnation award, means the gross proceeds from the insurance or condemnation award with respect to which that term is used remaining after payment of all expenses incurred in the collection of such gross proceeds.

Outstanding. The term "Outstanding" when used with reference to the Bonds and as of any particular date means all

Bonds theretofore delivered except (a) Bonds theretofore cancelled by the Trustee or surrendered to the Trustee for cancellation, (b) Bonds paid or deemed to have been paid within the meaning of Section 9.1 of the Indenture and (c) Bonds in lieu of or in substitution for which other Bonds shall have been executed, issued and delivered by the Authority pursuant to the Indenture.

Permitted Encumbrances. The term "Permitted Encumbrances" means:

- (i) Ad valorem taxes and assessments for the current Fiscal Year;
- (ii) Easements, rights of way, mineral rights and other rights, covenants, conditions or restrictions which do not impair or impede or otherwise adversely affect construction or operation of the State Buildings or the access to the State Buildings by the Authority or its assignee;
- (iii) The Site Lease; and
- (iv) The Lease Purchase Agreement.

Prepayment Price. The term "Prepayment Price" means the price to be paid by the Department to exercise its option to prepay the remaining principal components of the Base Rental payments on any Prepayment Date, as set forth in Exhibit C attached to the Lease Purchase Agreement.

Principal Account. The term "Principal Account" means the account by that name established under, and held by the Trustee pursuant to, Section 4.4 of the Indenture.

Principal Office. The term "Principal Office" means the principal office of the Trustee in Sacramento, California.

Project. The term "Project" means the Site and the State Buildings.

Reserve Account. The term "Reserve Account" means the account by that name established under, and held by the Trustee pursuant to, Section 4.4 of the Indenture.

Reserve Account Requirement. The term "Reserve Requirement" means an amount equal to fifty percent (50%) of Maximum Annual Debt Service.

Revenue Fund. The term "Revenue Fund" means the fund by that name established under, and held by the Trustee pursuant to, Section 4.3 of the Indenture.

Site. The term "Site" means the parcel or parcels of land on which the State Buildings are located as more fully described in Exhibit B attached to the Lease Purchase Agreement.

Site Lease. The term "Site Lease" means that certain Site Lease dated as of December 1, 1996 by and between the Department and the Authority.

State. The term "State" means the State of California, acting through its Director of the Department of General Services.

State Buildings. The term "State Buildings" means the office buildings, parking facilities and other on-site improvements to be renovated and constructed on the Site at the address commonly known as 455 Golden Gate Avenue/350 McAllister Street in the City and County.

Trustee. The term "Trustee" means the Treasurer of the State of California at his office in Sacramento, California, appointed by the Authority in Section 6.1 of the Indenture and acting as an independent trustee and fiscal agent with the rights and obligations provided in the Indenture, and his successors and assigns, or any other association or corporation which may at any time be substituted in his place as provided in said Section 6.1.

Written Request of the Authority; Written Requisition of the Authority; Written Statement of the Authority. The terms "Written Request of the Authority", "Written Requisition of the Authority" and "Written Statement of the Authority" mean, respectively, a written request, requisition or statement signed by or on behalf of the Authority by its President or its Vice President or its Treasurer or its Secretary or by any person (whether or not an officer of the Authority) who is specifically authorized by resolution of the Board to sign or execute such a document on its behalf.

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**EXHIBIT B**

**LEGAL DESCRIPTION OF SITE**

At that certain real property situated in the City and county of San Francisco, State of California, particularly described as follows:

**BEGINNING** at a point formed by the intersection of the Southerly line of Golden Gate Avenue with the Westerly line of Larkin Street, thence Southerly and along the Westerly line of Larkin Street 275 feet to the Northerly line of McAllister Street; thence Westerly and along the Northerly line of McAllister Street 412.50 feet to the Easterly line of Polk Street; thence Northerly and along the Easterly line of Polk Street 275 feet to the Southerly line of Golden Gate Avenue; thence Easterly and along the Southerly line of Golden Gate Avenue 412.50 feet to the point of beginning.

**EXHIBIT C  
BASE RENTAL SCHEDULE**

Base Rental Payment Date	Base Rental Amount	Prepayment Price*
6/1/97	-	506,881,803.16
12/1/97	-	498,024,756.28
6/1/98	-	489,167,709.40
12/1/98	-	480,310,662.52
6/1/99	-	471,453,615.64
12/1/99	15,110,637.51	454,571,568.76
6/1/00	8,696,546.88	445,875,021.88
12/1/00	17,051,546.88	428,823,475.00
6/1/01	8,524,225.00	420,299,250.00
12/1/01	17,239,225.00	403,060,025.00
6/1/02	8,336,852.50	394,723,172.50
12/1/02	17,441,852.50	377,281,320.00
6/1/03	8,136,542.50	369,144,777.50
12/1/03	17,656,542.50	351,488,235.00
6/1/04	7,922,342.50	343,565,892.50
12/1/04	17,882,342.50	325,683,550.00
6/1/05	7,693,262.50	317,990,287.50
12/1/05	18,198,262.50	299,792,025.00
6/1/06	7,378,112.50	292,413,912.50
12/1/06	18,533,112.50	273,880,000.00
6/1/07	7,043,462.50	273,110,400.00
12/1/07	18,828,462.50	258,041,800.00
6/1/08	6,748,837.50	257,271,400.00
12/1/08	19,203,837.50	241,768,500.00
6/1/09	6,375,187.50	241,371,750.00
12/1/09	19,600,187.50	227,750,000.00
6/1/10	5,978,437.50	227,750,000.00
12/1/10	19,968,437.50	213,760,000.00
6/1/11	5,611,200.00	213,760,000.00
12/1/11	20,351,200.00	199,020,000.00
6/1/12	5,224,275.00	199,020,000.00
12/1/12	20,759,275.00	183,485,000.00
6/1/13	4,816,481.25	183,485,000.00
12/1/13	21,191,481.25	167,110,000.00
6/1/14	4,386,637.50	167,110,000.00
12/1/14	21,641,637.50	149,855,000.00
6/1/15	3,933,693.75	149,855,000.00
12/1/15	22,118,693.75	131,670,000.00
6/1/16	3,456,337.50	131,670,000.00
12/1/16	22,621,337.50	112,505,000.00
6/1/17	2,953,256.25	112,505,000.00
12/1/17	23,153,256.25	92,305,000.00
6/1/18	2,423,006.25	92,305,000.00
12/1/18	23,713,006.25	71,015,000.00
6/1/19	1,864,413.75	71,015,000.00
12/1/19	24,304,143.75	48,575,000.00
6/1/20	1,275,093.75	48,575,000.00
12/1/20	24,925,093.75	24,925,000.00
6/1/21	654,281.25	24,925,000.00
12/1/21	25,579,281.25	

\* Assumes no reinvestment





San Francisco Assessor-Recorder  
Phil Ting, Assessor-Recorder  
**DOC- 2005-1090818-00**

Acct 25-NO CHARGE DOCUMENT  
Thursday, DEC 15, 2005 11:45:43  
Ttl Pd \$0.00 Nbr-0002898955  
**REEL J037 IMAGE 0336**  
okc/KC/1-11

RECORDING REQUESTED BY *State of California*  
AND WHEN RECORDED MAIL TO: )

ORRICK, HERRINGTON & SUTCLIFFE LLP )  
400 Capitol Mall, Suite 3000 )  
Sacramento, CA 95814 )  
Attention: Bryan D. Victor )

[Space above for Recorder's use]

**FIRST AMENDMENT TO LEASE PURCHASE AGREEMENT**  
**(State of California San Francisco Civic Center Complex)**

**Dated as of December 1, 1996**

**and amended as of**  
**December 1, 2005.**

\_\_\_\_\_ )  
**by and between the**

**SAN FRANCISCO STATE BUILDING AUTHORITY**

**And**

**STATE OF CALIFORNIA BY AND THROUGH**  
**THE DEPARTMENT OF GENERAL SERVICES**

NO DOCUMENTARY TRANSFER TAX DUE. This First Amendment to Lease Purchase Agreement is recorded for the benefit of the State of California and is exempt from California documentary transfer tax pursuant to Section 11928 of the California Revenue and Taxation Code and from recording fees pursuant to Sections 6103 and 27383 of the California Government Code.

DEPARTMENT OF GENERAL  
SERVICES OF THE STATE OF  
CALIFORNIA

**FIRST AMENDMENT TO LEASE PURCHASE AGREEMENT**

Recording Date: 12-17-96  
Doc# 966086134-00

This first amendment to Lease Purchase Agreement, dated as of December 1, 2005, by and between the SAN FRANCISCO STATE BUILDING AUTHORITY as lessor (the "Authority") and the STATE OF CALIFORNIA by and through the DEPARTMENT OF GENERAL SERVICES as lessee (the "Department");

**WITNESSETH:**

WHEREAS, the Authority has financed the acquisition and construction of the State of California San Francisco Civic Center Complex on certain real property situated in the City and County of San Francisco, and certain related costs, by issuing its San Francisco State Building Authority Lease Revenue Bonds (State of California San Francisco Civic Center Complex), 1996 Series A (the "1996 Series A Bonds"), the principal of and interest and redemption premium, if any, on which is being paid from base rentals paid by the Department pursuant to a Lease Purchase Agreement, dated as of December 1, 1996 (the "Lease Purchase Agreement"), between the Authority and the Department;

WHEREAS, the Authority desires to refinance a portion of the 1996 Series A Bonds in the aggregate principal amount of \$227,750,000 and maturing in the years December 1, 2010, 2011, 2016 and 2021 (the "Prior Bonds") by the issuance of its Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex) 2005 Series A (the "2005 Series A Bonds") as authorized by law;

WHEREAS, the 1996 Series A Bonds which have not been so refinanced and the 2005 Series A Bonds will be equally secured by the Lease Purchase Agreement, as amended herein; and

WHEREAS, the Authority and the Department desire to reduce the amount of base rental required to be paid by the Department to the Authority as a result of the issuance of the 2005 Series A Bonds and the amendment provided herein, and thereby improve the financial condition of the Department and enhance the ability of the Department to pay such base rental throughout the remaining term of the Lease Purchase Agreement, as amended;

NOW, THEREFORE, in consideration of the mutual covenants hereinafter contained, the parties hereto agree as follows:

**SECTION A1. Definitions.**

Except as otherwise defined herein or unless the context otherwise requires, the capitalized terms used herein shall have the meanings ascribed to such terms in Section 2.1 of the Lease Purchase Agreement; provided that the following definitions shall supersede any different definition provided in such section:

Bonds. The term "Bonds" means, collectively, the 1996 Series A Bonds, the 2005 Series A Bonds and any Additional Bonds issued and outstanding pursuant to the Indenture.

Continuing Disclosure Agreement. The term "Continuing Disclosure Agreement" shall mean that certain Continuing Disclosure Agreement between the State Treasurer and the Department dated the date of issuance and delivery of the 2005 Series A Bonds, as originally executed and as it may be amended from time to time in accordance with the terms thereof.

Indenture. The term "Indenture" means the Indenture, dated as of December 1, 1996, as supplemented by the First Supplemental Indenture, dated as of December 1, 2005, both between the Authority and the State Treasurer, authorizing the issuance of the Bonds, as they may be supplemented and amended in accordance with their terms.

Prior Bonds. The term "Prior Bonds" means the 1996 Series A Bonds in the aggregate principal amount of \$227,750, 000 and maturing in the years December 1, 2010, 2011, 2016 and 2021, which bonds are being refunded from a portion of the proceeds of the 2005 Series A Bonds.

State Treasurer. The term "State Treasurer" means the Treasurer of the State of California, acting as trustee under and pursuant to the Indenture.

2005 Series A Bonds. The term "2005 Series A Bonds" means the San Francisco State Building Authority Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex) 2005 Series A, issued by the Authority under and pursuant to the Indenture and a portion of which have been used to refund the Prior Bonds and to pay certain related costs.

#### SECTION A2. Purpose and Term.

The Authority and the Department hereby ratify and confirm in all respects the terms and conditions of the Lease Purchase Agreement, as amended by this First Amendment to Lease Purchase Agreement, affecting that certain land described in Exhibit A attached hereto and incorporated herein by reference, so as to afford the public the benefits contemplated by the Act and by the Lease Purchase Agreement, as so amended, by reducing the amount of base rental provided for in Section 3.5(a) hereof, as amended, and thereby improving the financial condition of the Department and enhancing its ability to pay such base rental throughout the remaining term of the Lease Purchase Agreement, as amended.

#### SECTION A3. Amendment to Section 3.5(a) of Lease Purchase Agreement.

Paragraph (a) of Section 3.5 of the Lease Purchase Agreement is hereby amended in its entirety to read as follows:

"(a) Base Rental. Commencing May 15, 2006, and on each Base Rental Payment Date thereafter, to and including November 15, 2021, the Department agrees to pay Base Rental to the Trustee, for the account of the Authority. The aggregate amount of the payments made on May 15 and November 15 in each Fiscal Year shall be consideration for the use of the Project during the 12-month period ending on December 1 in each such year. Base Rental payments shall be in the amounts set forth in Exhibit C-1 and shall be comprised of Prior Base Rental and Refunding Base Rental, as follows:

(1) Prior Base Rental. In order to pay the principal of and interest on the Outstanding 1996 Series A Bonds, the Department shall pay Base Rental hereunder at such semiannual amounts set forth on Schedule I to Exhibit C-1.

(2) Refunding Base Rental. In order to pay the principal of and interest on the Outstanding 2005 Series A Bonds, the Department shall pay Base Rental hereunder at such semiannual amounts set forth on Schedule II to Exhibit C-1.

The Prior Base Rental described in subparagraph (1) of paragraph (a) of this Section 3 and the Refunding Base Rental described in subparagraph (2) of paragraph (a) of this Section 3 shall constitute the Base Rental hereunder. If an event of default shall occur under Section 6.1 hereof, no acceleration of the Base Rental or any Additional Rental hereunder shall be permitted."

#### SECTION A4. Continuing Disclosure.

The Department and, pursuant to the Indenture, the Trustee, covenant and agree that they will comply with and carry out all of the provisions of the Continuing Disclosure Agreement. Notwithstanding any other provision of this lease, failure of the Trustee or the Department to comply with the Continuing Disclosure Agreement shall not be considered a breach or event of default; however, any registered owner of 2005 Series A Bonds or Beneficial Owner may take such actions as may be necessary and appropriate, including seeking mandate or specific performance by court order, to cause the Trustee or the Department, as the case may be, to comply with its obligations under the Indenture or this Section, as applicable. For purposes of this Section, "Beneficial Owner" means any person which has or shares the power, directly or indirectly, to make investment decisions concerning ownership of any 2005 Series A Bonds (including persons holding 2005 Series A Bonds through nominees, depositories or other intermediaries).

#### SECTION A5. Amendment.

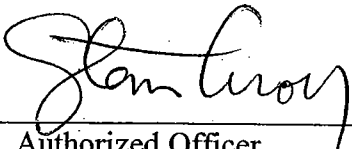
This First Amendment to Lease Purchase Agreement has been authorized, executed and delivered by the Authority and the Department in accordance with Section 5.4 of the Lease Purchase Agreement, and the Authority and the Department do hereby both find and determine that this amendment shall not materially adversely affect the interests of the Holders of the Bonds.

#### SECTION A6. Execution.

This First Amendment to Lease Purchase Agreement may be executed in any number of counterparts, each of which shall be deemed to be an original, but all together shall constitute but one and the same agreement. It is also agreed that separate counterparts of this First Amendment to Lease Purchase Agreement may be separately executed by the Authority and by the Department, all with the same force and effect as though the same counterpart had been executed by both the Authority and the Department.

IN WITNESS WHEREOF, the Authority and the Department have caused this First Amendment to Lease Purchase Agreement to be executed by their respective officers thereunto duly authorized, all as of the day and year first above written.

SAN FRANCISCO STATE BUILDING  
AUTHORITY

By   
Authorized Officer

STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES

By \_\_\_\_\_  
Director

IN WITNESS WHEREOF, the Authority and the Department have caused this First Amendment to Lease Purchase Agreement to be executed by their respective officers thereunto duly authorized, all as of the day and year first above written.

SAN FRANCISCO STATE BUILDING  
AUTHORITY

By \_\_\_\_\_  
Authorized Officer

STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES

By RAH \_\_\_\_\_  
Director

# CALIFORNIA ALL-PURPOSE ACKNOWLEDGMENT

State of California

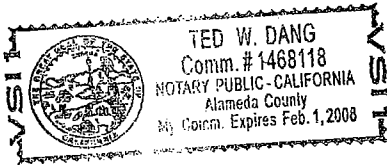
County of ALAMEDA } SS.

On 12/12/05, before me, TED W. DANG Notary Public  
Date Name and Title of Officer (e.g., "Jane Doe, Notary Public")

personally appeared STAN MOY  
Name(s) of Signer(s)

personally known to me

proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



WITNESS my hand and official seal.

Place Notary Seal Above

TED W. DANG  
 Signature of Notary Public

## OPTIONAL

*Though the information below is not required by law, it may prove valuable to persons relying on the document and could prevent fraudulent removal and reattachment of this form to another document.*

### Description of Attached Document

Title or Type of Document: \_\_\_\_\_

Document Date: \_\_\_\_\_ Number of Pages: \_\_\_\_\_

Signer(s) Other Than Named Above: \_\_\_\_\_

### Capacity(ies) Claimed by Signer(s)

Signer's Name: \_\_\_\_\_

Individual  
 Corporate Officer — Title(s): \_\_\_\_\_  
 Partner —  Limited  General  
 Attorney in Fact  
 Trustee  
 Guardian or Conservator  
 Other: \_\_\_\_\_

Signer Is Representing: \_\_\_\_\_

RIGHT THUMBPRINT OF SIGNER  
 Top of thumb here

Signer's Name: \_\_\_\_\_

Individual  
 Corporate Officer — Title(s): \_\_\_\_\_  
 Partner —  Limited  General  
 Attorney in Fact  
 Trustee  
 Guardian or Conservator  
 Other: \_\_\_\_\_

Signer Is Representing: \_\_\_\_\_

RIGHT THUMBPRINT OF SIGNER  
 Top of thumb here

# CALIFORNIA ALL-PURPOSE ACKNOWLEDGMENT

State of California

County of YOLO } SS.

On 12/9/2005 before me, Loralle F. McGirr Notary Public  
Date Name and Title of Officer (e.g., "Jane Doe, Notary Public")  
 personally appeared Ron Joseph  
Name(s) of Signer(s)

personally known to me

proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.



Place Notary Seal Above

WITNESS my hand and official seal.  
[Signature]  
 Signature of Notary Public

## OPTIONAL

*Though the information below is not required by law, it may prove valuable to persons relying on the document and could prevent fraudulent removal and reattachment of this form to another document.*

### Description of Attached Document

Title or Type of Document: \_\_\_\_\_

Document Date: \_\_\_\_\_ Number of Pages: \_\_\_\_\_

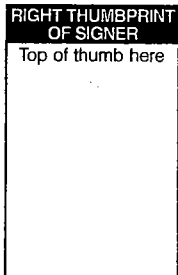
Signer(s) Other Than Named Above: \_\_\_\_\_

### Capacity(ies) Claimed by Signer(s)

Signer's Name: \_\_\_\_\_

Individual  
 Corporate Officer — Title(s): \_\_\_\_\_  
 Partner —  Limited  General  
 Attorney in Fact  
 Trustee  
 Guardian or Conservator  
 Other: \_\_\_\_\_

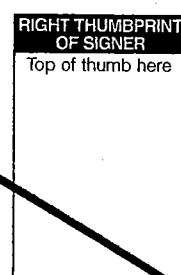
Signer Is Representing: \_\_\_\_\_



Signer's Name: \_\_\_\_\_

Individual  
 Corporate Officer — Title(s): \_\_\_\_\_  
 Partner —  Limited  General  
 Attorney in Fact  
 Trustee  
 Guardian or Conservator  
 Other: \_\_\_\_\_

Signer Is Representing: \_\_\_\_\_





**EXHIBIT A**

**LEGAL DESCRIPTION OF SITE**

At that certain real property situated in the City and county of San Francisco, State of California, particularly described as follows:

**BEGINNING** at a point formed by the intersection of the Southerly line of Golden Gate Avenue with the Westerly line of Larkin Street, thence Southerly and along the Westerly line of Larkin Street 275 feet to the Northerly line of McAllister Street; thence Westerly and along the Northerly line of McAllister Street 412.50 feet to the Easterly line of Polk Street; thence Northerly and along the Easterly line of Polk Street 275 feet to the Southerly line of Golden Gate Avenue; thence Easterly and along the Southerly line of Golden Gate Avenue 412.50 feet to the point of beginning.

**EXHIBIT C-1**

**SCHEDULE I**

**Prior Base Rental Payments**

<u>Base Rental</u> <u>Payment Date</u>	<u>Principal</u>	<u>Interest</u>	<u>FY Total</u>	<u>Prepayment</u> <u>Price*</u>
May 15, 2006		\$1,399,675	\$ 1,399,675	\$48,620,000
November 15, 2006	\$11,155,000	1,399,675		37,465,000
May 15, 2007		1,065,025	13,619,700	37,465,000
November 15, 2007	11,785,000	1,065,025		25,680,000
May 15, 2008		770,400	13,620,425	25,680,000
November 15, 2008	12,455,000	770,400		13,225,000
May 15, 2009		396,750	13,622,150	13,225,000
November 15, 2009	13,225,000	396,750		0
May 15, 2010			13,621,750	
November 15, 2010				
May 15, 2011				
November 15, 2011				
May 15, 2012				
November 15, 2012				
May 15, 2013				
November 15, 2013				
May 15, 2014				
November 15, 2014				
May 15, 2015				
November 15, 2015				
May 15, 2016				
November 15, 2016				
May 15, 2017				
November 15, 2017				
May 15, 2018				
November 15, 2018				
May 15, 2019				
November 15, 2019				
May 15, 2020				
November 15, 2020				
May 15, 2021				
November 15, 2021				
Total	\$48,620,000	\$7,263,700	\$55,883,700	

\* The Prepayment Price shown is the unpaid principal amount assuming that all rental payments are made as scheduled. It does not include any premium or interest or other amount that may be required to be paid under the Lease or the Indenture, and such premium or interest or other amount, if any, must be included to determine the total prepayment price.

**EXHIBIT C-1**

**SCHEDULE II**

**Refunding Base Rental Payments**

<u>Base Rental Payment Date</u>	<u>Principal</u>	<u>Interest</u>	<u>FY Total</u>	<u>Prepayment Price*</u>
May 15, 2006		\$ 5,018,250	\$ 5,018,250	\$201,480,000
November 15, 2006		5,018,250		201,480,000
May 15, 2007		5,018,250	10,036,500	201,480,000
November 15, 2007		5,018,250		201,480,000
May 15, 2008		5,018,250	10,036,500	201,480,000
November 15, 2008		5,018,250		201,480,000
May 15, 2009		5,018,250	10,036,500	201,480,000
November 15, 2009		5,018,250		201,480,000
May 15, 2010		5,018,250	10,036,500	201,480,000
November 15, 2010	\$ 12,570,000	5,018,250		188,910,000
May 15, 2011		4,704,000	22,292,250	188,910,000
November 15, 2011	13,210,000	4,704,000		175,700,000
May 15, 2012		4,373,750	22,287,750	175,700,000
November 15, 2012	13,885,000	4,373,750		161,815,000
May 15, 2013		4,026,625	22,285,375	161,815,000
November 15, 2013	14,600,000	4,026,625		147,215,000
May 15, 2014		3,661,625	22,288,250	147,215,000
November 15, 2014	15,345,000	3,661,625		131,870,000
May 15, 2015		3,278,000	22,284,625	131,870,000
November 15, 2015	16,135,000	3,278,000		115,735,000
May 15, 2016		2,874,625	22,287,625	115,735,000
November 15, 2016	16,960,000	2,874,625		98,775,000
May 15, 2017		2,450,625	22,285,250	98,775,000
November 15, 2017	17,830,000	2,450,625		80,945,000
May 15, 2018		2,004,875	22,285,500	80,945,000
November 15, 2018	18,750,000	2,004,875		62,195,000
May 15, 2019		1,536,125	22,291,000	62,195,000
November 15, 2019	19,710,000	1,536,125		42,485,000
May 15, 2020		1,043,375	22,289,500	42,485,000
November 15, 2020	20,720,000	1,043,375		21,765,000
May 15, 2021		525,375	22,288,750	21,765,000
November 15, 2021	21,765,000	525,375	22,290,375	0
Total	\$201,480,000	\$111,140,500	\$312,620,500	

\* The Prepayment Price shown is the unpaid principal amount assuming that all rental payments are made as scheduled. It does not include any premium or interest or other amount that may be required to be paid under the Lease or the Indenture, and such premium or interest or other amount, if any, must be included to determine the total prepayment price.

## Appendix D1 - Government Code 14682

### California Government Code 14682

14682. (a) Final determination of the use of existing state-owned and state-leased facilities that are currently under the jurisdiction of the Department of General Services by state agencies shall be made by the Department of General Services.

(b) A request of an agency that is required to be made to and approved by the Department of General Services to acquire new facilities through lease, purchase, or construction shall first consider the utilization of existing state-owned, state-leased, or state-controlled facilities before considering the leasing of additional facilities on behalf of a state agency. If no available appropriate state facilities exist, the Department of General Services shall procure approved new facilities for the agency that meet the agency's needs using cost efficiency as a primary criterion, among other agency-specific criteria, as applicable.

(c) When tenant state agencies located in existing state-owned or state-leased facilities vacate their premises, they shall continue paying rent for the facilities unless and until a new tenant can be assigned or until the Department of General Services can negotiate a mutual termination of the lease. If the department generates the tenant's relinquishment, or if the tenant is vacating in accordance with the provisions of its lease agreement, the tenant shall not be obligated to pay rent after vacating the premises.

## CHAPTER 429

An act to amend Section 14669.5 of, and to add Section 14669.8 to, the Government Code, relating to state real property, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor September 21, 1993. Filed with Secretary of State September 22, 1993.]

*The people of the State of California do enact as follows:*

SECTION 1. Section 14669.5 of the Government Code is amended to read:

14669.5. (a) Notwithstanding any other provisions of law, the Director of General Services may enter into an additional amendment to the existing joint powers agreement with the Community Redevelopment Agency of the City of Los Angeles dated June 30, 1982, in connection with the financing, planning, acquisition, equipping, furnishing, and construction or renovation of an additional office building or buildings and parking facilities in the City of Los Angeles in near proximity to the Ronald Reagan State Building and in connection therewith may enter into a lease-purchase agreement or agreements, an agreement for the appointment of a bond trustee, and an agreement or agreements for the Department of General Services to act as agent for acquisition, planning, and construction or renovation matters, each of which agreements shall be with the joint powers authority created under the joint powers agreement. The amendment to the existing joint powers agreement shall provide that any authorization under the joint powers agreement for the joint powers authority to acquire property by means of condemnation proceedings shall not include the power to condemn the property on which was located, as of January 1, 1991, that certain homeless women's housing and day care center commonly known as the Downtown Women's Center, which property is legally described as set forth below. The lease-purchase agreement or agreements may provide for space to be used for private commercial purposes. The director shall notify the chairperson of the Joint Legislative Budget Committee or his or her designee, and the chairpersons of the committees in each house which consider appropriations, of his or her intention to execute the lease-purchase agreement or agreements at least 20 days prior to its execution.

The property referred to above is legally described as follows:

THAT PORTION OF THE PROPERTY OF C.E. THOM, IN THE CITY OF LOS ANGELES, COUNTY OF LOS ANGELES, STATE OF CALIFORNIA, AS PER MAP RECORDED IN BOOK 72, PAGE 45 OF MISCELLANEOUS RECORDS IN THE OFFICE OF THE COUNTY RECORDER OF SAID COUNTY, DESCRIBED AS

FOLLOWS: BEGINNING IN THE NORTHWEST LINE OF LOS ANGELES STREET, 77 FEET WIDE, AS ESTABLISHED BY THE CITY ENGINEER OF SAID CITY, DISTANT THEREON SOUTH 38 DEGREES 41 FEET 30 INCHES WEST 219.30 FEET FROM THE SOUTHWEST LINE OF THIRD STREET, 60 FEET WIDE, AS ESTABLISHED BY SAID ENGINEER; THENCE NORTH 54 DEGREES 24 FEET WEST 124.05 FEET TO THE SOUTHEAST LINE OF DOMITILA COHN PANORAMA PROPERTY AS PER MAP RECORDED IN BOOK 12, PAGE 161 OF MAPS IN THE OFFICE OF THE COUNTY RECORDER OF SAID COUNTY; THENCE ALONG SAID LINE SOUTH 34 DEGREES 05 FEET WEST 25.79 FEET TO AN ANGLE POINT THEREIN; THENCE ALONG SAID LINE SOUTH 51 DEGREES 45 FEET WEST 16.54 FEET TO THE NORTHEAST LINE OF LAND DESCRIBED IN DEED RECORDED IN BOOK 3746, PAGE 101 OF DEEDS, RECORDS OF SAID COUNTY; THENCE ALONG SAID NORTHEAST LINE SOUTH 43 DEGREES 50 FEET EAST 126.61 FEET TO SAID NORTHWEST LINE OF LOS ANGELES STREET; THENCE ALONG SAID STREET, NORTH 38 DEGREES 41 FEET 30 INCHES EAST 65 FEET TO THE POINT OF BEGINNING. TOGETHER WITH: THAT PORTION OF THE PROPERTY OF C.E. THOM, IN THE CITY OF LOS ANGELES, COUNTY OF LOS ANGELES, STATE OF CALIFORNIA, AS PER MAP RECORDED IN BOOK 72, PAGE 45 OF MISCELLANEOUS RECORDS, IN THE OFFICE OF THE COUNTY RECORDER OF SAID COUNTY, DESCRIBED AS FOLLOWS: BEGINNING AT THE INTERSECTION OF THE NORTHERLY LINE OF THE BAKER TRACT, AS PER MAP RECORDED IN BOOK 5, PAGE 459, MISCELLANEOUS RECORDS OF SAID COUNTY, WITH THE WESTERLY LINE OF LOS ANGELES STREET, AS WIDENED BY DECREE OF CONDEMNATION RECORDED IN BOOK 2088, PAGE 256 OF DEEDS; THENCE NORTH 38 DEGREES 35 FEET EAST ALONG SAID LINE OF LOS ANGELES STREET, 50.45 FEET; THENCE NORTH 43 DEGREES 40 FEET WEST, PARALLEL WITH SAID NORTHERLY LINE OF THE BAKER TRACT, AND 50 FEET AT RIGHT ANGLES THEREFROM, 130 FEET, MORE OR LESS, TO A POINT IN THE SOUTHEASTERLY LINE OF DOMITILA COHN PANORAMA PROPERTY, AS PER MAP RECORDED IN BOOK 12, PAGE 161 OF MAPS, IN THE OFFICE OF THE COUNTY RECORDER OF SAID COUNTY; THENCE SOUTH 51 DEGREES 45 FEET WEST ALONG SAID SOUTHEASTERLY LINE, 50 FEET, MORE OR LESS, TO SAID NORTHERLY LINE OF SAID BAKER TRACT; THENCE SOUTH 43 DEGREES 40 FEET EAST ALONG SAID NORTHERLY LINE OF SAID BAKER TRACT, 138 FEET TO THE POINT OF BEGINNING.

(b) In as much as it is in the best interest of the people of the State of California to consolidate state offices in the City of Los Angeles as

described in subdivision (a), at the earliest opportunity, a "design-build" concept may be utilized in meeting the objective of this section.

(c) Notwithstanding any other provision of law, the joint powers authority described in subdivision (a) shall have the authority to borrow from the Pooled Money Investment Account as provided in Sections 16312 and 16313.

SEC. 2. Section 14669.8 is added to the Government Code, to read:

14669.8. (a) Notwithstanding any other provision of law, the Director of General Services may enter into an amendment to the existing joint powers agreement with the San Francisco Redevelopment Agency in connection with the redevelopment of the 350 McAllister/455 Golden Gate block in the City and County of San Francisco. The redevelopment shall include, but not be limited to, demolition of existing structures, renovation, financing, planning, acquisition, construction and equipping, and furnishing of new state office buildings and parking facilities, and any betterments, improvements, and facilities related thereto, in the San Francisco Civic Center Area. In connection therewith, the director may enter into a lease-purchase agreement, an agreement for the appointment of a bond trustee, any other documents and agreements in connection with the financing by sale of bonds or otherwise of the development, and an agreement for the department to act as agent for acquisition, planning, and construction matters, each of which agreements shall be with the joint powers authority created under the joint powers agreement. In connection with the development of any agreements authorized by this section or any work or expenses related thereto, the joint powers authority may use any funds lawfully available to it for those purposes, and the department is empowered to use and expend those funds in accordance with the terms of any agreement between the department and the joint powers authority for the carrying out of the works on the development. The Treasurer shall be agent for sale, as defined in Chapter 9 (commencing with Section 5700) of Division 6 of Title 1, for any financing authorized by this section.

(b) In as much as it is in the best interest of the people of the State of California to consolidate state offices in the San Francisco Civic Center Area as described in subdivision (a), at the earliest opportunity, a "design-build" concept may be utilized in meeting the objective of this section.

(c) Notwithstanding any other provision of law, the joint powers authority described in subdivision (a) shall have the authority to borrow from the Pooled Money Investment Account as provided in Sections 16312 and 16313.

SEC. 3. Notwithstanding any other provision of law, the Director of General Services may sell or exchange, based on current market value and upon any terms and conditions, and with any reservations and exceptions, deemed by the director to be in the state's best

interest, the state-owned property, together with improvements, located at 525 Golden Gate Avenue in the City of San Francisco. The net proceeds from the sale or exchange shall be deposited in the General Fund and be available for appropriation in accordance with Section 15863 of the Government Code.

SEC. 4. The Legislature hereby finds and declares the following:

(a) Based upon information contained in a statewide property inventory, the state has substantial real estate needs and resources.

(b) The Department of General Services has developed a San Francisco/Oakland State Facilities Plan, that utilizes the information contained in the inventory to create a framework of management principles and strategies to guide the state's real estate decisions through the next 10 years. The plan incorporates numerous strategies that consolidate state agencies, reduces the number of leased facilities, creates a strong state presence in San Francisco, and improves access to the state's clientele base.

(c) The state's real estate needs and the satisfaction of those needs, whether by redeployment of existing state property, acquisition, leasing, or construction, require thoughtful strategic planning and the coordinated effort of all departments.

SEC. 5. It is the intent of the Legislature to support the recommendations of the San Francisco/Oakland State Facilities Plan. With respect to the San Francisco Civic Center portion of the plan, it is the further intent of the Legislature that the Department of General Services utilize the following parameters for reviewing and implementing real estate and asset management decisions:

(a) Maintain a strong presence of state offices in San Francisco by maintaining the location of the current statewide-serving agencies and future plans to site additional agency offices in the San Francisco Civic Center.

(b) Maintain the location of the local serving general offices in the downtown or neighborhood areas.

(c) Consolidate San Francisco general office space in the civic center.

(d) Maximize the number of state offices housed in state-owned buildings to ensure that the significant long-term savings from the occupancy of owned buildings accrues to the state.

(e) Consider the historic value and traditional use of 350 McAllister Street to ensure that rehabilitation of this asset is sensitive to those issues.

(f) Ensure that the full value of the state's real estate assets are realized through programs for the intensification of development on appropriate lands or the disposition of surplus lands, or both.

(g) Ensure that the public is well-served in the noncentral business district areas through the creation of consolidated service centers.

SEC. 6. The Director of General Services may lease any state-owned real properties that are required to meet the intent of this act to either the Los Angeles or San Francisco joint powers



authority for a term commensurate with any bond issue.

SEC. 7. This act is an urgency statute necessary for the immediate preservation of the public peace, health, or safety within the meaning of Article IV of the Constitution and shall go into immediate effect. The facts constituting the necessity are:

In order for the financing and construction of state office and parking facilities to commence as soon as possible, it is necessary that this act take effect immediately.

---

#### CHAPTER 430

An act to add Sections 14016, 14669.11, 14669.12, and 15819.32 to, and to repeal and add Section 14669.9 of, the Government Code, and to amend Item 1760-301-768 of Section 2.00 of the Budget Act of 1993, relating to state real property, making an appropriation therefor, and declaring the urgency thereof, to take effect immediately.

[Approved by Governor September 21, 1993. Filed with  
Secretary of State September 22, 1993.]

*The people of the State of California do enact as follows:*

SECTION 1. Section 14016 is added to the Government Code, to read:

14016. (a) The Director of General Services, as agent for the Department of Transportation, may enter into an agreement to purchase, lease-purchase, or lease with an option to purchase or exchange real property in the City of San Bernardino for the purpose of providing office and parking facilities, and any other improvements, betterments, and facilities related thereto, in order to allow consolidation of the offices of the Department of Transportation in the Riverside/San Bernardino region.

(b) The Department of Transportation shall take necessary actions to ensure that its annual budget includes all payments which may be necessary to satisfy the obligation for the office and parking facilities authorized pursuant to subdivision (a).

(c) Following the procurement and occupancy of the building and facilities described in subdivision (a), the Department of Transportation may lease or sell the office building at 247 West 3rd Street in the City of San Bernardino. The net proceeds of that lease or sale shall be applied toward any obligations undertaken pursuant to subdivision (a).

(d) Notwithstanding subdivision (a), the office and parking facilities obtained by the Department of General Services pursuant to subdivision (a) shall be and remain under the jurisdiction and control of, and shall be operated and maintained by, the Department of Transportation. Construction or acquisition of any office and parking facilities utilizing the financing methods authorized by

Ca Dep of General Services  
Appendix D3 - San Francisco-  
Oakland State Facilities Plan (1992)  
(Excerpts)

# *San Francisco/Oakland State Facilities Plan*

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May 1992



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# *San Francisco/Oakland State Facilities Plan*

May 1992

*State of California*

Pete Wilson, Governor

*State and Consumer Service Agency*

Bonnie Guiton, Secretary

*Department of General Services*

John Lockwood, Director

Loren C. Smith, Deputy Director

Managed by:

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*Keyser Marston Associates, Inc.*

Economic Analysis

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Programming

*Gabriel-Roche, Inc.*

Policy Analysis

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***Acknowledgments***

## Overview

The Plan establishes a series of Management Principles to guide the management of the State's general office real estate assets in the San Francisco and Oakland Study Area over the course of the next 10 years. Based upon the Principles, an Implementation Strategy and Action Items are presented along with strategies to guide the development of local Service Centers and Under-utilized Properties.

### Space Needs

As described in Chapter 2, the State's Space Need in San Francisco for consolidatable general office space at the 5 year (1997) projection is 1.3 million usable square feet (USF). The 5 year projected need in Oakland is 461,000 USF bringing the total need for the two cities to 1,751,000 USF, assuming no geographic relocation of agencies. The need in San Francisco can be characterized as predominantly statewide-serving (660,000 USF) with approximately 150,000 USF of regional-serving (Bay Area) and the balance serving the local population. The office projections for Oakland are predominantly regional (147,000 USF) or local-serving office facilities. Currently, there are very few statewide-serving offices in Oakland, except for the University of California which is not included in the Study.

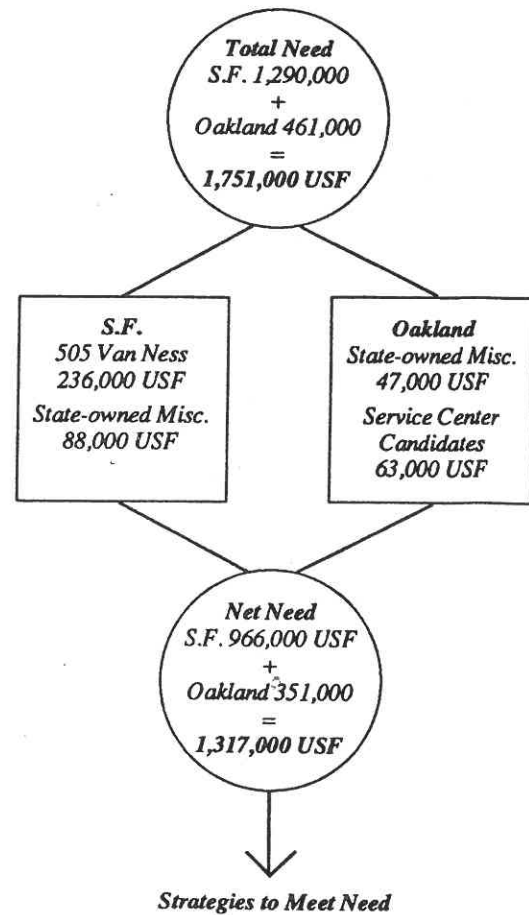
Subtracting the relatively new DGS building at 505 Van Ness Ave. and other miscellaneous buildings owned by agencies other than DGS, from the Total Need, the Net Space Need, based upon current distribution of offices for San Francisco, becomes 966,000 USF for San Francisco and 351,000 USF for Oakland.

### Approach

Regional Distribution, Local Consolidation and Implementation concepts were analyzed to establish the Plan's guiding Principles. The analytic process leading to the Plan and its Principles is described on the following pages.

**The Plan includes:**

- Principles
- Implementation Strategy/Action Items
- Service Center Strategy
- Under-utilized Property Strategy



## *Regional Distribution*

Following the projection of the Space Need for the 5 and 10 year horizons, three theoretical Paradigms were developed to identify optimum locations for State facilities. As discussed in Chapter 2, the paradigms hypothesized the optimum location for the lowest cost (based upon current leases), the most convenience to employees (commute distance/time) and the most convenience to the public using State facilities. All of the paradigms pointed to the Richmond/Hayward corridor and particularly Oakland as the optimum location for State office facilities. While helpful in providing an overview, the unconstrained or theoretical nature of the paradigm models provided limited guidance in establishing realistic locational strategies.

Therefore, the models were modified to include the following constraints:

- The historical presence of statewide facilities in San Francisco, some for as long as 100 years
- Business disruption due to relocation
- Employee dislocation/relocation
- Economic loss to the local community
- Relocation costs

In evaluating the distribution of the Space Need to Oakland and San Francisco, it was clear that local-serving uses must remain in the local areas. At an early stage in the Study, the potential to relocate the major statewide-serving agencies to Sacramento was explored. However, when the substantial costs associated with business disruption, employee dislocation, economic loss to the community and relocation were added to the costs of new facilities, it was difficult to justify the move. A second alternative looked at relocating statewide-serving agencies to Oakland. Again, while the distance would not involve relocation costs for employees, and employee dislocation would be less of an issue, the factors of business disruption, economic loss to the community, and the loss of the historic presence of these facilities in San Francisco would argue against relocation of the large facilities. Further, the relocation of large agencies which generally occupy an entire building is logistically more difficult. Therefore, it was determined that a guiding Principle would be that the State maintain a strong presence of State Offices in San Francisco, including all statewide-serving and local uses.

The corollary Principle states that regional-serving facilities should be relocated to Oakland in a planned manner along with miscellaneous facilities and incremental growth.

The State has established a goal to consolidate general State office facilities in defined geographic areas to improve functional efficiency and create a presence of State government. It is clear that given the recommended distribution of general offices in San Francisco and Oakland, an additional Principle should be to consolidate the general offices in the Central Business District (CBD) area of the two cities. Location in the central city permits the use of existing transportation and services, provides economic support to the local community and maximizes the use of existing State real estate assets.

### *Principle*

*Maintain a strong presence of State Offices in downtown San Francisco including the current statewide Agency Headquarters of the State Supreme and Appellate Courts, Department of Justice, Public Utilities Commission, Department of Industrial Relations and the Department of Insurance. Maintain the San Francisco local-serving general offices in the downtown area or neighborhood areas.*

### *Principle*

*Relocate in a planned manner the regional offices, incremental growth and miscellaneous office support facilities to Oakland in accordance with the recommendations of the models.*

### *Principle*

*Consolidate the State's general office space in the CBD areas of San Francisco and Oakland to create a presence for the State, to enhance the level of service to the public, to utilize existing infrastructure and transportation systems, to provide economic support to the local community, and where appropriate, to utilize to the greatest extent possible the State's existing real estate assets.*



## *Local Consolidation*

With the establishment of the Regional Distribution Principles, the next step was to examine the factors which determine the location of the State facilities within the respective Central Business District areas. The State-owned real estate assets within the two CBD's targeted for consolidation were evaluated and ranked in order of their ability to meet the space needs. Opportunities were considered for development of the Department of General Service's Property and on property owned by other State agencies. The State development opportunities were evaluated and ranked based upon the evaluation criteria shown to the side.

The development of State-owned property was then compared and contrasted with various private sector development alternatives to determine if they were more cost effective in meeting the needs of the State. A detailed description of the State's and private sector's development alternatives and the evaluation is included in the Appendix.

### *State Ownership of Facilities*

Prior studies by the Auditor General, the Little Hoover Commission, and analysis prepared for this Study, indicate that considerable savings accrue to the State when they occupy State-owned buildings rather than lease from the private sector. The analysis performed for this Study compared projected market rents against the amortized costs of owned space over 30 years. This analysis assumed a normal business cycle, used historical rents as a basis for rental projections and used construction estimates from reliable industry sources. Therefore, a guiding Principle should be to own/occupy rather than to lease.

### *Evaluation Criteria*

#### *Physical Facilities*

- *Physical/Building Evaluation*
- *Life Safety Considerations*
- *Building Condition and Remaining Useful Life*
- *Quality of the Work Environment*
- *Space Efficiency*

#### *Contribution to Goal of Consolidation*

- *Achievable Usable Square Feet*

#### *Locational Considerations*

- *Proximity to Multiple Modes of Transit*
- *Potential to Provide Adequate, Convenient Parking*
- *Image as an Identifiable State/ Governmental Service Concentration*
- *Central location to the State Employees' Place of Residence*
- *Central location to the Public User or Client*

#### *Availability/Timing Considerations*

- *Ownership or Control of Property*
- *Community Support*
- *CEQA Clearance*
- *Schedule/Construction Sequence (estimated move-in date)*
- *Policy Restrictions*

#### *Cost Effectiveness*

- *Long Term value to the State*

### *Principle*

***Maximize the amount of State offices housed in State-owned office buildings to ensure that the significant long term savings from the occupancy of owned buildings accrues to the State.***

### *Evaluation of Development Opportunities In San Francisco*

#### *Buildings/Properties Owned by the Department of General Services*

The analysis of the State's development opportunities indicated that, given the amount of State-owned property, the Civic Center is the logical area within San Francisco for consolidation of general offices. The only other location found where one million or more square feet of space could be accommodated would be the proposed Mission Bay area, which is far removed from the existing concentration of State office space and major transit routes.

The analysis indicated that first priority in meeting the Space Need should be to use the existing State-owned buildings and property. In order of suitability for consolidation of State office space, 505 Van Ness Ave. has been rated highest. It is a DGS-owned, relatively new building which is well located in the San Francisco Civic Center.

The redevelopment of the 455 Golden Gate/350 McAllister block to a greater intensity of development ranks high on the list as a cost effective development alternative. The redevelopment allows for maximum consolidation of State facilities on State-owned property while enhancing the functioning of the courts and general offices. The long term value of the property would be significantly enhanced with a new structure developed in conjunction with the restoration of 350 McAllister St.

The rehabilitation of the two buildings on Golden Gate Ave., (525 and 455) are rated equally in all categories. Both buildings are of a similar age and condition, and while a detailed analysis of the condition of 455 Golden Gate Ave. has not been undertaken to date, it is assumed that a similar level of rehabilitation would be necessary for both buildings.

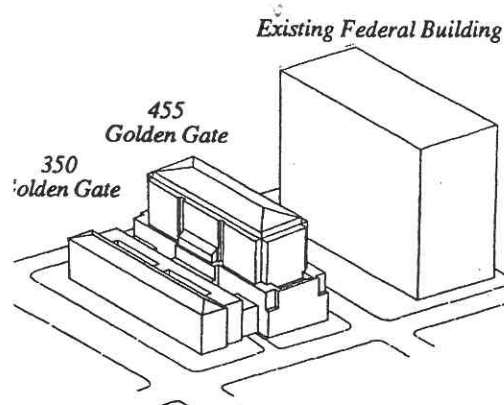
The 350 McAllister building is a historic building with an important ceremonial position on the Civic Center Plaza. If rehabbed as an office building without base isolation (a foundation construction technique designed to reduce the foundation forces transmitted to the building structure) it ranks in a position similar to that of 455 and 525 Golden Gate. When rehabbed as a court with base isolation, the building ranks the lowest of the State initiated alternatives, primarily due to the additional cost. Rehabbing 350 McAllister as a court without base isolation would significantly improve the cost effectiveness and the functioning of the two buildings working together as a unit. For these reasons it is recommended that the State seriously consider removing the base isolation requirement.

#### *Other State Property*

Several properties controlled by other State Agencies offer opportunities for meeting the State's Space Needs. These properties include the EDD property at 745 Franklin St. combined with abandoned CalTrans ROW from the Highway 101 demolition; other property in the 400 block of Franklin St. made available with ramp demolition; the CalTrans District 04 office

### **Principle**

***Consolidate San Francisco general office space in the Civic Center***



*Passing Concept for Redevelopment of 350 McAllister/455 Golden Gate Block in San Francisco Civic Center.*

### **Principle:**

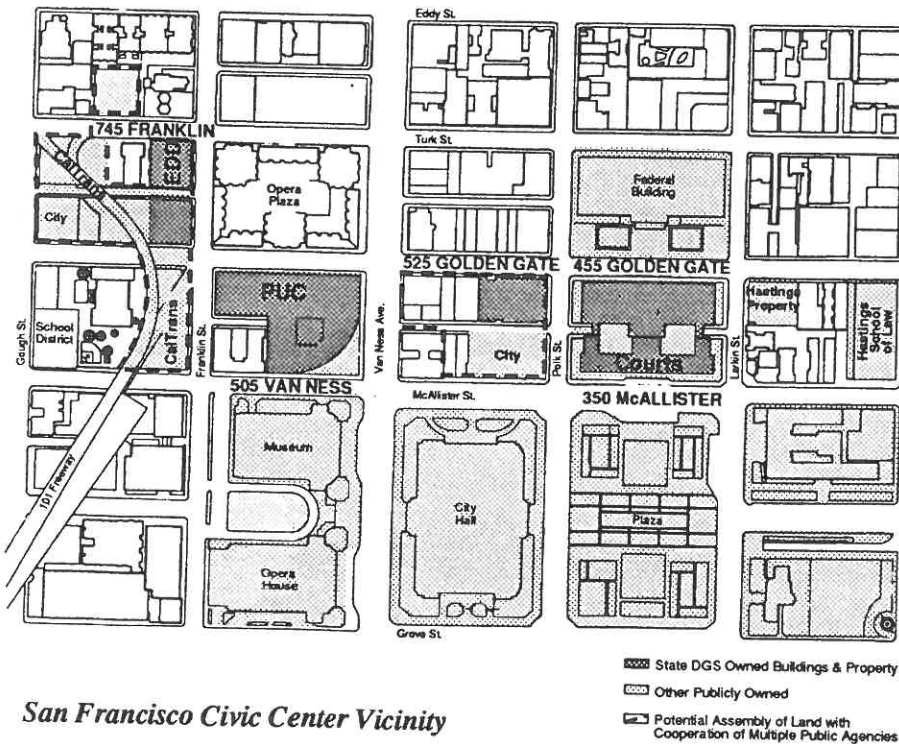
***Consider the historic values and traditional use of 350 McAllister to ensure that rehabilitation, expansion or replacement of this asset is sensitive to those issues***

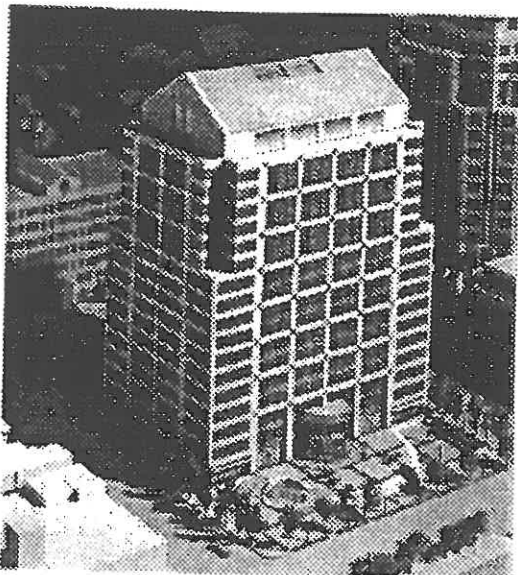
building (current legislation requires sale of the property as part of the financing); and the Hastings School of Law property east of 455 Golden Gate Ave. Each of the properties would require acquisition of the land from the controlling agencies or some form of joint development. In addition, since a change of use would be involved, it may be difficult to obtain community or city support for State office development.

### Comparison of Private Sector Development Alternatives in San Francisco

Several private sector alternatives were explored in San Francisco. While many ranked well in terms of cost, none were substantially better than the State's development opportunities, and none offered the opportunity to consolidate a significant amount of space. Several opportunities to purchase buildings were explored; however, those which could provide significant space were generally in secondary locations and were separated from the major concentration of existing State facilities in the Civic Center. The older buildings were discounted due to the potential costs associated with seismic and life safety as well as costs for the removal of hazardous materials. Marathon Plaza was discounted because of location and the cost to the State to relocate 500,000 sf of existing private or other governmental tenants.

The only build-to-suit alternative in San Francisco where a significant amount of space could be provided was Mission Bay; however, the site is not convenient to other State or governmental offices and major transit routes. Additionally, the timing of the development is unknown and the ability to meet the needs of the State in the Study's time frame is questionable.





*Oakland City Center Redevelopment area offers multiple sites for Build-to-Suit by the private sector*

### **Principle**

*Consolidate Oakland general offices in the downtown area near the City Center.*

### ***Evaluation of Development Opportunities in Oakland Buildings/Property Owned by Department of General Services***

Due to the severe damage caused by the Loma Prieta earthquake, a detailed analysis completed in an earlier phase of this Study recommended that the existing building be demolished. The 1111 Jackson St. site was analyzed under two development scenarios. The first proposed developing the site to the current city zoning, which permits approximately 180,000 USF. The second proposed developing the site to a "reasonable development capacity" of 290,000 USF. The full development of the site would not accommodate the consolidation of the State's facilities proposed for Oakland.

### ***Comparison of the Private Sector Development Alternatives in Oakland***

The Oakland build-to-suit alternatives ranked well on most criteria, particularly cost effectiveness. The best of these build-to-suit options would appear to be at Oakland City Center, which has at least two sites with combined capacity of over 800,000 USF and offers the best opportunity in Oakland to consolidate the State's office space needs. The sites are entitled and it is anticipated that expedited approvals could ensure move-in as early as three and a half years. Other opportunities exist at sites in the Kaiser Center and property along Broadway St. owned by the Redevelopment Agency.

Few options are available in Oakland to purchase an existing building which could meet the State's Space Needs. The most likely candidate, the Rotunda, a converted department store near the City Hall, offers considerable problems in converting a retail facility to a modern office structure. Given the relatively small size of the structure, the benefit to the State does not outweigh the potential risks.

The Kaiser Center offered the only space to consolidate leases; however it was not judged to be a viable alternative. The age of the building, the potential for hazardous material problems, deficiencies in meeting current seismic criteria and other life safety issues would rank this alternative far below the other available alternatives.

## Implementation

With the establishment of the Local Consolidation Principles, the next step was to identify and test strategies for implementation and to establish Principles to guide the implementation process. Based upon the Principles for geographic distribution and consolidation of the State's offices, strategies were developed to evaluate various development scenarios. A series of strategies was explored combining the highest ranked San Francisco and Oakland development alternatives to meet the Total Net Need.

The primary emphasis of the analysis was to determine the cost effectiveness of each strategy compared to the State's current program of predominately leasing space in the private market. The table to the side summarizes the capital cost of the State's existing private sector lease program. The capital cost of State facilities to meet the Net Need of 1,317,000 USF is \$361,343,000. The analysis assumes that 455 Golden Gate Ave., the only currently occupied State-owned building, will be rehabilitated to current standards. It also assumes that the balance of the space required to meet the State's need will be leased from the private sector at current rates for Class A buildings in downtown Oakland and San Francisco. The capital costs used in the strategy analysis are for comparison purposes and should not be used for project budgeting. The project costs included demolition, hazardous materials abatement, shell and core construction, tenant improvements, modular partitioning systems, real estate costs, land cost, financing costs (exclusive of amortization), project soft costs, project contingency, development fees and profit on the private sector initiated development. The capital cost of leased space was determined by capitalizing the lease payments over a period of 30 years. Relocation and other costs, such as the expense of surge space were not considered. These costs were considered to be similar in all strategies since each of the buildings will have to be vacated during the rehabilitation process. A summary of the costs used in the analysis for each strategy is included in the Appendix.

The implementation strategies analyzed are described in the following text and their costs are summarized in the Analysis of Alternative Strategies table on the next page.

### Existing Private Sector Lease Costs (Do Nothing Alternative)

San Francisco	USF	Capital \$
455 Golden Gate (office)	287,000	\$77,280,000
Lease Space	679,000	\$197,423,000
Sub-Total	966,000	\$274,703,000

\$284 per USF

Oakland	USF	Capital \$
Leased Space	351,000	\$86,640,000
Sub-Total	351,000	\$86,640,000

\$247 per USF

**Total Bay Region: 1,317,000 USF**

\$361,343,000 Capital

\$274.37 per USF

\$74,060 per Employee

### *Strategy 1*

Strategy 1 follows the State's current plan to rehabilitate 525 & 455 Golden Gate Ave. and to restore 350 McAllister St. except that a conventional foundation and bracing system is used rather than base isolation. Due to the limited space available in the San Francisco Civic Center, under this scenario, two large buildings would be required in the Oakland City Center. To provide a balance in space allocation, two statewide agencies would have to be relocated from San Francisco to Oakland which violates the Regional Distribution Principles. To meet the total Space Need, offices are leased in the San Francisco Civic Center area. If the State determines that it is important that 350 McAllister St. continues as a base isolation demonstration project, the project cost would have to be increased.

### *Strategy 2*

Strategy 2 also rehabilitates 525 and 455 Golden Gate Ave.; however, 350 McAllister St. would be rehabilitated without base isolation as general office space rather than as a court facility. The court's current favorable lease at Marathon Plaza is assumed to be extended for a period of up to 30 years. The courts could be relocated into a new building in the Civic Center near Market St. as part of a future redevelopment project. A new building or combination of buildings would be constructed in Oakland City Center totaling 527,000 USF.

### *Strategy 3*

Strategy 3 proposes rehabilitation of 525 Golden Gate Ave. and the redevelopment of the 350 McAllister/455 Golden Gate block to a "reasonable development capacity." The historic portion of 350 McAllister St. would be restored and the balance of the block designed and constructed to contain the courts and general office space. The anticipated total capacity of the block is 708,000 USF. A new building or combination of buildings totalling 485,000 USF would be built in the Oakland City Center.

### *Evaluation*

As seen from the summary of the three strategies shown in the Alternative Strategies Table, Strategy 3 is the most cost effective. The relative cost per USF of office space is \$260 and the cost per employee housed is \$70,174. The figures are 5% lower than the first two strategies and 5% lower than the current program of leasing. While the percentage savings are modest, the capital savings amounts to \$18,000,000. More importantly, the redevelopment of the 350 McAllister/455 Golden Gate block would provide the State with more than 500,000 USF of new building. The functional and real estate values would be significantly higher than those gained through the rehabilitation of 30+ year old office buildings. The concentration of State offices in State-owned Civic Center buildings would provide significant long term functional cost savings. Finally, at the end of the 30 year period used to evaluate the cost effectiveness of the strategies, the State will have significant residual value remaining in its real estate assets. Under the current pattern of leasing from the private sector, the State will be left with no residual real estate value.

# Alternative Strategies Analysis

## Strategy 1

**350 McAllister as Court without Base Isolation**

San Francisco	USF	Capital \$
525 Golden Gate (office)	124,000	\$36,745,000
350 McAllister (courts)	179,000	\$61,150,000
455 Golden Gate (office)	287,000	\$77,280,000
Lease Space	75,000	\$19,000,000
<b>Sub-Total</b>	<b>665,000</b>	<b>\$194,175,000</b>

\$292 per USF

## Strategy 2

**Courts to Remain at Marathon Plaza**

San Francisco	USF	Capital \$
525 Golden Gate (office)	124,000	\$36,745,000
350 McAllister (offices)	179,000	\$52,753,000
455 Golden Gate (office)	287,000	\$77,280,000
Courts-Marathon Plaza	200,000	\$59,258,000
<b>Sub-Total</b>	<b>790,000</b>	<b>\$226,036,000</b>

\$286 per USF

## Strategy 3

**Redevelop 350 McAllister and 455 Golden Gate with Courts**

San Francisco	USF	Capital \$
525 Golden Gate (office)	124,000	\$36,745,000
350 McAllister / 455 Golden Gate Courts & Offices	708,000	\$182,072,000
<b>Sub-Total</b>	<b>832,000</b>	<b>\$218,817,000</b>

\$263 per USF

Oakland	USF	Capital \$
New Oakland Office #1	326,000	\$83,100,000
New Oakland Office #2	326,000	\$83,100,000
<b>Sub-Total</b>	<b>652,000</b>	<b>\$166,200,000</b>

\$255 per USF

Oakland	USF	Capital \$
New Oakland Office #1	326,000	\$83,100,000
Portion of New Oakland	201,000	\$51,236,000
<b>Sub-Total</b>	<b>527,000</b>	<b>\$134,336,000</b>

\$255 per USF

Oakland	USF	Capital \$
New Oakland Office #1	326,000	\$83,100,000
Portion of New Oakland	159,000	\$40,530,000
<b>Sub-Total</b>	<b>485,000</b>	<b>\$123,630,000</b>

\$255 per USF

**Total Bay Region: 1,317,000 USF**

\$360,375,000 Capital

\$274 per USF

\$73,847 per Employee

**Total Bay Region: 1,317,000 USF**

\$360,372,000 Capital

\$274 per USF

\$73,847 per Employee

**Total Bay Region: 1,317,000 USF**

\$342,447,000 Capital

\$260 per USF

\$70,174 per Employee

*Existing Private Sector Lease Costs (Do Nothing Alternative)  
(See Page 3.7)*

**Total Bay Region: 1,317,000 USF**

\$361,343,000 Capital

\$274.37 per USF

\$74,060 per Employee

**Principle**

*Ensure a high calibre of building and a quality work place for State employees. The inherent value of the real estate asset will be maintained or enhanced with well-designed and maintained improvements.*

**Principle**

*Preserve and enhance the value of real estate assets with a proactive long term building maintenance program.*

**Principle**

*Maximize the amount of money available to the San Francisco/Oakland DGS building program through the maximum use of funds from the Federal Emergency Management Administration (FEMA) and California Earthquake Safety and Public Rehabilitation Bond Act of 1990.*

- *The two funding sources offer the ability to fund a significant portion of the State's need to rebuild in San Francisco and Oakland.*

**Principle**

*Ensure that the full value of the State's real estates assets are realized through programs for the intensification of development on appropriate lands and/or the disposition of surplus lands. Use the inherent value of the State's real estate assets to fund the implementation of the San Francisco/Oakland State Facilities Plan.*

**Principle**

*Ensure that the public is well-served in the non-CBD areas through the creation of Service Centers. The opportunity exists to consolidate the service uses in owned or leased space to increase visibility, accessibility and presence.*

**Principle**

*Ensure the implementation and maintenance of the Plan through the establishment and maintenance of a multi-disciplinary team from OREDS, OPDM, OSA and OBG under the authority and responsibility of a designated Project Executive.*

**Implementation Principles**

Based upon the research and analysis conducted during the course of the Study, Implementation Principles have been established to assist in guiding the implementation of the Plan.



## *The San Francisco/Oakland State Facilities Plan*

The intent of the Plan is to provide a long term "vision" and principles to guide the management and decision making process for San Francisco and Oakland State property. The management of real estate assets is an on-going process and the Plan should be considered a "living document" which changes over time to meet changing needs and economic and market conditions. The Plan is composed of the Management Principles outlined above and the following three Strategies:

- Implementation Strategy
- Service Center Strategy
- Under-utilized Property Strategy

### *Implementation Strategy*

The Implementation Strategy includes 14 specific Implementation recommendations and Action Items to begin the implementation process.

#### *Implementation Strategy*

The following is a summary of the Plan's Implementation Strategy which was developed in conformance with the Principles. The Strategy also includes specific Action Items related to each of the Principles.

The Department of General Services (DGS) should:

#### *Regional Distribution*

1. Retain all Statewide serving agencies in San Francisco (Supreme and Appellate Courts Judicial Administrative Offices, Department of Industrial Relations, Public Utilities Commission, Department of Insurance).

Consolidate the total projected statewide need of 660,000 (USF) in State owned facilities in the Civic Center.

2. Retain all local serving agencies in San Francisco. Locate the projected local-serving need of 369,000 USF in neighborhood locations or consolidate in the Civic Center.

3. Relocate to Oakland all regional serving agencies and miscellaneous users not required to be in San Francisco. Implement the relocation over time and in concert with the development of new State office facilities in Oakland.

#### *Local Consolidation*

4. Maintain the quality building, 505 Van Ness Ave., as the headquarters of the Public Utilities Commission. 505 Van Ness Ave., satisfies 197,000 USF of the need for statewide serving facilities.

5. Proceed with the rehabilitation of 525 Golden Gate Ave. as planned by DGS.

6. Develop a new or renovated office facility on State owned land in the Civic Center. Analyze the redevelopment potential of the State's property on the 350 McAllister/455 Golden Gate block. The Plan identifies this block as the optimum location for the consolidation of the State's facilities in the San

#### *Agency Distribution Strategy - S.F.*

<i>Building</i>	<i>Major Tenants</i>
<i>505 Van Ness</i>	<i>PUC</i>
<i>525 Golden Gate</i>	<i>Insurance S.F. Service Center</i>
<i>350/455 Redevelopment</i>	<i>Courts Justice Industrial Relations Equalization Franchise Tax Board</i>

3.12 The Plan

Agency Distribution Strategy - Oakland

Building	Major Tenants
New Bldgs. in City Center	Coastal Conservancy Oakland Service Center Environ. Health/Hazard Assoc. Industrial Relations Justice Franchise Tax Board Water Resources Control Board

Candidate Agencies To Move From S.F. To Oakland

Regional-Serving Agency	USF Need +5 Year
Banking	24,000
Commerce	675
Conservation	10,000
Controller	900
Corporations	20,000
Corrections	14,000
G.S. Admin. Hearings	7,400
Personnel Board	1,000
Public Defender	21,000
Public Emp. Relations Bd.	2,400
Real Estate	13,000
Savings and Loan	6,000
S.F. Bay Conserv. & Develop.	10,000
Coastal Commission	29,000
Fair Emp. Housing Comm.	4,000
Food and Agriculture	1,600
Total	164,975 USF

Note: Strategy 3 assumes that only 100,000 to 134,000 USF would be relocated to Oakland. Agencies could be chosen from the listing above.

Francisco Civic Center; the facilities would house the courts, judicial administrative offices and other federal offices. The analysis should include the cost of restoring the historic elements of 350 McAllister St. and the development of the balance of the block to the highest reasonable development capacity for the site.

7. Hold all further design work on 350 McAllister St. until the results of the studies on the 350 McAllister/455 Golden Gate block are completed.

8. The DGS should (simultaneously, while studying the 350 McAllister/455 Golden Gate block) explore other development opportunities to satisfy the consolidation of its facilities in the civic Center area. Opportunities to be explored include: the Hastings College property owned by other State agencies along the Franklin St., such as the EDD property at 745 Franklin St. the CalTrans property at 150 Oak St., and the former Highway 101 ROW.

9. Request CalTrans to hold the property at 150 Oak St. for the temporary housing of agencies in leased space or awaiting relocation to permanent headquarters (pending the results of the above studies).

10. Demolish the 1111 Jackson St. office building in Oakland that was severely damaged in the 1989 earthquake. Simultaneously, DGS should pursue selling the site or trading it for a selected site in the City Center or an equivalent site as identified in item 11 below.

11. Develop a new State office facility in the Oakland City Center redevelopment area, or in another nearby downtown area such as the Kaiser Center. The determination of the location should be made based on the site capacity for current and projected space needs and the economics of the individual opportunities. The State should immediately commence the programming and space planning for the consolidation of facilities and should commence discussions with the City of Oakland regarding development opportunities.

12. Seek funding for two prototype State Service Center, in east and west Bay Area locations, as recommended in the Plan, to consolidate similar service oriented agencies, increase public accessibility, and enhance the cost effectiveness for the State.

13. Commence an aggressive program to pursue the best use of the State's under-utilized property as identified in the Plan.

14. Organize a multi-disciplinary team from OREDS, OPDM, OSA and OBG, under the authority and responsibility of a designated Project Executive, to attend to and be singularly responsible for the implementation of the plan for San Francisco and Oakland.

### ***Action Items for Plan Implementation***

The following are suggested Action Items to be undertaken as the first steps of the San Francisco/Oakland State Facilities Plan. The action items are related to the implementation of the Principles.

The following section relates the recommended initial Action Items to the Principles:

### ***Regional Distribution Principles***

#### ***Action Items:***

- Perform a more detailed feasibility study for the redevelopment of the 350 McAllister/455 Golden Gate block to include approximately 700,000+ USF.
- Restore the historic portions of 350 McAllister St. (without base isolation).
- Plan for a unified development over the entire block with the courts designed to current standards.
- Investigate the feasibility of extending (at the current favorable rates) the Court's current lease at Marathon Plaza to provide for the extended time period required to redevelop the block.
- Review with the City the potential for support in developing the block to its "reasonable development capacity."
- Develop a relocation plan to accommodate construction including the use of the rehabilitated 525 Golden Gate Ave. and 150 Oak St.

#### ***Action Item:***

- Develop a program to relocate offices in a planned manner. Coordinate the relocation plan with construction schedules and lease terms.

### ***Action Items:***

(Also see Actions for the first two Principles above.)

- Take advantage of future opportunities to increase the State's presence in the Civic Center by monitoring the progress on the alternatives for replacement of the 101 Hwy. on/off ramps.
- Identify the process and opportunity for acquiring abandoned ROW along the Franklin corridor between Golden Gate Ave. and Fulton St.
- Take advantage of future opportunities to increase the State's presence in the Civic Center by monitoring the progress on the disposition of the CalTrans building at 150 Oak St.
- Determine the feasibility of using the facility in the short term for surge space during the redevelopment of the 350 McAllister/455 Golden Gate block.

### ***Principle***

***Maintain a strong presence of State Offices in San Francisco by maintaining the current Statewide Agency Headquarters in San Francisco. Maintain the San Francisco local-serving general offices in the downtown area.***

### ***Principle***

***Relocate in a planned manner the regional offices, incremental growth and miscellaneous office support facilities to Oakland in accordance with the recommendations of the Paradigms.***

### ***Principle***

***Consolidate the State's general office space in the CBD areas of San Francisco and Oakland to create a presence for the State, to enhance the level of service to the public, to utilize existing infrastructure and transportation systems, to provide economic support to the local community, and where appropriate, to utilize to the greatest extent possible the State's existing real estate assets.***

**Principle**

*Maximize the amount of State offices housed in State-owned office buildings to ensure that the significant long term savings from the occupancy of owned buildings accrues to the State.*

**Principle**

*Consolidate San Francisco general office space in the Civic Center.*

**Principle**

*Consider the historic values and traditional use of 350 McAllister St. to ensure that rehabilitation, expansion or replacement of this asset is sensitive to those issues.*

**Principle**

*Consolidate Oakland general offices in the downtown area near the City Center.*

**Local Consolidation Principles****Action Items:**

- Rehabilitate 525 Golden Gate Ave. to provide approximately 124,000 USF of general office space.
- Begin discussions with the City to determine the potential for joint redevelopment of the balance of the block bounded by Golden Gate Ave., Polk St., McAllister St., and Van Ness Ave. to maximize the value of the existing 525 Golden Gate Ave. building.
- Prepare a detailed analysis of the condition of 455 Golden Gate Ave. to determine the cost effectiveness of rehabilitation of the existing structure vs. the redevelopment of the entire block.

**Action Items:** (Also see Actions for Regional Distribution)

- Take advantage of future opportunities to increase the State's presence in the Civic Center by monitoring the progress on the alternatives for replacement of the Hwy. 101 on/off ramps.
- Identify the process and opportunity of acquiring the abandoned Hwy 101 ROW.
- Take advantage of the opportunity to increase the presence of the State in the Civic Center by monitoring the progress of the disposition of the 150 Oak St. CalTrans property.
- Determine the feasibility of utilizing 150 Oak St. for a limited period to satisfy decanting and surge needs in the Civic Center area.

**Action Items:**

- Carefully program and evaluate the important historic elements to determine the cost/benefit of the preservation of key elements of the building. Ensure that the need to preserve the historic elements of the building are balanced with the function and budget.

**Action Items:**

- Authorize Buildings and Grounds to begin the process of salvaging materials and equipment from 1111 Jackson St.
- Prepare the necessary construction and bidding documents to demolish and clear the 1111 Jackson St. site.
- Begin the programming and proposal process for the private sector to develop a 325,000 - 400,000 USF building for DGS in Downtown Oakland.
- Determine methods to establish the Oakland City Center as the preferred site.
- Acquire the City Center site(s) from the City of Oakland.
- Develop disposition strategy for 1111 Jackson St. Perhaps the site could be traded for a City Center Site.

## *Evaluation of Development Alternatives*

There are four categories of development alternatives: Develop State-owned property, Acquire Land and Build-to-Suit, Purchase an Existing Building, and Consolidated Leases. In support of the principle to maximize the occupancy of the State-owned facilities. The State-owned alternative was considered first; this evaluation is described in the first section of this Appendix. The second section compares these opportunities for development on State-owned land against private sector alternatives. The summary matrix evaluation chart at the end of this Appendix ranks all of the alternatives in each development category for both San Francisco and Oakland.

## *Description and Evaluation of Alternatives*

### *Summary of State Development Opportunities in San Francisco*

The following is a summary of the State development opportunities which were identified as having the potential to contribute to the goal of consolidation in San Francisco.

#### *Department of General Services Property in Civic Center*

The Department of General Services currently owns four major buildings in the Civic Center area: 505 Van Ness Ave., 350 McAllister St., 455 and 525 Golden Gate Ave. containing approximately 825,000 USF. Two of the State buildings, 525 Golden Gate Ave. and 350 McAllister St. are condemned and have been vacant since shortly after the 1989 Loma Prieta earthquake.

#### **350 McAllister St.**

Design is currently underway for the restoration of 350 McAllister St. to house the State Supreme and Appellate courts utilizing a base isolation foundation system to mitigate earthquake forces. For this Study, a development alternative was established with the assistance of OSA to restore the building for the courts utilizing a conventional shear wall system of seismic reinforcement.

#### **525 Golden Gate Ave.**

An analysis of 525 Golden Gate Ave., based upon detailed studies by OSA in an earlier phase of this Study, concluded that it was more cost effective to rehabilitate the building than to demolish it and rebuild.

#### **455 Golden Gate Ave.**

A detailed evaluation of 455 Golden Gate Ave. has not been undertaken as a part of this Study; however, based upon the age and general condition of the building, it can reasonably be assumed that major rehabilitation similar to that required for 525 Golden Gate Ave. will be required in the foreseeable future. Estimated project costs used in this study for the rehabilitation of 525 Golden Gate Ave. and 350 McAllister St. were based upon estimates prepared at the end of the early design phases or upon studies prepared for FEMA and budget submittals. The cost estimate for the rehabilitation of 455 Golden Gate Ave. to bring the building up to the same standard as the other two buildings was based upon best professional judgement, utilizing the figures established for the rehabilitation of 525 Golden Gate Ave.

#### **350 McAllister/455 Golden Gate Block**

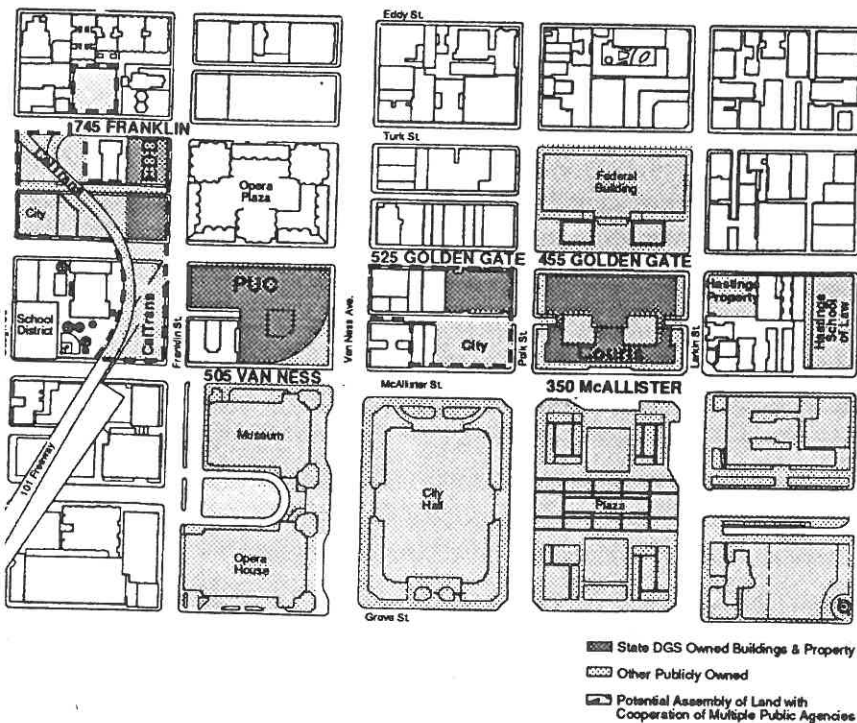
A development concept was prepared for the redevelopment of the block containing 350 McAllister St. and 455 Golden Gate Ave. to determine its "reasonable development capacity." The analysis indicated that it may be appropriate to consider a total development of some 700,000+ USF for the block including the restoration of the historic 350 McAllister St. court building and the construction of a new compatible building on the balance of the site.

**Evaluation of Department of General Services Property in Civic Center**

The analysis of the State's development opportunities indicated that, given the amount of State-owned property, the Civic Center is the logical area within San Francisco for consolidation of general offices. The only other location found where one million or more square feet of space could be accommodated would be the proposed Mission Bay area; however, the location is distant from other State offices, major public transit is limited and the implementation schedule is uncertain.

The first priority in meeting the Space Need is to maximize the use of the existing State-owned buildings and property. In order of suitability for consolidation of State office space, 505 Van Ness Ave. has been rated highest. It is a DGS-owned, relatively new building which is well located in the San Francisco Civic Center. The only category in which it is rated less than "good" is Location, as the San Francisco Civic Center area was considered less central to both State employees and clients than Oakland's central business district.

The redevelopment of the 455 Golden Gate/350 McAllister block ranks high on the list as a cost effective development alternative. The redevelopment of the block to a higher intensity allows for maximum consolidation of State facilities on State-owned property, while improving the functioning of the space required for the courts and general offices. The long term value of the property would be significantly enhanced with a new structure developed in conjunction with the restoration of 350 McAllister St.



The rehabilitation of the two buildings on Golden Gate Ave., 525 and 455, are rated equally in all categories. Both buildings are of a similar age and condition, and while a detailed analysis of the condition of 455 Golden Gate Ave. has not been undertaken to date, it is assumed for the Study that a similar level of rehabilitation would be necessary for both buildings.

The 350 McAllister St. building is a historic building with an important ceremonial position on the Civic Center Plaza. The building rehabbed as an office building without base isolation ranks in a position similar to that of 455 and 525 Golden Gate Ave. It is recognized that, due to the historic nature of the building, it would take longer to rehabilitate and the cost would be somewhat higher than the rehabilitation of buildings such as 455 and 525 Golden Gate Ave. From a real estate point of view, the building when rehabbed as a court with base isolation ranks the lowest of the State initiated alternatives, primarily due to the substantial cost to implement the base isolation system over conventional seismic bracing. Base isolation also requires that the building be physically disconnected from 455 Golden Gate Ave. and, because the courts will require space in both buildings, reduces the functional flexibility. Rehabbing 350 McAllister St. as a Court without base isolation would improve the cost effectiveness and the functioning of the two buildings working together as a unit. For these reasons it is recommended that the State seriously consider removing the base isolation requirement. If State policy deems that it is important to undertake a base isolation demonstration project on an existing building, there are perhaps more appropriate candidates.

### *Other State Property*

Several other properties in the Civic Center area offer potential to contribute toward meeting the State's space needs.

#### **Vicinity of EDD Building at 745 Franklin St.**

The EDD building at 745 Franklin St. (between Golden Gate Ave. and McAllister St.) and its adjacent parking facilities could provide a significant development opportunity especially when combined with CalTrans ROW land in the same block made available through the recent demolition of the Highway 101 on and off ramps.

In the block to the south of EDD and immediately west of the 505 Van Ness Ave. building, the demolition of the freeway and the abandonment of the ROW will make available approximately 35,000 sf of developable CalTrans land. The demolition of the freeway will also release additional land in the block bounded by Franklin St., McAllister St., Gough St., and Fulton St. immediately west of the State Bar of California property.

#### **Hastings Property**

To the east of 455 Golden Gate Ave., the Hastings School of Law controls parcels of land which could meet a portion of the goal of consolidating State offices as well as the expansion of the school facilities. The potential exists to develop a significant office facility, perhaps as part of a joint development agreement with the California State Bar.



**150 Oak St. - CalTrans Property**

The existing CalTrans District 04 office building at 150 Oak St. will become available with the relocation of the District's office facilities to a new building in Oakland in 1993. CalTrans is mandated to sell the property, with the proceeds of the sale applied to the financing for the new CalTrans building. The site could house 150,000 USF in rehabilitated space, or up to 270,000 USF if the site were cleared and redeveloped at a "reasonable development capacity."

**Evaluation of Other State Property**

The two properties in the Civic Center owned by State agencies other than DGS (745 Franklin St. and 150 Oak St.) rate well when rehabilitated or rebuilt. The cost of acquisition of the sites from other agencies and the uncertainties regarding potential city or neighborhood opposition are unknowns, and could lead to potential delays in the approval process.

***Other Property in the Civic Center Area***

The block bounded by Golden Gate Ave., Polk St., McAllister St. and Van Ness Ave. in which 525 Golden Gate Ave. is located offers significant potential for redevelopment and joint development with the City. The 525 Golden Gate Ave. building was designed with its elevator core on the west end of the building to facilitate future expansion to the west. The City is currently seeking responses from private sector developers to construct a building for their office needs on the City's property at the corner of McAllister and Polk Streets.

**Long Term "Vision" for Civic Center Development**

A final alternative was examined for the accommodation of additional State offices in the Civic Center. The alternative was to acquire and develop cooperatively with the City an expansion of the government complex toward the south, across Market St. at the foot of the current Civic Center. Much of this area is the abandoned Greyhound terminal and privately-owned parking lots. The adjacent old Post Office is in the design stages for being rehabilitated for the Federal Appellate Court system. This concept could provide an excellent location with good visibility and image for the State, but it would require a long "lead time" for negotiations with the City, redevelopment planning and site acquisition. Thus, it is not directly applicable to meeting the 5 to 10-year target horizon for this study. However, it should be kept in mind as a promising longer-term opportunity.

### *Private Sector Real Estate Opportunities in San Francisco*

The following private sector developments were identified as potentially contributing to the State's consolidation goal in San Francisco.

#### *Evaluation of Build-to-Suit Alternatives*

Very few sites are available in San Francisco which could meet the State's need for a large consolidated office complex. The City is currently working with Catellus Development Corporation on the development plan for Mission Bay. With the final approval of the plan, there potentially could be sites which could accommodate over one million usable square feet of space. This alternative would appear to be feasible for "back office" operations, but it would be very far removed from the existing State concentration at San Francisco Civic Center. Moreover, with the current uncertainty in the development of large development projects, the State would not be able to control the timing of this development alternative.

Freestanding sites in the downtown were not found to be cost effective, given the current and projected land values, and were not considered.

#### *Evaluation of Purchasing an Existing Building*

The following buildings were identified as potentially being for sale and/or meeting the State's goal of consolidating its general office space:

- Marathon Plaza, a 1987 building of some 657,000 USF
- Two Main St. structures built in 1972 and 1974 that total some 713,000 USF. The buildings will experience substantial vacancy when the Federal GSA buildings are completed in Oakland City Center.
- 201 Mission St., a 1983 building of approximately 472,000 USF.
- 301 Howard St., a 1987 building of 315,000 USF.

The Purchase a Building alternatives in San Francisco ranked well in cost, but fell short in their ability to create an identifiable, consolidated complex of State functions. While the Main Street properties and Marathon Plaza could provide a significant amount of USF, they are both located in what could be construed as secondary locations, and certainly separated from the major concentration of other State and governmental offices in the Civic Center area. Another consideration in the older buildings is the potential costs associated with bringing the buildings up to current seismic, life safety and hazardous materials standards. Finally, State policy requires that the State pay for the relocation of tenants in buildings purchased by the State. This economic factor was not considered in the cost effectiveness evaluation.

### *Evaluation of Consolidated Lease Alternatives*

The potential to consolidate a major portion of the State's leased office facilities in one geographic area of the city is limited. The following were identified as potential options.

- California St. (several buildings near Montgomery totaling approximately 500,000 USF).
- New Montgomery St. (several buildings totaling approximately 250,000 USF).
- Spear St. (several buildings totaling approximately 200,000 USF).

None of the lease alternatives performed well in terms of accommodating a large amount of space need in one consolidated building or complex of buildings. For these reasons, as well as financial analysis which demonstrates that leasing is not cost effective in the long term, the Consolidated Lease alternatives rank last in preference.

## **DEPARTMENT OF GENERAL SERVICES BUILDING OCCUPANCY POLICY**

Section Number

1. USE OF COMMON AREAS
2. TERM
3. RENT
4. TERMINATION/BACKFILL REQUIREMENTS
5. EXPANDING, REDUCING OR RELOCATING WITHIN A PREMISES
6. NOTICES
7. SPACE PLANNING AND TENANT IMPROVEMENTS
8. EARLY OCCUPANCY
9. CODE COMPLIANCE
10. ALTERATIONS AND BUILDING SAFETY PROVISION
11. BUILDING PROTECTION
12. ACCIDENT AND FIRE PREVENTION
13. CORRECTION OF HAZARDOUS CONDITIONS
14. EMERGENCY EVACUATION PROCEDURES
15. PARKING
16. SERVICES, UTILITIES, AND SUPPLIES
17. REPAIR AND MAINTENANCE
18. SPECIAL REPAIRS
19. SIGNAGE
20. GENERAL RULES
21. ASSIGNMENT AND SUBLETTING
22. QUIET POSSESSION
23. INSPECTION
24. SURRENDER OF POSSESSION
25. DISPUTE RESOLUTION

The Department of General Services (DGS) controls and operates certain buildings owned and/or controlled by the State of California. Pursuant to the State Administrative Manual Management Memo 04-17, the following terms and conditions, known as the Building Occupancy Policy (Policy), pertain to state agencies (occupant agencies) that hire from DGS certain premises with the appurtenances situated in various cities within the State of California. Occupant agencies are assigned space subject to the terms contained herein, subject also to the Building Rules and Regulations, Space Assignment GS 4091, legislative mandates, and any and all applicable State of California statutes, policies and regulations.

### **1. USE OF COMMON AREAS**

Occupant agencies have the nonexclusive right to use in common with other agencies, employees, guests, or other persons conducting business or occupying or leasing space within any and all DGS-controlled Buildings (Building), the following common areas of the Building (collectively, the Common Areas), all of which shall be subject to DGS's sole management and control:

- A. Common entrances, hallways, sidewalks, landscaped areas, lobbies, public restrooms, public meeting rooms and auditoriums, elevators, stairways, loading docks, ramps, and the common pipes, conduits, wires and other equipment within the Building that serve the premises; and
- B. The parking facilities of the Building, including the loading and unloading areas, roadways, driveways, public parking spaces, and other appurtenances that are not reserved for the exclusive use of any particular Building occupant.
- C. The use of common area pipes, conduits, wires and other equipment mentioned in 1.A above, shall be subject to the prior written approval of DGS. Specifically, the use of these areas, as well as common area utility/service closets for telecommunications and data purposes, require approval of DGS to assure equitable and proper usage for the benefit of all occupant agencies within the Building.

## **2. TERM**

DGS shall issue Space Assignments to occupant agencies for each individual Building occupied. The term of occupancy shall commence on the date stipulated in each Space Assignment and shall continue indefinitely year after year, subject to the terms and conditions of this Policy including Section 5. The parties hereto acknowledge that this Policy covering each premises is governed by and subject to any existing and/ or successive provisions of the State Administrative Manual, as well as to all requirements of the Department of Finance (DOF), and any legislative mandates, propositions or the like that govern the expenditure of state funds and/or require alternative uses for the premises by another state agency. Unless and until such provisions mandate, the term of Space Assignments shall not expire and the obligations of the parties as outlined herein shall continue.

Unless and until such time as occupant agency's use of the premises is canceled subject to the terms of this Policy, then occupant agency shall pay rent to DGS pursuant to the established rental rates for each DGS-controlled Building in which occupant agency is allocated Space Assignments, subject to periodic adjustments of the Building Rental Account or provisions of the related bond act, whichever is applicable. Periodic rental adjustments may also be made for other changes including, but not limited to, cost fluctuations in operating and maintenance.

## **3. RENT**

Rental payments shall commence upon the earlier of Substantial Completion (which for the purposes of this Policy shall mean that the space is functional for its intended purpose and meets all fire and life safety and building code requirements) on the first day of the month of occupant agency's occupancy of the premises, and shall continue until termination of Space Assignment pursuant to the provisions of this Policy.

#### **4. TERMINATION/BACKFILL REQUIREMENTS**

In the event the occupant agency requests to vacate the premises, DGS agrees, subject to the terms and conditions of Section 2, to grant such vacancy provided the following terms and conditions are satisfied (hereinafter referred to as the Backfill Requirements):

- A. The occupant agency shall immediately provide an electronic request Customer Requests Upgraded Information Sharing Environment (CRUISE) to DGS's Asset Management Branch (AMB). The request must identify the reasons for such vacancy and the required move-out date. DGS shall use reasonable efforts to secure a backfill agency to mitigate occupant agency's rental obligations.
- B. Prior to the procurement of a backfill agency, and continuing until such time as alterations to the vacated premises are substantially complete and/or ready for occupancy, and occupant agency has been noticed by DGS of the cessation of its rental obligation, the occupant agency will remain solely responsible for the entire rental payment.
- C. Upon DGS's securing of a backfill agency, hereinafter referred to as the Successive Agency, the occupant agency shall cooperate in good faith with DGS and the Successive Agency, to vacate the premises in a timely manner for the purposes of constructing improvements and/or relocation to the premises by the Successive Agency. Nothing in this Section shall prevent the occupant agency from vacating the premises provided that it abides by all the terms and conditions of this Policy, including but not limited to the continued payment of rent.
- D. When all terms and conditions of this Section are satisfied, including the commencement of rent paid to DGS from the Successive Agency for all of the premises, DGS shall send a Relinquishment of the Space Assignment and the occupant agency shall be released from all of its obligations related thereto. Notwithstanding the foregoing, occupant agency can be released from a portion of its rental obligation for that portion of the premises which is occupied, and for which rent is being paid to DGS, by the Successive Agency. However, in that event, all other terms and conditions of the Policy will remain in effect for the unoccupied portion of the premises.

#### **5. EXPANDING, REDUCING OR RELOCATING WITHIN A PREMISES**

In the event that the occupant agency requires expansion space, or should be required by DGS to either reduce the size of the Space Assignment or relocate from said assigned space, the agency requiring such movement shall submit a CRUISE request to DGS, indicating the required dates of occupancy or vacation as the case may be, and identifying the total square footage affected. Such expansion, reduction, or relocation shall be subject to the following:

- A. If the occupant agency desires to expand into premises assigned to another agency (and DGS and DOF approve of such expansion), then the occupant agency shall be entitled to such premises (the Expansion Premises), and occupant agency is required to reimburse the displaced agency, unless otherwise prohibited pursuant to

DOF or other governing body or any document having jurisdiction, its associated Moving Expenses (as herein defined) under any of the following conditions:

- (1) If the existing agency is required to relinquish all or a portion of the premises within the first five (5) years of its occupancy; and/or
- (2) If the existing agency is required to relinquish all or a portion of the premises with less than eighteen (18) months' notice from the requesting party.

In the event that the above conditions are not in existence, then the occupant agency shall have no obligation to reimburse the Moving Expenses of the existing agency of the Expansion Premises pursuant to this Policy.

Rent payable for the Expansion Premises shall be borne by the occupant agency from the period of time the existing agency vacates the space and DGS shall amend the Space Assignment to reflect the new total square footage occupied by the occupant agency, regardless of whether or not the Expansion Premises are ready for occupancy by the occupant agency. Any required improvements to the Expansion Premises shall be paid to DGS by occupant agency.

B. In the event the occupant agency is required to relinquish all or a portion of the premises in favor of a Successive Occupant, then the occupant agency shall be entitled to reimbursement by the Successive Occupant, unless otherwise prohibited by DOF or other governing body or any document having jurisdiction, its associated Moving Expenses under any of the following conditions:

- (1) If the occupant agency is required to relinquish all or a portion of the premises within first five (5) years of occupancy; and/ or
- (2) If the occupant agency is required to move or reduce the size of the premises with less than eighteen (18) months' notice by the requesting party.

In the event that the above conditions are not in existence, then the Successive Occupant shall have no obligation to reimburse the Moving Expenses of occupant agency pursuant to this Section.

Rent payable for the portion of the premises relinquished by occupant agency shall be borne by the Successive Occupant from the period of time occupant agency vacates the space. Upon occupant agency's vacation of the premises, the Space Assignment will be amended by DGS (in the case of a partial vacancy) or relinquishment (in the case of a full vacancy) and the occupant agency's obligations related thereto shall cease.

For purposes of this Section, Moving Expense may include, but shall not be limited to, the following:

- cost for remaining balance of unamortized tenant improvements if any;
- cost to improve alternative space on a comparable basis;
- cost associated with the occupant agency's physical move into alternative space including professional movers, payment of after-hours building services during move times;
- cost to procure new furniture, workstations, telephone and data lines;
- cost to replace equipment which may not be relocated from the premises to the alternative space and for which occupant or displaced agency has already expended funds and cannot be reimbursed by DOF;
- reasonable cost of administrative time of in-house staff to coordinate and/ or plan for the move;
- cost associated with new space plans for alternative space;
- professional fees, including planners' fees and brokers' commissions that may be due and payable in connection with securing/designing alternative space.

## **6. NOTICES**

All notices and correspondence relating to rent, Space Assignments, and change of address herein provided to be given, or which may be given by either party to the other, shall be deemed to have been fully given when made in writing and deposited in the United States mail, certified and postage prepaid and addressed as follows:

To: Department of General Services  
Real Estate Services Division – AMB  
Attn: Asset Manager  
707 3rd Street  
West Sacramento, CA 95605  
Phone: (916) 376-1799  
FAX: (916) 376-1833

All other notices are to be addressed to the Building Manager:

To: Department of General Services  
Real Estate Services Division – Building and Property Management Branch  
Attn: Building Manager  
1304 O Street  
Sacramento, CA 95814  
Phone: (916) 322-8779  
FAX: (916) 323-0650

**ALL NOTICES AND CORRESPONDENCE MUST REFERENCE OCCUPANT AGENCY AND PREMISES ADDRESS**

The address to which notices and correspondence shall be mailed to either party may be changed by giving written notice to the other party.



## **7. SPACE PLANNING AND TENANT IMPROVEMENTS**

DGS shall coordinate all of occupant agency's space planning requirements for existing, or expansion space, including the preparation of space plans and working drawings and specifications in accordance with established state standards and occupant agency's requirements, the selection of materials to be purchased and/or installed in the premises in accordance with the Space Plan and the coordination of the construction of the improvements pursuant to the Space Plan. The costs of the space planning work shall be borne by occupant agency.

Upon termination of the Space Assignment, and further provided that DGS has not required the occupant agency to relocate from the premises within the first five (5) years of its occupancy or with less than eighteen (18) months' notice, all improvements that are affixed to the premises shall, at the election of DGS, remain the property of the Building. It is also hereby understood and agreed that DGS has the option to require occupant agency at its sole cost and expense to remove certain improvements which may be considered unique to occupant agency's program (e.g. vaults, modular workstations, etc.) and for which no alternative tenant could reasonably benefit. In the event that occupant agency removes any improvements affixed to the Building's structure (e.g. exterior/interior walls, floors, ceilings, etc.), the affected surfaces shall be restored to a condition that matches existing adjacent areas.

## **8. EARLY OCCUPANCY**

DGS agrees that if the premises are ready for occupancy before prior agreed upon date, occupant agency may elect to occupy the premises on the earliest date practical after its receipt of a notice of completion. The rent payable for any such early occupancy by the occupant agency shall be as set forth in the Space Assignment.

## **9. CODE COMPLIANCE**

Occupant agency shall maintain the premises so it conforms to regulations and orders of the state Department of Industrial Relations and the Occupational Safety and Health Act (OSHA), the American's with Disabilities Act, as well as regulations and orders of the State Fire Marshal. Failure to adjust the quarters to comply with local fire regulations or OSHA requirements, as appropriate, within the time prescribed by a citation or report may result in a monetary fine, and/ or DGS taking the initiative to correct the violation at the sole cost and expense of occupant agency.

## **10. ALTERATIONS AND BUILDING SAFETY PROVISION**

In order to maintain the highest safety and construction levels within each DGS-controlled building and for the protection of the occupant agency, other resident occupants, visitors to the building, and the state's property, the following language is included with regard to all alterations and improvements. After installation of the initial Tenant Improvements to the premises, occupant agency may at its sole cost and expense make subsequent alterations, additions, improvements and decorations to the premises (collectively, Alterations) subject to the following:

- A. No modifications shall be made to Buildings, or equipment which will exceed Building design loads or exceed the capacities of electrical, mechanical, and protection systems. No modifications which adversely alter the performance of Building systems, or which create safety and health hazards, as determined by DGS, shall be made.
- B. Occupant agency submits a CRUISE request to DGS for its approval. DGS will prepare and/or approve the plan.
- C. Such Alterations may not affect any area outside of the premises, or affect the Building's structure, equipment, services or systems, or the proper functioning thereof, or DGS's access or other occupants' access thereto. Such Alterations also may not affect the outside appearance, character or use of the Building or the Common Areas, nor violate or require a change in any occupancy certificate applicable to the premises and/or Building.
- D. The Alterations are constructed in a good and workmanlike manner using contractors approved by DGS (if required).
- E. The Alterations are in accordance with the plans, specifications and working drawings approved by DGS and in compliance with all rules, regulations, and orders now or hereafter in effect and with any authorities having jurisdiction over the Alterations.
- F. The Alterations are constructed in such a manner so as not to interfere unreasonably with the occupancy of any other tenant in the Building, nor impose any additional expense in the maintenance and operation of the Building.
- G. Any Alterations shall, at the election of DGS, be constructed by DGS or its contractor, provided the occupant agency reimburses DGS the actual cost of such Alterations. At the option of DGS, space planning or tenant improvements may be delegated to the occupant agency with certain restrictions.

## **11. BUILDING PROTECTION**

DGS will provide standard protection services by:

- A. Responding to criminal occurrences, incidents, and life threatening events through the use of California Highway Patrol officers and local law enforcement officers where a response agreement is in effect.
- B. Coordinating a comprehensive Occupant Emergency Program.

The degree of protection beyond standard levels required by the nature of an agency's activities or by unusual public reaction to an agency's programs will be determined jointly by DGS and the occupant agency. Special protection will be provided on a reimbursable basis. The level of special protection will be determined on a facility-by-facility basis, after the conducting of appropriate security surveys and crime prevention assessments. In such determinations, DGS and occupant agencies will consider:

- i. The characteristics of the facility, including size, configuration, exterior lighting, and presence of physical barriers;
- ii. The location of the facility and the history of criminal or disruptive incidents in the surrounding neighborhoods;
- iii. The reimbursable funding and resources available to DGS for provision of protective service and occupant agency's mission.

Occupants of facilities under the custody and control of DGS shall:

- i. Cooperate to the fullest extent with all pertinent facility procedures and regulations; and
- ii. Provide training to employees regarding protection and responses to emergency situations.

## **12. ACCIDENT AND FIRE PREVENTION**

- A. Each occupant agency shall maintain a neat and orderly facility to minimize the risk of accidental injuries and fires. All exits, accesses to exits, and accesses to emergency equipment shall be kept clear at all times.
- B. Hazardous, explosive or combustible materials shall not be brought into Buildings unless authorized by appropriate agency officials and by DGS and unless protective arrangements determined necessary by DGS have been provided.
- C. Occupant agencies shall cooperate with DGS to develop and maintain fire prevention programs. Such programs shall ensure the maximum safety of the occupants by:
  - (1) Training employees to use protective equipment and educating employees to take appropriate fire safety precautions in their work, including participating in at least one fire drill each year, and

- (2) Ensuring that facilities are kept in the safest condition practicable, and conducting periodic inspections.
- D. Accidents resulting from Building system, Building structure, occupant agency improvement or maintenance deficiencies which involve personal injury or property damage in DGS-assigned space will be reported immediately to the DGS Building Manager.
- E. Each occupant agency shall appoint a safety, health and fire protection liaison to represent the occupant agency with DGS.

### **13. CORRECTION OF HAZARDOUS CONDITIONS**

- A. DGS is responsible for correcting hazards associated with the condition of the space it assigns, including hazards related to Building features, fixtures, and systems. DGS is also responsible for correcting hazards in common, joint, and public use spaces. Occupant agencies are responsible for correcting hazards associated with their use of assigned space, including those related to the operation of their program equipment.
- B. Hazardous conditions within the occupant agency's responsibility to correct shall be corrected within 30 workdays when possible. Imminently dangerous conditions shall be corrected immediately upon their discovery. If more than 30 workdays are required for correction, an abatement plan shall be prepared. Corrective alteration measures may be undertaken by DGS and occupant agency shall be required to reimburse DGS for all costs associated with the corrective actions.
- C. Conditions within DGS's responsibility to correct shall be identified, documented and presented to the DGS Building Manager. Imminently dangerous conditions shall be corrected immediately upon their discovery. When an imminently dangerous condition exists, this report shall be made by telephone, with a written report submitted as soon as practicable thereafter. Upon receipt of a properly documented report of hazardous conditions, DGS will promptly investigate, determine a plan to resolve the problems, and inform the occupant agency.

### **14. EMERGENCY EVACUATION PROCEDURES**

The decision to activate the Occupant Evacuations shall be made by the Safety Coordinator or Designated Official, or by the designated Alternate Official. Decisions to activate shall be based upon the best available information, including an understanding of local tensions, the sensitivity of target agency(ies), and previous experience with similar situations. Advice shall be solicited, when possible, from the DGS Building Manager, from the appropriate State Protective Service official, and from federal, state, and local law enforcement agencies.

- A. When there is immediate danger to persons or property, such as fire, explosion, or the discovery of an explosive device (not including a bomb threat), occupants shall be evacuated or relocated in accordance with the plan without consultation. This

shall be accomplished by sounding the fire alarm system or by other appropriate means.

- B. When there is advance notice of an emergency, the Designated Official shall initiate appropriate action according to the Occupancy Emergency Program cited in Section 11.B above.
- C. After normal duty hours, the senior state official present shall represent the Designated Official or his/her alternates and shall initiate action to cope with emergencies in accordance with the Occupancy Emergency Program.

## **15. PARKING**

In addition to any assigned parking spaces, occupant agency and its invitees shall have the non-exclusive right to use common spaces provided to all occupants, invited guests, and/or the public on a first-come, first-served basis, subject to the terms and conditions of any transportation mitigation programs in effect during the term hereof. Occupant agency shall cooperate with DGS to ensure its invited guests and employees abide by the Parking Rules and Regulations established for the Building, as may be modified from time to time.

## **16. SERVICES, UTILITIES, AND SUPPLIES**

The following standards for utilities and services are in effect for the premises and common areas of the Building. Collectively, these are referred to as the Building Services. Unless otherwise specified, all Building Services are provided at no additional cost to the occupant agency. DGS reserves the right to adopt nondiscriminatory modifications and additions/deletions thereto. Such services shall be subject to the provisions of the State Administrative Manual, and all other governing bodies (i.e. DOF, Legislature, etc.), directives, mandates or the like having jurisdiction hereof. Building Services above and beyond those provided per this Policy shall be listed in writing under a separate negotiated agreement with Building and Property Management Branch. DGS shall be reimbursed for these additional services according to the terms of that agreement.

- A. Elevator Facilities: Non-attended automatic elevator facilities.
- B. Heating, Ventilating, and Air Conditioning (HVAC): HVAC services shall be provided during normal Building Hours. Thermostats within the Building will be programmed within limits established for energy conservation by State of California. Upon occupant agency's written request, and provided such requests are deemed reasonable, DGS shall provide supplemental HVAC to the occupant agency for the hours/days requested at the rate established by each Building (subject to periodic review and adjustment) and occupant agency shall be required to pay DGS for any additional charges or fees. Any supplemental heating or cooling units required by the occupant agency for its special equipment (i.e. computer rooms) shall be provided, installed, maintained, and paid by the occupant agency at its sole cost and expense and installed only upon approval of DGS.

- C. Electricity: Electricity in such amounts seven days a week, 24 hours a day, to power occupant agency's standard office machines, personal computers and word processing equipment (subject to such utilities general availability).
- D. Lighting: Overhead and emergency lighting, including the replacement of building standard lighting on an as-needed basis. Specialized lighting supplies necessary for occupant agency's modular furniture, or other unique lighting supplies, shall be replaced by DGS and DGS shall be reimbursed by occupant agency.
- E. Water: Water is made available in the public areas for drinking, as well as in private kitchens, break rooms, and bathrooms as needed.
- F. Janitorial Service: Furnish all services and supplies necessary to clean the premises and common areas of the Building pursuant to normal Building levels of services as may be established from time to time.
- G. Pest Control: Standard pest services as needed to control pest population. Further, occupant agency shall abide by all pest management practices utilized by DGS to manage the pest population.
- H. Sewer and Waste Refuse: Sewer service to all kitchen and restroom facilities. Trash removal associated with normal office cleaning. Occupant agency shall abide by all trash removal policies as may be established from time to time by DGS including but not limited to recycling.

## **17. REPAIR AND MAINTENANCE**

During the term of this Space Assignment, DGS shall maintain the premises in good repair and tenantable condition subject to the terms of this Policy and specifically, Section 12 above, so as to minimize breakdowns and loss of the occupant agency's use of the premises caused by deferred or inadequate maintenance, including, but not limited to: general maintenance of the Building's structure, the common areas and premises, including all appurtenances installed by DGS thereto; preventative maintenance of all systems in accordance with manufacturer's specifications; maintaining landscaped areas and walkways; and minor remedial repairs to painted, carpeted and tiled surfaces. Occupant agency in turn shall use its best efforts to ensure that its employees, guests, contractors and the like cooperate with DGS's maintenance program and do not cause such damage, other than normal wear and tear, that would increase the extent of repairs and/or associated costs required to the Building, the premises and the common areas. Items considered to be non-Building Standard Repair and Maintenance include specialized hardware (i.e. locks, card access readers), non-standard flooring in the premises, specialized HVAC equipment (i.e. supplemental air conditioning units for computer/conference rooms), specialized fire life safety systems (i.e. halon), Uninterrupted Power Supply (UPS) systems for occupant agency's computers, private restroom facilities within the office area of the premises, damage caused by occupant agency or its guests or invitees, etc. Such items will be repaired and maintained by DGS upon occupant agency's request and shall be subject to reimbursement of DGS' costs incurred.

## **18. SPECIAL REPAIRS**

DGS shall pursue on behalf of all occupants of its Buildings additional funding to provide modernization, code compliance, major repairs, and aesthetic and functional changes (collectively, Special Repairs) deemed necessary to ensure the Building and its Common Areas are maintained in a safe manner, comply with all applicable codes, and provide sufficient Base Building system capabilities (i.e. HVAC, lighting, electrical, plumbing, water, sewer, roofing, fire life safety) to allow occupant agency's program (s) to safely and effectively function. However, nothing in this Section shall require DGS to make any Special Repairs when funding is not made available in whole or in part for the purposes thereof.

## **19. SIGNAGE**

DGS will designate the location, quantity, type, size and design of signage for building occupants to be installed on the Building, the premises and/or the Common Areas. Occupant agency shall submit its request detailing its signage requirements to DGS. At DGS's election, such signage may be fabricated and/or installed by DGS or its approved contractor, and occupant agency shall reimburse all associated costs therewith.

## **20. GENERAL RULES**

- A. Posting or affixing materials, such as pamphlets, handbills, or flyers on bulletin boards or elsewhere on DGS-controlled property, and distributing of such materials are prohibited unless conducted as part of authorized state activities, or approval has been obtained by permit from the Building Manager. This section is also subject to the BPM Operations Manual.
- B. Dogs and other animals, except seeing eye dogs, other guide dogs, and animals used to guide or assist persons with disabilities, shall not be brought upon property for other than official purposes.
- C. Prior written approval from Building Manager is required to reserve public spaces for any temporary or occasional use or event, state-sponsored or otherwise.
- D. The improper disposal of rubbish on property; the willful destruction of or damage to property; the theft of property; the creation of any hazard on property to persons or things; the throwing of articles of any kind from or at a Building or the climbing upon statues, fountains, or any part of the Building is prohibited.
- E. Persons in and on property shall at all times comply with official signs of a prohibitory, regulatory, or directory nature and with the lawful direction of a California Highway Patrol officer and other authorized individuals.

- F. Any loitering, disorderly conduct, or other conduct on property which creates loud or unusual noise or a nuisance; which unreasonably obstructs the usual use of entrances, foyers, lobbies, corridors, offices, elevators, stairways, or parking lots; which otherwise impedes or disrupts the performance of official duties by state employees; or which prevents the general public from obtaining the administrative services provided on the property in a timely manner, is prohibited.

## **21. ASSIGNMENT AND SUBLETTING**

The occupant agency shall not reassign space without prior written consent of DGS, which shall not be unreasonably withheld, but occupant agency shall in any event have the right to sublet the premises to another state agency. Occupant agency shall be responsible for the rental payment continuously and without interruption until such time as superceded by another Space Assignment.

## **22. QUIET POSSESSION**

DGS agrees that the occupant agency, while keeping and performing the covenants herein contained, shall at all times during the existence of this Policy, peaceably and quietly have, hold, and enjoy the premises without suit, trouble, or hindrance from DGS or any person claiming under DGS.

## **23. INSPECTION**

DGS reserves the right to enter and inspect the premises at reasonable times and to render services and make any necessary repairs to the premises.

## **24. SURRENDER OF POSSESSION**

Upon termination or expiration of a Space Assignment, the occupant agency will surrender to DGS the premises in as good order and condition as when received, except for reasonable use and wear thereof and damage by earthquake, fire, public calamity, the elements, acts of God, or circumstances over which occupant agency has no control or for which DGS may be responsible pursuant to this Policy.

## **25. DISPUTE RESOLUTION**

Any dispute regarding either parties obligations and/or performance under the terms of this Policy that is not disposed of within a reasonable period of time by DGS and occupant agency representative shall be brought to the attention of DGS and occupant agency's Contract Administrators (or designated representative) for joint resolution. At the request of either party, a forum for discussion of the disputed item(s) will be held with high-level management personnel. Both parties agree to act in good faith in resolving any performance dispute.

If consensus cannot be reached through the application of high-level management personnel, such unresolved disputes shall be referred to each respective director, or his/her designee, to work together to reach mutual agreement.



Appendix F - Relocation Cost Avoidance

	RELOCATION COSTS BY SCENARIO					
	Scenario I	Scenario II	Scenario III	Scenario IV	Scenario V	Scenario VI
<b>Human Resources Relocation Costs (Years 1-3)</b>						
Unemployment Insurance	\$0	\$2,925,000	\$1,895,400	\$1,205,100	\$1,017,900	\$198,900
Leave Balance	\$0	\$4,394,783	\$3,044,022	\$1,751,619	\$1,566,305	\$222,882
Outsourced Recruitment Agency	\$0	\$4,108,259	\$2,640,072	\$1,627,525	\$1,359,094	\$287,151
Recruitment Advertising	\$0	\$60,489	\$43,074	\$22,337	\$18,359	\$4,181
Training/Transfer of Knowledge Program Cost	\$0	\$2,156,543	\$1,593,220	\$942,907	\$777,658	\$197,384
<b>Human Resources Subtotal</b>	<b>\$0</b>	<b>\$13,645,074</b>	<b>\$9,215,788</b>	<b>\$5,549,488</b>	<b>\$4,739,316</b>	<b>\$910,498</b>
<b>Real Estate Relocation Costs (Years 1-2)</b>						
Construction	\$116,901	\$15,500,539	\$3,678,586	\$44,282,614	\$33,988,759	\$0
Relocation Expense	\$0	\$929,480	\$433,851	\$782,212	\$621,832	\$108,804
<b>Real Estate Subtotal</b>	<b>\$116,901</b>	<b>\$16,430,019</b>	<b>\$4,112,436</b>	<b>\$45,064,826</b>	<b>\$34,610,591</b>	<b>\$108,804</b>
<b>Total Relocation Cost</b>	<b>\$116,901</b>	<b>\$30,075,093</b>	<b>\$13,328,224</b>	<b>\$50,614,314</b>	<b>\$39,349,907</b>	<b>\$1,019,302</b>

Line	Scenario I	SCENARIO I RELOCATION COST AVOIDANCE				
		Alternative Scenarios:				
		Scenario II	Scenario III	Scenario IV	Scenario V	Scenario VI
A	Alternate Scenario Cost	\$30,075,093	\$13,328,224	\$50,614,314	\$39,349,907	\$1,019,302
B	Scenario I Cost	\$116,901	\$116,901	\$116,901	\$116,901	\$116,901
C	<b>Scenario I Cost Avoidance as Compared to Scenario Alternatives (Line A - Line B)<sup>1</sup></b>	<b>\$29,958,192</b>	<b>\$13,211,323</b>	<b>\$50,497,412</b>	<b>\$39,233,006</b>	<b>\$902,400</b>

1: This line reflects the additional costs (those above what is necessary to maintain the current state) to perform a relocation for each scenario. For example: Scenario II costs \$30.08 million in relocation costs (real estate and human resources), while Scenario I (the current state) requires \$0.12 million in construction costs. Due to this, Scenario II costs an *additional* \$29.96 million in relocation costs over Scenario I. Therefore, Scenario I avoids \$29.96 million in comparison to Scenario II.

## Appendix G - Executive Order 8-17-22

### EXECUTIVE ORDER B-17-12

4-25-2012

WHEREAS my 2012-13 budget proposes to close the State's structural budget deficit, in part by maintaining a reduction of \$426.5 million (\$269 million General Fund) that was included in last year's budget, and by requiring further reductions in operational expenses and further improvements in operational efficiencies; and

WHEREAS since the beginning of my Administration, I have issued Executive Orders and other directives to reduce government waste and improve efficiency; and

WHEREAS I believe we can do even more; and

WHEREAS State agencies and departments are parties in approximately 2,344 leases covering more than 22 million square feet of real estate, with 9.8 million square feet of real estate in Sacramento County alone; and

WHEREAS the State leases 191 warehouses totaling more than 2.6 million square feet; and

WHEREAS Government Code section 14682 requires that State agencies first consider using existing state-owned, state-leased, or state-controlled facilities before leasing additional facilities on behalf of a State agency; and

WHEREAS State agencies and departments pay over \$471 million in rent annually; and

WHEREAS the Department of General Services has already renegotiated nearly 310 leases, which has resulted in rental savings of nearly \$137 million; and

WHEREAS we can take additional measures to reduce real estate leasing costs.

NOW, THEREFORE, I, EDMUND G. BROWN JR., Governor of the State of California, do hereby issue the following orders to become effective immediately:

IT IS ORDERED that the Department of General Services continue to renegotiate State leases and keep rental costs as low as possible.

IT IS FURTHER ORDERED that State agencies and departments work with the Department of General Services to review whether leased space is essential and necessary and whether consolidations and better practices can reduce the amount of square footage leased.

IT IS FURTHER ORDERED that if there are no available, appropriate State facilities, the Department of General Services procure approved new facilities for the agency that meet the agency's needs using cost efficiency as a primary criterion, among other agency-specific criteria.

IT IS FURTHER ORDERED that agencies and departments work with the Department of General Services to examine opportunities to eliminate or reduce warehouse space.

This Executive Order is not intended to create, and does not create, any rights or benefits, whether substantive or procedural, or enforceable at law or in equity, against the State of California or its agencies, departments, entities, officers, employees, or any other person.

I FURTHER DIRECT that as soon as hereafter possible, this Order shall be filed with the Office of the Secretary of State and that it be given widespread publicity and notice.

IN WITNESS WHEREOF I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 25th day of April 2012.

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EDMUND G. BROWN JR.  
Governor of California

ATTEST:

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DEBRA BOWEN  
Secretary of State

###

<http://gov.ca.gov/news.php?id=17525>

# CONFERENCE OF STATE COURT ADMINISTRATORS

July 1, 2015

PRESIDENT: David K. Boyd  
State Court Administrator Iowa

PRESIDENT-ELECT: Gerald A. Marroney  
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## Appendix I - EDD Data - San Francisco and Sacramento

State of California  
EMPLOYMENT DEVELOPMENT DEPARTMENT  
Labor Market Information Division  
745 Franklin Street, Basement  
San Francisco, CA 94102

July 17, 2015

Contact: Jorge Villalobos  
(415) 749-2002

### **SAN FRANCISCO-REDWOOD CITY-SOUTH SAN FRANCISCO METROPOLITAN DIVISION (SAN FRANCISCO AND SAN MATEO COUNTIES)**

#### **Year-over job growth sustained for five years**

The unemployment rate in the San Francisco-Redwood City-South San Francisco MD was 3.4 percent in June 2015, unchanged from a revised 3.4 percent in May 2015, and below the year-ago estimate of 4.3 percent. This compares with an unadjusted unemployment rate of 6.2 percent for California and 5.5 percent for the nation during the same period. The unemployment rate was 3.5 percent in San Francisco County, and 3.3 percent in San Mateo County.

**Between May 2015 and June 2015**, the total number of jobs located in the San Francisco-Redwood City-South San Francisco MD, which includes the counties of San Francisco and San Mateo, rose by 600 jobs to total 1,049,900.

- Trade, transportation, and utilities expanded by 1,900 jobs, much better than its usual gain of 400 jobs at this time of year. Retail trade (up 1,100 jobs) accounted for most of the increase.
- Professional and business services recorded a net addition of 1,600 jobs.
- Leisure and hospitality experienced a better-than-usual gain of 1,500 jobs, largely due to an expansion in full-service restaurants.
- Meanwhile, public and private schools fell by 3,500 jobs seasonally, as school reductions occurred for the summer break.

**Between June 2014 and June 2015**, the total number of jobs in the counties of San Francisco and San Mateo increased by 41,800 jobs or 4.1 percent.

- Total jobs in the area advanced on a year-over basis for the 60<sup>th</sup> consecutive month. Professional and business services led the way with a gain of 21,600 jobs.
- Leisure and hospitality picked up 4,900 jobs over the year. Food services and bars (up 4,700 jobs) accounted for most of the addition.
- Trade, transportation, and utilities grew by 4,300 jobs, as retail trade (up 2,300 jobs) accounted for over half of the expansion.
- Information climbed by 3,200 jobs, while government rose by 3,100 jobs.
- Other services scored a 1,800-job gain, while financial activities added 1,500 jobs over the year.

July 17, 2015

Employment Development Department  
 Labor Market Information Division  
 (916) 262-2162

**San Francisco Redwood City South San Francisco MD**  
**(San Francisco and San Mateo Counties)**  
 Industry Employment & Labor Force  
 March 2014 Benchmark

Data Not Seasonally Adjusted

	Jun 14	Apr 15	May 15 Revised	Jun 15 Prelim	Percent Change	
					Month	Year
Civilian Labor Force (1)	957,600	980,800	987,000	986,700	0.0%	3.0%
Civilian Employment	916,700	948,700	953,700	952,700	-0.1%	3.9%
Civilian Unemployment	40,900	32,100	33,300	34,000	2.1%	-16.9%
Civilian Unemployment Rate	4.3%	3.3%	3.4%	3.4%		
(CA Unemployment Rate)	7.4%	6.1%	6.2%	6.2%		
(U.S. Unemployment Rate)	6.3%	5.1%	5.3%	5.5%		

Total, All Industries (2)	1,008,100	1,046,400	1,049,300	1,049,900	0.1%	4.1%
Total Farm	1,900	1,900	1,900	1,900	0.0%	0.0%
Total Nonfarm	1,006,200	1,044,500	1,047,400	1,048,000	0.1%	4.2%
Total Private	886,500	920,100	923,000	925,200	0.2%	4.4%
Goods Producing	72,200	73,400	72,800	72,300	-0.7%	0.1%
Mining and Logging	100	100	100	100	0.0%	0.0%
Construction	36,500	37,200	36,400	35,500	-2.5%	-2.7%
Building, Development & General & Heavy Cons	15,900	16,000	15,700	15,300	-2.5%	-3.8%
Specialty Trade Contractors	20,600	21,200	20,700	20,200	-2.4%	-1.9%
Manufacturing	35,600	36,100	36,300	36,700	1.1%	3.1%
Durable Goods	16,100	16,500	16,600	16,700	0.6%	3.7%
Nondurable Goods	19,500	19,600	19,700	20,000	1.5%	2.6%
Service Providing	934,000	971,100	974,600	975,700	0.1%	4.5%
Private Service Providing	814,300	846,700	850,200	852,900	0.3%	4.7%
Trade, Transportation & Utilities	144,900	145,700	147,300	149,200	1.3%	3.0%
Wholesale Trade	25,700	25,800	26,200	26,700	1.9%	3.9%
Merchant Wholesalers, Durable Goods	11,700	11,900	12,000	12,200	1.7%	4.3%
Merchant Wholesalers, Nondurable Goods	10,400	10,400	10,500	10,500	0.0%	1.0%
Retail Trade	79,500	80,200	80,700	81,800	1.4%	2.9%
Food & Beverage Stores	18,300	18,200	18,300	18,400	0.5%	0.5%
Health & Personal Care Stores	6,100	6,100	6,100	6,200	1.6%	1.6%
Clothing & Clothing Accessories Stores	10,600	10,200	10,300	10,400	1.0%	-1.9%
General Merchandise Stores	11,700	11,700	11,800	11,900	0.8%	1.7%
Miscellaneous Store Retailers	5,600	5,800	5,700	5,800	1.8%	3.6%
Transportation, Warehousing & Utilities	39,700	39,700	40,400	40,700	0.7%	2.5%
Utilities	5,600	5,600	5,600	5,600	0.0%	0.0%
Transportation & Warehousing	34,100	34,100	34,800	35,100	0.9%	2.9%
Air Transportation	15,300	15,100	15,200	15,300	0.7%	0.0%
Couriers & Messengers	4,000	4,300	4,300	4,300	0.0%	7.5%
Information	54,300	57,200	57,100	57,500	0.7%	5.9%
Publishing Industries (except Internet)	18,800	19,000	19,100	19,200	0.5%	2.1%
Telecommunications	6,200	6,200	6,200	6,200	0.0%	0.0%
Financial Activities	71,700	72,100	73,000	73,200	0.3%	2.1%
Finance & Insurance	51,900	52,400	52,700	53,100	0.8%	2.3%
Credit Intermediation & Related Activities	17,900	18,100	18,200	18,300	0.5%	2.2%
Depository Credit Intermediation	10,900	10,600	10,700	10,600	-0.9%	-2.8%
Nondepository Credit Intermediation	4,400	4,600	4,600	4,600	0.0%	4.5%
Securities, Commodity Contracts & Investment	21,100	21,300	21,300	21,700	1.9%	2.8%
Insurance Carriers & Related	11,700	12,200	12,300	12,300	0.0%	5.1%
Real Estate & Rental & Leasing	19,800	19,700	20,300	20,100	-1.0%	1.5%
Real Estate	14,700	14,600	14,700	14,700	0.0%	0.0%
Professional & Business Services	242,200	261,500	262,200	263,800	0.6%	8.9%
Professional, Scientific & Technical Services	154,400	172,700	173,100	175,200	1.2%	13.5%
Legal Services	16,900	17,200	17,100	17,100	0.0%	1.2%
Accounting, Tax Preparation & Bookkeeping S	9,800	11,400	10,900	10,800	-0.9%	10.2%
Architectural, Engineering & Related Services	12,900	13,600	13,700	13,800	0.7%	7.0%
Computer Systems Design & Related Services	56,200	65,000	65,900	66,800	1.4%	18.9%
Management of Companies & Enterprises	27,000	26,400	26,500	26,700	0.8%	-1.1%
Administrative & Support & Waste Services	60,800	62,400	62,600	61,900	-1.1%	1.8%
Administrative & Support Services	58,700	60,200	60,500	59,800	-1.2%	1.9%

Data Not Seasonally Adjusted

	Jun 14	Apr 15	May 15 Revised	Jun 15 Prelim	Percent Change	
					Month	Year
Employment Services	17,400	19,000	19,300	19,500	1.0%	12.1%
Investigation & Security Services	8,700	8,800	8,800	8,700	-1.1%	0.0%
Services to Buildings & Dwellings	18,800	19,600	19,600	19,600	0.0%	4.3%
Educational & Health Services	128,700	132,600	132,100	130,000	-1.6%	1.0%
Educational Services	26,000	28,900	28,200	26,900	-4.6%	3.5%
Colleges, Universities & Professional Schools	9,100	10,800	10,400	9,200	-11.5%	1.1%
Health Care & Social Assistance	102,700	103,700	103,900	103,100	-0.8%	0.4%
Ambulatory Health Care Services	31,300	31,500	31,900	31,700	-0.6%	1.3%
Hospitals	15,300	15,200	15,100	15,100	0.0%	-1.3%
Nursing & Residential Care Facilities	10,300	10,400	10,300	10,400	1.0%	1.0%
Social Assistance	45,800	46,600	46,600	45,900	-1.5%	0.2%
Leisure & Hospitality	132,500	134,500	135,900	137,400	1.1%	3.7%
Arts, Entertainment & Recreation	19,400	18,900	19,500	19,800	1.5%	2.1%
Performing Arts, Spectator Sports	6,200	6,100	6,300	6,400	1.6%	3.2%
Accommodation & Food Services	113,100	115,600	116,400	117,600	1.0%	4.0%
Accommodation	23,500	22,500	22,800	23,300	2.2%	-0.9%
Food Services & Drinking Places	89,600	93,100	93,600	94,300	0.7%	5.2%
Special Food Services	8,400	10,700	11,600	11,200	-3.4%	33.3%
Full-Service Restaurants	49,300	48,900	49,300	50,500	2.4%	2.4%
Limited-Service Eating Places	27,700	27,200	26,800	27,400	2.2%	-1.1%
Other Services	40,000	43,100	42,600	41,800	-1.9%	4.5%
Personal & Laundry Services	14,900	16,000	16,100	16,100	0.0%	8.1%
Religious, Grants, Civic, Professional & Like Org	19,200	19,900	20,100	20,000	-0.5%	4.2%
Government	119,700	124,400	124,400	122,800	-1.3%	2.6%
Federal Government	17,400	17,700	17,600	17,600	0.0%	1.1%
Federal Government excluding Department of D	17,100	17,400	17,300	17,300	0.0%	1.2%
Department of Defense	300	300	300	300	0.0%	0.0%
State & Local Government	102,300	106,700	106,800	105,200	-1.5%	2.8%
State Government	33,200	33,900	33,900	34,000	0.3%	2.4%
State Government Education	20,400	20,500	20,500	20,600	0.5%	1.0%
State Government Excluding Education	12,800	13,400	13,400	13,400	0.0%	4.7%
Local Government	69,100	72,800	72,900	71,200	-2.3%	3.0%
Local Government Education	23,000	26,300	26,300	24,000	-8.7%	4.3%
Local Government Excluding Education	46,100	46,500	46,600	47,200	1.3%	2.4%
County	6,900	6,800	6,900	7,000	1.4%	1.4%
City	36,800	37,400	37,400	37,900	1.3%	3.0%
Special Districts plus Indian Tribes	2,400	2,300	2,300	2,300	0.0%	-4.2%

**Notes:**

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Jorge Villalobos 415/749-2002 or Ruth Kavanagh 415/749-7549

These data, as well as other labor market data, are available via the Internet at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

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**SACRAMENTO—ROSEVILLE—ARDEN-ARCADE METROPOLITAN STATISTICAL AREA  
(MSA)  
(EL DORADO, PLACER, SACRAMENTO, AND YOLO COUNTIES)  
Leisure and Hospitality leads month-over and year-over job gains**

The unemployment rate in the Sacramento-Roseville-Arden Arcade MSA was 5.7 percent in June 2015, up from a revised 5.6 percent in May 2015, and below the year-ago estimate of 7.0 percent. This compares with an unadjusted unemployment rate of 6.2 percent for California and 5.5 percent for the nation during the same period. The unemployment rate was 5.4 percent in El Dorado County, 4.9 percent in Placer County, 5.8 percent in Sacramento County, and 6.0 percent in Yolo County.

**Between May 2015 and June 2015**, combined employment located in the counties of El Dorado, Placer, Sacramento and Yolo increased by 5,500 to total 930,100 jobs.

- Employment in leisure and hospitality gained 3,300 jobs, and has added 8,200 jobs since January 2015.
- Professional and business services was up by 1,000 jobs, with professional, scientific and technical services accounting for half of the gain.
- Trade, transportation and utilities added 300 jobs compared to last month. A large gain in retail trade (up 900 jobs) was offset by a decline in wholesale trade (down 600 jobs).
- Three industries saw a month-over decline. Other services and manufacturing lost 100 jobs each and education and health services cutback 1,600 jobs.

**Between June 2014 and June 2015**, total jobs in the region increased by 19,500, or 2.14 percent.

- Leisure and hospitality added 6,300 jobs over the year. Food services and drinking places led the growth with an expansion of 5,500 jobs.
- Trade, transportation and utilities increased by 4,100 jobs compared to last year. Retail trade improved by 4,300 jobs, offset by a decline in wholesale trade of 200 jobs.
- Construction grew by 1,600 jobs, with gains scattered throughout the industry.
- Information and total farm were the only industries that declined, losing 400 jobs each.

July 17, 2015

Employment Development Department  
 Labor Market Information Division  
 (916) 262-2162

**Sacramento Roseville Arden Arcade MSA**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**  
 Industry Employment & Labor Force  
 March 2014 Benchmark

Data Not Seasonally Adjusted

	Jun 14	Apr 15	May 15	Jun 15	Percent Change	
			Revised	Prelim	Month	Year
Civilian Labor Force (1)	1,055,400	1,045,900	1,058,300	1,062,900	0.4%	0.7%
Civilian Employment	982,000	988,000	998,900	1,002,800	0.4%	2.1%
Civilian Unemployment	73,400	57,900	59,400	60,200	1.3%	-18.0%
Civilian Unemployment Rate	7.0%	5.5%	5.6%	5.7%		
(CA Unemployment Rate)	7.4%	6.1%	6.2%	6.2%		
(U.S. Unemployment Rate)	6.3%	5.1%	5.3%	5.5%		

Total, All Industries (2)	910,600	915,800	924,600	930,100	0.6%	2.1%
Total Farm	10,700	8,800	9,900	10,300	4.0%	-3.7%
Total Nonfarm	899,900	907,000	914,700	919,800	0.6%	2.2%
Total Private	667,000	672,800	681,700	685,200	0.5%	2.7%
Goods Producing	81,600	80,200	83,300	83,700	0.5%	2.6%
Mining and Logging	500	500	500	500	0.0%	0.0%
Construction	46,500	44,800	47,600	48,100	1.1%	3.4%
Construction of Buildings	10,100	10,200	10,400	10,700	2.9%	5.9%
Specialty Trade Contractors	30,700	29,900	32,000	32,500	1.6%	5.9%
Building Foundation & Exterior Contractors	8,000	8,300	8,600	8,800	2.3%	10.0%
Building Equipment Contractors	11,900	12,000	12,100	12,300	1.7%	3.4%
Building Finishing Contractors	7,000	6,800	7,100	7,200	1.4%	2.9%
Manufacturing	34,600	34,900	35,200	35,100	-0.3%	1.4%
Durable Goods	24,600	25,200	25,400	25,100	-1.2%	2.0%
Computer & Electronic Product Manufacturing	6,600	6,700	6,800	6,700	-1.5%	1.5%
Nondurable Goods	10,000	9,700	9,800	10,000	2.0%	0.0%
Food Manufacturing	3,500	3,200	3,300	3,400	3.0%	-2.9%
Service Providing	818,300	826,800	831,400	836,100	0.6%	2.2%
Private Service Providing	585,400	592,600	598,400	601,500	0.5%	2.8%
Trade, Transportation & Utilities	142,400	144,100	146,200	146,500	0.2%	2.9%
Wholesale Trade	24,600	24,300	25,000	24,400	-2.4%	-0.8%
Merchant Wholesalers, Durable Goods	13,100	13,000	13,300	12,800	-3.8%	-2.3%
Merchant Wholesalers, Nondurable Goods	9,100	9,300	9,300	9,300	0.0%	2.2%
Retail Trade	94,600	97,000	98,000	98,900	0.9%	4.5%
Motor Vehicle & Parts Dealer	12,700	12,900	13,000	13,100	0.8%	3.1%
Building Material & Garden Equipment Stores	8,100	8,200	8,200	8,400	2.4%	3.7%
Grocery Stores	18,200	18,400	18,500	18,700	1.1%	2.7%
Health & Personal Care Stores	5,400	5,200	5,200	5,200	0.0%	-3.7%
Clothing & Clothing Accessories Stores	7,000	6,600	6,700	6,800	1.5%	-2.9%
Sporting Goods, Hobby, Book & Music Stores	4,000	4,200	4,200	4,200	0.0%	5.0%
General Merchandise Stores	19,500	20,100	20,200	20,300	0.5%	4.1%
Transportation, Warehousing & Utilities	23,200	22,800	23,200	23,200	0.0%	0.0%
Information	13,900	13,500	13,500	13,500	0.0%	-2.9%
Publishing Industries (except Internet)	2,500	2,400	2,400	2,400	0.0%	-4.0%
Telecommunications	6,600	6,500	6,500	6,500	0.0%	-1.5%
Financial Activities	48,700	48,900	48,500	48,700	0.4%	0.0%
Finance & Insurance	35,100	35,300	35,100	35,000	-0.3%	-0.3%
Credit Intermediation & Related Activities	12,100	12,000	12,000	12,100	0.8%	0.0%
Depository Credit Intermediation	7,400	7,200	7,100	7,100	0.0%	-4.1%
Nondepository Credit Intermediation	2,600	2,700	2,600	2,600	0.0%	0.0%
Insurance Carriers & Related	19,100	19,400	19,200	19,000	-1.0%	-0.5%
Real Estate & Rental & Leasing	13,600	13,600	13,400	13,700	2.2%	0.7%
Real Estate	10,400	10,400	10,100	10,400	3.0%	0.0%
Professional & Business Services	121,000	121,900	122,600	123,600	0.8%	2.1%
Professional, Scientific & Technical Services	53,100	55,300	55,300	55,800	0.9%	5.1%
Architectural, Engineering & Related Services	9,000	9,300	9,300	9,300	0.0%	3.3%
Management of Companies & Enterprises	10,300	10,600	10,600	10,600	0.0%	2.9%
Administrative & Support & Waste Services	57,600	56,000	56,700	57,200	0.9%	-0.7%
Administrative & Support Services	54,800	53,000	53,700	54,200	0.9%	-1.1%
Employment Services	22,800	20,700	21,100	21,200	0.5%	-7.0%

**Sacramento Roseville Arden Arcade MSA**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**  
Industry Employment & Labor Force  
March 2014 Benchmark

Data Not Seasonally Adjusted

	Jun 14	Apr 15	May 15 Revised	Jun 15 Prelim	Percent Change	
					Month	Year
Services to Buildings & Dwellings	11,300	11,500	11,600	11,700	0.9%	3.5%
Educational & Health Services	134,100	139,100	138,700	137,100	-1.2%	2.2%
Education Services	12,900	14,600	14,300	13,700	-4.2%	6.2%
Health Care & Social Assistance	121,200	124,500	124,400	123,400	-0.8%	1.8%
Ambulatory Health Care Services	42,100	44,200	43,600	43,200	-0.9%	2.6%
Hospitals	23,300	23,700	23,700	23,700	0.0%	1.7%
Nursing & Residential Care Facilities	16,000	16,400	16,400	16,500	0.6%	3.1%
Leisure & Hospitality	94,300	94,100	97,300	100,600	3.4%	6.7%
Arts, Entertainment & Recreation	15,700	14,000	14,800	15,700	6.1%	0.0%
Accommodation & Food Services	78,600	80,100	82,500	84,900	2.9%	8.0%
Accommodation	8,600	8,300	9,000	9,400	4.4%	9.3%
Food Services & Drinking Places	70,000	71,800	73,500	75,500	2.7%	7.9%
Full-Service Restaurants	32,300	33,300	34,100	35,500	4.1%	9.9%
Limited-Service Eating Places	34,100	34,400	35,600	36,200	1.7%	6.2%
Other Services	31,000	31,000	31,600	31,500	-0.3%	1.6%
Repair & Maintenance	8,800	8,800	8,800	8,900	1.1%	1.1%
Government	232,900	234,200	233,000	234,600	0.7%	0.7%
Federal Government	13,700	13,500	13,400	13,600	1.5%	-0.7%
Department of Defense	1,700	1,700	1,700	1,700	0.0%	0.0%
State & Local Government	219,200	220,700	219,600	221,000	0.6%	0.8%
State Government	114,700	116,000	116,300	116,500	0.2%	1.6%
State Government Education	29,100	29,500	29,600	29,800	0.7%	2.4%
State Government Excluding Education	85,600	86,500	86,700	86,700	0.0%	1.3%
Local Government	104,500	104,700	103,300	104,500	1.2%	0.0%
Local Government Education	58,600	59,800	57,800	57,800	0.0%	-1.4%
Local Government Excluding Education	45,900	44,900	45,500	46,700	2.6%	1.7%
County	18,400	18,200	18,300	18,700	2.2%	1.6%
City	10,400	9,900	10,100	10,500	4.0%	1.0%
Special Districts plus Indian Tribes	17,100	16,800	17,100	17,500	2.3%	2.3%

**Notes:**

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Elizabeth Bosley 530/741-5191 or Luis Alejo 530/749-4885

These data, as well as other labor market data, are available via the Internet at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

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**Appendix J - Salary Savings By Scenario**

	<b>Salaries and Benefits Savings as Compared to Scenario I (Current State)</b>					
	Scenario I	Scenario II	Scenario III	Scenario IV	Scenario V	Scenario VI
Salaries and Benefits Costs	\$1,183,830,647	\$1,141,982,434	\$1,151,830,671	\$1,164,173,344	\$1,167,683,661	\$1,179,997,328
Savings as Compared to Scenario I	<b>\$0.00</b>	<b>\$41,848,213.00</b>	<b>\$31,999,976.00</b>	<b>\$19,657,303.00</b>	<b>\$16,146,986.00</b>	<b>\$3,833,319.00</b>



**Appendix K - Salary Differentials Policy and Salary Listings**

**JUDICIAL COUNCIL OF CALIFORNIA  
PERSONNEL POLICIES AND PROCEDURES**

**Policy 4.2**

**Policy Number:** 4.2

**Title:** Geographic Salary Differentials

**Contact:** Human Resources, [Labor and Employee Relations Unit](#)

**Policy**

**Statement:** The Judicial Council has established salary ranges for employee compensation based on three geographic regions.

- Contents:**
- (A) Geographic Regions
  - (B) Primary Work Location
  - (C) Change in Primary Work Location
  - (D) Temporary Changes in Primary Work Location
  - (E) Procedures to Change Primary Work Location

**(A) Geographic Regions**

The Judicial Council has established salary ranges for employee compensation based on the following three geographic regions, from lowest (region 1) to highest (region 3), reflecting recognizable cost-of-living and cost-of-labor differences throughout California:

Region 1	Region 1 (cont.)	Region 2	Region 3
Alpine	Modoc	Los Angeles	Alameda
Amador	Mono	Orange	Contra Costa
Butte	Nevada	San Bernardino	Marin
Calaveras	Placer	San Diego	Monterey
Colusa	Plumas	Santa Barbara	Napa
Del Norte	Riverside	Ventura	San Benito
El Dorado	Sacramento		San Francisco
Fresno	San Luis Obispo		San Joaquin
Glenn	Shasta		San Mateo
Humboldt	Sierra		Santa Clara
Imperial	Siskiyou		Santa Cruz
Inyo	Stanislaus		Solano
Kern	Sutter		Sonoma
Kings	Tehama		
Lake	Trinity		
Lassen	Tulare		
Madera	Tuolumne		
Mariposa	Yolo		
Mendocino	Yuba		
Merced			

For more information on setting and adjusting salary ranges for Judicial Council classifications, please refer to [Salary Structure, policy 4.1](#).

**(B) Primary Work Location**

Employee placement within a particular regional salary range is based on the employee's primary work location. Primary work location is defined as the location in which the employee physically spends the majority (i.e., more than 50 percent) of time working, be based on the business needs of the Judicial Council. If an employee works in more than one location and does not work more than 50 percent of the time in any one geographic region, employee placement in a particular regional salary range is based on the work location in which the employee spends the largest percentage of work time.

A record of all regular work locations will be maintained in Human Resources along with the daily work schedules. On a quarterly basis, Human Resources will review the primary work location listed for each employee to ensure the employee's salary rate is within the salary range for the region in which the employee actually spends the majority of time working.

As part of the quarterly reconciliation process, Human Resources will validate the primary work location of each employee by comparing the information contained in the State Controller's Office database with the Judicial Council's Human Resources and Education Management System (HREMS).

Additionally, at the beginning of each fiscal year, a memorandum will be sent out to Office Leadership to obtain each employee's daily work hours, primary location, and when applicable multiple work location schedule.

Any changes to the regular work location must be requested before implementation by submitting a [Personnel Action Request \(PAR\)](#) for review and approval. Changes requiring an adjustment to salary will occur in the pay period following the PAR approval.

Individuals regularly scheduled to work in more than one region or location, regardless of primary work location for salary purposes, will be reimbursed for work-related travel consistent with Finance guidelines and IRS criteria (determination of taxable expenses).

### **(C) Change in Primary Work Location**

A change in an employee's primary work location from one region to another will result in an immediate salary rate adjustment only if the employee's rate is outside the new region's salary range for the employee's position. For example:

- A change to a higher-cost region will result in a salary rate increase only if the employee's salary rate is below the range minimum for the higher-cost region, in which event the employee's salary will be increased to the minimum of that range.
- A change to a lower-cost region will result in a salary rate decrease only if the employee's salary rate is above the range maximum for the lower-cost region, in which event the employee's salary will be reduced to the maximum of that range.

More information on salary ranges for the three geographic regions is at [Judicial Council Salary Listing](#).

### **(D) Temporary Changes in Primary Work Location**

If an employee's primary work location changes in connection with a temporary long-term assignment or transfer scheduled to last six months or longer, the temporary work location is considered the primary work location for pay purposes. If the temporary assignment results in a pay decrease, the office leadership may request maintaining the employee's

then current rate of pay by submitting a written justification to the Classification and Compensation Unit for review. Requests to maintain pay rate must be approved by the Chief Administrative Officer. If the nature of the employee's job involves working in a multi-county territory, work-related movements are not considered temporary assignments for regional salary range purposes.

**(E) Procedures to Change Primary Work Location**

All PARs requesting primary work location changes must include the business justification for the change. Justifications must explain how the planned work location change will improve service delivery to judicial branch entities as well as any cost implications (e.g., leased office space). All PARs must be approved by the Chief Administrative Officer before any actual change in primary work location.

A change in an employee's primary work location may not only affect an employee's salary range, but also reimbursement of certain travel expenses within policy. It may also result in potential tax consequences to the employee for travel reimbursements.

**STATE OF CALIFORNIA  
JUDICIAL COUNCIL**

**Monthly Salary Listing  
Effective July 1, 2015 (Last Revised 7-1-15)**

Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	
3614	<a href="#">Accountant</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3432	<a href="#">Accounting Office Asst. I</a>	\$2,838	\$3,452	\$2,909	\$3,536	\$2,993	\$3,639	N
3433	<a href="#">Accounting Office Asst. II</a>	\$3,122	\$3,796	\$3,200	\$3,891	\$3,293	\$4,002	N
3207	<a href="#">Accounting Operations Supervisor</a>	\$5,778	\$7,023	\$5,922	\$7,196	\$6,092	\$7,404	E
3206	<a href="#">Accounting Technician</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3216	<a href="#">Administrative Coordinator I</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3217	<a href="#">Administrative Coordinator II</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3195	<a href="#">Administrative Director of the Courts</a>	-	-	-	-	\$17,557	\$20,470	E
3298	<a href="#">Administrative Secretary</a>	\$3,904	\$4,744	\$3,998	\$4,861	\$4,116	\$5,000	N
3698	<a href="#">Administrative Services Assistant I</a>	\$2,681	\$3,260	\$2,748	\$3,341	\$2,826	\$3,436	N
3699	<a href="#">Administrative Services Assistant II</a>	\$2,949	\$3,584	\$3,020	\$3,671	\$3,108	\$3,778	N
3700	<a href="#">Administrative Services Assistant III</a>	\$3,244	\$3,940	\$3,324	\$4,039	\$3,419	\$4,154	N
3474	<a href="#">Application Development Analyst</a>	\$6,218	\$9,337	\$6,372	\$9,568	\$6,556	\$9,843	N
3199	<a href="#">Assistant Division Director *</a>	\$10,574	\$13,321	\$10,839	\$13,655	\$11,156	\$14,054	E
3574	<a href="#">Assistant General Counsel</a>	\$10,462	\$13,777	\$10,724	\$14,122	\$11,038	\$14,535	E
3630	<a href="#">Assistant Judicial Administrative Librarian I</a>	\$5,011	\$6,090	\$5,135	\$6,240	\$5,281	\$6,422	E
3631	<a href="#">Assistant Judicial Administrative Librarian II</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3236	<a href="#">Associate Attorney I</a>	\$6,059	\$7,696	\$6,208	\$7,886	\$6,387	\$8,114	E
3237	<a href="#">Associate Attorney II</a>	\$6,662	\$8,465	\$6,826	\$8,673	\$7,021	\$8,923	E
3238	<a href="#">Attorney</a>	\$7,666	\$10,232	\$7,856	\$10,484	\$8,084	\$10,787	E
3665	<a href="#">AV/Video Systems Technical Analyst</a>	\$6,042	\$7,343	\$6,190	\$7,524	\$6,369	\$7,742	E
3244	<a href="#">AV/Video Technician I</a>	\$3,352	\$4,073	\$3,435	\$4,174	\$3,534	\$4,293	N
3245	<a href="#">AV/Video Technician II</a>	\$3,685	\$4,481	\$3,777	\$4,590	\$3,886	\$4,723	N
3310	<a href="#">Budget Analyst</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3768	<a href="#">Business Applications Analyst</a>	\$6,042	\$7,710	\$6,190	\$7,900	\$6,369	\$8,128	E
3472	<a href="#">Business Systems Analyst</a>	\$6,042	\$7,710	\$6,190	\$7,900	\$6,369	\$8,128	N
3864	<a href="#">Chief Administrative Officer</a>	-	-	-	-	\$15,131	\$16,844	E
3863	<a href="#">Chief of Staff</a>	-	-	-	-	\$16,661	\$18,360	E
3785	<a href="#">Chief Operating Officer</a>	-	-	-	-	\$15,131	\$16,844	E
3339	<a href="#">Communications Specialist I</a>	\$5,011	\$6,090	\$5,135	\$6,240	\$5,281	\$6,422	E
3340	<a href="#">Communications Specialist II</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3623	<a href="#">Construction Inspector</a>	\$6,443	\$7,831	\$6,603	\$8,023	\$6,794	\$8,256	E
3702	<a href="#">Construction Manager</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3530	<a href="#">Contract Specialist</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3695	<a href="#">Cost Estimator</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3313	<a href="#">Court Services Analyst</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3280	<a href="#">Database Administrator</a>	\$6,057	\$7,729	\$6,207	\$7,919	\$6,386	\$8,149	E
3838	<a href="#">Design &amp; Construction Project Manager I</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E

*Although region 1, 2 and 3 salary ranges are shown for most classes, all regions do not apply to every class.*

**STATE OF CALIFORNIA  
JUDICIAL COUNCIL**

**Monthly Salary Listing  
Effective July 1, 2015 (Last Revised 7-1-15)**

Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	
3840	<a href="#">Design &amp; Construction Project Manager II</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3853	<a href="#">Design &amp; Construction Project Manager III</a>	\$7,427	\$9,025	\$7,608	\$9,247	\$7,829	\$9,514	E
3197	<a href="#">Division Director</a>	-	-	-	-	\$11,227	\$15,249	E
3342	<a href="#">Editor I</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3343	<a href="#">Editor II</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3347	<a href="#">Education Specialist I</a>	\$5,011	\$6,090	\$5,135	\$6,240	\$5,281	\$6,422	E
3348	<a href="#">Education Specialist II</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3827	<a href="#">Enterprise Technology Architect</a>	\$6,479	\$9,729	\$6,641	\$9,972	\$6,835	\$10,263	E
3689	<a href="#">Environmental Analyst</a>	\$7,427	\$9,025	\$7,608	\$9,247	\$7,829	\$9,514	E
3653	<a href="#">Executive Office Liaison I</a>	\$6,359	\$7,730	\$6,516	\$7,920	\$6,703	\$8,148	E
3654	<a href="#">Executive Office Liaison II</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3655	<a href="#">Executive Office Liaison III</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3305	<a href="#">Executive Secretary</a>	\$4,906	\$5,965	\$5,028	\$6,113	\$5,173	\$6,289	N
3677	<a href="#">Executive Secretary to Chief Deputy Director</a>	\$5,312	\$6,491	\$5,448	\$6,653	\$5,609	\$6,852	N
3365	<a href="#">Executive Secretary to the Administrative Director</a>	\$5,312	\$6,491	\$5,448	\$6,653	\$5,609	\$6,852	N
3669	<a href="#">Facilities Management Administrator</a>	\$6,663	\$8,098	\$6,827	\$8,296	\$7,023	\$8,536	E
3602	<a href="#">Facilities Management Specialist</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3337	<a href="#">Facilities Planner</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3857	<a href="#">Federal Court Consultant</a>	\$0	\$19,040	-	-	-	-	Other
3814	<a href="#">General Counsel/Division Director</a>	-	-	-	-	\$11,788	\$15,424	E
3316	<a href="#">Government Affairs Analyst</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3235	<a href="#">Graduate Legal Assistant</a>	\$3,882	\$4,282	\$3,978	\$4,387	\$4,093	\$4,516	N
3580	<a href="#">Graduate Student Assistant</a>	\$2,692	\$3,270	\$2,758	\$3,350	\$2,838	\$3,448	N
3758	<a href="#">Health and Safety Analyst</a>	\$6,443	\$7,831	\$6,603	\$8,023	\$6,794	\$8,256	E
3319	<a href="#">Human Resources Analyst</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3469	<a href="#">Information Systems Manager</a>	\$8,327	\$12,333	\$8,532	\$12,635	\$8,778	\$12,999	E
3787	<a href="#">Internal Auditor I</a>	\$5,011	\$6,395	\$5,135	\$6,552	\$5,281	\$6,742	E
3789	<a href="#">Internal Auditor II</a>	\$5,514	\$7,037	\$5,649	\$7,209	\$5,812	\$7,416	E
3450	<a href="#">Judicial Administrative Librarian</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3818	<a href="#">Labor and Employee Relations Officer</a>	\$7,666	\$10,232	\$7,856	\$10,484	\$8,084	\$10,787	E
3860	<a href="#">Labor and Employee Relations Officer I</a>	\$6,979	\$9,282	\$7,153	\$9,515	\$7,362	\$9,793	E
3861	<a href="#">Labor and Employee Relations Officer II</a>	\$7,666	\$10,232	\$7,856	\$10,484	\$8,084	\$10,787	E
3732	<a href="#">Labor Relations Negotiator</a>	\$6,506	\$7,936	\$6,666	\$8,135	\$6,856	\$8,372	E
3616	<a href="#">Lead Management and Program Analyst</a>	\$6,359	\$7,730	\$6,516	\$7,920	\$6,703	\$8,148	E
3105	<a href="#">Management and Program Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3201	<a href="#">Manager</a>	\$8,327	\$12,333	\$8,532	\$12,635	\$8,778	\$12,999	E
3205	<a href="#">Managing Attorney</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3688	<a href="#">Mechanical, Electrical, Plumbing (MEP) Engineer</a>	\$7,427	\$9,025	\$7,608	\$9,247	\$7,829	\$9,514	E

*Although region 1, 2 and 3 salary ranges are shown for most classes, all regions do not apply to every class.*

**STATE OF CALIFORNIA  
JUDICIAL COUNCIL**

**Monthly Salary Listing  
Effective July 1, 2015 (Last Revised 7-1-15)**

Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	
3618	<a href="#">Media Production Specialist</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3615	<a href="#">Meeting and Conference Services Supervisor</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3737	<a href="#">O&amp;M Customer Support Representative I</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3738	<a href="#">O&amp;M Customer Support Representative II</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3739	<a href="#">O&amp;M Customer Support Supervisor</a>	\$5,778	\$7,023	\$5,922	\$7,196	\$6,092	\$7,404	E
3282	<a href="#">Office Assistant I</a>	\$2,387	\$2,902	\$2,445	\$2,973	\$2,516	\$3,059	N
3283	<a href="#">Office Assistant II</a>	\$2,625	\$3,190	\$2,689	\$3,269	\$2,767	\$3,363	N
3284	<a href="#">Office Technician I</a>	\$2,681	\$3,260	\$2,748	\$3,341	\$2,826	\$3,436	N
3286	<a href="#">Office Technician II</a>	\$2,949	\$3,584	\$3,020	\$3,671	\$3,108	\$3,778	N
3592	<a href="#">Pay and Benefits Specialist I</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3596	<a href="#">Pay and Benefits Specialist II</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3703	<a href="#">Portfolio Administration Analyst</a>	\$5,778	\$7,023	\$5,922	\$7,196	\$6,092	\$7,404	E
3741	<a href="#">Principal Architect</a>	\$8,860	\$10,768	\$9,077	\$11,032	\$9,338	\$11,351	E
3704	<a href="#">Procurement Specialist</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3591	<a href="#">Production &amp; Mail Services Supervisor</a>	\$4,906	\$5,965	\$5,028	\$6,113	\$5,173	\$6,289	E
3220	<a href="#">Production Artist I</a>	\$3,775	\$4,589	\$3,869	\$4,703	\$3,980	\$4,838	N
3221	<a href="#">Production Artist II</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3585	<a href="#">Public Information Officer</a>	\$8,327	\$12,333	\$8,532	\$12,635	\$8,778	\$12,999	E
3682	<a href="#">Real Estate Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3435	<a href="#">Receptionist I</a>	\$2,802	\$3,407	\$2,871	\$3,491	\$2,955	\$3,592	N
3288	<a href="#">Receptionist II</a>	\$3,084	\$3,749	\$3,160	\$3,841	\$3,252	\$3,951	N
3227	<a href="#">Records Management Supervisor</a>	\$4,239	\$5,152	\$4,344	\$5,279	\$4,469	\$5,432	N
3225	<a href="#">Records Technician I</a>	\$2,681	\$3,260	\$2,748	\$3,341	\$2,826	\$3,436	N
3226	<a href="#">Records Technician II</a>	\$2,949	\$3,584	\$3,020	\$3,671	\$3,108	\$3,778	N
3632	<a href="#">Regional Court Interpreter Coordinator</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3676	<a href="#">Regional Manager of Facility Operations</a>	\$8,327	\$10,121	\$8,532	\$10,370	\$8,778	\$10,669	E
3325	<a href="#">Research Analyst</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3834	<a href="#">Retired Annuitant</a>	\$0	\$13,994	\$0	\$14,344	\$0	\$14,765	Other
3292	<a href="#">Secretary I</a>	\$3,227	\$3,922	\$3,307	\$4,019	\$3,402	\$4,134	N
3293	<a href="#">Secretary II</a>	\$3,547	\$4,312	\$3,635	\$4,419	\$3,739	\$4,546	N
3363	<a href="#">Security Coordinator</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	E
3334	<a href="#">Senior Accountant</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3606	<a href="#">Senior Accounting Technician</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3218	<a href="#">Senior Administrative Coordinator</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3475	<a href="#">Senior Application Development Analyst</a>	\$6,864	\$10,307	\$7,034	\$10,563	\$7,236	\$10,866	E
3239	<a href="#">Senior Attorney</a>	\$8,678	\$11,582	\$8,891	\$11,868	\$9,148	\$12,209	E
3666	<a href="#">Senior AV/Video Systems Technical Analyst</a>	\$6,646	\$8,077	\$6,811	\$8,277	\$7,007	\$8,517	E
3246	<a href="#">Senior AV/Video Technician</a>	\$4,057	\$4,931	\$4,155	\$5,052	\$4,277	\$5,199	N

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Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	
3311	<a href="#">Senior Budget Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3771	<a href="#">Senior Business Applications Analyst</a>	\$6,646	\$8,481	\$6,811	\$8,690	\$7,007	\$8,942	E
3473	<a href="#">Senior Business Systems Analyst</a>	\$6,646	\$8,481	\$6,811	\$8,690	\$7,007	\$8,942	E
3341	<a href="#">Senior Communications Specialist</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3624	<a href="#">Senior Construction Inspector</a>	\$7,088	\$8,615	\$7,262	\$8,826	\$7,472	\$9,080	E
3586	<a href="#">Senior Contract Specialist</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3696	<a href="#">Senior Cost Estimator</a>	\$7,427	\$9,025	\$7,608	\$9,247	\$7,829	\$9,514	E
3314	<a href="#">Senior Court Services Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3854	<a href="#">Senior Design &amp; Construction Project Manager</a>	\$8,860	\$10,768	\$9,077	\$11,032	\$9,338	\$11,351	E
3344	<a href="#">Senior Editor</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3360	<a href="#">Senior Education Specialist</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3717	<a href="#">Senior Emergency Response &amp; Planning Manager</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3828	<a href="#">Senior Enterprise Technology Architect</a>	\$7,127	\$10,702	\$7,304	\$10,970	\$7,518	\$11,290	E
3338	<a href="#">Senior Facilities Planner</a>	\$6,663	\$8,098	\$6,827	\$8,296	\$7,023	\$8,535	E
3621	<a href="#">Senior Facilities Risk Manager</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3317	<a href="#">Senior Government Affairs Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3320	<a href="#">Senior Human Resource Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3588	<a href="#">Senior Internal Auditor</a>	\$6,057	\$7,729	\$6,207	\$7,919	\$6,386	\$8,149	E
3820	<a href="#">Senior Labor and Employee Relations Officer</a>	\$8,678	\$11,582	\$8,891	\$11,868	\$9,148	\$12,209	E
3604	<a href="#">Senior Manager</a>	\$10,574	\$13,088	\$10,839	\$13,409	\$11,156	\$13,799	E
3573	<a href="#">Senior Media Production Specialist</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3597	<a href="#">Senior Pay and Benefits Specialist</a>	\$5,514	\$6,701	\$5,649	\$6,866	\$5,812	\$7,064	N
3720	<a href="#">Senior Procurement Specialist</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3823	<a href="#">Senior Production Artist</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3683	<a href="#">Senior Real Estate Analyst</a>	\$6,663	\$8,098	\$6,827	\$8,296	\$7,023	\$8,535	E
3326	<a href="#">Senior Research Analyst</a>	\$6,057	\$7,360	\$6,207	\$7,542	\$6,386	\$7,760	E
3364	<a href="#">Senior Security Coordinator</a>	\$6,063	\$7,371	\$6,212	\$7,550	\$6,392	\$7,768	E
3270	<a href="#">Senior Systems Administrator</a>	\$5,021	\$6,410	\$5,145	\$6,569	\$5,294	\$6,756	N
3276	<a href="#">Senior Technical Analyst</a>	\$6,646	\$8,481	\$6,811	\$8,690	\$7,007	\$8,942	E
3490	<a href="#">Senior Web Analyst</a>	\$6,646	\$8,481	\$6,811	\$8,690	\$7,007	\$8,942	E
3581	<a href="#">Special Consultant</a>	\$0	\$16,480	\$0	\$16,887	\$0	\$17,375	Other
3716	<a href="#">Specifications Specialist</a>	\$8,327	\$10,121	\$8,532	\$10,370	\$8,778	\$10,669	E
3612	<a href="#">Staff Accountant</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	E
3306	<a href="#">Staff Analyst I</a>	\$4,150	\$5,047	\$4,253	\$5,172	\$4,376	\$5,321	N
3309	<a href="#">Staff Analyst II</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3577	<a href="#">Student Assistant</a>	\$2,403	\$2,650	\$2,462	\$2,715	\$2,535	\$2,794	N
3335	<a href="#">Supervising Accountant</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3367	<a href="#">Supervising Administrative Coordinator</a>	\$5,778	\$7,023	\$5,922	\$7,196	\$6,092	\$7,404	E

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Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	
3241	<a href="#">Supervising Attorney</a>	\$9,112	\$12,161	\$9,336	\$12,461	\$9,606	\$12,819	E
3667	<a href="#">Supervising AV/Video Systems Technical Analyst</a>	\$7,643	\$9,289	\$7,832	\$9,518	\$8,058	\$9,793	E
3575	<a href="#">Supervising AV/Video Technician</a>	\$4,665	\$5,671	\$4,780	\$5,809	\$4,919	\$5,978	E
3312	<a href="#">Supervising Budget Analyst</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3772	<a href="#">Supervising Business Applications Analyst</a>	\$7,643	\$9,819	\$7,832	\$10,059	\$8,058	\$10,349	E
3437	<a href="#">Supervising Communications Specialist</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3625	<a href="#">Supervising Construction Inspector</a>	\$8,272	\$10,055	\$8,476	\$10,302	\$8,721	\$10,601	E
3587	<a href="#">Supervising Contract Specialist</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3315	<a href="#">Supervising Court Services Analyst</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3346	<a href="#">Supervising Editor</a>	\$6,273	\$7,623	\$6,430	\$7,814	\$6,618	\$8,043	E
3361	<a href="#">Supervising Education Specialist</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3829	<a href="#">Supervising Enterprise Technology Architect</a>	\$8,332	\$11,385	\$8,540	\$11,670	\$8,790	\$12,012	E
3670	<a href="#">Supervising Facilities Management Administrator</a>	\$7,569	\$9,201	\$7,756	\$9,427	\$7,979	\$9,700	E
3601	<a href="#">Supervising Facilities Planner</a>	\$7,569	\$9,201	\$7,756	\$9,427	\$7,979	\$9,700	E
3318	<a href="#">Supervising Government Affairs Analyst</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3323	<a href="#">Supervising Human Resource Analyst</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3589	<a href="#">Supervising Internal Auditor</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3470	<a href="#">Supervising IS Analyst - A</a>	\$7,643	\$9,819	\$7,832	\$10,059	\$8,058	\$10,349	E
3471	<a href="#">Supervising IS Analyst - B</a>	\$8,025	\$10,241	\$8,223	\$10,493	\$8,460	\$10,798	E
3619	<a href="#">Supervising Media Production Specialist</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3598	<a href="#">Supervising Pay and Benefits Specialist</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3721	<a href="#">Supervising Procurement Specialist</a>	\$6,273	\$7,623	\$6,430	\$7,814	\$6,618	\$8,043	E
3684	<a href="#">Supervising Real Estate Analyst</a>	\$7,569	\$9,201	\$7,756	\$9,427	\$7,979	\$9,700	E
3327	<a href="#">Supervising Research Analyst</a>	\$6,981	\$9,819	\$7,152	\$10,059	\$7,358	\$10,349	E
3572	<a href="#">Support Services Supervisor</a>	\$4,567	\$5,552	\$4,680	\$5,688	\$4,814	\$5,853	N
3267	<a href="#">Systems Administrator I</a>	\$4,150	\$5,299	\$4,253	\$5,430	\$4,376	\$5,587	N
3269	<a href="#">Systems Administrator II</a>	\$4,567	\$5,829	\$4,680	\$5,973	\$4,814	\$6,144	N
3275	<a href="#">Technical Analyst</a>	\$6,042	\$7,710	\$6,190	\$7,900	\$6,369	\$8,128	N
3277	<a href="#">Technical Writer</a>	\$5,514	\$7,037	\$5,649	\$7,209	\$5,812	\$7,416	N
3816	<a href="#">Telecommunications Specialist</a>	\$5,024	\$6,107	\$5,148	\$6,258	\$5,296	\$6,437	N
3656	<a href="#">Utility Engineer/Analyst</a>	\$7,427	\$9,025	\$7,608	\$9,247	\$7,829	\$9,514	E
3489	<a href="#">Web Analyst</a>	\$6,042	\$7,710	\$6,190	\$7,900	\$6,369	\$8,128	N

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Class Code	Class Description	Region 1		Region 2		Region 3		FLSA
		Min	Max	Min	Max	Min	Max	

\* Assistant Division Directors must be "designated" to reach maximum shown, otherwise range maximums are as follows:  
Region 1 = \$13,088 Region 2: \$13,409 Region 3: \$13,799

**Notes about regions:**

**Region 1:** The baseline salary range; applicable to all employees who do not meet the criteria for region 2 or 3.

**Region 2:** 2.5% greater than the baseline salary range; applicable to Los Angeles, Orange, San Bernardino, San Diego, Santa Barbara, and Ventura counties.

**Region 3:** 5.5% greater than the baseline salary range; applicable to Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma counties.

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## Appendix L - Turnover Estimates

Line	Item	Equation	Scenario II	Scenario III	Scenario IV	Scenario V	Scenario VI
1	Impacted Positions <sup>1</sup>		604	395	254	200	67
2	Total Positions		814	814	814	814	814
3	Percent of Positions Impacted	[Line 2/Line 1]	74.20%	48.53%	31.20%	24.57%	8.23%
4	Impacted Staff <sup>2</sup>		522	350	230	186	56
5	Total Staff <sup>3</sup>		719	719	719	719	719
6	Percent of Staff Impacted	[Line 5/Line 4]	72.60%	48.68%	31.99%	25.87%	7.79%
7	Expected Turnover (Years 1-3) Due to Impact <sup>4</sup>		261	175	107	90	18
8	<b>Expected Turnover Rate Due to Impact</b>	<b>[Line 7/Line 5]</b>	<b>36.30%</b>	<b>24.34%</b>	<b>14.88%</b>	<b>12.52%</b>	<b>2.50%</b>
9	Resignation Rate <sup>5</sup>	[Line 7/Line 4]	50.0%	50.0%	46.5%	48.4%	32.1%

1 Total number of impacted *authorized* positions. Governmental Affairs positions were counted as impacted; Field Office positions locating to courthouses were *not* counted as impacted.

2 Reflects number of *filled* impacted positions as of February 1, 2015 (e.g. line 1 less true vacancies as of 2/1/15).

3 Number of staff (headcount) as of February 1, 2015.

4 Number of staff expected to resign within the first three years of the analysis period as a **result of relocation**. To most accurately reflect this, we reduced each scenario's total number of resignations in the first three years by the number of expected "natural retirements." (E.g. if 100 staff resign in Scenario X based on the turnover formula, and 20 of those same staff are expected to naturally retire in Scenario I (current state) due to the retirement formula, we subtracted the expected natural retirees from the turnover group to reflect the turnover *caused* by relocation, which in this case, would be 80).

5 Reflects the percent of *impacted* staff expected to resign as a result of relocation. The turnover equation estimates roughly 50% of the impacted population to resign. In Scenario VI, a significant portion of the impacted staff (line 5) are from Governmental Affairs. Since Governmental Affairs is not relocating a far distance, 0% of that staff is expected to resign. This results in Scenario VI having a significantly lower resignation rate.

Policy Number: 6.10

Title: CalPERS Retirement Benefits

Contact: Human Resources, [Payroll and Benefits Administration Unit](#)

**Policy**

**Statement:** The Judicial Council offers retirement benefits through CalPERS.

**Contents:**

- (A) Overview
- (B) Eligibility
- (C) Enrollment
- (D) Retirement Benefits
  - (1) Service Retirement
  - (2) Disability Retirement
  - (3) Death and Survivor Benefits
- (E) Retiree Health and Dental Benefits
- (F) Effect of Reciprocity
- (G) Contributions and Accruals During Leave of Absence
- (H) Refund of Contributions Upon Separation
- (I) References

**(A) Overview**

The Judicial Council, through the California Public Employee Retirement System (CalPERS), offers a defined benefit plan that provides lifetime monthly income and other retirement and survivor benefits for eligible employees. The retirement benefit is funded by employer contributions, investment earnings, and employee contributions. Employee contributions and benefits are determined by CalPERS and will vary depending on plan selection (Tier I or Tier II) and date of hire. Employees who are uncertain of their contribution level are encouraged to consult with their [Pay and Benefits Specialist](#).

The Judicial Council's retirement plan is administered by CalPERS. Judicial Council employees who are members of CalPERS are in the State Miscellaneous plan. Detailed information is available on the [CalPERS retirement plan website](#). Additional information regarding the retirement plan, including differences between the Tier I and Tier II plans, can also be found in the plan brochure, available from Human Resources, Payroll and Benefits Administration Unit.

Because of the many variables connected with retirement planning, and to help ensure that employees take all the steps necessary to receive applicable benefits, employees are encouraged to contact the Payroll and Benefits Administration Unit to discuss retirement. To help educate employees regarding their retirement benefits, the Judicial Council also regularly hosts retirement planning seminars for its employees presented by CalPERS.

**(B) Eligibility**

To be eligible for CalPERS membership, an employee must be:

- A [full-time](#) employee with an anticipated duration of Judicial Council employment of

at least six months; or

- A [part-time](#) employee working at least on a half-time basis with an anticipated duration of Judicial Council employment of at least one calendar year.

[Intermittent](#) employees are excluded from CalPERS membership until they complete over 1,000 hours of service within a fiscal year, at which time CalPERS membership is effective on the first day of the following [pay period](#).

### **(C) Enrollment**

Eligible employees are automatically enrolled in the Tier I plan. During the first 180 calendar days of CalPERS membership, employees may elect to switch to the Tier II plan. Consistent with CalPERS requirements, employees who do not elect the Tier II plan during the first 180 calendar days of CalPERS membership remain enrolled in the Tier I plan and may not change to the Tier II plan at a later time. If the Tier II plan is elected, employees may change their election back to the Tier I plan at any time. Employees who switch from the Tier II plan to the Tier I plan are encouraged to consult with CalPERS regarding possible buy back options.

### **(D) Retirement Benefits**

#### **(1) Service Retirement**

Service retirement is a lifetime benefit that provides continuing income to eligible employees in recognition for years of service in CalPERS-covered employment.

Service retirement benefits are determined by CalPERS and vary based on the date of hire. For more information regarding service retirement benefits, contact Human Resources, Payroll and Benefits Administration Unit.

After retirement, CalPERS pays eligible employees a monthly retirement allowance, with annual cost-of-living adjustments, for life. The employee's retirement allowance is determined based on the retirement plan selected (Tier I or Tier II), age at retirement, date of hire, years of service credit, and [final compensation](#).

For employees who retire within 120 days of separation from employment, any unused sick leave at the time of retirement will be converted to additional service credit for purposes of calculating the retirement allowance (for example, it takes 250 days of sick leave to earn one year of service credit). In limited circumstances, the employee may also purchase additional service credit directly through CalPERS.

More information on service retirement benefits is on the CalPERS website at: [www.calpers.ca.gov](http://www.calpers.ca.gov)

#### **(2) Disability Retirement**

Employees may be eligible for disability retirement benefits if unable to perform their job duties due to an illness or injury (work-related or not), and the disability is expected to be permanent or of uncertain duration. There is no minimum age requirement for disability retirement.

To be eligible for non-work-related disability retirement, employees must have:

- 5 years of CalPERS service under the Tier I plan; or
- 10 years of CalPERS service under the Tier II plan.

There is no minimum service requirement for work-related (industrial) disability retirement.

CalPERS pays eligible employees a monthly disability allowance, with annual cost-of-living adjustments, for life or until recovery from disability.

More information on disability retirement benefits is on the CalPERS website at: [www.calpers.ca.gov/index.jsp?bc=/member/retirement/disability/home.xml](http://www.calpers.ca.gov/index.jsp?bc=/member/retirement/disability/home.xml).

### **(3) Death and Survivor Benefits**

Benefits are paid to the beneficiaries or survivors of an employee who dies. The amount of benefits paid depends on various factors, including the status of the employee's beneficiary (those considered eligible survivors are entitled to additional benefits), and the employee's retirement eligibility and status at the time of death.

More information on death and survivor benefits is on the CalPERS website at: <http://www.calpers.ca.gov/index.jsp?bc=/member/death/home.xml>.

### **(E) Retiree Health and Dental Benefits**

Retiree health and dental benefits are available to employees (and their eligible dependents) who retire within 120 days of separation from employment. The percentage of the premiums covered by employer contribution will depend on the employee's date of hire and years of service credit.

- Employees first hired into CalPERS-covered employment before January 1, 1985, will continue receiving full employer contributions toward premiums.
- Employees first hired into CalPERS-covered employment on or after January 1, 1985, and who have 10 years or more of CalPERS service credit at the time of retirement will continue receiving full employer contributions toward premiums.
- Employees first hired into CalPERS-covered employment on or after January 1, 1985, and who have 5 years or more of CalPERS service credit at the time of retirement will receive a portion of the employer contributions toward premiums, prorated based on length of service up to 10 years. For example, employees with 5 years of service will receive 50% of the employer contribution.

More information on retiree health and dental benefits is available through the Payroll and Benefits Administration Unit or by contacting CalPERS.

### **(F) Effect of Reciprocity**

Employees with service credit under another retirement system with a reciprocity agreement with CalPERS may be entitled to combine service credit from both systems to determine eligibility for certain benefits. For example, service in a reciprocal retirement system may be used to meet minimum service requirements for a retirement allowance but not count toward vesting for retiree health benefits.

More information on reciprocity with other retirement systems, including a list of Reciprocal Retirement Systems, is on the CalPERS website at:

[www.calpers.ca.gov/index.jsp?bc=/member/retirement/reciprocity.xml](http://www.calpers.ca.gov/index.jsp?bc=/member/retirement/reciprocity.xml).

### **(G) Contributions and Accruals During Leave of Absence**

Employee contributions do not automatically continue during an employee's leave of absence, except for any period of leave during which the employee uses paid leave or supplements [non-industrial disability insurance \(NDI\)](#) payments. Employer contributions continue, on a prorated basis, during periods of leave that the employee uses paid leave or supplements NDI payments. Contributions resume on the first paycheck following return from leave of absence, consistent with state benefit administration procedures.

Service credit continues to accrue during periods of leave that the employee uses paid leave. Service credit will also accrue, on a prorated basis, during periods of leave that the employee supplements NDI payments. Service credit accruals resume on the first day of the [pay period](#) following return from leave of absence, consistent with state benefit administration procedures.

### **(H) Refund of Contributions Upon Separation**

Accumulated contributions into the Tier I or Tier II plans will remain on deposit with CalPERS until separation from CalPERS-covered employment. Employees may then:

- Withdraw their employee contributions with accumulated interest, regardless of years of service;
- Leave their employee contributions on deposit and apply for retirement benefits at a later date; or
- Roll-over their employee contributions to an IRA without penalty.

Employees may redeposit withdrawn contributions plus interest to restore previous service credit based on CalPERS guidelines if they return to CalPERS-covered employment.

More information on refund of contributions upon separation, including how to request a refund, and tax impact, is on the CalPERS website at:

[www.calpers.ca.gov/index.jsp?bc=/member/retirement/refunds/home.xml](http://www.calpers.ca.gov/index.jsp?bc=/member/retirement/refunds/home.xml).

### **(I) References**

[CalPERS Retirement](#)

[CalPERS Retirement Judicial Council Employee Benefits](#)

[Judicial Council Employee Benefits](#)

**\*Information on accessing CalPERS links:** Direct linking may not be activated for some users. If direct linking is not activated, the CalPERS website will direct users to identify membership status, and users may then access these websites by copying and pasting the address into the internet browser.

Appendix N - Civil Service Pay Scale by Class Title (Executive Branch)

State of California  
Civil Service Pay Scale - by Class Title

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CU70	1733	ACCOUNT CLERK II	\$2,471.00 - \$3,097.00		SISA		1	6	2		R04
ME10	4915	ACCOUNT MANAGER, CALIFORNIA EXPOSITION AND STATE FAIR	\$5,553.00 - \$6,901.00		01 43		1	12	E		S01
JL32	4177	ACCOUNTANT I (SPECIALIST)									
		A	\$3,000.00 - \$3,757.00			285	1	6	2		R01
		L	\$3,000.00 - \$3,757.00			285	1	6	2		R01
JL30	4180	ACCOUNTANT I (SUPERVISOR)	\$3,154.00 - \$3,864.00		01 43		1	12	2		S01
JL35	4179	ACCOUNTANT TRAINEE									
		A	\$3,388.00 - \$4,040.00		01	285	1	12	2		R01
		L	\$3,388.00 - \$4,040.00		01	285	1	12	2		R01
JL16	4552	ACCOUNTING ADMINISTRATOR I (SPECIALIST)	\$5,053.00 - \$6,325.00		19		1	6	2		R01
JL14	4549	ACCOUNTING ADMINISTRATOR I (SUPERVISOR)	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
JL12	4542	ACCOUNTING ADMINISTRATOR II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
JL10	4545	ACCOUNTING ADMINISTRATOR III	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
JM12	4582	ACCOUNTING ANALYST									
		A	\$3,247.00 - \$3,689.00		01 19 21	206	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	206	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	206	1	12	2		R01
JL26	4546	ACCOUNTING OFFICER (SPECIALIST)									
		A	\$4,016.00 - \$5,029.00		19	285	1	6	2		R01
		L	\$4,016.00 - \$5,029.00		19	285	1	6	2		R01
JL24	4563	ACCOUNTING OFFICER (SUPERVISOR)	\$4,016.00 - \$5,029.00		01 19		1	12	2		S01
CU80	1741	ACCOUNTING TECHNICIAN									
		A	\$2,758.00 - \$3,455.00			285	1	6	2		R04
		L	\$2,758.00 - \$3,455.00			285	1	6	2		R04
TR52	8319	ACTIVITY COORDINATOR, VETERANS HOME AND MEDICAL CENTER	\$2,319.00 - \$2,904.00		19		1	6	2		R20
LP61	5509	ACTUARIAL ASSISTANT TRAINEE, CALPERS									
		A	\$3,247.00 - \$3,689.00		01 19 21	381	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	381	1	12	2		R01
		C	\$4,016.00 - \$4,788.00		01 19 21	381	1	12	2		R01
LP62	5552	ACTUARIAL ASSISTANT, CALPERS	\$4,600.00 - \$5,758.00		19		1	6	2		R01
LP70	6080	ACTUARIAL STATISTICIAN									
		A	\$4,600.00 - \$5,758.00		19	161	1	6	2		R01
		B	\$5,053.00 - \$6,325.00		19	161	1	6	2		R01
LP50	5420	ACTUARY STATE COMPENSATION INSURANCE FUND									
		A	\$7,088.00 - \$8,048.00		01 19	242	1	12	E		M01
		B	\$7,792.00 - \$8,849.00		01 19	242	1	12	E		M01
EJ20	2681	ADAPTIVE DRIVER EVALUATION SPECIALIST, DEPARTMENT OF REHABILITATION									
		A	\$4,191.00 - \$5,245.00		01 19	047	1	12	2		R21
		F	\$3,492.50 - \$4,370.83		01 19	047	1	12	2		R21
OA05	6033	ADMINISTRATIVE ADVISER II C.E.A.	\$9,114.00 - \$10,559.00		01		1	12	E		M02
KG40	5361	ADMINISTRATIVE ASSISTANT I									
		A	\$3,824.00 - \$4,788.00		29	005 285	1	6	2		R01
		B	\$4,001.00 - \$5,010.00		29	005 285	1	6	2		R01
		L	\$3,824.00 - \$4,788.00		29	005 285	1	6	2		R01
		M	\$4,001.00 - \$5,010.00		29	005 285	1	6	2		R01
KG30	5358	ADMINISTRATIVE ASSISTANT II									
		A	\$4,600.00 - \$5,758.00		19 29	285	1	6	2		R01
		L	\$4,600.00 - \$5,758.00		19 29	285	1	6	2		R01
KG45	5169	ADMINISTRATIVE ASSISTANT, FAIR POLITICAL PRACTICES COMMISSION	\$3,731.00 - \$4,671.00				1	6	2		R01
OX31	7363	ADMINISTRATIVE LAW JUDGE I, AIR RESOURCES BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX72	9711	ADMINISTRATIVE LAW JUDGE I, ALCOHOLIC BEVERAGE CONTROL	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OX15	6095	ADMINISTRATIVE LAW JUDGE I, BOARD OF PAROLE HEARINGS	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX32	6134	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF INSURANCE	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OU35	6177	ADMINISTRATIVE LAW JUDGE I, DEPARTMENT OF SOCIAL SERVICES	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OY50	6125	ADMINISTRATIVE LAW JUDGE I, NEW MOTOR VEHICLE BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX90	6071	ADMINISTRATIVE LAW JUDGE I, OFFICE OF ADMINISTRATIVE HEARINGS	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OY40	6122	ADMINISTRATIVE LAW JUDGE I, PUBLIC EMPLOYMENT RELATIONS BOARD	\$7,840.00 - \$9,765.00		01 19		1	12	E		E97
OX70	6103	ADMINISTRATIVE LAW JUDGE I, PUBLIC UTILITIES COMMISSION	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OY18	6118	ADMINISTRATIVE LAW JUDGE I, STATE PERSONNEL BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX30	6091	ADMINISTRATIVE LAW JUDGE I, UNEMPLOYMENT INSURANCE APPEALS BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX74	9710	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), ALCOHOLIC BEVERAGE CONTROL	\$8,215.00 - \$10,339.00		01 19		1	12	E		R02
OU45	6178	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), DEPARTMENT OF SOCIAL SERVICES	\$8,215.00 - \$10,339.00		01 19		1	12	E		R02
OX80	6068	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), OFFICE OF ADMINISTRATIVE HEARINGS	A \$8,215.00 - \$10,339.00		01 19	285	1	12	E		R02
			L \$8,215.00 - \$10,240.00		01 19	285	1	12	E		R02
OY22	6124	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), STATE PERSONNEL BOARD	\$8,215.00 - \$10,339.00		01 19		1	12	E		R02
OU55	6179	ADMINISTRATIVE LAW JUDGE II (SUPERVISOR), DEPARTMENT OF SOCIAL SERVICES	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
OX16	6096	ADMINISTRATIVE LAW JUDGE II, BOARD OF PAROLE HEARINGS	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
OX34	6136	ADMINISTRATIVE LAW JUDGE II, DEPARTMENT OF INSURANCE	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
OY45	6123	ADMINISTRATIVE LAW JUDGE II, PUBLIC EMPLOYMENT RELATIONS BOARD	\$8,223.00 - \$10,247.00		01 19		1	12	E		E97
OX60	6102	ADMINISTRATIVE LAW JUDGE II, PUBLIC UTILITIES COMMISSION	\$8,215.00 - \$10,339.00		01 19		1	12	E		R02
OX25	6067	ADMINISTRATIVE LAW JUDGE II, UNEMPLOYMENT INSURANCE APPEALS BOARD	A \$8,215.00 - \$10,339.00		01 19	285	1	12	E		R02
			L \$8,215.00 - \$10,240.00		01 19	285	1	12	E		R02
OY52	6126	ADMINISTRATIVE LAW JUDGE II. NEW MOTOR VEHICLE BOARD	\$8,215.00 - \$10,339.00		01 19		1	12	E		R02
OX99	6132	ADMINISTRATIVE LAW JUDGE III	\$8,506.00 - \$10,856.00				1	6	E		R02
OY46	6130	ADMINISTRATIVE LAW JUDGE, DEPARTMENT OF HEALTH SERVICES	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
JZ59	4590	ADMINISTRATIVE OFFICER I, RESOURCES AGENCY	A \$3,353.00 - \$4,140.00		01 19 21	151	1	12	2		S01
			B \$4,020.00 - \$4,977.00		01 19 21	151	1	12	2		S01
JZ58	4558	ADMINISTRATIVE OFFICER II, RESOURCES AGENCY	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
JZ57	4557	ADMINISTRATIVE OFFICER III, RESOURCES AGENCY	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
EM45	2450	ADMINISTRATOR FOR ACADEMIC PLANNING AND DEVELOPMENT, CALIFORNIA COMMUNITY COLLEGES	\$6,643.00 - \$8,318.00		01 19		1	12	E		S21
EM65	2452	ADMINISTRATOR FOR FACILITIES PLANNING AND UTILIZATION CALIFORNIA COMMUNITY COLLEGES	\$6,643.00 - \$8,318.00		01 19		1	12	E		S21
EM75	2453	ADMINISTRATOR FOR FISCAL PLANNING AND ADMINISTRATION, CALIFORNIA COMMUNITY COLLEGES	\$6,643.00 - \$8,318.00		01 19		1	12	E		S21
EM55	2451	ADMINISTRATOR FOR STUDENT SERVICES PLANNING AND DEVELOPMENT, CALIFORNIA COMMUNITY COLLEGES	\$6,643.00 - \$8,318.00		01 19		1	12	E		S21
EM83	2456	ADMINISTRATOR FOR VOCATIONAL EDUCATION CALIFORNIA COMMUNITY COLLEGES	\$6,643.00 - \$8,318.00		01 19		1	12	E		S21
JI40	4358	ADMINISTRATOR I FRANCHISE TAX BOARD	\$5,307.00 - \$6,973.00		01 19		1	12	E		S01
WR12	9542	ADMINISTRATOR I, FAIR EMPLOYMENT AND HOUSING	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
JI30	4357	ADMINISTRATOR II FRANCHISE TAX BOARD	\$5,826.00 - \$7,660.00		01 19		1	12	E		S01



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WR10	9510	ADMINISTRATOR II, FAIR EMPLOYMENT AND HOUSING	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
J120	4352	ADMINISTRATOR III FRANCHISE TAX BOARD	\$7,088.00 - \$8,450.00		01 19		1	12	E		M01
J110	4346	ADMINISTRATOR IV, FRANCHISE TAX BOARD	\$7,792.00 - \$9,292.00		01 19		1	12	E		M01
KY05	5325	ADMINISTRATOR, BENEFIT PROGRAMS	\$7,088.00 - \$8,048.00		01 19		1	12	E		E 99
FJ05	2822	ADMINISTRATOR, INDUSTRIAL EDUCATION PROGRAM, CALIFORNIA SCIENCE CENTER	\$7,012.00 - \$7,963.00		01 19		1	12	E		M21
FJ15	2802	ADMINISTRATOR, SCIENCE PROGRAM, CALIFORNIA SCIENCE CENTER	\$7,012.00 - \$7,963.00		01 19		1	12	E		M21
WM10	9423	ADOPTIONS SPECIALIST									
		A	\$3,844.00 - \$5,032.00		01 19 21	399	1	12	E		R 19
		B	\$4,212.00 - \$5,527.00		01 19 21	399	1	12	E		R 19
WL30	9420	ADOPTIONS SUPERVISOR I	\$5,498.00 - \$6,831.00		01 19		1	12	E		S 19
WL29	9391	ADOPTIONS SUPERVISOR II	\$6,036.00 - \$7,500.00		01 19		1	12	E		S 19
VI66	1012	AGENT TRAINEE, ALCOHOLIC BEVERAGE CONTROL	\$3,077.00 - \$3,745.00	SISA	01 34 P1		1	12	2		R07
VI67	1013	AGENT, ALCOHOLIC BEVERAGE CONTROL									
		A	\$4,019.00 - \$4,942.00		01 21 34 P1	156	1	12	2		R07
		B	\$4,588.00 - \$5,916.00		01 21 34 P1	156	1	12	2		R07
		C	\$5,035.00 - \$6,508.00		01 21 34 P1	156	1	12	2		R07
KJ68	9392	AGING PROGRAMS ANALYST I									
		A	\$2,821.00 - \$3,647.00		01 19 21	114	1	12	2		R 19
		B	\$3,052.00 - \$3,983.00		01 19 21	114	1	12	2		R 19
		C	\$3,661.00 - \$4,793.00		01 19 21	114	1	12	2		R 19
KJ66	9393	AGING PROGRAMS ANALYST II	\$4,403.00 - \$5,780.00		19		1	6	2		R 19
AF20	0365	AGRICULTURAL AIDE (SEASONAL)	\$11.37 - \$12.59	HR	36		1	0	2	NT	E
ST50	7891	AGRICULTURAL BIOLOGICAL TECHNICIAN									
		A	\$2,871.00 - \$3,596.00		01 21	171	1	12	2		R 11
		B	\$3,261.00 - \$4,081.00		01 21	171	1	12	2		R 11
EN40	2512	AGRICULTURAL EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EN50	2513	AGRICULTURAL EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R 21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R 21
ST55	4002	AGRICULTURAL LABORATORY MICROSCOPIST	\$3,487.00 - \$4,361.00		01		1	12	2		R 11
BG25	0647	AGRICULTURAL PEST CONTROL SPECIALIST									
		A	\$3,000.00 - \$3,757.00		01 21	162 209	1	12	2		R 11
		B	\$3,261.00 - \$4,081.00		01 21	162 209	1	12	2		R 11
		C	\$3,122.00 - \$3,906.00		01 21	162 209	1	12	2		R 11
		D	\$3,261.00 - \$4,081.00		01 21	162 209	1	12	2		R 11
		E	\$3,410.00 - \$4,268.00		01 21	162 209	1	12	2		R 11
		F	\$3,571.00 - \$4,472.00		01 21	162 209	1	12	2		R 11
BG35	0553	AGRICULTURAL PEST CONTROL SUPERVISOR									
		A	\$3,743.00 - \$4,685.00		01 43	208	1	12	E		S 11
		B	\$3,910.00 - \$4,898.00		01 43	208	1	12	E		S 11
		C	\$4,104.00 - \$5,138.00		01 43	208	1	12	E		S 11
AS70	0242	AGRICULTURAL SURVEY INTERVIEWER I	\$10.24 - \$11.28	HR	36		1	0	2	NT	E
AS60	0241	AGRICULTURAL SURVEY INTERVIEWER II	\$11.37 - \$12.59	HR	36		1	0	2	NT	E
AS50	0239	AGRICULTURAL SURVEY INTERVIEWER III	\$12.22 - \$14.08	HR	36		1	0	2	NT	E
AB90	0034	AGRICULTURAL TECHNICIAN I (SEASONAL)	\$13.43 - \$16.03	HR	36		1	0	2	NT	R01
AB95	3520	AGRICULTURAL TECHNICIAN II (PERMANENT INTERMITTENT)	\$13.95 - \$16.64	HR	37		1	6	2		R01
AB80	0033	AGRICULTURAL TECHNICIAN II (SEASONAL)	\$13.95 - \$16.64	HR	36		1	0	2	NT	R01
AB92	3521	AGRICULTURAL TECHNICIAN III (PERMANENT INTERMITTENT)	\$15.07 - \$17.13	HR	37		1	6	2		R01
AB70	0032	AGRICULTURAL TECHNICIAN III (SEASONAL)	\$15.07 - \$17.13	HR	36		1	0	2	NT	R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
AB01	1165	AGRICULTURE PROGRAM SUPERVISOR I	\$4,944.00 - \$6,136.00		01 19		1	12	E		S01
AB02	1166	AGRICULTURE PROGRAM SUPERVISOR II	\$5,427.00 - \$6,747.00		01 19		1	12	E		S01
AB03	1167	AGRICULTURE PROGRAM SUPERVISOR III	\$5,696.00 - \$7,080.00		01 19		1	12	E		S01
AB04	1168	AGRICULTURE PROGRAM SUPERVISOR IV	\$5,971.00 - \$7,434.00		01 19		1	12	E		S01
IB50	3812	AIR POLLUTION RESEARCH SPECIALIST	\$7,719.00 - \$9,663.00		19		1	6	E		R09
IB75	3887	AIR POLLUTION SPECIALIST									
		A	\$4,343.00 - \$5,178.00		01 21	389	1	12	2		R09
		B	\$5,200.00 - \$6,509.00		01 21	389	1	12	2		R09
		C	\$6,719.00 - \$8,404.00		01 21	389	1	12	2		R09
QR15	9941	AIR QUALITY ENGINEER I, DEPARTMENT OF CONSUMER AFFAIRS									
		A	\$4,760.00 - \$5,675.00		01 19 21	383	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 19 21	383	1	12	2		R09
		C	\$7,126.00 - \$8,914.00		01 19 21	383	1	12	2		R09
QR20	9942	AIR QUALITY ENGINEER II, DEPARTMENT OF CONSUMER AFFAIRS	\$7,719.00 - \$9,663.00		01 19		1	12	2		R09
IA84	3735	AIR RESOURCES ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	037	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 21	037	1	12	2		R09
		C	\$6,719.00 - \$8,404.00		01 21	037	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 21	037	1	12	2		R09
IB84	3935	AIR RESOURCES FIELD REPRESENTATIVE I	\$3,908.00 - \$4,893.00		19		1	6	2		R11
IB82	3937	AIR RESOURCES FIELD REPRESENTATIVE II	\$4,290.00 - \$5,370.00		19		1	6	2		R11
IB80	3938	AIR RESOURCES FIELD REPRESENTATIVE III	\$4,711.00 - \$5,860.00		01 19		1	12	E		S11
IA86	3762	AIR RESOURCES SUPERVISOR I	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IA88	3763	AIR RESOURCES SUPERVISOR II	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
IB92	3872	AIR RESOURCES TECHNICIAN I									
		A	\$2,194.00 - \$2,743.00		01 21	070	1	12	2		R11
		B	\$2,558.00 - \$3,200.00		01 21	070	1	12	2		R11
IB90	3873	AIR RESOURCES TECHNICIAN II	\$2,871.00 - \$3,596.00				1	6	2		R11
XU20	9933	ALCOHOL TREATMENT COUNSELOR, VETERANS HOME AND MEDICAL CENTER	\$3,661.00 - \$4,793.00		19		1	6	E		R19
FG66	2718	AMERICAN INDIAN EDUCATION ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226	1	12	E		R21
FG65	2719	AMERICAN INDIAN EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01	047	1	12	E		R21
ST32	7872	ANIMAL TECHNICIAN I	\$2,161.00 - \$2,453.00	SISA	36		1	0	2	NT	R11
ST31	7873	ANIMAL TECHNICIAN II	\$2,558.00 - \$3,200.00	SISA			1	6	2		R11
ST30	7871	ANIMAL TECHNICIAN III	\$2,754.00 - \$3,446.00				1	6	2		R11
ST25	7876	ANIMAL TECHNICIAN IV	\$3,124.00 - \$3,912.00		01 43		1	12	2		S11
CW85	1831	APPEALS ASSISTANT	\$3,085.00 - \$3,864.00				1	6	2		R04
WO40	9485	APPRENTICESHIP CONSULTANT	\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
BB11	0517	AQUATIC PEST CONTROL ASSISTANT PROGRAM MANAGER, DEPARTMENT OF BOATING AND WATERWAYS	\$4,486.00 - \$5,618.00		01 43		1	12	E		S11
BB15	0516	AQUATIC PEST CONTROL PROGRAM MANAGER, DEPARTMENT OF BOATING AND WATERWAYS	\$5,176.00 - \$6,436.00		01 43		1	12	E		S11
BB10	0515	AQUATIC PEST CONTROL SPECIALIST, DEPARTMENT OF BOATING AND WATERWAYS									
		A	\$3,000.00 - \$3,757.00		01 19 21	363	1	12	2		R11
		B	\$3,739.00 - \$4,680.00		01 19 21	363	1	12	2		R11

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BB05	0514	AQUATIC PEST CONTROL TECHNICIAN, DEPARTMENT OF BOATING AND WATERWAYS									
		A	\$2,136.00 - \$2,672.00	SISA	01 20 21	362	1	12	2		R 11
		B	\$2,377.00 - \$2,977.00		01 20 21	362	1	12	2		R 11
		C	\$2,658.00 - \$3,324.00		01 20 21	362	1	12	2		R 11
BT90	1023	ARCHEOLOGICAL AID -SEASONAL-									
			\$11.22 - \$13.37	HR	36		1	0	2	NT	R 11
BT50	1016	ARCHEOLOGICAL PROJECT LEADER -SEASONAL-									
			\$13.77 - \$16.91	HR	36		1	0	2	NT	E
BT80	1021	ARCHEOLOGICAL SPECIALIST -SEASONAL-									
			\$11.71 - \$14.19	HR	36		1	0	2	NT	E
IN60	4012	ARCHITECTURAL ASSISTANT									
		A	\$3,662.00 - \$4,367.00		01 19 21	347	1	12	2		R 11
		B	\$4,100.00 - \$5,132.00		01 19 21	347	1	12	2		R 11
IN50	4009	ARCHITECTURAL ASSOCIATE									
			\$5,185.00 - \$6,490.00				1	6	2		R 11
IK63	3886	ARCHITECTURAL DESIGNER									
		A	\$4,760.00 - \$5,675.00		01 19 21	199	1	12	2		R 09
		B	\$5,450.00 - \$6,819.00		01 19 21	199	1	12	2		R 09
IN40	4006	ARCHITECTURAL SENIOR									
			\$7,156.00 - \$8,960.00		01 19		1	12	E		S 09
BU30	2805	ARCHIVIST I									
		A	\$4,040.00 - \$5,057.00		19	047	1	6	E		R 21
		F	\$3,366.67 - \$4,214.17		19	047	1	6	E		R 21
BU40	2804	ARCHIVIST II									
		A	\$4,637.00 - \$5,802.00		19	047	1	6	E		R 21
		F	\$3,864.17 - \$4,835.00		19	047	1	6	E		R 21
WO20	9482	AREA ADMINISTRATOR, DIVISION OF APPRENTICESHIP STANDARDS									
			\$6,751.00 - \$7,666.00		01 19		1	12	E		M 01
IG65	3918	AREA MANAGER, CAL/OSHA CONSULTATION SERVICE									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S 09
QF30	6735	AREA OPERATIONS SUPERVISOR CALIFORNIA STATE FAIR									
			\$3,656.00 - \$4,124.00		01 43		1	12	2		S 12
WO06	9515	AREA SUPERVISOR, REHABILITATION BUREAU									
			\$5,057.00 - \$6,283.00		01 19		1	12	E		S 01
DA40	1956	ARMORY CUSTODIAN I									
			\$2,354.00 - \$2,947.00	SISA			1	6	2		R 15
DA30	1953	ARMORY CUSTODIAN II									
			\$2,474.00 - \$3,093.00				1	6	2		R 15
DA20	1950	ARMORY CUSTODIAN III									
			\$2,889.00 - \$3,615.00				1	6	2		R 15
VY85	8997	ARSON AND BOMB INVESTIGATOR									
			\$5,150.00 - \$6,653.00		01 19 34 R3		1	12	2		R 07
VY86	8894	ARSON AND BOMB INVESTIGATOR ASSISTANT									
		A	\$4,474.00 - \$5,264.00		01 34 R3	248	1	12	2		R 07
		B	\$4,692.00 - \$6,052.00		01 34 R3	248	1	12	2		R 07
EU70	2617	ASSISTANT CONSULTANT IN TEACHER PREPARATION									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 249	1	12	E		R 21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 249	1	12	E		R 21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 249	1	12	E		R 21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 249	1	12	E		R 21
JM38	5306	ASSISTANT ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-									
			\$4,016.00 - \$5,029.00		19		1	6	2		R 01
AQ50	0196	ASSISTANT AGRICULTURAL ECONOMIST									
			\$3,824.00 - \$4,788.00				1	6	2		R 01
FK64	5628	ASSISTANT ARTS GRANTS ADMINISTRATOR									
			\$3,731.00 - \$4,671.00		01 19		1	12	2		R 01
GA98	3016	ASSISTANT BOUNDARY DETERMINATION OFFICER									
			\$5,450.00 - \$6,819.00				1	6	2		R 09
ME92	2970	ASSISTANT BOX OFFICE MANAGER, COW PALACE									
			\$3,490.00 - \$4,321.00		01 19		1	12	E		S 01
VD15	8681	ASSISTANT BUREAU CHIEF, DIVISION OF LAW ENFORCEMENT, DEPARTMENT OF JUSTICE									
			\$8,783.00 - \$10,633.00		01 19 34 R8		1	12	E		M 07
VD16	8680	ASSISTANT BUREAU CHIEF, DIVISION OF LAW ENFORCEMENT, DEPARTMENT OF JUSTICE (NON-PEACE OFFICER)									
			\$8,783.00 - \$9,976.00		01 19 34 R1		1	12	E		M 07
GZ30	3406	ASSISTANT CHEMICAL TESTING ENGINEER									
			\$5,450.00 - \$6,819.00				1	6	2		R 09
BX40	1039	ASSISTANT CHIEF									
			\$6,571.00 - \$8,286.00		01 19 34 R4		1	12	E		S 08
OX50	6101	ASSISTANT CHIEF ADMINISTRATIVE LAW JUDGE, PUBLIC UTILITIES COMMISSION									
			\$9,468.00 - \$10,752.00		01 19		1	12	E		M 02

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VT70	8845	ASSISTANT CHIEF ATHLETIC INSPECTOR	\$4,330.00 - \$5,371.00		01 34 43		1	12	2		S07
KJ94	8383	ASSISTANT CHIEF CENTRAL PROGRAM SERVICES	\$5,592.00 - \$6,951.00		01 19		1	12	E		S01
KJ96	8384	ASSISTANT CHIEF CENTRAL PROGRAM SERVICES -EDUCATIONAL-	\$5,592.00 - \$6,951.00		01 19		1	12	E		S01
OB10	5871	ASSISTANT CHIEF COUNSEL	\$9,337.00 - \$10,815.00		01 19		1	12	SE		M02
OM20	5934	ASSISTANT CHIEF COUNSEL, DEPARTMENT OF GENERAL SERVICES	\$9,337.00 - \$10,815.00		01 19		1	12	SE		M02
JN44	4571	ASSISTANT CHIEF FINANCIAL OFFICER, CALIFORNIA EARTHQUAKE AUTHORITY	\$8,170.00 - \$9,277.00		01 19		1	12	E		M01
OO30	5786	ASSISTANT CHIEF LEGAL DIVISION DEPARTMENT OF TRANSPORTATION	\$9,314.00 - \$11,848.00		01 19		1	12	E		S02
IS45	4047	ASSISTANT CHIEF OF CONSTRUCTION SERVICES, OFFICE OF THE STATE ARCHITECT	\$10,665.00 - \$12,113.00		01 19		1	12	E		M09
EA15	2299	ASSISTANT CHIEF OF EDUCATION, CORRECTIONAL PROGRAM	\$8,482.00 - \$10,116.00		01 19		1	12	SE		M03
OJ10	5810	ASSISTANT CHIEF PUBLIC UTILITIES COUNSEL	\$10,316.00 - \$11,948.00		01 19		1	12	SE		M02
SX40	0561	ASSISTANT CHIEF VECTOR CONTROL SECTION	\$5,975.00 - \$7,427.00		01 19		1	12	E		S10
IE05	3880	ASSISTANT CHIEF, CAL/OSHA CONSULTATION SERVICE	\$9,410.00 - \$11,488.00		01 19		1	12	E		M10
VA30	8385	ASSISTANT CHIEF, CALIFORNIA HIGHWAY PATROL	\$14,454.00 - \$16,582.00		01 19		1	12	E		M05
VA35	8386	ASSISTANT CHIEF, CALIFORNIA HIGHWAY PATROL (NONUNIFORM)	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
WQ04	9538	ASSISTANT CHIEF, DIVISION OF LABOR STANDARDS ENFORCEMENT	\$7,509.00 - \$8,526.00		01 19		1	12	E		M01
IE10	3870	ASSISTANT CHIEF, DIVISION OF OCCUPATIONAL SAFETY AND HEALTH	\$10,839.00 - \$12,312.00		01 19		1	12	E		M09
HV92	6727	ASSISTANT CHIEF, MARINE FACILITIES INSPECTION AND MANAGEMENT DIVISION	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
HU16	3770	ASSISTANT CHIEF, MINERAL RESOURCES MANAGEMENT DIVISION, STATE LANDS COMMISSION	\$12,410.00 - \$14,094.00		01 19		1	12	E		M09
VC82	1987	ASSISTANT CHIEF, MUSEUM SECURITY AND SAFETY, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY	\$4,603.00 - \$6,007.00		01 34 43 P2		1	12	E		S07
KK01	4770	ASSISTANT CHIEF, OFFICE OF REAL ESTATE AND DESIGN SERVICES	\$7,792.00 - \$9,056.00		01 19		1	12	E		M01
GH50	3126	ASSISTANT CIVIL ENGINEER	\$5,450.00 - \$6,819.00				1	6	2		R09
CA73	1123	ASSISTANT CLERK	\$1,936.00 - \$2,424.00	SISA			1	6	2		R04
VA10	8377	ASSISTANT COMMISSIONER CALIFORNIA HIGHWAY PATROL C.E.A.	\$16,820.00 - \$18,915.00		01 19		1	12	E		M05
TN69	8132	ASSISTANT COORDINATOR OF NURSING SERVICES									
		A	\$5,544.00 - \$7,408.00		01 19	437	1	12	E		S17
		S	\$7,402.00 - \$9,316.00		01 19	437	1	12	E		S17
		T	\$7,439.00 - \$9,316.00		01 19	437	1	12	E		S17
DH23	5479	ASSISTANT CORRECTIONAL FOOD MANAGER (DEPARTMENT OF CORRECTIONS)	\$4,502.00 - \$5,538.00		01 19 R0		1	12	2		S15
KC17	5639	ASSISTANT CRIMINAL JUSTICE SPECIALIST	\$3,824.00 - \$4,788.00				1	6	2		R01
KD75	6275	ASSISTANT DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY									
		A	\$3,189.00 - \$3,992.00		01 19 21	260	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	260	1	12	2		R01
VG90	8531	ASSISTANT DIRECTOR COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$8,401.00 - \$9,541.00		01 19 34		1	12	E		M07
TT47	2155	ASSISTANT DIRECTOR OF DIETETICS	\$5,113.00 - \$6,400.00		01 19		1	12	2		S19
IA22	3878	ASSISTANT DIVISION CHIEF, AIR RESOURCES BOARD	\$10,667.00 - \$12,113.00		01 19		1	12	E		M09
VQ55	4621	ASSISTANT DIVISION CHIEF/PROGRAM MANAGER DEPARTMENT OF MOTOR VEHICLES	\$7,619.00 - \$8,652.00		01 19 P6		1	12	E		M01
JX86	4728	ASSISTANT ENERGY FACILITY SITING PLANNER	\$3,824.00 - \$4,788.00		19		1	6	2		R01
GI10	3128	ASSISTANT ENGINEERING SPECIALIST -CIVIL-	\$5,450.00 - \$6,819.00		19		1	6	2		R09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HJ70	3607	ASSISTANT ENGINEERING SPECIALIST -ELECTRICAL-	\$5,450.00 - \$6,819.00		19		1	6	2		R09
WH75	9360	ASSISTANT ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$4,226.00 - \$5,774.00		01 19		1	12	2		R10
IV70	4069	ASSISTANT ESTIMATOR OF BUILDING CONSTRUCTION	\$4,290.00 - \$5,370.00				1	6	2		R11
CG79	1860	ASSISTANT EXAMINATION PROCTOR	\$10.57 - \$11.32	HR	36		1	0	2	NT	E
JX70	5916	ASSISTANT EXECUTIVE DIRECTOR, CALIFORNIA TRANSPORTATION COMMISSION	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
VG95	8530	ASSISTANT EXECUTIVE DIRECTOR, COMMISSION ON P.O.S.T., C.E.A.	\$7,846.00 - \$8,909.00		19 34 40		1	6	E		M07
BN80	0948	ASSISTANT EXECUTIVE DIRECTOR, FISH AND WILDLIFE CONSERVATION	\$5,957.00 - \$7,420.00		01 19		1	12	E		S10
VT58	8911	ASSISTANT EXECUTIVE OFFICER, STATE ATHLETIC COMMISSION	\$5,137.00 - \$6,381.00		01 34 43		1	12	E		S07
ER76	2589	ASSISTANT FIELD REPRESENTATIVE, SCHOOL ADMINISTRATION									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 404	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 404	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 404	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 404	1	12	E		R21
DH25	2156	ASSISTANT FOOD MANAGER (CORRECTIONAL FACILITY)	\$4,043.00 - \$5,064.00		01 19		1	12	2		S15
KU50	5018	ASSISTANT FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,016.00 - \$5,029.00				1	6	2		R01
OE20	4051	ASSISTANT GENERAL COUNSEL I, AGRICULTURAL LABOR RELATIONS BOARD	\$5,895.00 - \$7,414.00		01 19		1	12	SE		R02
OE25	4052	ASSISTANT GENERAL COUNSEL II, AGRICULTURAL LABOR RELATIONS BOARD	\$6,636.00 - \$8,512.00		01 19		1	12	SE		R02
HR60	3722	ASSISTANT GEOLOGIST									
		A	\$3,532.00 - \$4,173.00		01 21	070	1	12	2		R10
		B	\$4,040.00 - \$5,011.00		01 21	070	1	12	2		R10
KI78	8447	ASSISTANT HEALTH CARE SERVICE PLAN ANALYST	\$3,824.00 - \$4,788.00				1	6	2		R01
HX34	3779	ASSISTANT HEALTH PHYSICIST	\$4,535.00 - \$5,830.00		19		1	6	2		R10
KE74	4781	ASSISTANT HOSPITAL ADMINISTRATOR	\$6,453.00 - \$7,331.00		01 19		1	12	E		M01
WH56	9322	ASSISTANT INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$4,226.00 - \$5,774.00		01		1	12	2		R10
IC61	3855	ASSISTANT INDUSTRIAL HYGIENIST	\$4,226.00 - \$5,774.00		19		1	6	2		R10
LZ19	5603	ASSISTANT INFORMATION OFFICER	\$3,824.00 - \$4,788.00		19		1	6	2		R01
LM96	1479	ASSISTANT INFORMATION SYSTEMS ANALYST									
		A	\$3,247.00 - \$3,872.00		01 19 29 21	278 285	1	12	2		R01
		B	\$3,350.00 - \$4,192.00		01 19 29 21	278 285	1	12	2		R01
		C	\$4,016.00 - \$5,280.00		01 19 29 21	278 285	1	12	2		R01
		L	\$3,247.00 - \$3,872.00		01 19 29 21	278 285	1	12	2		R01
		M	\$3,350.00 - \$4,192.00		01 19 29 21	278 285	1	12	2		R01
		N	\$4,016.00 - \$5,280.00		01 19 29 21	278 285	1	12	2		R01
TE30	8046	ASSISTANT LABORATORY CHIEF PUBLIC HEALTH LABORATORIES	\$6,392.00 - \$7,959.00		01 19		1	12	E		S10
JT40	7479	ASSISTANT LOAN OFFICER									
		A	\$3,189.00 - \$3,992.00		01 19 21	367	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	367	1	12	2		R01
KS23	4977	ASSISTANT MANAGER, LAND OPERATIONS	\$7,433.00 - \$8,440.00		01		1	12	E		M01
KH26	4413	ASSISTANT MEDI-CAL ELIGIBILITY ANALYST									
		A	\$3,189.00 - \$3,992.00		01 19 21	385	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	385	1	12	2		R01
GD40	3059	ASSISTANT METEOROLOGIST	\$3,941.00 - \$4,891.00				1	6	2		R10
JS30	4236	ASSISTANT OPERATIONS SECURITY OFFICER	\$5,057.00 - \$6,330.00		01 19		1	12	2		E97
CU15	1761	ASSISTANT PRINCIPAL CLAIM AUDITOR	\$3,539.00 - \$4,376.00		01 19		1	12	2		S01
GY58	3395	ASSISTANT PROCUREMENT ENGINEER	\$5,450.00 - \$6,819.00				1	6	2		R09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JV82	4288	ASSISTANT PROGRAM SPECIALIST, CALIFORNIA DEBT ADVISORY COMMISSION									
		A	\$3,111.00 - \$3,895.00		01 19 21	070	1	12	2		R01
		B	\$3,731.00 - \$4,671.00		01 19 21	070	1	12	2		R01
KW50	5095	ASSISTANT PROPERTY AGENT	\$3,824.00 - \$4,788.00				1	6	2		R01
KT46	5013	ASSISTANT PROPERTY APPRAISER	\$3,824.00 - \$4,788.00				1	6	2		R01
KT58	5439	ASSISTANT PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,016.00 - \$5,029.00				1	6	2		R01
KT64	5441	ASSISTANT PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,016.00 - \$5,280.00				1	6	2		R01
SX80	0565	ASSISTANT PUBLIC HEALTH BIOLOGIST									
		A	\$2,902.00 - \$3,557.00	SISA	20	391	1	6	2		R10
		B	\$3,580.00 - \$4,659.00		20	391	1	6	2		R10
JP34	4685	ASSISTANT RISK ANALYST	\$3,824.00 - \$4,788.00				1	6	2		R01
IF55	3899	ASSISTANT SAFETY ENGINEER	\$5,450.00 - \$6,819.00				1	6	2		R09
ME50	9024	ASSISTANT SATELLITE FACILITY SUPERVISOR	\$3,490.00 - \$4,321.00		01 19		1	12	2		S01
DE60	2079	ASSISTANT SEAMER	\$2,315.00 - \$2,900.00	SISA			1	6	2		R15
KD15	5721	ASSISTANT SMALL BUSINESS OFFICER	\$3,731.00 - \$4,671.00				1	6	2		R01
BU74	2714	ASSISTANT STATE ARCHEOLOGIST									
		A	\$2,902.00 - \$3,388.00		01 19 21	319	1	12	2		R10
		B	\$3,600.00 - \$4,455.00		01 19 21	319	1	12	2		R10
RF20	7381	ASSISTANT STATE PRINTER	\$7,447.00 - \$8,456.00		01 19		1	12	E		M14
GY10	3390	ASSISTANT STEEL INSPECTOR	\$4,100.00 - \$5,132.00				1	6	2		R11
FB24	2605	ASSISTANT SUPERINTENDENT OF PUBLIC INSTRUCTION FOR CHILD DEVELOPMENT C.E.A.	\$8,313.00 - \$9,194.00		01 12		1	12	E		M21
ER82	2659	ASSISTANT SUPERINTENDENT OF PUBLIC INSTRUCTION FOR GENERAL EDUCATION C.E.A.	\$8,313.00 - \$9,194.00		01 12		1	12	E		M21
EK85	2493	ASSISTANT SUPERINTENDENT OF PUBLIC INSTRUCTION FOR RESEARCH AND EVALUATION, C.E.A.	\$8,313.00 - \$9,194.00		01 12		1	12	E		M21
FE10	2712	ASSISTANT SUPERINTENDENT OF PUBLIC INSTRUCTION FOR SPECIAL EDUCATION, C.E.A.	\$8,313.00 - \$9,194.00		01 12 19		1	12	E		M21
EN20	2510	ASSISTANT SUPERINTENDENT OF PUBLIC INSTRUCTION-DIRECTOR OF CAREER-VOCATIONAL EDUCATION, C.E.A.	\$8,313.00 - \$9,194.00		01 12		1	12	E		M21
LZ33	5692	ASSISTANT TAX SERVICE SPECIALIST	\$4,829.00 - \$6,048.00		19		1	6	2		R01
HK95	3643	ASSISTANT TELECOMMUNICATIONS ENGINEER	\$5,770.00 - \$7,222.00				1	6	2		R09
PD20	6262	ASSISTANT UTILITY CRAFTSWORKER SUPERINTENDENT, WATER RESOURCES	\$6,185.00 - \$7,678.00		01 43		1	12	2		S12
TR71	8264	ASSISTIVE TECHNOLOGY SPECIALIST	\$3,487.00 - \$4,367.00		01		1	12	2		R20
TR69	8295	ASSISTIVE TECHNOLOGY SUPERVISOR	\$4,028.00 - \$5,045.00		01 19		1	12	2		S20
TR72	8265	ASSISTIVE TECHNOLOGY TRAINEE	\$2,806.00 - \$3,515.00		01		1	12	2		R20
JM10	4588	ASSOCIATE ACCOUNTING ANALYST									
		A	\$4,829.00 - \$6,048.00		01 19	285	1	12	2		R01
		L	\$4,829.00 - \$6,048.00		01 19	285	1	12	2		R01
JM36	5304	ASSOCIATE ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	\$4,829.00 - \$6,048.00		19 29		1	6	2		R01
BB43	0751	ASSOCIATE AGRICULTURAL BIOLOGIST									
		A	\$4,772.00 - \$5,925.00		19 24	208	1	6	2		R10
		B	\$4,758.00 - \$5,912.00		19 24	208	1	6	2		R10
		C	\$4,988.00 - \$6,192.00		19 24	208	1	6	2		R10
AQ40	0193	ASSOCIATE AGRICULTURAL ECONOMIST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
IK60	3964	ASSOCIATE ARCHITECT	\$7,125.00 - \$8,915.00		01 19		1	12	2		R09
FK62	5630	ASSOCIATE ARTS GRANTS ADMINISTRATOR	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
HN20	3651	ASSOCIATE AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	\$7,126.00 - \$8,914.00		19		1	6	2		R09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GA95	3018	ASSOCIATE BOUNDARY DETERMINATION OFFICER	\$7,125.00 - \$8,915.00		19		1	6	2		R09
GL60	3186	ASSOCIATE BRIDGE ENGINEER									
		A	\$7,156.00 - \$8,956.00		19 24	322	1	6	2		U09
		S	\$7,158.00 - \$8,956.00		19 24	322	1	6	2		U09
LF30	5284	ASSOCIATE BUDGET ANALYST									
		A	\$4,600.00 - \$5,758.00		19	285 322	1	6	2		U01
		L	\$4,600.00 - \$5,758.00		19	285 322	1	6	2		U01
		S	\$4,602.00 - \$5,762.00		19	285 322	1	6	2		U01
KK40	4742	ASSOCIATE BUSINESS MANAGEMENT ANALYST									
		A	\$4,600.00 - \$5,758.00		19 29	285	1	6	2		R01
		L	\$4,600.00 - \$5,758.00		19 29	285	1	6	2		R01
LP26	6087	ASSOCIATE CASUALTY ACTUARY									
		A	\$7,357.00 - \$9,213.00		01 19	161	1	12	E		R01
		B	\$8,016.00 - \$10,037.00		01 19	161	1	12	E		R01
GZ20	3403	ASSOCIATE CHEMICAL TESTING ENGINEER									
		A	\$7,156.00 - \$8,961.00		19	322	1	6	2		U09
		S	\$7,157.00 - \$8,961.00		19	322	1	6	2		U09
GH40	3123	ASSOCIATE CIVIL ENGINEER									
		A	\$7,156.00 - \$8,956.00		19	322	1	6	2		U09
		S	\$7,158.00 - \$8,956.00		19	322	1	6	2		U09
IQ30	4106	ASSOCIATE CONSTRUCTION ANALYST									
		A	\$6,704.00 - \$8,389.00		19	040	1	6	2		R09
		B	\$7,743.00 - \$9,689.00		19	040	1	6	2		R09
HQ45	3659	ASSOCIATE CONTROL ENGINEER									
			\$7,743.00 - \$9,685.00		19		1	6	2		R09
VJ70	8571	ASSOCIATE CORPORATIONS INVESTIGATOR									
			\$5,035.00 - \$6,508.00		01 19 34 R9		1	12	2		R07
GR20	3279	ASSOCIATE CORROSION ENGINEER									
			\$7,126.00 - \$8,914.00		19		1	6	2		R09
GT40	3303	ASSOCIATE COST ESTIMATOR WATER RESOURCES									
			\$6,719.00 - \$8,404.00		19		1	6	2		R09
XE86	9704	ASSOCIATE DEPUTY INSPECTOR GENERAL									
		A	\$3,868.00 - \$5,079.00		01 19 21 P4	402	1	12	2		E97
		B	\$4,650.00 - \$6,109.00		01 19 21 P4	402	1	12	2		E97
IR56	4121	ASSOCIATE DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY									
			\$5,185.00 - \$6,490.00		19		1	6	2		R11
KD70	6276	ASSOCIATE DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY									
			\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
BG20	0549	ASSOCIATE ECONOMIC ENTOMOLOGIST									
		A	\$4,543.00 - \$5,642.00		19	208	1	6	2		R10
		B	\$4,758.00 - \$5,912.00		19	208	1	6	2		R10
		C	\$4,988.00 - \$6,192.00		19	208	1	6	2		R10
MC20	5593	ASSOCIATE EDITOR OF PUBLICATIONS									
		A	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
HJ40	3603	ASSOCIATE ELECTRICAL ENGINEER									
			\$7,126.00 - \$8,914.00		19		1	6	2		R09
HK10	3611	ASSOCIATE ELECTRICAL ENGINEER HYDRAULIC STRUCTURES									
			\$7,126.00 - \$8,914.00		19		1	6	2		R09
GM15	3000	ASSOCIATE ELECTRICAL ENGINEER, CALTRANS									
		A	\$7,126.00 - \$8,914.00		19	041	1	6	2		R09
		B	\$7,719.00 - \$9,663.00		19	041	1	6	2		R09
GX60	3377	ASSOCIATE ELECTRONICS ENGINEER									
			\$7,126.00 - \$8,914.00		19		1	6	2		R09
BJ80	4938	ASSOCIATE ENERGY SPECIALIST (EFFICIENCY)									
			\$4,532.00 - \$5,632.00		19		1	6	2		R10
BJ84	4598	ASSOCIATE ENERGY SPECIALIST (FORECASTING)									
			\$4,532.00 - \$5,632.00		19		1	6	2		R10
BJ82	4056	ASSOCIATE ENERGY SPECIALIST (TECHNOLOGY EVALUATION AND DEVELOPMENT)									
			\$4,532.00 - \$5,632.00		19		1	6	2		R10
HV83	7932	ASSOCIATE ENGINEER, PETROLEUM STRUCTURES									
			\$8,873.00 - \$11,100.00		01 19		1	12	2		R09
JX14	4711	ASSOCIATE ENVIRONMENTAL PLANNER									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
JX16	4634	ASSOCIATE ENVIRONMENTAL PLANNER (ARCHEOLOGY)									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
JX18	4642	ASSOCIATE ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01

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JX20	4680	ASSOCIATE ENVIRONMENTAL PLANNER (NATURAL SCIENCES)	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JX22	4682	ASSOCIATE ENVIRONMENTAL PLANNER (SOCIOECONOMIC)	\$4,829.00 - \$6,048.00		19		1	6	2		R01
HM30	3638	ASSOCIATE EQUIPMENT ENGINEER	A \$7,156.00 - \$8,961.00		19 24	322	1	6	2		U09
			S \$7,157.00 - \$8,961.00		19 24	322	1	6	2		U09
WH76	9361	ASSOCIATE ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,109.00 - \$6,977.00		19		1	6	2		R10
IV40	4066	ASSOCIATE ESTIMATOR OF BUILDING CONSTRUCTION	\$5,185.00 - \$6,490.00				1	6	2		R11
BP85	0840	ASSOCIATE FISH PATHOLOGIST	\$4,543.00 - \$5,642.00		19		1	6	2		R10
KU40	5017	ASSOCIATE FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,829.00 - \$6,048.00		19		1	6	2		R01
OE30	4053	ASSOCIATE GENERAL COUNSEL, UNFAIR LABOR PRACTICES, AGRICULTURAL LABOR RELATIONS BOARD	\$8,896.00 - \$10,307.00		01 19		1	12	SE		M02
HR90	3743	ASSOCIATE GEOCHEMIST	\$5,109.00 - \$6,344.00		19		1	6	2		R10
HR50	3719	ASSOCIATE GEOLOGIST	\$5,109.00 - \$6,344.00		01 19		1	12	2		R10
HS10	3744	ASSOCIATE GEOPHYSICIST	\$5,109.00 - \$6,344.00		19		1	6	2		R10
JY35	5393	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	A \$4,600.00 - \$5,758.00		19 29 P5	285	1	6	2		R01
			L \$4,600.00 - \$5,758.00		19 29 P5	285	1	6	2		R01
KB80	5307	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST, FAIR POLITICAL PRACTICES COMMISSION	\$4,600.00 - \$5,758.00		19		1	6	2		R01
BH93	3528	ASSOCIATE HAZARDOUS MATERIALS SPECIALIST	A \$4,638.00 - \$5,770.00		01 19	040	1	12	2		R10
			B \$5,083.00 - \$6,360.00		01 19	040	1	12	2		R10
KI76	8448	ASSOCIATE HEALTH CARE SERVICE PLAN ANALYST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KX66	5119	ASSOCIATE HEALTH FACILITY CONSTRUCTION FINANCING ANALYST	\$4,600.00 - \$5,758.00				1	6	2		R01
HX30	3803	ASSOCIATE HEALTH PHYSICIST	\$5,418.00 - \$6,978.00		19		1	6	2		R10
JW24	4663	ASSOCIATE HEALTH PLANNING ANALYST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KH12	8337	ASSOCIATE HEALTH PROGRAM ADVISER	\$4,600.00 - \$5,758.00		19		1	6	2		R01
GO90	3263	ASSOCIATE HYDRAULIC ENGINEER	\$7,125.00 - \$8,915.00		19		1	6	2		R09
HO50	3675	ASSOCIATE HYDROELECTRIC POWER UTILITY ENGINEER	\$7,126.00 - \$8,914.00		19		1	6	2		R09
EL68	2566	ASSOCIATE IN POSTSECONDARY EDUCATION STUDIES	A \$4,400.00 - \$5,504.00		01 19 21	047 295	1	12	E		R21
			B \$5,312.00 - \$6,649.00		01 19 21	047 295	1	12	E		R21
			F \$3,666.67 - \$4,586.67		01 19 21	047 295	1	12	E		R21
			G \$4,426.67 - \$5,540.83		01 19 21	047 295	1	12	E		R21
WH55	9321	ASSOCIATE INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$5,109.00 - \$6,977.00		19		1	6	2		R10
IC62	3856	ASSOCIATE INDUSTRIAL HYGIENIST	A \$5,109.00 - \$6,977.00		19	285	1	6	2		R10
			L \$5,109.00 - \$6,977.00		19	285	1	6	2		R10
LM92	1470	ASSOCIATE INFORMATION SYSTEMS ANALYST (SPECIALIST)	A \$4,829.00 - \$6,350.00		19 29	285	1	6	2		R01
			L \$4,829.00 - \$6,350.00		19 29	285	1	6	2		R01
LM90	1471	ASSOCIATE INFORMATION SYSTEMS ANALYST (SUPERVISOR)	\$5,071.00 - \$6,669.00		01 19		1	12	2		S01
BF50	0534	ASSOCIATE INSECT BIOSYSTEMATIST	A \$4,758.00 - \$5,912.00		19	208	1	6	E		R10
			B \$4,988.00 - \$6,192.00		19	208	1	6	E		R10
			C \$5,226.00 - \$6,494.00		19	208	1	6	E		R10
VJ40	8562	ASSOCIATE INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$4,829.00 - \$6,048.00		19 34		1	6	2		R01
JC18	4412	ASSOCIATE INSURANCE EXAMINER	A \$4,829.00 - \$6,350.00		19	004	1	6	2		R01
			B \$5,053.00 - \$6,642.00		19	004	1	6	2		R01
			C \$5,053.00 - \$6,642.00		19	004	1	6	2		R01



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VJ69	8576	ASSOCIATE INSURANCE INVESTIGATOR	D \$5,550.00 - \$7,295.00		19	004	1	6	2		R01
JC38	4438	ASSOCIATE INSURANCE RATE ANALYST	\$4,795.00 - \$5,961.00		19 34 R1		1	6	2		R07
		A \$4,829.00 - \$6,048.00				004	1	6	2		R01
		B \$5,053.00 - \$6,325.00				004	1	6	2		R01
JV10	4633	ASSOCIATE INVESTMENT MANAGER, PUBLIC EMPLOYEES RETIREMENT SYSTEM	\$8,500.00 - \$12,750.00		01 19 55		1	12	E		M01
KS50	4996	ASSOCIATE LAND AGENT	\$4,829.00 - \$6,048.00		19		1	6	2		R01
IM20	3982	ASSOCIATE LANDSCAPE ARCHITECT (SPECIALIST)	\$7,125.00 - \$8,915.00		19		1	6	2		R09
LP36	6089	ASSOCIATE LIFE ACTUARY	A \$7,357.00 - \$9,213.00		01 19	161	1	12	E		R01
		B \$8,016.00 - \$10,037.00			01 19	161	1	12	E		R01
LE10	5246	ASSOCIATE MANAGEMENT ANALYST	A \$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L \$4,600.00 - \$5,758.00			19	285	1	6	2		R01
LE26	4159	ASSOCIATE MANAGEMENT AUDITOR	A \$4,829.00 - \$6,350.00		19 29	285	1	6	2		R01
		L \$4,829.00 - \$6,350.00			19 29	285	1	6	2		R01
KP60	4901	ASSOCIATE MATERIALS ANALYST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
GX30	3379	ASSOCIATE MATERIALS AND RESEARCH ENGINEER	A \$7,156.00 - \$8,956.00		19	322	1	6	2		U09
		S \$7,158.00 - \$8,956.00			19	322	1	6	2		U09
HH80	3582	ASSOCIATE MECHANICAL ENGINEER	\$7,126.00 - \$8,914.00		19		1	6	2		R09
HH40	3563	ASSOCIATE MECHANICAL ENGINEER HYDRAULIC STRUCTURES	\$7,126.00 - \$8,914.00		19		1	6	2		R09
GM05	2999	ASSOCIATE MECHANICAL ENGINEER, CALTRANS	A \$7,126.00 - \$8,914.00		19	041	1	6	2		R09
		B \$7,719.00 - \$9,663.00			19	041	1	6	2		R09
SO21	7810	ASSOCIATE MEDICAL DIRECTOR, INDUSTRIAL MEDICAL COUNCIL	\$9,778.00 - \$13,415.00		01 19		1	12	SE		R16
KH28	4414	ASSOCIATE MEDICAL ELIGIBILITY ANALYST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KI46	8329	ASSOCIATE MENTAL HEALTH SPECIALIST	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
GD30	3058	ASSOCIATE METEOROLOGIST	\$4,924.00 - \$6,119.00		19		1	6	2		R10
HV80	3796	ASSOCIATE MINERAL RESOURCES ENGINEER	\$8,383.00 - \$10,490.00		19		1	6	2		R09
HV20	3783	ASSOCIATE OIL AND GAS ENGINEER	\$8,383.00 - \$10,490.00		19		1	6	2		R09
JY84	5334	ASSOCIATE OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	A \$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L \$4,600.00 - \$5,758.00			19	285	1	6	2		R01
BV40	1089	ASSOCIATE PARK AND RECREATION SPECIALIST	\$5,053.00 - \$6,325.00		19		1	6	2		R01
LP58	5436	ASSOCIATE PENSION ACTUARY	\$7,331.00 - \$9,179.00		19		1	6	E		R01
JR34	5104	ASSOCIATE PENSION PROGRAM ANALYST	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KY90	5142	ASSOCIATE PERSONNEL ANALYST	A \$4,600.00 - \$5,758.00		29	285	1	6	2		R01
		L \$4,600.00 - \$5,758.00			29	285	1	6	2		R01
KY95	5155	ASSOCIATE PERSONNEL ANALYST, FAIR POLITICAL PRACTICES COMMISSION	A \$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L \$4,600.00 - \$5,758.00			19	285	1	6	2		R01
JW14	4643	ASSOCIATE PLANNER	\$4,600.00 - \$5,758.00		19		1	6	2		R01
BE40	0512	ASSOCIATE PLANT NEMATOLOGIST	A \$4,758.00 - \$5,912.00		19	208	1	6	E		R10
		B \$4,988.00 - \$6,192.00			19	208	1	6	E		R10
		C \$5,226.00 - \$6,494.00			19	208	1	6	E		R10
BE45	1273	ASSOCIATE PLANT PATHOLOGIST (DIAGNOSTICIAN)	A \$4,758.00 - \$5,912.00			208	1	6	E		R10
		B \$4,988.00 - \$6,192.00				208	1	6	E		R10
		C \$5,226.00 - \$6,494.00				208	1	6	E		R10

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JV60	4698	ASSOCIATE PORTFOLIO MANAGER, STATE TEACHERS' RETIREMENT SYSTEM	\$9,000.00 - \$13,500.00		01 19 55		1	12	E		M01
RG50	7222	ASSOCIATE PRINTING PLANT SUPERINTENDENT	\$4,710.00 - \$5,852.00		01 19		1	12	2		S14
HV86	7008	ASSOCIATE PROCESS SAFETY ENGINEER	\$8,873.00 - \$11,100.00		19		1	6	2		R09
GY57	3396	ASSOCIATE PROCUREMENT ENGINEER	\$7,126.00 - \$8,914.00		19		1	6	2		R09
RA55	7114	ASSOCIATE PRODUCT ENGINEER, PRISON INDUSTRIES	\$7,126.00 - \$8,914.00		01 19		1	12	2		R09
JC65	4084	ASSOCIATE PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	\$5,057.00 - \$6,647.00		01 19		1	12	2		R01
JC35	4059	ASSOCIATE PROGRAM AUDITOR, CALPERS	\$4,829.00 - \$6,350.00		01 19		1	12	2		R01
JV80	4289	ASSOCIATE PROGRAM SPECIALIST, CALIFORNIA DEBT ADVISOR COMMISSION	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
LM46	7737	ASSOCIATE PROGRAM SYSTEMS ANALYST	\$4,829.00 - \$6,350.00		19		1	6	2		R01
LM20	1579	ASSOCIATE PROGRAMMER ANALYST (SPECIALIST)									
		A	\$4,829.00 - \$6,350.00		19 29	285	1	6	2		R01
		L	\$4,829.00 - \$6,350.00		19 29	285	1	6	2		R01
KW40	5096	ASSOCIATE PROPERTY AGENT	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KT44	5011	ASSOCIATE PROPERTY APPRAISER	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KT56	5444	ASSOCIATE PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$4,829.00 - \$6,048.00		19		1	6	2		R01
KT62	5448	ASSOCIATE PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$4,829.00 - \$6,350.00		19		1	6	2		R01
SX70	0564	ASSOCIATE PUBLIC HEALTH BIOLOGIST	\$4,657.00 - \$6,066.00		19		1	6	2		R10
IH42	3934	ASSOCIATE RAILROAD EQUIPMENT INSPECTOR, PUBLIC UTILITIES COMMISSION	\$5,185.00 - \$6,490.00		19		1	6	2		R11
IH44	3941	ASSOCIATE RAILROAD TRACK INSPECTOR, PUBLIC UTILITIES COMMISSION	\$5,185.00 - \$6,490.00		19		1	6	2		R11
KS73	9595	ASSOCIATE REAL ESTATE OFFICER	\$4,829.00 - \$6,048.00		19		1	6	2		R01
HX06	3817	ASSOCIATE REHABILITATION ENGINEERING CONSULTANT	\$7,126.00 - \$8,914.00		19		1	6	2		R09
KR50	4965	ASSOCIATE RIGHT OF WAY AGENT	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JP32	4658	ASSOCIATE RISK ANALYST	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
IF60	3929	ASSOCIATE SAFETY ENGINEER	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IF96	3898	ASSOCIATE SAFETY ENGINEER (AMUSEMENT RIDES)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IF65	3896	ASSOCIATE SAFETY ENGINEER (CONSTRUCTION)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IF75	3891	ASSOCIATE SAFETY ENGINEER (ELECTRICAL)	\$6,898.00 - \$8,629.00		19		1	6	2		R09
IF95	3884	ASSOCIATE SAFETY ENGINEER (ELEVATORS)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IG15	3889	ASSOCIATE SAFETY ENGINEER (INDUSTRIAL)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IG25	3876	ASSOCIATE SAFETY ENGINEER (MINING, TUNNELING AND MINERAL INDUSTRIES)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
IG35	3869	ASSOCIATE SAFETY ENGINEER (PRESSURE VESSELS)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
HY70	3825	ASSOCIATE SANITARY ENGINEER	\$7,125.00 - \$8,915.00		19		1	6	2		R09
BC41	0493	ASSOCIATE SEED BOTANIST									
		A	\$4,772.00 - \$5,923.00		19	208	1	6	E		R10
		B	\$4,996.00 - \$6,209.00		19	208	1	6	E		R10
		C	\$5,237.00 - \$6,505.00		19	208	1	6	E		R10
HT25	3755	ASSOCIATE SEISMOLOGIST	\$5,109.00 - \$6,344.00		19		1	6	2		R10
IH43	3947	ASSOCIATE SIGNAL AND TRAIN CONTROL INSPECTOR	\$5,185.00 - \$6,490.00		19		1	6	2		R11

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
KD10	5493	ASSOCIATE SMALL BUSINESS OFFICER	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KK25	4715	ASSOCIATE SPACE PLANNER	\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
GQ90	3290	ASSOCIATE SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$7,126.00 - \$8,914.00		19		1	6	2		R09
BU75	2809	ASSOCIATE STATE ARCHEOLOGIST	\$4,541.00 - \$5,642.00		19		1	6	2		R10
GX90	3387	ASSOCIATE STEEL INSPECTOR	\$5,185.00 - \$6,490.00				1	6	2		R11
ER81	2660	ASSOCIATE SUPERINTENDENT OF PUBLIC INSTRUCTION C.E.A.	\$8,889.00 - \$9,656.00		01 12		1	12	E		M21
LM62	1585	ASSOCIATE SYSTEMS SOFTWARE SPECIALIST (TECHNICAL)	\$4,821.00 - \$6,333.00		01 19 29		1	12	2		R01
JH50	4281	ASSOCIATE TAX AUDITOR, BOARD OF EQUALIZATION	\$4,829.00 - \$6,350.00		19		1	6	2		R01
JJ40	4339	ASSOCIATE TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$4,829.00 - \$6,350.00		19		1	6	2		R01
JI50	4361	ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOARD	\$4,829.00 - \$6,350.00		19 26		1	6	2		R01
LQ07	5022	ASSOCIATE TAX RESEARCH SPECIALIST	\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
HK85	3640	ASSOCIATE TELECOMMUNICATIONS ENGINEER	\$7,125.00 - \$8,915.00		19		1	6	2		R09
TC56	7941	ASSOCIATE TOXICOLOGIST									
		A	\$4,978.00 - \$6,186.00		01 19 21	286	1	12	E		R10
		B	\$5,468.00 - \$6,794.00		01 19 21	286	1	12	E		R10
JG72	4535	ASSOCIATE TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES	\$4,488.00 - \$5,618.00		19		1	6	2		R01
GK30	3166	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	\$7,126.00 - \$8,914.00		19		1	6	2		R09
GK33	3165	ASSOCIATE TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	\$7,119.00 - \$8,914.00		01 19		1	12	2		S09
GJ80	3167	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS									
		A	\$7,156.00 - \$8,956.00		19 24	322	1	6	2		U09
		S	\$7,158.00 - \$8,956.00		19 24	322	1	6	2		U09
GJ81	3169	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (REGISTERED)									
		A	\$7,156.00 - \$8,956.00		19 24	322	1	6	2		U09
		S	\$7,158.00 - \$8,956.00		19 24	322	1	6	2		U09
GJ82	9619	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS (SPECIALIST)	\$7,400.00 - \$9,731.00		19 24		1	6	2		R09
IH40	3923	ASSOCIATE TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIES COMMISSION	\$5,185.00 - \$6,490.00		19		1	6	2		R11
JX74	4721	ASSOCIATE TRANSPORTATION PLANNER	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JG34	8699	ASSOCIATE TRANSPORTATION REPRESENTATIVE	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JV46	4223	ASSOCIATE TREASURY PROGRAM OFFICER	\$4,600.00 - \$5,758.00		19		1	6	2		R01
VT80	8846	ATHLETIC INSPECTOR									
		A	\$21.60 - \$24.73	HR	34	028	1	6	2		E
		B	\$27.25 - \$29.48	HR	34	028	1	6	2		E
OA72	5778	ATTORNEY									
		A	\$4,886.00 - \$5,082.00		01 19 21	217 285	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	217 285	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	217 285	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	217 285	1	12	SE		R02
		L	\$4,886.00 - \$5,033.00		01 19 21	217 285	1	12	SE		R02
		M	\$4,891.00 - \$5,532.00		01 19 21	217 285	1	12	SE		R02
		N	\$5,895.00 - \$7,342.00		01 19 21	217 285	1	12	SE		R02
		O	\$6,636.00 - \$8,430.00		01 19 21	217 285	1	12	SE		R02
OA82	5795	ATTORNEY III									
		A	\$8,032.00 - \$10,305.00		19 29 01	285	1	12	SE		R02
		L	\$8,032.00 - \$10,206.00		19 29 01	285	1	12	SE		R02
OA80	5780	ATTORNEY IV	\$8,872.00 - \$11,392.00		19 29 01		0	12	SE		R02
OA81	5781	ATTORNEY V	\$9,372.00 - \$11,962.00				1	6	SE		R02
TR39	8261	AUDIOLOGIST AIDE	\$2,154.00 - \$2,698.00	SISA			1	6	2		R20

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
TR47	8273	AUDIOLOGIST I	\$4,203.00 - \$5,790.00		19		1	6	E		R 19
TR42	8299	AUDIOLOGIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,203.00 - \$5,790.00		19		1	6	E		R 19
TR48	8302	AUDIOLOGIST II	\$4,834.00 - \$6,053.00		01 19		1	12	E		S 19
MD20	2819	AUDIO-VISUAL ASSISTANT	\$3,824.00 - \$4,788.00				1	6	2		R 01
QU87	6970	AUDIO-VISUAL EQUIPMENT TECHNICIAN	\$3,687.00 - \$4,244.00				1	6	2		R 12
MD12	2839	AUDIO-VISUAL SPECIALIST (SUPERVISORY)	\$4,600.00 - \$5,758.00		01 19		1	12	2		S 01
MD11	2838	AUDIO-VISUAL SPECIALIST (TECHNICAL)	\$4,600.00 - \$5,758.00		19		1	6	2		R 01
FJ90	2821	AUDIO-VISUAL TECHNICIAN, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY									
		A	\$2,860.00 - \$3,579.00			047	1	6	2		R 21
		F	\$2,383.33 - \$2,982.50			047	1	6	2		R 21
JC73	4088	AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS									
		A	\$3,411.00 - \$4,487.00		01 19 21 55	339	1	12	2		E 97
		B	\$4,018.00 - \$5,282.00		01 19 21 55	339	1	12	2		E 97
JC74	4089	AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS	\$4,432.00 - \$5,823.00		01 19 55		1	12	2		E 97
JB60	4175	AUDITOR I	\$3,247.00 - \$4,271.00		01		1	12	2		R 01
JC80	4098	AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (ELECTRONIC DATA PROCESSING)									
		A	\$5,057.00 - \$6,647.00		01 19 24 55	459	1	12	2		E 97
		C	\$4,891.00 - \$6,429.00		01 19 24 55	459	1	12	2		E 97
JC90	4112	AUDITOR SPECIALIST I, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)	\$5,311.00 - \$6,981.00		01 19 55		1	12	2		E 97
JC82	4099	AUDITOR SPECIALIST II, BUREAU OF STATE AUDITS (ELECTRONIC DATA PROCESING)	\$5,777.00 - \$7,594.00		01 19 24 55		1	12	E		E 98
JC89	4113	AUDITOR SPECIALIST II, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)	\$6,429.00 - \$8,451.00		01 19 55		1	12	E		E 98
JC88	4114	AUDITOR SPECIALIST III, BUREAU OF STATE AUDITS (INFORMATION SYSTEMS)	\$7,088.00 - \$9,320.00		01 19 55		1	12	E		E 98
QL10	6851	AUTOMOBILE MECHANIC									
		A	\$3,438.00 - \$3,958.00			040	1	6	2		R 12
		B	\$3,770.00 - \$4,339.00			040	1	6	2		R 12
QL12	6868	AUTOMOBILE MECHANIC -CORRECTIONAL FACILITY-	\$3,770.00 - \$4,339.00		R0		1	6	2		R 12
QQ87	6957	AUTOMOTIVE EMISSION TEST SPECIALIST I									
		A	\$2,754.00 - \$3,446.00		01 21	204	1	12	2		R 11
		B	\$3,000.00 - \$3,757.00		01 21	204	1	12	2		R 11
QQ92	6953	AUTOMOTIVE EMISSION TEST SPECIALIST II	\$3,571.00 - \$4,472.00				1	6	2		R 11
QQ95	6954	AUTOMOTIVE EMISSION TEST SPECIALIST III	\$3,908.00 - \$4,893.00				1	6	2		R 11
QN80	3936	AUTOMOTIVE EMISSION TEST SUPERVISOR	\$4,293.00 - \$5,374.00		01 19		1	12	E		S 11
PJ50	6393	AUTOMOTIVE EQUIPMENT OPERATOR I									
		A	\$3,143.00 - \$3,610.00	SISA	20	040	1	6	2		R 12
		B	\$3,438.00 - \$3,958.00		20	040	1	6	2		R 12
PJ55	6394	AUTOMOTIVE EQUIPMENT OPERATOR I -CORRECTIONAL FACILITY-	\$3,438.00 - \$3,958.00		R0		1	6	2		R 12
PJ51	6386	AUTOMOTIVE EQUIPMENT OPERATOR I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$3,143.00 - \$3,610.00	SISA	20	040	1	6	2		R 12
		B	\$3,438.00 - \$3,958.00		20	040	1	6	2		R 12
PJ40	6391	AUTOMOTIVE EQUIPMENT OPERATOR II									
		A	\$3,438.00 - \$3,958.00			040	1	6	2		R 12
		B	\$3,770.00 - \$4,339.00			040	1	6	2		R 12
HN25	3649	AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER									
		A	\$4,760.00 - \$5,675.00			070	1	6	2		R 09
		B	\$5,450.00 - \$6,819.00			070	1	6	2		R 09
QN60	6898	AUTOMOTIVE POOL ATTENDANT I	\$2,610.00 - \$2,971.00				1	6	2		R 12
QN55	6897	AUTOMOTIVE POOL ATTENDANT II	\$2,829.00 - \$3,230.00				1	6	2		R 12
QN40	6894	AUTOMOTIVE POOL ATTENDANT III									
		A	\$2,714.00 - \$3,374.00		43	322	1	6	2		U 12
		S	\$2,770.00 - \$3,377.00		43	322	1	6	2		U 12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
QN50	6895	AUTOMOTIVE POOL MANAGER I									
		A \$3,490.00 - \$4,321.00			01 43	040	1	12	2		S 12
		B \$3,826.00 - \$4,741.00			01 43	040	1	12	2		S 12
QN30	6883	AUTOMOTIVE POOL MANAGER II	\$4,602.00 - \$5,720.00		01 19		1	12	E		S 12
QK62	6832	AUTOMOTIVE TECHNICIAN I	\$3,029.00 - \$3,790.00				1	6	2		R 12
QK66	6830	AUTOMOTIVE TECHNICIAN II	\$3,292.00 - \$4,165.00		19		1	6	2		R 12
QK68	6829	AUTOMOTIVE TECHNICIAN III	\$3,664.00 - \$4,551.00		01 43		1	12	2		S 12
QK69	6827	AUTOMOTIVE TECHNICIAN TRAINEE	\$2,779.00 - \$3,181.00	SISA			1	6	2		R 12
QM79	6877	AVIATION OFFICER I (MAINTENANCE)	\$5,710.00 - \$7,220.00		01 19 34 R4		1	12	2		R 08
BX85	1056	AVIATION OFFICER II (FLIGHT OPERATIONS)	\$6,288.00 - \$7,941.00		01 19 34 R4		1	12	2		R 08
BX83	6882	AVIATION OFFICER II (MAINTENANCE)	\$6,288.00 - \$7,941.00		01 19 34 R4		1	12	2		R 08
BX80	1053	AVIATION OFFICER III (FLIGHT OPERATIONS)	\$6,910.00 - \$8,736.00		01 19 34 R4		1	12	2		R 08
BX78	1050	AVIATION OFFICER III (MAINTENANCE)	\$6,910.00 - \$8,736.00		01 19 34 R4		1	12	2		R 08
LZ85	5673	AVIATION SAFETY OFFICER I	\$4,317.00 - \$5,406.00		01 19		1	12	2		R 01
LZ80	5672	AVIATION SAFETY OFFICER II	\$5,182.00 - \$6,485.00		19 01		1	12	2		R 01
BZ97	1030	BACKCOUNTRY TRAILS CAMP SUPERVISOR, CALIFORNIA CONSERVATION CORPS	\$4,634.00 - \$5,755.00		36 R1		1	0	E	NT	R 07
DJ90	2223	BAKER I									
		A \$2,780.00 - \$3,482.00		SISA		047	1	6	2		R 15
		F \$2,316.67 - \$2,901.67		SISA		047	1	6	2		R 15
DJ95	2224	BAKER I -CORRECTIONAL FACILITY-	\$2,712.00 - \$3,397.00	SISA	R0		1	6	2		R 15
DJ80	2220	BAKER II	\$3,031.00 - \$3,796.00				1	6	2		R 15
DJ85	2221	BAKER II -CORRECTIONAL FACILITY-	\$3,031.00 - \$3,796.00		R0		1	6	2		R 15
DE85	2086	BARBER -CORRECTIONAL FACILITY-	\$2,583.00 - \$3,233.00		R0		1	6	2		R 15
DE70	2083	BARBERSHOP MANAGER	\$2,780.00 - \$3,482.00				1	6	2		R 15
BX60	9723	BATTALION CHIEF	\$4,827.00 - \$6,104.00		01 19 34 R4		1	12	2F 2G		R 08
IR45	4117	BAY DEVELOPMENT DESIGN ANALYST SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$7,126.00 - \$8,914.00		19		1	6	2		R 09
DF10	2091	BEAUTY SHOP MANAGER	\$2,780.00 - \$3,482.00				1	6	2		R 15
XL05	9823	BEHAVIOR SPECIALIST I									
		A \$3,722.00 - \$4,747.00			01	471	1	12	2		R 19
		S \$4,140.00 - \$6,304.00			01	471	1	12	2		R 19
		U \$4,940.00 - \$6,304.00			01	471	1	12	2		R 19
XL10	9824	BEHAVIOR SPECIALIST II									
		A \$4,473.00 - \$5,393.00			01	471	1	12	2		R 19
		S \$4,346.00 - \$6,619.00			01	471	1	12	2		R 19
		U \$5,188.00 - \$6,619.00			01	471	1	12	2		R 19
JR56	6410	BENEFIT PROGRAM SPECIALIST (CALPERS)									
		A \$2,384.00 - \$2,983.00		SISA	01 20 21	324	1	12	2		R 04
		B \$2,561.00 - \$3,203.00			01 20 21	324	1	12	2		R 04
		C \$2,758.00 - \$3,455.00			01 20 21	324	1	12	2		R 04
FG75	2757	BILINGUAL/MIGRANT EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S 21
FG83	2750	BILINGUAL/MIGRANT EDUCATION ASSISTANT									
		A \$4,510.00 - \$5,642.00			01 19 21	047 251	1	12	E		R 21
		B \$5,445.00 - \$6,815.00			01 19 21	047 251	1	12	E		R 21
		F \$3,758.33 - \$4,701.67			01 19 21	047 251	1	12	E		R 21
		G \$4,537.50 - \$5,679.17			01 19 21	047 251	1	12	E		R 21
FG80	2758	BILINGUAL/MIGRANT EDUCATION CONSULTANT									
		A \$5,984.00 - \$7,489.00			01 19	047	1	12	E		R 21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R 21

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XC50	9694	BOARD COORDINATING PAROLE AGENT, YOUTHFUL OFFENDER PAROLE BOARD									
		A	\$7,649.00 - \$9,669.00		01 19 R3	401	1	12	2		R06
		J	\$8,031.00 - \$10,152.00		01 19 R3	401	1	12	2		R06
		J	\$45.20 - \$57.14		01 19 R3	401	1	12	2		R06
OA94	6272	BOARD COUNSEL I, ALRB									
		A	\$4,886.00 - \$5,082.00		01 19 21	255	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	255	1	12	SE		R02
OA95	6273	BOARD COUNSEL II, ALRB									
		A	\$5,895.00 - \$7,414.00		01 19 21	256	1	12	SE		R02
		B	\$6,636.00 - \$8,512.00		01 19 21	256	1	12	SE		R02
QV80	6988	BOAT OPERATOR									
			\$3,214.00 - \$4,047.00				1	6	2		R12
BW04	1057	BOATING FACILITIES MANAGER II									
			\$4,600.00 - \$5,758.00		19 24		1	6	2		R01
RM46	7402	BOOKBINDER II									
			\$3,507.00 - \$3,612.00				1	6	2		R14
RM44	7401	BOOKBINDER III									
			\$3,943.00 - \$4,062.00				1	6	2		R14
RM42	7399	BOOKBINDER IV									
			\$4,380.00 - \$4,511.00				1	6	2		R14
GA30	3005	BOUNDARY DETERMINATION TECHNICIAN									
		A	\$2,377.00 - \$2,977.00		21	102	1	6	2		R11
		B	\$2,871.00 - \$3,596.00		21	102	1	6	2		R11
		C	\$3,410.00 - \$4,268.00		21	102	1	6	2		R11
ME90	4551	BOX OFFICE MANAGER, COW PALACE									
			\$4,832.00 - \$6,004.00		01 19		1	12	E		S01
TR70	8318	BRACE MAKER									
			\$3,824.00 - \$4,788.00				1	6	2		R20
AB12	0028	BRANCH CHIEF I, INSPECTION SERVICES									
			\$6,600.00 - \$7,496.00		01 19 24		1	12	E		M01
AB10	0396	BRANCH CHIEF II, INSPECTION SERVICES									
			\$7,254.00 - \$8,242.00		01 19		1	12	E		M01
AA01	0011	BRANCH CHIEF, CALIFORNIA DEPARTMENT OF FOOD AND AGRICULTURE									
			\$6,600.00 - \$8,242.00		01 19		1	12	E		M99
TD45	8027	BRANCH CHIEF, CHEMISTRY LABORATORY SERVICES									
			\$7,254.00 - \$8,242.00		01 19		1	12	E		M10
AP10	0294	BRANCH CHIEF, LIVESTOCK IDENTIFICATION									
			\$6,600.00 - \$7,496.00		01 19		1	12	E		M07
AL15	1605	BRANCH CHIEF, MARKETING SERVICES									
			\$7,254.00 - \$8,242.00		01 19 34		1	12	E		M07
AJ10	1607	BRANCH CHIEF, MEASUREMENT STANDARDS									
			\$6,600.00 - \$7,496.00		01 19 34		1	12	E		M07
AY10	0317	BRANCH CHIEF, MILK AND DAIRY FOODS CONTROL									
			\$7,254.00 - \$8,242.00		01 19 34		1	12	E		M07
BA10	1606	BRANCH CHIEF, PEST MANAGEMENT AND PREVENTION									
			\$7,254.00 - \$8,242.00		01 19		1	12	E		M10
AP50	0303	BRAND INSPECTOR									
			\$3,052.00 - \$3,742.00		01 34 R1		1	12	2		R07
GM90	3203	BRIDGE ARCHITECTURAL ASSISTANT									
			\$4,100.00 - \$5,132.00				1	6	2		R11
GM80	3202	BRIDGE ARCHITECTURAL ASSOCIATE									
			\$5,185.00 - \$6,490.00		19		1	6	2		R11
GM95	3204	BRIDGE ARCHITECTURAL TRAINEE									
			\$3,662.00 - \$4,367.00		01 19		1	12	2		R11
LF40	5221	BUDGET TECHNICIAN I									
		A	\$2,517.00 - \$3,152.00		01 19 29 21	144 285	1	12	2		R01
		B	\$2,945.00 - \$3,690.00		01 19 29 21	144 285	1	12	2		R01
		L	\$2,517.00 - \$3,152.00		01 19 29 21	144 285	1	12	2		R01
		M	\$2,945.00 - \$3,690.00		01 19 29 21	144 285	1	12	2		R01
LF42	5222	BUDGET TECHNICIAN II									
			\$3,410.00 - \$4,272.00		19 29		1	6	2		R01
PB10	6215	BUILDING MAINTENANCE WORKER									
		A	\$3,282.00 - \$3,782.00			040	1	6	2		R12
		B	\$3,602.00 - \$4,140.00			040	1	6	2		R12
PB14	6216	BUILDING MAINTENANCE WORKER -CORRECTIONAL FACILITY-									
			\$3,602.00 - \$4,140.00		R0		1	6	2		R12
VD10	8682	BUREAU CHIEF, DIVISION OF LAW ENFORCEMENT, DEPARTMENT OF JUSTICE									
			\$9,434.00 - \$11,421.00		01 19 34 P5		1	12	E		M07
VJ29	8606	BUREAU CHIEF, INSURANCE COMPLIANCE, DEPARTMENT OF INSURANCE									
			\$6,097.00 - \$7,588.00		01 19 34		1	12	E		S01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
ME29	4810	BUSINESS ASSISTANT I, DISTRICT AGRICULTURAL ASSOCIATION	\$2,932.00 - \$3,670.00		01		1	12	2		R01
ME28	4882	BUSINESS ASSISTANT II, DISTRICT AGRICULTURAL ASSOCIATION (SPECIALIST)	\$3,487.00 - \$4,367.00		01 19		1	12	2		R01
ME27	4811	BUSINESS ASSISTANT II, DISTRICT AGRICULTURAL ASSOCIATION (SUPERVISORY)	\$3,490.00 - \$4,367.00		01 43		1	12	2		S01
EN80	2516	BUSINESS EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EN90	2517	BUSINESS EDUCATION CONSULTANT									
		A \$5,984.00 - \$7,489.00			01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
KD55	7127	BUSINESS ENTERPRISE CONSULTANT I	\$4,001.00 - \$5,010.00		19		1	6	2		R01
KD50	7126	BUSINESS ENTERPRISE CONSULTANT II	\$4,392.00 - \$5,456.00		01 19		1	12	E		S01
QH89	6796	BUSINESS EQUIPMENT SERVICE TECHNICIAN									
		A \$3,362.00 - \$3,872.00			01 21	202	1	12	2		R12
		B \$3,522.00 - \$4,047.00			01 21	202	1	12	2		R12
KE40	4741	BUSINESS MANAGER I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KE35	4738	BUSINESS MANAGER II	\$5,944.00 - \$7,386.00		01 19		1	12	E		S01
KK75	4707	BUSINESS SERVICE ASSISTANT (SPECIALIST)									
		A \$2,609.00 - \$3,268.00			01 19 21 29	274 285	1	12	2		R01
		B \$2,945.00 - \$3,690.00			01 19 21 29	274 285	1	12	2		R01
		C \$3,189.00 - \$3,992.00			01 19 21 29	274 285	1	12	2		R01
		L \$2,609.00 - \$3,268.00			01 19 21 29	274 285	1	12	2		R01
		M \$2,945.00 - \$3,690.00			01 19 21 29	274 285	1	12	2		R01
		N \$3,189.00 - \$3,992.00			01 19 21 29	274 285	1	12	2		R01
KK70	4720	BUSINESS SERVICE OFFICER I (SPECIALIST)									
		A \$3,824.00 - \$4,788.00			19 29	285	1	6	2		R01
		L \$3,824.00 - \$4,788.00			19 29	285	1	6	2		R01
KK60	4722	BUSINESS SERVICE OFFICER I (SUPERVISOR)	\$4,020.00 - \$4,977.00		01 19		1	12	2		S01
KK65	4970	BUSINESS SERVICE OFFICER II (SPECIALIST)	\$4,191.00 - \$5,248.00		19		1	6	2		R01
KK55	4973	BUSINESS SERVICE OFFICER II (SUPERVISOR)	\$4,408.00 - \$5,469.00		01 19		1	12	2		S01
KK50	4785	BUSINESS SERVICE OFFICER III	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
JH64	4335	BUSINESS TAXES ADMINISTRATOR I, BOARD OF EQUALIZATION	\$5,307.00 - \$6,973.00		01 19		1	12	E		S01
JH62	4331	BUSINESS TAXES ADMINISTRATOR II, BOARD OF EQUALIZATION	\$6,110.00 - \$7,984.00		01 19		1	12	E		S01
JH60	4320	BUSINESS TAXES ADMINISTRATOR III, BOARD OF EQUALIZATION	\$7,792.00 - \$9,292.00		01 19		1	12	E		M01
JH86	8694	BUSINESS TAXES COMPLIANCE SPECIALIST	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JH82	8698	BUSINESS TAXES COMPLIANCE SUPERVISOR II	\$5,311.00 - \$6,648.00		01 19		1	12	E		S01
JH80	4426	BUSINESS TAXES COMPLIANCE SUPERVISOR III	\$5,830.00 - \$7,299.00		01 19		1	12	E		S01
JH88	8690	BUSINESS TAXES REPRESENTATIVE									
		A \$3,247.00 - \$3,689.00			01 19 21	273	1	12	2		R01
		B \$3,350.00 - \$3,992.00			01 19 21	273	1	12	2		R01
		C \$4,016.00 - \$5,029.00			01 19 21	273	1	12	2		R01
JH74	4380	BUSINESS TAXES SPECIALIST I, BOARD OF EQUALIZATION	\$5,571.00 - \$6,973.00		01 19		1	12	2		R01
JH72	4379	BUSINESS TAXES SPECIALIST II, BOARD OF EQUALIZATION	\$5,826.00 - \$7,660.00		01 19		1	12	2		R01
JH70	4378	BUSINESS TAXES SPECIALIST III, BOARD OF EQUALIZATION	\$7,084.00 - \$8,445.00		01 19		1	12	E		R01
ZZ90	7500	C.E.A.									
		A \$6,453.00 - \$14,409.00			29 45 46 48 P8	CEA	1	6	E		M01
		B \$6,453.00 - \$14,409.00			29 45 46 48 P8	CEA	1	6	E		M01
		C \$6,453.00 - \$14,409.00			29 45 46 48 P8	CEA	1	6	E		M01
VA75	8446	CADET, CALIFORNIA HIGHWAY PATROL	\$4,442.00 - \$5,694.00		09		1	9	2		R05
BS63	2864	CALIFORNIA STATE PARK MUSEUM DIRECTOR	\$7,414.00 - \$8,418.00		01 19		1	12	E		M01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PF60	6310	CALTRANS BRIDGE MAINTENANCE SUPERVISOR	\$4,104.00 - \$5,346.00		01 43		1	12	2		S 12
QO10	6900	CALTRANS ELECTRICAL AREA SUPERINTENDENT	\$5,176.00 - \$6,436.00		01 19		1	12	2		S 12
QO31	6925	CALTRANS ELECTRICAL SUPERVISOR	\$4,392.00 - \$5,456.00		01 43		1	12	2		S 12
QO35	6939	CALTRANS ELECTRICAL TECHNICIAN	\$3,282.00 - \$3,958.00				1	6	2		R 12
QO32	6938	CALTRANS ELECTRICIAN I	\$3,943.00 - \$4,543.00				1	6	2		R 12
QO29	6924	CALTRANS ELECTRICIAN II	\$4,132.00 - \$4,989.00				1	6	2		R 12
QO39	6719	CALTRANS ELECTRONICS SPECIALIST (REPAIR LABORATORY)	\$4,132.00 - \$4,989.00		19		1	6	2		R 12
QO40	6720	CALTRANS ELECTRONICS SPECIALIST SUPERVISOR (REPAIR LABORATORY)	\$4,392.00 - \$5,456.00		01 19		1	12	2		S 12
PE62	6890	CALTRANS EQUIPMENT OPERATOR I	\$3,297.00 - \$3,960.00				1	6	2		R 12
PE60	6286	CALTRANS EQUIPMENT OPERATOR II	\$3,522.00 - \$4,249.00				1	6	2		R 12
QJ82	3713	CALTRANS HEAVY EQUIPMENT MECHANIC	\$3,852.00 - \$4,440.00				1	6	2		R 12
QJ60	6831	CALTRANS HEAVY EQUIPMENT MECHANIC LEADWORKER	\$4,229.00 - \$4,874.00				1	6	2		R 12
PE50	6285	CALTRANS HIGHWAY MAINTENANCE LEADWORKER	\$3,693.00 - \$4,644.00				1	6	2		R 12
PE70	6287	CALTRANS HIGHWAY MAINTENANCE WORKER	\$2,959.00 - \$3,374.00		SISA		1	6	2		R 12
QJ50	6828	CALTRANS HIGHWAY MECHANIC SUPERVISOR	\$4,504.00 - \$5,332.00		01 43		1	12	2		S 12
PF30	6296	CALTRANS LANDSCAPE MAINTENANCE LEADWORKER	\$3,693.00 - \$4,644.00				1	6	2		R 12
PF40	6297	CALTRANS LANDSCAPE MAINTENANCE WORKER	\$2,959.00 - \$3,374.00		SISA		1	6	2		R 12
PE80	6289	CALTRANS LANDSCAPE PROGRAM ADMINSTRATOR	\$5,427.00 - \$6,747.00		01 19		1	12	E		S 12
PE75	6288	CALTRANS LANDSCAPE SPECIALIST	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
PE20	6282	CALTRANS MAINTENANCE AREA SUPERINTENDENT	\$4,944.00 - \$6,136.00		01 19		1	12	2		S 12
PE10	6280	CALTRANS MAINTENANCE MANAGER I	\$5,427.00 - \$6,747.00		01 19		1	12	E		S 12
PE09	6239	CALTRANS MAINTENANCE MANAGER II	\$5,983.00 - \$7,438.00		01 19		1	12	E		S 12
PE43	6301	CALTRANS MAINTENANCE SUPERVISOR	\$3,743.00 - \$4,871.00		01 43		1	12	2		S 12
JY21	8645	CALTRANS REGIONAL ADMINISTRATIVE OFFICER	\$3,353.00 - \$4,140.00		01 19		1	12	2		S 01
IR25	4024	CAPITAL OUTLAY PROGRAM MANAGER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M 09
WX70	9646	CAPTAIN (ADULT INSTITUTION)	\$8,568.00 - \$9,823.00		01 19 R3		1	12	E		M 06
VZ25	8989	CAPTAIN FIREFIGHTER/SECURITY OFFICER	\$3,989.00 - \$5,148.00		01 19 34 R3		1	12	2		R 07
VA40	8388	CAPTAIN, CALIFORNIA HIGHWAY PATROL	\$12,579.00 - \$14,576.00		01 19		1	12	E		M 05
VC58	1948	CAPTAIN, STATE FAIR POLICE	\$5,003.00 - \$6,523.00		01 19 34 P6		1	12	E		S 07
WU50	9569	CAPTAIN, YOUTH AUTHORITY	\$7,320.00 - \$9,256.00		01 19 R3		1	12	E		S 06
EQ57	2723	CAREER-VOCATIONAL EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S 21
EQ56	2724	CAREER-VOCATIONAL EDUCATION ADMINISTRATOR II	\$7,712.00 - \$8,757.00		01 19		1	12	E		M 21
EQ61	2715	CAREER-VOCATIONAL EDUCATION ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R 21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226	1	12	E		R 21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226	1	12	E		R 21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226	1	12	E		R 21



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EQ58	2722	CAREER-VOCATIONAL EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
PN40	6476	CARPENTER I									
		A	\$3,770.00 - \$4,339.00			040	1	6	2		R12
		B	\$4,132.00 - \$4,761.00			040	1	6	2		R12
PN45	6483	CARPENTER I -CORRECTIONAL FACILITY-									
			\$4,132.00 - \$4,761.00		R0		1	6	2		R12
PN30	6475	CARPENTER II									
		A	\$3,943.00 - \$4,543.00			040	1	6	2		R12
		B	\$4,327.00 - \$4,989.00			040	1	6	2		R12
PN35	6474	CARPENTER II -CORRECTIONAL FACILITY-									
			\$4,327.00 - \$4,989.00		R0		1	6	2		R12
PN15	6471	CARPENTER III (CORRECTIONAL FACILITY)									
			\$4,534.00 - \$5,231.00		R0		1	6	2		R12
PN10	6470	CARPENTER SUPERVISOR									
		A	\$4,132.00 - \$4,761.00		43	040 322	1	6	2		U12
		B	\$4,534.00 - \$5,231.00		43	040 322	1	6	2		U12
		S	\$4,204.00 - \$4,750.00		43	040 322	1	6	2		U12
		T	\$4,611.00 - \$5,219.00		43	040 322	1	6	2		U12
XS95	1155	CASE RECORDS TECHNICIAN									
		A	\$2,503.00 - \$3,132.00		01 19 21	454	1	12	2		R04
		B	\$2,690.00 - \$3,364.00		01 19 21	454	1	12	2		R04
		C	\$2,896.00 - \$3,627.00		01 19 21	454	1	12	2		R04
CW80	1832	CASE SERVICE ASSISTANT, DEPARTMENT OF REHABILITATION									
			\$2,499.00 - \$3,125.00		19		1	6	2		R04
XR30	9911	CASEWORK SPECIALIST, YOUTH AUTHORITY									
		A	\$5,396.00 - \$5,396.00		19 21 R3	290	1	6	2		R06
		B	\$6,339.00 - \$8,006.00		19 21 R3	290	1	6	2		R06
		J	\$5,666.00 - \$5,666.00		19 21 R3	290	1	6	2		R06
		J	\$31.89 - \$31.89	HR	19 21 R3	290	1	6	2		R06
		K	\$37.46 - \$47.31		19 21 R3	290	1	6	2		R06
		K	\$6,656.00 - \$8,406.00		19 21 R3	290	1	6	2		R06
XT20	9916	CATHOLIC CHAPLAIN									
			\$4,171.00 - \$5,476.00		19		1	6	E		R19
TL81	8185	CERTIFIED NURSING ASSISTANT									
		A	\$2,293.00 - \$2,871.00		21	348	1	6	2		R20
		B	\$2,461.00 - \$3,082.00		21	348	1	6	2		R20
TL82	8182	CERTIFIED NURSING ASSISTANT, CORRECTIONAL FACILITY									
		A	\$2,293.00 - \$2,871.00		21	348 437	1	6	2		R20
		B	\$2,461.00 - \$3,082.00		21	348 437	1	6	2		R20
		P	\$2,379.00 - \$2,978.00		21	348 437	1	6	2		R20
		Q	\$2,553.00 - \$3,197.00		21	348 437	1	6	2		R20
FL20	2868	CHAPEL MUSICIAN									
			\$14.01 - \$27.19				1	6	2		R20
TG05	8060	CHEMIST									
		A	\$3,392.00 - \$4,082.00		01 19 21	436	1	12	2		R10
		B	\$4,106.00 - \$5,188.00		01 19 21	436	1	12	2		R10
		C	\$4,697.00 - \$5,946.00		01 19 21	436	1	12	2		R10
UG10	8186	CHIEF (FIRE AND RESCUE SERVICES)									
			\$7,618.00 - \$9,086.00		01 19 34 P1		1	12	E		M07
LP10	5406	CHIEF ACTUARY DEPARTMENT OF INSURANCE C.E.A.									
			\$10,510.00 - \$11,865.00		01		1	12	E		M01
LP11	5407	CHIEF ACTUARY, PUBLIC EMPLOYEES' RETIREMENT SYSTEM									
			\$17,166.66 - \$25,833.33		01 19 55		1	12	E		M01
OX40	6100	CHIEF ADMINISTRATIVE LAW JUDGE, PUBLIC UTILITIES COMMISSION,C.E.A.									
			\$9,943.00 - \$11,288.00		01		1	12	E		M02
VY65	8999	CHIEF ARSON AND BOMB INVESTIGATOR									
			\$6,963.00 - \$8,303.00		01 19 34 R3		1	12	E		M07
OC10	5700	CHIEF ASSISTANT ATTORNEY GENERAL C.E.A.									
			\$11,366.00 - \$13,165.00		01		1	12	SE		M02
XF12	6041	CHIEF ASSISTANT INSPECTOR GENERAL									
			\$10,954.00 - \$12,439.00		01 19 P4		1	12	SE		E99
EL69	2591	CHIEF ASSOCIATE IN POSTSECONDARY EDUCATION STUDIES									
			\$7,712.00 - \$8,757.00		01 19		1	12	E		M21
VT60	8843	CHIEF ATHLETIC INSPECTOR									
			\$4,888.00 - \$6,076.00		01 19 34		1	12	E		S07
TE10	8044	CHIEF BRANCH PUBLIC HEALTH LABORATORY									
			\$7,032.00 - \$8,755.00		01 19		1	12	E		S10

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
ME70	4819	CHIEF BUREAU OF EXHIBITS	\$5,057.00 - \$6,283.00		01 19		1	12	E		S01
KJ92	8381	CHIEF CENTRAL PROGRAM SERVICES	\$6,144.00 - \$7,635.00		01 19		1	12	E		S01
BG40	6176	CHIEF CHEMIST, PESTICIDE EVALUATION	\$5,864.00 - \$7,304.00		01 19		1	12	E		R10
IS62	4015	CHIEF COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
GN70	3219	CHIEF CONSTRUCTION BRANCH DEPARTMENT OF WATER RESOURCES	\$10,543.00 - \$11,973.00		01 19		1	12	E		M09
IS10	4025	CHIEF CONSTRUCTION SUPERVISOR	\$10,919.00 - \$12,327.00		01 12 19		1	12	E		M09
OB20	5872	CHIEF COUNSEL I, C.E.A.	\$9,600.00 - \$11,121.00		01		1	12	SE		M02
OB30	5873	CHIEF COUNSEL II C.E.A.	\$10,070.00 - \$11,661.00		01		1	12	SE		M02
OR90	5865	CHIEF COUNSEL, DEPARTMENT OF INDUSTRIAL RELATIONS, C.E.A.	\$10,070.00 - \$11,661.00		19		1	6	SE		M02
SR10	7830	CHIEF DENTIST									
		A \$9,698.00 - \$12,704.00			01 19 P8	043 465	1	12	SE		M16
		B \$10,169.00 - \$12,974.00			01 19 P8	043 465	1	12	SE		M16
		C \$10,670.00 - \$13,295.00			01 19 P8	043 465	1	12	SE		M16
		P \$20,127.00 - \$27,260.00			01 19 P8	043 465	1	12	SE		M16
		S \$24,006.00 - \$27,260.00			01 19 P8	043 465	1	12	SE		M16
SR11	9344	CHIEF DENTIST, CORRECTIONAL FACILITY									
		A \$9,698.00 - \$12,704.00			01 19 R0	043 458	1	12	SE		M16
		B \$10,169.00 - \$12,974.00			01 19 R0	043 458	1	12	SE		M16
		C \$10,670.00 - \$13,295.00			01 19 R0	043 458	1	12	SE		M16
		P \$22,139.00 - \$29,985.00			01 19 R0	043 458	1	12	SE		M16
		Q \$26,404.00 - \$29,985.00			01 19 R0	043 458	1	12	SE		M16
WX50	9691	CHIEF DEPUTY ADMINISTRATOR, CORRECTIONAL PROGRAM, C.E.A.	\$9,553.00 - \$11,083.00		19 40 P8		1	6	E		M06
OC05	5720	CHIEF DEPUTY ATTORNEY GENERAL, C.E.A.	\$12,315.00 - \$13,985.00		01		1	12	SE		M02
OF60	6044	CHIEF DEPUTY COUNSEL, CALIFORNIA LAW REVISION COMMISSION	\$8,896.00 - \$10,307.00		01 19		1	12	E		M02
EL11	2629	CHIEF DEPUTY DIRECTOR, CALIFORNIA POSTSECONDARY EDUCATION COMMISSION	\$9,595.00 - \$10,896.00		01 19 41		1	12	E		M21
OF10	5745	CHIEF DEPUTY LEGISLATIVE COUNSEL C.E.A.	\$11,283.00 - \$13,068.00				1	6	SE		E99
MD50	5685	CHIEF ENGINEER AND PRODUCTION CONSULTANT, TELEVISION COMMUNICATIONS CENTER	\$4,821.00 - \$6,032.00		19		1	6	E		R01
QU80	6983	CHIEF ENGINEER FISHERIES VESSEL	\$4,327.00 - \$4,989.00		01		1	12	2		R12
QC20	6698	CHIEF ENGINEER I									
		A \$5,677.00 - \$5,961.00				040	1	6	2		R13
		B \$6,241.00 - \$6,554.00				040	1	6	2		R13
QC25	6699	CHIEF ENGINEER I -CORRECTIONAL FACILITY-	\$6,241.00 - \$6,429.00		01 43 R0		1	12	2		S13
QC10	6695	CHIEF ENGINEER II	\$4,943.00 - \$6,145.00		01 43		1	12	2		S13
GN10	3248	CHIEF ENGINEER, RECLAMATION BOARD	\$9,866.00 - \$11,208.00		01 19		1	12	E		M09
SA05	8216	CHIEF EXECUTIVE OFFICER, HEALTH CARE (SAFETY)	\$11,000.00 - \$13,993.00		01 48		0	12	E		M16
PK90	6246	CHIEF FIELD DIVISION DEPARTMENT OF WATER RESOURCES	\$10,451.00 - \$12,778.00		01 19		1	12	E		M12
IS68	4315	CHIEF FIRE AND LIFE SAFETY OFFICER (HEALTH FACILITIES CONSTRUCTION)	\$9,215.00 - \$11,537.00		01		1	12	E		S09
VL99	7545	CHIEF FRAUD BUREAU, DEPARTMENT OF INSURANCE	\$8,047.00 - \$10,107.00		01 34 R3		1	12	E		M07
OY32	6043	CHIEF HEARING ADVISER, CALIFORNIA ENERGY COMMISSION	\$9,112.00 - \$10,346.00		01 19		1	12	E		M02
CD13	1223	CHIEF HEARING REPORTER PUBLIC UTILITIES COMMISSION	\$6,024.00 - \$7,543.00		01 19		1	12	E		S01
CD14	1224	CHIEF HEARING REPORTER, DIVISION OF WORKERS' COMPENSATION	\$5,734.00 - \$7,179.00		01 19		1	12	E		S01
VV10	8853	CHIEF HIGHWAY OUTDOOR ADVERTISING PROGRAM	\$4,956.00 - \$6,154.00		01 19 34		1	12	E		S07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PL90	6461	CHIEF HYDROELECTRIC PLANT OPERATOR	\$7,499.00 - \$10,039.00		01 19		1	12	2		S12
VJ80	8585	CHIEF INVESTIGATOR CALIFORNIA HORSE RACING BOARD	\$5,882.00 - \$7,682.00		01 19 34 P6		1	12	E		S07
JV57	4693	CHIEF INVESTMENT OFFICER, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$22,917.00 - \$51,000.00		01 19 55		1	12	E		M01
JV56	4692	CHIEF INVESTMENT OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$34,000.00 - \$51,000.00		01 19 55		1	12	E		M01
UE10	8120	CHIEF LAW ENFORCEMENT DIVISION O.E.S.	\$5,979.00 - \$7,816.00		01 19 34 R3		1	12	E		S07
VJ55	8600	CHIEF LOTTERY AGENT	\$7,301.00 - \$8,704.00		01 19 P6		1	12	E		M07
SB10	7547	CHIEF MEDICAL OFFICER, CORRECTIONAL FACILITY									
		A	\$11,413.00 - \$14,284.00		01 19	008 455	1	12	SE		M16
		B	\$11,968.00 - \$14,485.00		01 19	008 455	1	12	SE		M16
		P	\$20,845.00 - \$21,471.00		01 19	008 455	1	12	SE		M16
		Q	\$22,002.00 - \$22,662.00		01 19	008 455	1	12	SE		M16
		R	\$23,162.00 - \$23,857.00		01 19	008 455	1	12	SE		M16
SA40	7536	CHIEF MEDICAL OFFICER, VETERANS HOME AND MEDICAL CENTER									
		A	\$12,034.00 - \$15,271.00		01 19	469	1	12	SE		M16
		S	\$15,060.00 - \$18,335.00		01 19	469	1	12	SE		M16
		T	\$15,778.00 - \$19,206.00		01 19	469	1	12	SE		M16
		U	\$16,496.00 - \$20,081.00		01 19	469	1	12	SE		M16
		V	\$17,800.00 - \$18,335.00		01 19	469	1	12	SE		M16
		W	\$18,647.00 - \$19,206.00		01 19	469	1	12	SE		M16
		Y	\$19,495.00 - \$20,081.00		01 19	469	1	12	SE		M16
GD08	3053	CHIEF METEOROLOGIST, AIR RESOURCES BOARD	\$7,439.00 - \$9,259.00		01 19		1	12	E		S10
XE12	9746	CHIEF OF INVESTIGATIONS, BOARD OF PRISON TERMS	\$8,984.00 - \$10,303.00		01 19 34 R3		1	12	E		M06
SB15	7529	CHIEF OF MEDICINE, VETERANS HOME AND MEDICAL CENTER									
		B	\$11,076.00 - \$14,198.00		01 19	008 469	1	12	E		M16
		C	\$11,621.00 - \$14,544.00		01 19	008 469	1	12	E		M16
		S	\$14,345.00 - \$17,464.00		01 19	008 469	1	12	E		M16
		T	\$15,062.00 - \$18,336.00		01 19	008 469	1	12	E		M16
		U	\$15,779.00 - \$19,208.00		01 19	008 469	1	12	E		M16
		V	\$16,954.00 - \$17,464.00		01 19	008 469	1	12	E		M16
		W	\$17,802.00 - \$18,336.00		01 19	008 469	1	12	E		M16
		Y	\$18,648.00 - \$19,208.00		01 19	008 469	1	12	E		M16
QM50	6885	CHIEF OF MOBILE EQUIPMENT OPERATIONS	\$6,439.00 - \$7,310.00		01 19		1	12	E		M12
QF70	6752	CHIEF OF PLANT OPERATION I	\$5,032.00 - \$6,255.00		01 19		1	12	E		S12
QF60	6750	CHIEF OF PLANT OPERATION II	\$5,279.00 - \$6,554.00		01 19		1	12	E		S12
QF65	6751	CHIEF OF PLANT OPERATION II -CORRECTIONAL FACILITY-	\$5,279.00 - \$6,554.00		01 19 R0		1	12	E		S12
QF50	6749	CHIEF OF PLANT OPERATION III	\$5,527.00 - \$6,871.00		01 19		1	12	E		S12
QF55	6748	CHIEF OF PLANT OPERATION III -CORRECTIONAL FACILITY-	\$5,527.00 - \$6,871.00		01 19 R0		1	12	E		S12
VC55	1958	CHIEF OF PROTECTIVE SERVICES, DEPARTMENT OF DEVELOPMENTAL SERVICES	\$5,730.00 - \$6,763.00		01 19		1	12	E		M07
ME45	4818	CHIEF OF RACING	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
LU10	5450	CHIEF OF RESEARCH CORRECTIONAL PROGRAM	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
GN30	3208	CHIEF OF UTILITY OPERATIONS, WATER RESOURCES	\$11,760.00 - \$13,355.00		01 19		1	12	E		M09
JV63	4654	CHIEF OPERATING INVESTMENT OFFICER, CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	\$20,000.00 - \$30,000.00		01 19 55		1	12	E		M01
SB25	7561	CHIEF PHYSICIAN AND SURGEON									
		B	\$11,076.00 - \$14,198.00		01 19 P8	008 469	1	12	SE		M16
		C	\$11,621.00 - \$14,544.00		01 19 P8	008 469	1	12	SE		M16
		S	\$14,463.00 - \$17,607.00		01 19 P8	008 469	1	12	SE		M16
		T	\$15,265.00 - \$18,585.00		01 19 P8	008 469	1	12	SE		M16
		U	\$16,072.00 - \$19,566.00		01 19 P8	008 469	1	12	SE		M16
		V	\$17,095.00 - \$17,607.00		01 19 P8	008 469	1	12	SE		M16
		W	\$18,043.00 - \$18,585.00		01 19 P8	008 469	1	12	SE		M16
		Y	\$18,995.00 - \$19,566.00		01 19 P8	008 469	1	12	SE		M16

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
SB20	9267	CHIEF PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY									
		B \$10,878.00 - \$13,943.00		01 19 R0	008 455	1	12	SE			M16
		C \$11,413.00 - \$14,284.00		01 19 R0	008 455	1	12	SE			M16
		P \$20,139.00 - \$20,744.00		01 19 R0	008 455	1	12	SE			M16
		Q \$21,259.00 - \$21,896.00		01 19 R0	008 455	1	12	SE			M16
		R \$22,379.00 - \$23,050.00		01 19 R0	008 455	1	12	SE			M16
JX50	4649	CHIEF PLANNING OFFICER SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$7,433.00 - \$8,440.00	01 19		1	12	E			M01
SF35	9774	CHIEF PSYCHIATRIST, CORRECTIONAL AND REHABILITATIVE SERVICES(SAFETY)									
		A \$12,555.00 - \$15,714.00		01 19 P8	444 448	1	12	SE			M16
		B \$13,166.00 - \$15,934.00		01 19 P8	444 448	1	12	SE			M16
		P \$22,348.00 - \$27,021.00		01 19 P8	444 448	1	12	SE			M16
		Q \$22,776.00 - \$27,698.00		01 19 P8	444 448	1	12	SE			M16
		S \$19,697.00 - \$25,734.00		01 19 P8	444 448	1	12	SE			M16
		T \$20,071.00 - \$26,378.00		01 19 P8	444 448	1	12	SE			M16
		U \$21,283.00 - \$25,734.00		01 19 P8	444 448	1	12	SE			M16
		V \$21,691.00 - \$26,378.00		01 19 P8	444 448	1	12	SE			M16
XL45	9859	CHIEF PSYCHOLOGIST, CORRECTIONAL FACILITY									
		A \$6,584.00 - \$9,087.00		01 19 R1	448 471	1	12	E			S19
		P \$11,909.00 - \$12,705.00		01 19 R1	448 471	1	12	E			S19
		S \$9,533.00 - \$12,099.00		01 19 R1	448 471	1	12	E			S19
		U \$11,342.00 - \$12,099.00		01 19 R1	448 471	1	12	E			S19
XL20	9251	CHIEF PSYCHOLOGIST, STATE PERSONNEL BOARD	\$6,584.00 - \$9,087.00	01 19		1	12	E			S19
PK85	6465	CHIEF WATER AND POWER DISPATCHER	\$11,344.00 - \$12,756.00	01 19		1	12	E			M12
JE32	6614	CHIEF, ACCOUNTANCY ENFORCEMENT PROGRAM	\$7,088.00 - \$8,048.00	01 19		1	12	E			M01
JK06	7917	CHIEF, ACCOUNTING AND REPORTING, STATE CONTROLLER'S OFFICE	\$9,428.00 - \$10,703.00	01 19		1	12	E			M01
XU10	9932	CHIEF, ALCOHOL TREATMENT SERVICE	\$4,195.00 - \$5,252.00	01 19		1	12	E			S19
VA20	8382	CHIEF, CALIFORNIA HIGHWAY PATROL	\$15,752.00 - \$18,216.00	01 19		1	12	E			M05
FJ65	0008	CHIEF, CALIFORNIA STATE ARCHIVES AND MUSEUM	\$8,252.00 - \$9,371.00	01 19 41		1	12	E			M21
IH13	9809	CHIEF, CALTRANS SAFETY PROGRAM	\$5,830.00 - \$7,245.00	01 19		1	12	E			S01
XS45	1153	CHIEF, CORRECTIONAL CASE RECORDS SERVICES	\$7,088.00 - \$8,048.00	01 19 24		1	12	E			M01
IS15	4110	CHIEF, DAY LABOR PROGRAM, (CORRECTIONAL FACILITY)	\$8,814.00 - \$11,033.00	01 19		1	12	E			S09
JK25	4054	CHIEF, DIVISION OF AUDITS, STATE CONTROLLER'S	\$9,428.00 - \$10,703.00	01 19		1	12	E			M01
JK26	4055	CHIEF, DIVISION OF COLLECTIONS, STATE CONTROLLER'S OFFICE	\$9,428.00 - \$10,703.00	01 19		1	12	E			M01
TL10	8214	CHIEF, DOMICILIARY SERVICES	\$3,743.00 - \$4,685.00	01 19		1	12	E			S19
TA02	8004	CHIEF, ENVIRONMENTAL HEALTH DIVISION	\$8,358.00 - \$9,492.00	01 19		1	12	E			M10
TE20	8045	CHIEF, ENVIRONMENTAL HEALTH LABORATORY BRANCH	\$7,032.00 - \$8,755.00	01 19		1	12	E			S10
VC56	1941	CHIEF, EXPOSITION AND STATE FAIR POLICE	\$8,532.00 - \$10,054.00	01 19 34 P1		1	12	E			M07
ME93	4408	CHIEF, EXPOSITION EVENTS	\$5,553.00 - \$6,901.00	01		1	12	E			S01
JN15	2023	CHIEF, FINANCIAL OFFICER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$17,500.00 - \$25,833.00	01 19 55		1	12	E			M01
VZ10	8988	CHIEF, FIREFIGHTER/SECURITY OFFICER	\$4,449.00 - \$5,796.00	01 19 34 R3		1	12	E			S07
VW40	9030	CHIEF, FOOD AND DRUG BRANCH	\$8,913.00 - \$10,627.00	01 19 34 R3		1	12	E			M07
TE80	8056	CHIEF, FOOD AND DRUG LABORATORY BRANCH	\$7,032.00 - \$8,755.00	01 19		1	12	E			S10
VW50	9235	CHIEF, FOOD AND DRUG SECTION	\$7,736.00 - \$10,122.00	01 19 P2		1	12	E			S07
VW55	9236	CHIEF, FOOD AND DRUG UNIT	\$7,036.00 - \$9,205.00	01 19 P2		1	12	E			S07
TE50	8043	CHIEF, GENETIC DISEASE LABORATORY	\$7,032.00 - \$8,755.00	01 19		1	12	E			S10

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TE85	8063	CHIEF, HAZARDOUS MATERIALS LABORATORY SECTION	\$7,032.00 - \$8,755.00		01 19		1	12	E		S 10
LK12	9014	CHIEF, INFORMATION SYSTEMS, STATE CONTROLLER'S OFFICE	\$9,898.00 - \$11,238.00		01		1	12	E		M01
SK80	7758	CHIEF, LABORATORY FIELD SERVICES BRANCH	\$7,368.00 - \$9,181.00		01 19		1	12	E		S 10
VJ83	7573	CHIEF, LICENSING AND ENFORCEMENT, CALIFORNIA HORSE RACING BOARD	\$7,804.00 - \$8,863.00		01 19 41 P8		1	12	E		M07
VJ82	7572	CHIEF, LICENSING AND ENFORCEMENT, CALIFORNIA HORSE RACING BOARD, C.E.A.	\$7,804.00 - \$8,863.00		40 P8		1	6	E		M07
WR29	6331	CHIEF, LITIGATION SPECIALIST, CALTRANS	\$5,830.00 - \$7,245.00		01 19		1	12	E		S 01
HV91	6726	CHIEF, MARINE FACILITIES INSPECTION AND MANAGEMENT DIVISION	\$8,170.00 - \$9,277.00		01 19 41		1	12	E		M01
CW30	1853	CHIEF, MEDICAL ADMINISTRATIVE SERVICES	\$4,466.00 - \$5,543.00		01 19		1	12	E		S 01
HU15	3769	CHIEF, MINERAL RESOURCES MANAGEMENT DIVISION, STATE LANDS COMMISSION, C.E.A.	\$10,614.00 - \$12,054.00		01 19		1	12	E		M01
VC80	1986	CHIEF, MUSEUM SECURITY AND SAFETY, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY	\$5,562.00 - \$7,311.00		01 34 43 P2		1	12	E		S 07
VC38	1934	CHIEF, PROTECTIVE SERVICES AND SECURITY	\$5,873.00 - \$6,932.00		01 19 P8		1	12	E		M07
MA00	5379	CHIEF, PUBLIC PARTICIPATION PROGRAM, DEPARTMENT OF HEALTH SERVICES	\$6,453.00 - \$7,331.00		01 19		1	12	E		M01
SK90	7760	CHIEF, RADIOLOGICAL HEALTH SECTION	\$7,596.00 - \$9,057.00		01 19		1	12	E		M 10
WO05	9516	CHIEF, REHABILITATION BUREAU	\$6,439.00 - \$7,310.00		01 19		1	12	E		M01
TR53	8380	CHIEF, RESTORATIVE CARE SERVICE									
		A	\$5,201.00 - \$6,509.00		01 19	471	1	12	E		S 19
		S	\$5,773.00 - \$7,758.00		01 19	471	1	12	E		S 19
		U	\$6,198.00 - \$7,758.00		01 19	471	1	12	E		S 19
TE40	8047	CHIEF, SANITATION AND RADIATION LABORATORY BRANCH	\$7,032.00 - \$8,755.00		01 19		1	12	E		S 10
FB62	2835	CHILD DEVELOPMENT ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S 21
FB60	2836	CHILD DEVELOPMENT ADMINISTRATOR II	\$7,712.00 - \$8,757.00		01 19		1	12	E		M 21
FB65	2837	CHILD DEVELOPMENT ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R 21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226	1	12	E		R 21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226	1	12	E		R 21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226	1	12	E		R 21
FB64	2834	CHILD DEVELOPMENT CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R 21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R 21
DI35	2159	CHILD NUTRITION ASSISTANT	\$3,265.00 - \$4,271.00		19		1	6	E		R 19
DI30	2160	CHILD NUTRITION CONSULTANT	\$4,491.00 - \$5,896.00		19		1	6	E		R 19
DI20	2154	CHILD NUTRITION SUPERVISOR I	\$5,158.00 - \$6,456.00		01 19		1	12	E		S 19
DI15	2157	CHILD NUTRITION SUPERVISOR II	\$5,314.00 - \$7,104.00		01 19		1	12	E		S 19
JJ10	8624	CHILD SUPPORT SPECIALIST, DEPARTMENT OF CHILD SUPPORT SERVICES									
		A	\$3,247.00 - \$3,689.00		01 19 21	452	1	12	2		R 01
		B	\$3,350.00 - \$3,992.00		01 19 21	452	1	12	2		R 01
		C	\$4,016.00 - \$5,029.00		01 19 21	452	1	12	2		R 01
JJ15	8623	CHILD SUPPORT TECHNICIAN, DEPARTMENT OF CHILD SUPPORT SERVICES									
		A	\$2,609.00 - \$3,268.00		01 19 21	451	1	12	2		R 01
		B	\$2,945.00 - \$3,690.00		01 19 21	451	1	12	2		R 01
GH70	3124	CIVIL ENGINEERING ASSOCIATE	\$5,185.00 - \$6,490.00				1	6	2		R 11
GI20	3129	CIVIL ENGINEERING TECHNICIAN II	\$3,908.00 - \$4,893.00				1	6	2		R 11
CU25	1771	CLAIM AUDITOR	\$2,932.00 - \$3,670.00				1	6	2		R 01
TT05	8255	CLINICAL ADMINISTRATOR	\$6,986.00 - \$7,932.00		01 19		1	12	E		M 18

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
SV30	7928	CLINICAL LABORATORY TECHNOLOGIST									
		A	\$4,198.00 - \$5,257.00			040	1	6	2		R20
		B	\$4,609.00 - \$5,772.00			040	1	6	2		R20
SV38	9301	CLINICAL LABORATORY TECHNOLOGIST (SAFETY)									
		A	\$4,198.00 - \$5,257.00		R1	040	1	6	2		R20
		B	\$4,609.00 - \$5,772.00		R1	040	1	6	2		R20
SV36	9293	CLINICAL LABORATORY TECHNOLOGIST, CORRECTIONAL FACILITY									
		A	\$4,198.00 - \$5,257.00			040	1	6	2		R20
		B	\$4,609.00 - \$5,772.00			040	1	6	2		R20
XM20	9851	CLINICAL PSYCHOLOGY INTERN									
		A	\$2,932.00 - \$3,469.00		01 19 P8	032	1	12	2	LT	R19
		B	\$3,052.00 - \$3,630.00		01 19 P8	032	1	12	2	LT	R19
		C	\$3,339.00 - \$3,981.00		01 19 P8	032	1	12	2	LT	R19
		D	\$3,498.00 - \$4,168.00		01 19 P8	032	1	12	2	LT	R19
		E	\$3,830.00 - \$4,569.00		01 19 P8	032	1	12	2	LT	R19
CW10	1893	CLINICAL RECORD ADMINISTRATOR									
		A	\$5,307.00 - \$6,642.00		01 19	285	1	12	E		R01
		L	\$5,307.00 - \$6,642.00		01 19	285	1	12	E		R01
XP36	9877	CLINICAL SOCIAL WORKER (HEALTH FACILITY)									
		A	\$3,661.00 - \$4,793.00		01 19	450 471	1	12	E		R19
		S	\$4,564.00 - \$6,950.00		01 19	450 471	1	12	E		R19
		T	\$4,913.00 - \$7,451.00		01 19	450 471	1	12	E		R19
		U	\$5,445.00 - \$6,950.00		01 19	450 471	1	12	E		R19
		V	\$5,859.00 - \$7,451.00		01 19	450 471	1	12	E		R19
XP35	9872	CLINICAL SOCIAL WORKER (HEALTH/CORRECTIONAL FACILITY)-SAFETY									
		A	\$3,661.00 - \$4,793.00		01 19 R1	448 450 471	1	12	E		R19
		P	\$5,719.00 - \$7,298.00		01 19 R1	448 450 471	1	12	E		R19
		Q	\$6,152.00 - \$7,825.00		01 19 R1	448 450 471	1	12	E		R19
		S	\$4,564.00 - \$6,950.00		01 19 R1	448 450 471	1	12	E		R19
		T	\$4,913.00 - \$7,451.00		01 19 R1	448 450 471	1	12	E		R19
		U	\$5,445.00 - \$6,950.00		01 19 R1	448 450 471	1	12	E		R19
		V	\$5,859.00 - \$7,451.00		01 19 R1	448 450 471	1	12	E		R19
DE10	2066	CLOTHING CENTER MANAGER									
			\$3,294.00 - \$4,124.00		01 43		1	12	2		S15
JW76	4726	COASTAL PROGRAM ANALYST I									
		A	\$3,247.00 - \$3,689.00		01 19 21	121	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	121	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	121	1	12	2		R01
JW74	4735	COASTAL PROGRAM ANALYST II									
			\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
JW72	4762	COASTAL PROGRAM ANALYST III									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
JW70	4763	COASTAL PROGRAM MANAGER									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
VX82	8951	CODES AND STANDARDS ADMINISTRATOR I (NON-PEACE OFFICER)									
			\$5,613.00 - \$6,975.00		01 19 34		1	12	E		S07
VX81	8950	CODES AND STANDARDS ADMINISTRATOR II (NON-PEACE OFFICER)									
			\$6,038.00 - \$7,516.00		01 19 34		1	12	E		S07
VX80	9008	CODES AND STANDARDS ADMINISTRATOR III (NON-PEACE OFFICER)									
			\$7,261.00 - \$8,249.00		01 19 34		1	12	E		M07
JL50	8632	COLLECTION AGENT									
			\$3,330.00 - \$4,168.00				1	6	2		R01
QK46	6854	COMMERCIAL VEHICLE INSPECTION SPECIALIST									
		A	\$2,959.00 - \$3,698.00		SISA 01 20 21	138	1	12	2		R12
		B	\$3,362.00 - \$4,244.00		01 20 21	138	1	12	2		R12
KI14	8430	COMMUNICABLE DISEASE MANAGER I									
			\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
KI12	8431	COMMUNICABLE DISEASE MANAGER II									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KI10	8402	COMMUNICABLE DISEASE MANAGER III									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
KI18	9052	COMMUNICABLE DISEASE REPRESENTATIVE									
		A	\$3,215.00 - \$3,651.00		01 21	197	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 21	197	1	12	2		R01
KI32	8404	COMMUNICABLE DISEASE SPECIALIST I									
			\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KI30	8403	COMMUNICABLE DISEASE SPECIALIST II									
			\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
UD10	8110	COMMUNICATIONS AND WARNING OFFICER O.E.S.									
			\$5,708.00 - \$7,089.00		01 19 34		1	12	E		S07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CR90	1670	COMMUNICATIONS OPERATOR									
		A	\$3,106.00 - \$4,279.00		01 21 R1	368	1	12	2		R07
		B	\$3,515.00 - \$4,840.00		01 21 R1	368	1	12	2		R07
CR95	1671	COMMUNICATIONS SUPERVISOR	\$4,047.00 - \$5,572.00		01 43		1	12	2		S07
EM25	2549	COMMUNITY COLLEGE PROGRAM ASSISTANT I									
		A	\$4,510.00 - \$5,642.00		01 19	047	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19	047	1	12	E		R21
EM30	2550	COMMUNITY COLLEGE PROGRAM ASSISTANT II									
		A	\$5,445.00 - \$6,815.00		01 19	047	1	12	E		R21
		F	\$4,537.50 - \$5,679.17		01 19	047	1	12	E		R21
TT45	4779	COMMUNITY LIAISON REPRESENTATIVE, STATE HOSPITALS	\$5,297.00 - \$6,634.00		01 19		1	12	E		S19
KH59	8353	COMMUNITY PROGRAM SPECIALIST I	\$3,824.00 - \$4,788.00		19		1	6	2		R01
KH58	8352	COMMUNITY PROGRAM SPECIALIST II	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KH56	8362	COMMUNITY PROGRAM SPECIALIST III	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KH54	8351	COMMUNITY PROGRAM SPECIALIST IV	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
XG80	9797	COMMUNITY RESOURCES DEVELOPMENT SPECIALIST	\$4,510.00 - \$5,922.00		19		1	6	2		R19
WS35	9608	COMMUNITY RESOURCES MANAGER, CORRECTIONAL INSTITUTION	\$5,427.00 - \$7,812.00		01 19		1	12	E		S20
XD50	9717	COMMUNITY SERVICES CONSULTANT									
		A	\$7,649.00 - \$9,669.00		01 19 R8	401	1	12	2		R06
		J	\$45.20 - \$57.14		01 19 R8	401	1	12	2		R06
		J	\$8,031.00 - \$10,152.00		01 19 R8	401	1	12	2		R06
IS42	4017	COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION	\$7,719.00 - \$9,663.00		01 19		1	12	2		R09
JI96	8619	COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD									
		A	\$3,247.00 - \$3,689.00		01 19 21	288	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	288	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	288	1	12	2		R01
LN25	1560	COMPUTER OPERATIONS SPECIALIST I	\$3,654.00 - \$4,803.00				1	6	2		R01
LN15	1561	COMPUTER OPERATIONS SPECIALIST II	\$4,390.00 - \$5,772.00		19 29		1	6	2		R01
LN20	1351	COMPUTER OPERATIONS SUPERVISOR I	\$3,880.00 - \$5,042.00		01 43		1	12	2		S01
LN10	1350	COMPUTER OPERATIONS SUPERVISOR II	\$4,663.00 - \$6,081.00		01 19		1	12	2		S01
LN40	1353	COMPUTER OPERATOR									
		A	\$2,593.00 - \$3,090.00	SISA	01 21	281	1	12	2		R01
		B	\$2,697.00 - \$3,547.00	SISA	01 21	281	1	12	2		R01
		C	\$3,062.00 - \$4,024.00	SISA	01 21	281	1	12	2		R01
WS20	9525	CONCILIATOR DEPARTMENT OF INDUSTRIAL RELATIONS	\$6,553.00 - \$8,205.00		01 19		1	12	E		E97
JW54	4808	CONSERVANCY PROJECT DEVELOPMENT ANALYST I	\$4,016.00 - \$5,029.00				1	6	2		R01
JW52	4809	CONSERVANCY PROJECT DEVELOPMENT ANALYST II	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JW50	4815	CONSERVANCY PROJECT DEVELOPMENT MANAGER	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
JW51	4814	CONSERVANCY PROJECT DEVELOPMENT SPECIALIST	\$5,689.00 - \$7,119.00		19		1	6	2		R01
BZ92	1006	CONSERVATION ADMINISTRATOR I, CALIFORNIA CONSERVATION CORPS	\$4,944.00 - \$6,136.00		01 19		1	12	E		S01
BZ91	1007	CONSERVATION ADMINISTRATOR II, CALIFORNIA CONSERVATION CORPS	\$5,999.00 - \$6,814.00		01 19		1	12	E		M01
BZ98	1202	CONSERVATION SUPERVISOR, CALIFORNIA CONSERVATION CORPS	\$4,706.00 - \$5,848.00		01 19		1	12	E		S07
BZ99	9557	CONSERVATIONIST I (ENERGY), CALIFORNIA CONSERVATION CORPS	\$3,452.00 - \$4,272.00		01 19 R1		1	12	2		R07
BZ96	1029	CONSERVATIONIST I, CALIFORNIA CONSERVATION CORPS									
		A	\$2,689.00 - \$3,272.00	SISA	01 19 20 21 R1	124	1	12	2		R07
		B	\$3,452.00 - \$4,272.00		01 19 20 21 R1	124	1	12	2		R07
BZ93	1003	CONSERVATIONIST II, CALIFORNIA CONSERVATION CORPS	\$4,238.00 - \$5,263.00		01 19 R1		1	12	2		R07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BZ95	7370	CONSERVATIONIST II, NURSERY, CALIFORNIA CONSERVATION CORPS	\$4,238.00 - \$5,263.00		01 19 R1		1	12	2		R07
IS80	4033	CONSTRUCTION INSPECTOR I	\$4,553.00 - \$5,173.00				1	6	2		R09
IS70	4032	CONSTRUCTION INSPECTOR II	\$5,200.00 - \$6,509.00				1	6	2		R09
HA65	3453	CONSTRUCTION INSPECTOR TECHNICIAN, WATER RESOURCES									
		A	\$2,871.00 - \$3,596.00		19 21	070	1	6	2		R11
		B	\$3,410.00 - \$4,268.00		19 21	070	1	6	2		R11
HA60	3449	CONSTRUCTION INSPECTOR WATER RESOURCES	\$4,001.00 - \$5,008.00				1	6	2		R11
HA80	3451	CONSTRUCTION MANAGEMENT SUPERVISOR	\$7,156.00 - \$8,960.00		01 19		1	12	E		S09
IS60	4031	CONSTRUCTION SUPERVISOR I	\$6,719.00 - \$8,404.00		01 19		1	12	2		R09
HA50	3448	CONSTRUCTION SUPERVISOR I WATER RESOURCES	\$5,185.00 - \$6,490.00				1	6	2		R11
IS32	4107	CONSTRUCTION SUPERVISOR I, (CORRECTIONAL FACILITY)	\$5,057.00 - \$6,329.00		01 19		1	12	2		S11
IS50	4030	CONSTRUCTION SUPERVISOR II	\$7,719.00 - \$9,664.00		01 19		1	12	2		R09
HA40	3447	CONSTRUCTION SUPERVISOR II WATER RESOURCES	\$7,156.00 - \$8,960.00		01 19		1	12	E		S09
IS25	4108	CONSTRUCTION SUPERVISOR II, (CORRECTIONAL FACILITY)	\$5,576.00 - \$6,980.00		01 19		1	12	E		S11
IS40	4029	CONSTRUCTION SUPERVISOR III	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
HA30	3446	CONSTRUCTION SUPERVISOR III WATER RESOURCES	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
IS22	4109	CONSTRUCTION SUPERVISOR III, (CORRECTIONAL FACILITY)	\$7,995.00 - \$10,011.00		01 19		1	12	E		S09
TP20	8271	CONSULTANT IN PHYSICAL THERAPY FOR PHYSICALLY HANDICAPPED CHILDREN	\$4,403.00 - \$6,071.00		19		1	6	2		R19
EU75	2618	CONSULTANT IN TEACHER PREPARATION (EXAMINATIONS AND RESEARCH)									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
EU80	2635	CONSULTANT IN TEACHER PREPARATION (PROGRAM EVALUATION AND RESEARCH)									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
KE72	4916	CONSULTANT ON HOSPITAL ADMINISTRATION	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
KI34	9051	CONSULTING COMMUNICABLE DISEASE REPRESENTATIVE	\$3,824.00 - \$4,788.00		01		1	12	2		R01
TC15	7970	CONSULTING OPTOMETRIST I, DEPARTMENT OF HEALTH SERVICES	\$5,977.00 - \$7,850.00		19		1	6	E		R19
TC14	7969	CONSULTING OPTOMETRIST II, DEPARTMENT OF HEALTH SERVICES	\$6,570.00 - \$8,633.00		19		1	6	E		R19
XL57	7620	CONSULTING PSYCHOLOGIST									
		A	\$5,715.00 - \$8,273.00		01 19 P8	471	1	12	E		R19
		S	\$7,625.00 - \$9,906.00		01 19 P8	471	1	12	E		R19
		U	\$9,077.00 - \$9,906.00		01 19 P8	471	1	12	E		R19
XL58	7648	CONSULTING PSYCHOLOGIST, VICTIMS OF CRIME	\$5,444.00 - \$7,881.00		01 19		1	12	E		R19
LZ99	5903	CONSUMER AFFAIRS REPRESENTATIVE, PUBLIC UTILITIES COMMISSION									
		A	\$3,477.00 - \$3,947.00		01 19 21	408	1	12	2		R01
		B	\$3,823.00 - \$4,787.00		01 19 21	408	1	12	2		R01
CA50	1109	CONSUMER ASSISTANCE TECHNICIAN	\$2,758.00 - \$3,455.00				1	6	2		R04
LZ92	5838	CONSUMER LIAISON OFFICER (CONSUMER AFFAIRS)	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
LZ93	5462	CONSUMER LIAISON OFFICER (FOOD AND AGRICULTURE)	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
LZ94	5839	CONSUMER LIAISON OFFICER (HEALTH FACILITIES)	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
LZ97	5905	CONSUMER SERVICES MANAGER	\$5,297.00 - \$6,584.00		01 19		1	12	E		S01
VM10	8634	CONSUMER SERVICES REPRESENTATIVE	\$3,571.00 - \$4,472.00		19		1	6	2		R01
LZ98	5904	CONSUMER SERVICES SUPERVISOR	\$4,602.00 - \$5,720.00		01 19		1	12	E		S01



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CX34	8736	CONTROL CASHIER I (MOTOR VEHICLE SERVICES), DEPARTMENT OF MOTOR VEHICLES	\$3,198.00 - \$4,003.00		19		1	6	2		R04
CX36	8738	CONTROL CASHIER I (VEHICLE REGISTRATION), DEPARTMENT OF MOTOR VEHICLES	\$3,198.00 - \$4,003.00		19		1	6	2		R04
CX35	8737	CONTROL CASHIER II (MOTOR VEHICLE SERVICES), DEPARTMENT OF MOTOR VEHICLES	\$3,444.00 - \$4,315.00		19		1	6	2		R04
CX37	8739	CONTROL CASHIER II (VEHICLE REGISTRATION), DEPARTMENT OF MOTOR VEHICLES	\$3,444.00 - \$4,315.00		19		1	6	2		R04
HQ50	3660	CONTROL ENGINEER									
		A	\$5,238.00 - \$6,244.00		19 21	388	1	6	2		R09
		B	\$6,144.00 - \$7,684.00		19 21	388	1	6	2		R09
HQ63	3657	CONTROL SYSTEM TECHNICIAN I									
		A	\$3,780.00 - \$4,773.00		01 21 24	212	1	12	2		R12
		B	\$4,545.00 - \$5,754.00		01 21 24	212	1	12	2		R12
HQ60	3662	CONTROL SYSTEM TECHNICIAN II	\$5,227.00 - \$6,624.00		24		1	6	2		R12
HQ55	3661	CONTROL SYSTEM TECHNICIAN III	\$5,744.00 - \$7,277.00		19 24		1	6	2		R12
DJ40	2185	COOK SPECIALIST I									
		A	\$2,487.00 - \$3,114.00	SISA	01	047	1	12	2		R15
		F	\$2,072.50 - \$2,595.00	SISA	01	047	1	12	2		R15
DJ45	2187	COOK SPECIALIST I (CORRECTIONAL FACILITY)	\$2,487.00 - \$3,114.00	SISA	01 R0		1	12	2		R15
DJ30	2184	COOK SPECIALIST II									
		A	\$2,780.00 - \$3,482.00	SISA		047	1	6	2		R15
		F	\$2,316.67 - \$2,901.67	SISA		047	1	6	2		R15
DJ35	2186	COOK SPECIALIST II (CORRECTIONAL FACILITY)	\$2,780.00 - \$3,482.00	SISA	R0		1	6	2		R15
DJ38	2189	COOK, CALIFORNIA CONSERVATION CORPS	\$2,675.00 - \$3,347.00	SISA			1	6	2		R15
UG30	8188	COORDINATOR (FIRE AND RESCUE SERVICES)	\$5,621.00 - \$7,272.00		34 P1		1	6	2		R07
UD85	8123	COORDINATOR (RADIOLOGICAL), OFFICE OF EMERGENCY SERVICES	\$4,879.00 - \$6,057.00		01 34 R1		1	12	2		R07
UD50	8115	COORDINATOR -COMMUNICATIONS- O.E.S.	\$4,879.00 - \$6,057.00		34 R1		1	6	2		R07
UE30	8122	COORDINATOR -LAW ENFORCEMENT- O.E.S.	\$5,239.00 - \$6,772.00		01 34 P1		1	12	2		R07
TN70	8133	COORDINATOR OF NURSING SERVICES									
		A	\$6,373.00 - \$7,778.00		01 19	437	1	12	E		M17
		S	\$8,486.00 - \$10,780.00		01 19	437	1	12	E		M17
		T	\$8,611.00 - \$10,780.00		01 19	437	1	12	E		M17
TR10	8308	COORDINATOR OF VOLUNTEER SERVICES	\$4,408.00 - \$5,469.00		01 19		1	12	2		S20
XG89	9786	COORDINATOR SERVICES TO THE DEAF DEPARTMENT OF REHABILITATION	\$4,403.00 - \$5,780.00		01 19		1	12	2		R19
KI90	8408	COORDINATOR, INDIAN HEALTH	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
LK08	1623	COORDINATOR, LEGISLATIVE INFORMATION SYSTEM	\$8,182.00 - \$9,756.00		01 19		1	12	E		E99
RI10	7266	COPYHOLDER	\$2,860.00 - \$2,945.00				1	6	2		R14
CW62	1823	CORPORATION ASSISTANT	\$4,156.00 - \$5,203.00		01 43		1	12	2		S04
CW75	1827	CORPORATION DOCUMENTS EXAMINER	\$3,509.00 - \$4,392.00				1	6	2		R04
JD76	4443	CORPORATION EXAMINER									
		A	\$4,191.00 - \$5,249.00		19 21	238	1	6	2		R01
		B	\$5,053.00 - \$6,327.00		19 21	238	1	6	2		R01
		C	\$4,600.00 - \$5,758.00		19 21	238	1	6	2		R01
		D	\$5,550.00 - \$6,946.00		19 21	238	1	6	2		R01
JD74	4452	CORPORATION EXAMINER IV (SPECIALIST)									
		A	\$5,814.00 - \$7,642.00		19	004	1	6	2		R01
		C	\$6,388.00 - \$8,396.00		19	004	1	6	2		R01
JD72	4453	CORPORATION EXAMINER IV (SUPERVISOR)									
		A	\$6,110.00 - \$7,984.00		01 19	004	1	12	E		S01
		C	\$6,712.00 - \$8,774.00		01 19	004	1	12	E		S01
OK70	6187	CORPORATIONS COUNSEL									
		A	\$4,886.00 - \$5,082.00		01 19 21	254	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	254	1	12	SE		R02

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		C	\$5,895.00 - \$7,414.00		01 19 21	254	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	254	1	12	SE		R02
VJ72	8570	CORPORATIONS INVESTIGATOR									
		A	\$3,740.00 - \$4,598.00		01 19 34 21 R9	252	1	12	2		R07
		B	\$4,177.00 - \$5,392.00		01 19 34 21 R9	252	1	12	2		R07
		C	\$4,588.00 - \$5,916.00		01 19 34 21 R9	252	1	12	2		R07
BZ94	7491	CORPSMEMBER DEVELOPMENT COORDINATOR, CALIFORNIA CONSERVATION CORP									
			\$4,481.00 - \$5,608.00		01 19		1	12	2		R01
WX61	9645	CORRECTIONAL ADMINISTRATOR, DEPARTMENT OF CORRECTIONS									
			\$9,202.00 - \$10,552.00		01 19 P4		1	12	E		M06
KE25	7208	CORRECTIONAL BUSINESS MANAGER I, DEPARTMENT OF CORRECTIONS									
			\$5,944.00 - \$7,386.00		01 19		1	12	E		S01
KE20	4744	CORRECTIONAL BUSINESS MANAGER II, DEPARTMENT OF CORRECTIONS									
			\$7,225.00 - \$8,203.00		01 19		1	12	E		S01
WY20	9650	CORRECTIONAL CAPTAIN									
			\$8,568.00 - \$9,823.00		01 19 R3		1	12	E		M06
XS50	1144	CORRECTIONAL CASE RECORDS ADMINISTRATOR									
			\$5,830.00 - \$7,245.00		01 19		1	12	2		S01
XS80	1152	CORRECTIONAL CASE RECORDS ANALYST									
		A	\$2,945.00 - \$3,690.00		01 19 21	235	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	235	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 19 21	235	1	12	2		R01
XS60	1146	CORRECTIONAL CASE RECORDS MANAGER									
			\$5,087.00 - \$6,317.00		01 19		1	12	2		S01
XS70	1149	CORRECTIONAL CASE RECORDS SUPERVISOR									
			\$4,430.00 - \$5,488.00		01 19		1	12	2		S01
VH20	2025	CORRECTIONAL CONSULTANT I, CORRECTIONAL PEACE OFFICERS STANDARDS AND TRAINING									
			\$6,371.00 - \$7,975.00		01		1	12	E		S06
VH15	2026	CORRECTIONAL CONSULTANT II, CORRECTIONAL PEACE OFFICERS STANDARDS AND TRAINING									
			\$7,182.00 - \$8,992.00		01		1	12	E		M06
XS40	9904	CORRECTIONAL COUNSELOR I									
		A	\$5,234.00 - \$6,300.00		01 19 21 R3	329	1	12	2		R06
		B	\$6,360.00 - \$7,661.00		01 19 21 R3	329	1	12	2		R06
		J	\$30.93 - \$37.23		01 19 21 R3	329	1	12	2		R06
		J	\$5,496.00 - \$6,615.00		01 19 21 R3	329	1	12	2		R06
		K	\$6,678.00 - \$8,044.00		01 19 21 R3	329	1	12	2		R06
		K	\$37.59 - \$45.27		01 19 21 R3	329	1	12	2		R06
		L	\$5,666.00 - \$5,666.00		01 19 21 R3	329	1	12	2		R06
		L	\$31.89 - \$31.89	HR	01 19 21 R3	329	1	12	2		R06
		M	\$37.46 - \$47.31		01 19 21 R3	329	1	12	2		R06
		M	\$6,656.00 - \$8,406.00		01 19 21 R3	329	1	12	2		R06
		W	\$5,396.00 - \$5,396.00		01 19 21 R3	329	1	12	2		R06
		X	\$6,339.00 - \$8,006.00		01 19 21 R3	329	1	12	2		R06
XS35	9901	CORRECTIONAL COUNSELOR II (SPECIALIST)									
		A	\$6,953.00 - \$8,784.00		01 19	285 401	1	12	2		R06
		J	\$7,301.00 - \$9,223.00		01 19	285 401	1	12	2		R06
		J	\$41.09 - \$51.91		01 19	285 401	1	12	2		R06
		L	\$6,953.00 - \$8,784.00		01 19	285 401	1	12	2		R06
		R	\$7,301.00 - \$9,223.00		01 19	285 401	1	12	2		R06
		R	\$41.09 - \$51.91		01 19	285 401	1	12	2		R06
XS30	9903	CORRECTIONAL COUNSELOR II (SUPERVISOR)									
			\$7,474.00 - \$9,443.00		01 19 R3		1	12	E		S06
XS20	9902	CORRECTIONAL COUNSELOR III									
			\$7,595.00 - \$9,603.00		01 19 R3		1	12	E		S06
DH33	5477	CORRECTIONAL FOOD MANAGER I (DEPARTMENT OF CORRECTIONS)									
			\$5,306.00 - \$6,645.00		01 19 R0		1	12	E		S15
DH27	5476	CORRECTIONAL FOOD MANAGER II (DEPARTMENT OF CORRECTIONS)									
			\$5,571.00 - \$6,975.00		01 19 R0		1	12	E		S15
KE55	4910	CORRECTIONAL HEALTH SERVICES ADMINSTRATOR I, CORRECTIONAL FACILITY									
			\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
KE50	4912	CORRECTIONAL HEALTH SERVICES ADMINSTRATOR II, CORRECTIONAL FACILITY									
			\$6,751.00 - \$7,666.00		01 19		1	12	E		M01
WY30	9656	CORRECTIONAL LIEUTENANT									
			\$6,645.00 - \$8,395.00		01 19 R3		1	12	2		S06
WY50	9662	CORRECTIONAL OFFICER									
		1	\$18.30 - \$18.30	HR	01 21 R3	168	1	12	2		R06
		A	\$3,172.00 - \$3,172.00		01 21 R3	168	1	12	2		R06
		B	\$3,738.00 - \$4,493.00		01 21 R3	168	1	12	2		R06
		C	\$5,007.00 - \$6,328.00		01 21 R3	168	1	12	2		R06
		J	\$22.09 - \$26.55		01 21 R3	168	1	12	2		R06

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		J	\$3,925.00 - \$4,718.00		01 21 R3	168	1	12	2		R06
		K	\$5,257.00 - \$6,644.00		01 21 R3	168	1	12	2		R06
		K	\$29.59 - \$37.40		01 21 R3	168	1	12	2		R06
QF58	6304	CORRECTIONAL PLANT MANAGER I, DEPARTMENT OF CORRECTIONS	\$5,654.00 - \$7,026.00		01 19		1	12	E		S12
QF48	6305	CORRECTIONAL PLANT MANAGER II, DEPARTMENT OF CORRECTIONS	\$5,938.00 - \$7,380.00		01 19		1	12	E		S12
QF62	6303	CORRECTIONAL PLANT SUPERVISOR, DEPARTMENT OF CORRECTIONS	\$5,281.00 - \$6,567.00		01 19		1	12	E		S12
WY40	9659	CORRECTIONAL SERGEANT	\$5,902.00 - \$7,455.00		01 19 R3		1	12	2		S06
DJ25	2183	CORRECTIONAL SUPERVISING COOK (CORRECTIONAL FACILITY)									
		A	\$3,031.00 - \$3,798.00		43 R0	241 322	1	6	2		U15
		C	\$3,346.00 - \$4,191.00		43 R0	241 322	1	6	2		U15
		S	\$3,033.00 - \$3,800.00		43 R0	241 322	1	6	2		U15
		U	\$3,349.00 - \$4,193.00		43 R0	241 322	1	6	2		U15
VU60	8818	COSMETOLOGY EXAMINER I	\$3,579.00 - \$4,431.00		19 34		1	6	2		R01
VU55	8822	COSMETOLOGY EXAMINER II	\$3,921.00 - \$4,870.00		01 19 34		1	12	E		S01
OB11	5935	COUNSEL, MULTISATE TAX AFFAIRS, FRANCHISE TAX BOARD	\$10,070.00 - \$11,661.00		01		1	12	SE		M02
XB10	9676	COUNSELOR ORIENTATION CENTER FOR THE BLIND	\$2,769.00 - \$3,465.00		SISA		1	6	2		R20
XB55	9713	COUNSELOR, SCHOOL FOR THE BLIND									
		A	\$2,722.00 - \$3,408.00		01 19 21	047 409	1	12	2		R20
		B	\$3,026.00 - \$3,788.00		01 19 21	047 409	1	12	2		R20
		C	\$3,279.00 - \$4,104.00		01 19 21	047 409	1	12	2		R20
		F	\$2,268.33 - \$2,840.00		01 19 21	047 409	1	12	2		R20
		G	\$2,521.67 - \$3,156.67		01 19 21	047 409	1	12	2		R20
		H	\$2,732.50 - \$3,420.00		01 19 21	047 409	1	12	2		R20
XB75	9664	COUNSELOR, SCHOOL FOR THE DEAF									
		A	\$2,722.00 - \$3,408.00		01 19 21	047 409	1	12	2		R20
		B	\$3,026.00 - \$3,788.00		01 19 21	047 409	1	12	2		R20
		C	\$3,279.00 - \$4,104.00		01 19 21	047 409	1	12	2		R20
		F	\$2,268.33 - \$2,840.00		01 19 21	047 409	1	12	2		R20
		G	\$2,521.67 - \$3,156.67		01 19 21	047 409	1	12	2		R20
		H	\$2,732.50 - \$3,420.00		01 19 21	047 409	1	12	2		R20
AA20	0010	COUNTY/STATE LIAISON	\$6,382.00 - \$7,245.00		01 19		1	12	E		M01
KC33	3499	CRIME PREVENTION PROGRAM SUPERVISOR	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
KC36	3498	CRIME PREVENTION SPECIALIST									
		A	\$4,488.00 - \$5,618.00		01 19 21	259	1	12	2		R01
		B	\$4,930.00 - \$6,171.00		01 19 21	259	1	12	2		R01
LX42	5565	CRIME STUDIES TECHNICIAN I	\$2,871.00 - \$3,596.00				1	6	2		R01
LX40	5566	CRIME STUDIES TECHNICIAN II	\$3,410.00 - \$4,272.00				1	6	2		R01
LX44	5562	CRIME STUDIES TECHNICIAN TRAINEE	\$2,461.00 - \$3,082.00				1	6	2		R01
VE40	8471	CRIMINAL IDENTIFICATION AND INTELLIGENCE ASSISTANT	\$2,370.00 - \$2,631.00		SISA R1		1	6	2		R07
VD55	8436	CRIMINAL IDENTIFICATION AND INTELLIGENCE SUPERVISOR	\$4,727.00 - \$5,879.00		01 19		1	12	2		S07
VE35	8462	CRIMINAL IDENTIFICATION SPECIALIST I	\$2,963.00 - \$3,633.00		SISA R1		1	6	2		R07
VE25	8456	CRIMINAL IDENTIFICATION SPECIALIST II	\$3,527.00 - \$4,365.00		R1		1	6	2		R07
VE15	8454	CRIMINAL IDENTIFICATION SPECIALIST III	\$3,921.00 - \$4,870.00		01 43		1	12	2		S07
VD85	8443	CRIMINAL INTELLIGENCE SPECIALIST I	\$2,963.00 - \$3,633.00		SISA R1		1	6	2		R07
VD75	8440	CRIMINAL INTELLIGENCE SPECIALIST II	\$3,527.00 - \$4,365.00		R1		1	6	2		R07
VD65	8439	CRIMINAL INTELLIGENCE SPECIALIST III	\$3,860.00 - \$4,795.00		R1		1	6	2		R07
KC15	5640	CRIMINAL JUSTICE SPECIALIST I	\$4,488.00 - \$5,618.00		19		1	6	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
KC12	5641	CRIMINAL JUSTICE SPECIALIST II (TECHNICAL)	\$5,053.00 - \$6,325.00		19		1	6	E		R01
VF30	8466	CRIMINALIST									
		A	\$3,250.00 - \$4,117.00	SISA	01 20 21 R1	277	1	12	2		R07
		B	\$4,253.00 - \$5,679.00		01 20 21 R1	277	1	12	2		R07
		C	\$5,123.00 - \$6,844.00		01 20 21 R1	277	1	12	2		R07
VF08	8467	CRIMINALIST MANAGER	\$7,824.00 - \$9,332.00		01 19 34 R1		1	12	E		M07
VF10	8477	CRIMINALIST SUPERVISOR	\$6,443.00 - \$8,422.00		01 19 34 R1		1	12	E		S07
DC40	2011	CUSTODIAN									
		A	\$2,194.00 - \$2,745.00	SISA		047	1	6	2		R15
		F	\$1,828.33 - \$2,287.50	SISA		047	1	6	2		R15
DC45	2006	CUSTODIAN (CORRECTIONAL FACILITY)	\$2,194.00 - \$2,745.00	SISA	R0		1	6	2		R15
DC20	2002	CUSTODIAN SUPERVISOR II	\$2,621.00 - \$3,285.00		01 43		1	12	2		S15
DC25	2004	CUSTODIAN SUPERVISOR II (CORRECTIONAL FACILITY)	\$2,621.00 - \$3,285.00		01 43 R0		1	12	2		S15
DC10	2001	CUSTODIAN SUPERVISOR III	\$2,837.00 - \$3,553.00		01 43		1	12	2		S15
DC15	2000	CUSTODIAN SUPERVISOR III (CORRECTIONAL FACILITY)	\$2,837.00 - \$3,553.00		01 43 R0		1	12	2		S15
J160	1009	CUSTOMER SERVICE SPECIALIST, FRANCHISE TAX BOARD									
		A	\$2,945.00 - \$3,690.00		01 19 21	422	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	422	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 19 21	422	1	12	2		R01
J155	1008	CUSTOMER SERVICE SUPERVISOR, FRANCHISE TAX BOARD	\$4,832.00 - \$6,004.00		01 19		1	12	E		S01
SV80	7910	CYTOTECHNOLOGIST, LABORATORY FIELD SERVICES									
		A	\$4,435.00 - \$6,054.00		01 19 21	309	1	12	2		R10
		B	\$4,657.00 - \$6,355.00		01 19 21	309	1	12	2		R10
AY35	0625	DAIRY FOODS SPECIALIST									
		A	\$3,472.00 - \$4,295.00		01 19 34 21 R1	184	1	12	2		R07
		B	\$3,978.00 - \$4,939.00		01 19 34 21 R1	184	1	12	2		R07
		C	\$4,370.00 - \$5,419.00		01 19 34 21 R1	184	1	12	2		R07
AY15	0478	DAIRY PROGRAM COORDINATOR	\$5,345.00 - \$6,644.00		01 19		1	12	E		S07
CJ05	1385	DATA ENTRY MANAGER	\$4,838.00 - \$6,058.00		01 19		1	12	E		S04
LK31	1381	DATA PROCESSING MANAGER I	\$5,560.00 - \$7,311.00		01 19		1	12	E		S01
LK21	1384	DATA PROCESSING MANAGER II	\$6,115.00 - \$8,038.00		01 19 29		1	12	E		S01
LK15	1393	DATA PROCESSING MANAGER III	\$7,442.00 - \$8,872.00		01 19 29		1	12	E		M01
LK11	1387	DATA PROCESSING MANAGER IV	\$8,182.00 - \$9,756.00		01 19 29		0	12	E		M01
QT90	6968	DECKHAND -FERRYBOAT-	\$2,768.00 - \$3,167.00	SISA			1	6	2		R12
GC30	3026	DELINEATOR	\$3,261.00 - \$4,081.00				1	6	2		R11
SU50	7911	DENTAL ASSISTANT									
		A	\$2,517.00 - \$3,152.00	SISA		040 473	1	6	2		R20
		B	\$2,720.00 - \$3,405.00	SISA		040 473	1	6	2		R20
		T	\$2,688.00 - \$3,534.00	SISA		040 473	1	6	2		R20
		U	\$2,828.00 - \$4,187.00	SISA		040 473	1	6	2		R20
		V	\$3,527.00 - \$5,220.00	SISA		040 473	1	6	2		R20
		W	\$3,185.00 - \$4,187.00	SISA		040 473	1	6	2		R20
		Y	\$3,971.00 - \$5,220.00	SISA		040 473	1	6	2		R20
SU52	7914	DENTAL ASSISTANT (SAFETY)									
		A	\$2,517.00 - \$3,152.00	SISA	R1	040 473	1	6	2		R20
		B	\$2,720.00 - \$3,405.00	SISA	R1	040 473	1	6	2		R20
		T	\$2,688.00 - \$3,534.00	SISA	R1	040 473	1	6	2		R20
		U	\$2,828.00 - \$4,187.00	SISA	R1	040 473	1	6	2		R20
		V	\$3,527.00 - \$5,220.00	SISA	R1	040 473	1	6	2		R20
		W	\$3,185.00 - \$4,187.00	SISA	R1	040 473	1	6	2		R20
		Y	\$3,971.00 - \$5,220.00	SISA	R1	040 473	1	6	2		R20
SU55	9296	DENTAL ASSISTANT, CORRECTIONAL FACILITY									
		A	\$2,517.00 - \$3,152.00	SISA		040 461	1	6	2		R20

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$2,720.00 - \$3,405.00	SISA		040 461	1	6	2		R20
		P	\$2,754.00 - \$3,702.00			040 461	1	6	2		R20
		Q	\$2,937.00 - \$4,386.00			040 461	1	6	2		R20
		R	\$3,662.00 - \$5,469.00			040 461	1	6	2		R20
		S	\$2,957.00 - \$3,702.00			040 461	1	6	2		R20
		T	\$3,503.00 - \$4,386.00			040 461	1	6	2		R20
		U	\$4,369.00 - \$5,469.00			040 461	1	6	2		R20
SU51	7656	DENTAL ASSISTANT, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$2,517.00 - \$3,152.00	SISA		040 473	1	6	2		R20
		B	\$2,720.00 - \$3,405.00	SISA		040 473	1	6	2		R20
		T	\$2,688.00 - \$3,534.00	SISA		040 473	1	6	2		R20
		U	\$2,828.00 - \$4,187.00	SISA		040 473	1	6	2		R20
		V	\$3,527.00 - \$5,220.00	SISA		040 473	1	6	2		R20
		W	\$3,185.00 - \$4,187.00	SISA		040 473	1	6	2		R20
		Y	\$3,971.00 - \$5,220.00	SISA		040 473	1	6	2		R20
SR80	7840	DENTAL CONSULTANT I, DEPARTMENT OF HEALTH SERVICES									
		A	\$8,029.00 - \$11,017.00		19	043	1	6	SE		R16
		B	\$8,262.00 - \$11,336.00		19	043	1	6	SE		R16
		C	\$8,459.00 - \$11,606.00		19	043	1	6	SE		R16
SR20	7843	DENTAL CONSULTANT, STATE BOARD OF DENTAL EXAMINERS									
			\$8,936.00 - \$12,260.00		01 19		1	12	SE		R16
TH30	8128	DENTAL HYGIENIST									
		A	\$3,571.00 - \$4,472.00			437	1	6	2		R20
		T	\$5,610.00 - \$7,025.00			437	1	6	2		R20
TU60	8432	DENTAL HYGIENIST AUDITOR									
			\$4,185.00 - \$5,502.00		01 19		1	12	2		R20
TU50	8387	DENTAL HYGIENIST CONSULTANT									
			\$4,290.00 - \$5,640.00		19		1	6	2		R20
TH35	9298	DENTAL HYGIENIST, CORRECTIONAL FACILITY									
		A	\$3,571.00 - \$4,472.00			462	1	6	2		R20
		P	\$4,952.00 - \$7,360.00			462	1	6	2		R20
		Q	\$5,877.00 - \$7,360.00			462	1	6	2		R20
TH32	8131	DENTAL HYGIENST (SAFETY)									
		A	\$3,571.00 - \$4,472.00		R1	437	1	6	2		R20
		S	\$4,984.00 - \$7,025.00		R1	437	1	6	2		R20
		T	\$5,610.00 - \$7,025.00		R1	437	1	6	2		R20
SU40	7908	DENTAL LABORATORY TECHNICIAN									
		A	\$3,571.00 - \$4,472.00			040	1	6	2		R20
		B	\$3,908.00 - \$4,893.00			040	1	6	2		R20
SU45	9299	DENTAL LABORATORY TECHNICIAN, CORRECTIONAL FACILITY									
		A	\$3,571.00 - \$4,472.00			040	1	6	2		R20
		B	\$3,908.00 - \$4,893.00			040	1	6	2		R20
SR70	7842	DENTAL PROGRAM CONSULTANT, DEPARTMENT OF HEALTH SERVICES									
			\$8,668.00 - \$11,893.00				1	6	SE		R16
SR15	7831	DENTIST									
		A	\$7,296.00 - \$10,009.00		01 19 21	089 464	1	12	SE		R16
		B	\$8,825.00 - \$12,108.00		01 19 21	089 464	1	12	SE		R16
		C	\$9,081.00 - \$12,459.00		01 19 21	089 464	1	12	SE		R16
		D	\$9,297.00 - \$12,753.00		01 19 21	089 464	1	12	SE		R16
		P	\$12,613.00 - \$18,478.00		01 19 21	089 464	1	12	SE		R16
		Q	\$13,905.00 - \$21,167.00		01 19 21	089 464	1	12	SE		R16
		R	\$15,672.00 - \$22,697.00		01 19 21	089 464	1	12	SE		R16
		S	\$15,044.00 - \$18,478.00		01 19 21	089 464	1	12	SE		R16
		T	\$16,584.00 - \$21,167.00		01 19 21	089 464	1	12	SE		R16
		U	\$18,692.00 - \$22,697.00		01 19 21	089 464	1	12	SE		R16
SR25	9268	DENTIST, CORRECTIONAL FACILITY									
		A	\$7,296.00 - \$10,009.00		19 21	089 457	1	6	SE		R16
		B	\$8,825.00 - \$12,108.00		19 21	089 457	1	6	SE		R16
		C	\$9,081.00 - \$12,459.00		19 21	089 457	1	6	SE		R16
		D	\$9,297.00 - \$12,753.00		19 21	089 457	1	6	SE		R16
		P	\$13,245.00 - \$19,402.00		19 21	089 457	1	6	SE		R16
		Q	\$14,601.00 - \$22,226.00		19 21	089 457	1	6	SE		R16
		R	\$16,268.00 - \$23,832.00		19 21	089 457	1	6	SE		R16
		S	\$15,797.00 - \$19,402.00		19 21	089 457	1	6	SE		R16
		T	\$17,414.00 - \$22,226.00		19 21	089 457	1	6	SE		R16
		U	\$19,402.00 - \$23,832.00		19 21	089 457	1	6	SE		R16
SR16	7655	DENTIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$7,296.00 - \$10,009.00		01 19 21 P8	089 464	1	12	SE		R16
		B	\$8,825.00 - \$12,108.00		01 19 21 P8	089 464	1	12	SE		R16
		C	\$9,081.00 - \$12,459.00		01 19 21 P8	089 464	1	12	SE		R16
		D	\$9,297.00 - \$12,753.00		01 19 21 P8	089 464	1	12	SE		R16

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		P	\$12,613.00 - \$18,478.00		01 19 21 P8	089 464	1	12	SE		R 16
		Q	\$13,905.00 - \$21,167.00		01 19 21 P8	089 464	1	12	SE		R 16
		R	\$15,672.00 - \$22,697.00		01 19 21 P8	089 464	1	12	SE		R 16
		S	\$15,044.00 - \$18,478.00		01 19 21 P8	089 464	1	12	SE		R 16
		T	\$16,584.00 - \$21,167.00		01 19 21 P8	089 464	1	12	SE		R 16
		U	\$18,692.00 - \$22,697.00		01 19 21 P8	089 464	1	12	SE		R 16
VD30	4797	DEPARTMENT OF JUSTICE ADMINISTRATOR I	\$5,311.00 - \$6,601.00		01 19 34		1	12	E		S07
VD25	4798	DEPARTMENT OF JUSTICE ADMINISTRATOR II	\$6,439.00 - \$7,310.00		01 19 34		1	12	E		M07
VD20	4799	DEPARTMENT OF JUSTICE ADMINISTRATOR III	\$7,080.00 - \$8,041.00		01 19 34		1	12	E		M07
IR80	4126	DEPARTMENTAL CONSTRUCTION AND MAINTENANCE SUPERVISOR	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
DH10	2143	DEPARTMENTAL FOOD ADMINISTRATOR	\$6,783.00 - \$7,703.00		01 19		1	12	E		M19
OC65	5730	DEPUTY ATTORNEY GENERAL									
		A	\$4,886.00 - \$5,082.00		01 19 21	225	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	225	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	225	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	225	1	12	SE		R02
OC60	5706	DEPUTY ATTORNEY GENERAL III									
		A	\$8,032.00 - \$10,305.00		19 01	285	1	12	SE		R02
		L	\$8,032.00 - \$10,206.00		19 01	285	1	12	SE		R02
OC50	5705	DEPUTY ATTORNEY GENERAL IV									
		A	\$8,872.00 - \$11,392.00		19 01	285	1	12	SE		R02
		L	\$8,872.00 - \$11,282.00		19 01	285	1	12	SE		R02
OO40	5789	DEPUTY ATTORNEY III, CALTRANS	\$8,032.00 - \$10,305.00		01 19		1	12	SE		R02
OO35	5788	DEPUTY ATTORNEY IV, CALTRANS	\$8,872.00 - \$11,392.00		19 01		1	12	SE		R02
OO47	5779	DEPUTY ATTORNEY, CALTRANS									
		A	\$4,886.00 - \$5,082.00		01 19 21	219	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	219	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	219	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	219	1	12	SE		R02
JV70	1014	DEPUTY CHIEF INVESTMENT OFFICER, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$22,667.00 - \$34,000.00		01 55		1	12	E		M01
VG10	8534	DEPUTY CHIEF OF OPERATIONS, BUREAU OF NARCOTIC ENFORCEMENT, DEPARTMENT OF JUSTICE	\$8,488.00 - \$10,604.00		01 19 34 R3		1	12	E		M07
KQ20	4914	DEPUTY CHIEF SURPLUS PROPERTY OFFICER	\$5,057.00 - \$6,283.00		01 19		1	12	E		S01
VI25	8483	DEPUTY CHIEF, INVESTIGATIONS AND ENFORCEMENT, DEPARTMENT OF CONSUMER AFFAIRS	\$7,477.00 - \$8,916.00		01 19 34 R3		1	12	E		M07
VI30	8488	DEPUTY CHIEF, INVESTIGATIONS DIVISION, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$7,442.00 - \$8,872.00		01 19 34 P1		1	12	E		M07
XE10	9743	DEPUTY COMMISSIONER, BOARD OF PAROLE HEARINGS	\$7,343.00 - \$9,227.00		01 19 24		1	12	E		R02
VO60	8778	DEPUTY COMMISSIONER, DEPARTMENT OF REAL ESTATE									
		A	\$3,058.00 - \$3,583.00		01 19 34 21 R1	128	1	12	2		R07
		B	\$3,563.00 - \$4,212.00		01 19 34 21 R1	128	1	12	2		R07
		C	\$3,978.00 - \$4,939.00		01 19 34 21 R1	128	1	12	2		R07
		D	\$4,370.00 - \$5,419.00		01 19 34 21 R1	128	1	12	2		R07
JN42	4568	DEPUTY COMPTROLLER DEPARTMENT OF WATER RESOURCES	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
FI80	2763	DEPUTY DIRECTOR, CALIFORNIA STATE SUMMER SCHOOL FOR THE ARTS	\$6,049.00 - \$7,575.00		01 19		1	12	E		S21
FJ25	2796	DEPUTY DIRECTOR, EDUCATIONAL PROGRAMS, CALIFORNIA SCIENCE CENTER, C.E.A.	\$8,252.00 - \$9,371.00		01 19		1	12	E		M21
VP50	8673	DEPUTY DIVISION CHIEF ALCOHOLIC BEVERAGE CONTROL	\$7,657.00 - \$9,132.00		01 19 34 R8		1	12	E		M07
JZ70	4521	DEPUTY DIVISION CHIEF, CALIFORNIA ENERGY COMMISSION	\$7,433.00 - \$8,440.00		01 19		1	12	E		M01
OH40	6183	DEPUTY GENERAL COUNSEL, PERB, C.E.A.	\$9,109.00 - \$10,551.00		01 19		1	12	SE		E99
XE84	9705	DEPUTY INSPECTOR GENERAL									
		A	\$5,263.00 - \$6,769.00		01 19 21 P4	403	1	12	2		E97
		B	\$6,508.00 - \$8,327.00		01 19 21 P4	403	1	12	2		E97
		C	\$7,276.00 - \$9,140.00		01 19 21 P4	403	1	12	2		E97

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XE82	9706	DEPUTY INSPECTOR GENERAL, SENIOR	\$7,799.00 - \$9,805.00		01 19 P4		1	12	2		E98
WQ20	9502	DEPUTY LABOR COMMISSIONER I	\$4,555.00 - \$5,829.00		01 19		1	12	2		R02
WQ22	9536	DEPUTY LABOR COMMISSIONER II	\$5,256.00 - \$6,726.00		19		1	6	E		R02
WQ15	9504	DEPUTY LABOR COMMISSIONER III	\$5,508.00 - \$7,478.00		01 19		1	12	E		S02
WQ10	9499	DEPUTY LABOR COMMISSIONER IV	\$6,914.00 - \$7,853.00		01 19		1	12	E		M02
OF45	5753	DEPUTY LEGISLATIVE COUNSEL									
		A \$4,886.00 - \$5,033.00			01 19 21	427	1	12	SE		E97
		B \$4,891.00 - \$5,532.00			01 19 21	427	1	12	SE		E97
		C \$5,901.00 - \$7,348.00			01 19 21	427	1	12	SE		E97
		D \$6,641.00 - \$8,268.00			01 19 21	427	1	12	SE		E97
OF30	5751	DEPUTY LEGISLATIVE COUNSEL III	\$8,036.00 - \$10,213.00		19 01		1	12	SE		E97
OF27	5750	DEPUTY LEGISLATIVE COUNSEL IV	\$8,879.00 - \$11,290.00		19 01		1	12	SE		E97
ME25	4832	DEPUTY MANAGER I, DISTRICT AGRICULTURAL ASSOCIATION	\$4,392.00 - \$5,456.00		01 19		1	12	E		S01
ME26	4387	DEPUTY MANAGER II, DISTRICT AGRICULTURAL ASSOCIATION	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KX75	5262	DEPUTY PROGRAM DIRECTOR (RENTAL) CALIFORNIA HOUSING FINANCE AGENCY	\$8,557.00 - \$9,719.00		01 19		1	12	E		M01
JE82	4486	DEPUTY REGISTRAR OF CHARITABLE TRUSTS	\$5,057.00 - \$6,283.00		01 19		1	12	E		S01
ME24	7629	DEPUTY SECRETARY-MANAGER, DISTRICT AGRICULTURAL ASSOCIATION	\$7,433.00 - \$8,440.00		01 19 41		1	12	E		M01
VY91	9086	DEPUTY STATE FIRE MARSHAL									
		A \$4,474.00 - \$5,264.00			01 34 21 R3	246	1	12	2		R07
		B \$4,692.00 - \$6,052.00			01 34 21 R3	246	1	12	2		R07
VY72	9013	DEPUTY STATE FIRE MARSHALL III (SPECIALIST)									
		A \$5,652.00 - \$7,310.00			19 34 R3	285	1	6	2		R07
		L \$5,652.00 - \$7,310.00			19 34 R3	285	1	6	2		R07
VY71	9010	DEPUTY STATE FIRE MARSHALL III (SUPERVISOR)	\$5,741.00 - \$7,499.00		01 19 34 R8		1	12	E		S07
OD50	5763	DEPUTY STATE PUBLIC DEFENDER									
		A \$5,895.00 - \$7,414.00			01 19 21	232	1	12	SE		R02
		B \$6,636.00 - \$8,512.00			01 19 21	232	1	12	SE		R02
		C \$8,032.00 - \$10,305.00			01 19 21	232	1	12	SE		R02
SR30	9501	DEPUTY STATEWIDE DENTAL DIRECTOR, CEA									
		A \$11,926.00 - \$14,320.00			19	475	0	6	E		M16
		P \$27,471.00 - \$33,569.00			19	475	0	6	E		M16
DH70	2169	DIETETIC TECHNICIAN	\$2,871.00 - \$3,596.00				1	6	2		R20
DH72	2175	DIETETIC TECHNICIAN (SAFETY)	\$2,871.00 - \$3,596.00		R1		1	6	2		R20
RH88	7255	DIGITAL COMPOSITION SPECIALIST I									
		A \$2,882.00 - \$3,610.00			01 19 21	312	1	12	2		R14
		B \$3,374.00 - \$4,224.00			01 19 21	312	1	12	2		R14
RH86	7256	DIGITAL COMPOSITION SPECIALIST II									
		A \$3,873.00 - \$4,849.00			19	285	1	6	2		R14
		L \$3,873.00 - \$4,849.00			19	285	1	6	2		R14
RH84	7258	DIGITAL COMPOSITION SPECIALIST III	\$4,262.00 - \$5,335.00		19		1	6	2		R14
CL35	1411	DIGITAL PRINT OPERATOR I									
		A \$2,725.00 - \$3,412.00			19	285	1	6	2		R14
		L \$2,725.00 - \$3,412.00			19	285	1	6	2		R14
CL30	1412	DIGITAL PRINT OPERATOR II	\$2,997.00 - \$3,754.00		19		1	6	2		R14
IS20	4036	DIRECT CONSTRUCTION SUPERVISOR I	\$5,915.00 - \$7,406.00		01 19		1	12	E		S09
IS30	4038	DIRECT CONSTRUCTION SUPERVISOR II	\$7,416.00 - \$9,213.00		01 19		1	12	E		S09
IS35	4045	DIRECT CONSTRUCTION SUPERVISOR III	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
SA25	8228	DIRECTOR OF CLINICAL OPERATIONS, ANCILLARY SERVICES, CEA	\$9,428.00 - \$10,703.00		01 48		0	12	E		M01

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FJ30	1929	DIRECTOR OF DEVELOPMENT, CALIFORNIA SCIENCE CENTER	\$7,433.00 - \$8,440.00		01 19 41		1	12	E		M01
TT46	2146	DIRECTOR OF DIETETICS	\$5,615.00 - \$7,032.00		01 19		1	12	E		S 19
VD03	8684	DIRECTOR, DIVISION OF LAW ENFORCEMENT, DEPARTMENT OF JUSTICE, C.E.A.	\$10,932.00 - \$13,653.00				1	6	E		M07
MD45	5684	DIRECTOR, TELEVISION COMMUNICATIONS CENTER (SPECIALIST)	\$5,053.00 - \$6,325.00		19		1	6	E		R01
MD55	5694	DIRECTOR, TELEVISION COMMUNICATIONS CENTER (SUPERVISOR)	\$5,053.00 - \$6,325.00		01		1	12	E		S01
EM20	2537	DIRECTOR, VOCATIONAL EDUCATION, CALIFORNIA COMMUNITY COLLEGES	\$7,712.00 - \$8,757.00		01 19		1	12	E		M21
KH46	5365	DISABILITY EVALUATION ANALYST									
		A	\$2,945.00 - \$3,690.00		01 19 21	148	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	148	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 19 21	148	1	12	2		R01
KH44	8392	DISABILITY EVALUATION ANALYST II	\$4,191.00 - \$5,248.00		19		1	6	2		R01
KH42	5367	DISABILITY EVALUATION ANALYST III	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KH34	8424	DISABILITY EVALUATION SERVICES ADMINISTRATOR I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KH32	8425	DISABILITY EVALUATION SERVICES ADMINISTRATOR II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
KH30	8426	DISABILITY EVALUATION SERVICES ADMINISTRATOR III	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
WE40	9211	DISABILITY INSURANCE PROGRAM MANAGER I	\$4,602.00 - \$5,762.00		01 19		1	12	2		S01
WE39	9209	DISABILITY INSURANCE PROGRAM MANAGER II	\$5,057.00 - \$6,329.00		01 19		1	12	E		S01
WE38	9206	DISABILITY INSURANCE PROGRAM MANAGER III	\$5,553.00 - \$6,954.00		01 19		1	12	E		S01
WE65	9233	DISABILITY INSURANCE PROGRAM REPRESENTATIVE									
		A	\$2,945.00 - \$3,514.00		01 19 21	181	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	181	1	12	2		R01
		C	\$3,662.00 - \$4,584.00		01 19 21	181	1	12	2		R01
WE50	9214	DISABILITY INSURANCE PROGRAM SUPERVISOR	\$3,826.00 - \$4,791.00		01 19 24		1	12	2		S01
WE85	9218	DISABILITY INSURANCE SPECIALIST I									
		A	\$3,487.00 - \$4,367.00		01 19 21	392	1	12	2		R01
		B	\$4,191.00 - \$5,248.00		01 19 21	392	1	12	2		R01
WE80	9227	DISABILITY INSURANCE SPECIALIST II	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
UA40	8025	DISASTER ASSISTANCE PROGRAMS SPECIALIST I									
		A	\$3,634.00 - \$4,549.00		01 19 21	390	1	12	2		R 11
		B	\$3,989.00 - \$5,000.00		01 19 21	390	1	12	2		R 11
UA45	8030	DISASTER ASSISTANCE PROGRAMS SPECIALIST II	\$4,724.00 - \$5,872.00		19		1	6	2		R 11
UC10	8077	DISASTER WORKER CLERICAL SERVICES (VARIOUS DISASTERS)	\$1,715.00 - \$3,016.00		19		1	6	2		E
UC30	8079	DISASTER WORKER SPECIALITY SERVICES (VARIOUS DISASTERS)	\$2,945.00 - \$6,896.00		19		1	6	2		R 11
UC40	8080	DISASTER WORKER STAFF SERVICES (VARIOUS DISASTERS)	\$2,945.00 - \$5,716.00		19		1	6	2		R01
CR45	1659	DISPATCHER CLERK SUPERVISOR	\$3,133.00 - \$3,922.00		01 43		1	12	2		S04
CR50	1660	DISPATCHER-CLERK	\$2,897.00 - \$3,626.00			SISA	1	6	2		R04
CR44	3711	DISPATCHER-CLERK SUPERVISOR, CALTRANS	\$3,133.00 - \$3,922.00		43		1	6	2		S04
CR49	3710	DISPATCHER-CLERK, CALTRANS	\$2,897.00 - \$3,626.00			SISA	1	6	2		R04
VP70	8677	DISTRICT ADMINISTRATOR ALCOHOLIC BEVERAGE CONTROL	\$6,333.00 - \$8,269.00		01 19 34 R8		1	12	E		S07
IF45	3893	DISTRICT MANAGER, DIVISION OF OCCUPATIONAL SAFETY AND HEALTH	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
VX91	8959	DISTRICT REPRESENTATIVE I, DIVISION OF CODES AND STANDARDS (NON-PEACE OFFICER)	\$4,692.00 - \$5,822.00		01 34 R1		1	12	2		R07
VX92	8960	DISTRICT REPRESENTATIVE I, DIVISION OF CODES AND STANDARDS	\$4,692.00 - \$6,052.00		01 34 R8		1	12	2		R07



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VX90	8958	DISTRICT REPRESENTATIVE II, DIVISION OF CODES AND STANDARDS	\$5,150.00 - \$6,653.00		19 34 R8		1	6	2		R07
VX83	8961	DISTRICT REPRESENTATIVE II, DIVISION OF CODES AND STANDARDS (NON-PEACE OFFICER)	\$5,150.00 - \$6,397.00		19 34 R1		1	6	2		R07
KB20	1790	DISTRICT SALES REPRESENTATIVE, CALIFORNIA STATE LOTTERY	\$3,517.00 - \$4,403.00		01 19		1	12	2		R01
KB18	2048	DISTRICT SALES SUPERVISOR, CALIFORNIA STATE LOTTERY	\$3,826.00 - \$4,741.00		01 19		1	12	E		S01
GV40	3332	DISTRICT STRUCTURAL ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	2		S09
BR21	0969	DISTRICT SUPERINTENDENT I, DEPARTMENT OF PARKS AND RECREATION	\$7,924.00 - \$10,844.00		01 19 34		1	12	E		S01
BR22	0970	DISTRICT SUPERINTENDENT II, DEPARTMENT OF PARKS AND RECREATION	\$9,385.00 - \$11,726.00		01 19 34		1	12	E		M01
VY60	8966	DIVISION CHIEF, CALIFORNIA STATE FIRE MARSHAL'S OFFICE	\$6,963.00 - \$8,303.00		01 19 34 R8		1	12	E		M07
HY34	3834	DIVISION CHIEF, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$10,626.00 - \$12,069.00		01 19		1	12	E		M09
HY31	3833	DIVISION CHIEF, DEPARTMENT OF TOXIC SUBSTANCES CONTROL, C.E.A.	\$10,697.00 - \$12,148.00		40		1	6	E		M09
CL25	1477	DOCUMENT PRESERVATION TECHNICIAN	\$2,850.00 - \$3,563.00				1	6	2		R11
GC81	1767	DRAFTING SERVICES AID									
		A	\$2,377.00 - \$2,977.00	SISA	01 20 21	262	1	12	2		R11
		B	\$2,871.00 - \$3,596.00		01 20 21	262	1	12	2		R11
GB05	3033	DRAFTING SERVICES MANAGER	\$4,711.00 - \$5,900.00		01 19		1	12	2		S11
PI20	6358	DRAWBRIDGE OPERATOR	\$3,143.00 - \$3,610.00	SISA	01		1	12	2		R12
VQ51	8727	DRIVER SAFETY HEARING OFFICE									
		A	\$3,151.00 - \$3,944.00		01 19 21	133	1	12	2		R01
		B	\$3,429.00 - \$4,292.00		01 19 21	133	1	12	2		R01
		C	\$3,928.00 - \$4,917.00		01 19 21	133	1	12	2		R01
		D	\$4,506.00 - \$5,643.00		01 19 21	133	1	12	2		R01
VQ31	8728	DRIVER SAFETY MANAGER I	\$4,948.00 - \$6,193.00		01 19		1	12	2		S01
VQ20	8723	DRIVER SAFETY MANAGER II	\$5,437.00 - \$6,804.00		01 19		1	12	E		S01
VQ10	8722	DRIVER SAFETY MANAGER III	\$6,606.00 - \$7,504.00		01 19		1	12	E		M01
RD60	7200	DRY CLEANING PLANT SUPERVISOR	\$4,145.00 - \$5,140.00		01 43 R0		1	12	2		S15
BG05	0530	ECONOMIC ENTOMOLOGIST									
		A	\$2,902.00 - \$3,388.00		01 21	105 209	1	12	2		R10
		B	\$3,580.00 - \$4,437.00		01 21	105 209	1	12	2		R10
		C	\$3,076.00 - \$3,624.00		01 21	105 209	1	12	2		R10
		D	\$3,213.00 - \$3,793.00		01 21	105 209	1	12	2		R10
		E	\$3,749.00 - \$4,647.00		01 21	105 209	1	12	2		R10
		F	\$3,930.00 - \$4,870.00		01 21	105 209	1	12	2		R10
MC27	5623	EDITORIAL AID	\$2,871.00 - \$3,596.00				1	6	2		R01
MC25	5621	EDITORIAL ASSISTANT DEPARTMENT OF EDUCATION	\$3,731.00 - \$4,671.00				1	6	2		R01
LZ20	5602	EDITORIAL TECHNICIAN	\$3,138.00 - \$3,927.00				1	6	2		R01
FF80	2729	EDUCATION ADMINISTRATOR FOR SPECIAL PROGRAMS	\$7,091.00 - \$8,454.00		01 19		1	12	SE		M03
ER86	2657	EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
ER83	2658	EDUCATION ADMINISTRATOR II	\$7,712.00 - \$8,757.00		01 19		1	12	E		M21
MA10	7371	EDUCATION AND OUTREACH SPECIALIST	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
ER52	2899	EDUCATION FISCAL SERVICES ADMINISTRATOR	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
ER50	2897	EDUCATION FISCAL SERVICES ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 361	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 361	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 361	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 361	1	12	E		R21

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
ER51	2898	EDUCATION FISCAL SERVICES CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
ER95	2655	EDUCATION PROGRAMS ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226 285	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226 285	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226 285	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226 285	1	12	E		R21
		L	\$4,510.00 - \$5,642.00		01 19 21	047 226 285	1	12	E		R21
		M	\$5,445.00 - \$6,815.00		01 19 21	047 226 285	1	12	E		R21
		P	\$3,758.33 - \$4,701.67		01 19 21	047 226 285	1	12	E		R21
		Q	\$4,537.50 - \$5,679.17		01 19 21	047 226 285	1	12	E		R21
ER90	2656	EDUCATION PROGRAMS CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047 285	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047 285	1	12	E		R21
		L	\$5,984.00 - \$7,489.00		01 19	047 285	1	12	E		R21
		P	\$4,986.67 - \$6,240.83		01 19	047 285	1	12	E		R21
EX30	2641	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EX40	2639	EDUCATION RESEARCH AND EVALUATION ADMINISTRATOR II	\$7,712.00 - \$8,757.00		01 19 24		1	12	E		M21
EX10	2642	EDUCATION RESEARCH AND EVALUATION ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 345	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 345	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 345	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 345	1	12	E		R21
EX20	2643	EDUCATION RESEARCH AND EVALUATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
KA36	5354	ELECTIONS SPECIALIST	\$5,053.00 - \$6,325.00		19		1	6	2		R01
BI26	4847	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST I	\$7,429.00 - \$9,294.00		01 19		1	12	E		R09
BI23	4848	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST II	\$8,025.00 - \$10,043.00		01 19		1	12	E		R09
BI20	4849	ELECTRIC GENERATION SYSTEM PROGRAM SPECIALIST III	\$9,290.00 - \$10,545.00		01 19		1	12	E		M09
BI07	4841	ELECTRIC GENERATION SYSTEM SPECIALIST I	\$6,590.00 - \$8,153.00		19		1	6	2		R09
BI05	4842	ELECTRIC GENERATION SYSTEM SPECIALIST II	\$6,839.00 - \$8,562.00		01 19		1	12	E		S09
BI03	4843	ELECTRIC GENERATION SYSTEM SPECIALIST III	\$7,452.00 - \$9,331.00		01 19		1	12	E		S09
BI36	4860	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST I	\$7,429.00 - \$9,294.00		01 19		1	12	E		R09
BI33	4861	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST II	\$8,025.00 - \$10,043.00		01 19		1	12	E		R09
BI30	4862	ELECTRIC TRANSMISSION SYSTEM PROGRAM SPECIALIST III	\$8,423.00 - \$10,545.00		01 19		1	12	E		S09
HB40	3462	ELECTRICAL CONSTRUCTION INSPECTOR	\$4,001.00 - \$5,008.00				1	6	2		R11
HB30	3461	ELECTRICAL CONSTRUCTION SUPERVISOR I	\$5,185.00 - \$6,490.00				1	6	2		R11
HB20	3460	ELECTRICAL CONSTRUCTION SUPERVISOR II									
		A	\$6,927.00 - \$8,674.00		01 19	041	1	12	E		S09
		B	\$7,881.00 - \$9,864.00		01 19	041	1	12	E		S09
HJ55	3613	ELECTRICAL ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	070	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 21	070	1	12	2		R09
HK40	3629	ELECTRICAL ENGINEERING TECHNICIAN I	\$3,410.00 - \$4,268.00				1	6	2		R11
HK30	3627	ELECTRICAL ENGINEERING TECHNICIAN II	\$4,100.00 - \$5,132.00				1	6	2		R11
HK20	3626	ELECTRICAL ENGINEERING TECHNICIAN III	\$4,502.00 - \$5,633.00				1	6	2		R11
IW20	4076	ELECTRICAL ESTIMATOR I	\$4,290.00 - \$5,370.00				1	6	2		R11
IW10	4075	ELECTRICAL ESTIMATOR II	\$4,937.00 - \$6,181.00				1	6	2		R11

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IV90	4074	ELECTRICAL ESTIMATOR III	\$5,957.00 - \$7,461.00		01 19		1	12	E		S11
IT10	4035	ELECTRICAL INSPECTOR I	\$3,908.00 - \$4,893.00				1	6	2		R11
IS90	4034	ELECTRICAL INSPECTOR II	\$4,708.00 - \$5,894.00				1	6	2		R11
PS55	6536	ELECTRICIAN APPRENTICE									
		A	\$2,619.00 - \$2,983.00		19	052	1	6	2		R12
		B	\$2,779.00 - \$3,181.00		19	052	1	6	2		R12
		C	\$2,966.00 - \$3,392.00		19	052	1	6	2		R12
		D	\$3,162.00 - \$3,624.00		19	052	1	6	2		R12
		E	\$3,373.00 - \$3,888.00		19	052	1	6	2		R12
		F	\$3,610.00 - \$4,165.00		19	052	1	6	2		R12
PS40	6533	ELECTRICIAN I									
		A	\$3,943.00 - \$4,543.00			040	1	6	2		R12
		B	\$4,327.00 - \$4,989.00			040	1	6	2		R12
PS45	6544	ELECTRICIAN I -CORRECTIONAL FACILITY-	\$4,327.00 - \$4,989.00		R0		1	6	2		R12
PS30	6532	ELECTRICIAN II									
		A	\$4,132.00 - \$4,761.00			040	1	6	2		R12
		B	\$4,534.00 - \$5,231.00			040	1	6	2		R12
PS35	6538	ELECTRICIAN II -CORRECTIONAL FACILITY-	\$4,534.00 - \$5,231.00		R0		1	6	2		R12
PS15	6534	ELECTRICIAN III (CORRECTIONAL FACILITY)	\$4,751.00 - \$5,480.00		R0		1	6	2		R12
PS10	6530	ELECTRICIAN SUPERVISOR									
		A	\$4,327.00 - \$4,989.00		43	040 322	1	6	2		U12
		B	\$4,751.00 - \$5,480.00		43	040 322	1	6	2		U12
		S	\$4,400.00 - \$4,978.00		43	040 322	1	6	2		U12
		T	\$4,833.00 - \$5,467.00		43	040 322	1	6	2		U12
TC70	7986	ELECTROENCEPHALOGRAPHIC TECHNICIAN	\$3,062.00 - \$3,832.00				1	6	2		R20
TC72	7990	ELECTROENCEPHALOGRAPHIC TECHNICIAN (SAFETY)	\$3,062.00 - \$3,832.00		R1		1	6	2		R20
QP10	6913	ELECTRONICS TECHNICIAN									
		A	\$3,362.00 - \$4,456.00			040	1	6	2		R12
		B	\$3,687.00 - \$4,890.00			040	1	6	2		R12
QP15	6916	ELECTRONICS TECHNICIAN -CORRECTIONAL FACILITY-	\$3,687.00 - \$4,890.00		R0		1	6	2		R12
QP20	6960	ELECTRONICS TECHNICIAN SUPERVISOR	\$3,743.00 - \$4,639.00		01 19		1	12	2		S12
UH70	2880	EMERGENCY MANAGEMENT COORDINATOR/INSTRUCTOR I, OFFICE OF EMERGENCY SERVICES	\$5,140.00 - \$6,387.00		01 19 34 R1		1	12	E		R07
UH60	2881	EMERGENCY MANAGEMENT COORDINATOR/INSTRUCTOR II, OFFICE OF EMERGENCY SERVICES	\$5,643.00 - \$7,018.00		01 19 34 R1		1	12	E		R07
UD60	8116	EMERGENCY NOTIFICATION CONTROLLER, OFFICE OF EMERGENCY SERVICES	\$3,776.00 - \$4,676.00		R1		1	6	2		R07
UA30	4926	EMERGENCY SERVICES COORDINATOR, OFFICE OF EMERGENCY SERVICES									
		A	\$3,860.00 - \$4,795.00		01 19 21 R1	131	1	12	2		R07
		B	\$4,655.00 - \$5,786.00		01 19 21 R1	131	1	12	2		R07
WA70	4774	EMPLOYMENT DEVELOPMENT ADMINISTRATOR	\$6,751.00 - \$7,666.00		01 19		1	12	E		M01
WB68	9204	EMPLOYMENT DEVELOPMENT SPECIALIST I									
		A	\$3,487.00 - \$4,367.00		01 19 21	314	1	12	2		R01
		B	\$4,191.00 - \$5,248.00		01 19 21	314	1	12	2		R01
WB66	9216	EMPLOYMENT DEVELOPMENT SPECIALIST II									
		A	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
WD45	9152	EMPLOYMENT PROGRAM COUNSELOR									
		A	\$2,873.00 - \$3,600.00		01 19 21	182	1	12	2		R01
		B	\$3,573.00 - \$4,472.00		01 19 21	182	1	12	2		R01
WA92	9189	EMPLOYMENT PROGRAM MANAGER I	\$4,602.00 - \$5,762.00		01 19		1	12	2		S01
WA84	9197	EMPLOYMENT PROGRAM MANAGER II	\$5,057.00 - \$6,329.00		01 19		1	12	E		S01
WA74	9198	EMPLOYMENT PROGRAM MANAGER III	\$5,553.00 - \$6,954.00		01 19		1	12	E		S01
WB35	9194	EMPLOYMENT PROGRAM REPRESENTATIVE									
		A	\$2,945.00 - \$3,514.00		01 19 21	183	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	183	1	12	2		R01

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WB12	9190	C EMPLOYMENT PROGRAM SUPERVISOR I	\$3,662.00 - \$4,584.00		01 19 21	183	1	12	2		R01
			\$3,826.00 - \$4,791.00		01 19 24		1	12	2		S01
WB10	9201	EMPLOYMENT PROGRAM SUPERVISOR II	\$4,195.00 - \$5,252.00		01 19 24		1	12	2		S01
WB40	9231	EMPLOYMENT PROGRAM TECHNICIAN	\$2,708.00 - \$3,390.00		01 19 24		1	12	2		R01
BJ95	5837	ENERGY ANALYST									
		A	\$2,902.00 - \$3,552.00		01 19 21	030	1	12	2		R10
		B	\$3,142.00 - \$3,881.00		01 19 21	030	1	12	2		R10
		C	\$3,768.00 - \$4,668.00		01 19 21	030	1	12	2		R10
HV25	3784	ENERGY AND MINERAL RESOURCES ENGINEER									
		A	\$4,885.00 - \$5,824.00		01 21	419	1	12	2		R09
		B	\$5,770.00 - \$7,222.00		01 21	419	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 21	419	1	12	2		R09
BJ50	4935	ENERGY COMMISSION SPECIALIST I (EFFICIENCY)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
BJ52	4947	ENERGY COMMISSION SPECIALIST I (FORECASTING)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
BJ54	4184	ENERGY COMMISSION SPECIALIST I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
BJ40	4936	ENERGY COMMISSION SPECIALIST II (EFFICIENCY)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
BJ42	4948	ENERGY COMMISSION SPECIALIST II (FORECASTING)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
BJ44	4185	ENERGY COMMISSION SPECIALIST II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
BJ30	4937	ENERGY COMMISSION SPECIALIST III (EFFICIENCY)	\$6,006.00 - \$7,471.00		01 19		1	12	E		R10
BJ32	4949	ENERGY COMMISSION SPECIALIST III (FORECASTING)	\$6,006.00 - \$7,471.00		01 19		1	12	E		R10
BJ34	4186	ENERGY COMMISSION SPECIALIST III (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$6,006.00 - \$7,471.00		01 19		1	12	E		R10
BJ24	4152	ENERGY COMMISSION SUPERVISOR I (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$5,057.00 - \$6,283.00		01 19		1	12	E		S10
BJ20	4927	ENERGY COMMISSION SUPERVISOR I (EFFICIENCY)	\$5,057.00 - \$6,283.00		01 19		1	12	E		S10
BJ22	4928	ENERGY COMMISSION SUPERVISOR I (FORECASTING)	\$5,057.00 - \$6,283.00		01 19		1	12	E		S10
BJ03	4940	ENERGY COMMISSION SUPERVISOR II (EFFICIENCY)	\$7,096.00 - \$8,818.00		01 19		1	12	E		S10
BJ07	4599	ENERGY COMMISSION SUPERVISOR II (FORECASTING)	\$7,096.00 - \$8,818.00		01 19		1	12	E		S10
BJ05	4058	ENERGY COMMISSION SUPERVISOR II (TECHNOLOGY EVALUATION AND DEVELOPMENT)	\$7,096.00 - \$8,818.00		01 19		1	12	E		S10
BJ90	4609	ENERGY PROGRAM SPECIALIST III (FORECASTING)	\$6,751.00 - \$7,666.00		01 19		1	12	E		M10
BI70	4805	ENERGY RESOURCE SPECIALIST III (MANAGERIAL)	\$8,152.00 - \$9,259.00		01 19		1	12	E		M10
BI76	4807	ENERGY RESOURCES SPECIALIST I	\$4,532.00 - \$5,632.00		19		1	6	2		R10
BI74	4806	ENERGY RESOURCES SPECIALIST II	\$4,978.00 - \$6,186.00		19		1	6	E		R10
BI72	4813	ENERGY RESOURCES SPECIALIST III (SUPERVISORY)	\$7,096.00 - \$8,818.00		01 19		1	12	E		S10
VS90	8793	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD									
		A	\$4,053.00 - \$5,234.00		01 19 34 21 R8	195	1	12	2		R07
		B	\$4,451.00 - \$5,745.00		01 19 34 21 R8	195	1	12	2		R07
VS91	8791	ENFORCEMENT REPRESENTATIVE I, CONTRACTORS STATE LICENSE BOARD (NON-PEACE OFFICER)									
		A	\$4,053.00 - \$5,034.00		01 19 34 21 R1	195	1	12	2		R07
		B	\$4,451.00 - \$5,526.00		01 19 34 21 R1	195	1	12	2		R07
VS85	8800	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD (NON-PEACE OFFICER)	\$4,890.00 - \$6,082.00		01 19 34 R1		1	12	2		R07
VS89	8795	ENFORCEMENT REPRESENTATIVE II, CONTRACTORS STATE LICENSE BOARD	\$4,890.00 - \$6,324.00		01 19 34 R8		1	12	2		R07
VS75	8796	ENFORCEMENT SUPERVISOR I, CONTRACTORS STATE LICENSE (NON-PEACE OFFICER)	\$5,688.00 - \$7,074.00		01 19 34		1	12	E		S07
VS60	8790	ENFORCEMENT SUPERVISOR II, CONTRACTORS LICENSE BOARD (NON-PEACE OFFICER)	\$6,233.00 - \$7,741.00		01 19 34		1	12	E		S07

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GH62	3137	ENGINEER, WATER RESOURCES									
		A \$4,760.00 - \$5,675.00		01 19 21	351	1	12	2		R09	
		B \$5,450.00 - \$6,819.00		01 19 21	351	1	12	2		R09	
		C \$6,304.00 - \$7,887.00		01 19 21	351	1	12	2		R09	
HT65	3756	ENGINEERING GEOLOGIST									
		A \$4,760.00 - \$5,675.00		01 21	434	1	12	2		R09	
		B \$5,450.00 - \$6,819.00		01 21	434	1	12	2		R09	
		C \$6,708.00 - \$8,400.00		01 21	434	1	12	2		R09	
TE75	8054	ENVIRONMENTAL BIOCHEMIST									
		\$6,392.00 - \$7,959.00		01 19		1	12	E		S10	
JX30	4640	ENVIRONMENTAL PLANNER									
		A \$3,247.00 - \$3,689.00		01 21	024	1	12	2		R01	
		B \$3,350.00 - \$3,992.00		01 21	024	1	12	2		R01	
JX34	4617	ENVIRONMENTAL PLANNER (ARCHEOLOGY)									
		A \$3,247.00 - \$3,689.00		01 19 21	024	1	12	2		R01	
		B \$3,350.00 - \$3,992.00		01 19 21	024	1	12	2		R01	
JX36	4618	ENVIRONMENTAL PLANNER (ARCHITECTURAL HISTORY)									
		A \$3,247.00 - \$3,689.00		01 19 21	024	1	12	2		R01	
		B \$3,350.00 - \$3,992.00		01 19 21	024	1	12	2		R01	
JX32	4635	ENVIRONMENTAL PLANNER (NATURAL SCIENCES)									
		A \$3,247.00 - \$3,689.00		01 19 21	024	1	12	2		R01	
		B \$3,350.00 - \$3,992.00		01 19 21	024	1	12	2		R01	
BH80	0760	ENVIRONMENTAL PROGRAM MANAGER I (MANAGERIAL)									
		\$10,181.00 - \$11,562.00		01 19		1	12	E		M10	
BH82	0756	ENVIRONMENTAL PROGRAM MANAGER I (SUPERVISORY)									
BH76	0769	ENVIRONMENTAL PROGRAM MANAGER II									
BH70	0762	ENVIRONMENTAL SCIENTIST									
MF45	4708	ENVIRONMENTAL SERVICES INTERN									
		A \$2,105.00 - \$2,362.00			SISA	234	1	0	2	NT	E
		B \$2,293.00 - \$2,570.00			SISA	234	1	0	2	NT	E
BH64	3524	ENVIRONMENTAL TECHNICIAN									
		A \$2,871.00 - \$3,596.00		19 21	360	1	6	2		R11	
		B \$3,410.00 - \$4,268.00		19 21	360	1	6	2		R11	
ME40	4905	EQUESTRIAN CENTER MANAGER									
HM25	3639	EQUIPMENT ENGINEER									
QK82	6865	EQUIPMENT MAINTENANCE SUPERVISOR -CORRECTIONAL FACILITY-									
		A \$5,122.00 - \$5,910.00		43 R0	322	1	6	2		U12	
		S \$5,200.00 - \$5,888.00		43 R0	322	1	6	2		U12	
HM70	3634	EQUIPMENT MANAGEMENT SUPERVISOR									
QK72	1530	EQUIPMENT MATERIEL COORDINATOR									
QK74	1540	EQUIPMENT MATERIEL MANAGER I									
QK73	1537	EQUIPMENT MATERIEL MANAGER II									
QK78	1563	EQUIPMENT MATERIEL MANAGER III									
QK79	1564	EQUIPMENT MATERIEL OPERATIONS MANAGER									
QK76	1552	EQUIPMENT MATERIEL SPECIALIST									

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
ME30	4903	EVENT COORDINATOR, DISTRICT AGRICULTURAL ASSOCIATION	\$3,824.00 - \$4,788.00		01		1	12	2		R01
QF35	6737	EVENTS SERVICES SUPERVISOR	\$4,392.00 - \$5,456.00		01 19		1	12	E		S12
CG76	1854	EXAMINATION PROCTOR	\$11.81 - \$12.63	HR	36		1	0	2	NT	E
CG75	1877	EXAMINATION PROCTOR, DEPARTMENT OF INSURANCE									
		A	\$2,568.00 - \$2,745.00		21	155	1	6	2		R04
		B	\$2,853.00 - \$3,052.00		21	155	1	6	2		R04
SW80	7949	EXAMINER I LABORATORY FIELD SERVICES	\$4,435.00 - \$6,054.00		19		1	6	2		R10
SW75	7946	EXAMINER II LABORATORY FIELD SERVICES	\$4,865.00 - \$6,513.00		01 19		1	12	2		R10
SW30	7947	EXAMINER III LABORATORY FIELD SERVICES	\$6,392.00 - \$7,959.00		01 19		1	12	E		S10
VU90	8828	EXAMINER IN BARBERING	\$3,579.00 - \$4,431.00		34		1	6	2		R01
CD40	1728	EXECUTIVE ASSISTANT									
		A	\$3,438.00 - \$4,303.00		29	285	1	6	2		R04
		L	\$3,438.00 - \$4,303.00		29	285	1	6	2		R04
CD60	1247	EXECUTIVE SECRETARY I									
		A	\$3,157.00 - \$3,954.00			285	1	6	2		R04
		L	\$3,157.00 - \$3,954.00			285	1	6	2		R04
CD50	1245	EXECUTIVE SECRETARY II									
		A	\$3,438.00 - \$4,303.00			285	1	6	2		R04
		L	\$3,438.00 - \$4,303.00			285	1	6	2		R04
SY17	7983	EXECUTIVE SECRETARY RESEARCH ADVISORY PANEL	\$6,109.00 - \$8,415.00		01 19		1	12	E		S19
MB05	2814	EXHIBIT DESIGNER/COORDINATOR	\$4,840.00 - \$6,012.00				1	6	2		R14
MB15	2812	EXHIBIT DESIGNER-INSTALLER	\$3,517.00 - \$4,345.00				1	6	2		R14
FJ76	2929	EXHIBIT ELECTRONICS SUPERVISOR, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY	\$3,910.00 - \$4,852.00		01 19		1	12	2		S12
FJ74	2928	EXHIBIT ELECTRONICS TECHNICIAN, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY									
		A	\$3,522.00 - \$4,047.00		19 21	070	1	6	2		R12
		B	\$3,852.00 - \$4,440.00		19 21	070	1	6	2		R12
ME76	4840	EXHIBIT REPRESENTATIVE I	\$2,697.00 - \$3,377.00				1	6	2		R01
ME74	4838	EXHIBIT REPRESENTATIVE II	\$3,189.00 - \$3,992.00				1	6	2		R01
MB10	2811	EXHIBIT SPECIALIST	\$3,846.00 - \$4,760.00				1	6	2		R14
ME82	4857	EXHIBIT SUPERINTENDENT I	\$9.90 - \$11.83	HR	36		1	0	2	NT	E
ME80	4854	EXHIBIT SUPERINTENDENT II	\$13.38 - \$15.59	HR	36		1	0	2	NT	E
ME72	4836	EXHIBIT SUPERVISOR	\$4,392.00 - \$5,456.00		01 19		1	12	E		S01
MB20	2813	EXHIBIT TECHNICIAN	\$3,374.00 - \$4,149.00				1	6	2		R14
FJ78	2930	EXHIBIT WORKER, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY	\$3,292.00 - \$3,788.00		19		1	6	2		R12
LA80	8895	EXPERT EXAMINER	\$0.00 - \$233.92				1	0	2	NT	E
CB60	1164	EXPOSITION ASSISTANT I	\$9.23 - \$11.21	HR	36		1	0	2	NT	E
CB50	1161	EXPOSITION ASSISTANT II	\$10.78 - \$12.16	HR	36		1	0	2	NT	E
CB40	1158	EXPOSITION ASSISTANT III	\$12.45 - \$14.78	HR	36		1	0	2	NT	E
DC69	2097	FACILITY ENVIRONMENTAL AUDIT TECHNICIAN	\$2,618.00 - \$3,281.00		19		1	6	2		R15
ME68	2121	FACILITY MARKETING REPRESENTATIVE, DISTRICT AGRICULTURAL ASSOCIATION	\$3,517.00 - \$4,403.00		01 19		1	12	2		R01
WR25	9513	FAIR EMPLOYMENT AND HOUSING CONSULTANT I									
		A	\$2,945.00 - \$3,690.00		01 19 21	113	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	113	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 19 21	113	1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WR20	9511	FAIR EMPLOYMENT AND HOUSING CONSULTANT II	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
WR17	9547	FAIR EMPLOYMENT AND HOUSING CONSULTANT III (SPECIALIST)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
WR16	9512	FAIR EMPLOYMENT AND HOUSING CONSULTANT III (SUPERVISOR)	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
OI65	6110	FAIR EMPLOYMENT AND HOUSING COUNSEL									
		A	\$4,886.00 - \$5,082.00		01 19 21	250	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	250	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	250	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	250	1	12	SE		R02
ON60	6185	FAIR POLITICAL PRACTICES COMMISSION COUNSEL									
		A	\$4,886.00 - \$5,082.00		01 19 21	223	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	223	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	223	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	223	1	12	SE		R02
		E	\$7,128.00 - \$9,137.00		01 19 21	223	1	12	SE		R02
ON65	6186	FAIR POLITICAL PRACTICES COMMISSION COUNSEL-ENFORCEMENT									
		A	\$4,886.00 - \$5,082.00		01 19 21	224	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	224	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	224	1	12	SE		R02
		D	\$6,636.00 - \$8,512.00		01 19 21	224	1	12	SE		R02
		E	\$7,128.00 - \$9,137.00		01 19 21	224	1	12	SE		R02
QG48	6743	FAIRGROUND AID, DISTRICT FAIRS	\$1,607.00 - \$1,912.00	SISA			1	6	2		R12
QG49	6744	FAIRGROUND ATTENDANT, DISTRICT FAIRS	\$1,744.00 - \$2,088.00	SISA			1	6	2		R12
ME35	2521	FAIRS MANAGEMENT CONSULTANT	\$6,146.00 - \$6,980.00		01 19		1	12	E		M01
AG84	0775	FEED, FERTILIZER AND LIVESTOCK DRUGS INSPECTOR									
		A	\$3,000.00 - \$3,757.00		01 21	187	1	12	2		R01
		B	\$3,410.00 - \$4,272.00		01 21	187	1	12	2		R01
AG82	0379	FEED, FERTILIZER AND LIVESTOCK DRUGS SUPERVISOR	\$4,293.00 - \$5,332.00		01 19		1	12	E		S01
PI30	6360	FERRYBOAT MASTER	\$3,602.00 - \$4,140.00				1	6	2		R12
PI40	6361	FERRYBOAT MATE	\$3,282.00 - \$3,782.00				1	6	2		R12
WR60	9518	FIELD EXAMINER I, AGRICULTURAL LABOR RELATIONS BOARD									
		A	\$2,945.00 - \$3,690.00		01 21	070	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 21	070	1	12	2		R01
WR55	9519	FIELD EXAMINER II, AGRICULTURAL LABOR RELATIONS BOARD	\$4,600.00 - \$5,758.00				1	6	2		R01
WR50	9520	FIELD EXAMINER III, AGRICULTURAL LABOR RELATIONS BOARD	\$5,053.00 - \$6,325.00		19		1	6	2		R01
VU40	8886	FIELD REPRESENTATIVE BOARD OF FUNERAL DIRECTORS AND EMBALMERS	\$4,050.00 - \$5,025.00		34 R1		1	6	2		R07
WX40	9613	FIELD REPRESENTATIVE, BOARD OF CORRECTION	\$8,216.00 - \$10,286.00		01 19 P4		1	12	E		S06
VU30	8836	FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,370.00 - \$5,419.00		34 R1		1	6	2		R07
VD61	8519	FIELD REPRESENTATIVE, DEPARTMENT OF JUSTICE	\$4,655.00 - \$5,786.00		19 34 R1		1	6	2		R07
ER80	2573	FIELD REPRESENTATIVE, SCHOOL ADMINISTRATION (SPECIALIST)									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
LF25	5267	FINANCE BUDGET ANALYST									
		A	\$4,019.00 - \$5,031.00		01 19 29 21	479	1	12	2		E97
		B	\$4,831.00 - \$6,051.00		01 19 29 21	479	1	12	2		E97
LE69	5432	FINANCIAL AND PERFORMANCE EVALUATOR I, DEPARTMENT OF FINANCE									
		A	\$3,249.00 - \$4,195.00		01 19 29 21	447	1	12	2		E97
		B	\$4,020.00 - \$5,284.00		01 19 29 21	447	1	12	2		E97
LE66	5426	FINANCIAL AND PERFORMANCE EVALUATOR II, DEPARTMENT OF FINANCE	\$4,832.00 - \$6,354.00		01 19 29		1	12	2		E97
LE64	5427	FINANCIAL AND PERFORMANCE EVALUATOR III, DEPARTMENT OF FINANCE	\$5,311.00 - \$6,929.00		01 19 29		1	12	2		E97
JA20	4101	FINANCIAL INSTITUTIONS EXAMINER									
		A	\$3,247.00 - \$4,320.00		01 19 21	237	1	12	2		R01
		B	\$4,191.00 - \$5,249.00		01 19 21	237	1	12	2		R01
		C	\$5,053.00 - \$6,327.00		01 19 21	237	1	12	2		R01

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JA05	4104	FINANCIAL INSTITUTIONS MANAGER	\$7,123.00 - \$8,493.00		01		1	12	E		M01
JA10	4103	FINANCIAL INSTITUTIONS SUPERVISOR	\$6,141.00 - \$8,026.00		01 19		1	12	E		S01
JV54	4538	FINANCING ASSOCIATE, CALIFORNIA HOUSING FINANCE AGENCY	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
JV50	4554	FINANCING OFFICER, CALIFORNIA HOUSING FINANCE AGENCY	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
JV52	4539	FINANCING SPECIALIST, CALIFORNIA HOUSING FINANCE AGENCY	\$5,053.00 - \$6,325.00		01 19		1	12	E		R01
IS83	4348	FIRE AND LIFE SAFETY OFFICER I (DIVISION OF THE STATE ARCHITECT)	\$6,719.00 - \$8,404.00		01 19		1	12	2		R09
IS66	4313	FIRE AND LIFE SAFETY OFFICER I (HEALTH FACILITIES CONSTRUCTION)	\$6,719.00 - \$8,404.00		01 19		1	12	2		R09
IS85	4351	FIRE AND LIFE SAFETY OFFICER II (DIVISION OF THE STATE ARCHITECT)	\$7,719.00 - \$9,663.00		01 19		1	12	2		R09
IS67	4314	FIRE AND LIFE SAFETY OFFICER II (HEALTH FACILITIES CONSTRUCTION)	\$7,719.00 - \$9,663.00		01 19		1	12	2		R09
BZ60	1077	FIRE APPARATUS ENGINEER	\$3,458.00 - \$4,163.00		01 34 R4		1	12	2E		R08
BZ65	1756	FIRE APPARATUS ENGINEER (PARAMEDIC)	\$3,699.00 - \$4,456.00		01 34 R4		1	12	2E		R08
BZ45	1095	FIRE CAPTAIN	A \$3,794.00 - \$4,793.00 B \$4,164.00 - \$5,284.00		01 19 34 R4 01 19 34 R4	198 198	1 1	12 12	2E 2E		R08 R08
BZ55	1757	FIRE CAPTAIN (PARAMEDIC)	\$4,045.00 - \$5,108.00		01 19 34 R4		1	12	2E		R08
VZ38	9001	FIRE CAPTAIN, CORRECTIONAL INSTITUTION	A \$4,374.00 - \$4,782.00 B \$5,007.00 - \$6,328.00 J \$4,593.00 - \$5,021.00 J \$25.85 - \$28.26 K \$29.59 - \$37.40 K \$5,257.00 - \$6,644.00 L \$4,593.00 - \$5,021.00 M \$5,257.00 - \$6,644.00 N \$4,593.00 - \$5,021.00 P \$5,257.00 - \$6,644.00		01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3 01 34 21 R3	330 330 330 330 330 330 330 330 330 330	1 1 1 1 1 1 1 1 1 1	12 12 12 12 12 12 12 12 12 12	2 2 2 2 2 2 2 2 2 2		R06 R06 R06 R06 R06 R06 R06 R06 R06 R06
VZ20	8977	FIRE CHIEF	\$4,449.00 - \$5,796.00		01 19 34 R3		1	12	E		S07
WZ30	8976	FIRE CHIEF, CORRECTIONAL FACILITY	\$6,333.00 - \$8,006.00		01 19 34 R3		1	12	2		S06
VZ30	8979	FIRE FIGHTER	\$3,406.00 - \$4,384.00		34 R3		1	6	2		R07
BZ90	1083	FIRE FIGHTER I	\$2,918.00 - \$3,689.00 \$9.36 - \$11.83		SISA 34 35 R4 SISA 34 35 R4		1 1	0 0	2D 2D	NT NT	R08 R08
BZ70	1082	FIRE FIGHTER II	\$3,064.00 - \$3,872.00		01 34 R4		1	12	2E		R08
BZ75	1755	FIRE FIGHTER II (PARAMEDIC)	\$3,120.00 - \$3,942.00		01 34 R4		1	12	2E		R08
BZ80	1080	FIRE LOOKOUT -SEASONAL-	\$9.36 - \$11.48 \$2,918.00 - \$3,579.00		SISA 34 36 SISA 34 36		1 1	0 0	2E 2E	NT NT	R08 R08
BY40	1047	FIRE PREVENTION OFFICER I	\$5,165.00 - \$6,533.00		34 R4		1	6	2		R08
BY20	1049	FIRE PREVENTION OFFICER II	\$5,676.00 - \$7,173.00		19 34 R4		1	6	2		R08
BZ83	1067	FIRE PREVENTION SPECIALIST I	\$3,091.00 - \$3,944.00		01 34		1	12	2		R08
BZ84	1069	FIRE PREVENTION SPECIALIST II	\$3,535.00 - \$4,512.00		01 34		1	12	2		R08
VZ70	9090	FIRE SERVICE TRAINING SPECIALIST III	\$5,652.00 - \$7,310.00		19 34 R3		1	6	2		R07
WZ35	9016	FIRE SERVICE TRAINING SPECIALIST, CORRECTIONAL FACILITY	A \$5,514.00 - \$6,965.00 J \$5,790.00 - \$7,313.00 J \$32.59 - \$41.16		01 34 R3 01 34 R3 01 34 R3	401 401 401	1 1 1	12 12 12	2 2 2		R06 R06 R06
VZ60	9091	FIRE SERVICE TRAINING SUPERVISOR	\$6,123.00 - \$8,005.00		01 19 34 R1		1	12	E		S07



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VZ35	8990	FIREFIGHTER/SECURITY OFFICER	\$3,645.00 - \$4,691.00		01 R3		1	12	2		R07
JM50	4541	FISCAL OFFICER I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
VB20	8405	FISH AND GAME ASSISTANT CHIEF	\$6,278.00 - \$8,552.00		01 19 34 R3		1	12	E		S07
VB50	8412	FISH AND GAME CAPTAIN	\$5,716.00 - \$7,793.00		01 19 34 R3		1	12	E		S07
VB80	8005	FISH AND GAME LIEUTENANT (SPECIALIST)	\$4,910.00 - \$6,614.00		01 19 34 R3		1	12	2		R07
VB75	8418	FISH AND GAME LIEUTENANT (SUPERVISOR)	\$4,987.00 - \$6,786.00		01 19 34 R3		1	12	2		S07
VB90	8421	FISH AND GAME WARDEN									
		A	\$3,688.00 - \$4,936.00		01 19 34 21 R3	143	1	12	2		R07
		B	\$4,399.00 - \$5,928.00		01 19 34 21 R3	143	1	12	2		R07
VB94	8486	FISH AND GAME WARDEN CADET	\$3,365.00 - \$4,538.00		01 19 34 R1		1	12	2		R07
BP25	1917	FISH AND WILDLIFE INTERPRETER I									
		A	\$2,902.00 - \$3,388.00		01 19 21	272	1	12	2		R10
		B	\$3,580.00 - \$4,437.00		01 19 21	272	1	12	2		R10
BP30	1918	FISH AND WILDLIFE INTERPRETER II	\$4,543.00 - \$5,642.00		19		1	6	2		R10
BP40	1919	FISH AND WILDLIFE INTERPRETER III	\$5,176.00 - \$6,436.00		01 19		1	12	E		S10
BQ75	0835	FISH AND WILDLIFE SCIENTIFIC AID	\$12.11 - \$14.36 HR				1	0	2	NT	R11
BO90	0790	FISH AND WILDLIFE SEASONAL AID	\$10.21 - \$11.14 HR	36			1	0	2	NT	R11
BQ80	0916	FISH AND WILDLIFE TECHNICIAN									
		A	\$2,906.00 - \$3,462.00		01 19 21	413	1	12	2		R11
		B	\$3,016.00 - \$3,775.00		01 19 21	413	1	12	2		R11
BO40	0780	FISH HABITAT ASSISTANT	\$3,279.00 - \$4,100.00				1	6	2		R11
BO30	0777	FISH HABITAT SPECIALIST	\$3,750.00 - \$4,695.00				1	6	2		R11
BO35	0776	FISH HABITAT SUPERVISOR	\$4,508.00 - \$5,642.00		01 19		1	12	E		S11
BO60	0782	FISH HATCHERY MANAGER I	\$3,754.00 - \$4,698.00		01 19		1	12	2		S11
BO50	0781	FISH HATCHERY MANAGER II	\$4,508.00 - \$5,642.00		01 19		1	12	E		S11
BP75	0837	FISH VIROLOGIST	\$5,096.00 - \$6,335.00		19		1	6	E		R10
GZ21	3404	FLAMMABILITY RESEARCH TEST ENGINEER	\$7,105.00 - \$8,897.00		19		1	6	2		R09
HC98	3114	FLOOD MANAGEMENT SUPERVISOR	\$7,237.00 - \$9,062.00		01 19		1	12	E		S09
AY25	0418	FLUID MILK TESTING COORDINATOR	\$4,370.00 - \$5,419.00		34 R1		1	6	2		R07
DH55	2153	FOOD ADMINISTRATOR I -CORRECTIONAL FACILITY-									
		A	\$4,224.00 - \$5,288.00		01 19 R0	437	1	12	E		S19
		P	\$4,625.00 - \$5,791.00		01 19 R0	437	1	12	E		S19
		R	\$4,625.00 - \$5,791.00		01 19 R0	437	1	12	E		S19
DH45	2147	FOOD ADMINISTRATOR II -CORRECTIONAL FACILITY-	\$5,089.00 - \$6,323.00		01 19 R0		1	12	E		S19
VW60	9028	FOOD AND DRUG PROGRAM SPECIALIST	\$5,926.00 - \$7,662.00		01 19 34 R3		1	12	E		R07
VW65	9029	FOOD AND DRUG REGIONAL ADMINISTRATOR	\$6,333.00 - \$8,269.00		01 19 34 R3		1	12	E		S07
DH30	2149	FOOD MANAGER									
		A	\$4,420.00 - \$5,532.00		01 19	334	1	12	E		S15
		B	\$4,870.00 - \$6,099.00		01 19	334	1	12	E		S15
		F	\$4,058.33 - \$5,082.50		01 19	334	1	12	E		S15
DH35	2150	FOOD MANAGER -CORRECTIONAL FACILITY-	\$4,870.00 - \$6,099.00		01 19 R0		1	12	E		S15
DK40	2258	FOOD SERVICE SUPERVISOR I									
		A	\$2,583.00 - \$3,233.00			322	1	6	2		U15
		S	\$2,585.00 - \$3,236.00			322	1	6	2		U15
DK30	2256	FOOD SERVICE SUPERVISOR II	\$3,201.00 - \$4,008.00		01 43		1	12	2		S15

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DK60	2194	FOOD SERVICE TECHNICIAN I	A \$2,159.00 - \$2,700.00	SISA		047	1	6	2		R 15
			F \$1,799.17 - \$2,250.00	SISA		047	1	6	2		R 15
DK65	2196	FOOD SERVICE TECHNICIAN I (CORRECTIONAL FACILITY)	\$2,159.00 - \$2,700.00	SISA	R0		1	6	2		R 15
DK50	2193	FOOD SERVICE TECHNICIAN II	A \$2,315.00 - \$2,900.00			047	1	6	2		R 15
			F \$1,929.17 - \$2,416.67			047	1	6	2		R 15
DK55	2195	FOOD SERVICE TECHNICIAN II (CORRECTIONAL FACILITY)	\$2,259.00 - \$2,829.00		R0		1	6	2		R 15
DK61	2198	FOOD SERVICE WORKER I (SAFETY)	A \$2,159.00 - \$2,700.00	SISA	R1	047	1	6	2		R 15
			F \$1,799.17 - \$2,250.00	SISA	R1	047	1	6	2		R 15
DK51	2199	FOOD SERVICE WORKER II/SF	A \$2,315.00 - \$2,900.00		R1	047	1	6	2		R 15
			F \$1,929.17 - \$2,416.67		R1	047	1	6	2		R 15
TF68	8088	FORENSIC SCIENTIST-TOXICOLOGIST I	\$4,040.00 - \$5,136.00		19		1	6	2		R 10
TF69	8089	FORENSIC SCIENTIST-TOXICOLOGIST II	\$4,638.00 - \$5,914.00		01 19		1	12	2		R 10
TF70	8071	FORENSIC SCIENTIST-TOXICOLOGIST III	\$5,096.00 - \$6,493.00		01 19		1	12	2		R 10
TF80	8076	FORENSIC SCIENTIST-TOXICOLOGIST IV	\$5,690.00 - \$7,250.00		01 19		1	12	E		S 10
TF67	8067	FORENSIC SCIENTIST-TOXICOLOGIST TRAINEE	\$2,963.00 - \$3,559.00		19		1	6	2		R 10
BY55	1048	FOREST GENETICIST	\$5,344.00 - \$6,644.00		01 19		1	12	E		R 10
BY80	1054	FORESTER I (NONSUPERVISORY)	\$5,165.00 - \$6,531.00		01 19 34 P7		1	12	E		R 08
BY70	1042	FORESTER II (SUPERVISORY)	\$6,107.00 - \$7,718.00		01 19 34 P7		1	12	E		S 08
BY60	1041	FORESTER III	\$6,413.00 - \$8,109.00		01 19 34 P7		1	12	E		S 08
BZ30	1060	FORESTRY AIDE	\$2,790.00 - \$3,360.00		34 R4		1	0	2	NT	R 08
BW90	1031	FORESTRY AND FIRE PROTECTION ADMINISTRATOR	\$6,900.00 - \$8,702.00		01 19 34 R4		1	12	E		M 08
BY95	1086	FORESTRY ASSISTANT I	A \$3,535.00 - \$4,468.00		01 19 34 R4	040	1	12	2		R 08
			B \$3,870.00 - \$4,891.00		01 19 34 R4	040	1	12	2		R 08
BY85	1093	FORESTRY ASSISTANT II	A \$4,060.00 - \$5,130.00		01 19 34 R4	040	1	12	2		R 08
			B \$4,456.00 - \$5,631.00		01 19 34 R4	040	1	12	2		R 08
QG60	6771	FORESTRY CONSTRUCTION AND MAINTENANCE SUPERVISOR	\$4,504.00 - \$5,590.00		01 19		1	12	E		S 12
DJ60	2203	FORESTRY COOK I	\$2,402.00 - \$3,007.00	SISA			1	6	2		R 15
DJ50	2202	FORESTRY COOK II	\$2,583.00 - \$3,233.00				1	6	2		R 15
QM80	6873	FORESTRY EQUIPMENT MANAGER I	\$4,903.00 - \$6,199.00		01 19 34 R4		1	12	E		S 08
QM81	6874	FORESTRY EQUIPMENT MANAGER II	\$5,206.00 - \$6,583.00		01 19 34 R4		1	12	E		S 08
BX73	1046	FORESTRY FIRE PILOT	\$5,347.00 - \$6,875.00		01 34 R4		1	12	2E		R 08
PB05	1926	FORESTRY LOGISTICS OFFICER I	A \$3,295.00 - \$4,156.00		01	040	1	12	2		R 08
			B \$3,584.00 - \$4,573.00		01	040	1	12	2		R 08
PB06	1927	FORESTRY LOGISTICS OFFICER II	\$3,621.00 - \$4,568.00		01 43		1	12	2		S 08
BZ05	1085	FORESTRY TECHNICIAN	A \$3,091.00 - \$3,905.00		01 19 34 R4	040	1	12	2		R 08
			B \$3,376.00 - \$4,268.00		01 19 34 R4	040	1	12	2		R 08
WK60	9118	FOSTER CARE OMBUDSPERSON	\$7,088.00 - \$8,048.00		01 19 41		1	12	E		M 01
WN49	8162	FOSTER GRANDPARENT FIELD SUPERVISOR	\$0.00 - \$1,599.00		19		1	6	2		E
WN47	9489	FOSTER GRANDPARENT/SENIOR COMPANION PROJECT COORDINATOR	\$4,408.00 - \$5,469.00		01 43		1	12	2		S 20

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PI10	6356	FOUNDATION DRILLER	\$3,438.00 - \$3,958.00				1	6	2		R 12
PH90	6355	FOUNDATION DRILLER LEADWORKER	\$3,960.00 - \$4,959.00				1	6	2		R 12
JC85	4095	FRAUD INVESTIGATOR I, BUREAU OF STATE AUDITS	\$5,311.00 - \$6,981.00		01 19 55		1	12	2		E 97
JC86	4096	FRAUD INVESTIGATOR II, BUREAU OF STATE AUDITS	\$6,429.00 - \$8,455.00		01 19 55		1	12	E		E 98
JC87	4097	FRAUD INVESTIGATOR III, BUREAU OF STATE AUDITS	\$7,088.00 - \$9,320.00		01 19 55		1	12	E		E 98
JF34	4026	FRAUD PREVENTION SPECIALIST	\$5,053.00 - \$6,325.00		01 19		1	12	2		R 01
WU30	9550	FREE VENTURE-PRIVATE INDUSTRIES SPECIALIST, DEPARTMENT OF YOUTH AUTHORITY	\$5,053.00 - \$6,325.00		01 19		1	12	2		R 01
AD50	0684	FRUIT AND VEGETABLE QUALITY CONTROL INSPECTOR									
		A	\$3,122.00 - \$3,909.00		01 21	176	1	12	2		R 01
		B	\$3,410.00 - \$4,272.00		01 21	176	1	12	2		R 01
AD45	0047	FRUIT AND VEGETABLE QUALITY CONTROL SUPERVISOR I	\$3,910.00 - \$4,852.00		01 19		1	12	E		S 01
AD35	0046	FRUIT AND VEGETABLE QUALITY CONTROL SUPERVISOR II	\$4,104.00 - \$5,091.00		01 19		1	12	E		S 01
PW20	6596	FUSION WELDER									
		A	\$3,852.00 - \$4,440.00			040	1	6	2		R 12
		B	\$4,229.00 - \$4,874.00			040	1	6	2		R 12
JB50	4287	GENERAL AUDITOR II	\$4,016.00 - \$5,280.00		19		1	6	2		R 01
JB40	4285	GENERAL AUDITOR III	\$4,829.00 - \$6,350.00		19		1	6	2		R 01
OE10	4064	GENERAL COUNSEL, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$14,167.00 - \$20,000.00		01 19 55		1	12	E		M 02
OE12	4067	GENERAL COUNSEL, PUBLIC EMPLOYEES RETIREMENT SYSTEM	\$17,833.33 - \$26,833.33		01 19 55		1	12	E		M 02
KJ16	8450	GENETIC DISEASE PROGRAM SPECIALIST I	\$3,824.00 - \$4,788.00		19		1	6	2		R 01
KJ14	8451	GENETIC DISEASE PROGRAM SPECIALIST II	\$4,600.00 - \$5,758.00		19		1	6	2		R 01
KJ12	8452	GENETIC DISEASE PROGRAM SPECIALIST III	\$5,053.00 - \$6,325.00		19		1	6	2		R 01
KJ10	8453	GENETIC DISEASE PROGRAM SPECIALIST IV	\$5,830.00 - \$7,245.00		01 19		1	12	E		S 01
GC10	3097	GEOLOGICAL DRAFTING TECHNICIAN	\$3,410.00 - \$4,268.00				1	6	2		R 11
QA20	6639	GLAZIER									
		A	\$3,770.00 - \$4,339.00			040	1	6	2		R 12
		B	\$4,132.00 - \$4,761.00			040	1	6	2		R 12
QA25	6628	GLAZIER (CORRECTIONAL FACILITY)	\$4,132.00 - \$4,761.00				1	6	2		R 12
OA60	5797	GRADUATE LEGAL ASSISTANT									
		A	\$3,870.00 - \$4,420.00		01	285	1	12	2		R 02
		L	\$3,870.00 - \$4,377.00		01	285	1	12	2		R 02
MF40	4872	GRADUATE STUDENT ASSISTANT									
		A	\$1,881.00 - \$2,090.00		SISA	062	1	0	2	NT	E
		B	\$2,030.00 - \$2,257.00		SISA	062	1	0	2	NT	E
		C	\$2,105.00 - \$2,362.00		SISA	062	1	0	2	NT	E
		D	\$2,191.00 - \$2,460.00		SISA	062	1	0	2	NT	E
		E	\$2,293.00 - \$2,570.00		SISA	062	1	0	2	NT	E
		F	\$2,388.00 - \$2,675.00		SISA	062	1	0	2	NT	E
		G	\$2,597.00 - \$2,934.00		SISA	062	1	0	2	NT	E
GC75	2884	GRAPHIC DESIGNER I									
		A	\$3,374.00 - \$4,224.00		19	285	1	6	2		R 14
		L	\$3,374.00 - \$4,224.00		19	285	1	6	2		R 14
GC70	2885	GRAPHIC DESIGNER II									
		A	\$3,873.00 - \$4,849.00		19 29	285	1	6	2		R 14
		L	\$3,873.00 - \$4,849.00		19 29	285	1	6	2		R 14
GC65	2886	GRAPHIC DESIGNER III									
		A	\$4,565.00 - \$5,716.00		19 29	285	1	6	2		R 14
		L	\$4,565.00 - \$5,716.00		19 29	285	1	6	2		R 14
GC45	2817	GRAPHIC SERVICES SUPERVISOR	\$5,057.00 - \$6,283.00		01 43		1	12	E		S 14

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BL60	0731	GROUNDSKEEPER									
		A	\$2,768.00 - \$3,300.00	SISA		040	1	6	2		R 12
		B	\$3,017.00 - \$3,610.00	SISA		040	1	6	2		R 12
BL65	0743	GROUNDSKEEPER -CORRECTIONAL FACILITY-	\$3,017.00 - \$3,610.00	SISA	R0		1	6	2		R 12
BU90	2794	GUIDE I HISTORICAL MONUMENT	\$3,062.00 - \$3,832.00				1	6	2		R01
BU86	2740	GUIDE II, HISTORICAL MONUMENT (SPECIALIST)	\$3,330.00 - \$4,168.00				1	6	2		R01
BU87	2741	GUIDE II, HISTORICAL MONUMENT (SUPERVISOR)	\$3,330.00 - \$4,168.00		01 43		1	12	2		S01
BU95	2791	GUIDE TRAINEE HISTORICAL MONUMENT	\$11.25 - \$13.62	HR	36		1	0	2	NT	R01
QA80	6641	GUNSMITH	\$3,687.00 - \$4,244.00		19		1	6	2		R 12
BH94	3529	HAZARDOUS MATERIALS SPECIALIST									
		A	\$3,169.00 - \$3,923.00		01 19 21	070	1	12	2		R 10
		B	\$3,850.00 - \$4,777.00		01 19 21	070	1	12	2		R 10
		C	\$3,454.00 - \$4,322.00		01 19 21	070	1	12	2		R 10
		D	\$4,211.00 - \$5,268.00		01 19 21	070	1	12	2		R 10
HY04	3726	HAZARDOUS SUBSTANCES ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 19 21	355	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 19 21	355	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 19 21	355	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 19 21	355	1	12	2		R09
KH14	4672	HEALTH ANALYST									
		A	\$2,945.00 - \$3,690.00		01 19 21	149	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	149	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 19 21	149	1	12	2		R01
IH10	3917	HEALTH AND SAFETY OFFICER	\$4,832.00 - \$6,004.00		01 19		1	12	E		S01
BI66	4875	HEALTH AND SAFETY PROGRAM SPECIALIST I	\$4,978.00 - \$6,186.00		01 19		1	12	E		R 10
BI63	4876	HEALTH AND SAFETY PROGRAM SPECIALIST II	\$5,468.00 - \$6,794.00		01 19		1	12	E		R 10
BI60	4877	HEALTH AND SAFETY PROGRAM SPECIALIST III	\$6,006.00 - \$7,471.00		01 19		1	12	E		R 10
EO30	2515	HEALTH CAREERS EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EO20	2514	HEALTH CAREERS EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
TU40	8333	HEALTH EDUCATION CONSULTANT I									
		A	\$3,618.00 - \$4,732.00		01 21	152	1	12	2		R 19
		B	\$4,056.00 - \$5,308.00		01 21	152	1	12	2		R 19
TU30	8331	HEALTH EDUCATION CONSULTANT II	\$4,878.00 - \$6,405.00		01 19		1	12	2		R 19
TU25	8313	HEALTH EDUCATION CONSULTANT III (SPECIALIST)	\$5,359.00 - \$7,035.00		01 19		1	12	2		R 19
TU20	8332	HEALTH EDUCATION CONSULTANT III (SUPERVISOR)	\$5,603.00 - \$7,013.00		01 19		1	12	E		S 19
SZ70	8001	HEALTH FACILITIES EVALUATOR I	\$4,024.00 - \$5,038.00		01 19		1	12	2		R01
SZ64	8052	HEALTH FACILITIES EVALUATOR II	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
SZ63	8051	HEALTH FACILITIES EVALUATOR II (SUPERVISOR)	\$5,074.00 - \$6,308.00		01 19		1	12	2		S01
SZ55	8050	HEALTH FACILITIES EVALUATOR MANAGER I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
SZ50	7993	HEALTH FACILITIES EVALUATOR MANAGER II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
SZ95	8011	HEALTH FACILITIES EVALUATOR NURSE	\$5,140.00 - \$6,751.00		01 19		1	12	2		R 17
SZ60	2246	HEALTH FACILITIES EVALUATOR SPECIALIST	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
SZ72	8007	HEALTH FACILITIES EVALUATOR TRAINEE	\$2,945.00 - \$3,690.00		01		1	12	2		R01
KX68	5084	HEALTH FACILITY CONSTRUCTION FINANCING ANALYST									
		A	\$2,945.00 - \$3,690.00		01 19 21	453	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 21	453	1	12	2		R01

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KX60	5118	C HEALTH FACILITY CONSTRUCTION FINANCING OFFICER	\$3,824.00 - \$4,788.00		01 19 21	453	1	12	2		R01
KX63	5124	HEALTH FACILITY CONSTRUCTION FINANCING SPECIALIST	\$6,392.00 - \$7,959.00		01		1	12	E		S01
JW28	4666	HEALTH PLANNING SPECIALIST I	\$5,053.00 - \$6,325.00		01		1	12	E		R01
JW26	4648	HEALTH PLANNING SPECIALIST II	\$5,550.00 - \$6,947.00		01 19		1	12	2		R01
JF14	4247	HEALTH PROGRAM AUDIT MANAGER I, DEPARTMENT OF HEALTH SERVICES	\$5,344.00 - \$6,973.00		01 19		1	12	E		S01
JF12	4248	HEALTH PROGRAM AUDIT MANAGER II, DEPARTMENT OF HEALTH SERVICES	\$5,869.00 - \$7,656.00		01 19		1	12	E		S01
JF10	4257	HEALTH PROGRAM AUDIT MANAGER III, DEPARTMENT OF HEALTH SERVICES	\$7,133.00 - \$8,508.00		01		1	12	E		M01
JF20	4254	HEALTH PROGRAM AUDITOR II, DEPARTMENT OF HEALTH SERVICES	\$4,016.00 - \$5,280.00		19		1	6	2		R01
JF18	4252	HEALTH PROGRAM AUDITOR III, DEPARTMENT OF HEALTH SERVICES	\$4,829.00 - \$6,350.00		19		1	6	2		R01
JF16	4249	HEALTH PROGRAM AUDITOR IV, DEPARTMENT OF HEALTH SERVICES	\$5,053.00 - \$6,642.00		01 19		1	12	2		R01
WZ05	8202	HEALTH PROGRAM COORDINATOR, CORRECTIONAL FACILITY	\$6,645.00 - \$8,395.00		01 19 R3		1	12	2		S06
KH08	8427	HEALTH PROGRAM MANAGER I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KH04	8428	HEALTH PROGRAM MANAGER II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
KH02	8429	HEALTH PROGRAM MANAGER III	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
KH10	8338	HEALTH PROGRAM SPECIALIST I	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KH06	8336	HEALTH PROGRAM SPECIALIST II	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
CW45	1869	HEALTH RECORD TECHNICIAN I	A \$2,758.00 - \$3,455.00 P \$3,520.00 - \$3,963.00 R \$3,520.00 - \$3,963.00 T \$3,353.00 - \$3,774.00			437 437 437 437	1 1 1 1	6 6 6 6	2 2 2 2		R04 R04 R04 R04
CW40	1872	HEALTH RECORD TECHNICIAN II (SPECIALIST)	A \$3,085.00 - \$3,864.00 P \$3,868.00 - \$4,354.00 T \$3,684.00 - \$4,147.00			437 437 437	1 1 1	6 6 6	2 2 2		R04 R04 R04
CW42	1887	HEALTH RECORD TECHNICIAN II (SUPERVISOR)	A \$3,087.00 - \$3,866.00 P \$3,868.00 - \$4,354.00 T \$3,517.00 - \$3,959.00		01 19 01 19 01 19	437 437 437	1 1 1	12 12 12	2 2 2		S04 S04 S04
CW35	1873	HEALTH RECORD TECHNICIAN III	A \$3,511.00 - \$4,399.00 P \$4,250.00 - \$4,785.00		01 19 01 19	437 437	1 1	12 12	2 2		S04 S04
TI65	8160	HEALTH SERVICES SPECIALIST	A \$5,139.00 - \$6,751.00 T \$7,254.00 - \$8,647.00		01 19 01 19	437 437	1 1	12 12	2 2		R17 R17
TI66	9699	HEALTH SERVICES SPECIALIST (SAFETY)	A \$5,139.00 - \$6,751.00 T \$7,254.00 - \$8,647.00		01 19 R1 01 19 R1	437 437	1 1	12 12	2 2		R17 R17
OY33	6048	HEARING ADVISER I, CALIFORNIA ENERGY COMMISSION	\$6,795.00 - \$8,543.00		01 19		1	12	E		R02
OY31	6051	HEARING ADVISER II, CALIFORNIA ENERGY COMMISSION	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
TC30	7974	HEARING CONSERVATION SPECIALIST	\$5,080.00 - \$7,004.00		19		1	6	E		R19
OY30	6120	HEARING OFFICER I, AGRICULTURAL LABOR RELATIONS BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OY60	6332	HEARING OFFICER I, FAIR EMPLOYMENT AND HOUSING COMMISSION	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OX91	6072	HEARING OFFICER I, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
OY35	6121	HEARING OFFICER II, AGRICULTURAL LABOR RELATIONS BOARD	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02

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OX92	6073	HEARING OFFICER II, OCCUPATIONAL SAFETY AND HEALTH APPEALS BOARD	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
CD20	1229	HEARING REPORTER	\$4,988.00 - \$6,243.00		13		1	6	2		R01
CD11	1221	HEARING REPORTER PUBLIC UTILITIES COMMISSION	\$4,988.00 - \$6,243.00				1	6	2		R01
QJ74	6812	HEAVY EQUIPMENT BODYWORKER/PAINTER	\$3,602.00 - \$4,140.00				1	6	2		R12
QJ70	6834	HEAVY EQUIPMENT MECHANIC	A \$3,852.00 - \$4,440.00 B \$4,229.00 - \$4,874.00			040 040	1 1	6 6	2 2		R12 R12
QJ72	6826	HEAVY EQUIPMENT MECHANIC (CORRECTIONAL FACILITY)	\$4,229.00 - \$4,874.00		R0		1	6	2		R12
QJ81	3714	HEAVY EQUIPMENT MECHANIC APPRENTICE, CALTRANS	A \$2,768.00 - \$3,167.00 B \$2,889.00 - \$3,300.00 C \$3,017.00 - \$3,445.00 D \$3,143.00 - \$3,610.00 E \$3,282.00 - \$3,782.00 F \$3,438.00 - \$3,958.00		01 01 01 01 01 01	034 034 034 034 034 034	1 1 1 1 1 1	12 12 12 12 12 12	2 2 2 2 2 2		R12 R12 R12 R12 R12 R12
PJ10	6387	HEAVY FIRE EQUIPMENT OPERATOR	A \$3,982.00 - \$4,793.00 B \$4,371.00 - \$5,262.00		01 34 R4 01 34 R4	040 040	1 1	12 12	2E 2E		R08 R08
PI80	6378	HEAVY TRUCK DRIVER	A \$3,282.00 - \$3,782.00 B \$3,602.00 - \$4,140.00			040 040	1 1	6 6	2 2		R12 R12
PI85	6379	HEAVY TRUCK DRIVER -CORRECTIONAL FACILITY-	\$3,602.00 - \$4,140.00		R0		1	6	2		R12
QJ30	6822	HIGHWAY EQUIPMENT SUPERINTENDENT I	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
QJ20	6819	HIGHWAY EQUIPMENT SUPERINTENDENT II	\$5,427.00 - \$6,747.00		01 19		1	12	E		S12
QJ15	6821	HIGHWAY EQUIPMENT SUPERINTENDENT III	\$5,957.00 - \$7,420.00		01 19		1	12	E		S12
EO40	2519	HOME ECONOMICS EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EO50	2520	HOME ECONOMICS EDUCATION CONSULTANT	A \$5,984.00 - \$7,489.00 F \$4,986.67 - \$6,240.83		01 19 01 19	047 047	1 1	12 12	E E		R21 R21
KE62	4777	HOSPITAL ADMINISTRATIVE RESIDENT I	\$4,832.00 - \$6,004.00		01 43		1	12	2		S01
KE60	4778	HOSPITAL ADMINISTRATIVE RESIDENT II	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KM40	4755	HOSPITAL GENERAL SERVICES ADMINISTRATOR I	\$4,020.00 - \$4,977.00		01 19		1	12	2		S01
KM30	4754	HOSPITAL GENERAL SERVICES ADMINISTRATOR II	\$4,832.00 - \$6,004.00		01 19		1	12	E		S01
VC40	1935	HOSPITAL POLICE LIEUTENANT	\$4,480.00 - \$5,836.00		01 43 R3		1	12	2		S07
VC48	1937	HOSPITAL POLICE OFFICER	\$3,724.00 - \$4,795.00		01 R3		1	12	2		R07
VC45	1936	HOSPITAL POLICE SERGEANT	\$4,085.00 - \$5,316.00		01 43 R3		1	12	2		S07
TN80	8141	HOSPITAL WORKER	\$2,231.00 - \$2,790.00	SISA	01		1	12	2		R15
TN81	8146	HOSPITAL WORKER (SAFETY)	\$2,231.00 - \$2,790.00	SISA	01 R1		1	12	2		R15
DD20	2043	HOUSEKEEPER	A \$2,194.00 - \$2,745.00 F \$1,828.33 - \$2,287.50	SISA SISA		047 047	1 1	6 6	2 2		R15 R15
VY15	8789	HOUSING AND COMMUNITY DEVELOPMENT MANAGER I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
VY10	9033	HOUSING AND COMMUNITY DEVELOPMENT MANAGER II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
VY05	8788	HOUSING AND COMMUNITY DEVELOPMENT MANAGER III	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
VY27	9023	HOUSING AND COMMUNITY DEVELOPMENT REPRESENTATIVE I	A \$3,247.00 - \$3,689.00 B \$3,350.00 - \$3,992.00 C \$4,016.00 - \$5,029.00		01 21 01 21 01 21	101 101 101	1 1 1	12 12 12	2 2 2		R01 R01 R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VY25	8962	HOUSING AND COMMUNITY DEVELOPMENT REPRESENTATIVE II	\$4,829.00 - \$6,048.00		19		1	6	2		R01
VY22	9035	HOUSING AND COMMUNITY DEVELOPMENT SPECIALIST I	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
VY20	9037	HOUSING AND COMMUNITY DEVELOPMENT SPECIALIST II	\$5,550.00 - \$6,947.00		01 19		1	12	2		R01
IT80	4556	HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY	\$7,719.00 - \$9,663.00				1	6	E		R09
KX46	5254	HOUSING FINANCE ASSISTANT (CONSTRUCTION SERVICES)	\$3,824.00 - \$4,788.00		19		1	6	2		R01
KX42	5227	HOUSING FINANCE ASSISTANT (GENERAL)	\$3,824.00 - \$4,788.00		19		1	6	2		R01
KX44	5252	HOUSING FINANCE ASSISTANT (RENTAL)	\$3,824.00 - \$4,788.00		19		1	6	2		R01
KX38	4821	HOUSING FINANCE ASSOCIATE (AFFIRMATIVE ACTION)	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KX32	5236	HOUSING FINANCE ASSOCIATE (CONSTRUCTION SERVICES)	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KX30	5255	HOUSING FINANCE ASSOCIATE (GENERAL)	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KX40	4835	HOUSING FINANCE ASSOCIATE (MANAGEMENT SERVICES)	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KX36	5163	HOUSING FINANCE ASSOCIATE (RENTAL)	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KX34	5162	HOUSING FINANCE ASSOCIATE (SINGLE FAMILY)	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
KX02	5198	HOUSING FINANCE CHIEF (CONSTRUCTION SERVICES)	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
KX08	5192	HOUSING FINANCE CHIEF (MANAGEMENT SERVICES)	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
KX04	5249	HOUSING FINANCE CHIEF (RENTAL)	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
KX06	5251	HOUSING FINANCE CHIEF (SINGLE FAMILY)	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
KX16	4893	HOUSING FINANCE OFFICER (AFFIRMATIVE ACTION)	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
KX10	5093	HOUSING FINANCE OFFICER (CONSTRUCTION SERVICES)	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
KX13	4834	HOUSING FINANCE OFFICER (MANAGEMENT SERVICES)	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
KX12	5451	HOUSING FINANCE OFFICER (RENTAL)	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
KX14	5247	HOUSING FINANCE OFFICER (SINGLE FAMILY)	\$6,392.00 - \$7,959.00		01 19		1	12	E		S01
KX26	5240	HOUSING FINANCE SPECIALIST (AFFIRMATIVE ACTION)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KX20	5235	HOUSING FINANCE SPECIALIST (GENERAL)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KX28	5452	HOUSING FINANCE SPECIALIST (MANAGEMENT SERVICES)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KX24	5141	HOUSING FINANCE SPECIALIST (RENTAL)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KX22	5143	HOUSING FINANCE SPECIALIST (SINGLE FAMILY)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KX50	5225	HOUSING FINANCE TRAINEE (GENERAL)									
		A	\$2,945.00 - \$3,690.00		19 21	150	1	6	2		R01
		B	\$3,189.00 - \$3,992.00		19 21	150	1	6	2		R01
IT70	4913	HOUSING MAINTENANCE INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY	\$7,126.00 - \$8,914.00		01 19		1	12	2		R09
PL20	6451	HYDROELECTRIC PLANT ELECTRICAL SUPERVISOR	\$7,499.00 - \$10,039.00		01 19		1	12	2		S12
PL65	6457	HYDROELECTRIC PLANT ELECTRICIAN APPRENTICE									
		A	\$3,521.00 - \$3,521.00			057	1	6	2		R12
		A	\$20.31 - \$20.31	HR		057	1	6	2		R12
		B	\$3,681.00 - \$3,681.00			057	1	6	2		R12
		B	\$21.24 - \$21.24	HR		057	1	6	2		R12
		C	\$3,841.00 - \$3,841.00			057	1	6	2		R12
		C	\$22.16 - \$22.16	HR		057	1	6	2		R12
		D	\$4,161.00 - \$4,161.00			057	1	6	2		R12
		D	\$24.01 - \$24.01	HR		057	1	6	2		R12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		E	\$4,481.00 - \$4,481.00			057	1	6	2		R12
		E	\$25.85 - \$25.85	HR		057	1	6	2		R12
		F	\$4,801.00 - \$4,801.00			057	1	6	2		R12
		F	\$27.70 - \$27.70	HR		057	1	6	2		R12
		G	\$5,121.00 - \$5,121.00			057	1	6	2		R12
		G	\$29.54 - \$29.54	HR		057	1	6	2		R12
		H	\$5,761.00 - \$5,761.00			057	1	6	2		R12
		H	\$33.24 - \$33.24	HR		057	1	6	2		R12
PL60	6455	HYDROELECTRIC PLANT ELECTRICIAN I	\$6,401.00 - \$7,935.00				1	6	2		R12
PL40	6453	HYDROELECTRIC PLANT ELECTRICIAN II	\$7,037.00 - \$8,724.00				1	6	2		R12
PL10	6450	HYDROELECTRIC PLANT MAINTENANCE SUPERINTENDENT	\$8,242.00 - \$11,039.00		01 19		1	12	E		S12
PL75	6458	HYDROELECTRIC PLANT MECHANIC APPRENTICE									
		A	\$3,521.00 - \$3,521.00			057	1	6	2		R12
		A	\$20.31 - \$20.31	HR		057	1	6	2		R12
		B	\$3,681.00 - \$3,681.00			057	1	6	2		R12
		B	\$21.24 - \$21.24	HR		057	1	6	2		R12
		C	\$3,841.00 - \$3,841.00			057	1	6	2		R12
		C	\$22.16 - \$22.16	HR		057	1	6	2		R12
		D	\$4,161.00 - \$4,161.00			057	1	6	2		R12
		D	\$24.01 - \$24.01	HR		057	1	6	2		R12
		E	\$4,481.00 - \$4,481.00			057	1	6	2		R12
		E	\$25.85 - \$25.85	HR		057	1	6	2		R12
		F	\$4,801.00 - \$4,801.00			057	1	6	2		R12
		F	\$27.70 - \$27.70	HR		057	1	6	2		R12
		G	\$5,121.00 - \$5,121.00			057	1	6	2		R12
		G	\$29.54 - \$29.54	HR		057	1	6	2		R12
		H	\$5,761.00 - \$5,761.00			057	1	6	2		R12
		H	\$33.24 - \$33.24	HR		057	1	6	2		R12
PL70	6456	HYDROELECTRIC PLANT MECHANIC I	\$6,401.00 - \$7,935.00				1	6	2		R12
PL50	6454	HYDROELECTRIC PLANT MECHANIC II	\$7,037.00 - \$8,724.00				1	6	2		R12
PL30	6452	HYDROELECTRIC PLANT MECHANICAL SUPERVISOR	\$7,499.00 - \$10,039.00		01 19		1	12	2		S12
PL80	6460	HYDROELECTRIC PLANT OPERATIONS SUPERINTENDENT	\$8,242.00 - \$11,039.00		01 19		1	12	E		S12
PM20	6463	HYDROELECTRIC PLANT OPERATOR									
		A	\$6,401.00 - \$7,935.00			058	1	6	2		R12
		B	\$6,696.00 - \$8,307.00			058	1	6	2		R12
PM35	6469	HYDROELECTRIC PLANT OPERATOR APPRENTICE									
		A	\$3,521.00 - \$3,521.00			057	1	6	2		R12
		A	\$20.31 - \$20.31	HR		057	1	6	2		R12
		B	\$3,681.00 - \$3,681.00			057	1	6	2		R12
		B	\$21.24 - \$21.24	HR		057	1	6	2		R12
		C	\$3,841.00 - \$3,841.00			057	1	6	2		R12
		C	\$22.16 - \$22.16	HR		057	1	6	2		R12
		D	\$4,161.00 - \$4,161.00			057	1	6	2		R12
		D	\$24.01 - \$24.01	HR		057	1	6	2		R12
		E	\$4,801.00 - \$4,801.00			057	1	6	2		R12
		E	\$27.70 - \$27.70	HR		057	1	6	2		R12
		F	\$5,441.00 - \$5,441.00			057	1	6	2		R12
		F	\$31.39 - \$31.39	HR		057	1	6	2		R12
HQ90	3728	HYDROELECTRIC PLANT TECHNICIAN I									
		A	\$5,168.00 - \$6,525.00		01 21	478	1	12	2		R12
		B	\$6,269.00 - \$7,934.00		01 21	478	1	12	2		R12
HQ91	3729	HYDROELECTRIC PLANT TECHNICIAN II	\$6,885.00 - \$8,724.00				1	6	2		R12
HQ92	3730	HYDROELECTRIC PLANT TECHNICIAN III	\$7,577.00 - \$9,599.00		19		1	6	2		R12
HQ93	3731	HYDROELECTRIC PLANT TECHNICIAN SUPERVISOR	\$8,242.00 - \$11,039.00		01		1	12	2		S12
XQ90	9890	INDIVIDUAL PROGRAM COORDINATOR	\$3,195.00 - \$4,194.00		01 19		1	12	2		R19
QX91	9897	INDIVIDUAL PROGRAM COORDINATOR (SAFETY)	\$3,195.00 - \$4,194.00		01 19 R1		1	12	2		R19
EO80	2523	INDUSTRIAL AND TECHNOLOGY EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EO90	2524	INDUSTRIAL AND TECHNOLOGY EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
RF15	7228	INDUSTRIAL ENGINEER, OFFICE OF STATE PRINTING									
			\$5,690.00 - \$7,073.00		01 19		1	12	E		S14
OI30	5978	INDUSTRIAL RELATIONS COUNSEL I									
			\$5,895.00 - \$7,414.00		19 01		1	12	SE		R02
OI20	5977	INDUSTRIAL RELATIONS COUNSEL II									
			\$6,636.00 - \$8,512.00		19 01		1	12	SE		R02
OI15	6180	INDUSTRIAL RELATIONS COUNSEL III (SPECIALIST)									
			\$8,032.00 - \$10,305.00		19 01		1	12	SE		R02
OI05	6181	INDUSTRIAL RELATIONS COUNSEL III (SUPERVISOR)									
			\$8,036.00 - \$10,213.00		01 19		1	12	SE		S02
OI10	5981	INDUSTRIAL RELATIONS COUNSEL IV									
			\$8,872.00 - \$11,392.00		01 19		1	12	SE		R02
WO45	9483	INDUSTRIAL RELATIONS REPRESENTATIVE									
		A	\$3,247.00 - \$3,689.00		01 21	020	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 21	020	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 21	020	1	12	2		R01
RD81	7284	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (BAKERY)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RE90	7218	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (BINDERY)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RB71	7123	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (COFFEE ROASTING AND GRINDING)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RB80	7159	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (COMPOSTING)									
			\$4,042.00 - \$5,111.00				1	6	2		R12
RD85	7188	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (CONCRETE CONSTRUCTION)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
BK20	0648	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (CROP FARM)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
BK15	0682	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (DAIRY)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RE62	7204	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (DENTAL LABORATORY)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RB75	7151	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (DETERGENT PLANT)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RB81	7193	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (DIGITAL SERVICES)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RB72	7129	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (EGG PRODUCTION)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RD88	7167	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (ENERGY PRODUCTION)									
			\$4,042.00 - \$5,111.00				1	6	2		R12
RD50	7198	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (FABRIC PRODUCTS)									
			\$4,042.00 - \$5,111.00		R0		1	6	2		R12
RC95	7153	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (FARM EQUIPMENT MAINTENANCE)									
			\$4,436.00 - \$5,615.00		19		1	6	2		R12
RC96	7155	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (FOOD AND BEVERAGE)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RD84	7287	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (FURNITURE REFURBISHING)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RD65	7160	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (KEY ENTRY)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RE50	7211	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (KNIT GOODS FINISHING)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RE40	7210	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (KNITTING MILL)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RE95	2109	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (LAUNDRY)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RE70	7215	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MAINTENANCE + REPAIR)									
			\$4,436.00 - \$5,615.00		19 R0		1	6	2		R12
RE71	7213	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MATERIALS RECOVERY)									
			\$4,042.00 - \$5,111.00				1	6	2		R12
RD40	7197	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MATTRESS + BEDDING)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12
RB73	7130	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (MEATCUTTING/PROCESSING)									
			\$4,042.00 - \$5,111.00		19		1	6	2		R12
RC80	7191	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (METAL FABRICATION)									
			\$4,042.00 - \$5,111.00		19 R0		1	6	2		R12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RD68	7150	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (OPTICAL PRODUCTS)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RD87	7289	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (PAPER PRODUCTS)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RB69	7131	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (POULTRY PROCESSING)	\$4,042.00 - \$5,111.00		19 R0		1	6	2		R 12
RE80	7216	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (PRINTING)	\$4,042.00 - \$5,111.00		19 R0		1	6	2		R 12
RB77	7105	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (SAUSAGE MAKING/CURED MEATS)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RD55	7152	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (SEWING MACHINE REPAIR)	\$4,436.00 - \$5,615.00		19		1	6	2		R 12
RE20	7207	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (SHOE MANUFACTURING)	\$4,042.00 - \$5,111.00		19 R0		1	6	2		R 12
RE10	7206	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (SHOES + BOOTS, LASTING TO PACKING)	\$4,042.00 - \$5,111.00		19 R0		1	6	2		R 12
RE12	7321	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (SILKSCREEN)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RD79	7277	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (TEXTILE MILL/FINISHING)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RD78	7276	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (TEXTILE MILL/SPINNING AND WEAVING)	\$4,042.00 - \$5,111.00		19		1	6	2		R 12
RC90	7192	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (TOOL + DIE)	\$4,436.00 - \$5,615.00		19 R0		1	6	2		R 12
RC30	7179	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (UPHOLSTERY)	\$4,042.00 - \$5,111.00		R0		1	6	2		R 12
RC20	7178	INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES (WOOD PRODUCTS)	\$4,042.00 - \$5,111.00		19 R0		1	6	2		R 12
TR25	8320	INDUSTRIAL THERAPIST (SAFETY)	\$3,278.00 - \$4,287.00		R1		1	6	2		R 19
RF16	7236	INDUSTRIAL WAREHOUSE AND DISTRIBUTION MANAGER I, PRISON INDUSTRIES	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RF17	7237	INDUSTRIAL WAREHOUSE AND DISTRIBUTION MANAGER II, PRISON INDUSTRIES	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RF19	7231	INDUSTRIAL WAREHOUSE AND DISTRIBUTION SPECIALIST, PRISON INDUSTRIES	\$3,602.00 - \$4,543.00		01 19 R1		1	12	2		R 12
RF18	7234	INDUSTRIAL WAREHOUSE AND DISTRIBUTION SUPERVISOR, PRISON INDUSTRIES	\$4,004.00 - \$4,968.00		01 19		1	12	2		S 12
TJ95	8201	INFECTION CONTROL SPECIALIST	\$6,067.00 - \$7,877.00		19		1	6	2		R 17
LZ17	5601	INFORMATION OFFICER I (SPECIALIST)									
		A	\$4,600.00 - \$5,758.00		19	285	1	6	2		R 01
		L	\$4,600.00 - \$5,758.00		19	285	1	6	2		R 01
LZ15	5693	INFORMATION OFFICER I (SUPERVISOR)	\$4,488.00 - \$5,618.00		01 19		1	12	2		S 01
LZ10	5595	INFORMATION OFFICER II	\$5,553.00 - \$6,901.00		01 19		1	12	E		S 01
LZ05	5597	INFORMATION OFFICER III C.E.A.	\$7,433.00 - \$8,440.00				1	6	E		M 01
ZZ38	9448	INFORMATION SYSTEMS MANAGER	\$7,442.00 - \$8,872.00		01 50		1	12	E		E 99
ZZ30	9444	INFORMATION SYSTEMS SUPERVISOR I	\$3,883.00 - \$5,047.00		01 50		1	12	2		E 98
ZZ32	9445	INFORMATION SYSTEMS SUPERVISOR II	\$4,666.00 - \$6,085.00		01 50		1	12	2		E 98
ZZ34	9446	INFORMATION SYSTEMS SUPERVISOR III	\$5,605.00 - \$7,313.00		01 50		1	12	E		E 98
ZZ36	9447	INFORMATION SYSTEMS SUPERVISOR IV	\$6,154.00 - \$8,029.00		01 50		1	12	E		E 98
LN48	1360	INFORMATION SYSTEMS TECHNICIAN									
		A	\$2,593.00 - \$3,090.00		01 29 21	280 285	1	12	2		R 01
		B	\$2,697.00 - \$3,547.00		01 29 21	280 285	1	12	2		R 01
		C	\$3,062.00 - \$4,024.00		01 29 21	280 285	1	12	2		R 01
		L	\$2,593.00 - \$3,090.00		01 29 21	280 285	1	12	2		R 01
		M	\$2,697.00 - \$3,547.00		01 29 21	280 285	1	12	2		R 01
		N	\$3,062.00 - \$4,024.00		01 29 21	280 285	1	12	2		R 01
LN45	1562	INFORMATION SYSTEMS TECHNICIAN SPECIALIST I	\$3,654.00 - \$4,803.00		29		1	6	2		R 01
LN43	1557	INFORMATION SYSTEMS TECHNICIAN SPECIALIST II	\$4,390.00 - \$5,772.00		19		1	6	2		R 01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LN44	1408	INFORMATION SYSTEMS TECHNICIAN SUPERVISOR I	\$3,880.00 - \$5,042.00		01 43		1	12	2		S01
LN42	1407	INFORMATION SYSTEMS TECHNICIAN SUPERVISOR II	\$4,663.00 - \$6,081.00		01 19		1	12	2		S01
ZZ46	9452	INFORMATION TECHNICIAN I	A \$2,595.00 - \$3,096.00		01 45 50 21	LDC	1	12	2		E97
		B \$2,698.00 - \$3,548.00			01 45 50 21	LDC	1	12	2		E97
		C \$3,064.00 - \$4,028.00			01 45 50 21	LDC	1	12	2		E97
ZZ48	9453	INFORMATION TECHNICIAN II	A \$3,656.00 - \$4,806.00		01 45 50 21	LDC	1	12	2		E97
		B \$4,392.00 - \$5,774.00			01 45 50 21	LDC	1	12	2		E97
ZZ40	9449	INFORMATION TECHNOLOGY SPECIALIST I	A \$3,249.00 - \$3,876.00		01 45 50 21	LDC	1	12	2		E97
		B \$3,353.00 - \$4,195.00			01 45 50 21	LDC	1	12	2		E97
		C \$4,020.00 - \$5,284.00			01 45 50 21	LDC	1	12	2		E97
		D \$4,832.00 - \$6,354.00			01 45 50 21	LDC	1	12	2		E97
		E \$5,297.00 - \$6,965.00			01 45 50 21	LDC	1	12	2		E97
ZZ42	9450	INFORMATION TECHNOLOGY SPECIALIST II	\$5,818.00 - \$7,650.00		01 50		1	12	E		E97
ZZ44	9451	INFORMATION TECHNOLOGY SPECIALIST III	\$6,392.00 - \$8,404.00		01 50		1	12	E		E97
JK62	4488	INHERITANCE AND GIFT TAX EXAMINER III	\$4,829.00 - \$6,350.00		19		1	6	2		R01
BF60	0537	INSECT BIOSYSTEMATIST	A \$3,850.00 - \$4,777.00			208	1	6	2		R10
		B \$4,040.00 - \$5,011.00				208	1	6	2		R10
		C \$4,226.00 - \$5,249.00				208	1	6	2		R10
SY30	8876	INSPECTOR BOARD OF PHARMACY	\$6,120.00 - \$8,030.00		19		1	6	E		R19
VW10	8834	INSPECTOR I DEPARTMENT OF CONSUMER AFFAIRS	\$2,963.00 - \$3,633.00		34 R1		1	6	2		R07
VV90	8833	INSPECTOR II DEPARTMENT OF CONSUMER AFFAIRS	\$3,366.00 - \$4,172.00		34 R1		1	6	2		R07
VV85	8832	INSPECTOR III, DEPARTMENT OF CONSUMER AFFAIRS	\$3,934.00 - \$4,873.00		01 34 43		1	12	E		S07
QN20	6892	INSPECTOR OF AUTOMOTIVE EQUIPMENT	\$4,132.00 - \$5,231.00		19		1	6	2		R12
VW15	8829	INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	A \$3,186.00 - \$3,906.00		01 19 21 R1	265	1	12	2		R07
		B \$3,618.00 - \$4,485.00			01 19 21 R1	265	1	12	2		R07
FK46	5658	INSTITUTION ARTIST/FACILITATOR	\$3,908.00 - \$4,893.00		01 19 P8		1	12	2		R01
VZ40	8981	INSTITUTION FIREFIGHTER -PART TIME-	\$11.93 - \$12.29	HR	34		1	0	2	NT	E
KE30	5137	INSTITUTIONAL PERSONNEL OFFICER I	\$3,973.00 - \$4,977.00		01 19		1	12	2		S01
KE28	5138	INSTITUTIONAL PERSONNEL OFFICER II	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
LC65	2947	INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,053.00 - \$6,325.00		01 19		1	12	E		R01
LM26	2949	INSTRUCTIONAL SYSTEMS ENGINEER, COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$4,829.00 - \$6,350.00		01 19		1	12	E		R01
EJ50	2840	INSTRUCTOR, MILITARY DEPARTMENT	1 \$3,666.67 - \$4,816.17		19 21	011	1	6	SE		R03
		2 \$3,834.42 - \$5,038.92			19 21	011	1	6	SE		R03
		3 \$4,018.67 - \$5,278.17			19 21	011	1	6	SE		R03
		4 \$4,207.50 - \$5,530.25			19 21	011	1	6	SE		R03
		5 \$4,406.42 - \$5,788.75			19 21	011	1	6	SE		R03
		6 \$4,618.17 - \$6,371.75			19 21	011	1	6	SE		R03
		A \$4,000.00 - \$5,254.00			19 21	011	1	6	SE		R03
		B \$4,183.00 - \$5,497.00			19 21	011	1	6	SE		R03
		C \$4,384.00 - \$5,758.00			19 21	011	1	6	SE		R03
		D \$4,590.00 - \$6,033.00			19 21	011	1	6	SE		R03
		E \$4,807.00 - \$6,315.00			19 21	011	1	6	SE		R03
		F \$5,038.00 - \$6,951.00			19 21	011	1	6	SE		R03
		J \$3,333.33 - \$4,378.33			19 21	011	1	6	SE		R03
		K \$3,485.83 - \$4,580.83			19 21	011	1	6	SE		R03
		L \$3,653.33 - \$4,798.33			19 21	011	1	6	SE		R03
		M \$3,825.00 - \$5,027.50			19 21	011	1	6	SE		R03
		N \$4,005.83 - \$5,262.50			19 21	011	1	6	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		P	\$4,198.33 - \$5,792.50		19 21	011	1	6	SE		R03
		T	\$3,000.00 - \$3,940.50		19 21	011	1	6	SE		R03
		U	\$3,137.25 - \$4,122.75		19 21	011	1	6	SE		R03
		V	\$3,288.00 - \$4,318.50		19 21	011	1	6	SE		R03
		W	\$3,442.50 - \$4,524.75		19 21	011	1	6	SE		R03
		X	\$3,605.25 - \$4,736.25		19 21	011	1	6	SE		R03
		Y	\$3,778.50 - \$5,213.25		19 21	011	1	6	SE		R03
QQ70	6927	INSTRUMENT TECHNICIAN, AIR QUALITY									
		A	\$3,410.00 - \$4,268.00		01 19 21	393	1	12	2		R11
		B	\$3,908.00 - \$4,893.00		01 19 21	393	1	12	2		R11
		C	\$4,290.00 - \$5,370.00		01 19 21	393	1	12	2		R11
JC24	4417	INSURANCE CLAIMS SPECIALIST									
			\$6,097.00 - \$7,632.00		01		1	12	E		R01
VJ50	8564	INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE									
		A	\$3,268.00 - \$4,051.00		01 34 21	239	1	12	2		R01
		B	\$3,583.00 - \$4,445.00		01 34 21	239	1	12	2		R01
		C	\$4,316.00 - \$5,361.00		01 34 21	239	1	12	2		R01
JC20	4420	INSURANCE EXAMINER									
		A	\$3,247.00 - \$3,872.00		01 21	163	1	12	2		R01
		B	\$3,208.00 - \$4,219.00		01 21	163	1	12	2		R01
		C	\$3,208.00 - \$4,219.00		01 21	163	1	12	2		R01
		D	\$3,501.00 - \$4,600.00		01 21	163	1	12	2		R01
		E	\$4,016.00 - \$5,280.00		01 21	163	1	12	2		R01
		F	\$4,191.00 - \$5,511.00		01 21	163	1	12	2		R01
		G	\$4,191.00 - \$5,511.00		01 21	163	1	12	2		R01
		H	\$4,600.00 - \$6,048.00		01 21	163	1	12	2		R01
VJ67	8575	INSURANCE INVESTIGATOR									
		A	\$3,058.00 - \$3,583.00		01 34 21 R1	119	1	12	2		R07
		B	\$3,978.00 - \$4,939.00		01 34 21 R1	119	1	12	2		R07
		C	\$4,370.00 - \$5,419.00		01 34 21 R1	119	1	12	2		R07
JC40	4441	INSURANCE RATE ANALYST									
		A	\$3,247.00 - \$3,689.00		01 21	120	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 21	120	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 21	120	1	12	2		R01
		D	\$4,191.00 - \$5,248.00		01 21	120	1	12	2		R01
BH89	0757	INTEGRATED WASTE MANAGEMENT SPECIALIST									
		A	\$3,169.00 - \$3,923.00		01 21 24	379	1	12	2		R10
		B	\$3,850.00 - \$4,777.00		01 21 24	379	1	12	2		R10
		C	\$4,872.00 - \$6,058.00		01 21 24	379	1	12	2		R10
BH85	0753	INTEGRATED WASTE PROGRAM MANAGER									
			\$10,687.00 - \$12,140.00		01 19 24		1	12	E		M10
CA90	1697	INTERAGENCY MESSENGER									
			\$2,384.00 - \$2,983.00		SISA		1	6	2		R04
JI79	8593	INVESTIGATION SPECIALIST I, FRANCHISE TAX BOARD									
		A	\$4,915.00 - \$6,347.00		01 19 34 21 P2	018	1	12	2		R07
		B	\$5,396.00 - \$6,973.00		01 19 34 21 P2	018	1	12	2		R07
JI76	8592	INVESTIGATION SPECIALIST II (SUPERVISOR), FRANCHISE TAX BOARD									
			\$6,018.00 - \$7,863.00		01 19 43 P2		1	12	E		S07
JI75	8591	INVESTIGATION SPECIALIST II (TECHNICAL), FRANCHISE TAX BOARD									
			\$5,926.00 - \$7,662.00		01 19 P2		1	12	E		R07
JE14	9070	INVESTIGATIVE AUDITOR II, DEPARTMENT OF FOOD AND AGRICULTURE									
			\$4,016.00 - \$5,280.00		01 19		1	12	2		R01
JE26	4203	INVESTIGATIVE AUDITOR II, DEPARTMENT OF JUSTICE									
			\$4,016.00 - \$5,280.00		19		1	6	2		R01
JE12	9071	INVESTIGATIVE AUDITOR III, DEPARTMENT OF FOOD AND AGRICULTURE									
			\$4,829.00 - \$6,350.00		01 19		1	12	2		R01
JE24	4215	INVESTIGATIVE AUDITOR III, DEPARTMENT OF JUSTICE									
			\$4,829.00 - \$6,350.00		19		1	6	2		R01
JE22	4224	INVESTIGATIVE AUDITOR IV (SPECIALIST), DEPARTMENT OF JUSTICE									
			\$5,053.00 - \$6,642.00		01 19		1	12	E		R01
JE20	4226	INVESTIGATIVE AUDITOR IV (SUPERVISOR), DEPARTMENT OF JUSTICE									
			\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JE36	6612	INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT									
			\$5,307.00 - \$6,642.00		01 19		1	12	E		R01
VI45	8610	INVESTIGATOR									
		A	\$4,019.00 - \$4,942.00		01 34 21 P1	156 477	2	12	2		R07
		B	\$4,588.00 - \$5,916.00		01 34 21 P1	156 477	2	12	2		R07
		C	\$5,035.00 - \$6,508.00		01 34 21 P1	156 477	2	12	2		R07
VI40	8609	INVESTIGATOR ASSISTANT									
			\$3,077.00 - \$3,745.00		SISA 01 34 P1		2	12	2		R07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VI95	8594	INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS									
		A	\$3,740.00 - \$4,598.00		01 19 34 21 P6	318	1	12	2		R07
		B	\$4,177.00 - \$5,392.00		01 19 34 21 P6	318	1	12	2		R07
		C	\$4,588.00 - \$5,916.00		01 19 34 21 P6	318	1	12	2		R07
JV58	4694	INVESTMENT DIRECTOR, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$14,167.00 - \$32,667.00		01 19 55		1	12	E		M01
JV12	4638	INVESTMENT DIRECTOR, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$15,666.66 - \$23,500.00		01 19 55		1	12	E		M01
JV11	4637	INVESTMENT MANAGER, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$11,666.66 - \$17,500.00		01 19 55		1	12	E		M01
JV36	7338	INVESTMENT OFFICER I, CALIFORNIA STATE TEACHER'S RETIREMENT SYSTEM									
		A	\$3,330.00 - \$4,168.00		01 19 21	442	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	442	1	12	2		R01
		C	\$4,428.00 - \$5,542.00		01 19 21	442	1	12	2		R01
		D	\$5,053.00 - \$6,325.00		01 19 21	442	1	12	2		R01
JV26	4656	INVESTMENT OFFICER I, PUBLIC EMPLOYEES' RETIREMENT SYSTEM									
		A	\$3,330.00 - \$4,168.00		01 19 21	442	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	442	1	12	2		R01
		C	\$4,428.00 - \$5,542.00		01 19 21	442	1	12	2		R01
		D	\$5,053.00 - \$6,325.00		01 19 21	442	1	12	2		R01
JV31	7339	INVESTMENT OFFICER II, CALIFORNIA STATE TEACHER'S RETIREMENT	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
JV24	4671	INVESTMENT OFFICER II, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
JV17	7684	INVESTMENT OFFICER III, CALIFORNIA STATE TEACHER'S RETIREMENT SYSTEM	\$8,149.00 - \$9,717.00		01 19		1	12	E		R01
JV61	4695	INVESTMENT OFFICER III, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$8,149.00 - \$9,717.00		01 19		1	12	E		R01
JV16	4699	INVESTMENT OPERATIONS DIRECTOR, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$10,000.00 - \$20,500.00		01 19 55		1	12	E		M01
XT40	9919	JEWISH CHAPLAIN	\$4,171.00 - \$5,476.00		19		1	6	E		R19
XT50	9920	JEWISH CHAPLAIN -INTERMITTENT-	\$96.24 - \$221.13		19		1	6	2		R19
			\$24.06 - \$31.59		19		1	6	2		R19
WD25	9155	JOB AGENT	\$3,918.00 - \$4,906.00		01 19		1	12	2		R01
GH60	3132	JUNIOR CIVIL ENGINEER	\$4,760.00 - \$5,675.00		01		1	12	2		R09
GA25	3008	JUNIOR ENGINEERING TECHNICIAN									
		A	\$2,377.00 - \$2,977.00	SISA	20 21	070	1	6	2		R11
		B	\$2,871.00 - \$3,596.00		20 21	070	1	6	2		R11
WH74	9359	JUNIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$3,608.00 - \$4,697.00		01		1	12	2		R10
HX38	3781	JUNIOR HEALTH PHYSICIST	\$3,917.00 - \$4,802.00		19		1	6	2		R10
WH57	6230	JUNIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$3,608.00 - \$4,697.00		01		1	12	2		R10
IC60	3824	JUNIOR INDUSTRIAL HYGIENIST	\$3,608.00 - \$4,697.00		01		1	12	2		R10
QN25	6871	JUNIOR INSPECTOR OF AUTOMOTIVE EQUIPMENT	\$3,438.00 - \$4,339.00				1	6	2		R12
KW60	5094	JUNIOR PROPERTY AGENT	\$2,945.00 - \$3,514.00		01		1	12	2		R01
KT48	5014	JUNIOR PROPERTY APPRAISER	\$2,945.00 - \$3,514.00		01		1	12	2		R01
IF35	3890	JUNIOR SAFETY ENGINEER	\$4,760.00 - \$5,675.00		01		1	12	2		R09
KD20	5722	JUNIOR SMALL BUSINESS OFFICER									
		A	\$2,945.00 - \$3,690.00		21	082	1	6	2		R01
		B	\$3,189.00 - \$3,992.00		21	082	1	6	2		R01
JY25	5156	JUNIOR STAFF ANALYST (GENERAL)									
		A	\$2,945.00 - \$3,690.00		01 19 29 21	065 285	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 19 29 21	065 285	1	12	2		R01
		L	\$2,945.00 - \$3,690.00		01 19 29 21	065 285	1	12	2		R01
		M	\$3,189.00 - \$3,992.00		01 19 29 21	065 285	1	12	2		R01
KB35	1983	KEY ACCOUNTS MANAGER, CALIFORNIA STATE LOTTERY	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KB33	1787	KEY ACCOUNTS SPECIALIST, CALIFORNIA STATE LOTTERY	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CJ50	1419	KEY DATA OPERATOR									
		A \$2,251.00 - \$2,558.00		SISA	21	081	1	6	2		R04
		B \$2,561.00 - \$3,203.00		SISA	21	081	1	6	2		R04
CJ40	1420	KEY DATA SUPERVISOR I	\$2,870.00 - \$3,591.00		01 43		1	12	2		S04
CJ30	1436	KEY DATA SUPERVISOR II	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
CJ20	1435	KEY DATA SUPERVISOR III	\$3,511.00 - \$4,399.00		01 43		1	12	2		S04
CJ10	1434	KEY DATA SUPERVISOR IV	\$4,156.00 - \$5,203.00		01 19		1	12	2		S04
WR89	9529	LABOR RELATIONS ANALYST									
		A \$3,824.00 - \$4,788.00			01 19 21	474	1	12	E		E97
		B \$4,602.00 - \$5,762.00			01 19 21	474	1	12	E		E97
OH70	6092	LABOR RELATIONS COUNSEL I	\$5,901.00 - \$7,348.00		01 19		1	12	SE		E97
OH75	6093	LABOR RELATIONS COUNSEL II	\$6,641.00 - \$8,436.00		01 19		1	12	SE		E97
OH80	6094	LABOR RELATIONS COUNSEL III	\$8,036.00 - \$10,213.00		01 19		1	12	SE		E97
OH85	6147	LABOR RELATIONS COUNSEL IV	\$8,879.00 - \$11,290.00		01 19		1	12	SE		E97
WR85	9537	LABOR RELATIONS MANAGER I	\$6,453.00 - \$7,331.00		01 19		0	12	E		M01
WR83	9539	LABOR RELATIONS MANAGER II	\$7,088.00 - \$8,048.00		01 19		0	12	E		M01
WR87	9535	LABOR RELATIONS SPECIALIST	\$5,311.00 - \$6,598.00		01 19		0	12	E		E98
WQ21	9506	LABOR STANDARDS INVESTIGATOR	\$4,767.00 - \$6,162.00		01 19 34 R3		1	12	2		R07
PA60	6209	LABOR SUPERVISOR -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
SU05	7884	LABORATORY ASSISTANT									
		A \$2,251.00 - \$2,814.00		SISA	21	090	1	6	2		R11
		B \$2,417.00 - \$3,023.00		SISA	21	090	1	6	2		R11
SV06	9265	LABORATORY ASSISTANT, CORRECTIONAL FACILITY									
		A \$2,251.00 - \$2,814.00		SISA	21	090	1	6	2		R11
		B \$2,417.00 - \$3,023.00		SISA	21	090	1	6	2		R11
ST60	7877	LABORATORY TECHNICIAN -CHEMICAL ANALYSIS-									
		A \$3,189.00 - \$3,990.00				040	1	6	2		R11
		B \$3,487.00 - \$4,361.00				040	1	6	2		R11
ST65	7868	LABORATORY TECHNICIAN -CRIMINALISTICS-	\$3,189.00 - \$3,990.00				1	6	2		R11
ST10	7869	LABORATORY TECHNICIAN II -ANIMAL PATHOLOGY-	\$3,824.00 - \$4,786.00				1	6	2		R11
PB30	6223	LABORER	\$2,768.00 - \$3,167.00		SISA		1	6	2		R12
PB40	6226	LABORER-BUILDING TRADES -CASUAL EMPLOYMENT-	\$0.00 - \$0.00		36		1	0	2	NT	E
GE80	3062	LAND AND WATER USE PROGRAM MANAGER I	\$8,746.00 - \$10,875.00		01 19 24		1	12	E		S10
IM15	3981	LANDSCAPE ARCHITECT									
		A \$4,760.00 - \$5,675.00			01 19 21	308	1	12	2		R09
		B \$5,450.00 - \$6,819.00			01 19 21	308	1	12	2		R09
IM13	2971	LANDSCAPE ASSOCIATE, CALTRANS									
		A \$4,760.00 - \$5,675.00			01 19 21	342	1	12	2		R09
		B \$5,450.00 - \$6,819.00			01 19 21	342	1	12	2		R09
		C \$6,304.00 - \$7,887.00			01 19 21	342	1	12	2		R09
		D \$7,125.00 - \$8,915.00			01 19 21	342	1	12	2		R09
IM97	1769	LANDSCAPE TECHNICIAN									
		A \$3,410.00 - \$4,268.00			01 21	263	1	12	2		R11
		B \$3,908.00 - \$4,893.00			01 21	263	1	12	2		R11
FF35	2727	LANGUAGE, SPEECH AND HEARING SPECIALIST									
		1 \$4,842.75 - \$6,364.42			01 19 45 21	047	1	12	SE		R03
		7 \$30.97 - \$66.82			01 19 45 21	047	1	12	SE		R03
		7 \$4,542.51 - \$9,800.79			01 19 45 21	047	1	12	SE		R03
		7 \$247.77 - \$534.59			01 19 45 21	047	1	12	SE		R03
		A \$5,283.00 - \$6,943.00			01 19 45 21	047	1	12	SE		R03
		F \$4,402.50 - \$5,785.83			01 19 45 21	047	1	12	SE		R03
		T \$3,962.25 - \$5,207.25			01 19 45 21	047	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VF33	8460	LATENT PRINT ANALYST I	\$4,367.00 - \$5,705.00		01 R1		1	12	2		R07
VF32	8472	LATENT PRINT ANALYST II	\$5,276.00 - \$6,879.00		R1		1	6	2		R07
VF31	8473	LATENT PRINT SUPERVISOR	\$5,900.00 - \$7,698.00		01 19 34 R1		1	12	E		S07
DG50	2119	LAUNDERER	\$2,315.00 - \$2,900.00	SISA			1	6	2		R15
DG60	2122	LAUNDERER ASSISTANT	\$2,159.00 - \$2,700.00	SISA			1	6	2		R15
DG30	2113	LAUNDRY SUPERVISOR I	\$2,676.00 - \$3,352.00		01 43		1	12	2		S15
DG35	2114	LAUNDRY SUPERVISOR I -CORRECTIONAL FACILITY-	A \$2,675.00 - \$3,348.00		43 R0	322	1	6	2		U15
			S \$2,676.00 - \$3,352.00		43 R0	322	1	6	2		U15
DG20	2110	LAUNDRY SUPERVISOR II	\$3,155.00 - \$3,952.00		01 43		1	12	2		S15
DG25	2111	LAUNDRY SUPERVISOR II -CORRECTIONAL FACILITY-	A \$3,153.00 - \$3,950.00		43 R0	322	1	6	2		U15
			S \$3,155.00 - \$3,952.00		43 R0	322	1	6	2		U15
DG40	2116	LAUNDRY WORKER	\$2,402.00 - \$3,007.00	SISA			1	6	2		R15
DG45	2117	LAUNDRY WORKER -CORRECTIONAL FACILITY-	\$2,343.00 - \$2,934.00	SISA	R0		1	6	2		R15
VG60	8527	LAW ENFORCEMENT CONSULTANT I COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,613.00 - \$6,974.00		01 19 34		1	12	E		S07
VG70	8528	LAW ENFORCEMENT CONSULTANT II COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$7,619.00 - \$8,654.00		01 19 34		1	12	E		M07
CX20	2957	LAW INDEXER	A \$2,978.00 - \$3,645.00		01 21	285 365	1	12	2		R04
			B \$3,224.00 - \$3,983.00		01 21	285 365	1	12	2		R04
			C \$3,867.00 - \$4,787.00		01 21	285 365	1	12	2		R04
			L \$2,978.00 - \$3,645.00		01 21	285 365	1	12	2		R04
			M \$3,224.00 - \$3,983.00		01 21	285 365	1	12	2		R04
			N \$3,867.00 - \$4,787.00		01 21	285 365	1	12	2		R04
QK90	6850	LEAD AUTOMOBILE MECHANIC	A \$3,602.00 - \$4,140.00			040	1	6	2		R12
			B \$3,943.00 - \$4,543.00			040	1	6	2		R12
QK95	6867	LEAD AUTOMOBILE MECHANIC -CORRECTIONAL FACILITY-	\$3,943.00 - \$4,543.00		R0		1	6	2		R12
DC30	2003	LEAD CUSTODIAN	\$2,354.00 - \$2,947.00				1	6	2		R15
DC35	2005	LEAD CUSTODIAN (CORRECTIONAL FACILITY)	\$2,354.00 - \$2,947.00		R0		1	6	2		R15
BL50	0725	LEAD GROUNDSKEEPER	A \$2,889.00 - \$3,610.00			040	1	6	2		R12
			B \$3,143.00 - \$3,958.00			040	1	6	2		R12
BL55	0720	LEAD GROUNDSKEEPER -CORRECTIONAL FACILITY-	\$3,143.00 - \$3,958.00		R0		1	6	2		R12
BL45	0718	LEAD GROUNDSKEEPER I (CORRECTIONAL FACILITY)	\$3,602.00 - \$4,543.00		R0		1	6	2		R12
QA85	6660	LEAD GUNSMITH	\$3,871.00 - \$4,459.00		19		1	6	2		R12
QJ73	6813	LEAD HEAVY EQUIPMENT BODYWORKER/PAINTER	\$3,770.00 - \$4,339.00				1	6	2		R12
QL14	6858	LEAD MOTORCYCLE MECHANIC	\$3,602.00 - \$4,140.00		19		1	6	2		R12
DB40	1984	LEAD SECURITY GUARD	\$2,354.00 - \$2,947.00				1	6	2		R15
PC20	6242	LEAD SNOW GAUGER	\$123.60 - \$132.46	DAY	36		1	0	2	NT	E
GY21	3380	LEAD STRUCTURAL STEEL INSPECTOR (NONDESTRUCTIVE TESTING)	\$5,471.00 - \$6,849.00				1	6	2		R11
PQ20	6514	LEAD STRUCTURAL STEEL PAINTER	\$4,751.00 - \$5,480.00				1	6	2		R12
JY62	5237	LEGAL ANALYST	A \$4,016.00 - \$5,029.00		01 19	285	1	12	2		R01
			L \$4,016.00 - \$5,029.00		01 19	285	1	12	2		R01
JY66	1820	LEGAL ASSISTANT	A \$3,540.00 - \$4,432.00		01 19	285	1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OA70	5798	L LEGAL COUNSEL	\$3,540.00 - \$4,432.00		01 19	285	1	12	2		R01
		A \$4,886.00 - \$5,082.00			01 19 21	053 285	1	12	SE		R02
		B \$4,891.00 - \$5,585.00			01 19 21	053 285	1	12	SE		R02
		L \$4,886.00 - \$5,033.00			01 19 21	053 285	1	12	SE		R02
		M \$4,891.00 - \$5,532.00			01 19 21	053 285	1	12	SE		R02
CC47	1058	LEGAL HEARING TYPIST, UNEMPLOYMENT INSURANCE APPEALS BOARD									
		A \$2,707.00 - \$3,390.00		SISA	20 21	307	1	6	2		R04
		B \$3,026.00 - \$3,785.00			20 21	307	1	6	2		R04
CE46	1344	LEGAL OFFICE ADMINISTRATOR I	\$4,438.00 - \$5,558.00		01 19		1	12	E		S04
CE48	1345	LEGAL OFFICE ADMINISTRATOR II	\$4,877.00 - \$6,106.00		01 19		1	12	E		S04
CE20	1282	LEGAL SECRETARY									
		A \$3,176.00 - \$3,976.00			01 21	285 405	1	12	2		R04
		B \$3,335.00 - \$4,176.00			01 21	285 405	1	12	2		R04
		L \$3,176.00 - \$3,976.00			01 21	285 405	1	12	2		R04
		M \$3,335.00 - \$4,176.00			01 21	285 405	1	12	2		R04
CE42	1277	LEGAL SUPPORT SUPERVISOR I	\$3,666.00 - \$4,592.00		01 43		1	12	2		S04
CE44	1278	LEGAL SUPPORT SUPERVISOR II	\$4,032.00 - \$5,052.00		01 43		1	12	2		S04
CF55	1323	LEGISLATIVE CLERK									
		A \$2,168.00 - \$2,713.00		SISA	19 21	285 332	1	6	2		R04
		B \$2,384.00 - \$2,983.00		SISA	19 21	285 332	1	6	2		R04
		L \$2,168.00 - \$2,713.00		SISA	19 21	285 332	1	6	2		R04
		M \$2,384.00 - \$2,983.00		SISA	19 21	285 332	1	6	2		R04
KF83	6066	LEGISLATIVE COORDINATOR, FAIR POLITICAL PRACTICES COMMISSION	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
KF77	5152	LEGISLATIVE COORDINATOR, SECRETARY OF STATE'S OFFICE	\$5,053.00 - \$6,325.00		19		1	6	E		R01
KF73	5343	LEGISLATIVE COORDINATOR, STATE CONTROLLER'S OFFICE	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
KF71	5295	LEGISLATIVE REPRESENTATIVE, DEPARTMENT OF EDUCATION	\$6,415.00 - \$7,243.00		01 19		1	12	E		S01
FM50	2951	LIBRARIAN									
		A \$4,386.00 - \$5,489.00			01 19	047	1	12	E		R21
		F \$3,655.00 - \$4,574.17			01 19	047	1	12	E		R21
FM56	7548	LIBRARIAN (RESIDENTAL CARE CENTERS)									
		1 \$3,762.00 - \$5,193.83			01 19	047	1	12	E		R03
		A \$4,104.00 - \$5,666.00			01 19	047	1	12	E		R03
		T \$3,078.00 - \$4,249.50			01 19	047	1	12	E		R03
FM55	2952	LIBRARIAN -CORRECTIONAL FACILITY-									
		1 \$3,762.00 - \$5,193.83			19 R0	047	1	6	E		R03
		A \$4,104.00 - \$5,666.00			19 R0	047	1	6	E		R03
		F \$3,420.00 - \$4,721.67			19 R0	047	1	6	E		R03
		T \$3,078.00 - \$4,249.50			19 R0	047	1	6	E		R03
FM60	2959	LIBRARY PROGRAMS ADMINISTRATOR									
		A \$6,650.00 - \$8,328.00			01 19	047	1	12	E		S21
		F \$5,541.67 - \$6,940.00			01 19	047	1	12	E		S21
FM65	2958	LIBRARY PROGRAMS CONSULTANT									
		A \$5,984.00 - \$7,489.00			01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
CG95	1318	LIBRARY TECHNICAL ASSISTANT (SAFETY)	\$2,897.00 - \$3,627.00				1	6	2		R04
CG90	1307	LIBRARY TECHNICAL ASSISTANT I									
		A \$2,897.00 - \$3,627.00		SISA	43	285 322	1	6	2		U04
		L \$2,897.00 - \$3,627.00		SISA	43	285 322	1	6	2		U04
		S \$2,898.00 - \$3,630.00		SISA	43	285 322	1	6	2		U04
CG80	1308	LIBRARY TECHNICAL ASSISTANT II	\$3,196.00 - \$4,002.00		01 43		1	12	2		S04
VJ14	8556	LICENSE INSPECTOR (SEASONAL)	\$13.31 - \$15.60 HR				1	0	2	NT	E
TL78	8249	LICENSED VOCATIONAL NURSE									
		A \$2,731.00 - \$3,592.00		SISA	01	437	1	12	2		R20
		T \$3,485.00 - \$4,362.00		SISA	01	437	1	12	2		R20
TL80	8274	LICENSED VOCATIONAL NURSE (SAFETY)									
		A \$2,731.00 - \$3,592.00		SISA	01 R1	437	1	12	2		R20
		J \$3,659.00 - \$4,582.00		SISA	01 R1	437	1	12	2		R20
		K \$4,108.00 - \$5,143.00		SISA	01 R1	437	1	12	2		R20



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TL81	8257	T	\$3,485.00 - \$4,362.00	SISA	01 R1	437	1	12	2		R20
		LICENSED VOCATIONAL NURSE, CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION									
		A	\$2,731.00 - \$3,592.00	SISA	01	466	1	12	2		R20
		B	\$4,055.00 - \$4,176.00		01	466	1	12	2		R20
		C	\$4,257.00 - \$4,385.00		01	466	1	12	2		R20
		D	\$4,447.00 - \$4,582.00		01	466	1	12	2		R20
		E	\$4,660.00 - \$4,800.00		01	466	1	12	2		R20
		F	\$4,893.00 - \$5,039.00		01	466	1	12	2		R20
		G	\$4,995.00 - \$5,143.00		01	466	1	12	2		R20
TL77	8286	T	\$3,485.00 - \$4,362.00	SISA	01	437	1	12	2		R20
		LICENSED VOCATIONAL NURSE, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
WL46	8223	A	\$2,901.00 - \$3,751.00		01 19 21	196	1	12	2		R19
		B	\$3,139.00 - \$4,097.00		01 19 21	196	1	12	2		R19
		C	\$3,765.00 - \$4,930.00		01 19 21	196	1	12	2		R19
		D	\$4,125.00 - \$5,415.00		01 19 21	196	1	12	2		R19
WL42	8222	A	\$5,462.00 - \$6,786.00		01 19 29		1	12	E		S19
		LICENSING PROGRAM MANAGER I									
WL40	8224	A	\$5,996.00 - \$7,451.00		01 19		1	12	E		S19
		LICENSING PROGRAM MANAGER II									
WL38	8220	A	\$7,290.00 - \$8,277.00		01 19 29		1	12	E		M19
		LICENSING PROGRAM MANAGER III									
KC55	3063	A	\$3,238.00 - \$4,056.00		01 19 R1		1	12	2		R07
		LICENSING REPRESENTATIVE I, ALCOHOL BEVERAGE CONTROL									
KC53	3065	A	\$3,978.00 - \$4,939.00		01 21 R1	432	1	12	2		R07
		B	\$4,370.00 - \$5,419.00		01 21 R1	432	1	12	2		R07
		LICENSING REPRESENTATIVE II, ALCOHOLIC BEVERAGE CONTROL									
VS50	8758	A	\$3,338.00 - \$4,092.00		34 R1		1	6	2		R07
		LICENSING-REGISTRATION EXAMINER, DEPARTMENT OF MOTOR VEHICLES									
VA55	8398	A	\$10,985.00 - \$12,972.00		01 19		1	12	E		M05
		LIEUTENANT, CALIFORNIA HIGHWAY PATROL									
VC60	1947	A	\$4,560.00 - \$5,943.00		01 19 34 P6		1	12	E		S07
		LIEUTENANT, STATE FAIR POLICE									
WU70	9574	A	\$6,644.00 - \$8,395.00		01 19 R3		1	12	2		S06
		LIEUTENANT, YOUTH AUTHORITY									
BS46	0985	A	\$16.52 - \$18.54		37 R1		1	6	2		R07
		LIFEGUARD (PERMANENT INTERMITTENT)									
BS50	0993	A	\$14.32 - \$15.90	HR	34 36 R1		1	0	2	NT	R07
		LIFEGUARD I (SEASONAL)									
BS35	0990	A	\$16.52 - \$18.54	HR	34 36 R1		1	0	2	NT	R07
		LIFEGUARD II (SEASONAL)									
KC84	4687	A	\$0.00 - \$1,514.30				1	0	2	NT	R01
		B	\$0.00 - \$151.41				1	0	2	NT	R01
		C	\$0.00 - \$15,143.00				1	0	2	NT	R01
		LIMITED EXAMINATION AND APPOINTMENT PROGRAM CANDIDATE (IDENTIFIED CLASS)									
RJ90	7325	A	\$4,951.00 - \$5,099.00				1	6	2		R14
		LITHOGRAPHIC PLATE MAKER									
WR26	6328	A	\$3,199.00 - \$3,737.00		01 19 21 R1	325	1	12	2		R07
		B	\$3,956.00 - \$4,901.00		01 19 21 R1	325	1	12	2		R07
		LITIGATION SPECIALIST I, CALTRANS									
WR27	6329	A	\$4,532.00 - \$5,632.00		01 19 R1		1	12	2		R07
		LITIGATION SPECIALIST II, CALTRANS									
AT85	0823	A	\$3,052.00 - \$3,742.00		01 19 34 21 R1	188	1	12	2		R07
		B	\$3,472.00 - \$4,295.00		01 19 34 21 R1	188	1	12	2		R07
		LIVESTOCK INSPECTOR									
JT35	7480	A	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
		LOAN OFFICER									
QA40	6642	A	\$3,770.00 - \$4,339.00			040	1	6	2		R12
		B	\$4,132.00 - \$4,761.00			040	1	6	2		R12
		LOCKSMITH I									
QA45	6643	A	\$4,132.00 - \$4,761.00		R0		1	6	2		R12
		LOCKSMITH I (CORRECTIONAL FACILITY)									
QA50	6665	A	\$3,943.00 - \$4,543.00				1	6	2		R12
		LOCKSMITH II									
KB15	1828	A	\$5,057.00 - \$6,283.00		01 19		1	12	E		S01
		LOTTERY MANAGER (SALES)									
JY48	9079	A	\$3,085.00 - \$3,864.00				1	6	2		R04
		LOTTERY TICKET SALES SENIOR SPECIALIST									

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JY50	9078	LOTTERY TICKET SALES SPECIALIST	\$2,758.00 - \$3,455.00		19		1	6	2		R04
JY46	9080	LOTTERY TICKET SALES SUPERVISOR	\$3,511.00 - \$4,399.00		01 43		1	12	2		S04
QI20	6802	MACHINIST AND EQUIPMENT FABRICATOR	\$4,132.00 - \$4,761.00				1	6	2		R12
CK03	1779	MAILING MACHINES OPERATOR I	A \$2,384.00 - \$2,983.00		21	275	1	6	2		R04
		B \$2,580.00 - \$3,229.00			21	275	1	6	2		R04
CK04	1780	MAILING MACHINES OPERATOR II	\$2,770.00 - \$3,462.00				1	6	2		R04
CK07	1459	MAILING MACHINES SUPERVISOR I	\$2,996.00 - \$3,750.00		01 43		1	12	2		S04
CK08	1463	MAILING MACHINES SUPERVISOR II	\$3,256.00 - \$4,080.00		01 43		1	12	2		S04
BS10	0987	MAINTENANCE AIDE (SEASONAL)	\$10.28 - \$12.02 HR		36		1	0	2	NT	R12
BS11	0989	MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)	\$10.28 - \$12.02 HR		36		1	0	2	NT	R12
QG30	6758	MAINTENANCE AND OPERATIONS SUPERVISOR I DISTRICT FAIRS	\$3,826.00 - \$4,741.00		01 43		1	12	2		S12
QG20	6757	MAINTENANCE AND OPERATIONS SUPERVISOR II DISTRICT FAIRS	\$4,392.00 - \$5,456.00		01 43		1	12	2		S12
DD60	9992	MAINTENANCE AND SERVICE OCCUPATIONAL TRAINEE	\$1,985.00 - \$2,253.00		SISA 36		1	0	2	NT	R15
QA10	6940	MAINTENANCE MECHANIC	A \$3,950.00 - \$4,550.00			040	1	6	2		R12
		B \$4,333.00 - \$4,998.00				040	1	6	2		R12
QA15	6941	MAINTENANCE MECHANIC -CORRECTIONAL FACILITY-	\$4,333.00 - \$4,998.00		R0		1	6	2		R12
QK60	2029	MAINTENANCE WORKER, DEPARTMENT OF THE CALIFORNIA HIGHWAY PATROL	\$2,463.00 - \$3,033.00		SISA		1	6	2		R12
QG50	6760	MAINTENANCE WORKER, DISTRICT FAIRS	\$3,292.00 - \$3,790.00		01		1	12	2		R12
QC80	6710	MAINTENANCE WORKER, TUNNELS AND TUBES	\$4,273.00 - \$4,486.00				1	6	2		R13
WU45	9571	MAJOR, YOUTH AUTHORITY	\$8,132.00 - \$10,279.00		01 19 R3		1	12	E		S06
JY42	5256	MANAGEMENT SERVICES ASSISTANT	\$2,293.00 - \$2,871.00		SISA 01		1	12	2		R01
JY40	5278	MANAGEMENT SERVICES TECHNICIAN	A \$2,609.00 - \$3,268.00		01 19 29 21	023 285	1	12	2		R01
		B \$2,945.00 - \$3,690.00			01 19 29 21	023 285	1	12	2		R01
		L \$2,609.00 - \$3,268.00			01 19 29 21	023 285	1	12	2		R01
		M \$2,945.00 - \$3,690.00			01 19 29 21	023 285	1	12	2		R01
VQ85	8746	MANAGER I DEPARTMENT OF MOTOR VEHICLES	\$3,752.00 - \$4,695.00		01 19		1	12	2		S01
WH50	9310	MANAGER I STATE COMPENSATION INSURANCE FUND	\$5,614.00 - \$6,974.00		01 19		1	12	E		S01
VQ80	8740	MANAGER II DEPARTMENT OF MOTOR VEHICLES	\$4,114.00 - \$5,151.00		01 19		1	12	2		S01
WH40	9309	MANAGER II STATE COMPENSATION INSURANCE FUND	\$6,497.00 - \$7,381.00		01 19		1	12	E		M01
VQ75	8734	MANAGER III DEPARTMENT OF MOTOR VEHICLES	\$4,948.00 - \$6,193.00		01 19		1	12	2		S01
VQ70	8731	MANAGER IV DEPARTMENT OF MOTOR VEHICLES	\$5,437.00 - \$6,804.00		01 19		1	12	E		S01
IH55	3944	MANAGER MOTOR CARRIER SAFETY PROGRAM, CALIFORNIA HIGHWAY PATROL	\$6,751.00 - \$7,666.00		01 19		1	12	E		M07
FJ70	4960	MANAGER OF EXHIBIT SERVICES	\$6,146.00 - \$6,980.00		01 19		1	12	E		M01
VQ90	8747	MANAGER TRAINEE, DEPARTMENT OF MOTOR VEHICLES	A \$3,171.00 - \$3,879.00		01 19 21	240	1	12	2		S01
		B \$3,430.00 - \$4,237.00			01 19 21	240	1	12	2		S01
		C \$3,752.00 - \$4,695.00			01 19 21	240	1	12	2		S01
VQ60	8730	MANAGER V DEPARTMENT OF MOTOR VEHICLES	\$6,606.00 - \$7,504.00		01 19		1	12	E		M01
LL10	1388	MANAGER, ELECTRONIC DATA PROCESSING ACQUISITION	\$7,440.00 - \$8,872.00		01 19		1	12	E		M01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LE60	5429	MANAGER-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE	\$7,088.00 - \$8,450.00		01 19 29		1	12	E		E99
VO26	8671	MANAGING DEPUTY COMMISSIONER I	\$4,870.00 - \$6,054.00		01 19 34		1	12	2		S07
VO24	8674	MANAGING DEPUTY COMMISSIONER II	\$5,345.00 - \$6,644.00		01 19 34		1	12	E		S07
VO22	8676	MANAGING DEPUTY COMMISSIONER III	\$5,876.00 - \$7,302.00		01 19 34		1	12	E		S07
VO20	8770	MANAGING DEPUTY COMMISSIONER IV	\$7,254.00 - \$8,242.00		01 19 34		1	12	E		M07
JV13	4639	MANAGING INVESTMENT DIRECTOR, PUBLIC EMPLOYEES' RETIREMENT SYSTEM	\$21,833.33 - \$32,666.66		01 19 55		1	12	E		M01
AT55	0174	MANAGING VETERINARIAN (GENERAL)	\$7,617.00 - \$9,086.00		01 19		1	12	E		M10
AV15	0178	MANAGING VETERINARIAN (MEAT INSPECTION)	\$7,617.00 - \$9,086.00		01 19		1	12	E		M10
RA35	7456	MANUFACTURING PLANNING SYSTEMS SPECIALIST I	\$4,244.00 - \$5,366.00		01 19		1	12	2		R12
RA40	7457	MANUFACTURING PLANNING SYSTEMS SPECIALIST II	\$5,111.00 - \$6,471.00		01 19		1	12	2		R12
RA45	7458	MANUFACTURING PLANNING SYSTEMS SUPERVISOR	\$5,448.00 - \$6,765.00		01 19		1	12	E		S12
VW20	8880	MARINE SAFETY INSPECTOR	\$4,238.00 - \$5,263.00		01 19 34 R1		1	12	2		R07
VW35	8827	MARINE SAFETY OPERATIONS SUPERVISOR	\$6,007.00 - \$7,457.00		01 19		1	12	E		S07
VW25	8889	MARINE SAFETY SPECIALIST I	\$4,879.00 - \$6,057.00		01 19 34 R1		1	12	2		R07
VW26	8893	MARINE SAFETY SPECIALIST II	\$5,123.00 - \$6,360.00		01 19 34 R1		1	12	2		R07
VW30	8826	MARINE SAFETY SUPERVISOR	\$5,459.00 - \$6,779.00		01 19		1	12	E		S07
KB43	9067	MARKETING ANALYST I, CALIFORNIA STATE LOTTERY	A \$3,189.00 - \$3,992.00 B \$3,824.00 - \$4,788.00		01 19 21 01 19 21	270 270	1 1	12 12	2 2		R01 R01
KB40	9068	MARKETING ANALYST II, CALIFORNIA STATE LOTTERY	\$4,600.00 - \$5,758.00		01 19		1	12	2		R01
FJ45	0556	MARKETING SPECIALIST, CALIFORNIA MUSEUM OF SCIENCE AND INDUSTRY/DISTRICT AGRICULTURAL ASSOCIATIONS	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
KB30	9069	MARKETING SPECIALIST, CALIFORNIA STATE LOTTERY	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
PX55	6617	MASON -CORRECTIONAL FACILITY-	\$4,132.00 - \$4,761.00		R0		1	6	2		R12
PX50	6616	MASON I	A \$3,770.00 - \$4,339.00 B \$4,132.00 - \$4,761.00			040 040	1 1	6 6	2 2		R12 R12
PX52	6615	MASON II	\$3,943.00 - \$4,543.00				1	6	2		R12
QU70	6980	MASTER, FISH AND GAME VESSEL	\$5,057.00 - \$5,720.00		01 43		1	12	2		S12
QU90	6986	MATE, FISH AND GAME VESSEL	\$3,687.00 - \$4,244.00				1	6	2		R12
GX40	3381	MATERIALS AND RESEARCH ENGINEERING ASSOCIATE (SPECIALIST)	\$5,185.00 - \$6,490.00		19		1	6	2		R11
PB25	1506	MATERIALS AND STORES SPECIALIST	A \$2,963.00 - \$3,699.00 B \$3,222.00 - \$4,057.00			040 040	1 1	6 6	2 2		R12 R12
PB24	1503	MATERIALS AND STORES SUPERVISOR	A \$3,282.00 - \$4,140.00 B \$3,602.00 - \$4,543.00 S \$3,331.00 - \$4,124.00 T \$3,656.00 - \$4,524.00		01 43 01 43 01 43 01 43	040 322 040 322 040 322 040 322	1 1 1 1	12 12 12 12	2 2 2 2		U12 U12 U12 U12
PB19	1508	MATERIALS AND STORES SUPERVISOR I -CORRECTIONAL FACILITY-	\$3,222.00 - \$4,057.00		R0		1	6	2		R12
PB18	1505	MATERIALS AND STORES SUPERVISOR II -CORRECTIONAL FACILITY-	A \$3,602.00 - \$4,543.00 S \$3,656.00 - \$4,524.00		43 R0 43 R0	322 322	1 1	6 6	2 2		U12 U12
AJ70	0108	MEASUREMENT STANDARDS SPECIALIST I	\$3,076.00 - \$3,793.00		34 R1		1	6	2		R07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
AJ60	0107	MEASUREMENT STANDARDS SPECIALIST II	\$3,518.00 - \$4,353.00		34 R1		1	6	2		R07
AJ50	0105	MEASUREMENT STANDARDS SPECIALIST III	\$4,293.00 - \$5,374.00		01 19		1	12	E		S11
AV75	0714	MEAT FOOD INSPECTOR									
		A	\$3,062.00 - \$3,832.00		01 21	177	1	12	2		R01
		B	\$3,487.00 - \$4,367.00		01 21	177	1	12	2		R01
GA55	9993	MECHANICAL AND TECHNICAL OCCUPATIONAL TRAINEE	\$2,023.00 - \$2,296.00		SISA 36		1	0	2	NT	R11
HB70	3468	MECHANICAL CONSTRUCTION INSPECTOR	\$4,001.00 - \$5,008.00				1	6	2		R11
HB60	3466	MECHANICAL CONSTRUCTION SUPERVISOR I	\$5,185.00 - \$6,490.00				1	6	2		R11
HB50	3465	MECHANICAL CONSTRUCTION SUPERVISOR II									
		A	\$6,927.00 - \$8,674.00		01 19	041	1	12	E		S09
		B	\$7,881.00 - \$9,864.00		01 19	041	1	12	E		S09
HH85	3583	MECHANICAL ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	428	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 21	428	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 21	428	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 21	428	1	12	2		R09
HI50	3595	MECHANICAL ENGINEERING TECHNICIAN I	\$3,410.00 - \$4,268.00				1	6	2		R11
HI40	3594	MECHANICAL ENGINEERING TECHNICIAN II	\$4,100.00 - \$5,132.00				1	6	2		R11
HI30	3593	MECHANICAL ENGINEERING TECHNICIAN III	\$4,502.00 - \$5,633.00				1	6	2		R11
QK10	6837	MECHANIC'S HELPER	\$2,889.00 - \$3,300.00		SISA		1	6	2		R12
SM06	9748	MEDICAL CONSULTANT (ADVISORY), MEDICAL BOARD OF CALIFORNIA	\$11,137.00 - \$13,305.00		01 19		1	12	SE		R16
SM05	9747	MEDICAL CONSULTANT (ENFORCEMENT), MEDICAL BOARD OF CALIFORNIA	\$11,137.00 - \$13,305.00		01 19		1	12	SE		R16
SM07	9749	MEDICAL CONSULTANT (LICENSING), MEDICAL BOARD OF CALIFORNIA	\$11,137.00 - \$13,305.00		01 19		1	12	SE		R16
SP70	7826	MEDICAL CONSULTANT DEPARTMENT OF REHABILITATION									
		A	\$9,152.00 - \$12,555.00		01 19	008	1	12	SE		R16
		B	\$9,594.00 - \$13,163.00		01 19	008	1	12	SE		R16
		C	\$9,874.00 - \$13,547.00		01 19	008	1	12	SE		R16
SM41	7785	MEDICAL CONSULTANT I (PSYCHIATRIST), DEPARTMENT OF SOCIAL SERVICES									
		A	\$9,152.00 - \$12,555.00		19	008	1	6	SE		R16
		B	\$9,594.00 - \$13,163.00		19	008	1	6	SE		R16
		C	\$9,874.00 - \$13,547.00		19	008	1	6	SE		R16
SM80	7787	MEDICAL CONSULTANT I, DEPARTMENT OF HEALTH SERVICES									
		A	\$9,152.00 - \$12,555.00		19	008	1	6	SE		R16
		B	\$9,594.00 - \$13,163.00		19	008	1	6	SE		R16
		C	\$9,874.00 - \$13,547.00		19	008	1	6	SE		R16
SM40	7784	MEDICAL CONSULTANT I, DEPARTMENT OF SOCIAL SERVICES									
		A	\$9,152.00 - \$12,555.00		19	008	1	6	SE		R16
		B	\$9,594.00 - \$13,163.00		19	008	1	6	SE		R16
		C	\$9,874.00 - \$13,547.00		19	008	1	6	SE		R16
SM70	7788	MEDICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES									
		A	\$9,874.00 - \$13,547.00		19	008 322	1	6	SE		U16
		C	\$10,106.00 - \$13,867.00		19	008 322	1	6	SE		U16
		S	\$10,128.00 - \$13,630.00		19	008 322	1	6	SE		U16
		T	\$10,367.00 - \$13,954.00		19	008 322	1	6	SE		U16
SM50	7786	MEDICAL CONSULTANT II, DEPARTMENT OF SOCIAL SERVICES									
		A	\$10,114.00 - \$13,630.00		01 19	008	1	12	SE		S16
		C	\$10,614.00 - \$13,954.00		01 19	008	1	12	SE		S16
SM75	6774	MEDICAL CONSULTANT, OFFICE OF STATEWIDE HEALTH PLANNING AND DEVELOPMENT									
		A	\$9,874.00 - \$13,547.00		19	008	1	6	SE		R16
		C	\$10,106.00 - \$13,867.00		19	008	1	6	SE		R16
SD80	7577	MEDICAL DIRECTOR, STATE HOSPITAL/DEVELOPMENTAL CENTER									
		A	\$12,040.00 - \$15,427.00		01 19 41	008 448 471	1	12	SE		M16
		C	\$12,625.00 - \$15,504.00		01 19 41	008 448 471	1	12	SE		M16
		P	\$23,130.00 - \$27,967.00		01 19 41	008 448 471	1	12	SE		M16
		R	\$23,573.00 - \$28,667.00		01 19 41	008 448 471	1	12	SE		M16
		S	\$18,469.00 - \$26,635.00		01 19 41	008 448 471	1	12	SE		M16
		T	\$18,824.00 - \$27,301.00		01 19 41	008 448 471	1	12	SE		M16
		U	\$22,028.00 - \$26,635.00		01 19 41	008 448 471	1	12	SE		M16

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
SD81	7594	MEDICAL DIRECTOR, STATE HOSPITAL/DEVELOPMENTAL CENTER, C.E.A.	V \$22,450.00 - \$27,301.00		01 19 41	008 448 471	1	12	SE		M16
		A \$12,040.00 - \$15,427.00			01 19 40	008 448 471	1	12	SE		M16
		C \$12,625.00 - \$15,504.00			01 19 40	008 448 471	1	12	SE		M16
		P \$23,130.00 - \$27,967.00			01 19 40	008 448 471	1	12	SE		M16
		R \$23,573.00 - \$28,667.00			01 19 40	008 448 471	1	12	SE		M16
		S \$18,469.00 - \$26,635.00			01 19 40	008 448 471	1	12	SE		M16
		T \$18,824.00 - \$27,301.00			01 19 40	008 448 471	1	12	SE		M16
		U \$22,028.00 - \$26,635.00			01 19 40	008 448 471	1	12	SE		M16
		V \$22,450.00 - \$27,301.00			01 19 40	008 448 471	1	12	SE		M16
SY82	7999	MEDI-CAL FIELD OFFICE ADMINISTRATOR I	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
SY80	8020	MEDI-CAL FIELD OFFICE ADMINISTRATOR II	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
SP10	7822	MEDICAL OFFICER, STATE PERSONNEL BOARD	\$11,621.00 - \$13,885.00		01		1	12	SE		M16
SM60	7789	MEDICAL PROGRAM CONSULTANT, DEPARTMENT OF HEALTH SERVICES	\$12,264.00 - \$14,651.00		01 19		1	12	SE		M16
CW20	1863	MEDICAL RECORD CONSULTANT	A \$4,777.00 - \$5,983.00		01 19	322	1	12	2		U01
		S \$4,785.00 - \$5,991.00			01 19	322	1	12	2		U01
CW25	1864	MEDICAL RECORD DIRECTOR	A \$3,703.00 - \$5,128.00		01 43	437	1	12	E		S01
		P \$4,670.00 - \$5,848.00			01 43	437	1	12	E		S01
		T \$4,829.00 - \$6,046.00			01 43	437	1	12	E		S01
SB65	7570	MEDICAL RESIDENT -VARIOUS SPECIALTIES-	A \$5,262.00 - \$5,525.00		01 19 P8	009	1	12	SE		R16
		B \$5,513.00 - \$5,789.00			01 19 P8	009	1	12	SE		R16
		C \$5,778.00 - \$6,068.00			01 19 P8	009	1	12	SE		R16
		D \$6,058.00 - \$6,361.00			01 19 P8	009	1	12	SE		R16
		E \$6,344.00 - \$6,662.00			01 19 P8	009	1	12	SE		R16
		F \$6,652.00 - \$6,985.00			01 19 P8	009	1	12	SE		R16
CC50	9551	MEDICAL SECRETARY, CORRECTIONAL INSTITUTION	A \$3,026.00 - \$3,785.00			285	1	6	2		R04
		L \$3,026.00 - \$3,785.00				285	1	6	2		R04
SU07	8015	MEDICAL SUPPLY TECHNICIAN	A \$2,251.00 - \$2,814.00		21	189	1	6	2		R11
		B \$2,417.00 - \$3,023.00			21	189	1	6	2		R11
WZ26	8221	MEDICAL TECHNICAL ASSISTANT (PSYCHIATRIC)	A \$4,374.00 - \$4,374.00		01 21 P4	290	1	12	2		R06
		B \$5,007.00 - \$6,328.00			01 21 P4	290	1	12	2		R06
		J \$4,593.00 - \$4,593.00			01 21 P4	290	1	12	2		R06
		J \$25.85 - \$25.85	HR		01 21 P4	290	1	12	2		R06
		K \$29.59 - \$37.40			01 21 P4	290	1	12	2		R06
		K \$5,257.00 - \$6,644.00			01 21 P4	290	1	12	2		R06
WZ25	8217	MEDICAL TECHNICAL ASSISTANT -CORRECTIONAL FACILITY-	A \$4,374.00 - \$4,374.00		01 21 P4	290	1	12	2		R06
		B \$5,007.00 - \$6,328.00			01 21 P4	290	1	12	2		R06
		J \$4,593.00 - \$4,593.00			01 21 P4	290	1	12	2		R06
		J \$25.85 - \$25.85	HR		01 21 P4	290	1	12	2		R06
		K \$5,257.00 - \$6,644.00			01 21 P4	290	1	12	2		R06
		K \$29.59 - \$37.40			01 21 P4	290	1	12	2		R06
SY96	8028	MEDI-CAL TECHNICIAN I	\$2,558.00 - \$3,202.00				1	6	2		R01
SY94	8032	MEDI-CAL TECHNICIAN II	\$2,881.00 - \$3,609.00				1	6	2		R01
SY92	8036	MEDI-CAL TECHNICIAN III (SPECIALIST)	\$3,138.00 - \$3,927.00		19		1	6	2		R01
SY90	8033	MEDI-CAL TECHNICIAN III (SUPERVISORY)	\$3,138.00 - \$3,927.00		01 19		1	12	2		S01
CC58	1177	MEDICAL TRANSCRIBER	A \$2,707.00 - \$3,390.00			285 437	1	6	2		R04
		L \$2,707.00 - \$3,390.00				285 437	1	6	2		R04
		P \$2,876.00 - \$3,612.00				285 437	1	6	2		R04
KE27	5178	MEMBER, DEADLY FORCE REVIEW BOARD	\$7,303.00 - \$7,303.00		46		1	0	E	NT	E
KI40	8370	MENTAL HEALTH PROGRAM ADMINISTRATOR	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
KI42	8326	MENTAL HEALTH PROGRAM SUPERVISOR	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
SW70	7956	MICROBIOLOGIST INTERN	\$3,027.00 - \$3,388.00								
				SISA			1	0	2	NT	R 10
CL40	1480	MICROFILM TECHNICIAN I									
		A	\$2,212.00 - \$2,765.00	SISA	21	091	1	6	2		R 04
		B	\$2,463.00 - \$3,081.00	SISA	21	091	1	6	2		R 04
CL45	1481	MICROFILM TECHNICIAN II	\$2,649.00 - \$3,313.00								
							1	6	2		R 04
QB90	6685	MILITARY DEPARTMENT FACILITY MANAGER	\$5,032.00 - \$6,255.00		01 19						
							1	12	E		S 12
PI70	6591	MILITARY DEPARTMENT HEAVY EQUIPMENT OPERATOR									
		A	\$3,438.00 - \$4,156.00			040	1	6	2		R 12
		B	\$3,770.00 - \$4,557.00			040	1	6	2		R 12
PN90	6482	MILL AND CABINET SUPERVISOR	\$4,195.00 - \$4,741.00		01 43						
							1	12	2		S 12
PO30	6488	MILL AND CABINET WORKER	\$3,770.00 - \$4,339.00								
							1	6	2		R 12
JE48	4134	MINERAL AND LAND AUDITOR SPECIALIST II	\$4,001.00 - \$5,261.00		19						
							1	6	2		R 01
JE46	4135	MINERAL AND LAND AUDITOR SPECIALIST III	\$4,821.00 - \$6,333.00		19						
							1	6	2		R 01
JE42	4137	MINERAL AND LAND AUDITOR SPECIALIST IV (SPECIALIST)	\$5,294.00 - \$6,962.00		01 19						
							1	12	2		R 01
JE44	4115	MINERAL AND LAND AUDITOR SPECIALIST IV (SUPERVISORY)	\$5,294.00 - \$6,962.00		01 19						
							1	12	E		S 01
GA35	4081	MINERAL RESOURCES ENGINEERING TECHNICIAN I	\$2,319.00 - \$2,904.00		01 19						
							1	12	2		R 11
GA40	4082	MINERAL RESOURCES ENGINEERING TECHNICIAN II	\$2,801.00 - \$3,508.00		19						
							1	6	2		R 11
GA45	4083	MINERAL RESOURCES ENGINEERING TECHNICIAN III	\$3,327.00 - \$4,164.00		01 19						
							1	12	2		R 11
VU15	9004	MINERAL RESOURCES INSPECTOR I									
		A	\$3,421.00 - \$4,282.00		21	201	1	6	2		R 11
		B	\$3,926.00 - \$4,914.00		21	201	1	6	2		R 11
VT90	8856	MINERAL RESOURCES INSPECTOR II	\$4,313.00 - \$5,395.00								
							1	6	2		R 11
VT85	9005	MINERAL RESOURCES INSPECTOR III	\$4,748.00 - \$5,897.00		01 19 34						
							1	12	E		S 07
QK80	6848	MOBILE EQUIPMENT SUPERINTENDENT I									
		A	\$4,711.00 - \$5,332.00		01 43 N2	040	1	12	2		S 12
		B	\$5,176.00 - \$5,860.00		01 43 N2	040	1	12	2		S 12
QM60	6886	MOBILE EQUIPMENT SUPERINTENDENT II	\$5,176.00 - \$6,436.00		01 19						
							1	12	E		S 12
VY30	8974	MOBILEHOME REGISTRATION MANAGER	\$5,690.00 - \$7,073.00		01 19						
							1	12	E		S 01
VY42	8957	MOBILEHOME REGISTRATION SUPERVISOR II	\$3,826.00 - \$4,741.00		01 19						
							1	12	E		S 01
VY40	8967	MOBILEHOME REGISTRATION SUPERVISOR III	\$4,602.00 - \$5,720.00		01 19						
							1	12	E		S 01
TP80	6046	MOBILITY EVALUATION SPECIALIST	\$3,830.00 - \$5,270.00		19						
							1	6	2		R 19
MD90	2888	MOTION PICTURE OPERATOR	\$16.05 - \$17.23 HR								
							1	6	2		R 15
MD80	5648	MOTION PICTURE PRODUCTION ANALYST	\$4,600.00 - \$5,758.00		19						
							1	6	2		R 01
IH80	3930	MOTOR CARRIER SPECIALIST I, CALIFORNIA HIGHWAY PATROL	\$3,950.00 - \$4,904.00		01 R1						
							1	12	2		R 07
IH70	3928	MOTOR CARRIER SPECIALIST II, CALIFORNIA HIGHWAY PATROL	\$4,836.00 - \$6,005.00		01 19 34						
							1	12	E		S 07
IH60	3927	MOTOR CARRIER SPECIALIST III, CALIFORNIA HIGHWAY PATROL	\$5,568.00 - \$6,921.00		01 19 34						
							1	12	E		S 07
CZ91	1898	MOTOR VEHICLE ASSISTANT									
		A	\$2,419.00 - \$3,028.00	SISA	01 20 21	244	1	12	2		R 04
		B	\$2,600.00 - \$3,251.00		01 20 21	244	1	12	2		R 04
CZ90	1897	MOTOR VEHICLE REPRESENTATIVE									
		A	\$2,563.00 - \$3,206.00	SISA	01 20 21	243	1	12	2		R 04
		B	\$2,754.00 - \$3,444.00		01 20 21	243	1	12	2		R 04
		C	\$2,965.00 - \$3,715.00		01 20 21	243	1	12	2		R 04
QV20	6989	MOTOR VESSEL ENGINEER	\$3,214.00 - \$3,872.00								
							1	6	2		R 12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
QL15	6852	MOTORCYCLE MECHANIC	\$3,438.00 - \$3,958.00				1	6	2		R 12
BS75	2871	MUSEUM CURATOR I	\$3,656.00 - \$4,524.00		01 19		1	12	2		S01
BS70	2872	MUSEUM CURATOR II	\$4,195.00 - \$5,209.00		01 19		1	12	2		S01
BS65	2873	MUSEUM CURATOR III	\$5,057.00 - \$6,283.00		01 19		1	12	E		S01
DC85	2042	MUSEUM CUSTODIAN		SISA	20 21	070	1	6	2		R 15
		A \$2,271.00 - \$2,841.00					1	6	2		R 15
		B \$2,442.00 - \$3,052.00			20 21	070	1	6	2		R 15
PS70	6540	MUSEUM ELECTRICIAN	\$4,327.00 - \$4,989.00				1	6	2		R 12
VC90	1992	MUSEUM SECURITY OFFICER	\$3,204.00 - \$4,086.00		R3		1	6	2		R07
BS80	2870	MUSEUM TECHNICIAN									
		A \$2,593.00 - \$3,245.00			19 21	070	1	6	2		R 11
		B \$2,932.00 - \$3,668.00			19 21	070	1	6	2		R 11
XT52	9768	MUSLIM CHAPLAIN	\$4,171.00 - \$5,476.00		19		1	6	E		R 19
XT54	9769	MUSLIM CHAPLAIN (INTERMITTENT)	\$96.24 - \$221.13		19		1	6	2		R 19
		\$24.06 - \$31.59			19		1	6	2		R 19
XT80	9912	NATIVE AMERICAN SPIRITUAL LEADER	\$4,171.00 - \$5,476.00		19		1	6	E		R 19
XT85	9913	NATIVE AMERICAN SPIRITUAL LEADER (INTERMITTENT)	\$24.06 - \$31.59		19		1	6	2		R 19
		\$96.24 - \$221.13			19		1	6	2		R 19
KC82	4661	NEW PROGRAM CONSULTANT	\$0.00 - \$9,999.99				1	0	E	NT	S01
		\$0.00 - \$999.99					1	0	E	NT	S01
		\$0.00 - \$99.99					1	0	E	NT	S01
XB60	9712	NIGHT ATTENDANT, SCHOOL FOR THE BLIND		SISA	01 19	047	1	12	2		R20
		A \$2,407.00 - \$3,016.00					1	12	2		R20
		F \$2,005.83 - \$2,513.33		SISA	01 19	047	1	12	2		R20
XB80	9663	NIGHT ATTENDANT, SCHOOL FOR THE DEAF		SISA	01 19	047	1	12	2		R20
		A \$2,407.00 - \$3,016.00					1	12	2		R20
		F \$2,005.83 - \$2,513.33		SISA	01 19	047	1	12	2		R20
TJ35	8197	NURSE CONSULTANT I									
		A \$5,225.00 - \$6,891.00			01	437	1	12	E		R 17
		P \$9,072.00 - \$11,359.00			01	437	1	12	E		R 17
		S \$7,802.00 - \$10,819.00			01	437	1	12	E		R 17
		T \$8,640.00 - \$10,819.00			01	437	1	12	E		R 17
TJ30	8195	NURSE CONSULTANT II									
		A \$5,703.00 - \$7,529.00			01 19	437	1	12	E		R 17
		P \$9,161.00 - \$11,472.00			01 19	437	1	12	E		R 17
		S \$8,248.00 - \$10,925.00			01 19	437	1	12	E		R 17
		T \$8,726.00 - \$10,925.00			01 19	437	1	12	E		R 17
TJ20	8181	NURSE CONSULTANT III (SPECIALIST)									
		A \$6,224.00 - \$8,231.00			01 19	437	1	12	E		R 17
		P \$9,252.00 - \$11,584.00			01 19	437	1	12	E		R 17
		T \$8,813.00 - \$11,031.00			01 19	437	1	12	E		R 17
TJ21	8179	NURSE CONSULTANT III (SUPERVISOR)									
		A \$5,869.00 - \$7,838.00			01 19	437	1	12	E		S 17
		P \$9,579.00 - \$11,991.00			01 19	437	1	12	E		S 17
		R \$9,579.00 - \$11,991.00			01 19	437	1	12	E		S 17
TN95	8143	NURSE EVALUATOR I, HEALTH SERVICES	\$4,257.00 - \$5,665.00				1	6	2		R 17
TN90	8144	NURSE EVALUATOR II, HEALTH SERVICES	\$5,140.00 - \$6,751.00		19		1	6	2		R 17
TN85	8145	NURSE EVALUATOR III, HEALTH SERVICES	\$5,121.00 - \$6,839.00		01 19		1	12	2		S 17
TN83	8149	NURSE EVALUATOR IV, HEALTH SERVICES	\$5,624.00 - \$7,512.00		01 19		1	12	2		S 17
TI55	8154	NURSE INSTRUCTOR									
		A \$5,694.00 - \$7,406.00			01 19	040 437	1	12	2		R 17
		B \$6,192.00 - \$8,074.00			01 19	040 437	1	12	2		R 17
		T \$7,228.00 - \$9,050.00			01 19	040 437	1	12	2		R 17
TI57	9353	NURSE INSTRUCTOR, CORRECTIONAL FACILITY									
		A \$5,691.00 - \$7,406.00			19	040 437	1	6	2		R 17

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$6,196.00 - \$8,074.00		19	040 437	1	6	2		R17
		J	\$7,590.00 - \$9,503.00		19	040 437	1	6	2		R17
		K	\$8,367.00 - \$10,476.00		19	040 437	1	6	2		R17
		R	\$7,590.00 - \$9,503.00		19	040 437	1	6	2		R17
TJ91	8212	NURSE PRACTITIONER									
		A	\$6,541.00 - \$8,454.00		19	040 112 437	1	6	2		R17
		B	\$7,088.00 - \$9,182.00		19	040 112 437	1	6	2		R17
		T	\$9,025.00 - \$10,202.00		19	040 112 437	1	6	2		R17
TJ94	9700	NURSE PRACTITIONER (SAFETY)									
		A	\$6,541.00 - \$8,454.00		19 R1	040 112 437	1	6	2		R17
		B	\$7,088.00 - \$9,182.00		19 R1	040 112 437	1	6	2		R17
		T	\$9,025.00 - \$10,202.00		19 R1	040 112 437	1	6	2		R17
TJ93	9278	NURSE PRACTITIONER, CORRECTIONAL FACILITY									
		A	\$6,541.00 - \$8,454.00		19	040 112 437	1	6	2		R17
		B	\$7,088.00 - \$9,182.00		19	040 112 437	1	6	2		R17
		J	\$9,476.00 - \$10,712.00		19	040 112 437	1	6	2		R17
		K	\$9,476.00 - \$11,123.00		19	040 112 437	1	6	2		R17
		R	\$9,476.00 - \$10,712.00		19	040 112 437	1	6	2		R17
TJ92	8227	NURSE PRACTITIONER, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$6,541.00 - \$8,454.00		19	040 112 437	1	6	2		R17
		B	\$7,088.00 - \$9,182.00		19	040 112 437	1	6	2		R17
		T	\$9,025.00 - \$10,202.00		19	040 112 437	1	6	2		R17
TN65	9273	NURSE-ANESTHETIST, CORRECTIONAL FACILITY									
		A	\$6,561.00 - \$8,481.00			040 437	1	6	2		R17
		B	\$7,109.00 - \$9,212.00			040 437	1	6	2		R17
		J	\$8,244.00 - \$10,319.00			040 437	1	6	2		R17
		K	\$9,088.00 - \$11,376.00			040 437	1	6	2		R17
TT30	8327	NURSING CONSULTANT, PROGRAM REVIEW									
		A	\$6,150.00 - \$8,224.00		01 19	437	1	12	E		S17
		P	\$9,432.00 - \$11,809.00		01 19	437	1	12	E		S17
		R	\$9,432.00 - \$11,809.00		01 19	437	1	12	E		S17
		T	\$8,575.00 - \$10,735.00		01 19	437	1	12	E		S17
TI35	8156	NURSING COORDINATOR									
		A	\$5,544.00 - \$7,408.00		01 19	437	1	12	E		S17
		T	\$7,439.00 - \$9,316.00		01 19	437	1	12	E		S17
TI40	8101	NURSING COORDINATOR (SAFETY)									
		A	\$5,544.00 - \$7,408.00		01 19 P8	437	1	12	E		S17
		S	\$7,373.00 - \$9,316.00		01 19 P8	437	1	12	E		S17
		T	\$7,439.00 - \$9,316.00		01 19 P8	437	1	12	E		S17
		U	\$8,202.00 - \$10,267.00		01 19 P8	437	1	12	E		S17
TN20	8250	NURSING EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
FG51	2263	NUTRITION EDUCATION ADMINISTRATOR									
			\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
FG45	2260	NUTRITION EDUCATION ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226	1	12	E		R21
FG50	2261	NUTRITION EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
TQ10	8288	OCCUPATIONAL THERAPIST									
		A	\$3,339.00 - \$4,814.00			471	1	6	2		R19
		S	\$4,671.00 - \$6,560.00			471	1	6	2		R19
		U	\$5,571.00 - \$6,560.00			471	1	6	2		R19
TQ09	9280	OCCUPATIONAL THERAPIST, CORRECTIONAL FACILITY									
		A	\$3,339.00 - \$4,814.00			471	1	6	2		R19
		P	\$4,671.00 - \$6,560.00			471	1	6	2		R19
		Q	\$5,571.00 - \$6,560.00			471	1	6	2		R19
TQ12	8204	OCCUPATIONAL THERAPIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$3,339.00 - \$4,814.00			471	1	6	2		R19
		S	\$4,671.00 - \$6,560.00			471	1	6	2		R19
		U	\$5,571.00 - \$6,560.00			471	1	6	2		R19
TQ11	8292	OCCUPATIONAL THERAPY ASSISTANT									
			\$2,558.00 - \$3,202.00				1	6	2		R20
TQ13	8290	OCCUPATIONAL THERAPY ASSISTANT (SAFETY)									
			\$2,558.00 - \$3,202.00		R1		1	6	2		R20
TP65	8281	OCCUPATIONAL THERAPY CONSULTANT									
			\$4,203.00 - \$6,080.00		19		1	6	2		R19



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HC94	3121	OCEANOGRAPHER	\$5,882.00 - \$7,311.00		19		1	6	E		R 10
CA55	1441	OFFICE ASSISTANT (GENERAL)									
		A	\$2,168.00 - \$2,713.00	SISA	21	282 285	1	6	2		R 04
		B	\$2,384.00 - \$2,983.00	SISA	21	282 285	1	6	2		R 04
		L	\$2,168.00 - \$2,713.00	SISA	21	282 285	1	6	2		R 04
		M	\$2,384.00 - \$2,983.00	SISA	21	282 285	1	6	2		R 04
CA52	1379	OFFICE ASSISTANT (TYPING)									
		A	\$2,241.00 - \$2,806.00	SISA	21	064 285	1	6	2		R 04
		B	\$2,429.00 - \$3,043.00	SISA	21	064 285	1	6	2		R 04
		L	\$2,241.00 - \$2,806.00	SISA	21	064 285	1	6	2		R 04
		M	\$2,429.00 - \$3,043.00	SISA	21	064 285	1	6	2		R 04
QB60	6675	OFFICE BUILDING MANAGER I	\$5,032.00 - \$6,255.00		01 19		1	12	E		S 12
QB50	6673	OFFICE BUILDING MANAGER II	\$5,279.00 - \$6,554.00		01 19		1	12	E		S 12
QB40	6672	OFFICE BUILDING MANAGER III	\$5,553.00 - \$6,901.00		01 19		1	12	E		S 12
QB30	6671	OFFICE BUILDING MANAGER IV	\$6,561.00 - \$7,451.00		01 19		1	12	E		M 12
JZ76	4523	OFFICE MANAGER I, CALIFORNIA ENERGY COMMISSION	\$6,751.00 - \$7,666.00		01 19		1	12	E		M 01
JZ73	4524	OFFICE MANAGER II, CALIFORNIA ENERGY COMMISSION	\$7,433.00 - \$8,440.00		01 19		1	12	E		M 01
CA71	1107	OFFICE OCCUPATIONS CLERK	\$2,099.00 - \$2,629.00	SISA			1	6	2		R 04
CA74	1242	OFFICE OCCUPATIONS TRAINEE	\$1,905.00 - \$2,163.00				1	0	2	NT	R 04
CA20	1103	OFFICE SERVICES MANAGER I	\$4,156.00 - \$5,203.00		01 19		1	12	2		S 04
CA10	1100	OFFICE SERVICES MANAGER II	\$4,772.00 - \$5,978.00		01 19		1	12	2		S 04
CA38	1141	OFFICE SERVICES SUPERVISOR I (GENERAL)									
		A	\$2,758.00 - \$3,456.00		43	322	1	6	2		U 04
		S	\$2,813.00 - \$3,514.00		43	322	1	6	2		U 04
CA36	1148	OFFICE SERVICES SUPERVISOR I (TYPING)									
		A	\$2,758.00 - \$3,456.00		43	322	1	6	2		U 04
		S	\$2,813.00 - \$3,514.00		43	322	1	6	2		U 04
CA28	1150	OFFICE SERVICES SUPERVISOR II (GENERAL)	\$3,087.00 - \$3,866.00		01 43		1	12	2		S 04
CA23	1151	OFFICE SERVICES SUPERVISOR III (GENERAL)	\$3,511.00 - \$4,399.00		01 43		1	12	2		S 04
CA48	1138	OFFICE TECHNICIAN (GENERAL)									
		A	\$2,758.00 - \$3,455.00			285	1	6	2		R 04
		L	\$2,758.00 - \$3,455.00			285	1	6	2		R 04
CA46	1139	OFFICE TECHNICIAN (TYPING)									
		A	\$2,809.00 - \$3,515.00		29	285	1	6	2		R 04
		L	\$2,809.00 - \$3,515.00		29	285	1	6	2		R 04
VA70	8397	OFFICER, CALIFORNIA HIGHWAY PATROL									
		A	\$6,225.00 - \$7,720.00		01 19	186	1	12	2		R 05
		B	\$6,511.00 - \$8,070.00		01 19	186	1	12	2		R 05
		C	\$7,281.00 - \$9,027.00		01 19	186	1	12	2		R 05
RJ55	7335	OFFSET PRESS ASSISTANT	\$4,071.00 - \$4,193.00		19		1	6	2		R 14
RJ40	7313	OFFSET PROCESS CAMERA OPERATOR	\$5,007.00 - \$5,158.00				1	6	2		R 14
RJ30	7915	OFFSET PROCESS CAMERA OPERATOR MASTER PHOTOGRAPHER	\$5,118.00 - \$5,272.00				1	6	2		R 14
HV38	3799	OIL AND GAS TECHNICIAN I	\$2,377.00 - \$2,977.00		19		1	6	2		R 11
HV40	3797	OIL AND GAS TECHNICIAN II	\$2,871.00 - \$3,596.00		19		1	6	2		R 11
HV42	3788	OIL AND GAS TECHNICIAN III	\$3,410.00 - \$4,268.00		19		1	6	2		R 11
VW36	7850	OIL SPILL PREVENTION ASSISTANT	\$4,238.00 - \$5,263.00		01 19 R1		1	12	2		R 07
VW37	7851	OIL SPILL PREVENTION SPECIALIST	\$4,879.00 - \$6,057.00		01 19 R1		1	12	2		R 07
VW38	7852	OIL SPILL PREVENTION SUPERVISOR I	\$5,292.00 - \$6,644.00		01 19		1	12	E		S 07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VW39	7853	OIL SPILL PREVENTION SUPERVISOR II	\$5,822.00 - \$7,309.00		01 19		1	12	E		S07
LQ02	5259	OPERATIONS RESEARCH SPECIALIST II	\$4,817.00 - \$6,033.00		19		1	6	2		R01
LQ01	5260	OPERATIONS RESEARCH SPECIALIST III	\$5,687.00 - \$7,118.00		19		1	6	E		R01
QC70	6707	OPERATOR TUNNELS AND TUBES	\$5,148.00 - \$5,405.00				1	6	2		R13
TC20	7971	OPTOMETRIST, CORRECTIONAL FACILITY	\$161.65 - \$214.04				1	6	E		R19
PQ90	6526	PAINTER I									
		A	\$3,770.00 - \$4,339.00			040	1	6	2		R12
		B	\$4,132.00 - \$4,761.00			040	1	6	2		R12
PQ92	6528	PAINTER I -CORRECTIONAL FACILITY-	\$4,132.00 - \$4,761.00		R0		1	6	2		R12
PQ80	6525	PAINTER II									
		A	\$3,943.00 - \$4,543.00			040	1	6	2		R12
		B	\$4,327.00 - \$4,989.00			040	1	6	2		R12
PQ85	6524	PAINTER II -CORRECTIONAL FACILITY-	\$4,327.00 - \$4,989.00		R0		1	6	2		R12
PQ65	6521	PAINTER III (CORRECTIONAL FACILITY)	\$4,534.00 - \$5,231.00		R0		1	6	2		R12
PQ60	6520	PAINTER SUPERVISOR									
		A	\$4,132.00 - \$4,761.00		43	040 322	1	6	2		U12
		B	\$4,534.00 - \$5,231.00		43	040 322	1	6	2		U12
		S	\$4,204.00 - \$4,750.00		43	040 322	1	6	2		U12
		T	\$4,611.00 - \$5,219.00		43	040 322	1	6	2		U12
BR90	0986	PARK AIDE (SEASONAL)	\$10.43 - \$11.96 HR		36		1	0	2	NT	E
BR91	5048	PARK AIDE (SEASONAL) (ANGEL ISLAND)	\$10.43 - \$11.96 HR		36		1	0	2	NT	E
BV55	1068	PARK AND RECREATION SPECIALIST									
		A	\$2,945.00 - \$3,514.00		01 20 21	107	1	12	2		R01
		B	\$3,654.00 - \$4,575.00		01 20 21	107	1	12	2		R01
		C	\$4,390.00 - \$5,497.00		01 20 21	107	1	12	2		R01
BT70	1019	PARK INTERPRETIVE SPECIALIST -SEASONAL-	\$11.71 - \$14.19 HR		36		1	0	2	NT	E
BL48	0715	PARK LANDSCAPE MAINTENANCE TECHNICIAN	\$3,077.00 - \$3,872.00				1	6	2		R12
QG95	6766	PARK MAINTENANCE ASSISTANT	\$2,768.00 - \$3,167.00		SISA		1	6	2		R12
QG96	5057	PARK MAINTENANCE ASSISTANT (ANGEL ISLAND)	\$2,768.00 - \$3,167.00		SISA		1	6	2		R12
QG64	6232	PARK MAINTENANCE CHIEF I	\$4,293.00 - \$5,332.00		01 43		1	12	2		S12
QG66	6535	PARK MAINTENANCE CHIEF II	\$4,711.00 - \$5,860.00		01 19		1	12	E		S12
QG67	9918	PARK MAINTENANCE CHIEF III	\$5,184.00 - \$6,447.00		01 19		1	12	E		S12
QG62	6229	PARK MAINTENANCE SUPERVISOR	\$3,743.00 - \$4,639.00		01 43		1	12	2		S12
QG63	6228	PARK MAINTENANCE SUPERVISOR (ANGEL ISLAND)	\$3,743.00 - \$4,639.00		01 43		1	12	2		S12
QG90	6767	PARK MAINTENANCE WORKER I	\$3,017.00 - \$3,782.00				1	6	2		R12
QG92	5058	PARK MAINTENANCE WORKER I (ANGEL ISLAND)	\$3,017.00 - \$3,782.00				1	6	2		R12
QG85	6768	PARK MAINTENANCE WORKER II	\$3,282.00 - \$4,140.00				1	6	2		R12
QG86	5065	PARK MAINTENANCE WORKER II (ANGEL ISLAND)	\$3,282.00 - \$4,140.00				1	6	2		R12
QF10	6729	PARKING OPERATIONS SUPERVISOR	\$4,195.00 - \$5,209.00		01 19		1	12	E		S12
XE25	9754	PAROLE ADMINISTRATOR I ADULT PAROLE	\$9,323.00 - \$10,691.00		01 19 R3		1	12	E		M06
XE23	9753	PAROLE ADMINISTRATOR II ADULT PAROLE	\$9,660.00 - \$11,077.00		01 19 24 R3		1	12	E		M06
XE70	9765	PAROLE AGENT I ADULT PAROLE									
		A	\$5,234.00 - \$6,300.00		01 19 21 R3	329	1	12	2		R06
		B	\$6,360.00 - \$7,661.00		01 19 21 R3	329	1	12	2		R06

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		J	\$30.93 - \$37.23		01 19 21 R3	329	1	12	2		R06
		J	\$5,496.00 - \$6,615.00		01 19 21 R3	329	1	12	2		R06
		K	\$37.59 - \$45.27		01 19 21 R3	329	1	12	2		R06
		K	\$6,678.00 - \$8,044.00		01 19 21 R3	329	1	12	2		R06
		L	\$5,666.00 - \$5,666.00		01 19 21 R3	329	1	12	2		R06
		L	\$31.89 - \$31.89	HR	01 19 21 R3	329	1	12	2		R06
		M	\$6,656.00 - \$8,406.00		01 19 21 R3	329	1	12	2		R06
		M	\$37.46 - \$47.31		01 19 21 R3	329	1	12	2		R06
		W	\$5,396.00 - \$5,396.00		01 19 21 R3	329	1	12	2		R06
		X	\$6,339.00 - \$8,006.00		01 19 21 R3	329	1	12	2		R06
XC80	9701	PAROLE AGENT I YOUTH AUTHORITY									
		A	\$5,234.00 - \$6,300.00		01 19 21 R3	329	1	12	2		R06
		B	\$6,360.00 - \$7,661.00		01 19 21 R3	329	1	12	2		R06
		J	\$5,496.00 - \$6,615.00		01 19 21 R3	329	1	12	2		R06
		J	\$30.93 - \$37.23		01 19 21 R3	329	1	12	2		R06
		K	\$37.59 - \$45.27		01 19 21 R3	329	1	12	2		R06
		K	\$6,678.00 - \$8,044.00		01 19 21 R3	329	1	12	2		R06
		L	\$5,666.00 - \$5,666.00		01 19 21 R3	329	1	12	2		R06
		L	\$31.89 - \$31.89	HR	01 19 21 R3	329	1	12	2		R06
		M	\$6,656.00 - \$8,406.00		01 19 21 R3	329	1	12	2		R06
		M	\$37.46 - \$47.31		01 19 21 R3	329	1	12	2		R06
		W	\$5,396.00 - \$5,396.00		01 19 21 R3	329	1	12	2		R06
		X	\$6,339.00 - \$8,006.00		01 19 21 R3	329	1	12	2		R06
XE65	9762	PAROLE AGENT II, ADULT PAROLE (SPECIALIST)									
		A	\$6,953.00 - \$8,784.00		01 19 R3	401	1	12	2		R06
		J	\$41.09 - \$51.91		01 19 R3	401	1	12	2		R06
		J	\$7,301.00 - \$9,223.00		01 19 R3	401	1	12	2		R06
XE60	9763	PAROLE AGENT II, ADULT PAROLE (SUPERVISOR)									
			\$7,474.00 - \$9,443.00		01 19 43		1	12	E		S06
XC70	9696	PAROLE AGENT II, YOUTH AUTHORITY (SPECIALIST)									
		A	\$6,953.00 - \$8,784.00		01 19 R3	401	1	12	2		R06
		J	\$7,301.00 - \$9,223.00		01 19 R3	401	1	12	2		R06
		J	\$41.09 - \$51.91		01 19 R3	401	1	12	2		R06
XC75	9697	PAROLE AGENT II, YOUTH AUTHORITY (SUPERVISOR)									
			\$7,474.00 - \$9,443.00		01 19		1	12	E		S06
XE50	9760	PAROLE AGENT III ADULT PAROLE									
			\$7,836.00 - \$9,907.00		01 19 R3		1	12	E		S06
XC60	9695	PAROLE AGENT III YOUTH AUTHORITY									
			\$7,836.00 - \$9,907.00		01 19 R3		1	12	E		S06
XE71	9776	PAROLE SERVICE ASSOCIATE									
		A	\$3,488.00 - \$4,366.00		01 19 21	316	1	12	2		R06
		B	\$3,973.00 - \$4,976.00		01 19 21	316	1	12	2		R06
		C	\$4,564.00 - \$5,712.00		01 19 21	316	1	12	2		R06
SF90	7649	PATHOLOGIST									
		B	\$9,364.00 - \$13,461.00		01 19	008	1	12	SE		S16
		C	\$9,813.00 - \$13,852.00		01 19	008	1	12	SE		S16
SF91	7653	PATHOLOGIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		B	\$9,364.00 - \$13,461.00		01 19	008	1	12	SE		S16
		C	\$9,813.00 - \$13,852.00		01 19	008	1	12	SE		S16
ST95	7875	PATHOLOGY ASSISTANT									
			\$2,871.00 - \$3,596.00				1	6	2		R11
VM86	8662	PATIENT BENEFIT AND INSURANCE OFFICER I									
		A	\$4,100.00 - \$5,133.00			322	1	6	2		U01
		S	\$4,104.00 - \$5,136.00			322	1	6	2		U01
VM83	8666	PATIENT BENEFIT AND INSURANCE OFFICER II (SPECIALIST)									
			\$4,502.00 - \$5,634.00				1	6	2		R01
VM80	8660	PATIENT BENEFIT AND INSURANCE OFFICER II (SUPERVISOR)									
			\$4,502.00 - \$5,634.00		01 19		1	12	E		S01
VM76	8665	PATIENT BENEFIT AND INSURANCE OFFICER III									
			\$5,176.00 - \$6,436.00		01 19		1	12	E		S01
CU90	1782	PAYROLL AUDITOR, DIVISION OF LABOR STANDARDS ENFORCEMENT									
			\$2,843.00 - \$3,560.00				1	6	2		R01
JK30	4213	PAYROLL OFFICER STATE CONTROLLERS OFFICE									
			\$4,602.00 - \$5,720.00		01 19		1	12	2		S01
KY55	1309	PAYROLL OPERATIONS SUPERVISOR									
			\$3,824.00 - \$4,788.00		01 19		1	12	2		S01
KY65	1311	PAYROLL SPECIALIST									
		A	\$2,720.00 - \$3,405.00		01 19 21	125	1	12	2		R01
		B	\$3,129.00 - \$3,920.00		01 19 21	125	1	12	2		R01
		C	\$3,239.00 - \$4,056.00		01 19 21	125	1	12	2		R01
		D	\$3,498.00 - \$4,380.00		01 19 21	125	1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
VC50	1954	PEACE OFFICER I, DEVELOPMENTAL CENTER	\$3,724.00 - \$4,795.00		01 R3		1	12	2		R07
VC51	1955	PEACE OFFICER II, DEVELOPMENTAL CENTER	\$4,085.00 - \$5,316.00		01 43 R3		1	12	2		S07
JR32	5103	PENSION PROGRAM ANALYST									
		A \$2,945.00 - \$3,690.00			01 19 21	412	1	12	2		R01
		B \$3,189.00 - \$3,992.00			01 19 21	412	1	12	2		R01
		C \$3,824.00 - \$4,788.00			01 19 21	412	1	12	2		R01
JY95	4864	PENSION PROGRAM MANAGER I	\$5,346.00 - \$6,644.00		01 19		1	12	E		S01
JY90	4865	PENSION PROGRAM MANAGER II	\$5,871.00 - \$7,296.00		01 19		1	12	E		S01
JY85	4866	PENSION PROGRAM MANAGER III	\$7,137.00 - \$8,105.00		01 19		1	12	E		M01
CZ08	9777	PENSION PROGRAM REPRESENTATIVE									
		A \$2,384.00 - \$3,203.00			01 21	411	1	12	2		R04
		B \$2,758.00 - \$3,455.00			01 21	411	1	12	2		R04
JR36	5105	PENSION PROGRAM SUPERVISOR	\$4,866.00 - \$6,048.00		01 19		1	12	2		S01
BH40	1005	PERMIT ASSISTANCE CENTER DIRECTOR	\$6,453.00 - \$7,331.00		01 19		1	12	E		S01
KY15	5318	PERSONNEL PROGRAM ADVISOR	\$6,453.00 - \$7,331.00		01 19		1	12	E		E99
KY22	5312	PERSONNEL PROGRAM ANALYST	\$4,602.00 - \$5,758.00		01 19		1	12	2		E97
KY12	5322	PERSONNEL PROGRAM MANAGER I	\$6,760.00 - \$7,677.00		01 19		1	12	E		E99
KY10	5323	PERSONNEL PROGRAM MANAGER II	\$7,088.00 - \$8,048.00		01 19		1	12	E		E99
KY50	5213	PERSONNEL PROGRAM TECHNICIAN I	\$2,545.00 - \$3,455.00		01 19		1	12	2		E97
KY51	5214	PERSONNEL PROGRAM TECHNICIAN II	\$3,326.00 - \$4,380.00		01 19		1	12	2		E97
KY53	5215	PERSONNEL PROGRAM TECHNICIAN III	\$4,105.00 - \$4,788.00		01 19		1	12	2		E97
LA25	5144	PERSONNEL SELECTION CONSULTANT I	\$5,057.00 - \$6,283.00		01 19		1	12	2		S01
LA20	5165	PERSONNEL SELECTION CONSULTANT II	\$5,553.00 - \$6,901.00		01 19 29		1	12	E		S01
CG74	6291	PERSONNEL SELECTION TECHNICIAN									
		A \$2,384.00 - \$2,983.00			01 21	070	1	12	2		R04
		B \$2,758.00 - \$3,455.00			01 21	070	1	12	2		R04
KY45	1303	PERSONNEL SPECIALIST									
		A \$2,720.00 - \$3,405.00			01 19 21 29	125 285	1	12	2		R01
		B \$3,129.00 - \$3,920.00			01 19 21 29	125 285	1	12	2		R01
		C \$3,239.00 - \$4,056.00			01 19 21 29	125 285	1	12	2		R01
		D \$3,498.00 - \$4,380.00			01 19 21 29	125 285	1	12	2		R01
		L \$2,720.00 - \$3,405.00			01 19 21 29	125 285	1	12	2		R01
		M \$3,129.00 - \$3,920.00			01 19 21 29	125 285	1	12	2		R01
		N \$3,239.00 - \$4,056.00			01 19 21 29	125 285	1	12	2		R01
		O \$3,498.00 - \$4,380.00			01 19 21 29	125 285	1	12	2		R01
KY30	1304	PERSONNEL SUPERVISOR I	\$3,824.00 - \$4,788.00		01 19		1	12	2		S01
KY25	1314	PERSONNEL SUPERVISOR II	\$4,209.00 - \$5,269.00		01 19		1	12	2		S01
KY98	5160	PERSONNEL TECHNICIAN I									
		A \$2,517.00 - \$3,152.00			01 19 21	083 285	1	12	2		R01
		B \$2,945.00 - \$3,690.00			01 19 21	083 285	1	12	2		R01
		L \$2,517.00 - \$3,152.00			01 19 21	083 285	1	12	2		R01
		M \$2,945.00 - \$3,690.00			01 19 21	083 285	1	12	2		R01
KY97	5161	PERSONNEL TECHNICIAN II (SPECIALIST)	\$3,410.00 - \$4,272.00		19		1	6	2		R01
KY96	5139	PERSONNEL TECHNICIAN II (SUPERVISOR)	\$3,585.00 - \$4,440.00		01 19		1	12	2		S01
SX95	0569	PEST CONTROL TECHNICIAN									
		A \$3,143.00 - \$3,610.00				040	1	6	2		R12
		B \$3,438.00 - \$3,958.00				040	1	6	2		R12
SX97	7199	PEST CONTROL TECHNICIAN (CORRECTIONAL FACILITY)	\$3,438.00 - \$3,958.00		P8		1	6	2		R12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
AC05	0490	PEST PREVENTION ASSISTANT I (VARIOUS PROJECTS)	\$2,381.00 - \$2,748.00				1	6	2		R 10
AC10	0491	PEST PREVENTION ASSISTANT II (VARIOUS PROJECTS)	\$2,473.00 - \$2,861.00				1	6	2		R 10
AC15	0494	PEST PREVENTION ASSISTANT III (VARIOUS PROJECTS)	\$2,668.00 - \$2,989.00				1	6	2		R 10
AH50	0471	PESTICIDE USE SPECIALIST									
	A	\$3,197.00 - \$4,000.00		01 19 21	127		1	12	2		R 01
	B	\$3,827.00 - \$4,794.00		01 19 21	127		1	12	2		R 01
HW40	3776	PETROLEUM DRILLING ENGINEER	\$9,652.00 - \$12,084.00		19		1	6	2		R 09
HW20	3800	PETROLEUM GEOLOGIST	\$6,760.00 - \$8,419.00		19		1	6	2		R 10
HW30	3775	PETROLEUM PRODUCTION ENGINEER	\$9,652.00 - \$12,084.00		19		1	6	2		R 09
HU40	3766	PETROLEUM RESERVOIR ENGINEER STATE LANDS DIVISION	\$10,217.00 - \$12,783.00		01 19		1	12	2		R 09
SY15	7975	PHARMACEUTICAL CONSULTANT I, DEPARTMENT OF HEALTH SERVICES	\$5,324.00 - \$7,685.00		19		1	6	E		R 19
SY16	7994	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SPECIALIST)	\$5,844.00 - \$8,454.00		01 19		1	12	E		R 19
SY10	7963	PHARMACEUTICAL CONSULTANT II, DEPARTMENT OF HEALTH SERVICES (SUPERVISORY)	\$6,109.00 - \$8,415.00		01 19		1	12	E		S 19
SY05	7964	PHARMACEUTICAL PROGRAM CONSULTANT, DEPARTMENT OF HEALTH SERVICES	\$6,737.00 - \$9,274.00		01 19		1	12	E		S 19
SY60	7982	PHARMACIST I									
	A	\$5,577.00 - \$7,320.00		19	437		1	6	2		R 19
	P	\$9,526.00 - \$10,501.00		19	437		1	6	2		R 19
	R	\$9,526.00 - \$10,501.00		19	437		1	6	2		R 19
	T	\$9,072.00 - \$10,002.00		19	437		1	6	2		R 19
SY61	7659	PHARMACIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
	A	\$5,577.00 - \$7,320.00		19 P8	437		1	6	2		R 19
	T	\$9,072.00 - \$10,002.00		19 P8	437		1	6	2		R 19
SY50	7981	PHARMACIST II									
	A	\$6,405.00 - \$8,001.00		01 19	437		1	12	E		S 19
	P	\$10,632.00 - \$11,499.00		01 19	437		1	12	E		S 19
	R	\$10,632.00 - \$11,499.00		01 19	437		1	12	E		S 19
	S	\$8,951.00 - \$10,454.00		01 19	437		1	12	E		S 19
	T	\$9,666.00 - \$10,454.00		01 19	437		1	12	E		S 19
SY45	7996	PHARMACY SERVICES MANAGER									
	A	\$6,405.00 - \$8,821.00		01 19	437		1	12	E		S 19
	P	\$11,164.00 - \$12,074.00		01 19	437		1	12	E		S 19
	R	\$11,164.00 - \$12,074.00		01 19	437		1	12	E		S 19
	T	\$10,149.00 - \$10,977.00		01 19	437		1	12	E		S 19
CN50	7979	PHARMACY TECHNICIAN									
	A	\$2,758.00 - \$3,455.00			437		1	6	2		R 20
	P	\$3,128.00 - \$3,919.00			437		1	6	2		R 20
	R	\$3,128.00 - \$3,919.00			437		1	6	2		R 20
	T	\$2,980.00 - \$3,732.00			437		1	6	2		R 20
CN51	7658	PHARMACY TECHNICIAN, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
	A	\$2,758.00 - \$3,455.00			437		1	6	2		R 20
	T	\$2,980.00 - \$3,732.00			437		1	6	2		R 20
QQ30	6919	PHOTO-ELECTRONICS SPECIALIST DEPARTMENT OF JUSTICE	\$4,782.00 - \$5,948.00		34 R1		1	6	2		R 07
GG40	3092	PHOTOGRAMMETRIST I	\$5,200.00 - \$6,509.00				1	6	2		R 09
GG30	3090	PHOTOGRAMMETRIST II	\$6,719.00 - \$8,404.00		19		1	6	2		R 09
FK30	2845	PHOTOGRAPHER	\$3,189.00 - \$3,992.00				1	6	2		R 01
LA75	4963	PHYSICAL TESTING AND EVALUATION SPECIALIST	\$3,189.00 - \$3,992.00		01 19		1	12	2		R 01
TP50	8280	PHYSICAL THERAPIST I	\$3,765.00 - \$5,173.00				1	6	E		R 19
TP43	9281	PHYSICAL THERAPIST I, CORRECTIONAL FACILITY	\$3,765.00 - \$5,173.00				1	6	E		R 19
TP45	8315	PHYSICAL THERAPIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$3,765.00 - \$5,173.00				1	6	E		R 19
TP40	8277	PHYSICAL THERAPIST II	\$4,323.00 - \$5,955.00		19		1	6	E		R 19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
TP53	9342	PHYSICAL THERAPIST II, CORRECTIONAL FACILITY	\$4,323.00 - \$5,955.00		19		1	6	E		R 19
TP57	8272	PHYSICAL THERAPY ASSISTANT	\$2,658.00 - \$3,329.00		19		1	6	2		R 20
TP10	8270	PHYSICAL THERAPY CONSULTANT	\$4,203.00 - \$5,790.00		19		1	6	2		R 19
SB35	7551	PHYSICIAN AND SURGEON									
		A	\$7,839.00 - \$10,753.00		01 19 21	092 469	1	12	SE		R 16
		B	\$9,495.00 - \$13,027.00		01 19 21	092 469	1	12	SE		R 16
		C	\$9,954.00 - \$13,656.00		01 19 21	092 469	1	12	SE		R 16
		D	\$10,243.00 - \$14,052.00		01 19 21	092 469	1	12	SE		R 16
		S	\$13,512.00 - \$16,769.00		01 19 21	092 469	1	12	SE		R 16
		T	\$14,262.00 - \$17,700.00		01 19 21	092 469	1	12	SE		R 16
		U	\$15,014.00 - \$18,634.00		01 19 21	092 469	1	12	SE		R 16
		V	\$15,970.00 - \$16,769.00		01 19 21	092 469	1	12	SE		R 16
		W	\$16,857.00 - \$17,700.00		01 19 21	092 469	1	12	SE		R 16
		Y	\$17,745.00 - \$18,634.00		01 19 21	092 469	1	12	SE		R 16
SB38	7552	PHYSICIAN AND SURGEON (SAFETY)									
		A	\$7,839.00 - \$10,753.00		01 19 21 R1	092 469	1	12	SE		R 16
		B	\$9,495.00 - \$13,027.00		01 19 21 R1	092 469	1	12	SE		R 16
		C	\$9,954.00 - \$13,656.00		01 19 21 R1	092 469	1	12	SE		R 16
		D	\$10,242.00 - \$14,052.00		01 19 21 R1	092 469	1	12	SE		R 16
		S	\$13,512.00 - \$16,769.00		01 19 21 R1	092 469	1	12	SE		R 16
		T	\$14,262.00 - \$17,700.00		01 19 21 R1	092 469	1	12	SE		R 16
		U	\$15,014.00 - \$18,634.00		01 19 21 R1	092 469	1	12	SE		R 16
		V	\$15,970.00 - \$16,769.00		01 19 21 R1	092 469	1	12	SE		R 16
		W	\$16,857.00 - \$17,700.00		01 19 21 R1	092 469	1	12	SE		R 16
		Y	\$17,745.00 - \$18,634.00		01 19 21 R1	092 469	1	12	SE		R 16
SB50	7565	PHYSICIAN AND SURGEON -INTERMITTENT-									
		B	\$9,494.00 - \$13,027.00		19 21	092 455 469	1	6	SE		R 16
		C	\$9,954.00 - \$13,656.00		19 21	092 455 469	1	6	SE		R 16
		D	\$10,243.00 - \$14,052.00		19 21	092 455 469	1	6	SE		R 16
		P	\$19,364.00 - \$20,333.00		19 21	092 455 469	1	6	SE		R 16
		Q	\$20,439.00 - \$21,461.00		19 21	092 455 469	1	6	SE		R 16
		R	\$21,517.00 - \$22,592.00		19 21	092 455 469	1	6	SE		R 16
		S	\$13,512.00 - \$16,769.00		19 21	092 455 469	1	6	SE		R 16
		T	\$14,262.00 - \$17,700.00		19 21	092 455 469	1	6	SE		R 16
		U	\$15,014.00 - \$18,634.00		19 21	092 455 469	1	6	SE		R 16
		V	\$15,970.00 - \$16,769.00		19 21	092 455 469	1	6	SE		R 16
		W	\$16,857.00 - \$17,700.00		19 21	092 455 469	1	6	SE		R 16
		Y	\$17,745.00 - \$18,634.00		19 21	092 455 469	1	6	SE		R 16
SB36	9269	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY									
		A	\$7,839.00 - \$10,753.00		19 21	092 455	1	6	SE		R 16
		B	\$9,495.00 - \$13,027.00		19 21	092 455	1	6	SE		R 16
		C	\$9,954.00 - \$13,656.00		19 21	092 455	1	6	SE		R 16
		D	\$10,243.00 - \$14,052.00		19 21	092 455	1	6	SE		R 16
		P	\$19,364.00 - \$20,333.00		19 21	092 455	1	6	SE		R 16
		Q	\$20,439.00 - \$21,461.00		19 21	092 455	1	6	SE		R 16
		R	\$21,517.00 - \$22,592.00		19 21	092 455	1	6	SE		R 16
SB39	9263	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY (INTERNAL MEDICINE/FAMILY PRACTICE)									
		A	\$10,243.00 - \$14,052.00		19	455	1	6	SE		R 16
		P	\$19,364.00 - \$20,333.00		19	455	1	6	SE		R 16
		Q	\$20,439.00 - \$21,461.00		19	455	1	6	SE		R 16
		R	\$21,517.00 - \$22,592.00		19	455	1	6	SE		R 16
SB34	7644	PHYSICIAN AND SURGEON, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$7,839.00 - \$10,753.00		01 19 21 P8	092 469	1	12	SE		R 16
		B	\$9,495.00 - \$13,027.00		01 19 21 P8	092 469	1	12	SE		R 16
		C	\$9,954.00 - \$13,656.00		01 19 21 P8	092 469	1	12	SE		R 16
		D	\$10,243.00 - \$14,052.00		01 19 21 P8	092 469	1	12	SE		R 16
		S	\$13,512.00 - \$16,769.00		01 19 21 P8	092 469	1	12	SE		R 16
		T	\$14,262.00 - \$17,700.00		01 19 21 P8	092 469	1	12	SE		R 16
		U	\$15,014.00 - \$18,634.00		01 19 21 P8	092 469	1	12	SE		R 16
		V	\$15,970.00 - \$16,769.00		01 19 21 P8	092 469	1	12	SE		R 16
		W	\$16,857.00 - \$17,700.00		01 19 21 P8	092 469	1	12	SE		R 16
		Y	\$17,745.00 - \$18,634.00		01 19 21 P8	092 469	1	12	SE		R 16
TH01	8016	PHYSICIAN ASSISTANT, CORRECTIONAL FACILITY									
		A	\$6,984.00 - \$8,581.00		19	437	1	6	2		R 19
		J	\$9,338.00 - \$10,761.00		19	437	1	6	2		R 19
		K	\$9,338.00 - \$11,173.00		19	437	1	6	2		R 19
VY61	2278	PIPELINE SAFETY ENGINEER									
		A	\$4,049.00 - \$4,782.00		01 19 34 21 P1	386	1	12	2		R 07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$4,253.00 - \$5,487.00		01 19 34 21 P1	386	1	12	2		R07
		C	\$5,123.00 - \$6,614.00		01 19 34 21 P1	386	1	12	2		R07
JX84	4734	PLANNER I.- ENERGY FACILITY SITING	\$4,600.00 - \$5,758.00		19		1	6	2		R01
JX82	4756	PLANNER II-ENERGY FACILITY SITING	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
JX80	4737	PLANNER III - ENERGY FACILITY SITING	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
BE55	1272	PLANT PATHOLOGIST (DIAGNOSTICIAN)									
		A	\$3,850.00 - \$4,777.00			208	1	6	2		R10
		B	\$4,040.00 - \$5,011.00			208	1	6	2		R10
		C	\$4,226.00 - \$5,249.00			208	1	6	2		R10
BA72	0615	PLANT QUARANTINE INSPECTOR									
		A	\$3,000.00 - \$3,757.00		01 21	159	1	12	2		R11
		B	\$3,261.00 - \$4,081.00		01 21	159	1	12	2		R11
BA50	0544	PLANT QUARANTINE OFFICER	\$4,944.00 - \$6,187.00		01 19		1	12	E		S11
BA52	0409	PLANT QUARANTINE SUPERVISOR I	\$3,574.00 - \$4,475.00		01 19		1	12	2		S11
BA42	0410	PLANT QUARANTINE SUPERVISOR II	\$3,910.00 - \$4,898.00		01 19		1	12	2		S11
PT55	6553	PLUMBER APPRENTICE									
		A	\$2,619.00 - \$2,983.00		19	052	1	6	2		R12
		B	\$2,779.00 - \$3,181.00		19	052	1	6	2		R12
		C	\$2,966.00 - \$3,392.00		19	052	1	6	2		R12
		D	\$3,162.00 - \$3,624.00		19	052	1	6	2		R12
		E	\$3,373.00 - \$3,888.00		19	052	1	6	2		R12
		F	\$3,610.00 - \$4,165.00		19	052	1	6	2		R12
PT40	6549	PLUMBER I									
		A	\$3,943.00 - \$4,543.00			040	1	6	2		R12
		B	\$4,327.00 - \$4,989.00			040	1	6	2		R12
PT45	6550	PLUMBER I -CORRECTIONAL FACILITY-	\$4,327.00 - \$4,989.00		R0		1	6	2		R12
PT30	6548	PLUMBER II									
		A	\$4,132.00 - \$4,761.00			040	1	6	2		R12
		B	\$4,534.00 - \$5,231.00			040	1	6	2		R12
PT35	6594	PLUMBER II (CORRECTIONAL FACILITY)	\$4,534.00 - \$5,231.00		R0		1	6	2		R12
PT15	6545	PLUMBER III (CORRECTIONAL FACILITY)	\$4,751.00 - \$5,480.00		R0		1	6	2		R12
PT10	6543	PLUMBER SUPERVISOR									
		A	\$4,327.00 - \$4,989.00		43	040 322	1	6	2		U12
		B	\$4,751.00 - \$5,480.00		43	040 322	1	6	2		U12
		S	\$4,400.00 - \$4,978.00		43	040 322	1	6	2		U12
		T	\$4,833.00 - \$5,467.00		43	040 322	1	6	2		U12
TC38	7976	PODIATRIC CONSULTANT									
		A	\$6,545.00 - \$9,188.00		01 19	154	1	12	SE		R16
		B	\$6,865.00 - \$9,636.00		01 19	154	1	12	SE		R16
		C	\$7,199.00 - \$10,104.00		01 19	154	1	12	SE		R16
TC40	7977	PODIATRIST									
		A	\$6,555.00 - \$9,200.00		19	154 470	1	6	SE		R16
		B	\$6,876.00 - \$9,654.00		19	154 470	1	6	SE		R16
		C	\$7,207.00 - \$10,119.00		19	154 470	1	6	SE		R16
		S	\$7,264.00 - \$13,810.00		19	154 470	1	6	SE		R16
		T	\$7,608.00 - \$14,846.00		19	154 470	1	6	SE		R16
		U	\$7,962.00 - \$15,959.00		19	154 470	1	6	SE		R16
		V	\$9,841.00 - \$13,810.00		19	154 470	1	6	SE		R16
		W	\$10,578.00 - \$14,846.00		19	154 470	1	6	SE		R16
		Y	\$11,373.00 - \$15,959.00		19	154 470	1	6	SE		R16
TC39	7972	PODIATRIST, CORRECTIONAL FACILITY									
		A	\$6,491.00 - \$9,111.00		19	154 470	1	6	SE		R16
		B	\$6,810.00 - \$9,560.00		19	154 470	1	6	SE		R16
		C	\$7,137.00 - \$10,020.00		19	154 470	1	6	SE		R16
		S	\$6,705.00 - \$12,169.00		19	154 470	1	6	SE		R16
		T	\$7,023.00 - \$13,080.00		19	154 470	1	6	SE		R16
		U	\$7,349.00 - \$14,062.00		19	154 470	1	6	SE		R16
		V	\$8,672.00 - \$12,169.00		19	154 470	1	6	SE		R16
		W	\$9,322.00 - \$13,080.00		19	154 470	1	6	SE		R16
		Y	\$10,022.00 - \$14,062.00		19	154 470	1	6	SE		R16
TC41	7657	PODIATRIST, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$6,555.00 - \$9,200.00		19 P8	154 470	1	6	SE		R16

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
	B		\$6,876.00 - \$9,654.00		19 P8	154 470	1	6	SE		R 16
	C		\$7,207.00 - \$10,119.00		19 P8	154 470	1	6	SE		R 16
	S		\$7,264.00 - \$13,810.00		19 P8	154 470	1	6	SE		R 16
	T		\$7,608.00 - \$14,846.00		19 P8	154 470	1	6	SE		R 16
	U		\$7,962.00 - \$15,959.00		19 P8	154 470	1	6	SE		R 16
	V		\$9,841.00 - \$13,810.00		19 P8	154 470	1	6	SE		R 16
	W		\$10,578.00 - \$14,846.00		19 P8	154 470	1	6	SE		R 16
	Y		\$11,373.00 - \$15,959.00		19 P8	154 470	1	6	SE		R 16
KB74	1805	POLITICAL REFORM CONSULTANT I, FAIR POLITICAL PRACTICES COMMISSION	\$4,600.00 - \$5,758.00		19		1	6			R01
KB72	1816	POLITICAL REFORM CONSULTANT II, FAIR POLITICAL PRACTICES COMMISSION	\$5,053.00 - \$6,325.00		19		1	6			R01
KA57	1826	POLITICAL REFORM PROGRAM ADMINISTRATOR	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
KA56	1824	POLITICAL REFORM PROGRAM SENIOR SPECIALIST	\$5,053.00 - \$6,325.00		01 19		1	12			R01
KA55	1822	POLITICAL REFORM PROGRAM SPECIALIST	\$4,600.00 - \$5,758.00		01 19		1	12			R01
BS45	0995	POOL LIFEGUARD	\$2,562.00 - \$3,117.00		34 R1		1	6			R07
BS49	0994	POOL LIFEGUARD -SEASONAL-	\$11.06 - \$13.16	HR	34 R1		1	0		2	NT R07
JV59	4697	PORTFOLIO MANAGER, STATE TEACHERS' RETIREMENT SYSTEM	\$9,000.00 - \$20,500.00		01 19 55		1	12	E		M01
EL12	2592	POSTSECONDARY EDUCATION MANAGER, CALIFORNIA POSTSECONDARY EDUCATION COMMISSION, C.E.A.	\$8,479.00 - \$9,628.00		01 19 40		1	12	E		M21
EL13	2626	POSTSECONDARY EDUCATION MANAGER, CALIFORNIA POSTSECONDARY EDUCATION COMMISSION	\$8,479.00 - \$9,628.00		01 19 41		1	12	E		M21
QQ40	6926	PRECISION ELECTRONICS SPECIALIST	\$5,575.00 - \$6,645.00				1	6			R09
SY70	9313	PRE-LICENSED PHARMACIST	\$4,818.00 - \$5,747.00				1	0		2	NT R19
TL65	8233	PRE-LICENSED PSYCHIATRIC TECHNICIAN	\$2,845.00 - \$3,281.00				1	0		2	NT R18
TL66	8254	PRE-LICENSED PSYCHIATRIC TECHNICIAN (SAFETY)	\$2,845.00 - \$3,281.00		R1		1	0		2	NT R18
DH65	2168	PRE-REGISTERED DIETITIAN	\$3,024.00 - \$3,923.00				1	0		2	NT R19
TH50	8140	PRE-REGISTERED NURSE	\$3,711.00 - \$4,491.00				1	0		2	NT R17
TH51	8170	PRE-REGISTERED NURSE, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$3,711.00 - \$4,491.00				1	0		2	NT R17
OX85	6133	PRESIDING ADMINISTRATIVE LAW JUDGE, OFFICE OF ADMINISTRATIVE HEARINGS	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
OX20	6088	PRESIDING ADMINISTRATIVE LAW JUDGE, UNEMPLOYMENT INSURANCE APPEALS BOARD	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
WS15	9546	PRESIDING CONCILIATOR, DEPARTMENT OF INDUSTRIAL RELATIONS	\$6,873.00 - \$8,605.00		01 19		1	12	E		E97
OY15	6117	PRESIDING WORKERS' COMPENSATION JUDGE	\$8,223.00 - \$10,247.00		01 19		1	12	E		S02
IK30	3952	PRINCIPAL ARCHITECT	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
JC78	4094	PRINCIPAL AUDITOR, BUREAU OF STATE AUDITS	\$8,578.00 - \$10,231.00		01 19 55		1	12	E		E99
GL30	3183	PRINCIPAL BRIDGE ENGINEER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
KP20	4890	PRINCIPAL BUYER	\$4,714.00 - \$5,858.00		01 19		1	12	E		S01
JZ21	4683	PRINCIPAL CALTRANS ADMINISTRATOR	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
CU10	1762	PRINCIPAL CLAIM AUDITOR	\$3,882.00 - \$4,810.00		01 19		1	12		2	S01
JI90	8622	PRINCIPAL COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD	\$5,053.00 - \$6,325.00		01 19		1	12		2	R01
HA10	3444	PRINCIPAL CONSTRUCTION ENGINEER WATER RESOURCES	\$10,839.00 - \$12,312.00		01 19		1	12	E		M09
OF25	5749	PRINCIPAL DEPUTY LEGISLATIVE COUNSEL I	\$9,322.00 - \$11,854.00		19		1	6	SE		E98
OF20	5748	PRINCIPAL DEPUTY LEGISLATIVE COUNSEL II	\$10,746.00 - \$12,447.00		01 19		1	12	SE		E99



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GO20	3255	PRINCIPAL ENGINEER WATER RESOURCES	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
HY30	3819	PRINCIPAL ENGINEER, DRINKING WATER PROGRAM	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
HR20	3692	PRINCIPAL GEOLOGIST	\$10,114.00 - \$11,488.00		01 19		1	12	E		M10
GO60	3254	PRINCIPAL HYDRAULIC ENGINEER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
HO46	3671	PRINCIPAL HYDROELECTRIC POWER UTILITY ENGINEER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
IM10	3979	PRINCIPAL LANDSCAPE ARCHITECT, CALTRANS	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
FM20	2917	PRINCIPAL LIBRARIAN									
		A \$6,052.00 - \$7,576.00			01 19	047	1	12	E		S21
		F \$5,043.33 - \$6,313.33			01 19	047	1	12	E		S21
HH10	3560	PRINCIPAL MECHANICAL AND ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
LF14	5270	PRINCIPAL PROGRAM BUDGET ANALYST I	\$7,090.00 - \$8,048.00		01 19 29		1	12	E		E 99
LF12	5271	PRINCIPAL PROGRAM BUDGET ANALYST II	\$7,442.00 - \$8,451.00		01 29		1	12	E		E 99
LF10	5273	PRINCIPAL PROGRAM BUDGET ANALYST III	\$7,804.00 - \$8,863.00		01 29		1	12	E		E 99
KT50	5455	PRINCIPAL PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$7,136.00 - \$8,104.00		01 19		1	12	E		M01
KR20	4954	PRINCIPAL RIGHT OF WAY AGENT	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
IF85	3902	PRINCIPAL SAFETY ENGINEER -CONSTRUCTION-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IE80	3881	PRINCIPAL SAFETY ENGINEER -ELEVATORS-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IG55	3911	PRINCIPAL SAFETY ENGINEER -INDUSTRIAL-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IG40	3885	PRINCIPAL SAFETY ENGINEER -MINERAL INDUSTRIES MINING AND TUNNELING-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IF10	3883	PRINCIPAL SAFETY ENGINEER -PRESSURE VESSELS-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IE35	3908	PRINCIPAL SAFETY ENGINEER -STAFF SERVICES-	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
AJ30	0100	PRINCIPAL STATE METROLOGIST	\$6,600.00 - \$7,496.00		01 19		1	12	E		M10
GV20	3330	PRINCIPAL STRUCTURAL ENGINEER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
HF30	4512	PRINCIPAL TRANSPORTATION DIVISION PUBLIC UTILITIES COMMISSION	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
GJ50	3152	PRINCIPAL TRANSPORTATION ENGINEER, CALTRANS	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
JX71	4723	PRINCIPAL TRANSPORTATION PLANNER	\$7,792.00 - \$8,849.00		01 19		1	12	E		M01
ID52	3851	PRINCIPAL WATER RESOURCE CONTROL ENGINEER	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
IS87	4355	PRINCIPAL-FIRE AND LIFE SAFETY (DIVISION OF THE STATE ARCHITECT)	\$9,202.00 - \$11,521.00		01 19		1	12	2		R09
RP10	7442	PRINTER I, STATE COMPENSATION INSURANCE FUND	\$4,227.00 - \$4,392.00				1	6	2		R14
RO90	7441	PRINTER II, STATE COMPENSATION INSURANCE FUND	\$5,499.00 - \$5,702.00				1	6	2		R14
RO15	7433	PRINTING MECHANICAL SUPERINTENDENT	\$5,128.00 - \$6,368.00		01 43		1	12	E		S14
RF90	7233	PRINTING OPERATIONS ASSISTANT	\$3,322.00 - \$4,109.00				1	6	2		R14
RG30	7232	PRINTING OPERATIONS SUPERVISOR, STATE COMPENSATION INSURANCE FUND	\$5,184.00 - \$6,444.00		01 19		1	12	E		S14
RO20	7431	PRINTING PLANT MACHINIST	\$5,012.00 - \$5,163.00				1	6	2		R14
RG40	7221	PRINTING PLANT SUPERINTENDENT	\$5,311.00 - \$6,598.00		01 19		1	12	E		S14
RF70	7230	PRINTING PROCESS AND OPERATIONS PLANNER									
		A \$3,989.00 - \$4,944.00			01 19 21	283	1	12	2		R14

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RF40	7225	B PRINTING PROCESS AND OPERATIONS SUPERVISOR	\$4,374.00 - \$5,434.00		01 19 21	283	1	12	2		R 14
			\$5,032.00 - \$6,255.00		01 19		1	12	E		S 14
RF50	7226	PRINTING PRODUCTION SUPERVISOR	\$4,801.00 - \$5,967.00		01 19		1	12	E		S 14
RO70	7443	PRINTING SUPERVISOR, STATE COMPENSATION INSURANCE FUND	\$5,427.00 - \$6,136.00		01 19		1	12	E		S 14
RO60	7438	PRINTING TRADES ASSISTANT I	\$2,856.00 - \$2,941.00				1	6	2		R 14
RO50	7437	PRINTING TRADES ASSISTANT II	\$3,296.00 - \$3,396.00				1	6	2		R 14
CL90	1473	PRINTING TRADES PRODUCTION COORDINATOR	\$3,122.00 - \$3,851.00				1	6	2		R 14
CL65	1487	PRINTING TRADES SPECIALIST I (GENERAL)									
		A	\$2,377.00 - \$2,852.00	SISA	24	040	1	6	2		R 14
		B	\$2,558.00 - \$3,098.00	SISA	24	040	1	6	2		R 14
CL83	1511	PRINTING TRADES SPECIALIST III (GENERAL)									
		A	\$2,715.00 - \$3,315.00		24	040	1	6	2		R 14
		B	\$2,997.00 - \$3,653.00		24	040	1	6	2		R 14
CL60	1485	PRINTING TRADES SPECIALIST TRAINEE (GENERAL)	\$2,136.00 - \$2,551.00	SISA			1	6	2		R 14
CL85	1515	PRINTING TRADES SUPERVISOR I (GENERAL)	\$3,466.00 - \$4,289.00		01 43		1	12	2		S 14
CL36	1516	PRINTING TRADES SUPERVISOR II (GENERAL)	\$4,018.00 - \$4,980.00		01 43		1	12	2		S 14
PB26	1575	PRISON CANTEEN MANAGER I	\$3,602.00 - \$4,543.00		R0		1	6	2		R 12
PB27	1576	PRISON CANTEEN MANAGER II	\$4,004.00 - \$4,968.00		01 43 R0		1	12	2		S 12
QZ05	7158	PRISON INDUSTRIES ADMINISTRATOR	\$7,433.00 - \$8,440.00		01 19 R0		1	12	E		M12
RA25	7143	PRISON INDUSTRIES ENGINEER	\$8,993.00 - \$10,208.00		01 19		1	12	E		M09
QZ22	7304	PRISON INDUSTRIES MANAGER (AGRICULTURE)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ11	7308	PRISON INDUSTRIES MANAGER (DIGITAL SERVICES)	\$5,690.00 - \$7,073.00		01 19		1	12	E		S 12
QZ16	7301	PRISON INDUSTRIES MANAGER (FOOD PRODUCTS)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ10	7157	PRISON INDUSTRIES MANAGER (GENERAL)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ12	7299	PRISON INDUSTRIES MANAGER (LAUNDRY)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ28	7164	PRISON INDUSTRIES MANAGER (METAL PRODUCTS)	\$5,690.00 - \$7,073.00		01 19		1	12	E		S 12
QZ32	7393	PRISON INDUSTRIES MANAGER (OPTICAL PRODUCTS)	\$5,690.00 - \$7,073.00		01		1	12	E		S 12
QZ20	7303	PRISON INDUSTRIES MANAGER (PRINTING)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ14	7300	PRISON INDUSTRIES MANAGER (RECORDS MANAGEMENT)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ24	7165	PRISON INDUSTRIES MANAGER (TEXTILE PRODUCTS)	\$5,690.00 - \$7,073.00		01 19		1	12	E		S 12
QZ18	7302	PRISON INDUSTRIES MANAGER (TRANSPORTATION/DISTRIBUTION)	\$5,690.00 - \$7,073.00		01 19 R0		1	12	E		S 12
QZ34	7144	PRISON INDUSTRIES MANAGER (WASTE MANAGEMENT)	\$5,690.00 - \$7,073.00		01 19		1	12	E		S 12
QZ26	7163	PRISON INDUSTRIES MANAGER (WOOD PRODUCTS)	\$5,690.00 - \$7,073.00		01 19		1	12	E		S 12
BK10	0679	PRISON INDUSTRIES SUPERINTENDENT I (AGRICULTURE)	\$4,504.00 - \$5,590.00		01 19 R0		1	12	2		S 12
RC11	7290	PRISON INDUSTRIES SUPERINTENDENT I (BAKERY)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RE65	7169	PRISON INDUSTRIES SUPERINTENDENT I (BINDERY)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RA65	7109	PRISON INDUSTRIES SUPERINTENDENT I (COFFEE ROASTING AND GRINDING)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RA67	7328	PRISON INDUSTRIES SUPERINTENDENT I (COMPOSTING)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RD95	7183	PRISON INDUSTRIES SUPERINTENDENT I (CONCRETE CONSTRUCTION)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RE61	7203	PRISON INDUSTRIES SUPERINTENDENT I (DENTAL LABORATORY)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RC25	7171	PRISON INDUSTRIES SUPERINTENDENT I (DETERGENT)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RC19	7201	PRISON INDUSTRIES SUPERINTENDENT I (DIGITAL SERVIES)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RA66	7350	PRISON INDUSTRIES SUPERINTENDENT I (EGG PRODUCTION)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RA69	7382	PRISON INDUSTRIES SUPERINTENDENT I (ENERGY PRODUCTION)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RD25	7194	PRISON INDUSTRIES SUPERINTENDENT I (FABRIC PRODUCTS)	\$4,504.00 - \$5,590.00		01 43 R0		1	12	2		S 12
RE38	7351	PRISON INDUSTRIES SUPERINTENDENT I (FIBERGLASS PRODUCTS)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RE41	7352	PRISON INDUSTRIES SUPERINTENDENT I (FURNITURE REFURBISHING)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RE55	7173	PRISON INDUSTRIES SUPERINTENDENT I (KNITTING MILL)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RE94	7174	PRISON INDUSTRIES SUPERINTENDENT I (LAUNDRY)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RA73	7383	PRISON INDUSTRIES SUPERINTENDENT I (MATERIALS RECOVERY)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RC15	7168	PRISON INDUSTRIES SUPERINTENDENT I (MATTRESS AND BEDDING)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RC12	7110	PRISON INDUSTRIES SUPERINTENDENT I (MEAT PLANT OPERATIONS)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RC75	7189	PRISON INDUSTRIES SUPERINTENDENT I (METAL PRODUCTS)	\$4,504.00 - \$5,590.00		01 43 R0		1	12	2		S 12
RD66	7182	PRISON INDUSTRIES SUPERINTENDENT I (OPTICAL PRODUCTS)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RC13	7292	PRISON INDUSTRIES SUPERINTENDENT I (PAPER PRODUCTS)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RC22	7156	PRISON INDUSTRIES SUPERINTENDENT I (POULTRY PROCESSING)	\$4,504.00 - \$5,590.00		01 19 R0		1	12	2		S 12
RE15	7176	PRISON INDUSTRIES SUPERINTENDENT I (PRINTING)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RE45	7177	PRISON INDUSTRIES SUPERINTENDENT I (SHOE MANUFACTURING)	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
RE13	7320	PRISON INDUSTRIES SUPERINTENDENT I (SILKSCREEN)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RE17	7280	PRISON INDUSTRIES SUPERINTENDENT I (VEHICLE RECONDITIONING AND SERVICING)	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RC10	7175	PRISON INDUSTRIES SUPERINTENDENT I (WOOD PRODUCTS)	\$4,504.00 - \$5,590.00		01 43 R0		1	12	2		S 12
RE42	7353	PRISON INDUSTRIES SUPERINTENDENT I, (FOOD AND BEVERAGE PACKA	\$4,504.00 - \$5,590.00		01 19		1	12	2		S 12
RE75	7214	PRISON INDUSTRIES SUPERINTENDENT II ( PRINTING)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S 12
BK05	0617	PRISON INDUSTRIES SUPERINTENDENT II (AGRICULTURE)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S 12
RE34	7293	PRISON INDUSTRIES SUPERINTENDENT II (BAKERY)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RE85	7217	PRISON INDUSTRIES SUPERINTENDENT II (BINDERY)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S 12
RA71	7115	PRISON INDUSTRIES SUPERINTENDENT II (COFFEE ROASTING AND GRINDING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RA77	7384	PRISON INDUSTRIES SUPERINTENDENT II (COMPOSTING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RD72	7187	PRISON INDUSTRIES SUPERINTENDENT II (CONCRETE CONSTRUCTION)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RE60	7202	PRISON INDUSTRIES SUPERINTENDENT II (DENTAL LABORATORY)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12
RB70	7170	PRISON INDUSTRIES SUPERINTENDENT II (DETERGENT)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S 12
RC21	7212	PRISON INDUSTRIES SUPERINTENDENT II (DIGITAL SERVICES)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S 12

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RA72	7116	PRISON INDUSTRIES SUPERINTENDENT II (EGG PRODUCTION)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE35	7294	PRISON INDUSTRIES SUPERINTENDENT II (ELECTRONIC COMPONENTS)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RA78	7385	PRISON INDUSTRIES SUPERINTENDENT II (ENERGY PRODUCTION)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RD20	7195	PRISON INDUSTRIES SUPERINTENDENT II (FABRIC PRODUCTS)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RE36	7295	PRISON INDUSTRIES SUPERINTENDENT II (FIBERGLASS PRODUCTS)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE43	7297	PRISON INDUSTRIES SUPERINTENDENT II (FOOD AND BEVERAGE PACKA	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE37	7296	PRISON INDUSTRIES SUPERINTENDENT II (FURNITURE REFURBISHING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE30	7209	PRISON INDUSTRIES SUPERINTENDENT II (KNITTING MILL)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RE92	2108	PRISON INDUSTRIES SUPERINTENDENT II (LAUNDRY)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RA70	7154	PRISON INDUSTRIES SUPERINTENDENT II (MAINTENANCE AND REPAIR)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RA79	7386	PRISON INDUSTRIES SUPERINTENDENT II (MATERIALS RECOVERY)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RD30	7196	PRISON INDUSTRIES SUPERINTENDENT II (MATTRESS AND BEDDING)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RA74	7136	PRISON INDUSTRIES SUPERINTENDENT II (MEAT PLANT OPERATIONS)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RC70	7190	PRISON INDUSTRIES SUPERINTENDENT II (METAL PRODUCTS)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RD15	7186	PRISON INDUSTRIES SUPERINTENDENT II (OPTICAL PRODUCTS)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE39	7298	PRISON INDUSTRIES SUPERINTENDENT II (PAPER PRODUCTS)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RC23	7117	PRISON INDUSTRIES SUPERINTENDENT II (POULTRY PROCESSING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RD90	7205	PRISON INDUSTRIES SUPERINTENDENT II (SHOE MANUFACTURING)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
RE14	7319	PRISON INDUSTRIES SUPERINTENDENT II (SILKSCREEN)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE31	7281	PRISON INDUSTRIES SUPERINTENDENT II (TELEMARKETING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RE33	7283	PRISON INDUSTRIES SUPERINTENDENT II (VEHICLE RECONDITIONING AND SERVICING)	\$4,944.00 - \$6,136.00		01 19		1	12	E		S12
RB90	7172	PRISON INDUSTRIES SUPERINTENDENT II (WOOD PRODUCTS)	\$4,944.00 - \$6,136.00		01 19 R0		1	12	E		S12
EK30	2744	PRIVATE POSTSECONDARY EDUCATION ADMINISTRATOR	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EK20	2743	PRIVATE POSTSECONDARY EDUCATION SENIOR SPECIALIST									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
EK10	2742	PRIVATE POSTSECONDARY EDUCATION SPECIALIST									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 349	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 349	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 349	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 349	1	12	E		R21
AC60	0054	PROCESSING FRUIT AND VEGETABLE INSPECTOR I (SEASONAL)	\$14.70 - \$16.71		HR 36		1	0	2	NT	R01
AC50	0052	PROCESSING FRUIT AND VEGETABLE INSPECTOR II (SEASONAL)	\$16.00 - \$18.17		HR 36		1	0	2	NT	R01
AC45	0051	PROCESSING FRUIT AND VEGETABLE INSPECTOR III (SEASONAL)	\$17.41 - \$19.78		HR 36		1	0	2	NT	R01
AC65	3523	PROCESSING FRUIT AND VEGETABLE INSPECTOR IV (PERMANENT INTERMITTENT)	\$19.46 - \$22.10		HR 37		1	6	2		R01
KM10	4746	PROCUREMENT AND SERVICES OFFICER I	\$4,408.00 - \$5,469.00		01 19		1	12	2		S01
KM20	4760	PROCUREMENT AND SERVICES OFFICER I (CORRECTIONAL FACILITY)	\$4,408.00 - \$5,469.00		01 19		1	12	2		S01
KM15	4761	PROCUREMENT AND SERVICES OFFICER II (CORRECTIONAL FACILITY)	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RA30	7162	PRODUCT ENGINEERING TECHNICIAN, PRISON INDUSTRIES	\$4,436.00 - \$5,615.00		19		1	6	2		R 12
RA50	7113	PRODUCTS MANAGEMENT SPECIALIST, PRISON INDUSTRIES	\$5,571.00 - \$6,974.00		01 19		1	12	E		R 01
WU20	9563	PROGRAM ADMINISTRATOR, CORRECTIONAL SCHOOL (MANAGERIAL)	\$8,785.00 - \$10,069.00		01 19 R3		1	12	E		M06
WU10	9560	PROGRAM ADMINISTRATOR, CORRECTIONAL SCHOOL (SUPERVISORY)	\$7,941.00 - \$10,039.00		01 19 R3		1	12	E		S06
HD60	3504	PROGRAM AND PROJECT SUPERVISOR, PUBLIC UTILITIES COMMISSION	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
TT28	8251	PROGRAM ASSISTANT (DEVELOPMENTAL DISABILITIES-SAFETY)									
		A	\$5,257.00 - \$6,535.00		01 19 R1	472	1	12	E		S 18
		P	\$5,744.00 - \$7,782.00		01 19 R1	472	1	12	E		S 18
		R	\$6,851.00 - \$7,782.00		01 19 R1	472	1	12	E		S 18
TT27	8102	PROGRAM ASSISTANT (MENTAL DISABILITIES-SAFETY)									
		A	\$5,257.00 - \$6,535.00		01 19 P8	472	1	12	E		S 18
		P	\$5,744.00 - \$7,782.00		01 19 P8	472	1	12	E		S 18
		Q	\$6,032.00 - \$8,170.00		01 19 P8	472	1	12	E		S 18
		R	\$6,851.00 - \$7,782.00		01 19 P8	472	1	12	E		S 18
		S	\$7,197.00 - \$8,170.00		01 19 P8	472	1	12	E		S 18
TT20	8266	PROGRAM ASSISTANT -DEVELOPMENTAL DISABILITIES PROGRAMS-									
		A	\$5,257.00 - \$6,535.00		01 19	472	1	12	E		S 18
		P	\$5,744.00 - \$7,782.00		01 19	472	1	12	E		S 18
		R	\$6,851.00 - \$7,782.00		01 19	472	1	12	E		S 18
JC45	4057	PROGRAM AUDITOR, CALPERS									
		A	\$3,247.00 - \$3,872.00		01 19 21	429	1	12	2		R 01
		B	\$3,350.00 - \$4,192.00		01 19 21	429	1	12	2		R 01
		C	\$4,016.00 - \$5,280.00		01 19 21	429	1	12	2		R 01
TT11	8262	PROGRAM DIRECTOR (DEVELOPMENTAL DISABILITIES-SAFETY)									
		A	\$6,360.00 - \$7,218.00		01 19 R1	472	1	12	E		M18
		P	\$6,702.00 - \$8,170.00		01 19 R1	472	1	12	E		M18
		R	\$7,196.00 - \$8,170.00		01 19 R1	472	1	12	E		M18
TT17	8103	PROGRAM DIRECTOR (MENTAL DISABILITIES-SAFETY)									
		A	\$6,360.00 - \$7,218.00		01 19 P8	472	1	12	E		M18
		P	\$6,702.00 - \$8,170.00		01 19 P8	472	1	12	E		M18
		Q	\$7,038.00 - \$8,579.00		01 19 P8	472	1	12	E		M18
		R	\$7,196.00 - \$8,170.00		01 19 P8	472	1	12	E		M18
		S	\$7,556.00 - \$8,579.00		01 19 P8	472	1	12	E		M18
TT10	8268	PROGRAM DIRECTOR -DEVELOPMENTAL DISABILITIES PROGRAMS-									
		A	\$6,360.00 - \$7,218.00		01 19	472	1	12	E		M18
		P	\$6,702.00 - \$8,170.00		01 19	472	1	12	E		M18
		R	\$7,196.00 - \$8,170.00		01 19	472	1	12	E		M18
VU22	8872	PROGRAM MANAGER BUREAU OF REPAIR SERVICES	\$5,345.00 - \$6,644.00		01 19 34		1	12	E		S07
BH79	0783	PROGRAM MANAGER I, CALIFORNIA BAY-DELTA AUTHORITY	\$9,154.00 - \$10,395.00		01 19		1	12	E		M10
VT41	6842	PROGRAM MANAGER I, DEPARTMENT OF CONSUMER AFFAIRS	\$6,276.00 - \$7,447.00		01 19 34		1	12	E		S07
UA15	4924	PROGRAM MANAGER I, OFFICE OF EMERGENCY SERVICES	\$5,442.00 - \$6,771.00		01 19 34		1	12	E		S07
WH42	9384	PROGRAM MANAGER I, STATE COMPENSATION INSURANCE FUND									
		A	\$7,147.00 - \$8,160.00		01 19	433	1	12	E		M01
		B	\$7,542.00 - \$8,569.00		01 19	433	1	12	E		M01
BH78	0784	PROGRAM MANAGER II, CALIFORNIA BAY-DELTA AUTHORITY	\$10,058.00 - \$11,420.00		01 19		1	12	E		M10
VT42	6843	PROGRAM MANAGER II, DEPARTMENT OF CONSUMER AFFAIRS	\$7,264.00 - \$8,253.00		01 19 34		1	12	E		M07
UA05	4923	PROGRAM MANAGER II, OFFICE OF EMERGENCY SERVICES	\$5,979.00 - \$7,442.00		01 19 34		1	12	E		S07
WH44	9385	PROGRAM MANAGER II, STATE COMPENSATION INSURANCE FUND									
		A	\$7,923.00 - \$8,996.00		01 19	433	1	12	E		M01
		B	\$8,319.00 - \$9,446.00		01 19	433	1	12	E		M01
BH77	0785	PROGRAM MANAGER III, CALIFORNIA BAY-DELTA AUTHORITY	\$10,687.00 - \$12,140.00		01 19		1	12	E		M10
UA03	6317	PROGRAM MANAGER III, OFFICE OF EMERGENCY SERVICES	\$7,203.00 - \$8,176.00		01 19		1	12	E		M07
FJ35	5844	PROGRAM MANAGER, CALIFORNIA MUSEUM OF AFRO-AMERICAN HISTORY AND CULTURE	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
XG88	9791	PROGRAM MANAGER, DEAF PROGRAMS, DEPARTMENT OF REHABILITATION	\$5,427.00 - \$6,792.00		01 19		1	12	E		S19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RF30	7224	PROGRAM MANAGER, PRINTING SERVICES	\$7,088.00 - \$8,048.00		01 19		1	12	E		M14
HD50	3503	PROGRAM MANAGER, PUBLIC UTILITIES COMMISSION	\$11,197.00 - \$12,718.00		01 19		1	12	E		M09
QN10	6891	PROGRAM MANAGER, TRANSPORTATION SERVICES (SUPERVISORY)	\$5,311.00 - \$6,598.00		01 19		1	12	E		S12
VU35	6840	PROGRAM REPRESENTATIVE I, DEPARTMENT OF CONSUMER AFFAIRS	\$4,588.00 - \$5,690.00		01 34 R1		1	12	2		R07
VU36	6823	PROGRAM REPRESENTATIVE II (SPECIALIST), DEPARTMENT OF CONSUMER AFFAIRS	\$5,036.00 - \$6,257.00		01 19 34 R1		1	12	2		R07
VU38	7913	PROGRAM REPRESENTATIVE III (SPECIALIST), DEPARTMENT OF CONSUMER AFFAIRS	\$5,524.00 - \$6,867.00		19 34 R1		1	6	2		R07
VU37	6824	PROGRAM REPRESENTATIVE III (SUPERVISOR), DEPARTMENT OF CONSUMER AFFAIRS	\$5,613.00 - \$6,975.00		01 19 34		1	12	E		S07
JI46	4364	PROGRAM SPECIALIST I, FRANCHISE TAX BOARD	\$5,307.00 - \$6,973.00		01 19		1	12	2		R01
JI42	4365	PROGRAM SPECIALIST II, FRANCHISE TAX BOARD	\$5,826.00 - \$7,660.00		01 19		1	12	2		R01
JI41	4366	PROGRAM SPECIALIST III, FRANCHISE TAX BOARD	\$7,084.00 - \$8,445.00		01 19		1	12	E		R01
AG80	0355	PROGRAM SPECIALIST, FEED, FERTILIZER AND LIVESTOCK DRUGS	\$4,937.00 - \$6,184.00		19		1	6	2		R01
AG90	0381	PROGRAM SPECIALIST, PEST MANAGEMENT	\$5,048.00 - \$6,320.00		19		1	6	2		R01
LM48	7736	PROGRAM SYSTEMS ANALYST									
		A	\$3,247.00 - \$3,872.00		01 19 21	387	1	12	2		R01
		B	\$3,350.00 - \$4,192.00		01 19 21	387	1	12	2		R01
		C	\$4,016.00 - \$5,280.00		01 19 21	387	1	12	2		R01
CZ81	9927	PROGRAM TECHNICIAN									
		A	\$2,384.00 - \$3,203.00	SISA		285	1	6	2		R04
		L	\$2,384.00 - \$3,203.00	SISA		285	1	6	2		R04
CZ82	9928	PROGRAM TECHNICIAN II	\$2,758.00 - \$3,455.00				1	6	2		R04
CZ83	9929	PROGRAM TECHNICIAN III									
		A	\$3,085.00 - \$3,864.00			285	1	6	2		R04
		L	\$3,085.00 - \$3,864.00			285	1	6	2		R04
PK86	6459	PROGRAM WATER AND POWER DISPATCHER	\$10,317.00 - \$11,598.00		01 19		1	12	E		M12
LM36	1396	PROGRAMMER APPRENTICE									
		A	\$2,485.00 - \$2,964.00		01 19	158	1	12	2		R01
		B	\$2,687.00 - \$3,202.00		01 19	158	1	12	2		R01
		C	\$2,927.00 - \$3,491.00		01 19	158	1	12	2		R01
		D	\$3,249.00 - \$3,873.00		01 19	158	1	12	2		R01
LM34	1382	PROGRAMMER I									
		A	\$3,410.00 - \$4,067.00		01 19 29 21	134 285	1	12	2		R01
		B	\$3,517.00 - \$4,401.00		01 19 29 21	134 285	1	12	2		R01
		L	\$3,410.00 - \$4,067.00		01 19 29 21	134 285	1	12	2		R01
		M	\$3,517.00 - \$4,401.00		01 19 29 21	134 285	1	12	2		R01
LM30	1383	PROGRAMMER II	\$4,217.00 - \$5,542.00		01 19 29		1	12	2		R01
IR10	4019	PROJECT DIRECTOR I	\$7,126.00 - \$8,914.00		01 19		1	12	2		R09
IR15	4020	PROJECT DIRECTOR II	\$8,383.00 - \$10,490.00		01 19		1	12	E		R09
IR20	4023	PROJECT DIRECTOR III	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
LQ96	7579	PROJECT MANAGER (GENERAL)	\$6,741.00 - \$8,038.00		01 19		0	12	E		M01
LQ95	7580	PROJECT MANAGER (INFORMATION TECHNOLOGY)	\$7,442.00 - \$8,872.00		01 19		0	12	E		M01
LQ08	5424	PROJECT MANAGER I, LITTLE HOOVER COMMISSION									
		A	\$5,053.00 - \$6,325.00		01 19 21	357	1	12	E		R01
		B	\$5,550.00 - \$6,947.00		01 19 21	357	1	12	E		R01
LQ09	5431	PROJECT MANAGER II, LITTLE HOOVER COMMISSION	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
MC40	5584	PROMOTIONAL SPECIALIST, PRISON INDUSTRIES	\$4,600.00 - \$5,758.00		19		1	6	2		R01
RH90	7265	PROOFREADER	\$4,277.00 - \$4,405.00				1	6	2		R14

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
KS80	5457	PROPERTY APPRAISER/INVESTIGATOR (OFFICE OF REAL ESTATE APPRAISERS)	\$4,952.00 - \$6,198.00		19		1	6	2		R01
CO80	1550	PROPERTY CONTROLLER I	\$3,034.00 - \$3,799.00				1	6	2		R04
CO85	1793	PROPERTY CONTROLLER I (CORRECTIONAL FACILITY)	\$3,302.00 - \$4,131.00				1	6	2		R04
CO70	1549	PROPERTY CONTROLLER II	A \$3,447.00 - \$4,313.00 L \$3,447.00 - \$4,313.00			285 285	1 1	6 6	2 2		R04 R04
CO75	1794	PROPERTY CONTROLLER II (CORRECTIONAL FACILITY)	\$3,782.00 - \$4,734.00				1	6	2		R04
CO60	1547	PROPERTY INSPECTOR (SPECIALIST)	\$3,611.00 - \$4,518.00				1	6	2		R04
XT60	9922	PROTESTANT CHAPLAIN	\$4,171.00 - \$5,476.00		19		1	6	E		R19
XT70	9923	PROTESTANT CHAPLAIN -INTERMITTENT-	\$96.24 - \$221.13 \$24.06 - \$31.59		19 19		1 1	6 6	2 2		R19 R19
TI50	8155	PSYCHIATRIC NURSING EDUCATION DIRECTOR	\$5,348.00 - \$7,136.00		01 19		1	12	E		S17
XP30	9870	PSYCHIATRIC SOCIAL WORKER	\$3,661.00 - \$4,793.00		01 19 24		1	12	E		R19
TL60	8232	PSYCHIATRIC TECHNICIAN	A \$3,164.00 - \$3,996.00 B \$3,290.00 - \$4,170.00 C \$3,423.00 - \$4,366.00 S \$4,669.00 - \$5,020.00 T \$4,826.00 - \$5,191.00 U \$5,004.00 - \$5,382.00		01 01 01 01 01 01	029 460 029 460 029 460 029 460 029 460 029 460	1 1 1 1 1 1	12 12 12 12 12 12	2 2 2 2 2 2		R18 R18 R18 R18 R18 R18
TL61	8253	PSYCHIATRIC TECHNICIAN (SAFETY)	A \$3,164.00 - \$3,996.00 B \$3,290.00 - \$4,170.00 C \$3,423.00 - \$4,366.00 P \$4,902.00 - \$5,272.00 Q \$5,068.00 - \$5,450.00 R \$5,255.00 - \$5,651.00 S \$4,669.00 - \$5,020.00 T \$4,826.00 - \$5,191.00 U \$5,004.00 - \$5,382.00		01 R1 01 R1 01 R1 01 R1 01 R1 01 R1 01 R1 01 R1 01 R1	029 448 460 029 448 460 029 448 460 029 448 460 029 448 460 029 448 460 029 448 460 029 448 460 029 448 460	1 1 1 1 1 1 1 1 1	12 12 12 12 12 12 12 12 12	2 2 2 2 2 2 2 2 2		R18 R18 R18 R18 R18 R18 R18 R18 R18
TL72	8229	PSYCHIATRIC TECHNICIAN APPRENTICE	A \$2,280.00 - \$2,616.00 B \$2,353.00 - \$2,697.00 C \$2,441.00 - \$2,802.00 D \$2,535.00 - \$2,911.00 E \$2,632.00 - \$3,031.00		R1 R1 R1 R1 R1	110 110 110 110 110	1 1 1 1 1	6 6 6 6 6	2 2 2 2 2		R18 R18 R18 R18 R18
TL55	7425	PSYCHIATRIC TECHNICIAN ASSISTANT	\$2,558.00 - \$3,143.00		01		1	12	2		R18
TL56	8236	PSYCHIATRIC TECHNICIAN ASSISTANT (SAFETY)	\$2,558.00 - \$3,143.00		01 R1		1	12	2		R18
TI54	8226	PSYCHIATRIC TECHNICIAN INSTRUCTOR	\$4,818.00 - \$6,454.00		19		1	6	2		R18
TL70	8235	PSYCHIATRIC TECHNICIAN TRAINEE	\$2,488.00 - \$2,859.00		SISA 01		1	12	2	LT	R18
TL71	8238	PSYCHIATRIC TECHNICIAN TRAINEE (SAFETY)	\$2,488.00 - \$2,859.00		SISA R1		1	6	2	LT	R18
TL74	8237	PSYCHIATRIC TECHNICIAN TRAINING CANDIDATE	\$2,280.00 - \$2,616.00		SISA 01		1	12	2	LT	R18
XL55	9849	PSYCHOLOGIST (CLINICAL)	\$4,958.00 - \$7,178.00		19		1	6	E		R19
XL75	9835	PSYCHOLOGIST (EDUCATIONAL)	\$4,958.00 - \$7,178.00		19		1	6	E		R19
XL56	9860	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL)	\$4,958.00 - \$7,178.00		01 19		1	12	E		R19
XL59	9878	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	A \$4,958.00 - \$7,178.00 S \$5,868.00 - \$7,591.00 T \$6,910.00 - \$9,200.00 U \$6,982.00 - \$7,591.00 V \$8,242.00 - \$9,200.00		01 19 P8 01 19 P8 01 19 P8 01 19 P8 01 19 P8	449 471 449 471 449 471 449 471 449 471	1 1 1 1 1	12 12 12 12 12	E E E E E		R19 R19 R19 R19 R19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XL60	9873	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL-SAFETY)									
		A \$4,958.00 - \$7,178.00		01	19 R1	448 449 471	1	12	E		R 19
		P \$7,331.00 - \$7,969.00		01	19 R1	448 449 471	1	12	E		R 19
		Q \$8,654.00 - \$9,661.00		01	19 R1	448 449 471	1	12	E		R 19
		S \$5,868.00 - \$7,591.00		01	19 R1	448 449 471	1	12	E		R 19
		T \$6,910.00 - \$9,200.00		01	19 R1	448 449 471	1	12	E		R 19
		U \$6,982.00 - \$7,591.00		01	19 R1	448 449 471	1	12	E		R 19
		V \$8,242.00 - \$9,200.00		01	19 R1	448 449 471	1	12	E		R 19
XL66	9838	PSYCHOLOGIST (HEALTH FACILITY-COUNSELING)									
		A \$4,958.00 - \$7,178.00		01	19	449 471	1	12	E		R 19
		S \$5,868.00 - \$7,591.00		01	19	449 471	1	12	E		R 19
		T \$6,910.00 - \$9,200.00		01	19	449 471	1	12	E		R 19
		U \$6,982.00 - \$7,591.00		01	19	449 471	1	12	E		R 19
		V \$8,242.00 - \$9,200.00		01	19	449 471	1	12	E		R 19
XL67	9843	PSYCHOLOGIST (HEALTH FACILITY-COUNSELING-SAFETY)	\$4,958.00 - \$7,178.00		01 19		1	12	E		R 19
XL76	9841	PSYCHOLOGIST (HEALTH FACILITY-EDUCATIONAL)									
		A \$4,958.00 - \$7,178.00		01	19 P8	449 471	1	12	E		R 19
		S \$5,868.00 - \$7,591.00		01	19 P8	449 471	1	12	E		R 19
		T \$6,910.00 - \$9,200.00		01	19 P8	449 471	1	12	E		R 19
		U \$6,982.00 - \$7,591.00		01	19 P8	449 471	1	12	E		R 19
		V \$8,242.00 - \$9,200.00		01	19 P8	449 471	1	12	E		R 19
XL77	9844	PSYCHOLOGIST (HEALTH FACILITY-EDUCATIONAL-SAFETY)	\$4,958.00 - \$7,178.00		01 19 R1		1	12	E		R 19
XL98	9833	PSYCHOLOGIST (HEALTH FACILITY-EXPERIMENTAL)									
		A \$4,958.00 - \$7,178.00		01	19	471	1	12	E		R 19
		S \$5,868.00 - \$7,591.00		01	19	471	1	12	E		R 19
		T \$6,910.00 - \$9,200.00		01	19	471	1	12	E		R 19
		U \$6,982.00 - \$7,591.00		01	19	471	1	12	E		R 19
		V \$8,242.00 - \$9,200.00		01	19	471	1	12	E		R 19
XL99	9834	PSYCHOLOGIST (HEALTH FACILITY-EXPERIMENTAL-SAFETY)	\$4,958.00 - \$7,178.00		01 19		1	12	E		R 19
XL86	9858	PSYCHOLOGIST (HEALTH FACILITY-SOCIAL)									
		A \$4,958.00 - \$7,178.00		01	19	449 471	1	12	E		R 19
		S \$5,868.00 - \$7,591.00		01	19	449 471	1	12	E		R 19
		T \$6,910.00 - \$9,200.00		01	19	449 471	1	12	E		R 19
		U \$6,982.00 - \$7,591.00		01	19	449 471	1	12	E		R 19
		V \$8,242.00 - \$9,200.00		01	19	449 471	1	12	E		R 19
XL87	9864	PSYCHOLOGIST (HEALTH FACILITY-SOCIAL-SAFETY)	\$4,958.00 - \$7,178.00		01 19		1	12	2		R 19
XL22	9252	PSYCHOLOGIST, STATE PERSONNEL BOARD	\$5,719.00 - \$8,273.00		01 19		1	12	E		R 19
XL54	9283	PSYCHOLOGIST-CLINICAL, CORRECTIONAL FACILITY									
		A \$4,958.00 - \$7,178.00		19		448 449	1	6	E		R 19
		P \$7,331.00 - \$7,969.00		19		448 449	1	6	E		R 19
		Q \$8,654.00 - \$9,661.00		19		448 449	1	6	E		R 19
XM10	9850	PSYCHOLOGY ASSOCIATE	\$4,011.00 - \$4,784.00		01 P8		1	12	2	LT	R 19
XM15	9284	PSYCHOLOGY ASSOCIATE, CORRECTIONAL FACILITY	\$4,011.00 - \$4,784.00				1	6	2	LT	R 19
XL48	9842	PSYCHOLOGY INTERNSHIP DIRECTOR	\$5,444.00 - \$7,881.00		01 19		1	12	E		R 19
XL50	9354	PSYCHOLOGY INTERNSHIP DIRECTOR, CORRECTIONAL FACILITY	\$5,312.00 - \$7,688.00		01 19		1	12	E		R 19
XM25	9855	PSYCHOMETRIST	\$3,339.00 - \$4,368.00		19 P8		1	6	2		R 19
XM26	9285	PSYCHOMETRIST, CORRECTIONAL FACILITY	\$3,339.00 - \$4,368.00		19		1	6	2		R 19
OH58	6184	PUBLIC EMPLOYMENT RELATIONS COUNSEL									
		A \$5,921.00 - \$7,530.00		01	19 21	296	1	12	SE		E 97
		B \$6,641.00 - \$8,436.00		01	19 21	296	1	12	SE		E 97
ST83	7886	PUBLIC HEALTH LABORATORY TECHNICIAN I -CHEMICAL ANALYSIS-	\$3,189.00 - \$3,990.00				1	6	2		R 11
ST86	7887	PUBLIC HEALTH LABORATORY TECHNICIAN I -MICROBIOLOGY-	\$3,189.00 - \$3,990.00				1	6	2		R 11
SH33	7674	PUBLIC HEALTH MEDICAL ADMINISTRATOR I									
		B \$11,979.00 - \$14,510.00		01	19	008	1	12	SE		M 16
		C \$12,559.00 - \$14,653.00		01	19	008	1	12	SE		M 16
SH34	7675	PUBLIC HEALTH MEDICAL ADMINISTRATOR II, C.E.A.									
		B \$11,979.00 - \$14,653.00		01	19 40	008	1	12	SE		M 16



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID	
SI90	7722	C	\$12,312.00 - \$14,801.00		01 19 40	008	1	12	SE		M16	
		PUBLIC HEALTH MEDICAL OFFICER II										
		A	\$9,152.00 - \$12,555.00		01 19	008	1	12	SE		R16	
		B	\$9,594.00 - \$13,163.00		01 19	008	1	12	SE		R16	
SI20	7705	C	\$9,874.00 - \$13,547.00		01 19	008	1	12	SE		R16	
		PUBLIC HEALTH MEDICAL OFFICER III										
		B	\$9,874.00 - \$13,547.00		01 19	008 322	1	12	SE		U16	
		C	\$10,106.00 - \$13,867.00		01 19	008 322	1	12	SE		U16	
SI50	7716	S	\$10,128.00 - \$13,630.00		01 19	008 322	1	12	SE		U16	
		T	\$10,367.00 - \$13,954.00		01 19	008 322	1	12	SE		U16	
		PUBLIC HEALTH MEDICAL OFFICER III -EPIDEMIOLOGY-										
		B	\$9,874.00 - \$13,547.00		01 19	008 322	1	12	SE		U16	
SI70	7715	C	\$10,106.00 - \$13,867.00		01 19	008 322	1	12	SE		U16	
		S	\$10,128.00 - \$13,630.00		01 19	008 322	1	12	SE		U16	
		T	\$10,367.00 - \$13,954.00		01 19	008 322	1	12	SE		U16	
		PUBLIC HEALTH MEDICAL OFFICER III -MATERNAL AND CHILD HEALTH-										
SW50	7954	B	\$9,874.00 - \$13,547.00		01 19	008 322	1	12	SE		U16	
		PUBLIC HEALTH MICROBIOLOGIST I										
SW40	7948	A	\$4,278.00 - \$4,997.00		01 21	337	1	12	2		R10	
		B	\$4,250.00 - \$5,699.00		01 21	337	1	12	2		R10	
SW90	7950	A	\$4,841.00 - \$6,513.00		19	322	1	6	2		R10	
		S	\$4,841.00 - \$6,513.00		19	322	1	6	2		R10	
SW36	7940	PUBLIC HEALTH MICROBIOLOGIST II -VIROLOGY-										
		A	\$4,841.00 - \$6,513.00		19		1	6	2		R10	
SW34	7939	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST										
		A	\$5,287.00 - \$7,122.00		01 19		1	12	2		R10	
SW35	7951	PUBLIC HEALTH MICROBIOLOGIST SPECIALIST (VIROLOGY)										
		A	\$5,287.00 - \$7,122.00		01 19		1	12	2		R10	
SW85	7952	PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR										
		A	\$5,371.00 - \$7,234.00		01 19		1	12	E		S10	
TK20	8213	PUBLIC HEALTH MICROBIOLOGIST SUPERVISOR (VIROLOGY)										
		A	\$5,371.00 - \$7,234.00		01 19		1	12	E		S10	
TK16	9274	PUBLIC HEALTH NURSE I										
		A	\$5,139.00 - \$6,751.00		01	040 437	1	12	2		R17	
		B	\$5,605.00 - \$7,373.00		01	040 437	1	12	2		R17	
		T	\$6,934.00 - \$8,682.00		01	040 437	1	12	2		R17	
TK18	8297	PUBLIC HEALTH NURSE I, CORRECTIONAL FACILITY										
		A	\$5,139.00 - \$6,751.00			040 437	1	6	2		R17	
		B	\$5,605.00 - \$7,373.00			040 437	1	6	2		R17	
		J	\$7,281.00 - \$9,115.00			040 437	1	6	2		R17	
TK10	8210	K	\$8,026.00 - \$10,048.00			040 437	1	6	2		R17	
		PUBLIC HEALTH NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES										
		A	\$5,139.00 - \$6,751.00		01	437	1	12	2		R17	
		T	\$6,934.00 - \$8,682.00		01	437	1	12	2		R17	
TK13	9345	PUBLIC HEALTH NURSE II										
		A	\$5,594.00 - \$7,363.00		01 19	040 437	1	12	2		R17	
		B	\$6,106.00 - \$8,046.00		01 19	040 437	1	12	2		R17	
		T	\$7,402.00 - \$9,265.00		01 19	040 437	1	12	2		R17	
TJ90	8209	PUBLIC HEALTH NURSE II, CORRECTIONAL FACILITY										
		A	\$5,594.00 - \$7,363.00		19	040 437	1	6	2		R17	
		B	\$6,106.00 - \$8,046.00		19	040 437	1	6	2		R17	
		J	\$7,772.00 - \$9,728.00		19	040 437	1	6	2		R17	
TJ85	8211	K	\$8,566.00 - \$10,725.00		19	040 437	1	6	2		R17	
		PUBLIC HEALTH NURSE III										
		A	\$5,790.00 - \$7,731.00		01 19		1	12	E		S17	
		PUBLIC HEALTH NURSE III, CORRECTIONAL FACILITY										
DH90	2162	A	\$5,869.00 - \$7,838.00		01 19		1	12	E		S17	
		PUBLIC HEALTH NURSE IV										
DH85	2166	A	\$6,177.00 - \$8,251.00		01 19		1	12	E		S17	
		PUBLIC HEALTH NUTRITION CONSULTANT I										
DH90	2162	A	\$3,566.00 - \$4,664.00		01 21	070	1	12	2		R19	
		B	\$3,999.00 - \$5,232.00		01 21	070	1	12	2		R19	
DH85	2166	PUBLIC HEALTH NUTRITION CONSULTANT II										
		A	\$4,809.00 - \$6,314.00		01 19		1	12	2		R19	
DH85	2166	PUBLIC HEALTH NUTRITION CONSULTANT III (SPECIALIST)										
		A	\$5,283.00 - \$6,935.00		01 19		1	12	2		R19	

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DH80	2161	PUBLIC HEALTH NUTRITION CONSULTANT III (SUPERVISORY)	\$5,314.00 - \$7,104.00		01 19		1	12	E		S 19
KS64	4367	PUBLIC LAND MANAGEMENT SPECIALIST I	A \$3,410.00 - \$3,873.00		01 19 21	321	1	12	2		R 01
		B \$3,517.00 - \$4,192.00			01 19 21	321	1	12	2		R 01
KS63	4368	PUBLIC LAND MANAGEMENT SPECIALIST II	\$4,016.00 - \$5,029.00		19		1	6	2		R 01
KS62	4369	PUBLIC LAND MANAGEMENT SPECIALIST III	\$4,829.00 - \$6,048.00		19		1	6	2		R 01
KS61	4370	PUBLIC LAND MANAGEMENT SPECIALIST IV	\$5,689.00 - \$7,119.00		19		1	6	2		R 01
KS65	4371	PUBLIC LAND MANAGER I	\$5,830.00 - \$7,246.00		01 19		1	12	E		S 01
KS66	4372	PUBLIC LAND MANAGER II	\$7,090.00 - \$8,048.00		01 19		1	12	E		M 01
MA08	5373	PUBLIC PARTICIPATION SPECIALIST, DEPARTMENT OF HEALTH SERVICES	\$4,600.00 - \$5,758.00		01 19		1	12	2		R 01
MA04	5372	PUBLIC PARTICIPATION SUPERVISOR, DEPARTMENT OF HEALTH SERVICES	\$5,311.00 - \$6,597.00		01 19		1	12	E		S 01
CR60	1662	PUBLIC SAFETY DISPATCH SUPERVISOR I, CALIFORNIA HIGHWAY PATROL	\$4,047.00 - \$5,572.00		01 43		1	12	2		S 07
CR55	1665	PUBLIC SAFETY DISPATCH SUPERVISOR II, CALIFORNIA HIGHWAY PATROL	\$4,657.00 - \$6,417.00		01 19		1	12	2		S 07
CR70	1663	PUBLIC SAFETY DISPATCHER, CALIFORNIA HIGHWAY PATROL	\$3,515.00 - \$4,840.00		01 R 1		1	12	2		R 07
CR75	1664	PUBLIC SAFETY OPERATOR, CALIFORNIA HIGHWAY PATROL	\$3,106.00 - \$4,279.00		SISA R 1		1	6	2		R 07
OJ40	5816	PUBLIC UTILITIES COUNSEL I, PUBLIC UTILITIES COMMISSION	\$5,895.00 - \$7,414.00		19 01		1	12	SE		R 02
OJ30	5813	PUBLIC UTILITIES COUNSEL II, PUBLIC UTILITIES COMMISSION	\$6,636.00 - \$8,512.00		19 01		1	12	SE		R 02
OJ20	5812	PUBLIC UTILITIES COUNSEL III, PUBLIC UTILITIES COMMISSION	\$8,032.00 - \$10,305.00		19 01		1	12	SE		R 02
OJ50	5699	PUBLIC UTILITIES COUNSEL IV, PUBLIC UTILITIES COMMISSION	A \$8,872.00 - \$11,392.00		01 19	285	1	12	SE		R 02
		L \$8,872.00 - \$11,282.00			01 19	285	1	12	SE		R 02
LT40	4592	PUBLIC UTILITIES REGULATORY ANALYST I	A \$3,073.00 - \$3,847.00		01 19 21	164	1	12	2		R 01
		B \$3,330.00 - \$4,168.00			01 19 21	164	1	12	2		R 01
		C \$4,001.00 - \$5,010.00			01 19 21	164	1	12	2		R 01
LT35	4593	PUBLIC UTILITIES REGULATORY ANALYST II	\$4,821.00 - \$6,032.00		01 19		1	12	2		R 01
LT30	4611	PUBLIC UTILITIES REGULATORY ANALYST III	\$5,294.00 - \$6,630.00		01 19		1	12	2		R 01
LT25	4615	PUBLIC UTILITIES REGULATORY ANALYST IV	\$5,814.00 - \$7,279.00		01 19		1	12	2		R 01
LT20	4616	PUBLIC UTILITIES REGULATORY ANALYST V	\$6,388.00 - \$7,996.00		01 19		1	12	2		R 01
JG26	4508	PUBLIC UTILITY FINANCIAL EXAMINER II	\$4,001.00 - \$5,261.00		19		1	6	2		R 01
JG24	4502	PUBLIC UTILITY FINANCIAL EXAMINER III	\$4,821.00 - \$6,333.00		19		1	6	2		R 01
JG22	4499	PUBLIC UTILITY FINANCIAL EXAMINER IV	\$5,814.00 - \$7,642.00		19		1	6	2		R 01
ES50	2593	PUBLICATIONS CONSULTANT DEPARTMENT OF EDUCATION	\$6,049.00 - \$7,575.00		01 19		1	12	E		S 21
KP10	4885	PURCHASING MANAGER	\$7,814.00 - \$9,315.00		01 19		1	12	E		M 01
KP50	4889	PURCHASING SPECIFICATIONS ANALYST	\$4,821.00 - \$6,032.00		19		1	6	2		R 01
ST58	3080	QUALITY CONTROL TECHNICIAN, PRISON INDUSTRIES (CLEANING PRODUCTS)	\$4,286.00 - \$5,320.00				1	6	2		R 11
VF35	8474	QUESTIONED DOCUMENT EXAMINER I	A \$3,380.00 - \$4,441.00		34 21 R 1	397	1	6	2		R 07
		B \$4,452.00 - \$5,808.00			34 21 R 1	397	1	6	2		R 07
VF40	8475	QUESTIONED DOCUMENT EXAMINER II	\$5,628.00 - \$7,345.00		19 34 R 1		1	6	2		R 07
VF43	8479	QUESTIONED DOCUMENT SUPERVISOR	\$6,144.00 - \$8,011.00		01 19 34 R 1		1	12	E		S 07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CW92	1920	RACING LICENSE TECHNICIAN I	\$2,561.00 - \$3,203.00				1	6	2		R04
CW93	1921	RACING LICENSE TECHNICIAN II	\$2,758.00 - \$3,455.00				1	6	2		R04
CR40	1658	RADIO OFFICER	\$0.00 - \$0.00				1	6	2		E
TC90	7989	RADIOLOGIC TECHNOLOGIST									
		A	\$3,215.00 - \$4,024.00			040 437	1	6	2		R20
		B	\$3,495.00 - \$4,378.00			040 437	1	6	2		R20
		S	\$4,309.00 - \$5,519.00			040 437	1	6	2		R20
		T	\$4,738.00 - \$5,519.00			040 437	1	6	2		R20
TC94	7992	RADIOLOGIC TECHNOLOGIST (SAFETY)									
		A	\$3,215.00 - \$4,024.00		R1	040 437	1	6	2		R20
		B	\$3,495.00 - \$4,378.00		R1	040 437	1	6	2		R20
		S	\$3,758.00 - \$5,519.00		R1	040 437	1	6	2		R20
		T	\$4,738.00 - \$5,519.00		R1	040 437	1	6	2		R20
TC91	9315	RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY									
		A	\$3,215.00 - \$4,024.00			040 437	1	6	2		R20
		B	\$3,495.00 - \$4,378.00			040 437	1	6	2		R20
		P	\$4,974.00 - \$5,793.00			040 437	1	6	2		R20
		R	\$4,974.00 - \$5,793.00			040 437	1	6	2		R20
JX68	3189	RAIL TRANSPORTATION ASSISTANT									
		A	\$3,247.00 - \$3,689.00		01 19 21	323	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	323	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	323	1	12	2		R01
JX66	3188	RAIL TRANSPORTATION ASSOCIATE	\$4,937.00 - \$6,184.00		01 19		1	12	2		R01
JX64	3191	RAIL TRANSPORTATION MANAGER I	\$5,690.00 - \$7,073.00		01 19		1	12	E		S01
JX62	3193	RAIL TRANSPORTATION MANAGER II	\$7,254.00 - \$8,242.00		01 19		1	12	E		M01
PZ35	6650	RAILROAD RESTORATION SPECIALIST	\$4,042.00 - \$4,658.00		19		1	6	2		R12
OA93	5539	REAL ESTATE COUNSEL I									
		A	\$4,886.00 - \$5,082.00		01 19 21	222	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	222	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	222	1	12	SE		R02
OA92	5538	REAL ESTATE COUNSEL II	\$6,636.00 - \$8,512.00		19 01		1	12	SE		R02
OA91	5537	REAL ESTATE COUNSEL III (SPECIALIST)	\$8,032.00 - \$10,305.00		19 01		1	12	SE		R02
OA90	5536	REAL ESTATE COUNSEL III (SUPERVISOR)	\$8,036.00 - \$10,213.00		01 19		1	12	E		S02
KS74	9594	REAL ESTATE OFFICER									
		A	\$3,247.00 - \$3,689.00		01 19 21	287	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	287	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	287	1	12	2		R01
SA15	8200	RECEIVER'S CLINICAL EXECUTIVE (SAFETY)	\$7,881.00 - \$12,673.00		01 48		0	12	E		M16
SA10	8239	RECEIVER'S MEDICAL EXECUTIVE (SAFETY)	\$20,000.00 - \$35,370.00		01 48		0	12	E		M16
TN05	8241	RECEIVER'S NURSE EXECUTIVE (SAFETY)	\$10,500.00 - \$19,219.00		01 48		0	12	E		M17
LE48	5250	RECORDS MANAGEMENT ANALYST I	\$3,824.00 - \$4,788.00		19		1	6	2		R01
LE46	5265	RECORDS MANAGEMENT ANALYST II (SPECIALIST)	\$4,600.00 - \$5,758.00		19		1	6	2		R01
LE44	5242	RECORDS MANAGEMENT ANALYST II (SUPERVISOR)	\$4,600.00 - \$5,758.00		01 19		1	12	2		S01
BV10	1084	RECREATION AND WILDLIFE RESOURCES ADVISOR	\$6,101.00 - \$7,588.00		01 19		1	12	E		S01
TR54	9286	RECREATION THERAPIST, CORRECTIONAL FACILITY									
		A	\$3,187.00 - \$4,168.00			047 448	1	6	2		R19
		F	\$2,655.83 - \$3,473.33			047 448	1	6	2		R19
		P	\$5,850.00 - \$6,887.00			047 448	1	6	2		R19
KC62	4701	RECYCLING PROGRAM MANAGER I	\$6,128.00 - \$7,624.00		01 19		1	12	E		S01
KC60	4702	RECYCLING PROGRAM MANAGER II	\$7,080.00 - \$8,041.00		01 19		1	12	E		M01

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KC74	4689	RECYCLING SPECIALIST I									
		A \$3,432.00 - \$4,296.00			01 19 21	070	1	12	2		R01
		B \$4,066.00 - \$5,090.00			01 19 21	070	1	12	2		R01
KC72	4690	RECYCLING SPECIALIST II	\$4,841.00 - \$6,061.00		01 19		1	12	2		R01
KC64	4700	RECYCLING SPECIALIST III (SUPERVISORY)	\$5,295.00 - \$6,629.00		01 19		1	12	E		S01
KC70	4696	RECYCLING SPECIALIST III (TECHNICAL)	\$5,295.00 - \$6,629.00		01 19		1	12	2		R01
BR80	5287	REGIONAL ADMINISTRATIVE TECHNICIAN	\$3,007.00 - \$3,766.00		01 19		1	12	2		S04
AY20	0319	REGIONAL ADMINISTRATOR, MILK AND DAIRY FOODS CONTROL BRANCH	\$4,870.00 - \$6,054.00		01 19		1	12	E		S07
AP20	4430	REGIONAL BRAND SUPERVISOR	\$3,921.00 - \$4,870.00		01 19		1	12	E		S07
IS52	4016	REGIONAL COMPLIANCE OFFICER, HEALTH FACILITIES CONSTRUCTION	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
IR85	4169	REGIONAL CONSTRUCTION AND MAINTENANCE SUPERINTENDENT, DEPARTMENT OF MOTOR VEHICLES	\$4,695.00 - \$5,830.00		01 19		1	12	2		S12
SR25	9424	REGIONAL DENTAL DIRECTOR, CEA									
		A \$11,492.00 - \$13,799.00			19	475	0	6	E		M16
		P \$28,155.00 - \$31,972.00			19	475	0	6	E		M16
WR40	9523	REGIONAL DIRECTOR II, AGRICULTURAL LABOR RELATIONS BOARD	\$7,792.00 - \$8,849.00		01 19 24		1	12	E		M01
WR45	9521	REGIONAL DIRECTOR, AGRICULTURAL LABOR RELATIONS BOARD	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
BU81	2788	REGIONAL INTERPRETIVE SPECIALIST	\$4,390.00 - \$5,497.00		19		1	6	2		R01
OY11	9914	REGIONAL MANAGER, CLAIMS ADJUDICATION	\$9,474.00 - \$10,759.00		01 19		1	12	E		M02
VJ64	8573	REGIONAL MANAGER, CORPORATIONS INVESTIGATIONS PROGRAM	\$6,171.00 - \$8,050.00		01 19 34 R9		1	12	E		S07
IE15	3871	REGIONAL MANAGER, DIVISION OF OCCUPATIONAL SAFETY AND HEALTH	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
KE32	6295	REGIONAL TESTING OFFICER, DEPARTMENT OF CORRECTIONS	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
DH60	2167	REGISTERED DIETITIAN									
		A \$3,609.00 - \$4,716.00				437	1	6	2		R19
		T \$4,340.00 - \$5,540.00				437	1	6	2		R19
DH61	2172	REGISTERED DIETITIAN (SAFETY)									
		A \$3,626.00 - \$4,738.00			R1	437	1	6	2		R19
		T \$4,361.00 - \$5,566.00			R1	437	1	6	2		R19
DH59	9279	REGISTERED DIETITIAN, CORRECTIONAL FACILITY									
		A \$3,609.00 - \$4,716.00				437	1	6	2		R19
		P \$4,558.00 - \$5,816.00				437	1	6	2		R19
TI90	8165	REGISTERED NURSE									
		A \$4,866.00 - \$6,315.00			01 21	047 231 437	1	12	2		R17
		B \$5,157.00 - \$6,719.00			01 21	047 231 437	1	12	2		R17
		C \$5,294.00 - \$6,882.00			01 21	047 231 437	1	12	2		R17
		D \$5,611.00 - \$7,327.00			01 21	047 231 437	1	12	2		R17
		F \$4,055.00 - \$5,263.33			01 21	047 231 437	1	12	2		R17
		G \$4,297.50 - \$5,599.17			01 21	047 231 437	1	12	2		R17
		S \$5,859.00 - \$8,647.00			01 21	047 231 437	1	12	2		R17
		T \$7,254.00 - \$8,647.00			01 21	047 231 437	1	12	2		R17
TH55	8094	REGISTERED NURSE (SAFETY)									
		A \$4,866.00 - \$6,316.00			01 21 P8	231 437	1	12	2		R17
		B \$5,157.00 - \$6,719.00			01 21 P8	231 437	1	12	2		R17
		C \$5,294.00 - \$6,882.00			01 21 P8	231 437	1	12	2		R17
		D \$5,611.00 - \$7,327.00			01 21 P8	231 437	1	12	2		R17
		T \$7,254.00 - \$8,647.00			01 21 P8	231 437	1	12	2		R17
		U \$7,996.00 - \$9,534.00			01 21 P8	231 437	1	12	2		R17
TI80	9275	REGISTERED NURSE, CORRECTIONAL FACILITY									
		A \$4,866.00 - \$6,316.00			01 21	047 231 437	1	12	2		R17
		B \$5,157.00 - \$6,719.00			01 21	047 231 437	1	12	2		R17
		C \$5,294.00 - \$6,882.00			01 21	047 231 437	1	12	2		R17
		D \$5,611.00 - \$7,327.00			01 21	047 231 437	1	12	2		R17
		F \$4,055.00 - \$5,263.33			01 21	047 231 437	1	12	2		R17
		G \$4,297.50 - \$5,599.17			01 21	047 231 437	1	12	2		R17
		J \$7,617.00 - \$9,079.00			01 21	047 231 437	1	12	2		R17
		K \$8,396.00 - \$10,011.00			01 21	047 231 437	1	12	2		R17

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JE80	4492	R REGISTRAR OF CHARITABLE TRUSTS	\$7,617.00 - \$9,079.00		01 21	047 231 437	1	12	2		R 17
		\$5,818.00 - \$7,243.00			01 19		1	12	E		S 01
BT20	2806	REGISTRAR OF INTERPRETIVE COLLECTIONS	\$4,390.00 - \$5,497.00		19		1	6	2		R 01
XG44	9796	REHABILITATION ADMINISTRATOR I (SPECIALIST)	A \$4,728.00 - \$6,203.00		01 19	285	1	12	2		R 19
		L \$4,728.00 - \$6,203.00			01 19	285	1	12	2		R 19
XG45	9788	REHABILITATION ADMINISTRATOR I (SUPERVISOR)	\$5,085.00 - \$6,363.00		01 19		1	12	E		S 19
XG50	9789	REHABILITATION ADMINSTRATOR II	\$6,345.00 - \$7,207.00		01 19		1	12	E		M 19
XG41	9794	REHABILITATION SPECIALIST	\$4,310.00 - \$5,648.00		01 19		1	12	2		R 19
XG40	9783	REHABILITATION SUPERVISOR	\$4,632.00 - \$5,799.00		01 19		1	12	E		S 19
TR85	8414	REHABILITATION THERAPIST, STATE FACILITIES (ART)	A \$3,347.00 - \$4,376.00		01 P8	471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 P8	471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 P8	471	1	12	2		R 19
TR86	8420	REHABILITATION THERAPIST, STATE FACILITIES (ART-SAFETY)	A \$3,347.00 - \$4,376.00		01 R1	448 471	1	12	2		R 19
		P \$5,850.00 - \$6,887.00			01 R1	448 471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
TR95	8423	REHABILITATION THERAPIST, STATE FACILITIES (DANCE)	A \$3,347.00 - \$4,376.00		01 P8	471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 P8	471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 P8	471	1	12	2		R 19
TR96	8422	REHABILITATION THERAPIST, STATE FACILITIES (DANCE-SAFETY)	A \$3,347.00 - \$4,376.00		01 R1	448 471	1	12	2		R 19
		P \$5,850.00 - \$6,887.00			01 R1	448 471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
TR35	8311	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC)	A \$3,187.00 - \$4,168.00		01 P8	471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 P8	471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 P8	471	1	12	2		R 19
TR36	8321	REHABILITATION THERAPIST, STATE FACILITIES (MUSIC-SAFETY)	A \$3,187.00 - \$4,168.00		01 R1	448 471	1	12	2		R 19
		P \$5,850.00 - \$6,887.00			01 R1	448 471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
TQ15	8289	REHABILITATION THERAPIST, STATE FACILITIES (OCCUPATIONAL)	A \$3,339.00 - \$4,814.00		01 P8	471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 P8	471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 P8	471	1	12	2		R 19
TQ16	8323	REHABILITATION THERAPIST, STATE FACILITIES (OCCUPATIONAL-SAFETY)	A \$3,339.00 - \$4,814.00		01 R1	448 471	1	12	2		R 19
		P \$5,850.00 - \$6,887.00			01 R1	448 471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
TR55	8312	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION)	A \$3,187.00 - \$4,168.00		01 P8	471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 P8	471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 P8	471	1	12	2		R 19
TR56	8324	REHABILITATION THERAPIST, STATE FACILITIES (RECREATION-SAFETY)	A \$3,187.00 - \$4,168.00		01 R1	448 471	1	12	2		R 19
		P \$5,850.00 - \$6,887.00			01 R1	448 471	1	12	2		R 19
		S \$4,671.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
		U \$5,571.00 - \$6,560.00			01 R1	448 471	1	12	2		R 19
ME65	4881	RENTALS AND OPERATIONS OFFICER, 1-A DISTRICT AGRICULTURAL ASSOCIATION	\$5,057.00 - \$6,283.00		01 19		1	12	E		S 01
TD40	2035	RESEARCH AGRICULTURAL CHEMIST	\$6,249.00 - \$7,768.00		01 19		1	12	E		S 10
LQ24	5807	RESEARCH ANALYST I (DEMOGRAPHY)	A \$3,168.00 - \$3,599.00		01 19 21 29	087	1	12	2		R 01
		B \$3,268.00 - \$3,895.00			01 19 21 29	087	1	12	2		R 01
		C \$3,918.00 - \$4,906.00			01 19 21 29	087	1	12	2		R 01
LQ23	5791	RESEARCH ANALYST I (ECONOMICS)	A \$3,247.00 - \$3,689.00		01 19 29 21	087	1	12	2		R 01

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		B	\$3,350.00 - \$3,992.00		01 19 29 21	087	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 29 21	087	1	12	2		R01
LQ25	7416	RESEARCH ANALYST I (GEOGRAPHIC INFORMATION SYSTEMS)									
		A	\$3,247.00 - \$3,689.00		01 19 21	087	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	087	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	087	1	12	2		R01
LQ22	5859	RESEARCH ANALYST I (SOCIAL/BEHAVIORAL)									
		A	\$3,168.00 - \$3,599.00		01 19 21	087	1	12	2		R01
		B	\$3,268.00 - \$3,895.00		01 19 21	087	1	12	2		R01
		C	\$3,918.00 - \$4,906.00		01 19 21	087	1	12	2		R01
LQ20	5729	RESEARCH ANALYST I -GENERAL-									
		A	\$3,247.00 - \$3,689.00		01 19 21	087	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	087	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	087	1	12	2		R01
LQ14	5809	RESEARCH ANALYST II (DEMOGRAPHY)									
			\$4,829.00 - \$6,048.00		01 19 29		1	12	2		R01
LQ13	5792	RESEARCH ANALYST II (ECONOMICS)									
			\$4,829.00 - \$6,048.00		19 29		1	6	2		R01
LQ15	7417	RESEARCH ANALYST II (GEOGRAPHIC INFORMATION SYSTEMS)									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
LQ10	5731	RESEARCH ANALYST II -GENERAL-									
		A	\$4,829.00 - \$6,048.00		19	285	1	6	2		R01
		L	\$4,829.00 - \$6,048.00		19	285	1	6	2		R01
LQ12	5732	RESEARCH ANALYST II -SOCIAL/BEHAVIORAL-									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
TF10	8058	RESEARCH CHEMIST									
		A	\$6,110.00 - \$7,609.00		01 19	322	1	12	E		U10
		S	\$6,236.00 - \$7,765.00		01 19	322	1	12	E		U10
TF15	8061	RESEARCH CLINICAL CHEMIST									
			\$6,293.00 - \$7,837.00		01 19		1	12	E		R10
LQ54	5853	RESEARCH MANAGER I (DEMOGRAPHY)									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LQ53	5793	RESEARCH MANAGER I (ECONOMICS)									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LQ55	7421	RESEARCH MANAGER I (GEOGRAPHIC INFORMATION SYSTEMS)									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LQ50	5734	RESEARCH MANAGER I -GENERAL-									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LQ52	5735	RESEARCH MANAGER I -SOCIAL/BEHAVIORAL-									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LQ44	5854	RESEARCH MANAGER II (DEMOGRAPHY)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
LQ43	5794	RESEARCH MANAGER II (ECONOMICS)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
LQ45	7422	RESEARCH MANAGER II (GEOGRAPHIC INFORMATION SYSTEMS)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
LQ40	5737	RESEARCH MANAGER II -GENERAL-									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
LQ42	5738	RESEARCH MANAGER II -SOCIAL/BEHAVIORAL									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
LQ27	6401	RESEARCH MANAGER III (DEMOGRAPHY)									
			\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
LQ35	7423	RESEARCH MANAGER III (GEOGRAPHIC INFORMATION SYSTEMS)									
			\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
LQ30	5740	RESEARCH MANAGER III -GENERAL-									
			\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
LQ32	5741	RESEARCH MANAGER III -SOCIAL/BEHAVIORAL-									
			\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
SW20	7958	RESEARCH MICROBIOLOGIST									
			\$6,392.00 - \$7,959.00		01 19		1	12	E		S10
LQ80	5742	RESEARCH PROGRAM SPECIALIST I									
			\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
LQ83	5833	RESEARCH PROGRAM SPECIALIST I (DEMOGRAPHY)									
			\$5,053.00 - \$6,325.00		01 19 29		1	12	2		R01
LQ90	5830	RESEARCH PROGRAM SPECIALIST I (ECONOMICS)									
		A	\$5,053.00 - \$6,325.00		01 19 29	285	1	12	2		R01
		L	\$5,053.00 - \$6,325.00		01 19 29	285	1	12	2		R01
LQ91	5832	RESEARCH PROGRAM SPECIALIST I (FIRE AND FUELS)									
			\$4,930.00 - \$6,171.00		01 19		1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LQ93	7418	RESEARCH PROGRAM SPECIALIST I (GEOGRAPHIC INFORMATION SYSTEMS)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
LQ88	5893	RESEARCH PROGRAM SPECIALIST I (HEALTH)	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
LQ85	5600	RESEARCH PROGRAM SPECIALIST I (RANGE MANAGEMENT/WILDLIFE ECOLOGY)	\$4,978.00 - \$6,186.00		01 19		1	12	2		R10
LQ82	5756	RESEARCH PROGRAM SPECIALIST I -SOCIAL/BEHAVIORAL-	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
LQ81	7855	RESEARCH PROGRAM SPECIALIST I, (REMOTE SENSING/WATERSHED)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LQ70	5758	RESEARCH PROGRAM SPECIALIST II	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ77	5771	RESEARCH PROGRAM SPECIALIST II (DEMOGRAPHY)	\$5,550.00 - \$6,947.00		01 19 29		1	12	E		R01
LQ73	5835	RESEARCH PROGRAM SPECIALIST II (ECONOMICS)									
		A	\$5,550.00 - \$6,947.00		01 19 29	285	1	12	E		R01
		L	\$5,550.00 - \$6,947.00		01 19 29	285	1	12	E		R01
LQ74	5836	RESEARCH PROGRAM SPECIALIST II (FIRE AND FUELS)	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ79	7419	RESEARCH PROGRAM SPECIALIST II (GEOGRAPHIC INFORMATION SYSTEMS)	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ76	5620	RESEARCH PROGRAM SPECIALIST II (MENTAL HEALTH)	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ78	5764	RESEARCH PROGRAM SPECIALIST II -HEALTH-	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ72	5767	RESEARCH PROGRAM SPECIALIST II -SOCIAL/BEHAVIORAL-	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ67	5770	RESEARCH PROGRAM SPECIALIST III (DEMOGRAPHY)	\$6,097.00 - \$7,632.00		01 19 29		1	12	E		R01
LQ62	7909	RESEARCH PROGRAM SPECIALIST III (FINANCE ECONOMICS)	\$6,101.00 - \$7,637.00		01 19		1	12	E		E97
LQ66	7420	RESEARCH PROGRAM SPECIALIST III (GEOGRAPHIC INFORMATION SYSTEMS)	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
LQ61	5861	RESEARCH PROGRAM SPECIALIST III (RESOURCE ECONOMICAL OPERATIONS RESEARCH)	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
LQ65	5733	RESEARCH PROGRAM SPECIALIST III (TRANSPORTATION ECONOMICS)	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
TE60	8049	RESEARCH RADIOCHEMIST	\$6,293.00 - \$7,837.00		01 19		1	12	E		R10
LR01	5576	RESEARCH SCIENTIST I (CHEMICAL SCIENCES)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LR02	5577	RESEARCH SCIENTIST I (EPIDEMIOLOGY/BIostatISTICS)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LR03	5578	RESEARCH SCIENTIST I (MICROBIOLOGICAL SCIENCES)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LR04	5579	RESEARCH SCIENTIST I (PHYSICAL/ENGINEERING SCIENCES)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LR05	5580	RESEARCH SCIENTIST I (SOCIAL/BEHAVIORAL SCIENCES)	\$4,978.00 - \$6,186.00		01 19		1	12	E		R10
LR06	5581	RESEARCH SCIENTIST II (CHEMICAL SCIENCES)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR07	5582	RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIostatISTICS)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR08	5585	RESEARCH SCIENTIST II (FOOD AND DRUG SCIENCES)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR09	5587	RESEARCH SCIENTIST II (MICROBIOLOGICAL SCIENCES)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR10	5588	RESEARCH SCIENTIST II (PHYSICAL/ENGINEERING SCIENCES)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR11	5590	RESEARCH SCIENTIST II (SOCIAL/BEHAVIORAL SCIENCES)	\$5,468.00 - \$6,794.00		01 19		1	12	E		R10
LR12	5591	RESEARCH SCIENTIST III (CHEMICAL SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R10
LR13	5594	RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIostatISTICS)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R10
LR14	5596	RESEARCH SCIENTIST III (FOOD AND DRUG SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R10
LR15	5599	RESEARCH SCIENTIST III (MICROBIOLOGICAL SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R10

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LR16	5604	RESEARCH SCIENTIST III (PHYSICAL/ENGINEERING SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R 10
LR17	5605	RESEARCH SCIENTIST III (SOCIAL/BEHAVIORAL SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R 10
LR18	5606	RESEARCH SCIENTIST III (VETERINARY SCIENCES)	\$5,970.00 - \$7,473.00		01 19		1	12	E		R 10
LR19	5608	RESEARCH SCIENTIST IV (CHEMICAL SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR20	5609	RESEARCH SCIENTIST IV (EPIDEMIOLOGY/BIOSTATISTICS)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR21	5611	RESEARCH SCIENTIST IV (FOOD AND DRUG SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR22	5612	RESEARCH SCIENTIST IV (MICROBIOLOGICAL SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR23	5613	RESEARCH SCIENTIST IV (PHYSICAL/ENGINEERING SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR24	5622	RESEARCH SCIENTIST IV (SOCIAL/BEHAVIORAL SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR25	5625	RESEARCH SCIENTIST IV (VETERINARY SCIENCES)	\$6,865.00 - \$8,593.00		01 19		1	12	E		R 10
LR49	5661	RESEARCH SCIENTIST MANAGER (CHEMICAL SERVICES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR50	5662	RESEARCH SCIENTIST MANAGER (EPIDEMIOLOGY/BIOSTATISTICS)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR51	5667	RESEARCH SCIENTIST MANAGER (FOOD AND DRUG SCIENCES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR52	5669	RESEARCH SCIENTIST MANAGER (MICROBIOLOGICAL SCIENCES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR53	5670	RESEARCH SCIENTIST MANAGER (PHYSICAL/ENGINEERING SCIENCES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR54	5671	RESEARCH SCIENTIST MANAGER (SOCIAL/BEHAVIORAL SCIENCES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR55	5675	RESEARCH SCIENTIST MANAGER (VETERINARY SCIENCES)	\$9,296.00 - \$10,555.00		01 19		1	12	E		M10
LR33	5638	RESEARCH SCIENTIST SUPERVISOR I (CHEMICAL SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR35	5644	RESEARCH SCIENTIST SUPERVISOR I (FOOD AND DRUG SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR36	5645	RESEARCH SCIENTIST SUPERVISOR I (MICROBIOLOGICAL SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR37	5646	RESEARCH SCIENTIST SUPERVISOR I (PHYSICAL/ENGINEERING SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR38	5647	RESEARCH SCIENTIST SUPERVISOR I (SOCIAL/BEHAVIORAL SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR39	5649	RESEARCH SCIENTIST SUPERVISOR I (VETERINARY SCIENCES)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR34	5643	RESEARCH SCIENTIST SUPERVISOR I (EPIDEMIOLOGY/BIOSTATISTICS)	\$6,700.00 - \$8,350.00		01 19		1	12	E		S 10
LR40	5650	RESEARCH SCIENTIST SUPERVISOR II (CHEMICAL SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR41	5651	RESEARCH SCIENTIST SUPERVISOR II (EPIDEMIOLOGY/BIOSTATISTICS)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR42	5652	RESEARCH SCIENTIST SUPERVISOR II (FOOD AND DRUG SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR43	5654	RESEARCH SCIENTIST SUPERVISOR II (MICROBIOLOGICAL SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR44	5655	RESEARCH SCIENTIST SUPERVISOR II (PHYSICAL/ENGINEERING SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR46	5656	RESEARCH SCIENTIST SUPERVISOR II (SOCIAL/BEHAVIORAL SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR48	5660	RESEARCH SCIENTIST SUPERVISOR II (VETERINARY SCIENCES)	\$7,916.00 - \$9,861.00		01 19		1	12	E		S 10
LR26	5627	RESEARCH SCIENTIST V (CHEMICAL SCIENCE)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
LR27	5629	RESEARCH SCIENTIST V (EPIDEMIOLOGY/BIOSTATISTICS)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
LR28	5631	RESEARCH SCIENTIST V (FOOD AND DRUG SCIENCES)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LR29	5634	RESEARCH SCIENTIST V (MICROBIOLOGICAL SCIENCES)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
LR30	5635	RESEARCH SCIENTIST V (PHYSICAL/ENGINEERING SCIENCE)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
LR31	5636	RESEARCH SCIENTIST V (SOCIAL/BEHAVIORAL SCIENCES)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
LR32	5637	RESEARCH SCIENTIST V (VETERINARY SCIENCES)	\$7,551.00 - \$9,453.00		01 19		1	12	E		R 10
SS40	7861	RESEARCH SPECIALIST I -VARIOUS STUDIES-	\$5,216.00 - \$6,482.00		01 19		1	12	E		R 10
SS30	7860	RESEARCH SPECIALIST II -VARIOUS STUDIES-	A \$5,561.00 - \$6,923.00 S \$5,676.00 - \$7,066.00		01 19 01 19	322 322	1 1	12 12	E E		U 10 U 10
SS25	7867	RESEARCH SPECIALIST III -VARIOUS STUDIES-	A \$6,404.00 - \$7,979.00 S \$6,537.00 - \$8,146.00		01 19 01 19	322 322	1 1	12 12	E E		U 10 U 10
SS20	7859	RESEARCH SPECIALIST IV -VARIOUS STUDIES-	A \$7,916.00 - \$9,861.00 B \$9,135.00 - \$11,386.00 C \$9,572.00 - \$11,712.00		01 12 19 01 12 19 01 12 19	014 014 014	1 1 1	12 12 12	E E E		S 10 S 10 S 10
SS10	7858	RESEARCH SPECIALIST V -VARIOUS STUDIES-	A \$8,405.00 - \$10,480.00 B \$9,890.00 - \$11,807.00 C \$9,250.00 - \$10,279.00 D \$9,700.00 - \$10,536.00		01 12 19 01 12 19 01 12 19 01 12 19	015 015 015 015	1 1 1 1	12 12 12 12	E E E E		R 10 R 10 R 10 R 10
MC30	5617	RESEARCH WRITER	\$4,600.00 - \$5,758.00		19		1	6	2		R 01
TL20	8219	RESIDENTIAL CARE UNIT LEADER	\$2,945.00 - \$3,690.00		01		1	12	2		R 20
FF30	2734	RESOURCE SPECIALIST, SPECIAL EDUCATION	1 \$4,842.75 - \$6,364.42 7 \$247.77 - \$534.59 7 \$30.97 - \$66.82 7 \$4,542.51 - \$9,800.79 A \$5,283.00 - \$6,943.00 F \$4,402.50 - \$5,785.83 T \$3,962.25 - \$5,207.25		01 19 45 21 01 19 45 21 01 19 45 21 01 19 45 21 01 19 45 21 01 19 45 21 01 19 45 21	047 047 047 047 047 047 047	1 1 1 1 1 1 1	12 12 12 12 12 12 12	SE SE SE SE SE SE SE		R 03 R 03 R 03 R 03 R 03 R 03 R 03
TR75	8276	RESPIRATORY CARE PRACTITIONER	A \$3,189.00 - \$4,392.00 B \$3,330.00 - \$4,585.00 C \$3,480.00 - \$4,791.00			013 013 013	1 1 1	6 6 6	2 2 2		R 20 R 20 R 20
TR80	9316	RESPIRATORY CARE PRACTITIONER, CORRECTIONAL FACILITY	A \$3,189.00 - \$4,392.00 B \$3,330.00 - \$4,585.00 C \$3,480.00 - \$4,791.00			013 013 013	1 1 1	6 6 6	2 2 2		R 20 R 20 R 20
TR76	8300	RESPIRATORY CARE PRACTITIONER, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	A \$3,189.00 - \$4,392.00 B \$3,330.00 - \$4,585.00 C \$3,480.00 - \$4,791.00			013 013 013	1 1 1	6 6 6	2 2 2		R 20 R 20 R 20
TR78	8183	RESPIRATORY CARE SUPERVISOR	\$3,831.00 - \$5,217.00		01 19		1	12	2		S 20
TR79	8184	RESPIRATORY CARE SUPERVISOR, CORRECTIONAL FACILITY	\$3,831.00 - \$5,217.00		01 19		1	12	2		S 20
PZ25	6649	RESTORATION AND MAINTENANCE LEAD WORKER, HISTORIC RAILROADS	\$3,943.00 - \$4,989.00		19		1	6	2		R 12
IK25	3953	RESTORATION ARCHITECT	\$7,125.00 - \$8,915.00		01 19		1	12	2		R 09
PZ10	6644	RESTORATION SUPERVISOR I	\$4,504.00 - \$5,590.00		01 43		1	12	2		S 12
PZ05	6647	RESTORATION SUPERVISOR II	\$4,944.00 - \$6,136.00		01 43		1	12	E		S 12
PZ20	6648	RESTORATION WORK SPECIALIST	\$4,042.00 - \$4,658.00				1	6	2		R 12
JR30	5203	RETIREMENT PROGRAM SPECIALIST I	A \$2,945.00 - \$3,690.00 B \$3,189.00 - \$3,992.00 C \$3,824.00 - \$4,788.00		01 19 21 01 19 21 01 19 21	137 137 137	1 1 1	12 12 12	2 2 2		R 01 R 01 R 01
JR20	5201	RETIREMENT PROGRAM SPECIALIST II (SUPERVISOR)	\$4,832.00 - \$6,004.00		01 19		1	12	2		S 01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JR25	5188	RETIREMENT PROGRAM SPECIALIST II (TECHNICAL)	\$4,600.00 - \$5,758.00		19		1	6	2		R01
KR59	4959	RIGHT OF WAY AGENT									
		A	\$3,247.00 - \$3,873.00		01 19 21	269	1	12	2		R01
		B	\$4,016.00 - \$5,029.00		01 19 21	269	1	12	2		R01
KB30	1791	ROUTE SALES REPRESENTATIVE									
		A	\$2,684.00 - \$3,362.00		01 21	468	1	12	2		R01
		B	\$3,122.00 - \$3,909.00		01 21	468	1	12	2		R01
IF25	3906	SAFETY ENGINEERING TECHNICIAN									
		A	\$2,377.00 - \$2,977.00		01 21	044	1	12	2		R11
		B	\$2,871.00 - \$3,596.00		01 21	044	1	12	2		R11
		C	\$3,410.00 - \$4,268.00		01 21	044	1	12	2		R11
IH11	9807	SAFETY SPECIALIST, CALTRANS									
		A	\$3,189.00 - \$3,992.00		01 19 21	285 364	1	12	2		R01
		B	\$3,824.00 - \$4,788.00		01 19 21	285 364	1	12	2		R01
		C	\$4,600.00 - \$5,758.00		01 19 21	285 364	1	12	2		R01
		L	\$3,189.00 - \$3,992.00		01 19 21	285 364	1	12	2		R01
		M	\$3,824.00 - \$4,788.00		01 19 21	285 364	1	12	2		R01
		N	\$4,600.00 - \$5,758.00		01 19 21	285 364	1	12	2		R01
QZ72	7148	SALES MANAGER, PRISON INDUSTRIES	\$6,453.00 - \$7,331.00		01 19		1	12	E		M01
QZ76	7147	SALES ORDER SUPERVISOR	\$4,504.00 - \$5,590.00		01 19		1	12	2		S01
QZ74	7149	SALES REPRESENTATIVE, PRISON INDUSTRIES	\$5,173.00 - \$6,477.00		19		1	6	2		R01
HZ15	3848	SANITARY ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	070	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 21	070	1	12	2		R09
HY80	3826	SANITARY ENGINEERING ASSOCIATE	\$5,185.00 - \$6,490.00				1	6	2		R11
HZ35	3782	SANITARY ENGINEERING TECHNICIAN									
		A	\$3,571.00 - \$4,472.00		21	085	1	6	2		R11
		B	\$4,100.00 - \$5,132.00		21	085	1	6	2		R11
HZ40	3839	SANITARY ENGINEERING TECHNICIAN TRAINEE									
		A	\$2,377.00 - \$2,977.00		21	070	1	6	2		R11
		B	\$2,871.00 - \$3,596.00		21	070	1	6	2		R11
ME52	9025	SATELLITE FACILITY SUPERVISOR	\$3,826.00 - \$4,741.00		01 19		1	12	2		S01
ME02	8098	SATELLITE WAGERING FACILITY ADMISSIONS/PROGRAM CLERK									
		A	\$2,280.00 - \$2,853.00		SISA	456	1	6	2		E25
		B	\$2,280.00 - \$2,770.00		SISA	456	1	6	2		E25
		C	\$2,280.00 - \$2,853.00		SISA	456	1	6	2		E25
ME03	8099	SATELLITE WAGERING FACILITY JANITOR									
		A	\$2,098.00 - \$2,625.00		SISA	456	1	6	2		E25
		C	\$2,098.00 - \$2,625.00		SISA	456	1	6	2		E25
ME04	8100	SATELLITE WAGERING FACILITY LEAD JANITOR									
		A	\$2,252.00 - \$2,819.00		SISA	456	1	6	2		E25
		C	\$2,252.00 - \$2,819.00		SISA	456	1	6	2		E25
ME06	8105	SATELLITE WAGERING FACILITY LEAD SECURITY GUARD									
		A	\$2,252.00 - \$2,819.00			456	1	6	2		E25
		B	\$2,252.00 - \$2,737.00			456	1	6	2		E25
		C	\$2,252.00 - \$2,819.00			456	1	6	2		E25
ME01	8097	SATELLITE WAGERING FACILITY SECURITY GUARD									
		A	\$2,173.00 - \$2,718.00		SISA	456	1	6	2		E25
		B	\$2,173.00 - \$2,639.00		SISA	456	1	6	2		E25
		C	\$2,173.00 - \$2,718.00		SISA	456	1	6	2		E25
TR65	8291	SCHOOL BUS DRIVER	\$2,609.00 - \$3,268.00				1	6	2		R20
TR66	8322	SCHOOL BUS DRIVER, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$2,609.00 - \$3,268.00				1	6	2		R20
FG41	2773	SCHOOL HEALTH EDUCATION ASSISTANT									
		A	\$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R21
		B	\$5,445.00 - \$6,815.00		01 19 21	047 226	1	12	E		R21
		F	\$3,758.33 - \$4,701.67		01 19 21	047 226	1	12	E		R21
		G	\$4,537.50 - \$5,679.17		01 19 21	047 226	1	12	E		R21
FG40	2772	SCHOOL HEALTH EDUCATION CONSULTANT									
		A	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F	\$4,986.67 - \$6,240.83		01 19	047	1	12	E		R21
XM50	9854	SCHOOL PSYCHOLOGIST									
		1	\$4,842.75 - \$6,364.42		01 19 45 21	047	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		7	\$30.97 - \$66.82		01 19 45 21	047	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	047	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	047	1	12	SE		R03
		A	\$5,283.00 - \$6,943.00		01 19 45 21	047	1	12	SE		R03
		F	\$4,402.50 - \$5,785.83		01 19 45 21	047	1	12	SE		R03
		T	\$3,962.25 - \$5,207.25		01 19 45 21	047	1	12	SE		R03
VQ05	8679	SCHOOL PUPIL TRANSPORTATION SAFETY COORDINATOR	\$3,608.00 - \$4,467.00		01 34 R1		1	12	2		R07
AR65	1931	SCIENTIFIC AID	\$12.11 - \$14.36	HR	36		1	0	2	NT	R11
DE50	2076	SEAMER									
		A	\$2,675.00 - \$3,347.00			047	1	6	2		R15
		F	\$2,229.17 - \$2,789.17			047	1	6	2		R15
DE55	2077	SEAMER -CORRECTIONAL FACILITY-	\$2,675.00 - \$3,347.00		R0		1	6	2		R15
CA85	1120	SEASONAL CLERK	\$1,591.00 - \$1,794.00	SISA	36		1	0	2	NT	R04
CD30	1176	SECRETARY									
		A	\$2,809.00 - \$3,516.00			285	1	6	2		R04
		L	\$2,809.00 - \$3,516.00			285	1	6	2		R04
DB50	1985	SECURITY GUARD	\$2,271.00 - \$2,841.00	SISA			1	6	2		R15
VC39	1939	SECURITY GUARD, DEPARTMENT OF DEVELOPMENTAL SERVICES	\$2,298.00 - \$2,875.00	SISA			1	6	2		R15
VC72	1960	SECURITY OFFICER I, DEPARTMENT OF JUSTICE	\$3,250.00 - \$4,157.00		P1		1	6	2		R07
VC74	1961	SECURITY OFFICER II, DEPARTMENT OF JUSTICE	\$3,605.00 - \$4,675.00		01 43 P1		1	12	2		S07
BC51	0495	SEED BOTANIST									
		A	\$4,054.00 - \$4,799.00			208	1	6	2		R10
		B	\$4,251.00 - \$5,027.00			208	1	6	2		R10
		C	\$4,447.00 - \$5,265.00			208	1	6	2		R10
QQ15	6991	SEISMOLOGICAL INSTRUMENT TECHNICIAN I	\$3,410.00 - \$4,268.00				1	6	2		R11
QQ20	6992	SEISMOLOGICAL INSTRUMENT TECHNICIAN II	\$3,739.00 - \$4,679.00				1	6	2		R11
QQ25	6993	SEISMOLOGICAL INSTRUMENT TECHNICIAN III	\$4,104.00 - \$5,138.00		01 43		1	12	2		R11
TR15	8434	SELF-HELP SPONSOR (PART TIME)	\$17.05 - \$17.05	HR			1	0	2	NT	R20
CU60	1730	SENIOR ACCOUNT CLERK	\$2,758.00 - \$3,455.00				1	6	2		R04
JL22	4567	SENIOR ACCOUNTING OFFICER (SPECIALIST)									
		A	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
		L	\$4,600.00 - \$5,758.00		19	285	1	6	2		R01
JL20	4569	SENIOR ACCOUNTING OFFICER (SUPERVISOR)	\$4,832.00 - \$6,004.00		01 19		1	12	2		S01
LP63	5632	SENIOR ACTUARIAL ASSISTANT, CALPERS	\$5,053.00 - \$6,325.00		19		1	6	E		R01
LP65	6079	SENIOR ACTUARIAL STATISTICIAN									
		A	\$5,053.00 - \$6,325.00		19	161	1	6	2		R01
		B	\$5,550.00 - \$6,947.00		19	161	1	6	2		R01
JM32	5302	SENIOR ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
ST52	7892	SENIOR AGRICULTURAL BIOLOGICAL TECHNICIAN	\$3,801.00 - \$4,753.00				1	6	2		R11
BB46	0770	SENIOR AGRICULTURAL BIOLOGIST									
		A	\$5,436.00 - \$6,757.00		01 43 24	208	1	12	E		S10
		B	\$7,963.00 - \$9,899.00		01 43 24	208	1	12	E		S10
		C	\$8,350.00 - \$10,379.00		01 43 24	208	1	12	E		S10
AQ30	0186	SENIOR AGRICULTURAL ECONOMIST	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
QR25	9943	SENIOR AIR QUALITY ENGINEER, DEPARTMENT OF CONSUMER AFFAIRS	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
WO35	9488	SENIOR APPRENTICESHIP CONSULTANT	\$5,563.00 - \$6,914.00		01 19		1	12	E		S01
IK50	3961	SENIOR ARCHITECT									
		A	\$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09
		S	\$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
YV75	9015	SENIOR ARSON AND BOMB INVESTIGATOR	\$5,741.00 - \$7,499.00		01 19 34 R3		1	12	E		S07
OC30	5704	SENIOR ASSISTANT ATTORNEY GENERAL	\$9,840.00 - \$11,396.00		01 19 P6		1	12	SE		M02
OC35	5739	SENIOR ASSISTANT ATTORNEY GENERAL, C.E.A.	\$10,743.00 - \$12,445.00		01 19 40		1	12	SE		M02
XF11	6040	SENIOR ASSISTANT INSPECTOR GENERAL	\$9,315.00 - \$11,848.00		01 19 P4		1	12	SE		E98
EL70	2506	SENIOR ASSOCIATE IN POSTSECONDARY EDUCATION STUDIES	\$5,984.00 - \$7,489.00		01 19		1	12	E		R21
JC77	4093	SENIOR AUDITOR EVALUATOR I, BUREAU OF STATE AUDITS	\$5,311.00 - \$6,981.00		01 19 55		1	12	E		E97
JC79	4105	SENIOR AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS	\$6,429.00 - \$8,451.00		01 19 55		1	12	E		E98
JC81	4111	SENIOR AUDITOR EVALUATOR III, BUREAU OF STATE AUDITS	\$7,088.00 - \$9,320.00		01 19 55		1	12	E		E98
JC76	4092	SENIOR AUDITOR EVALUATOR, BUREAU OF STATE AUDITS									
		A	\$4,934.00 - \$6,485.00		01 19 24 21 55	406 459	1	12	E		E97
		B	\$5,974.00 - \$7,853.00		01 19 24 21 55	406 459	1	12	E		E97
		C	\$4,772.00 - \$6,272.00		01 19 24 21 55	406 459	1	12	E		E97
		D	\$5,777.00 - \$7,595.00		01 19 24 21 55	406 459	1	12	E		E97
HN10	3650	SENIOR AUTOMOTIVE EQUIPMENT STANDARDS ENGINEER	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
BX75	1052	SENIOR AVIATION OFFICER	\$8,384.00 - \$9,614.00		01 19 34 R4		1	12	E		S08
LZ77	5598	SENIOR AVIATION SAFETY OFFICER	\$5,970.00 - \$7,419.00		01 19		1	12	E		S01
JR52	6412	SENIOR BENEFIT PROGRAM SPECIALIST (CALPERS)	\$3,085.00 - \$3,864.00		19		1	6	2		R04
OA96	6274	SENIOR BOARD COUNSEL, ALRB	\$8,032.00 - \$10,305.00		19 01		1	12	SE		R02
GA92	3007	SENIOR BOUNDARY DETERMINATION OFFICER (SPECIALIST)	\$8,390.00 - \$10,501.00		19		1	6	E		R09
GA90	3019	SENIOR BOUNDARY DETERMINATION OFFICER (SUPERVISORY)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
AP30	4429	SENIOR BRAND INSPECTOR	\$3,472.00 - \$4,295.00		19 34 R1		1	6	2		R07
GL50	3185	SENIOR BRIDGE ENGINEER									
		A	\$8,390.00 - \$10,501.00		19	322	1	6	E		U09
		S	\$8,390.00 - \$10,501.00		19	322	1	6	E		U09
LP23	6085	SENIOR CASUALTY ACTUARY									
		A	\$8,016.00 - \$10,037.00		19	161	1	6	E		R01
		B	\$8,754.00 - \$10,959.00		19	161	1	6	E		R01
GZ10	3400	SENIOR CHEMICAL TESTING ENGINEER	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
JJ05	8625	SENIOR CHILD SUPPORT ANALYST, DEPARTMENT OF CHILD SUPPORT SERVICES	\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
GH30	3120	SENIOR CIVIL ENGINEER	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
CU20	1765	SENIOR CLAIM AUDITOR	\$3,235.00 - \$4,049.00		19		1	6	2		R01
SV20	7925	SENIOR CLINICAL LABORATORY TECHNOLOGIST									
		A	\$4,402.00 - \$5,789.00			040	1	6	2		R20
		B	\$4,829.00 - \$6,350.00			040	1	6	2		R20
SV22	7926	SENIOR CLINICAL LABORATORY TECHNOLOGIST (SAFETY)									
		A	\$4,402.00 - \$5,789.00			040	1	6	2		R20
		B	\$4,829.00 - \$6,350.00			040	1	6	2		R20
SV34	9348	SENIOR CLINICAL LABORATORY TECHNOLOGIST, CORRECTIONAL FACILITY									
		A	\$4,402.00 - \$5,789.00			040	1	6	2		R20
		B	\$4,829.00 - \$6,350.00			040	1	6	2		R20
OA97	6204	SENIOR COMMISSION COUNSEL (SPECIALIST), FAIR POLITICAL PRACTICES COMMISSION	\$8,032.00 - \$10,305.00		19 01		1	12	SE		R02
OA98	6205	SENIOR COMMISSION COUNSEL (SUPERVISOR), FAIR POLITICAL PRACTICES COMMISSION	\$8,036.00 - \$10,213.00		01 19		1	12	SE		S02
J194	8620	SENIOR COMPLIANCE REPRESENTATIVE, FRANCHISE TAX BOARD	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JQ30	4652	SENIOR CONSULTANT, STUDENT LOAN AND GRANT PROGRAMS, CALIFORNIA STUDENT AID COMMISSION	\$5,948.00 - \$7,446.00		01 19		1	12	E		R01
HQ42	3652	SENIOR CONTROL ENGINEER (SPECIALIST)	\$9,231.00 - \$11,552.00		19		1	6	E		R09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
HQ40	3658	SENIOR CONTROL ENGINEER (SUPERVISOR)	\$9,230.00 - \$11,552.00		01 19		1	12	E		S09
UG20	8187	SENIOR COORDINATOR (FIRE AND RESCUE SERVICES)	\$6,273.00 - \$8,199.00		01 19 34 P1		1	12	E		S07
UD80	8124	SENIOR COORDINATOR (RADIOLOGICAL), OFFICE OF EMERGENCY SERVICES	\$5,438.00 - \$6,765.00		01 34 43		1	12	E		S07
UD40	8114	SENIOR COORDINATOR -COMMUNICATIONS- O.E.S.	\$5,438.00 - \$6,765.00		01 19 34		1	12	E		S07
UE20	8121	SENIOR COORDINATOR -LAW ENFORCEMENT- O.E.S.	\$5,847.00 - \$7,631.00		01 19 34 R3		1	12	E		S07
OK80	6188	SENIOR CORPORATIONS COUNSEL (SPECIALIST)	\$8,032.00 - \$10,305.00		19		1	6	SE		R02
VH10	2027	SENIOR CORRECTIONAL CONSULTANT, CORRECTIONAL PEACE OFFICERS STANDARDS AND TRAINING	\$7,901.00 - \$9,892.00		01		1	12	E		M06
GR10	3278	SENIOR CORROSION ENGINEER	\$8,390.00 - \$10,501.00		19		1	6	E		S09
GT30	3302	SENIOR COST ESTIMATOR WATER RESOURCES	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
VF20	8478	SENIOR CRIMINALIST	\$5,622.00 - \$7,526.00		01 19 R1		1	12	2		R07
GC20	3023	SENIOR DELINEATOR	\$3,908.00 - \$4,893.00				1	6	2		R11
VO45	8774	SENIOR DEPUTY COMMISSIONER, DEPARTMENT OF REAL ESTATE	\$4,795.00 - \$5,961.00		19 34 R1		1	6	2		R07
OD10	5772	SENIOR DEPUTY STATE PUBLIC DEFENDER	A \$8,872.00 - \$11,392.00		19 01	322	1	12	SE		U02
			S \$8,879.00 - \$11,290.00		19 01	322	1	12	SE		U02
IR55	4119	SENIOR DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY	\$5,687.00 - \$7,114.00		19		1	6	E		R11
KD73	6307	SENIOR DEVELOPMENT SUPERVISOR, CALIFORNIA TRADE AND COMMERCE AGENCY	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
BG15	0545	SENIOR ECONOMIC ENTOMOLOGIST (SPECIALIST)	A \$5,096.00 - \$6,335.00		19	208	1	6	E		R10
			B \$5,344.00 - \$6,644.00		19	208	1	6	E		R10
			C \$5,602.00 - \$6,963.00		19	208	1	6	E		R10
BG10	0546	SENIOR ECONOMIC ENTOMOLOGIST (SUPERVISOR)	A \$5,176.00 - \$6,436.00		01 19	208	1	12	E		S10
			B \$5,427.00 - \$6,747.00		01 19	208	1	12	E		S10
			C \$5,690.00 - \$7,073.00		01 19	208	1	12	E		S10
HJ30	3600	SENIOR ELECTRICAL ENGINEER	\$8,383.00 - \$10,490.00		19		1	6	E		R09
HJ90	3610	SENIOR ELECTRICAL ENGINEER HYDRAULIC STRUCTURES	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
GM30	2177	SENIOR ELECTRICAL ENGINEER, CALTRANS (SPECIALIST)	\$8,390.00 - \$10,501.00		01 19		1	12	E		R09
GM35	3002	SENIOR ELECTRICAL ENGINEER, CALTRANS (SUPERVISOR)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
LL20	1389	SENIOR ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST (SUPERVISORY)	\$6,115.00 - \$8,038.00		01 19		1	12	E		S01
LL30	1368	SENIOR ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST (TECHNICAL)	\$5,824.00 - \$7,655.00		01 19		1	12	E		R01
GX55	3412	SENIOR ELECTRONIC ENGINEER, CALTRANS	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
UH50	2882	SENIOR EMERGENCY MANAGEMENT COORDINATOR, OFFICE OF EMERGENCY SERVICES	\$6,298.00 - \$7,835.00		01 19 34		1	12	E		S07
UA60	8085	SENIOR EMERGENCY SERVICES COORDINATOR, OFFICE OF EMERGENCY SERVICES	\$5,110.00 - \$6,352.00		19 34 R1		1	6	2		R07
GO40	3261	SENIOR ENGINEER WATER RESOURCES	A \$8,390.00 - \$10,501.00		01 19	041	1	12	E		S09
			B \$8,532.00 - \$10,681.00		01 19	041	1	12	E		S09
HV81	7929	SENIOR ENGINEER, PETROLEUM STRUCTURES (SPECIALIST)	\$10,224.00 - \$12,797.00		01 19		1	12	2		R09
GH35	3134	SENIOR ENGINEER, SAN FRANCISCO BAY CONSERVATION AND DEVELOPMENT COMMISSION	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
HT40	3751	SENIOR ENGINEERING GEOLOGIST	A \$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09
			S \$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09
JX12	4713	SENIOR ENVIRONMENTAL PLANNER	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BG93	6167	SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPECIALIST)	\$5,344.00 - \$6,644.00		19 24		1	6	E		R 10
BH73	0764	SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY)	\$7,963.00 - \$9,899.00		01 19		1	12	E		S 10
BH74	0765	SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)	\$5,608.00 - \$6,975.00		01 19		1	12	2		R 10
HM20	3635	SENIOR EQUIPMENT ENGINEER	\$8,390.00 - \$10,501.00		01 19		1	12	E		S 09
QK75	1542	SENIOR EQUIPMENT MATERIEL SPECIALIST	\$3,875.00 - \$4,452.00				1	6	2		R 12
WH77	9362	SENIOR ERGONOMIC SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$7,798.00 - \$10,420.00		01 19		1	12	E		S 10
IV30	4063	SENIOR ESTIMATOR OF BUILDING CONSTRUCTION	\$5,687.00 - \$7,114.00		19		1	6	E		R 11
OI55	6115	SENIOR FAIR EMPLOYMENT AND HOUSING COUNSEL (SPECIALIST)	\$8,032.00 - \$10,305.00		19 01		1	12	SE		R 02
VU25	8837	SENIOR FIELD REPRESENTATIVE, BUREAU OF ELECTRONIC AND APPLIANCE REPAIR	\$4,870.00 - \$6,054.00		01 19 34		1	12	E		S 07
JA15	4102	SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,814.00 - \$7,642.00		01 19		1	12	2		R 01
BO25	1928	SENIOR FISH AND WILDLIFE HABITAT SUPERVISOR	\$4,959.00 - \$6,205.00		01 19		1	12	E		S 11
BP80	0832	SENIOR FISH PATHOLOGIST	\$5,176.00 - \$6,436.00		01 19		1	12	E		S 10
KU30	5016	SENIOR FOREST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,830.00 - \$7,245.00		01 19		1	12	E		S 01
QM83	6876	SENIOR FORESTRY EQUIPMENT MANAGER	\$6,473.00 - \$7,424.00		01 19 34 R4		1	12	E		S 08
PH80	6353	SENIOR FOUNDATION DRILLER	\$4,333.00 - \$5,445.00				1	6	2		R 12
GB90	3093	SENIOR GEOLOGICAL DRAFTING TECHNICIAN	\$3,813.00 - \$4,774.00				1	6	2		R 11
HR70	3931	SENIOR GEOLOGIST (SPECIALIST)	\$5,788.00 - \$7,191.00		01 19		1	12	E		R 10
HR75	3932	SENIOR GEOLOGIST (SUPERVISOR)	\$8,383.00 - \$10,420.00		01 19		1	12	E		S 10
BO65	6320	SENIOR HATCHERY SUPERVISOR	\$5,436.00 - \$6,808.00		01 19		1	12	E		S 11
BH91	3526	SENIOR HAZARDOUS MATERIALS SPECIALIST (SUPERVISORY)	\$5,427.00 - \$6,747.00		01 19		1	12	E		S 10
BH92	3527	SENIOR HAZARDOUS MATERIALS SPECIALIST (TECHNICAL)	A \$5,344.00 - \$6,644.00		01 19	040	1	12	E		R 10
			B \$5,852.00 - \$7,323.00		01 19	040	1	12	E		R 10
HY03	3725	SENIOR HAZARDOUS SUBSTANCES ENGINEER	A \$7,082.00 - \$8,806.00		01 19 21	356	1	12	E		R 09
			B \$8,383.00 - \$10,494.00		01 19 21	356	1	12	E		R 09
KI72	8449	SENIOR HEALTH CARE SERVICE PLAN ANALYST	\$5,553.00 - \$6,901.00		01 19		1	12	E		S 01
KX61	5184	SENIOR HEALTH FACILITY CONSTRUCTION FINANCING SPECIALIST	\$5,550.00 - \$6,947.00		01		1	12	E		R 01
HX20	3802	SENIOR HEALTH PHYSICIST	\$5,890.00 - \$7,688.00		01 19		1	12	E		S 10
IT90	4555	SENIOR HOUSING CONSTRUCTION INSPECTOR, CALIFORNIA HOUSING FINANCE AGENCY	\$8,383.00 - \$10,490.00		19		1	6	E		R 09
GO80	3260	SENIOR HYDRAULIC ENGINEER	\$8,383.00 - \$10,490.00		19		1	6	E		R 09
PM10	6462	SENIOR HYDROELECTRIC PLANT OPERATOR	\$7,037.00 - \$8,724.00				1	6	2		R 12
HO49	3674	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SPECIALIST)	\$8,390.00 - \$10,501.00		19		1	6	E		R 09
HO48	3673	SENIOR HYDROELECTRIC POWER UTILITY ENGINEER (SUPERVISOR)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S 09
WH54	9320	SENIOR INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$7,798.00 - \$10,420.00		01 19		1	12	E		S 10
IC64	3852	SENIOR INDUSTRIAL HYGIENIST	\$7,798.00 - \$10,420.00		01 19		1	12	E		S 10
LM82	1337	SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)	A \$5,824.00 - \$7,655.00		19 29	285	1	6	E		R 01
			L \$5,824.00 - \$7,655.00		19 29	285	1	6	E		R 01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LM80	1340	SENIOR INFORMATION SYSTEMS ANALYST (SUPERVISOR)	\$6,116.00 - \$8,039.00		01 19 29		1	12	E		S01
BF40	0531	SENIOR INSECT BIOSYSTEMATIST (SPECIALIST)									
		A	\$5,344.00 - \$6,644.00		19	208	1	6	E		R10
		B	\$5,602.00 - \$6,963.00		19	208	1	6	E		R10
		C	\$5,864.00 - \$7,304.00		19	208	1	6	E		R10
BF45	0525	SENIOR INSECT BIOSYSTEMATIST (SUPERVISOR)									
		A	\$5,427.00 - \$6,747.00		01 19	208	1	12	E		S10
		B	\$5,690.00 - \$7,073.00		01 19	208	1	12	E		S10
		C	\$5,957.00 - \$7,420.00		01 19	208	1	12	E		S10
QN15	6855	SENIOR INSPECTOR OF AUTOMOTIVE EQUIPMENT	\$4,602.00 - \$5,720.00		01 19		1	12	E		S12
LC60	2948	SENIOR INSTRUCTIONAL DESIGNER (TECHNOLOGY), COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$5,550.00 - \$6,947.00		19		1	6	E		R01
LM24	2950	SENIOR INSTRUCTIONAL SYSTEMS ENGINEER, COMMISSION ON PEACE OFFICER STANDARDS	\$5,307.00 - \$6,973.00		19		1	6	E		R01
VJ36	8607	SENIOR INSURANCE COMPLIANCE OFFICER (SPECIALIST), DEPARTMENT OF INSURANCE	\$5,345.00 - \$6,644.00		01 19 34 R1		1	12	2		R01
JC16	4410	SENIOR INSURANCE EXAMINER (SPECIALIST)									
		A	\$5,550.00 - \$7,295.00		19	004	1	6	2		R01
		B	\$6,097.00 - \$8,013.00		19	004	1	6	2		R01
		C	\$6,097.00 - \$8,013.00		19	004	1	6	2		R01
		D	\$6,695.00 - \$8,801.00		19	004	1	6	2		R01
JC14	4411	SENIOR INSURANCE EXAMINER (SUPERVISOR)									
		A	\$5,862.00 - \$7,649.00		01 19	004	1	12	E		S01
		B	\$6,442.00 - \$8,414.00		01 19	004	1	12	E		S01
		C	\$6,442.00 - \$8,414.00		01 19	004	1	12	E		S01
		D	\$7,071.00 - \$9,256.00		01 19	004	1	12	E		S01
VJ71	8577	SENIOR INSURANCE INVESTIGATOR	\$5,345.00 - \$6,644.00		01 19 34		1	12	E		S07
JC34	4435	SENIOR INSURANCE RATE ANALYST									
		A	\$5,550.00 - \$6,947.00		19	004	1	6	2		R01
		B	\$6,097.00 - \$7,632.00		19	004	1	6	2		R01
BH60	1989	SENIOR INTEGRATED WASTE MANAGEMENT SPECIALIST	\$5,608.00 - \$6,975.00		01 19 24		1	12	E		R10
VI96	8595	SENIOR INVESTIGATOR, DEPARTMENT OF CONSUMER AFFAIRS	\$5,035.00 - \$6,508.00		01 19 34 P5		1	12	2		R07
ST90	7878	SENIOR LABORATORY ASSISTANT	\$2,609.00 - \$3,264.00				1	6	2		R11
SV09	9266	SENIOR LABORATORY ASSISTANT, CORRECTIONAL FACILITY	\$2,609.00 - \$3,264.00				1	6	2		R11
KS45	4998	SENIOR LAND AGENT (SPECIALIST)	\$5,689.00 - \$7,121.00		19		1	6	2		R01
KS40	4995	SENIOR LAND AGENT (SUPERVISORY)	\$5,689.00 - \$7,121.00		01 19		1	12	E		S01
GE90	3081	SENIOR LAND AND WATER USE SCIENTIST	\$7,964.00 - \$9,899.00		01 19 24		1	12	E		S10
GC93	3049	SENIOR LAND SURVEYOR	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IM40	3983	SENIOR LANDSCAPE ARCHITECT	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IM12	2972	SENIOR LANDSCAPE ARCHITECT, CALTRANS	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
VG80	8529	SENIOR LAW ENFORCEMENT CONSULTANT COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING	\$8,001.00 - \$9,086.00		01 19 34		1	12	E		M07
CX15	2955	SENIOR LAW INDEXER	\$4,602.00 - \$5,720.00				1	6	2		E97
JY60	5333	SENIOR LEGAL ANALYST									
		A	\$4,829.00 - \$6,048.00		19	285	1	6	2		R01
		L	\$4,829.00 - \$6,048.00		19	285	1	6	2		R01
CC45	3224	SENIOR LEGAL TYPIST									
		A	\$2,707.00 - \$3,390.00	SISA	20 21	230 285	1	6	2		R04
		B	\$3,026.00 - \$3,785.00		20 21	230 285	1	6	2		R04
		L	\$2,707.00 - \$3,390.00	SISA	20 21	230 285	1	6	2		R04
		M	\$3,026.00 - \$3,785.00		20 21	230 285	1	6	2		R04
FM41	2943	SENIOR LIBRARIAN									
		A	\$4,768.00 - \$5,967.00		01 19	047	1	12	E		R21
		F	\$3,973.33 - \$4,972.50		01 19	047	1	12	E		R21
FM44	7546	SENIOR LIBRARIAN (SPECIALIST) (RESIDENTIAL CARE CENTERS)									
		1	\$4,132.33 - \$5,701.67		01 19	047	1	12	E		R03

Schem	Class	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		A	\$4,508.00 - \$6,220.00		01 19	047	1	12	E		R03
		T	\$3,381.00 - \$4,665.00		01 19	047	1	12	E		R03
FM46	7549	SENIOR LIBRARIAN (SUPERVISOR) (RESIDENTIAL CARE CENTERS)	\$4,510.00 - \$5,929.00		01 19		1	12	E		S03
FM45	2945	SENIOR LIBRARIAN -CORRECTIONAL FACILITY-									
		1	\$4,132.33 - \$5,701.67		19 R0	047	1	6	E		R03
		A	\$4,508.00 - \$6,220.00		19 R0	047	1	6	E		R03
		F	\$3,756.67 - \$5,183.33		19 R0	047	1	6	E		R03
		T	\$3,381.00 - \$4,665.00		19 R0	047	1	6	E		R03
LP33	6086	SENIOR LIFE ACTUARY									
		A	\$8,016.00 - \$10,037.00		19	161	1	6	E		R01
		B	\$8,754.00 - \$10,959.00		19	161	1	6	E		R01
AT94	0825	SENIOR LIVESTOCK INSPECTOR (SPECIALIST)									
			\$3,860.00 - \$4,795.00		34 R1		1	6	2		R07
JT15	7484	SENIOR LOAN OFFICER (SUPERVISOR)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
JT10	7485	SENIOR LOAN OFFICER (TRADE FINANCE)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
BS12	0996	SENIOR MAINTENANCE AIDE (SEASONAL)									
			\$11.87 - \$13.38 HR				1	0	2	NT	R12
BS13	0997	SENIOR MAINTENANCE AIDE (SEASONAL) (ANGEL ISLAND)									
			\$11.87 - \$13.38 HR		36		1	0	2	NT	R12
QG40	6759	SENIOR MAINTENANCE WORKER, DISTRICT FAIRS									
			\$3,610.00 - \$4,165.00		01		1	12	2		R12
LE22	4161	SENIOR MANAGEMENT AUDITOR									
			\$5,830.00 - \$7,607.00		01 19		1	12	E		S01
KB25	9073	SENIOR MARKETING SPECIALIST, CALIFORNIA STATE LOTTERY									
			\$5,571.00 - \$6,974.00		01 19		1	12	2		R01
GX20	3375	SENIOR MATERIALS AND RESEARCH ENGINEER									
		A	\$8,390.00 - \$10,501.00		01 19	041	1	12	E		S09
		B	\$8,532.00 - \$10,681.00		01 19	041	1	12	E		S09
HH70	3579	SENIOR MECHANICAL ENGINEER									
			\$8,383.00 - \$10,490.00		19		1	6	E		R09
HH30	3562	SENIOR MECHANICAL ENGINEER HYDRAULIC STRUCTURES									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
GM20	2178	SENIOR MECHANICAL ENGINEER, CALTRANS (SPECIALIST)									
			\$8,390.00 - \$10,501.00		19		1	6	E		R09
GM25	3001	SENIOR MECHANICAL ENGINEER, CALTRANS (SUPERVISOR)									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
WZ10	8215	SENIOR MEDICAL TECHNICAL ASSISTANT									
			\$5,902.00 - \$7,455.00		01 19 R3		1	12	2		S06
WZ15	8225	SENIOR MEDICAL TECHNICAL ASSISTANT (PSYCHIATRIC)									
			\$5,902.00 - \$7,455.00		01 19 R3		1	12	2		S06
CC56	1178	SENIOR MEDICAL TRANSCRIBER									
		A	\$3,028.00 - \$3,791.00		01 43	437	1	12	2		S04
		P	\$3,219.00 - \$4,027.00		01 43	437	1	12	2		S04
		R	\$3,219.00 - \$4,027.00		01 43	437	1	12	2		S04
GD10	3056	SENIOR METEOROLOGIST AIR SANITATION									
			\$7,096.00 - \$8,818.00		01 19		1	12	E		S10
GD20	3057	SENIOR METEOROLOGIST WATER RESOURCES									
			\$5,521.00 - \$6,863.00		19		1	6	E		R10
CL50	1482	SENIOR MICROFILM TECHNICIAN									
			\$2,867.00 - \$3,590.00		01 43		1	12	2		S04
HV70	3794	SENIOR MINERAL RESOURCES ENGINEER									
			\$9,659.00 - \$12,094.00		01 19		1	12	E		S09
CZ89	1890	SENIOR MOTOR VEHICLE TECHNICIAN									
			\$3,316.00 - \$4,153.00		19		1	6	2		R04
TP90	8287	SENIOR OCCUPATIONAL THERAPIST									
		A	\$3,830.00 - \$5,534.00			471	1	6	2		R19
		S	\$5,138.00 - \$7,217.00			471	1	6	2		R19
		U	\$6,129.00 - \$7,217.00			471	1	6	2		R19
TP85	9346	SENIOR OCCUPATIONAL THERAPIST, CORRECTIONAL FACILITY									
		A	\$3,830.00 - \$5,534.00			471	1	6	2		R19
		P	\$5,138.00 - \$7,217.00			471	1	6	2		R19
		Q	\$6,129.00 - \$7,217.00			471	1	6	2		R19
HV50	3727	SENIOR OIL AND GAS ENGINEER (SPECIALIST)									
			\$9,659.00 - \$12,094.00		01 19		1	12	E		R09
HV10	3780	SENIOR OIL AND GAS ENGINEER (SUPERVISOR)									
			\$9,659.00 - \$12,094.00		01 19		1	12	E		S09



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JY80	5346	SENIOR OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
BR88	1035	SENIOR PARK AIDE (SEASONAL)	\$12.04 - \$13.31		HR		1	0	2	NT	E
BV15	1087	SENIOR PARK AND RECREATION SPECIALIST	\$6,751.00 - \$7,666.00		01 19		1	12	E		M01
KY60	1315	SENIOR PAYROLL SPECIALIST	\$3,824.00 - \$4,788.00		01 19		1	12	2		R01
LP56	5461	SENIOR PENSION ACTUARY	\$8,898.00 - \$11,139.00		19		1	6	E		R01
CZ09	9778	SENIOR PENSION PROGRAM REPRESENTATIVE	\$3,085.00 - \$3,864.00		01 19		1	12	2		R04
KY36	1317	SENIOR PERSONNEL SPECIALIST									
		A	\$3,824.00 - \$4,788.00		01 19	285	1	12	2		R01
		L	\$3,824.00 - \$4,788.00		01 19	285	1	12	2		R01
AH40	0472	SENIOR PESTICIDE USE SPECIALIST	\$4,604.00 - \$5,764.00		19		1	6	2		R01
HG30	3483	SENIOR PETROLEUM AND MINING APPRAISAL ENGINEER	\$9,652.00 - \$12,084.00		19		1	6	E		R09
QQ35	6921	SENIOR PHOTO-ELECTRONICS SPECIALIST DEPARTMENT OF JUSTICE	\$5,251.00 - \$6,844.00		19 34 R1		1	6	E		R07
FK25	2843	SENIOR PHOTOGRAPHER	\$3,654.00 - \$4,575.00				1	6	2		R01
JW10	4636	SENIOR PLANNER (SPECIALIST)	\$5,550.00 - \$6,947.00		19		1	6	E		R01
JW12	4646	SENIOR PLANNER (SUPERVISOR)	\$5,566.00 - \$6,947.00		01 19		1	12	E		S01
BE12	0501	SENIOR PLANT NEMATOLOGIST (SPECIALIST)									
		A	\$5,344.00 - \$6,644.00		19	208	1	6	E		R10
		B	\$5,602.00 - \$6,963.00		19	208	1	6	E		R10
		C	\$5,864.00 - \$7,304.00		19	208	1	6	E		R10
BE10	0509	SENIOR PLANT NEMATOLOGIST (SUPERVISOR)									
		A	\$5,427.00 - \$6,747.00		19	208	1	6	E		S10
		B	\$5,690.00 - \$7,073.00		19	208	1	6	E		S10
		C	\$5,957.00 - \$7,420.00		19	208	1	6	E		S10
BE25	1091	SENIOR PLANT PATHOLOGIST (FIELD)									
		A	\$5,176.00 - \$6,436.00		01 43 24	208	1	12	E		S10
		B	\$5,427.00 - \$6,747.00		01 43 24	208	1	12	E		S10
		C	\$5,690.00 - \$7,073.00		01 43 24	208	1	12	E		S10
BE15	1274	SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SPECIALIST)									
		A	\$5,344.00 - \$6,644.00			208	1	6	E		R10
		B	\$5,602.00 - \$6,963.00			208	1	6	E		R10
		C	\$5,864.00 - \$7,304.00			208	1	6	E		R10
BE20	1220	SENIOR PLANT PATHOLOGIST (DIAGNOSTICIAN) (SUPERVISOR)									
		A	\$5,427.00 - \$6,747.00		01 43	208	1	12	E		S10
		B	\$5,690.00 - \$7,073.00		01 43	208	1	12	E		S10
		C	\$5,957.00 - \$7,420.00		01 43	208	1	12	E		S10
BC20	0486	SENIOR PLANT TAXONOMIST									
		A	\$5,427.00 - \$6,747.00		01 19	208	1	12	E		S10
		B	\$5,690.00 - \$7,073.00		01 19	208	1	12	E		S10
		C	\$5,957.00 - \$7,420.00		01 19	208	1	12	E		S10
QQ45	6932	SENIOR PRECISION ELECTRONICS SPECIALIST	\$5,896.00 - \$7,382.00		01 19		1	12	2		S09
CL87	1519	SENIOR PRINTING TRADES SPECIALIST (GENERAL)	\$3,189.00 - \$3,917.00		01 43		1	12	2		S14
HV84	7010	SENIOR PROCESS SAFETY ENGINEER (SUPERVISOR)	\$10,224.00 - \$12,797.00		01 19		1	12	E		S09
GY56	3393	SENIOR PROCUREMENT ENGINEER	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
JC55	4086	SENIOR PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	\$6,123.00 - \$8,048.00		01 19		1	12	E		S01
JC25	4062	SENIOR PROGRAM AUDITOR, CALPERS	\$5,830.00 - \$7,607.00		01 19		1	12	E		S01
LM40	7740	SENIOR PROGRAM SYSTEMS ANALYST (SPECIALIST)	\$5,550.00 - \$7,295.00		19		1	6	2		R01
LM38	7741	SENIOR PROGRAM SYSTEMS ANALYST (SUPERVISOR)	\$5,824.00 - \$7,655.00		01 19		1	12	E		S01
LM12	1583	SENIOR PROGRAMMER ANALYST (SPECIALIST)									
		A	\$5,824.00 - \$7,655.00		19 29	285	1	6	E		R01
		L	\$5,824.00 - \$7,655.00		19 29	285	1	6	E		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
LM10	1584	SENIOR PROGRAMMER ANALYST (SUPERVISOR)	\$6,116.00 - \$8,039.00		01 19 29		1	12	E		S01
KW30	5097	SENIOR PROPERTY AGENT	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
KT42	5010	SENIOR PROPERTY APPRAISER	A \$5,550.00 - \$6,947.00		19	322	1	6	E		U01
			S \$5,552.00 - \$6,952.00		19	322	1	6	E		U01
KS85	5458	SENIOR PROPERTY APPRAISER/INVESTIGATOR (OFFICE OF REAL ESTATE APPRAISERS)	\$5,689.00 - \$7,120.00		19		1	6	2		R01
TL50	8231	SENIOR PSYCHIATRIC TECHNICIAN	A \$3,546.00 - \$4,524.00		01	029 460	1	12	2		R18
			B \$3,710.00 - \$4,730.00		01	029 460	1	12	2		R18
			C \$3,888.00 - \$4,957.00		01	029 460	1	12	2		R18
			S \$5,149.00 - \$5,541.00		01	029 460	1	12	2		R18
			T \$5,373.00 - \$5,820.00		01	029 460	1	12	2		R18
			U \$5,613.00 - \$6,109.00		01	029 460	1	12	2		R18
TL51	8252	SENIOR PSYCHIATRIC TECHNICIAN (SAFETY)	A \$3,546.00 - \$4,524.00		01 R1	029 448 460	1	12	2		R18
			B \$3,710.00 - \$4,730.00		01 R1	029 448 460	1	12	2		R18
			C \$3,888.00 - \$4,957.00		01 R1	029 448 460	1	12	2		R18
			P \$5,407.00 - \$5,820.00		01 R1	029 448 460	1	12	2		R18
			Q \$5,641.00 - \$6,109.00		01 R1	029 448 460	1	12	2		R18
			R \$5,893.00 - \$6,415.00		01 R1	029 448 460	1	12	2		R18
			S \$5,149.00 - \$5,541.00		01 R1	029 448 460	1	12	2		R18
			T \$5,373.00 - \$5,820.00		01 R1	029 448 460	1	12	2		R18
			U \$5,613.00 - \$6,109.00		01 R1	029 448 460	1	12	2		R18
SF20	7616	SENIOR PSYCHIATRIST (SPECIALIST)	A \$10,243.00 - \$14,052.00		19 P8	008 448 471	1	6	SE		R16
			C \$10,488.00 - \$14,388.00		19 P8	008 448 471	1	6	SE		R16
			P \$20,018.00 - \$24,945.00		19 P8	008 448 471	1	6	SE		R16
			R \$20,525.00 - \$25,667.00		19 P8	008 448 471	1	6	SE		R16
			S \$15,983.00 - \$23,756.00		19 P8	008 448 471	1	6	SE		R16
			T \$16,388.00 - \$24,445.00		19 P8	008 448 471	1	6	SE		R16
			U \$19,064.00 - \$23,756.00		19 P8	008 448 471	1	6	SE		R16
			V \$19,547.00 - \$24,445.00		19 P8	008 448 471	1	6	SE		R16
SF37	9759	SENIOR PSYCHIATRIST (SPECIALIST), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)	A \$11,267.00 - \$15,459.00		19 P8	444 448	1	6	SE		R16
			B \$11,537.00 - \$15,826.00		19 P8	444 448	1	6	SE		R16
			P \$20,018.00 - \$24,945.00		19 P8	444 448	1	6	SE		R16
			Q \$20,525.00 - \$25,667.00		19 P8	444 448	1	6	SE		R16
SF10	7609	SENIOR PSYCHIATRIST (SUPERVISOR)	A \$10,064.00 - \$14,207.00		01 19 P8	008 448 471	1	12	SE		S16
			C \$10,561.00 - \$14,544.00		01 19 P8	008 448 471	1	12	SE		S16
			P \$21,311.00 - \$25,326.00		01 19 P8	008 448 471	1	12	SE		S16
			R \$21,770.00 - \$25,934.00		01 19 P8	008 448 471	1	12	SE		S16
			S \$17,017.00 - \$24,120.00		01 19 P8	008 448 471	1	12	SE		S16
			T \$17,384.00 - \$24,698.00		01 19 P8	008 448 471	1	12	SE		S16
			U \$20,295.00 - \$24,120.00		01 19 P8	008 448 471	1	12	SE		S16
			V \$20,734.00 - \$24,698.00		01 19 P8	008 448 471	1	12	SE		S16
SF36	9761	SENIOR PSYCHIATRIST (SUPERVISOR), CORRECTIONAL AND REHABILITATIVE SERVICES (SAFETY)	A \$10,793.00 - \$15,240.00		01 19 P8	444 448	1	12	SE		S16
			B \$11,594.00 - \$15,602.00		01 19 P8	444 448	1	12	SE		S16
			P \$21,311.00 - \$25,326.00		01 19 P8	444 448	1	12	SE		S16
			Q \$21,770.00 - \$25,934.00		01 19 P8	444 448	1	12	SE		S16
XL40	9840	SENIOR PSYCHOLOGIST	A \$5,444.00 - \$7,893.00		01 19	322	1	12	E		U19
			S \$5,692.00 - \$7,857.00		01 19	322	1	12	E		U19
XL41	9839	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPECIALIST)	A \$5,444.00 - \$7,881.00		01 19 P8	448 471	1	12	E		R19
			P \$8,670.00 - \$10,143.00		01 19 P8	448 471	1	12	E		R19
			S \$6,922.00 - \$9,661.00		01 19 P8	448 471	1	12	E		R19
			U \$8,257.00 - \$9,661.00		01 19 P8	448 471	1	12	E		R19
XL42	9831	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SUPERVISOR)	A \$6,134.00 - \$8,455.00		01 19 P8	448 471	1	12	E		S19
			P \$9,929.00 - \$10,629.00		01 19 P8	448 471	1	12	E		S19
			S \$7,944.00 - \$10,124.00		01 19 P8	448 471	1	12	E		S19
			U \$9,457.00 - \$10,124.00		01 19 P8	448 471	1	12	E		S19
XL39	9289	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY	A \$5,444.00 - \$7,893.00		19	322	1	6	E		U19
			S \$5,692.00 - \$7,857.00		19	322	1	6	E		U19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XL43	9287	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)									
		A	\$5,444.00 - \$7,881.00		19	448	1	6	E		R19
		P	\$8,670.00 - \$10,143.00		19	448	1	6	E		R19
XL44	9288	SENIOR PSYCHOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)									
		A	\$5,976.00 - \$8,237.00		01 19 R0	448	1	12	E		S19
		P	\$9,673.00 - \$10,355.00		01 19 R0	448	1	12	E		S19
OH55	6182	SENIOR PUBLIC EMPLOYMENT RELATIONS COUNSEL									
			\$8,036.00 - \$10,213.00		19 01		1	12	SE		E97
SX60	0563	SENIOR PUBLIC HEALTH BIOLOGIST									
			\$5,109.00 - \$6,660.00		19		1	6	E		R10
TC80	7987	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST)									
		A	\$3,350.00 - \$4,192.00			040 437	1	6	2		R20
		B	\$3,661.00 - \$4,583.00			040 437	1	6	2		R20
		S	\$4,307.00 - \$5,739.00			040 437	1	6	2		R20
		T	\$4,927.00 - \$5,739.00			040 437	1	6	2		R20
TC82	7995	SENIOR RADIOLOGIC TECHNOLOGIST (SPECIALIST-SAFETY)									
		A	\$3,350.00 - \$4,192.00		R1	040 437	1	6	2		R20
		B	\$3,661.00 - \$4,583.00		R1	040 437	1	6	2		R20
		S	\$4,071.00 - \$5,739.00		R1	040 437	1	6	2		R20
		T	\$4,927.00 - \$5,739.00		R1	040 437	1	6	2		R20
TC85	7361	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR)									
		A	\$3,547.00 - \$4,358.00		01	040	1	12	2		S20
		B	\$3,908.00 - \$4,807.00		01	040	1	12	2		S20
TC86	7997	SENIOR RADIOLOGIC TECHNOLOGIST (SUPERVISOR-SAFETY)									
		A	\$3,547.00 - \$4,358.00		01	040	1	12	2		S20
		B	\$3,908.00 - \$4,807.00		01	040	1	12	2		S20
TC92	9350	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SPECIALIST)									
		A	\$3,350.00 - \$4,192.00			040 437	1	6	2		R20
		B	\$3,661.00 - \$4,583.00			040 437	1	6	2		R20
		P	\$5,174.00 - \$6,025.00			040 437	1	6	2		R20
		R	\$5,174.00 - \$6,025.00			040 437	1	6	2		R20
TC93	9351	SENIOR RADIOLOGIC TECHNOLOGIST, CORRECTIONAL FACILITY (SUPERVISOR)									
		A	\$3,547.00 - \$4,358.00		01	040 437	1	12	2		S20
		B	\$3,908.00 - \$4,807.00		01	040 437	1	12	2		S20
		P	\$5,484.00 - \$6,267.00		01	040 437	1	12	2		S20
KS69	9602	SENIOR REAL ESTATE OFFICER (SPECIALIST)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		R01
KS71	9597	SENIOR REAL ESTATE OFFICER (SUPERVISORY)									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
HC40	3428	SENIOR REGISTRAR, BOARD FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
HX04	3815	SENIOR REHABILITATION ENGINEERING CONSULTANT									
			\$8,383.00 - \$10,490.00		19		1	6	E		R09
IK20	3954	SENIOR RESTORATION ARCHITECT									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
KR40	4962	SENIOR RIGHT OF WAY AGENT									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
IF97	3892	SENIOR SAFETY ENGINEER (AMUSEMENT RIDES)									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IF90	3900	SENIOR SAFETY ENGINEER -CONSTRUCTION-									
			\$8,383.00 - \$10,490.00		19		1	6	E		R09
IF70	3897	SENIOR SAFETY ENGINEER -ELECTRICAL-									
			\$8,115.00 - \$10,155.00		19		1	6	E		R09
IF50	3894	SENIOR SAFETY ENGINEER -ELEVATORS-									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IG60	3909	SENIOR SAFETY ENGINEER -INDUSTRIAL-									
			\$8,383.00 - \$10,490.00		19		1	6	E		R09
IG45	3905	SENIOR SAFETY ENGINEER -MINING AND TUNNELING-									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IG20	3903	SENIOR SAFETY ENGINEER -PRESSURE VESSELS-									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
IH12	9808	SENIOR SAFETY SPECIALIST, CALTRANS									
		A	\$5,307.00 - \$6,642.00		01 19	285	1	12	E		R01
		L	\$5,307.00 - \$6,642.00		01 19	285	1	12	E		R01
HY60	3822	SENIOR SANITARY ENGINEER									
			\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
BC31	0492	SENIOR SEED BOTANIST (SPECIALIST)									
		A	\$5,352.00 - \$6,651.00		19	208	1	6	E		R10
		B	\$5,608.00 - \$6,974.00		19	208	1	6	E		R10
		C	\$5,882.00 - \$7,312.00		19	208	1	6	E		R10

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
BC35	0498	SENIOR SEED BOTANIST (SUPERVISOR)									
		A \$5,436.00 - \$6,755.00		01 19		208	1	12	E		S10
		B \$5,695.00 - \$7,085.00		01 19		208	1	12	E		S10
		C \$5,976.00 - \$7,426.00		01 19		208	1	12	E		S10
HT15	3749	SENIOR SEISMOLOGIST	\$8,382.00 - \$10,420.00		01 19		1	12	E		S10
XE15	9767	SENIOR SPECIAL AGENT DEPARTMENT OF CORRECTIONS	\$7,799.00 - \$9,805.00		01 19 R3		1	12	E		E98
VG55	8522	SENIOR SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$8,091.00 - \$10,107.00		01 19 34 R3		1	12	E		M07
KT54	5449	SENIOR SPECIALIST PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,550.00 - \$6,947.00		19		1	6	2		R01
KT60	5453	SENIOR SPECIALIST PROPERTY AUDITOR APPRAISER (BOARD OF EQUALIZATION)	\$5,550.00 - \$7,295.00		19		1	6	2		R01
GQ80	3289	SENIOR SPECIFICATION WRITER HYDRAULIC STRUCTURES	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
BU72	2795	SENIOR STATE ARCHEOLOGIST	\$5,436.00 - \$6,757.00		01 19		1	12	E		S10
CD80	1257	SENIOR STENOGRAPHER									
		A \$2,809.00 - \$3,517.00		24 43		285 322	1	6	2		U04
		L \$2,809.00 - \$3,517.00		24 43		285 322	1	6	2		U04
		S \$2,810.00 - \$3,519.00		24 43		285 322	1	6	2		U04
GV50	3336	SENIOR STRUCTURAL ENGINEER	\$8,781.00 - \$10,987.00		19		1	6	2		R09
LX50	5563	SENIOR SURVEY INTERVIEWER	\$13.44 - \$14.97 HR		01 43		1	12	2		S01
JJ64	8687	SENIOR TAX COMPLIANCE REPRESENTATIVE (SPECIALIST)	\$4,829.00 - \$6,048.00		19		1	6	2		R01
JJ62	8688	SENIOR TAX COMPLIANCE REPRESENTATIVE (SUPERVISOR)	\$4,829.00 - \$6,048.00		01 19		1	12	2		S01
HK75	3637	SENIOR TELECOMMUNICATIONS ENGINEER	\$8,141.00 - \$10,190.00		01 19		1	12	E		S09
QO80	6910	SENIOR TELECOMMUNICATIONS TECHNICIAN	\$4,868.00 - \$6,180.00				1	6	2		R12
CQ85	1638	SENIOR TELEPHONE OPERATOR	\$2,758.00 - \$3,455.00				1	6	2		R04
TC60	7943	SENIOR TOXICOLOGIST	\$7,040.00 - \$8,767.00		01 19		1	12	E		S10
GK20	3163	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SPECIALIST)	\$8,390.00 - \$10,501.00		01 19		1	12	E		R09
GK23	3164	SENIOR TRANSPORTATION ELECTRICAL ENGINEER (SUPERVISOR)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
GJ70	3161	SENIOR TRANSPORTATION ENGINEER, CALTRANS									
		A \$8,390.00 - \$10,501.00		19		285 322	1	6	E		U09
		L \$8,390.00 - \$10,501.00		19		285 322	1	6	E		U09
		S \$8,390.00 - \$10,501.00		19		285 322	1	6	E		U09
IH30	3921	SENIOR TRANSPORTATION OPERATIONS SUPERVISOR PUBLIC UTILITIESCOMMISSION	\$5,687.00 - \$7,114.00		19		1	6	E		R11
JX73	4724	SENIOR TRANSPORTATION PLANNER	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
JG32	8697	SENIOR TRANSPORTATION REPRESENTATIVE	\$5,563.00 - \$6,914.00		01 19		1	12	E		S01
GA10	3031	SENIOR TRANSPORTATION SURVEYOR (CALTRANS)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
HD70	3510	SENIOR UTILITIES ENGINEER (SPECIALIST)	\$8,390.00 - \$10,501.00		01 19		1	12	E		R09
HD75	3508	SENIOR UTILITIES ENGINEER (SUPERVISOR)	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
XH12	9806	SENIOR VOCATIONAL REHABILITATION COUNSELOR									
		A \$2,863.00 - \$3,530.00		01 19 24 21 P8		431	1	12	2		R19
		B \$3,203.00 - \$3,950.00		01 19 24 21 P8		431	1	12	2		R19
		C \$3,716.00 - \$4,865.00		01 19 24 21 P8		431	1	12	2		R19
		D \$3,806.00 - \$5,106.00		01 19 24 21 P8		431	1	12	2		R19
		E \$4,071.00 - \$5,344.00		01 19 24 21 P8		431	1	12	2		R19
XH13	9815	SENIOR VOCATIONAL REHABILITATION COUNSELOR (SAFETY)									
		A \$2,901.00 - \$3,577.00		01 19 21 R1		431	1	12	2		R19
		B \$3,246.00 - \$4,003.00		01 19 21 R1		431	1	12	2		R19
		C \$3,765.00 - \$4,930.00		01 19 21 R1		431	1	12	2		R19
		D \$3,857.00 - \$5,174.00		01 19 21 R1		431	1	12	2		R19
		E \$4,125.00 - \$5,415.00		01 19 21 R1		431	1	12	2		R19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XH14	9818	SENIOR VOCATIONAL REHABILITATION COUNSELOR, QUALIFIED REHABILITATION PROFESSIONAL									
		A	\$3,844.00 - \$5,032.00		01 19 21	443	1	12	2		R 19
		B	\$3,937.00 - \$5,282.00		01 19 21	443	1	12	2		R 19
		C	\$4,212.00 - \$5,527.00		01 19 21	443	1	12	2		R 19
VB30	8407	SENIOR WARDEN-PILOT DEPARTMENT OF FISH AND GAME									
			\$6,262.00 - \$8,157.00		01 19 34 R3		1	12	E		S07
HY15	3790	SENIOR WASTE MANAGEMENT ENGINEER									
		A	\$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09
		S	\$8,390.00 - \$10,501.00		01 19	322	1	12	E		U09
PK87	6466	SENIOR WATER AND POWER DISPATCHER									
		A	\$8,141.00 - \$10,101.00		01 43	322	1	12	2		U12
		S	\$8,648.00 - \$10,540.00		01 43	322	1	12	2		U12
ID10	3844	SENIOR WATER RESOURCE CONTROL ENGINEER									
		A	\$8,390.00 - \$10,501.00		19	322	1	6	E		U09
		S	\$8,390.00 - \$10,501.00		19	322	1	6	E		U09
BQ12	0841	SENIOR WILDLIFE FORENSIC SPECIALIST									
			\$5,352.00 - \$6,653.00		01 19		1	12	2		R 10
CC80	1213	SENIOR WORD PROCESSING TECHNICIAN									
		A	\$2,867.00 - \$3,590.00		43	322	1	6	2		U04
		S	\$2,870.00 - \$3,591.00		43	322	1	6	2		U04
WH69	9326	SENIOR WORKERS' COMPENSATION CLAIMS ADJUSTER									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
WO03	9339	SENIOR WORKERS' COMPENSATION COMPLIANCE OFFICER									
			\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
WH72	9328	SENIOR WORKERS' COMPENSATION INSURANCE REPRESENTATIVE									
			\$4,829.00 - \$6,048.00		19		1	6	2		R01
WH67	9324	SENIOR WORKERS' COMPENSATION PAYROLL AUDITOR									
			\$4,430.00 - \$5,821.00		19		1	6	2		R01
XS15	9580	SENIOR YOUTH CORRECTIONAL COUNSELOR									
			\$6,178.00 - \$7,814.00		01 19 R3		1	12	2		S06
VA60	8394	SERGEANT, CALIFORNIA HIGHWAY PATROL									
		A	\$7,582.00 - \$9,402.00		01	045	1	12	2		S05
		B	\$7,935.00 - \$9,840.00		01	045	1	12	2		S05
		C	\$8,892.00 - \$11,029.00		01	045	1	12	2		S05
VC62	1946	SERGEANT, STATE FAIR POLICE									
			\$4,089.00 - \$5,327.00		01 19 34 R8		1	12	2		R07
WU80	9577	SERGEANT, YOUTH AUTHORITY									
			\$5,902.00 - \$7,455.00		01 19 R3		1	12	2		S06
DC55	2016	SERVICE ASSISTANT (CUSTODIAN)									
			\$2,054.00 - \$2,572.00		SISA		1	6	2		R 15
CZ25	1844	SERVICE ASSISTANT (DMV OPERATIONS)									
			\$2,384.00 - \$2,983.00		SISA 19		1	6	2		R04
CL58	1484	SERVICE ASSISTANT (DUPLICATING)									
			\$2,185.00 - \$2,732.00		SISA 19		1	6	2		R04
DK68	2197	SERVICE ASSISTANT (FOOD)									
			\$1,996.00 - \$2,499.00		SISA		1	6	2		R 15
TM25	8256	SERVICE ASSISTANT (HOSPITAL)									
			\$2,054.00 - \$2,572.00		SISA		1	6	2		R 15
PM40	9995	SERVICE ASSISTANT (MAINTENANCE AND OPERATIONS)									
			\$2,194.00 - \$2,484.00		SISA		1	6	2		R 12
PF45	9994	SERVICE ASSISTANT (MAINTENANCE)									
			\$2,555.00 - \$2,906.00		SISA		1	6	2		R 12
PM39	3712	SERVICE ASSISTANT (MAINTENANCE), CALTRANS									
			\$2,555.00 - \$2,906.00		SISA		1	6	2		R 12
CL57	1461	SERVICE ASSISTANT (SOCIAL SERVICES)									
			\$2,108.00 - \$2,424.00		SISA 19		1	6	2		R04
QN90	6917	SERVICE ASSISTANT -AUTOMOTIVE-									
			\$2,139.00 - \$2,598.00		SISA		1	6	2		R 12
CN70	1510	SERVICE ASSISTANT -WAREHOUSE AND STORES-									
			\$2,194.00 - \$2,745.00		SISA		1	6	2		R04
XL61	7621	SEXUALLY VIOLENT PREDATOR EVALUATOR									
			\$8,972.00 - \$12,190.00		01 19		1	12	E		R 19
PV80	6584	SHEET METAL WORKER									
		A	\$3,943.00 - \$4,543.00			040	1	6	2		R 12
		B	\$4,327.00 - \$4,989.00			040	1	6	2		R 12
RJ99	7323	SHEETFED OFFSET PRESS OPERATOR I									
			\$2,725.00 - \$3,412.00		19		1	6	2		R 14
RJ97	7324	SHEETFED OFFSET PRESS OPERATOR II									
			\$3,067.00 - \$3,839.00		19		1	6	2		R 14

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
RJ95	7327	SHEETFED OFFSET PRESS OPERATOR III	\$3,788.00 - \$4,744.00		19		1	6	2		R 14
RJ85	7329	SHEETFED OFFSET PRESS OPERATOR IV	\$4,200.00 - \$5,261.00		19		1	6	2		R 14
RJ65	7330	SHEETFED OFFSET PRESS OPERATOR V	\$4,339.00 - \$5,434.00		19		1	6	2		R 14
PA70	6212	SKILLED LABORER									
		A \$3,143.00 - \$3,610.00		SISA	20	040	1	6	2		R 12
		B \$3,438.00 - \$3,958.00			20	040	1	6	2		R 12
PA01	6197	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6258	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (ASBESTOS WORKER MECHANIC)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6573	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (BLACKSMITH)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6472	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (CARPENTER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6603	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (CARPET/SOFT TILE SETTLER/RESILIENT FLOOR COVERING INSTALL)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6634	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (CEMENT FINISHER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6370	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (CONSTRUCTION EQUIPMENT)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6547	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (ELECTRICIAN)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6509	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (FUSION WELDER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6645	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (GLAZIER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6408	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (HODCARRIER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6506	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (LATHER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6619	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (MASON)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6505	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (METAL TRADES)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6252	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (MILLWRIGHT)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6249	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (OPERATING ENGINEER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6522	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (PAINTER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6611	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (PLASTERER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6551	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (PLUMBER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6513	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (REINFORCING STEEL)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6446	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (ROOFER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6583	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (SHEET METAL)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6445	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (SHIPWRIGHT)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6560	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (STEAMFITTER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6512	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (STRUCTURAL STEEL)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6636	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (TILE SETTER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA01	6587	SKILLED TRADES APPRENTICE (CASUAL EMPLOYMENT) (WELDER)	\$0.00 - \$0.00		36		1	0	2	NT	E
PA00	6199	SKILLED TRADES JOURNEYPERSON (CASUAL EMPLOYMENT)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6240	SKILLED TRADES JOURNEYPERSON (CASUAL EMPLOYMENT) (AIR COMPRESSOR OPERATOR)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6256	SKILLED TRADES JOURNEYPERSON (CASUAL EMPLOYMENT) (ASBESTOS WORKER MECHANIC)	\$0.00 - \$0.00				1	0	2	NT	E

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PA00	6403	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (AUTO MECHANIC)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6569	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (BLACKSMITH)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6487	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (CARPENTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6602	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (CARPET/SOFT TILE SETTER/RESILIENT FLOOR COVERING INST)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6637	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (CEMENT FINISHER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6368	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (CONSTRUCTION EQUIPMENT)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6563	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (ELECTRICIAN)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6589	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (FENCE ERECTOR)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6574	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (FUSION WELDER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6638	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (GLAZIER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6234	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (GUNITe TECHNICIAN)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6407	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (HODCARRIER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6600	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (INSTRUMENTMECHANIC)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6599	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (LABORER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6495	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (LATHER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6493	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (LUMBER MILL)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6503	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (METAL TRADES)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6250	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (MILLWRIGHT)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6247	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (OPERATING ENGINEER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6515	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (PAINTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6580	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (PLASTERER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6565	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (PLUMBER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6438	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (REINFORCING STEEL)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6501	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (ROOFER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6243	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (SERVICE AND REPAIR MECHANIC-CLASS III)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6571	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (SHEET METAL)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6490	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (SHIPWRIGHT)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6567	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (STEAMFITTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6444	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (STEEL ROLLING DOOR)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6430	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (STRUCTURALSTEEL)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6604	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (TILE SETTER HELPER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6635	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (TILE SETTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6576	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (WELDER)	\$0.00 - \$0.00				1	0	2	NT	E
PA00	6491	SKILLED TRADES JOURNEYPerson (CASUAL EMPLOYMENT) (WOOD CAULKER, HISTORIC SHIPS)	\$0.00 - \$0.00				1	0	2	NT	E

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PA00	6621	SKILLED TRADES JOURNEYPERSON (CASUAL) (MASON)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6198	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6257	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (ASBESTOS WORKER MECHANIC)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6568	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (BLACKSMITH)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6484	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (CARPENTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6601	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (CARPET/SOFT TILE SETTER/RESILIENT FLOOR COVERING INSTALLE	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6629	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (CEMENT FINISHER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6369	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (CONSTRUCTION EQUIPMENT)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6562	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (ELECTRICIAN)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6590	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (FENCE ERECTOR)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6646	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (GLAZIER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6409	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (HODCARRIER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6210	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (LABORER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6494	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (LATHER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6620	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (MASON)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6504	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (METAL TRADES)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6251	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (MILLWRIGHT)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6248	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (OPERATING ENGINEER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6516	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (PAINTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6579	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (PLASTERER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6564	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (PLUMBER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6433	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (REINFORCING STEEL)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6499	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (ROOFER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6570	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (SHEET METAL)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6447	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (SHIPWRIGHT)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6566	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (STEAMFITTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6427	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (STRUCTURAL STEEL)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6632	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (TILE SETTER)	\$0.00 - \$0.00				1	0	2	NT	E
PA02	6588	SKILLED TRADES SUPERVISOR (CASUAL EMPLOYMENT) (WELDER)	\$0.00 - \$0.00				1	0	2	NT	E
KD30	5719	SMALL BUSINESS ASSISTANT I	\$2,274.00 - \$2,847.00				1	6	2		R01
KD25	5718	SMALL BUSINESS ASSISTANT II	\$2,401.00 - \$3,007.00				1	6	2		R01
PC30	6245	SNOW GAUGER	\$110.87 - \$118.96	DAY	36		1	0	2	NT	E
XJ75	9940	SOCIAL SERVICE ASSISTANT I -MENTAL HEALTH-	\$2,171.00 - \$2,589.00		SISA		1	6	2		R20
XJ74	9939	SOCIAL SERVICE ASSISTANT II -MENTAL HEALTH-	\$2,417.00 - \$3,026.00			040	1	6	2		R20
		B	\$2,664.00 - \$3,336.00			040	1	6	2		R20



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
WL20	9417	SOCIAL SERVICE CONSULTANT I	\$3,661.00 - \$4,793.00		01 19		1	12	2		R 19
WL10	9414	SOCIAL SERVICE CONSULTANT II	\$4,011.00 - \$5,265.00		01 19		1	12	2		R 19
WK90	9410	SOCIAL SERVICE CONSULTANT III	A \$4,403.00 - \$5,788.00		01 19	322	1	12	2		U 19
		S \$4,602.00 - \$5,762.00			01 19	322	1	12	2		U 19
XP40	9871	SOCIAL WORK ASSOCIATE	\$2,940.00 - \$3,814.00	SISA	01 P8		1	12	2		R 19
XP41	9874	SOCIAL WORK ASSOCIATE (SAFETY)	\$2,940.00 - \$3,814.00	SISA	01 R1		1	12	2		R 19
KK45	4771	SPACE PLANNER	A \$3,247.00 - \$3,689.00		01 19 21	086	1	12	2		R 01
		B \$3,350.00 - \$3,992.00			01 19 21	086	1	12	2		R 01
		C \$4,016.00 - \$5,029.00			01 19 21	086	1	12	2		R 01
KF10	4729	SPECIAL ADVISER TO A COMMISSIONER, STATE ENERGY RESOURCES CONSERVATION AND DEVELOPMENT COMMISSION	\$7,088.00 - \$8,048.00		01 19		1	12	E		M 01
XE20	9766	SPECIAL AGENT DEPARTMENT OF CORRECTIONS	A \$6,508.00 - \$8,327.00		01 19 21 R3	396	1	12	2		E 97
		B \$7,276.00 - \$9,140.00			01 19 21 R3	396	1	12	2		E 97
VG45	8524	SPECIAL AGENT SUPERVISOR, DEPARTMENT OF JUSTICE	\$6,103.00 - \$8,477.00		01 19 34 R3		1	12	2		R 07
VG15	8514	SPECIAL AGENT TRAINEE, DEPARTMENT OF JUSTICE	\$3,296.00 - \$4,393.00		01 19 34 R3		1	12	2		R 07
VG25	8482	SPECIAL AGENT, DEPARTMENT OF JUSTICE	A \$3,852.00 - \$5,085.00		01 19 34 21 R3	175	1	12	2		R 07
		B \$4,608.00 - \$6,393.00			01 19 34 21 R3	175	1	12	2		R 07
		C \$5,559.00 - \$7,713.00			01 19 34 21 R3	175	1	12	2		R 07
XE21	9764	SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF CORRECTIONS	\$9,251.00 - \$10,605.00		01 19 R3		1	12	E		E 99
VG50	8523	SPECIAL AGENT-IN-CHARGE, DEPARTMENT OF JUSTICE	\$7,705.00 - \$9,626.00		01 19 34 R3		1	12	E		M 07
OC18	6107	SPECIAL ASSISTANT ATTORNEY GENERAL, SPECIAL COUNSEL, C.E.A.	\$10,070.00 - \$11,661.00		01		1	12	SE		M 02
XF10	6039	SPECIAL ASSISTANT INSPECTOR GENERAL	\$8,872.00 - \$11,282.00		01 19 P4		1	12	SE		E 97
KG20	5377	SPECIAL ASSISTANT TO THE DIRECTOR, DEPARTMENT OF THE YOUTH AUTHORITY	\$5,830.00 - \$7,245.00		01 19		1	12	E		S 01
AA33	6969	SPECIAL ASSISTANT, DEPARTMENT OF FOOD AND AGRICULTURE	\$7,254.00 - \$8,242.00		01 19		1	12	E		M 01
KC80	4660	SPECIAL CONSULTANT	\$0.00 - \$99,999.99		19		1	0	E	NT	E
		\$0.00 - \$9,999.99			19		1	0	E	NT	E
		\$0.00 - \$999.99			19		1	0	E	NT	E
FF65	2753	SPECIAL EDUCATION ADMINISTRATOR I	\$6,650.00 - \$8,328.00		01 19		1	12	E		S 21
FF75	2751	SPECIAL EDUCATION ADMINISTRATOR II	\$7,712.00 - \$8,757.00		01 19		1	12	E		M 21
FF59	2754	SPECIAL EDUCATION ASSISTANT	A \$4,510.00 - \$5,642.00		01 19 21	047 226	1	12	E		R 21
		B \$5,445.00 - \$6,815.00			01 19 21	047 226	1	12	E		R 21
		F \$3,758.33 - \$4,701.67			01 19 21	047 226	1	12	E		R 21
		G \$4,537.50 - \$5,679.17			01 19 21	047 226	1	12	E		R 21
FF60	2764	SPECIAL EDUCATION CONSULTANT	A \$5,984.00 - \$7,489.00		01 19	047	1	12	E		R 21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R 21
VI55	8612	SPECIAL INVESTIGATOR	A \$4,019.00 - \$4,752.00		01 34 21 R1	156 477	2	12	2		R 07
		B \$4,588.00 - \$5,690.00			01 34 21 R1	156 477	2	12	2		R 07
		C \$5,035.00 - \$6,258.00			01 34 21 R1	156 477	2	12	2		R 07
VI50	8611	SPECIAL INVESTIGATOR ASSISTANT	\$3,077.00 - \$3,602.00	SISA	01 34 R1		2	12	2		R 07
EM51	2539	SPECIALIST IN ACADEMIC PLANNING AND DEVELOPMENT, CALIFORNIA COMMUNITY COLLEGES	A \$5,984.00 - \$7,489.00		01 19	047	1	12	E		R 21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R 21
EM85	2530	SPECIALIST IN AGRICULTURAL EDUCATION CALIFORNIA COMMUNITY COLLEGES	A \$5,984.00 - \$7,489.00		19	047	1	6	E		R 21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R 21
EM87	2531	SPECIALIST IN BUSINESS EDUCATION CALIFORNIA COMMUNITY COLLEGES	A \$5,984.00 - \$7,489.00		19	047	1	6	E		R 21

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EM89	2540	F SPECIALIST IN CRIMINAL JUSTICE EDUCATION CALIFORNIA COMMUNITY COLLEGES	\$4,986.67 - \$6,240.83		19	047	1	6	E		R21
		A \$5,984.00 - \$7,489.00			19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM54	2544	SPECIALIST IN EMPLOYMENT AND CERTIFICATION, CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		01 19		1	12	E		R21
EM70	2508	SPECIALIST IN FACILITIES PLANNING AND UTILIZATION CALIFORNIACOMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM82	2525	SPECIALIST IN FISCAL PLANNING AND ADMINISTRATION, CALIFORNIACOMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
EM91	2458	SPECIALIST IN GENERAL VOCATIONAL EDUCATION CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM93	2535	SPECIALIST IN HEALTH OCCUPATIONS CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM95	2465	SPECIALIST IN HOMEMAKING EDUCATION CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM97	2534	SPECIALIST IN INDUSTRIAL EDUCATION CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM55	2551	SPECIALIST IN INFORMATION SYSTEMS AND ANALYSIS, CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
EM71	2560	SPECIALIST IN LIBRARY PLANNING AND DEVELOPMENT, CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
EM99	2547	SPECIALIST IN PUBLIC SERVICE OCCUPATIONS CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		19	047	1	6	E		R21
		F \$4,986.67 - \$6,240.83			19	047	1	6	E		R21
EM63	2565	SPECIALIST IN STUDENT SERVICES PLANNING AND DEVELOPMENT, CALIFORNIA COMMUNITY COLLEGES	\$5,984.00 - \$7,489.00		01 19	047	1	12	E		R21
		F \$4,986.67 - \$6,240.83			01 19	047	1	12	E		R21
TE90	8057	SPECTROSCOPIST	\$6,293.00 - \$7,837.00		01 19		1	12	E		R10
TR45	8279	SPEECH PATHOLOGIST I	\$4,323.00 - \$5,671.00				1	6	E		R19
TR41	8309	SPEECH PATHOLOGIST I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES	\$4,323.00 - \$5,671.00		P8		1	6	E		R19
TR40	8278	SPEECH PATHOLOGIST II	\$4,743.00 - \$6,228.00				1	6	E		R19
JM34	5303	STAFF ADMINISTRATIVE ANALYST -ACCOUNTING SYSTEMS-	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
IB69	3875	STAFF AIR POLLUTION SPECIALIST	\$7,719.00 - \$9,663.00		01 19		1	12	E		R09
TG10	8068	STAFF CHEMIST	\$5,143.00 - \$6,515.00		01 19		1	12	E		R10
KD72	6306	STAFF DEVELOPMENT SPECIALIST (SUPERVISORY), CALIFORNIA TRADE AND COMMERCE AGENCY	\$5,307.00 - \$6,642.00		01 19		1	12	E		S01
KD71	6271	STAFF DEVELOPMENT SPECIALIST, CALIFORNIA TRADE AND COMMERCE AGENCY	\$5,307.00 - \$6,642.00		01 19		1	12	2		R01
LL40	1361	STAFF ELECTRONIC DATA PROCESSING ACQUISITION SPECIALIST	\$5,295.00 - \$6,963.00		01 19		1	12	2		R01
IB30	3810	STAFF ELECTRONICS AND INSTRUMENTATION ENGINEER	\$7,156.00 - \$8,960.00		01 19		1	12	E		S09
LF24	5266	STAFF FINANCE BUDGET ANALYST	\$5,575.00 - \$6,928.00		01 19 29		1	12	2		E97
KI74	8406	STAFF HEALTH CARE SERVICE PLAN ANALYST	\$5,053.00 - \$6,325.00		19		1	6	2		R01
LM86	1312	STAFF INFORMATION SYSTEMS ANALYST (SPECIALIST)	\$5,295.00 - \$6,963.00		19 29	285	1	6	2		R01
		L \$5,295.00 - \$6,963.00			19 29	285	1	6	2		R01
LM84	1316	STAFF INFORMATION SYSTEMS ANALYST (SUPERVISOR)	\$5,560.00 - \$7,311.00		01 19 29		1	12	E		S01
JT30	7481	STAFF LOAN OFFICER (SPECIALIST)	\$5,307.00 - \$6,642.00		01 19		1	12	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JT25	7482	STAFF LOAN OFFICER (SUPERVISOR)	\$5,307.00 - \$6,642.00		01 19		1	12	E		S01
JT20	7483	STAFF LOAN OFFICER (TRADE FINANCE)	\$5,307.00 - \$6,642.00		01 19		1	12	2		R01
LE24	4160	STAFF MANAGEMENT AUDITOR	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
LE25	4155	STAFF MANAGEMENT AUDITOR (SPECIALIST), STATE CONTROLLER'S OFFICE	\$5,053.00 - \$6,642.00		19		1	6	2		R01
KI44	8325	STAFF MENTAL HEALTH SPECIALIST	\$5,053.00 - \$6,325.00		01 19		1	12	E		R01
JY82	5335	STAFF OPERATIONS SPECIALIST, FRANCHISE TAX BOARD	\$5,053.00 - \$6,325.00		01 19		1	12	2		R01
BV30	1088	STAFF PARK AND RECREATION SPECIALIST	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
KY20	5313	STAFF PERSONNEL PROGRAM ANALYST	\$5,311.00 - \$6,598.00		01 19		1	12	E		E98
JC60	4085	STAFF PROGRAM AUDITOR (INFORMATION SYSTEMS), CALPERS	\$5,575.00 - \$7,329.00		01 19		1	12	2		R01
JC30	4061	STAFF PROGRAM AUDITOR, CALPERS	\$5,053.00 - \$6,642.00		01 19		1	12	2		R01
LM44	7738	STAFF PROGRAM SYSTEMS ANALYST (SPECIALIST)	\$5,053.00 - \$6,642.00		19		1	6	2		R01
LM42	7739	STAFF PROGRAM SYSTEMS ANALYST (SUPERVISOR)	\$5,295.00 - \$6,963.00		01 19		1	12	E		S01
LM16	1581	STAFF PROGRAMMER ANALYST (SPECIALIST)	A \$5,295.00 - \$6,963.00		19 29	285	1	6	2		R01
		L \$5,295.00 - \$6,963.00			19 29	285	1	6	2		R01
LM14	1582	STAFF PROGRAMMER ANALYST (SUPERVISOR)	\$5,560.00 - \$7,311.00		01 19 29		1	12	E		S01
SF30	7618	STAFF PSYCHIATRIST	A \$9,495.00 - \$13,027.00		01 19	008 471	1	12	SE		R16
		B \$9,954.00 - \$13,656.00			01 19	008 471	1	12	SE		R16
		C \$10,243.00 - \$14,052.00			01 19	008 471	1	12	SE		R16
		S \$15,828.00 - \$22,626.00			01 19	008 471	1	12	SE		R16
		T \$16,244.00 - \$23,282.00			01 19	008 471	1	12	SE		R16
		U \$18,879.00 - \$22,626.00			01 19	008 471	1	12	SE		R16
		V \$19,374.00 - \$23,282.00			01 19	008 471	1	12	SE		R16
SF34	7619	STAFF PSYCHIATRIST (SAFETY)	A \$9,495.00 - \$13,027.00		01 19 R1	008 448 471	1	12	SE		R16
		B \$9,954.00 - \$13,656.00			01 19 R1	008 448 471	1	12	SE		R16
		C \$10,488.00 - \$14,052.00			01 19 R1	008 448 471	1	12	SE		R16
		P \$19,822.00 - \$23,756.00			01 19 R1	008 448 471	1	12	SE		R16
		R \$20,344.00 - \$24,445.00			01 19 R1	008 448 471	1	12	SE		R16
		S \$15,828.00 - \$22,626.00			01 19 R1	008 448 471	1	12	SE		R16
		T \$16,244.00 - \$23,282.00			01 19 R1	008 448 471	1	12	SE		R16
		U \$18,879.00 - \$22,626.00			01 19 R1	008 448 471	1	12	SE		R16
		V \$19,374.00 - \$23,282.00			01 19 R1	008 448 471	1	12	SE		R16
SF38	9758	STAFF PSYCHIATRIST, CORRECTIONAL AND REHABILITATIVE SERVICES(SAFETY)	A \$10,949.00 - \$15,023.00		19 P8	444 448	1	6	SE		R16
		B \$11,267.00 - \$15,459.00			19 P8	444 448	1	6	SE		R16
		P \$19,822.00 - \$23,756.00			19 P8	444 448	1	6	SE		R16
		Q \$20,344.00 - \$24,445.00			19 P8	444 448	1	6	SE		R16
XL90	9847	STAFF PSYCHOLOGIST -CLINICAL-	A \$4,958.00 - \$7,178.00		19	449 471	1	6	E		R19
		S \$5,868.00 - \$7,591.00			19	449 471	1	6	E		R19
		T \$6,910.00 - \$9,200.00			19	449 471	1	6	E		R19
		U \$6,982.00 - \$7,591.00			19	449 471	1	6	E		R19
		V \$8,242.00 - \$9,200.00			19	449 471	1	6	E		R19
XL95	9290	STAFF PSYCHOLOGIST-CLINICAL, CORRECTIONAL FACILITY	\$4,958.00 - \$7,178.00		19		1	6	E		R19
KS72	9596	STAFF REAL ESTATE OFFICER	\$5,053.00 - \$6,325.00		19		1	6	2		R01
JP30	4686	STAFF RISK MANAGER	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
JY20	5157	STAFF SERVICES ANALYST (GENERAL)	A \$2,945.00 - \$3,690.00		01 19 29 21	069 285	1	12	2		R01
		B \$3,189.00 - \$3,992.00			01 19 29 21	069 285	1	12	2		R01
		C \$3,824.00 - \$4,788.00			01 19 29 21	069 285	1	12	2		R01
		L \$2,945.00 - \$3,690.00			01 19 29 21	069 285	1	12	2		R01
		M \$3,189.00 - \$3,992.00			01 19 29 21	069 285	1	12	2		R01

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KB85	5697	N STAFF SERVICES ANALYST, FAIR POLITICAL PRACTICES COMMISSION	\$3,824.00 - \$4,788.00		01 19 29 21	069 285	1	12	2		R01
		A \$2,945.00 - \$3,690.00			01 21	069 285	1	12	2		R01
		B \$3,189.00 - \$3,992.00			01 21	069 285	1	12	2		R01
		C \$3,824.00 - \$4,788.00			01 21	069 285	1	12	2		R01
		L \$2,945.00 - \$3,690.00			01 21	069 285	1	12	2		R01
		M \$3,189.00 - \$3,992.00			01 21	069 285	1	12	2		R01
		N \$3,824.00 - \$4,788.00			01 21	069 285	1	12	2		R01
LE30	5841	STAFF SERVICES MANAGEMENT AUDITOR									
		A \$3,247.00 - \$3,872.00			01 19 21	036	1	12	2		R01
		B \$3,350.00 - \$4,192.00			01 19 21	036	1	12	2		R01
		C \$4,016.00 - \$5,280.00			01 19 21	036	1	12	2		R01
JY15	4800	STAFF SERVICES MANAGER I									
		\$5,311.00 - \$6,598.00			01 19 29		2	12	E		S01
JY10	4969	STAFF SERVICES MANAGER II (MANAGERIAL)									
		\$6,453.00 - \$7,331.00			01 19 29		2	12	E		M01
JY12	4801	STAFF SERVICES MANAGER II (SUPERVISORY)									
		\$5,830.00 - \$7,245.00			01 19 29		2	12	E		S01
JY05	4802	STAFF SERVICES MANAGER III									
		\$7,088.00 - \$8,048.00			01 19 29		2	12	E		M01
KK20	4716	STAFF SPACE PLANNER									
		\$5,053.00 - \$6,325.00			01 19		1	12	2		R01
JJ35	4341	STAFF TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT									
		\$5,053.00 - \$6,642.00			01 19		1	12	2		R01
TC10	7978	STAFF TOXICOLOGIST (SPECIALIST)									
		\$6,596.00 - \$8,218.00			01 19		1	12	E		R10
TC58	7942	STAFF TOXICOLOGIST (SUPERVISOR)									
		\$6,700.00 - \$8,350.00			01 19		1	12	E		S10
GY55	3304	STANDARDS AND QUALITY CONTROL MANAGER									
		\$10,192.00 - \$11,578.00			01 19		1	12	E		M09
KJ50	8328	STANDARDS COMPLIANCE COORDINATOR									
		\$5,297.00 - \$6,584.00			01 19		1	12	E		S01
KK10	4717	STATE FACILITIES MANAGER I									
		\$5,830.00 - \$7,245.00			01 19		1	12	E		S01
KK05	4718	STATE FACILITIES MANAGER II									
		\$7,088.00 - \$8,048.00			01 19		1	12	E		M01
ME55	4863	STATE FAIR ACTIVITY SUPERVISOR									
		\$9.31 - \$16.89			36		1	0	2	NT	E
VC64	1945	STATE FAIR POLICE OFFICER									
		\$3,911.00 - \$4,856.00			01 19 34 R8		1	12	2		R07
VC66	1949	STATE FAIR POLICE OFFICER (SEASONAL)									
		\$3,670.00 - \$4,553.00			34 R1		1	0	2	NT	R07
PA30	5999	STATE FAIR WORKER, (CASUAL EMPLOYMENT) (VARIOUS)									
		\$0.00 - \$0.00			36		1	0	2	NT	E
VY87	8980	STATE FIRE MARSHAL TRAINEE									
		\$4,101.00 - \$4,815.00			01 19 34 R3		1	12	2		R07
BU70	2801	STATE HISTORIAN I									
		\$3,654.00 - \$4,575.00					1	6	2		R01
BU60	2800	STATE HISTORIAN II									
		\$4,609.00 - \$5,770.00			19		1	6	2		R01
BU50	2799	STATE HISTORIAN III									
		\$5,436.00 - \$6,757.00			01 19		1	12	E		S10
PJ20	6389	STATE PARK EQUIPMENT OPERATOR									
		\$4,023.00 - \$4,632.00					1	6	2		R12
BU46	2826	STATE PARK INTERPRETER I									
		\$3,654.00 - \$4,575.00			19		1	6	2		R01
BU44	2827	STATE PARK INTERPRETER II									
		\$4,191.00 - \$5,248.00			19		1	6	2		R01
BU42	2828	STATE PARK INTERPRETER III									
		\$5,057.00 - \$6,283.00			01 19		2	12	E		S01
KS21	5109	STATE PARK LAND OFFICER (SPECIALIST)									
		\$5,053.00 - \$6,325.00			01 19		1	12	2		R01
BS40	0992	STATE PARK PEACE OFFICER (LIFEGUARD)									
		A \$3,444.00 - \$4,601.00			01 21 R3	070	1	12	2		R07
		B \$4,100.00 - \$5,531.00			01 21 R3	070	1	12	2		R07
BR70	0983	STATE PARK PEACE OFFICER (RANGER)									
		A \$3,444.00 - \$4,601.00			01 19 21 R8	070	1	12	2		R07
		B \$4,100.00 - \$5,531.00			01 19 21 R8	070	1	12	2		R07
BS42	1916	STATE PARK PEACE OFFICER CADET (LIFEGUARD)									
		\$3,307.00 - \$4,442.00			01 19 34 R1		1	12	2		R07

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BR78	1915	STATE PARK PEACE OFFICER CADET (RANGER)	\$3,307.00 - \$4,442.00		01 19 34 R1		1	12	2		R07
BR60	0980	STATE PARK PEACE OFFICER SUPERVISOR (RANGER)	\$4,799.00 - \$6,545.00		01 19 R8		1	12	2		S07
BS30	0991	STATE PARK PEACE OFFICER SUPERVISOR I (LIFEGUARD)	\$4,799.00 - \$6,545.00		01 43 R3		1	12	2		S07
BS25	0988	STATE PARK PEACE OFFICER SUPERVISOR II (LIFEGUARD)	\$5,260.00 - \$7,189.00		01 43 R3		1	12	2		S07
BS22	1045	STATE PARK PEACE OFFICER SUPERVISOR III (LIFEGUARD)	\$5,777.00 - \$7,894.00		01 34 43 R3		1	12	E		S07
BR34	0976	STATE PARK SUPERINTENDENT I	\$5,260.00 - \$7,189.00		01 19 34 R8		1	12	E		S07
BR32	0978	STATE PARK SUPERINTENDENT II	\$5,777.00 - \$7,894.00		01 19 34 R8		1	12	E		S07
BR30	0974	STATE PARK SUPERINTENDENT III	\$6,649.00 - \$9,087.00		01 19 34 R8		1	12	E		S07
BR25	0973	STATE PARK SUPERINTENDENT IV	\$7,302.00 - \$9,993.00		01 19 34 R3		1	12	E		S07
BR20	0971	STATE PARK SUPERINTENDENT V	\$8,436.00 - \$10,540.00		01 19 34 R8		1	12	E		M07
SR35	9503	STATEWIDE DENTAL DIRECTOR, C.E.A., INMATE DENTAL SERVICES PROGRAM, DIVISION OF CORRECTIONAL HEALTH CARE S									
		A	\$12,377.00 - \$14,861.00	19		475	0	6	E		M16
		P	\$31,040.00 - \$35,248.00	19		475	0	6	E		M16
QC41	6712	STATIONARY ENGINEER									
		A	\$5,148.00 - \$5,405.00			040	1	6	2		R13
		A	\$29.70 - \$31.18			040	1	6	2		R13
		B	\$5,661.00 - \$5,945.00			040	1	6	2		R13
		B	\$32.66 - \$34.30			040	1	6	2		R13
QC42	6713	STATIONARY ENGINEER (CORRECTIONAL FACILITY)									
			\$5,661.00 - \$5,945.00	R1			1	6	2		R13
			\$32.66 - \$34.30	R1			1	6	2		R13
QC45	6718	STATIONARY ENGINEER APPRENTICE (FOUR YEAR PROGRAM)(CORRECTIONAL FACILITY)									
		A	\$3,683.00 - \$3,867.00	R1		253	1	6	2		R13
		B	\$3,965.00 - \$4,164.00	R1		253	1	6	2		R13
		C	\$4,248.00 - \$4,460.00	R1		253	1	6	2		R13
		D	\$4,533.00 - \$4,759.00	R1		253	1	6	2		R13
		E	\$4,812.00 - \$5,053.00	R1		253	1	6	2		R13
		F	\$5,099.00 - \$5,354.00	R1		253	1	6	2		R13
		G	\$5,382.00 - \$5,651.00	R1		253	1	6	2		R13
QC43	6717	STATIONARY ENGINEER APPRENTICE (FOUR-YEAR PROGRAM)									
		A	\$3,347.00 - \$3,514.00			179	1	6	2		R13
		B	\$3,602.00 - \$3,781.00			179	1	6	2		R13
		C	\$3,861.00 - \$4,055.00			179	1	6	2		R13
		D	\$4,121.00 - \$4,327.00			179	1	6	2		R13
		E	\$4,375.00 - \$4,593.00			179	1	6	2		R13
		F	\$4,635.00 - \$4,867.00			179	1	6	2		R13
		G	\$4,889.00 - \$5,133.00			179	1	6	2		R13
		H	\$3,683.00 - \$3,867.00			179	1	6	2		R13
		I	\$3,965.00 - \$4,164.00			179	1	6	2		R13
		J	\$4,248.00 - \$4,460.00			179	1	6	2		R13
		K	\$4,533.00 - \$4,759.00			179	1	6	2		R13
		L	\$4,812.00 - \$5,053.00			179	1	6	2		R13
		M	\$5,099.00 - \$5,354.00			179	1	6	2		R13
		N	\$5,382.00 - \$5,651.00			179	1	6	2		R13
CX10	1806	STATISTICAL CLERK	\$2,758.00 - \$3,455.00				1	6	2		R04
LX34	5556	STATISTICAL METHODS ANALYST I	\$3,208.00 - \$4,018.00				1	6	2		R01
LX30	5553	STATISTICAL METHODS ANALYST III	\$4,821.00 - \$6,032.00		19		1	6	2		R01
CD85	1262	STENOGRAPHER									
		A	\$2,341.00 - \$2,927.00	SISA	24 21	068	1	6	2		R04
		B	\$2,516.00 - \$3,149.00	SISA	24 21	068	1	6	2		R04
CN60	1509	STOCK CLERK	\$2,530.00 - \$3,168.00	SISA			1	6	2		R04
GB60	3038	STRUCTURAL DESIGN TECHNICIAN I	\$3,410.00 - \$4,267.00				1	6	2		R11
GB50	3037	STRUCTURAL DESIGN TECHNICIAN II	\$4,100.00 - \$5,133.00				1	6	2		R11

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GB40	3036	STRUCTURAL DESIGN TECHNICIAN III	\$4,501.00 - \$5,632.00				1	6	2		R11
GV80	3345	STRUCTURAL ENGINEERING ASSOCIATE	\$7,125.00 - \$8,915.00		19		1	6	2		R09
VV80	8831	STRUCTURAL PEST CONTROL BOARD SPECIALIST	\$3,693.00 - \$4,576.00		19 34 R1		1	6	2		R07
GY20	3389	STRUCTURAL STEEL INSPECTOR (NONDESTRUCTIVE TESTING)									
		A	\$4,726.00 - \$5,915.00		21	335	1	6	2		R11
		B	\$5,210.00 - \$6,523.00		21	335	1	6	2		R11
PQ40	6517	STRUCTURAL STEEL PAINTER	\$4,327.00 - \$4,989.00				1	6	2		R12
PQ45	6519	STRUCTURAL STEEL PAINTER APPRENTICE									
		A	\$3,077.00 - \$3,530.00			038	1	6	2		R12
		B	\$3,214.00 - \$3,698.00			038	1	6	2		R12
		C	\$3,362.00 - \$3,872.00			038	1	6	2		R12
		D	\$3,522.00 - \$4,047.00			038	1	6	2		R12
PQ05	6510	STRUCTURAL STEEL PAINTER SUPERINTENDENT	\$5,297.00 - \$6,584.00		01 19		1	12	E		S12
PQ10	6511	STRUCTURAL STEEL PAINTER SUPERVISOR	\$5,057.00 - \$5,993.00		01 43		1	12	2		S12
PW40	6598	STRUCTURAL STEEL WELDER	\$4,327.00 - \$4,989.00				1	6	2		R12
XB30	9679	STUDENT AID									
		A	\$9.23 - \$10.11			042	1	0	2	NT	E
		B	\$10.11 - \$11.07			042	1	0	2	NT	E
		C	\$11.07 - \$11.85			042	1	0	2	NT	E
MF10	4870	STUDENT ASSISTANT									
		A	\$1,599.00 - \$1,759.00	SISA		060	1	0	2	NT	E
		B	\$1,711.00 - \$1,882.00	SISA		060	1	0	2	NT	E
		C	\$1,831.00 - \$2,014.00	SISA		060	1	0	2	NT	E
		D	\$1,959.00 - \$2,155.00	SISA		060	1	0	2	NT	E
MF30	4871	STUDENT ASSISTANT -ENGINEERING AND ARCHITECTURAL SCIENCES-									
		A	\$2,093.00 - \$2,379.00	SISA		061	1	0	2	NT	R11
		B	\$2,249.00 - \$2,550.00	SISA		061	1	0	2	NT	R11
		C	\$2,417.00 - \$2,745.00	SISA		061	1	0	2	NT	R11
		D	\$2,515.00 - \$2,857.00	SISA		061	1	0	2	NT	R11
		E	\$2,611.00 - \$2,967.00	SISA		061	1	0	2	NT	R11
		F	\$2,717.00 - \$3,084.00	SISA		061	1	0	2	NT	R11
		G	\$2,840.00 - \$3,227.00	SISA		061	1	0	2	NT	R11
GA50	3012	STUDENT ENGINEERING AID	\$1,975.00 - \$2,471.00				1	0	2	NT	R11
EC70	3082	SUBSTITUTE ACADEMIC TEACHER (CORRECTIONAL FACILITY)									
		1	\$3,834.42 - \$5,039.83		45 21	047	1	0	SE	NT	R03
		7	\$247.77 - \$534.59		45 21	047	1	0	SE	NT	R03
		7	\$30.97 - \$66.82		45 21	047	1	0	SE	NT	R03
		7	\$4,542.51 - \$9,800.79		45 21	047	1	0	SE	NT	R03
		A	\$4,183.00 - \$5,498.00		45 21	047	1	0	SE	NT	R03
		T	\$3,137.25 - \$4,123.50		45 21	047	1	0	SE	NT	R03
CU50	1727	SUPERVISING ACCOUNT CLERK I	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
CU40	1724	SUPERVISING ACCOUNT CLERK II	\$3,511.00 - \$4,399.00		01 43		1	12	2		S04
LP64	5633	SUPERVISING ACTUARIAL ASSISTANT, CALPERS	\$5,553.00 - \$6,901.00		01 19		1	12	E		S01
JM30	5301	SUPERVISING ADMINISTRATIVE ANALYST ACCOUNTING SYSTEMS	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
IB40	3811	SUPERVISING AIR POLLUTION RESEARCH SPECIALIST	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
QR30	9944	SUPERVISING AIR QUALITY ENGINEER, DEPARTMENT OF CONSUMER AFFAIRS	\$9,215.00 - \$11,537.00		01 19		1	12	E		M09
IK40	3958	SUPERVISING ARCHITECT	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
FK60	6002	SUPERVISING ARTS GRANTS ADMINISTRATOR	\$5,057.00 - \$6,283.00		01		1	12	E		S01
OA84	5815	SUPERVISING ATTORNEY	\$8,036.00 - \$10,213.00		01 19		1	12	E		S02
JE62	4491	SUPERVISING AUDITOR I, DEPARTMENT OF REAL ESTATE	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JE52	4217	SUPERVISING AUDITOR I, MILK MARKETING	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
JE60	4493	SUPERVISING AUDITOR II, DEPARTMENT OF REAL ESTATE	\$5,830.00 - \$7,607.00		01 19		1	12	E		S01
JE50	4218	SUPERVISING AUDITOR II, MILK MARKETING	\$5,830.00 - \$7,607.00		01 19		1	12	E		S01
JK45	4292	SUPERVISING AUDITOR III, STATE CONTROLLER'S OFFICE	\$7,442.00 - \$8,449.00		01 19		1	12	E		E99
JR50	6413	SUPERVISING BENEFIT PROGRAM SPECIALIST (CALPERS)	\$3,504.00 - \$4,177.00		01 43		1	12	2		S04
GA85	3014	SUPERVISING BOUNDARY DETERMINATION OFFICER	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
GL40	3184	SUPERVISING BRIDGE ENGINEER	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
XS90	1154	SUPERVISING CASE RECORDS TECHNICIAN	\$3,242.00 - \$4,060.00		01 19		1	12	2		S04
XR20	9910	SUPERVISING CASEWORK SPECIALIST I, YOUTH AUTHORITY	\$7,474.00 - \$9,443.00		01 19 R3		1	12	E		S06
XR10	9908	SUPERVISING CASEWORK SPECIALIST II, YOUTH AUTHORITY	\$7,595.00 - \$9,603.00		01 19 R3		1	12	E		S06
LP20	6083	SUPERVISING CASUALTY ACTUARY	\$9,070.00 - \$11,301.00		01 19		1	12	E		S01
TG15	8070	SUPERVISING CHEMIST	\$5,224.00 - \$6,617.00		01 19		1	12	E		S10
GH20	3133	SUPERVISING CIVIL ENGINEER, RESOURCES AGENCY	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
SV10	7922	SUPERVISING CLINICAL LABORATORY TECHNOLOGIST	\$4,832.00 - \$6,307.00		01 43		1	12	E		S20
SV12	7923	SUPERVISING CLINICAL LABORATORY TECHNOLOGIST (SAFETY)	\$4,832.00 - \$6,307.00		01 43		1	12	E		S20
SV32	9349	SUPERVISING CLINICAL LABORATORY TECHNOLOGIST, CORRECTIONAL FACILITY	\$4,832.00 - \$6,307.00		01 43		1	12	E		S20
KI16	9050	SUPERVISING COMMUNICABLE DISEASE REPRESENTATIVE	\$4,020.00 - \$4,977.00		01 43		1	12	2		S01
HA20	3445	SUPERVISING CONSTRUCTION ENGINEER WATER RESOURCES	\$8,921.00 - \$11,168.00		01 19		1	12	E		S09
HQ35	3686	SUPERVISING CONTROL ENGINEER	\$9,687.00 - \$12,129.00		01 19		1	12	E		S09
DJ20	2181	SUPERVISING COOK I	A \$3,033.00 - \$3,798.00 F \$2,527.50 - \$3,165.00		01 01	047 047	1 1	12 12	2 2		S15 S15
DJ10	2180	SUPERVISING COOK II	A \$3,447.00 - \$4,317.00 F \$2,872.50 - \$3,597.50		01 43 01 43	047 047	1 1	12 12	2 2		S15 S15
DJ15	2182	SUPERVISING COOK II -CORRECTIONAL FACILITY-	\$3,447.00 - \$4,317.00		01 43 R0		1	12	2		S15
JD70	4440	SUPERVISING CORPORATION EXAMINER	\$7,088.00 - \$8,450.00		01 19		1	12	E		M01
VJ68	8572	SUPERVISING CORPORATIONS INVESTIGATOR	\$5,613.00 - \$7,325.00		01 19 34 R9		1	12	E		S07
DJ12	5480	SUPERVISING CORRECTIONAL COOK (DEPARTMENT OF CORRECTIONS)	\$3,732.00 - \$4,671.00		01 43 R0		1	12	2		S15
VU50	8817	SUPERVISING COSMETOLOGY EXAMINER	\$4,121.00 - \$5,113.00		01 19 34		1	12	E		S01
OB15	5882	SUPERVISING COUNSEL, LEGAL PROGRAMS, DEPARTMENT OF CORPORATIONS	\$9,337.00 - \$10,815.00		01 19		1	12	SE		M02
XB50	9714	SUPERVISING COUNSELOR, SCHOOL FOR THE BLIND	A \$3,584.00 - \$4,439.00 F \$2,986.67 - \$3,699.17		01 19 01 19	047 047	1 1	12 12	2 2		S20 S20
XB70	9665	SUPERVISING COUNSELOR, SCHOOL FOR THE DEAF	A \$3,584.00 - \$4,439.00 F \$2,986.67 - \$3,699.17		01 19 01 19	047 047	1 1	12 12	2 2		S20 S20
VL10	7575	SUPERVISING CRIMINAL INVESTIGATOR I, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$5,613.00 - \$7,325.00		01 19 34 P1		1	12	E		S07
VJ27	7569	SUPERVISING CRIMINAL INVESTIGATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,613.00 - \$7,325.00		01 19 34 P1		1	12	E		S07
VL05	7576	SUPERVISING CRIMINAL INVESTIGATOR II, DEPARTMENT OF TOXIC SUBSTANCES CONTROL	\$6,333.00 - \$8,269.00		01 19 34 P1		1	12	E		S07
VJ26	7571	SUPERVISING CRIMINAL INVESTIGATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$6,333.00 - \$8,269.00		01 19 34 P1		1	12	E		S07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
SU54	9255	SUPERVISING DENTAL ASSISTANT, CORRECTIONAL FACILITY									
		A	\$2,707.00 - \$3,389.00		19	463	2	6	E		S20
		P	\$4,137.00 - \$6,123.00		19	463	2	6	E		S20
		Q	\$4,891.00 - \$6,123.00		19	463	2	6	E		S20
SR12	9371	SUPERVISING DENTIST, CORRECTIONAL FACILITY									
		A	\$9,519.00 - \$12,811.00		01 19	458	2	12	SE		S16
		P	\$18,189.00 - \$25,903.00		01 19	458	2	12	SE		S16
		Q	\$21,496.00 - \$25,903.00		01 19	458	2	12	SE		S16
OC45	5703	SUPERVISING DEPUTY ATTORNEY GENERAL									
			\$9,314.00 - \$11,848.00		01 19		1	12	SE		S02
OD15	5743	SUPERVISING DEPUTY STATE PUBLIC DEFENDER									
			\$8,879.00 - \$11,290.00		01 19		1	12	E		S02
IR54	4128	SUPERVISING DESIGN OFFICER, CALIFORNIA HOUSING FINANCE AGENCY									
			\$6,550.00 - \$8,201.00		01 19		1	12	E		S11
HB10	3455	SUPERVISING ELECTRICAL CONSTRUCTION ENGINEER WATER RESOURCES									
			\$8,272.00 - \$10,357.00		01 19		1	12	E		S09
HJ20	3599	SUPERVISING ELECTRICAL ENGINEER									
			\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
HJ80	3608	SUPERVISING ELECTRICAL ENGINEER HYDRAULIC STRUCTURES									
			\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
GH10	3115	SUPERVISING ENGINEER -CIVIL SECTION- OFFICE OF ARCHITECTURE AND CONSTRUCTION									
			\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
GY30	3391	SUPERVISING ENGINEER EQUIPMENT AND MATERIALS SECTION									
			\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
GO30	3258	SUPERVISING ENGINEER WATER RESOURCES									
		A	\$9,215.00 - \$11,537.00		01 19	041	1	12	E		S09
		B	\$9,380.00 - \$11,743.00		01 19	041	1	12	E		S09
HT30	3748	SUPERVISING ENGINEERING GEOLOGIST									
			\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
HT35	3745	SUPERVISING ENGINEERING GEOLOGIST, CALTRANS									
			\$9,435.00 - \$10,719.00		01 19		1	12	E		M09
JX10	4719	SUPERVISING ENVIRONMENTAL PLANNER									
			\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
HM10	3633	SUPERVISING EQUIPMENT ENGINEER									
			\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IV20	4060	SUPERVISING ESTIMATOR OF BUILDING CONSTRUCTION									
			\$6,558.00 - \$8,211.00		01 19		1	12	E		S11
ER40	2590	SUPERVISING FIELD REPRESENTATIVE SCHOOL ADMINISTRATION									
			\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
VW70	9036	SUPERVISING FOOD AND DRUG INVESTIGATOR									
			\$5,613.00 - \$7,325.00		01 19 34 R3		1	12	E		S07
VJ92	8065	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF HEALTH SERVICES									
			\$5,613.00 - \$7,325.00		01 19 34 P1		1	12	E		S07
VL96	7541	SUPERVISING FRAUD INVESTIGATOR I, DEPARTMENT OF INSURANCE									
			\$5,613.00 - \$7,325.00		01 19 34 R3		1	12	E		S07
VJ90	8066	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF HEALTH SERVICES									
			\$6,333.00 - \$8,269.00		01 19 34 P1		1	12	E		S07
VL97	7542	SUPERVISING FRAUD INVESTIGATOR II, DEPARTMENT OF INSURANCE									
			\$6,333.00 - \$8,269.00		01 19 34 R3		1	12	E		S07
JF32	4027	SUPERVISING FRAUD PREVENTION SPECIALIST I									
			\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
HR30	3693	SUPERVISING GEOLOGIST									
			\$8,788.00 - \$10,941.00		01 19		1	12	E		S10
JB10	4142	SUPERVISING GOVERNMENTAL AUDITOR I									
			\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JB05	4140	SUPERVISING GOVERNMENTAL AUDITOR II									
			\$5,830.00 - \$7,607.00		01		1	12	E		S01
BL40	0719	SUPERVISING GROUNDSKEEPER I									
		A	\$3,282.00 - \$4,140.00			040	1	6	2		R12
		B	\$3,602.00 - \$4,543.00			040	1	6	2		R12
BL20	0717	SUPERVISING GROUNDSKEEPER II									
		A	\$3,656.00 - \$4,524.00		01 43	040	1	12	2		S12
		B	\$4,004.00 - \$4,968.00		01 43	040	1	12	2		S12
BL30	0716	SUPERVISING GROUNDSKEEPER II -CORRECTIONAL FACILITY-									
		A	\$3,943.00 - \$4,989.00		43 R0	322	1	6	2		U12
		S	\$4,004.00 - \$4,968.00		43 R0	322	1	6	2		U12
HY02	3724	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER I									
		A	\$7,438.00 - \$9,246.00		01 19 21	356	1	12	E		S09
		B	\$8,803.00 - \$11,019.00		01 19 21	356	1	12	E		S09



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HY01	3723	SUPERVISING HAZARDOUS SUBSTANCES ENGINEER II									
		A	\$8,778.00 - \$10,915.00		01 19 21	356	1	12	E		S09
		B	\$9,241.00 - \$11,570.00		01 19 21	356	1	12	E		S09
KI70	7055	SUPERVISING HEALTH CARE SERVICE PLAN ANALYST	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
HX10	3801	SUPERVISING HEALTH PHYSICIST	\$6,550.00 - \$8,562.00		01 19		1	12	E		S10
QJ10	6816	SUPERVISING HIGHWAY EQUIPMENT SUPERINTENDENT	\$6,249.00 - \$7,768.00		01 19		1	12	E		S12
DD10	2040	SUPERVISING HOUSEKEEPER I	\$2,356.00 - \$2,949.00		01 43		1	12	2		S15
DC90	2039	SUPERVISING HOUSEKEEPER II	\$2,621.00 - \$3,285.00		01 43		1	12	2		S15
GO70	3257	SUPERVISING HYDRAULIC ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
HO47	3672	SUPERVISING HYDROELECTRIC POWER UTILITY ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
WH53	6231	SUPERVISING INDUSTRIAL HYGIENE SPECIALIST, STATE COMPENSATION INSURANCE FUND	\$8,965.00 - \$10,941.00		01 19		1	12	E		M10
IC65	3841	SUPERVISING INDUSTRIAL HYGIENIST	\$8,959.00 - \$10,941.00		01 19		1	12	E		M10
SY20	8874	SUPERVISING INSPECTOR BOARD OF PHARMACY	\$6,399.00 - \$8,817.00		01 19		1	12	E		S19
VW13	8811	SUPERVISING INSPECTOR, DEPARTMENT OF MOTOR VEHICLES	\$4,010.00 - \$5,019.00		01 19		1	12	2		S07
VJ30	8560	SUPERVISING INSURANCE COMPLIANCE OFFICER, DEPARTMENT OF INSURANCE	\$5,608.00 - \$6,975.00		01 19 34		1	12	E		S01
JC12	4403	SUPERVISING INSURANCE EXAMINER	\$6,442.00 - \$8,414.00		01 19		1	12	E		S01
VJ73	8578	SUPERVISING INSURANCE INVESTIGATOR	\$5,608.00 - \$6,975.00		01 19 34		1	12	E		S07
JC32	4432	SUPERVISING INSURANCE RATE ANALYST	\$6,101.00 - \$7,588.00		01 19		1	12	E		S01
BH87	0759	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST I	\$7,963.00 - \$9,899.00		01 19 24		1	12	E		S10
BH86	0752	SUPERVISING INTEGRATED WASTE MANAGEMENT SPECIALIST II	\$8,361.00 - \$10,395.00		01 19 24		1	12	E		S10
JE10	9072	SUPERVISING INVESTIGATIVE AUDITOR, DEPARTMENT OF FOOD AND AGRICULTURE	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JE34	6613	SUPERVISING INVESTIGATIVE CERTIFIED PUBLIC ACCOUNTANT	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
VI97	8596	SUPERVISING INVESTIGATOR I, DEPARTMENT OF CONSUMER AFFAIRS	\$5,613.00 - \$7,325.00		01 19 34 P6		1	12	E		S07
VI15	8539	SUPERVISING INVESTIGATOR I, DEPARTMENT OF MOTOR VEHICLES	\$5,613.00 - \$7,325.00		01 19 34 P1		1	12	E		S07
VI98	8597	SUPERVISING INVESTIGATOR II, DEPARTMENT OF CONSUMER AFFAIRS	\$6,333.00 - \$8,269.00		01 19 34 P5		1	12	E		S07
VI10	8540	SUPERVISING INVESTIGATOR II, DEPARTMENT OF MOTOR VEHICLES	\$6,333.00 - \$8,269.00		01 19 34 P1		1	12	E		S07
VP80	8678	SUPERVISING INVESTIGATOR, ALCOHOLIC BEVERAGE CONTROL	\$5,613.00 - \$7,325.00		01 19 34 R8		1	12	E		S07
JV21	7426	SUPERVISING INVESTMENT OFFICER, CALIFORNIA STATE TEACHER'S RETIREMENT SYSTEM	\$7,368.00 - \$8,786.00		01 19 24		1	12	E		S01
ST80	7890	SUPERVISING LABORATORY ASSISTANT I	\$2,806.00 - \$3,513.00				1	6	2		R11
ST70	7889	SUPERVISING LABORATORY ASSISTANT II	\$3,190.00 - \$3,994.00		01 43		1	12	2		S11
KS30	4994	SUPERVISING LAND AGENT (SUPERVISORY)	\$6,254.00 - \$7,778.00		01 19		1	12	E		S01
GC94	3050	SUPERVISING LAND SURVEYOR	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IM30	3980	SUPERVISING LANDSCAPE ARCHITECT	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
IM11	2973	SUPERVISING LANDSCAPE ARCHITECT, CALTRANS	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
CX12	1817	SUPERVISING LAW INDEXER	\$5,311.00 - \$6,598.00		01 43		1	12	E		E98
FM35	2940	SUPERVISING LIBRARIAN (CORRECTIONAL FACILITY)	\$5,191.00 - \$6,825.00		01 19 R0		1	12	E		S03

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FM40	2944	SUPERVISING LIBRARIAN I									
		A \$5,004.00 - \$6,266.00		01 19		047	1	12	E		S21
		F \$4,170.00 - \$5,221.67		01 19		047	1	12	E		S21
FM30	2935	SUPERVISING LIBRARIAN II									
		A \$5,504.00 - \$6,891.00		01 19		047	1	12	E		S21
		F \$4,586.67 - \$5,742.50		01 19		047	1	12	E		S21
LP30	6084	SUPERVISING LIFE ACTUARY	\$9,070.00 - \$11,301.00		01 19		1	12	E		S01
WR28	6330	SUPERVISING LITIGATION SPECIALIST, CALTRANS	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
VJ56	8601	SUPERVISING LOTTERY AGENT	\$5,882.00 - \$7,682.00		01 19 P6		1	12	E		S07
LE20	4163	SUPERVISING MANAGEMENT AUDITOR	\$7,088.00 - \$8,450.00		01 19		1	12	E		M01
AV60	0279	SUPERVISING MEAT INSPECTOR	\$4,195.00 - \$5,209.00		01 19		1	12	E		S01
GM40	2179	SUPERVISING MECHANICAL AND ELECTRICAL ENGINEER, CALTRANS	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
HH60	3578	SUPERVISING MECHANICAL ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
HH20	3561	SUPERVISING MECHANICAL ENGINEER HYDRAULIC STRUCTURES	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
CL55	1483	SUPERVISING MICROFILM TECHNICIAN	\$3,235.00 - \$4,050.00		01 43		1	12	2		S04
HV60	3793	SUPERVISING MINERAL RESOURCES ENGINEER	\$11,833.00 - \$13,436.00		01 19		1	12	E		M09
VQ95	8749	SUPERVISING MOTOR VEHICLE REPRESENTATIVE	\$3,190.00 - \$3,974.00		01 19		1	12	2		S01
VC85	1988	SUPERVISING MUSEUM SECURITY OFFICER									
		A \$3,480.00 - \$4,302.00		01 43 R1		322	1	12	2		U07
		S \$3,535.00 - \$4,370.00		01 43 R1		322	1	12	2		U07
TH20	8129	SUPERVISING NURSE II									
		A \$5,556.00 - \$7,408.00		01 19		437	1	12	E		S17
		T \$7,439.00 - \$9,316.00		01 19		437	1	12	E		S17
TH10	8126	SUPERVISING NURSE III									
		A \$5,914.00 - \$7,904.00		01 19		437	1	12	E		S17
		T \$7,770.00 - \$9,727.00		01 19		437	1	12	E		S17
TN10	8245	SUPERVISING NURSING EDUCATION CONSULTANT	\$6,315.00 - \$7,862.00		01 19		1	12	E		S21
HU90	3777	SUPERVISING OIL AND GAS ENGINEER	\$10,141.00 - \$12,699.00		01 19		1	12	E		S09
LP57	5490	SUPERVISING PENSION ACTUARY	\$9,486.00 - \$11,820.00		01 19		1	12	E		S01
KY54	5216	SUPERVISING PERSONNEL PROGRAM TECHNICIAN	\$4,105.00 - \$4,788.00		01 19		1	12	2		E98
LA15	5164	SUPERVISING PERSONNEL SELECTION CONSULTANT	\$6,751.00 - \$7,666.00		01 19		1	12	E		M01
CG77	6292	SUPERVISING PERSONNEL SELECTION TECHNICIAN	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
FK10	2841	SUPERVISING PHOTOGRAPHER DEPARTMENT OF TRANSPORTATION	\$4,392.00 - \$5,456.00		01 19		1	12	2		S01
VY62	2581	SUPERVISING PIPELINE SAFETY ENGINEER	\$5,994.00 - \$7,817.00		01 19 P1		1	12	E		S07
CZ84	9924	SUPERVISING PROGRAM TECHNICIAN I	\$2,870.00 - \$3,591.00		01 43		1	12	2		S04
CZ85	9925	SUPERVISING PROGRAM TECHNICIAN II	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
CZ86	9926	SUPERVISING PROGRAM TECHNICIAN III	\$3,511.00 - \$4,399.00		01 43		1	12	2		S04
KW20	5098	SUPERVISING PROPERTY AGENT	\$6,751.00 - \$7,666.00		01 19		1	12	E		M01
KT52	5454	SUPERVISING PROPERTY APPRAISER (BOARD OF EQUALIZATION)	\$5,870.00 - \$7,295.00		01 19		1	12	E		S01
KS90	5459	SUPERVISING PROPERTY APPRAISER/INVESTIGATOR (OFFICE OF REAL ESTATE APPRAISERS)	\$6,275.00 - \$7,857.00		01 19		1	12	E		S01
XP20	9867	SUPERVISING PSYCHIATRIC SOCIAL WORKER I									
		A \$4,195.00 - \$5,252.00		01 19 P8		448 471	1	12	E		S19
		P \$7,110.00 - \$8,333.00		01 19 P8		448 471	1	12	E		S19
		S \$5,677.00 - \$7,938.00		01 19 P8		448 471	1	12	E		S19
		U \$6,772.00 - \$7,938.00		01 19 P8		448 471	1	12	E		S19

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
XP19	9291	SUPERVISING PSYCHIATRIC SOCIAL WORKER I, CORRECTIONAL FACILITY									
		A \$4,195.00 - \$5,252.00		01 19	448		1	12	E		S19
		P \$7,110.00 - \$8,333.00		01 19	448		1	12	E		S19
XP18	9292	SUPERVISING PSYCHIATRIC SOCIAL WORKER II, CORRECTIONAL FACILITY									
		A \$4,602.00 - \$5,762.00		01 19	448		1	12	E		S19
		P \$7,587.00 - \$8,810.00		01 19	448		1	12	E		S19
SX50	7962	SUPERVISING PUBLIC HEALTH BIOLOGIST	\$5,698.00 - \$7,437.00		01 19		1	12	E		S10
CW94	1922	SUPERVISING RACING LICENSE TECHNICIAN	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
KS70	9598	SUPERVISING REAL ESTATE OFFICER	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
TI70	8161	SUPERVISING REGISTERED NURSE									
		A \$5,290.00 - \$7,055.00		01 19	047 437		1	12	E		S17
		F \$4,408.33 - \$5,879.17		01 19	047 437		1	12	E		S17
		S \$7,199.00 - \$9,316.00		01 19	047 437		1	12	E		S17
		T \$7,439.00 - \$9,316.00		01 19	047 437		1	12	E		S17
TI75	8096	SUPERVISING REGISTERED NURSE (SAFETY)									
		A \$5,290.00 - \$7,055.00		01 19 P8	437		1	12	E		S17
		T \$7,439.00 - \$9,316.00		01 19 P8	437		1	12	E		S17
		U \$8,202.00 - \$10,267.00		01 19 P8	437		1	12	E		S17
TI74	9317	SUPERVISING REGISTERED NURSE I, CORRECTIONAL FACILITY									
		A \$5,290.00 - \$7,055.00		01 19	047 437		1	12	2		S17
		F \$4,408.33 - \$5,879.17		01 19	047 437		1	12	2		S17
		J \$8,185.00 - \$10,247.00		01 19	047 437		1	12	2		S17
		K \$9,022.00 - \$11,294.00		01 19	047 437		1	12	2		S17
		R \$8,185.00 - \$10,247.00		01 19	047 437		1	12	2		S17
TI76	9318	SUPERVISING REGISTERED NURSE II, CORRECTIONAL FACILITY									
		A \$5,556.00 - \$7,408.00		01 19	437		1	12	2		S17
		J \$8,185.00 - \$10,247.00		01 19	437		1	12	2		S17
		K \$9,022.00 - \$11,294.00		01 19	437		1	12	2		S17
		R \$8,185.00 - \$10,247.00		01 19	437		1	12	2		S17
TI77	9319	SUPERVISING REGISTERED NURSE III, CORRECTIONAL FACILITY									
		A \$5,914.00 - \$7,904.00		01 19	437		1	12	E		S17
		J \$8,545.00 - \$10,700.00		01 19	437		1	12	E		S17
		K \$9,421.00 - \$11,796.00		01 19	437		1	12	E		S17
		R \$8,545.00 - \$10,700.00		01 19	437		1	12	E		S17
TR51	8316	SUPERVISING REHABILITATION THERAPIST									
		A \$3,875.00 - \$4,851.00		01 43 R1	471		1	12	E		S19
		S \$5,276.00 - \$7,267.00		01 43 R1	471		1	12	E		S19
		U \$6,294.00 - \$7,267.00		01 43 R1	471		1	12	E		S19
KR30	4961	SUPERVISING RIGHT OF WAY AGENT	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
HY50	3821	SUPERVISING SANITARY ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
VI80	8548	SUPERVISING SPECIAL INVESTIGATOR I	\$5,613.00 - \$7,325.00		01 19 34 P6		1	12	E		S07
VI81	8549	SUPERVISING SPECIAL INVESTIGATOR I (NON-PEACE OFFICER)	\$5,613.00 - \$6,975.00		01 19 34		1	12	E		S07
VI70	8547	SUPERVISING SPECIAL INVESTIGATOR II	\$6,333.00 - \$8,269.00		01 19 34 P5		1	12	E		S07
VI71	8545	SUPERVISING SPECIAL INVESTIGATOR II (NON-PEACE OFFICER)	\$6,333.00 - \$7,875.00		01 19 34		1	12	E		S07
GV30	3331	SUPERVISING STRUCTURAL ENGINEER	\$9,673.00 - \$12,113.00		01 19		1	12	E		S09
JH40	4280	SUPERVISING TAX AUDITOR I BOARD OF EQUALIZATION	\$5,307.00 - \$6,973.00		01 19		1	12	E		S01
JJ30	4338	SUPERVISING TAX AUDITOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JH30	4277	SUPERVISING TAX AUDITOR II BOARD OF EQUALIZATION	\$5,826.00 - \$7,660.00		01 19		1	12	E		S01
JH20	4271	SUPERVISING TAX AUDITOR III BOARD OF EQUALIZATION	\$6,428.00 - \$8,450.00		01 19		1	12	E		S01
CX89	1977	SUPERVISING TAX TECHNICIAN II, BOARD OF EQUALIZATION	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
CX90	1978	SUPERVISING TAX TECHNICIAN III, BOARD OF EQUALIZATION	\$3,511.00 - \$4,399.00		01 43		1	12	2		S04
HK67	3636	SUPERVISING TELECOMMUNICATIONS ENGINEER	\$9,659.00 - \$12,094.00		01 19		1	12	E		S09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
CQ70	1625	SUPERVISING TELEPHONE OPERATOR	\$3,087.00 - \$3,866.00		01 43		1	12	2		S04
TC62	7944	SUPERVISING TOXICOLOGIST	\$7,386.00 - \$9,205.00		01 19		1	12	E		S10
TC64	7945	SUPERVISING TOXICOLOGIST (MANAGERIAL)	\$8,163.00 - \$9,269.00		01 19		1	12	E		M10
GK10	3156	SUPERVISING TRANSPORTATION ELECTRICAL ENGINEER	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
HF40	3536	SUPERVISING TRANSPORTATION ENGINEER PUBLIC UTILITIES COMMISSION	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
GJ60	3155	SUPERVISING TRANSPORTATION ENGINEER, CALTRANS	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
JX72	4725	SUPERVISING TRANSPORTATION PLANNER	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
ET09	2679	SUPERVISING TRANSPORTATION PROGRAMS CONSULTANT, DEPARTMENT OF EDUCATION	\$5,504.00 - \$6,891.00		01 19		1	12	E		S21
JG30	8692	SUPERVISING TRANSPORTATION REPRESENTATIVE	\$6,406.00 - \$7,968.00		01 19		1	12	E		S01
GA05	3032	SUPERVISING TRANSPORTATION SURVEYOR (CALTRANS)	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
AT56	0175	SUPERVISING VETERINARIAN (GENERAL)	\$6,846.00 - \$8,537.00		01 19		0	12	E		S10
AV16	0179	SUPERVISING VETERINARIAN (MEAT INSPECTION)	\$6,846.00 - \$8,537.00		01 19		0	12	E		S10
HY20	3795	SUPERVISING WASTE MANAGEMENT ENGINEER	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
ID41	3850	SUPERVISING WATER RESOURCE CONTROL ENGINEER (MANAGERIAL)	\$10,192.00 - \$11,578.00		01 19		1	12	E		M09
ID40	3849	SUPERVISING WATER RESOURCE CONTROL ENGINEER (SUPERVISORY)	\$9,215.00 - \$11,537.00		01 19		1	12	E		S09
WO02	9340	SUPERVISING WORKERS' COMPENSATION COMPLIANCE OFFICER	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
WF32	9212	SUPERVISING WORKERS' COMPENSATION CONSULTANT	\$5,258.00 - \$6,531.00		01 19		1	12	E		S01
GZ50	3411	SUPERVISOR CHEMICAL TESTING SECTION HYDRAULIC LABORATORY	\$8,390.00 - \$10,501.00		01 19		1	12	E		S09
EA45	2305	SUPERVISOR OF ACADEMIC INSTRUCTION -CORRECTIONAL FACILITY-	\$6,473.00 - \$8,511.00		01 19 R0		1	12	SE		S03
QF80	6753	SUPERVISOR OF BUILDING TRADES	A \$4,392.00 - \$5,209.00 B \$4,824.00 - \$5,720.00		01 43	040	1	12	2		S12
QF85	6763	SUPERVISOR OF BUILDING TRADES -CORRECTIONAL FACILITY-	\$4,831.00 - \$5,730.00		01 43 R0		1	12	2		S12
WS10	9522	SUPERVISOR OF CONCILIATION, DEPARTMENT OF INDUSTRIAL RELATIONS, C.E.A.	\$8,170.00 - \$9,277.00		01		1	12	E		E99
BZ89	7492	SUPERVISOR OF CORPSMEMBER DEVELOPMENT PROGRAMS, CALIFORNIA CONSERVATION CORPS	\$4,706.00 - \$5,848.00		01 19		1	12	E		S01
EA30	2303	SUPERVISOR OF CORRECTIONAL EDUCATION PROGRAMS	\$7,108.00 - \$9,348.00		01 19 R0		1	12	SE		S03
GB10	3020	SUPERVISOR OF DRAFTING SERVICES	\$4,293.00 - \$5,374.00		01 43		1	12	2		S11
GY40	3392	SUPERVISOR OF EQUIPMENT AND MATERIALS INSPECTION HYDRAULIC STRUCTURES	\$7,156.00 - \$8,960.00		01 19		1	12	E		S09
QI10	6799	SUPERVISOR OF MACHINE SHOP	\$4,392.00 - \$5,209.00		01 43		1	12	2		S12
XB45	9715	SUPERVISOR OF RESIDENCE PROGRAMS, SCHOOL FOR THE BLIND	A \$3,941.00 - \$4,934.00 F \$3,284.17 - \$4,111.67		01 19	047	1	12	E		S20
XB65	9666	SUPERVISOR OF RESIDENCE PROGRAMS, SCHOOL FOR THE DEAF	A \$3,941.00 - \$4,934.00 F \$3,284.17 - \$4,111.67		01 19	047	1	12	E		S20
MC10	5616	SUPERVISOR OF TECHNICAL PUBLICATIONS	\$5,297.00 - \$6,584.00		01 19		1	12	E		S01
EA60	2370	SUPERVISOR OF VOCATIONAL INSTRUCTION	\$6,473.00 - \$8,511.00		01 19 R0		1	12	SE		S03
IH20	3919	SUPERVISOR OPERATIONS AND SAFETY SECTION PUBLIC UTILITIES COMMISSION	\$6,550.00 - \$8,201.00		01 19		1	12	E		S11
BU71	7563	SUPERVISOR, CULTURAL RESOURCES PROGRAM	\$5,975.00 - \$7,427.00		01 19		1	12	E		S10

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
IR30	4003	SUPERVISOR, HEALTH FACILITIES REVIEW	\$9,659.00 - \$12,094.00		01 19		1	12	E		S09
QC60	6706	SUPERVISOR, TUNNELS AND TUBES	\$5,159.00 - \$5,834.00		01 43		1	12	2		S13
TO80	9825	SUPERVISOR, VOCATIONAL SERVICES	\$4,004.00 - \$5,012.00		01 19		1	12	E		S19
LE62	5428	SUPERVISOR-FINANCIAL AND PERFORMANCE EVALUATOR, DEPARTMENT OF FINANCE	\$5,830.00 - \$7,607.00		01 19 29		1	12	E		E98
CM70	1432	SUPPORT SERVICES ASSISTANT (GENERAL)									
		A	\$2,168.00 - \$2,713.00		SISA 19	109	1	6	2		R04
		B	\$2,314.00 - \$2,895.00		SISA 19	109	1	6	2		R04
XH80	9820	SUPPORT SERVICES ASSISTANT (INTERPRETER)									
		A	\$3,099.00 - \$3,880.00		19	108	1	6	2		R20
		B	\$3,235.00 - \$4,049.00		19	108	1	6	2		R20
		C	\$3,537.00 - \$4,429.00		19	108	1	6	2		R20
TN54	9277	SURGICAL NURSE I, CORRECTIONAL FACILITY									
		A	\$5,184.00 - \$6,740.00			040 437	1	6	2		R17
		B	\$5,647.00 - \$7,353.00			040 437	1	6	2		R17
		J	\$7,047.00 - \$8,821.00			040 437	1	6	2		R17
		K	\$7,767.00 - \$9,724.00			040 437	1	6	2		R17
TN51	8130	SURGICAL NURSE I, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A	\$5,184.00 - \$6,740.00			040 437	1	6	2		R17
		B	\$5,647.00 - \$7,353.00			040 437	1	6	2		R17
		T	\$6,711.00 - \$8,401.00			040 437	1	6	2		R17
TN52	9329	SURGICAL NURSE II, CORRECTIONAL FACILITY									
		A	\$5,611.00 - \$7,327.00			040 437	1	6	2		R17
		B	\$6,114.00 - \$7,998.00			040 437	1	6	2		R17
		J	\$7,505.00 - \$9,396.00			040 437	1	6	2		R17
		K	\$8,273.00 - \$10,359.00			040 437	1	6	2		R17
LX52	5564	SURVEY INTERVIEWER	\$9.27 - \$10.20	HR	36		1	0	2	NT	E
LP12	5408	SYSTEM ACTUARY, CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	\$11,250.00 - \$19,750.00		01 19 55		1	12	E		M01
LM60	1587	SYSTEMS SOFTWARE SPECIALIST I (TECHNICAL)									
		A	\$5,294.00 - \$6,962.00		01 19 29	285	1	12	2		R01
		L	\$5,294.00 - \$6,962.00		01 19 29	285	1	12	2		R01
LM58	1558	SYSTEMS SOFTWARE SPECIALIST II (SUPERVISORY)	\$6,105.00 - \$8,027.00		01 19 29		1	12	E		S01
LM55	1373	SYSTEMS SOFTWARE SPECIALIST II (TECHNICAL)									
		A	\$5,814.00 - \$7,642.00		01 19 29	285	1	12	E		R01
		L	\$5,814.00 - \$7,642.00		01 19 29	285	1	12	E		R01
LM52	1559	SYSTEMS SOFTWARE SPECIALIST III (SUPERVISORY)	\$6,708.00 - \$8,817.00		01 19		1	12	E		S01
LM50	1367	SYSTEMS SOFTWARE SPECIALIST III (TECHNICAL)	\$6,388.00 - \$8,396.00		01 19 29		1	12	E		R01
JJ25	4332	TAX ADMINISTRATOR I, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,311.00 - \$6,929.00		01 19		1	12	E		S01
JJ23	4333	TAX ADMINISTRATOR II, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$5,830.00 - \$7,607.00		01 19		1	12	E		S01
JJ20	4337	TAX ADMINISTRATOR III, EMPLOYMENT DEVELOPMENT DEPARTMENT	\$7,433.00 - \$8,863.00		01 19		1	12	E		M01
JH53	4267	TAX AUDITOR, BOARD OF EQUALIZATION									
		A	\$3,247.00 - \$4,271.00		01 19 21	271	1	12	2		R01
		B	\$4,016.00 - \$5,280.00		01 19 21	271	1	12	2		R01
JJ49	4336	TAX AUDITOR, EMPLOYMENT DEVELOPMENT DEPARTMENT									
		A	\$3,247.00 - \$4,271.00		01 19 21	446	1	12	2		R01
		B	\$4,016.00 - \$5,280.00		01 19 21	446	1	12	2		R01
JJ61	4362	TAX AUDITOR, FRANCHISE TAX BOARD									
		A	\$3,247.00 - \$4,271.00		01 19 21	300	1	12	2		R01
		B	\$4,016.00 - \$5,280.00		01 19 21	300	1	12	2		R01
JJ66	8695	TAX COMPLIANCE REPRESENTATIVE									
		A	\$3,247.00 - \$3,689.00		01 19 21	298	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	298	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	298	1	12	2		R01
JJ60	8689	TAX COMPLIANCE SUPERVISOR	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
OA75	6728	TAX COUNSEL									
		A	\$4,886.00 - \$5,082.00		01 19 21	315	1	12	SE		R02
		B	\$4,891.00 - \$5,585.00		01 19 21	315	1	12	SE		R02
		C	\$5,895.00 - \$7,414.00		01 19 21	315	1	12	SE		R02

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
OA76	6733	D TAX COUNSEL III (SPECIALIST)	\$6,636.00 - \$8,512.00		01 19 21	315	1	12	SE		R02
		A \$8,032.00 - \$10,305.00			19 01	285	1	12	SE		R02
		L \$8,032.00 - \$10,206.00			19 01	285	1	12	SE		R02
OA77	6734	TAX COUNSEL III (SUPERVISOR)	\$8,036.00 - \$10,213.00		01 19		1	12	SE		S02
OA78	6722	TAX COUNSEL IV	\$8,872.00 - \$11,392.00		19 01		1	12	SE		R02
CA57	1474	TAX PROGRAM ASSISTANT									
		A \$1,936.00 - \$2,424.00		SISA	21	221	1	6	2		R04
		B \$2,168.00 - \$2,713.00		SISA	21	221	1	6	2		R04
		C \$2,384.00 - \$2,983.00		SISA	21	221	1	6	2		R04
CX94	9589	TAX PROGRAM SUPERVISOR, FRANCHISE TAX BOARD	\$3,242.00 - \$4,061.00		01 43		1	12	2		S04
CX92	9587	TAX PROGRAM TECHNICIAN I, FRANCHISE TAX BOARD	\$2,758.00 - \$3,455.00		19		1	6	2		R04
CX93	9588	TAX PROGRAM TECHNICIAN II, FRANCHISE TAX BOARD	\$3,085.00 - \$3,864.00		19		1	6	2		R04
LQ06	5023	TAX RESEARCH SPECIALIST I	\$5,053.00 - \$6,325.00		01 19		1	12	E		R01
LQ05	5030	TAX RESEARCH SPECIALIST II	\$5,550.00 - \$6,947.00		01 19		1	12	E		R01
LQ04	5036	TAX RESEARCH SPECIALIST III	\$6,097.00 - \$7,632.00		01 19		1	12	E		R01
LZ31	5850	TAX SERVICE SPECIALIST	\$6,146.00 - \$6,980.00		01 19		1	12	E		M01
CX85	1973	TAX TECHNICIAN I, BOARD OF EQUALIZATION									
		A \$2,384.00 - \$2,983.00		SISA	20 21	344	1	6	2		R04
		B \$2,561.00 - \$3,203.00			20 21	344	1	6	2		R04
CX86	1974	TAX TECHNICIAN II, BOARD OF EQUALIZATION	\$2,758.00 - \$3,455.00				1	6	2		R04
CX87	1975	TAX TECHNICIAN III, BOARD OF EQUALIZATION	\$3,085.00 - \$3,864.00				1	6	2		R04
JI98	7505	TAX TECHNICIAN, FRANCHISE TAX BOARD									
		A \$2,609.00 - \$3,268.00			01 19 21	279	1	12	2		R01
		B \$2,945.00 - \$3,690.00			01 19 21	279	1	12	2		R01
EB42	2287	TEACHER (ELEMENTARY-MULTIPLE SUBJECTS) (CORRECTIONAL FACILITY)									
		1 \$3,666.67 - \$4,587.00			01 19 45 21 RO	011	1	12	SE		R03
		2 \$3,834.42 - \$4,799.67			01 19 45 21 RO	011	1	12	SE		R03
		3 \$4,018.67 - \$5,027.92			01 19 45 21 RO	011	1	12	SE		R03
		4 \$4,207.50 - \$5,267.17			01 19 45 21 RO	011	1	12	SE		R03
		5 \$4,406.42 - \$5,513.75			01 19 45 21 RO	011	1	12	SE		R03
		6 \$4,618.17 - \$6,067.42			01 19 45 21 RO	011	1	12	SE		R03
		7 \$4,542.51 - \$9,800.79			01 19 45 21 RO	011	1	12	SE		R03
		7 \$30.97 - \$66.82			01 19 45 21 RO	011	1	12	SE		R03
		7 \$247.77 - \$534.59			01 19 45 21 RO	011	1	12	SE		R03
		A \$4,000.00 - \$5,004.00			01 19 45 21 RO	011	1	12	SE		R03
		B \$4,183.00 - \$5,236.00			01 19 45 21 RO	011	1	12	SE		R03
		C \$4,384.00 - \$5,485.00			01 19 45 21 RO	011	1	12	SE		R03
		D \$4,590.00 - \$5,746.00			01 19 45 21 RO	011	1	12	SE		R03
		E \$4,807.00 - \$6,015.00			01 19 45 21 RO	011	1	12	SE		R03
		F \$5,038.00 - \$6,619.00			01 19 45 21 RO	011	1	12	SE		R03
		J \$3,333.33 - \$4,170.00			01 19 45 21 RO	011	1	12	SE		R03
		K \$3,485.83 - \$4,363.33			01 19 45 21 RO	011	1	12	SE		R03
		L \$3,653.33 - \$4,570.83			01 19 45 21 RO	011	1	12	SE		R03
		M \$3,825.00 - \$4,788.33			01 19 45 21 RO	011	1	12	SE		R03
		N \$4,005.83 - \$5,012.50			01 19 45 21 RO	011	1	12	SE		R03
		P \$4,198.33 - \$5,515.83			01 19 45 21 RO	011	1	12	SE		R03
		T \$3,000.00 - \$3,753.00			01 19 45 21 RO	011	1	12	SE		R03
		U \$3,137.25 - \$3,927.00			01 19 45 21 RO	011	1	12	SE		R03
		V \$3,288.00 - \$4,113.75			01 19 45 21 RO	011	1	12	SE		R03
		W \$3,442.50 - \$4,309.50			01 19 45 21 RO	011	1	12	SE		R03
		X \$3,605.25 - \$4,511.25			01 19 45 21 RO	011	1	12	SE		R03
		Y \$3,778.50 - \$4,964.25			01 19 45 21 RO	011	1	12	SE		R03
EC32	2288	TEACHER (EMOTIONALLY/LEARNING HANDICAPPED) (CORRECTIONAL FACILITY)									
		1 \$3,666.67 - \$4,587.00			01 19 45 21 RO	011	1	12	SE		R03
		2 \$3,834.42 - \$4,799.67			01 19 45 21 RO	011	1	12	SE		R03
		3 \$4,018.67 - \$5,027.92			01 19 45 21 RO	011	1	12	SE		R03
		4 \$4,207.50 - \$5,267.17			01 19 45 21 RO	011	1	12	SE		R03
		5 \$4,406.42 - \$5,513.75			01 19 45 21 RO	011	1	12	SE		R03
		6 \$4,618.17 - \$6,067.42			01 19 45 21 RO	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EB10	3075	TEACHER (ENGLISH LANGUAGE DEVELOPMENT) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EB22	2284	TEACHER (HIGH SCHOOL-ARTS AND CRAFTS) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EB33	3074	TEACHER (HIGH SCHOOL-ENGLISH/LANGUAGE ARTS) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EB35	3076	TEACHER (HIGH SCHOOL-FOREIGN LANGUAGE) (CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 45 21 RO	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 RO	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 RO	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 RO	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 RO	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 RO	011	1	12	SE		R03
EB51	2290	TEACHER (HIGH SCHOOL-GENERAL EDUCATION) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EB62	2291	TEACHER (HIGH SCHOOL-HOME ECONOMICS) (CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 21 R0	011	1	12	SE		R03
EB63	2859	TEACHER (HIGH SCHOOL-INDUSTRIAL ARTS) (CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 21	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 21	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 21	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 21	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 21	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 21	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 21	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 21	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 21	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 21	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 21	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 21	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 21	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 21	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 21	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 21	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 21	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 21	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 21	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 21	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 21	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 21	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 21	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 21	011	1	12	SE		R03
EB37	3077	TEACHER (HIGH SCHOOL-MATHEMATICS) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EB82	2294	TEACHER (HIGH SCHOOL-MUSIC) (CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 45 21 RO	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 RO	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 RO	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 RO	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 RO	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 RO	011	1	12	SE		R03
EB72	2295	TEACHER (HIGH SCHOOL-PHYSICAL EDUCATION) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EB39	3078	TEACHER (HIGH SCHOOL-SCIENCE) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EB41	3079	TEACHER (HIGH SCHOOL-SOCIAL SCIENCE) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EB91	2371	TEACHER (SPEECH DEVELOPMENT AND CORRECTION)(CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 21 R0	011	1	12	SE		R03

Schem	Class	Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
			C	\$4,277.00 - \$5,351.00		01 19 21 R0	011	1	12	SE		R03
			D	\$4,478.00 - \$5,606.00		01 19 21 R0	011	1	12	SE		R03
			E	\$4,690.00 - \$5,868.00		01 19 21 R0	011	1	12	SE		R03
			F	\$4,915.00 - \$6,458.00		01 19 21 R0	011	1	12	SE		R03
			J	\$3,251.67 - \$4,068.33		01 19 21 R0	011	1	12	SE		R03
			K	\$3,400.83 - \$4,256.67		01 19 21 R0	011	1	12	SE		R03
			L	\$3,564.17 - \$4,459.17		01 19 21 R0	011	1	12	SE		R03
			M	\$3,731.67 - \$4,671.67		01 19 21 R0	011	1	12	SE		R03
			N	\$3,908.33 - \$4,890.00		01 19 21 R0	011	1	12	SE		R03
			P	\$4,095.83 - \$5,381.67		01 19 21 R0	011	1	12	SE		R03
			T	\$2,926.50 - \$3,661.50		01 19 21 R0	011	1	12	SE		R03
			U	\$3,060.75 - \$3,831.00		01 19 21 R0	011	1	12	SE		R03
			V	\$3,207.75 - \$4,013.25		01 19 21 R0	011	1	12	SE		R03
			W	\$3,358.50 - \$4,204.50		01 19 21 R0	011	1	12	SE		R03
			X	\$3,517.50 - \$4,401.00		01 19 21 R0	011	1	12	SE		R03
			Y	\$3,686.25 - \$4,843.50		01 19 21 R0	011	1	12	SE		R03
EB30	2340		TEACHER -BUSINESS EDUCATION-									
			1	\$3,666.67 - \$4,816.17		01 19 21	011	1	12	SE		R03
			2	\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
			3	\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
			4	\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
			5	\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
			6	\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
			A	\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
			B	\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
			C	\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
			D	\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
			E	\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
			F	\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
			J	\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
			K	\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
			L	\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
			M	\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
			N	\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
			P	\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
			T	\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
			U	\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
			V	\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
			W	\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
			X	\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
			Y	\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
EB60	2376		TEACHER -HOME ECONOMICS-									
			1	\$3,666.66 - \$4,816.17		01 19 21	011	1	12	SE		R03
			2	\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
			3	\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
			4	\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
			5	\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
			6	\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
			A	\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
			B	\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
			C	\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
			D	\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
			E	\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
			F	\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
			J	\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
			K	\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
			L	\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
			M	\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
			N	\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
			P	\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
			T	\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
			U	\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
			V	\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
			W	\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
			X	\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
			Y	\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
EB67	2298		TEACHER -LIBRARIAN- -CORRECTIONAL FACILITY-									
			1	\$3,576.83 - \$4,475.17		01 19 45 21 R0	011	1	12	SE		R03
			2	\$3,740.92 - \$4,682.33		01 19 45 21 R0	011	1	12	SE		R03
			3	\$3,920.58 - \$4,905.08		01 19 45 21 R0	011	1	12	SE		R03
			4	\$4,104.83 - \$5,138.83		01 19 45 21 R0	011	1	12	SE		R03
			5	\$4,299.17 - \$5,379.00		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		6	\$4,505.42 - \$5,919.83		01 19 45 21 R0	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 R0	011	1	12	SE		R03
EC20	2338	TEACHER -MENTALLY RETARDED CHILDREN-									
		1	\$3,576.83 - \$4,698.83		01 19 21	011	1	12	SE		R03
		2	\$3,740.92 - \$4,916.08		01 19 21	011	1	12	SE		R03
		3	\$3,920.58 - \$5,149.83		01 19 21	011	1	12	SE		R03
		4	\$4,104.83 - \$5,395.50		01 19 21	011	1	12	SE		R03
		5	\$4,299.17 - \$5,647.58		01 19 21	011	1	12	SE		R03
		6	\$4,505.42 - \$6,215.92		01 19 21	011	1	12	SE		R03
		A	\$3,902.00 - \$5,126.00		01 19 21	011	1	12	SE		R03
		B	\$4,081.00 - \$5,363.00		01 19 21	011	1	12	SE		R03
		C	\$4,277.00 - \$5,618.00		01 19 21	011	1	12	SE		R03
		D	\$4,478.00 - \$5,886.00		01 19 21	011	1	12	SE		R03
		E	\$4,690.00 - \$6,161.00		01 19 21	011	1	12	SE		R03
		F	\$4,915.00 - \$6,781.00		01 19 21	011	1	12	SE		R03
		J	\$3,251.67 - \$4,271.67		01 19 21	011	1	12	SE		R03
		K	\$3,400.83 - \$4,469.17		01 19 21	011	1	12	SE		R03
		L	\$3,564.17 - \$4,681.67		01 19 21	011	1	12	SE		R03
		M	\$3,731.67 - \$4,905.00		01 19 21	011	1	12	SE		R03
		N	\$3,908.33 - \$5,134.17		01 19 21	011	1	12	SE		R03
		P	\$4,095.83 - \$5,650.83		01 19 21	011	1	12	SE		R03
		T	\$2,926.50 - \$3,844.50		01 19 21	011	1	12	SE		R03
		U	\$3,060.75 - \$4,022.25		01 19 21	011	1	12	SE		R03
		V	\$3,207.75 - \$4,213.50		01 19 21	011	1	12	SE		R03
		W	\$3,358.50 - \$4,414.50		01 19 21	011	1	12	SE		R03
		X	\$3,517.50 - \$4,620.75		01 19 21	011	1	12	SE		R03
		Y	\$3,686.25 - \$5,085.75		01 19 21	011	1	12	SE		R03
EC10	2326	TEACHER -MENTALLY RETARDED DEAF CHILDREN-									
		1	\$3,576.83 - \$4,698.83		01 19 21	011	1	12	SE		R03
		2	\$3,740.92 - \$4,916.08		01 19 21	011	1	12	SE		R03
		3	\$3,920.58 - \$5,149.83		01 19 21	011	1	12	SE		R03
		4	\$4,104.83 - \$5,395.50		01 19 21	011	1	12	SE		R03
		5	\$4,299.17 - \$5,647.58		01 19 21	011	1	12	SE		R03
		6	\$4,505.42 - \$6,215.92		01 19 21	011	1	12	SE		R03
		A	\$3,902.00 - \$5,126.00		01 19 21	011	1	12	SE		R03
		B	\$4,081.00 - \$5,363.00		01 19 21	011	1	12	SE		R03
		C	\$4,277.00 - \$5,618.00		01 19 21	011	1	12	SE		R03
		D	\$4,478.00 - \$5,886.00		01 19 21	011	1	12	SE		R03
		E	\$4,690.00 - \$6,161.00		01 19 21	011	1	12	SE		R03
		F	\$4,915.00 - \$6,781.00		01 19 21	011	1	12	SE		R03
		J	\$3,251.67 - \$4,271.67		01 19 21	011	1	12	SE		R03
		K	\$3,400.83 - \$4,469.17		01 19 21	011	1	12	SE		R03
		L	\$3,564.17 - \$4,681.67		01 19 21	011	1	12	SE		R03
		M	\$3,731.67 - \$4,905.00		01 19 21	011	1	12	SE		R03
		N	\$3,908.33 - \$5,134.17		01 19 21	011	1	12	SE		R03
		P	\$4,095.83 - \$5,650.83		01 19 21	011	1	12	SE		R03
		T	\$2,926.50 - \$3,844.50		01 19 21	011	1	12	SE		R03
		U	\$3,060.75 - \$4,022.25		01 19 21	011	1	12	SE		R03
		V	\$3,207.75 - \$4,213.50		01 19 21	011	1	12	SE		R03
		W	\$3,358.50 - \$4,414.50		01 19 21	011	1	12	SE		R03
		X	\$3,517.50 - \$4,620.75		01 19 21	011	1	12	SE		R03
		Y	\$3,686.25 - \$5,085.75		01 19 21	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EC40	2329	TEACHER ORIENTATION AND MOBILITY FOR THE BLIND									
		1	\$3,666.67 - \$4,816.17		01 19 21	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
EC50	2328	TEACHER ORIENTATION CENTER FOR THE BLIND -TYPING AND BRAILLE-									
		1	\$3,666.67 - \$4,816.17		01 19 21	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
EU85	2636	TEACHER PREPARATION ADMINISTRATOR I (EXAMINATIONS AND RESEARCH)	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EU90	2637	TEACHER PREPARATION ADMINISTRATOR I (PROGRAM EVALUATION AND RESEARCH)	\$6,650.00 - \$8,328.00		01 19		1	12	E		S21
EB70	2496	TEACHER -RECREATION AND PHYSICAL EDUCATION-									
		1	\$3,576.83 - \$4,698.83		01 19 21	011	1	12	SE		R03
		2	\$3,740.92 - \$4,916.08		01 19 21	011	1	12	SE		R03
		3	\$3,920.58 - \$5,149.83		01 19 21	011	1	12	SE		R03
		4	\$4,104.83 - \$5,395.50		01 19 21	011	1	12	SE		R03
		5	\$4,299.17 - \$5,647.58		01 19 21	011	1	12	SE		R03
		6	\$4,505.42 - \$6,215.92		01 19 21	011	1	12	SE		R03
		A	\$3,902.00 - \$5,126.00		01 19 21	011	1	12	SE		R03
		B	\$4,081.00 - \$5,363.00		01 19 21	011	1	12	SE		R03
		C	\$4,277.00 - \$5,618.00		01 19 21	011	1	12	SE		R03
		D	\$4,478.00 - \$5,886.00		01 19 21	011	1	12	SE		R03
		E	\$4,690.00 - \$6,161.00		01 19 21	011	1	12	SE		R03
		F	\$4,915.00 - \$6,781.00		01 19 21	011	1	12	SE		R03
		J	\$3,251.67 - \$4,271.67		01 19 21	011	1	12	SE		R03
		K	\$3,400.83 - \$4,469.17		01 19 21	011	1	12	SE		R03
		L	\$3,564.17 - \$4,681.67		01 19 21	011	1	12	SE		R03
		M	\$3,731.67 - \$4,905.00		01 19 21	011	1	12	SE		R03
		N	\$3,908.33 - \$5,134.17		01 19 21	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		P	\$4,095.83 - \$5,650.83		01 19 21	011	1	12	SE		R03
		T	\$2,926.50 - \$3,844.50		01 19 21	011	1	12	SE		R03
		U	\$3,060.75 - \$4,022.25		01 19 21	011	1	12	SE		R03
		V	\$3,207.75 - \$4,213.50		01 19 21	011	1	12	SE		R03
		W	\$3,358.50 - \$4,414.50		01 19 21	011	1	12	SE		R03
		X	\$3,517.50 - \$4,620.75		01 19 21	011	1	12	SE		R03
		Y	\$3,686.25 - \$5,085.75		01 19 21	011	1	12	SE		R03
EC36	2275	TEACHER, STATE HOSPITAL (ADULT EDUCATION)									
		1	\$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EC15	2337	TEACHER, STATE HOSPITAL (COMMUNICATION HANDICAPPED)									
		1	\$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EB93	2334	TEACHER, STATE HOSPITAL (SPEECH DEVELOPMENT AND CORRECTION)									
		1	\$3,666.67 - \$4,816.17		01 19 21 99 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 99 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 99 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 99 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 99 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 99 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 99 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 99 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 99 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 99 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 99 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 99 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 99 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 99 P8	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		L	\$3,653.33 - \$4,798.33		01 19 21 99 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 99 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 99 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 99 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 99 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 99 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 99 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 99 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 99 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 99 P8	011	1	12	SE		R03
EC59	2271	TEACHER, STATE HOSPITALS (LEARNING HANDICAPPED, DEVELOPMENTALLY DISABLED)									
		1	\$3,576.83 - \$4,698.83		01 19 21	011	1	12	SE		R03
		2	\$3,740.92 - \$4,916.08		01 19 21	011	1	12	SE		R03
		3	\$3,920.58 - \$5,149.83		01 19 21	011	1	12	SE		R03
		4	\$4,104.83 - \$5,395.50		01 19 21	011	1	12	SE		R03
		5	\$4,299.17 - \$5,647.58		01 19 21	011	1	12	SE		R03
		6	\$4,505.42 - \$6,215.92		01 19 21	011	1	12	SE		R03
		A	\$3,902.00 - \$5,126.00		01 19 21	011	1	12	SE		R03
		B	\$4,081.00 - \$5,363.00		01 19 21	011	1	12	SE		R03
		C	\$4,277.00 - \$5,618.00		01 19 21	011	1	12	SE		R03
		D	\$4,478.00 - \$5,886.00		01 19 21	011	1	12	SE		R03
		E	\$4,690.00 - \$6,161.00		01 19 21	011	1	12	SE		R03
		F	\$4,915.00 - \$6,781.00		01 19 21	011	1	12	SE		R03
		J	\$3,251.67 - \$4,271.67		01 19 21	011	1	12	SE		R03
		K	\$3,400.83 - \$4,469.17		01 19 21	011	1	12	SE		R03
		L	\$3,564.17 - \$4,681.67		01 19 21	011	1	12	SE		R03
		M	\$3,731.67 - \$4,905.00		01 19 21	011	1	12	SE		R03
		N	\$3,908.33 - \$5,134.17		01 19 21	011	1	12	SE		R03
		P	\$4,095.83 - \$5,650.83		01 19 21	011	1	12	SE		R03
		T	\$2,926.50 - \$3,844.50		01 19 21	011	1	12	SE		R03
		U	\$3,060.75 - \$4,022.25		01 19 21	011	1	12	SE		R03
		V	\$3,207.75 - \$4,213.50		01 19 21	011	1	12	SE		R03
		W	\$3,358.50 - \$4,414.50		01 19 21	011	1	12	SE		R03
		X	\$3,517.50 - \$4,620.75		01 19 21	011	1	12	SE		R03
		Y	\$3,686.25 - \$5,085.75		01 19 21	011	1	12	SE		R03
EC28	2273	TEACHER, STATE HOSPITALS (LEARNING HANDICAPPED, MENTALLY DISABLED)									
		1	\$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EC31	2277	TEACHER, STATE HOSPITALS (SEVERELY HANDICAPPED-DEVELOPMENTALLY DISABLED-SAFETY)									
		1	\$3,666.67 - \$4,816.17		01 19 21 R1	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 R1	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 R1	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 R1	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 R1	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 R1	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 R1	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 R1	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 R1	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 R1	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 R1	011	1	12	SE		R03



Schem	Class	Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		F		\$5,038.00 - \$6,951.00		01 19 21 R1	011	1	12	SE		R03
		J		\$3,333.33 - \$4,378.33		01 19 21 R1	011	1	12	SE		R03
		K		\$3,485.83 - \$4,580.83		01 19 21 R1	011	1	12	SE		R03
		L		\$3,653.33 - \$4,798.33		01 19 21 R1	011	1	12	SE		R03
		M		\$3,825.00 - \$5,027.50		01 19 21 R1	011	1	12	SE		R03
		N		\$4,005.83 - \$5,262.50		01 19 21 R1	011	1	12	SE		R03
		P		\$4,198.33 - \$5,792.50		01 19 21 R1	011	1	12	SE		R03
		T		\$3,000.00 - \$3,940.50		01 19 21 R1	011	1	12	SE		R03
		U		\$3,137.25 - \$4,122.75		01 19 21 R1	011	1	12	SE		R03
		V		\$3,288.00 - \$4,318.50		01 19 21 R1	011	1	12	SE		R03
		W		\$3,442.50 - \$4,524.75		01 19 21 R1	011	1	12	SE		R03
		X		\$3,605.25 - \$4,736.25		01 19 21 R1	011	1	12	SE		R03
		Y		\$3,778.50 - \$5,213.25		01 19 21 R1	011	1	12	SE		R03
EC27	2272		TEACHER, STATE HOSPITALS (SEVERLY HANDICAPPED, DEVELOPMENTALLY DISABLED)									
		1		\$3,666.67 - \$4,816.17		01 19 21	011	1	12	SE		R03
		2		\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
		3		\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
		4		\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
		5		\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
		6		\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
		A		\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
		B		\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
		C		\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
		D		\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
		E		\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
		F		\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
		J		\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
		K		\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
		L		\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
		M		\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
		N		\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
		P		\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
		T		\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
		U		\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
		V		\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
		W		\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
		X		\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
		Y		\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
TR60	8240		TEACHING ASSISTANT									
		A		\$2,358.00 - \$2,952.00	SISA	24	047	1	6	2		R20
		F		\$1,965.00 - \$2,460.00	SISA	24	047	1	6	2		R20
TR57	6400		TEACHING ASSISTANT (CORRECTIONAL FACILITY)									
			\$2,417.00 - \$3,026.00	SISA				1	6	2		R20
TR62	8263		TEACHING ASSISTANT (SAFETY)									
		A		\$2,417.00 - \$3,026.00	SISA	R1	047	1	6	2		R20
		F		\$2,014.17 - \$2,521.67	SISA	R1	047	1	6	2		R20
TR61	8298		TEACHING ASSISTANT, DEPARTMENTS OF MENTAL HEALTH AND DEVELOPMENTAL SERVICES									
		A		\$2,417.00 - \$3,026.00	SISA		047	1	6	2		R20
		F		\$2,014.17 - \$2,521.67	SISA		047	1	6	2		R20
TR58	8244		TEACHING ASSISTANT, SCHOOL FOR THE BLIND									
		A		\$2,417.00 - \$3,026.00	SISA		047	1	6	2		R20
		F		\$2,014.17 - \$2,521.67	SISA		047	1	6	2		R20
TR59	8246		TEACHING ASSISTANT, SCHOOL FOR THE DEAF									
		A		\$2,417.00 - \$3,026.00	SISA		047	1	6	2		R20
		F		\$2,014.17 - \$2,521.67	SISA		047	1	6	2		R20
CX40	1803		TECHNICAL ASSISTANT I, POLITICAL PRACTICES COMMISSION									
			\$2,758.00 - \$3,455.00					1	6	2		R04
CX41	1804		TECHNICAL ASSISTANT II, POLITICAL PRACTICES COMMISSION									
			\$3,085.00 - \$3,864.00					1	6	2		R04
HI10	5125		TELECOMMUNICATIONS FACILITIES TECHNICIAN I, CALIFORNIA HIGHWAY PATROL									
			\$4,132.00 - \$4,761.00			19		1	6	2		R12
HI20	5126		TELECOMMUNICATIONS FACILITIES TECHNICIAN II, CALIFORNIA HIGHWAY PATROL									
			\$4,328.00 - \$4,989.00			19		1	6	2		R12
QO70	6909		TELECOMMUNICATIONS MAINTENANCE SUPERVISOR I									
			\$5,176.00 - \$6,757.00			01 19 43		1	12	E		S12
QO60	6906		TELECOMMUNICATIONS MAINTENANCE SUPERVISOR II									
			\$5,690.00 - \$7,427.00			01 19		1	12	E		S12
QQ50	6923		TELECOMMUNICATIONS MAINTENANCE SUPERVISOR III									
			\$6,319.00 - \$7,795.00			01 19		1	12	E		S12
LE92	5170		TELECOMMUNICATIONS SYSTEMS ANALYST I									
		A		\$2,945.00 - \$3,873.00		19 21	078 285	1	6	2		R01

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		B	\$3,189.00 - \$4,192.00		19 21	078 285	1	6	2		R01
		C	\$3,824.00 - \$5,028.00		19 21	078 285	1	6	2		R01
		L	\$2,945.00 - \$3,873.00		19 21	078 285	1	6	2		R01
		M	\$3,189.00 - \$4,192.00		19 21	078 285	1	6	2		R01
		N	\$3,824.00 - \$5,028.00		19 21	078 285	1	6	2		R01
LE90	5171	TELECOMMUNICATIONS SYSTEMS ANALYST II	\$4,600.00 - \$6,048.00		19		1	6	2		R01
LE86	5135	TELECOMMUNICATIONS SYSTEMS MANAGER I (SPECIALIST)	\$5,053.00 - \$6,642.00		19		1	6	2		R01
LE84	5136	TELECOMMUNICATIONS SYSTEMS MANAGER I (SUPERVISOR)	\$5,306.00 - \$6,973.00		01 19		1	12	2		S01
LE82	5133	TELECOMMUNICATIONS SYSTEMS MANAGER II (SUPERVISOR)	\$5,831.00 - \$7,609.00		01 19		1	12	E		S01
QO90	6911	TELECOMMUNICATIONS TECHNICIAN	\$4,642.00 - \$5,621.00				1	6	2		R12
QO95	6912	TELECOMMUNICATIONS TECHNICIAN TRAINEE	\$3,687.00 - \$4,244.00				1	6	2		R12
CR25	1635	TELEPHONE OPERATOR	\$2,384.00 - \$2,983.00	SISA			1	6	2		R04
CQ40	1651	TELETYPEWRITER OPERATOR	\$2,561.00 - \$3,203.00	SISA			1	6	2		R04
MD40	5574	TELEVISION ASSISTANT	\$3,824.00 - \$4,788.00				1	6	2		R01
MD35	5571	TELEVISION SPECIALIST	\$4,600.00 - \$5,758.00		19 P8		1	6	2		R01
CA87	1122	TEMPORARY CLERK	\$9.23 - \$10.92	HR	SISA 36		1	0	2	NT	E
LA35	5183	TEST VALIDATION AND DEVELOPMENT SPECIALIST I	\$3,824.00 - \$4,788.00				1	6	2		R01
LA30	5168	TEST VALIDATION AND DEVELOPMENT SPECIALIST II	\$4,600.00 - \$5,758.00		19		1	6	2		R01
AA22	9998	TEST-CORRECT	\$2,000.00 - \$3,000.00				0	6	2		R01
TG50	8084	TEXTILE TECHNICIAN I	\$2,658.00 - \$3,324.00	SISA			1	6	2		R11
TG55	8082	TEXTILE TECHNICIAN II	\$3,122.00 - \$3,906.00				1	6	2		R11
CS20	1698	TOLL CAPTAIN	\$4,207.00 - \$5,269.00		01 19		1	12	E		S04
CS50	1707	TOLL COLLECTOR	\$2,828.00 - \$3,538.00	SISA			1	6	2		R04
CS30	1701	TOLL LIEUTENANT	\$3,665.00 - \$4,590.00		01 43		1	12	2		S04
CS40	1704	TOLL SERGEANT	\$3,209.00 - \$4,019.00		01 43		1	12	2		S04
CS10	1696	TOLL SERVICES MANAGER	\$5,066.00 - \$6,344.00		01 19		1	12	E		S04
PJ30	6390	TRACTOR OPERATOR-LABORER									
		A	\$3,451.00 - \$3,976.00			040	1	6	2		R12
		B	\$3,786.00 - \$4,355.00			040	1	6	2		R12
PJ35	7560	TRACTOR OPERATOR-LABORER (CORRECTIONAL FACILITY)	\$3,786.00 - \$4,355.00				1	6	2		R12
LC30	5197	TRAINING OFFICER I									
		A	\$4,600.00 - \$5,758.00		01 19	322	1	12	2		U01
		S	\$4,602.00 - \$5,762.00		01 19	322	1	12	2		U01
LC25	5194	TRAINING OFFICER II	\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
LC20	5196	TRAINING OFFICER III	\$5,830.00 - \$7,245.00		01 19		1	12	E		S01
MC85	5624	TRANSLATOR	\$3,189.00 - \$3,992.00				1	6	2		R01
JG40	4513	TRANSPORTATION ANALYST									
		A	\$3,247.00 - \$3,689.00		01 19 21	140	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 19 21	140	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 19 21	140	1	12	2		R01
JG75	4465	TRANSPORTATION ANALYST, DEPARTMENT OF GENERAL SERVICES	\$3,731.00 - \$4,671.00		19		1	6	2		R01
XB40	9671	TRANSPORTATION COORDINATOR, SPECIAL SCHOOLS									
		A	\$3,261.00 - \$4,082.00			047	1	6	2		R20
		F	\$2,717.50 - \$3,401.67			047	1	6	2		R20

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
GH59	3135	TRANSPORTATION ENGINEER (CIVIL)									
		A	\$4,760.00 - \$5,675.00		01 19 21	289	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 19 21	289	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 19 21	289	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 19 21	289	1	12	2		R09
HJ54	3609	TRANSPORTATION ENGINEER, (ELECTRICAL)									
		A	\$4,760.00 - \$5,675.00		01 19 21	343	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 19 21	343	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 19 21	343	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 19 21	343	1	12	2		R09
GK80	3175	TRANSPORTATION ENGINEERING TECHNICIAN									
		A	\$2,871.00 - \$3,596.00		01 19 21	320	1	12	2		R11
		B	\$3,410.00 - \$4,268.00		01 19 21	320	1	12	2		R11
		C	\$4,100.00 - \$5,132.00		01 19 21	320	1	12	2		R11
JX77	4768	TRANSPORTATION PLANNER									
		A	\$3,247.00 - \$3,689.00		01 21	025	1	12	2		R01
		B	\$3,350.00 - \$3,992.00		01 21	025	1	12	2		R01
		C	\$4,016.00 - \$5,029.00		01 21	025	1	12	2		R01
ET10	2683	TRANSPORTATION PROGRAMS CONSULTANT, DEPARTMENT OF EDUCATION									
		A	\$4,987.00 - \$6,241.00		01 19	047	1	12	E		R21
		F	\$4,155.83 - \$5,200.83		01 19	047	1	12	E		R21
JG78	4464	TRANSPORTATION RATE SPECIALIST, DEPARTMENT OF GENERAL SERVICES									
		A	\$2,873.00 - \$3,600.00		19 21	336	1	6	2		R01
		B	\$3,111.00 - \$3,895.00		19 21	336	1	6	2		R01
GA20	3029	TRANSPORTATION SURVEYOR (CALTRANS)									
		A	\$4,644.00 - \$5,811.00		01 19 21	418	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 19 21	418	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 19 21	418	1	12	2		R09
		D	\$7,125.00 - \$8,915.00		01 19 21	418	1	12	2		R09
GA15	3030	TRANSPORTATION SURVEYOR PARTY CHIEF (CALTRANS)									
			\$7,481.00 - \$9,361.00		01 19		1	12	2		S09
JV44	4221	TREASURY PROGRAM MANAGER I									
			\$5,311.00 - \$6,598.00		01 19		1	12	E		S01
JV42	4225	TREASURY PROGRAM MANAGER II									
			\$6,123.00 - \$7,608.00		01 19		1	12	E		S01
JV40	4245	TREASURY PROGRAM MANAGER III									
			\$7,442.00 - \$8,451.00		01 19		1	12	E		M01
WU40	9570	TREATMENT TEAM SUPERVISOR									
			\$7,078.00 - \$8,947.00		01 19 R3		1	12	E		S06
BM20	0745	TREE MAINTENANCE LEADWORKER									
			\$3,362.00 - \$4,244.00				1	6	2		R12
BM21	9382	TREE MAINTENANCE LEADWORKER, CALTRANS									
			\$3,362.00 - \$4,244.00				1	6	2		R12
BM11	9383	TREE MAINTENANCE SUPERVISOR, CALTRANS									
			\$3,743.00 - \$4,639.00		01 43		1	12	2		S12
BM30	0748	TREE MAINTENANCE WORKER									
			\$3,214.00 - \$3,872.00				1	6	2		R12
BM31	9381	TREE MAINTENANCE WORKER, CALTRANS									
			\$3,214.00 - \$3,872.00				1	6	2		R12
PI90	6381	TRUCK DRIVER									
		A	\$3,143.00 - \$3,610.00	SISA	20	040	1	6	2		R12
		B	\$3,438.00 - \$3,958.00		20	040	1	6	2		R12
PI95	6382	TRUCK DRIVER -CORRECTIONAL FACILITY-									
			\$3,438.00 - \$3,958.00		R0		1	6	2		R12
BX20	1037	UNIT CHIEF									
			\$6,900.00 - \$8,702.00		01 19 34 R4		1	12	E		M08
TL40	8230	UNIT SUPERVISOR									
		A	\$4,728.00 - \$5,863.00		01 19	460	1	12	E		S18
		S	\$6,824.00 - \$7,411.00		01 19	460	1	12	E		S18
TL45	8104	UNIT SUPERVISOR (SAFETY)									
		A	\$4,728.00 - \$5,863.00		01 19 P8	448 460	1	12	E		S18
		P	\$7,165.00 - \$7,783.00		01 19 P8	448 460	1	12	E		S18
		S	\$6,824.00 - \$7,411.00		01 19 P8	448 460	1	12	E		S18
DE40	2082	UPHOLSTERER									
		A	\$3,143.00 - \$3,958.00			040	1	6	2		R12
		B	\$3,438.00 - \$4,339.00			040	1	6	2		R12
HD95	3518	UTILITIES ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	398	1	12	2		R09
		B	\$5,450.00 - \$6,819.00		01 21	398	1	12	2		R09
		C	\$6,304.00 - \$7,887.00		01 21	398	1	12	2		R09

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PD65	6267	UTILITY CRAFTSWORKER APPRENTICE, WATER RESOURCES	D \$7,125.00 - \$8,915.00		01 21	398	1	12	2		R09
		A \$3,432.00 - \$3,432.00				126	1	6	2		R12
		A \$19.80 - \$19.80 HR				126	1	6	2		R12
		B \$3,564.00 - \$3,564.00				126	1	6	2		R12
		B \$20.56 - \$20.56 HR				126	1	6	2		R12
		C \$3,696.00 - \$3,696.00				126	1	6	2		R12
		C \$21.32 - \$21.32 HR				126	1	6	2		R12
		D \$3,960.00 - \$3,960.00				126	1	6	2		R12
		D \$22.85 - \$22.85 HR				126	1	6	2		R12
		E \$4,224.00 - \$4,224.00				126	1	6	2		R12
		E \$24.37 - \$24.37 HR				126	1	6	2		R12
		F \$4,752.00 - \$4,752.00				126	1	6	2		R12
		F \$27.42 - \$27.42 HR				126	1	6	2		R12
PD10	6259	UTILITY CRAFTSWORKER SUPERINTENDENT, WATER RESOURCES	\$6,801.00 - \$8,450.00		01 19		1	12	E		S12
PD30	6263	UTILITY CRAFTSWORKER SUPERVISOR, WATER RESOURCES	\$5,635.00 - \$6,977.00		01 43		1	12	2		S12
PD55	6265	UTILITY CRAFTSWORKER, WATER RESOURCES	\$5,280.00 - \$6,070.00				1	6	2		R12
QG16	6777	UTILITY SHOPS SPECIALIST (CORRECTIONAL FACILITY)	\$4,642.00 - \$5,354.00				1	6	2		R12
QG10	6756	UTILITY SHOPS SUPERVISOR									
		A \$4,392.00 - \$4,968.00			01 43	040	1	12	2		S12
		B \$4,824.00 - \$5,456.00			01 43	040	1	12	2		S12
QG15	6772	UTILITY SHOPS SUPERVISOR (CORRECTIONAL FACILITY)	\$4,825.00 - \$5,457.00		01 43 R0		1	12	2		S12
ZZ99	9999	VARIOUS DUTIES	\$0.00 - \$107.53				0	6	2 E		E
		\$0.00 - \$1,075.35					0	6	2 E		E
		\$0.00 - \$10,754.00					0	6	2 E		E
IB60	0663	VEHICLE PROGRAM SPECIALIST, AIR RESOURCES BOARD	\$8,787.00 - \$10,998.00		01 19		1	12	E		R09
XU62	9973	VETERANS CLAIMS REPRESENTATIVE I									
		A \$2,945.00 - \$3,514.00		SISA	01 20 21	088	1	12	2		R01
		B \$3,189.00 - \$3,992.00			01 20 21	088	1	12	2		R01
XU60	9967	VETERANS CLAIMS REPRESENTATIVE II	\$4,001.00 - \$5,010.00		19		1	6	2		R01
XU50	9965	VETERANS CLAIMS REPRESENTATIVE III	\$4,504.00 - \$5,590.00		01 19		1	12	E		S01
AT58	0177	VETERINARIAN (GENERAL)									
		A \$5,097.00 - \$6,658.00			01 19 21	146	1	12	E		R10
		B \$5,347.00 - \$6,970.00			01 19 21	146	1	12	E		R10
		C \$5,873.00 - \$7,666.00			01 19 21	146	1	12	E		R10
		D \$6,457.00 - \$8,036.00			01 19 21	146	1	12	E		R10
AV18	0181	VETERINARIAN (MEAT INSPECTION)									
		A \$5,097.00 - \$6,658.00			01 19 21	146	1	12	E		R10
		B \$5,347.00 - \$6,970.00			01 19 21	146	1	12	E		R10
		C \$5,873.00 - \$7,666.00			01 19 21	146	1	12	E		R10
		D \$6,457.00 - \$8,036.00			01 19 21	146	1	12	E		R10
AT57	0176	VETERINARIAN SPECIALIST (GENERAL)	\$6,739.00 - \$8,405.00		01 19		1	12	E		R10
AV17	0180	VETERINARIAN SPECIALIST (MEAT INSPECTION)	\$6,739.00 - \$8,405.00		01 19		1	12	E		R10
EN30	2557	VOCATIONAL EDUCATION SUPERVISOR, CORRECTIONAL PROGRAM	\$6,600.00 - \$7,868.00		01 19		1	12	SE		M03
ED77	2441	VOCATIONAL INSTRUCTOR (BARBERSHOP PRACTICES) (CORRECTIONAL FACILITY)									
		1 \$3,666.67 - \$4,587.00			01 19 45 21 R1	011	1	12	SE		R03
		2 \$3,834.42 - \$4,799.67			01 19 45 21 R1	011	1	12	SE		R03
		3 \$4,018.67 - \$5,027.92			01 19 45 21 R1	011	1	12	SE		R03
		4 \$4,207.50 - \$5,267.17			01 19 45 21 R1	011	1	12	SE		R03
		5 \$4,406.42 - \$5,513.75			01 19 45 21 R1	011	1	12	SE		R03
		6 \$4,618.17 - \$6,067.42			01 19 45 21 R1	011	1	12	SE		R03
		7 \$4,542.51 - \$9,800.79			01 19 45 21 R1	011	1	12	SE		R03
		7 \$247.77 - \$534.59			01 19 45 21 R1	011	1	12	SE		R03
		7 \$30.97 - \$66.82			01 19 45 21 R1	011	1	12	SE		R03
		A \$4,000.00 - \$5,004.00			01 19 45 21 R1	011	1	12	SE		R03
		B \$4,183.00 - \$5,236.00			01 19 45 21 R1	011	1	12	SE		R03
		C \$4,384.00 - \$5,485.00			01 19 45 21 R1	011	1	12	SE		R03
		D \$4,590.00 - \$5,746.00			01 19 45 21 R1	011	1	12	SE		R03
		E \$4,807.00 - \$6,015.00			01 19 45 21 R1	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R1	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R1	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R1	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R1	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R1	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R1	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R1	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R1	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R1	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R1	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R1	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R1	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R1	011	1	12	SE		R03
ED82	2854	VOCATIONAL INSTRUCTOR (BUILDING MAINTENANCE) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
ED93	7585	VOCATIONAL INSTRUCTOR (CARPENTRY)									
		1	\$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
ED94	7593	VOCATIONAL INSTRUCTOR (CARPENTRY-SAFETY)									
		1	\$3,666.67 - \$4,816.17		01 19 21 R1	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 R1	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 R1	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 R1	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 R1	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		6	\$4,618.17 - \$6,371.75		01 19 21 R1	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 R1	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 R1	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 R1	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 R1	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 R1	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 R1	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 R1	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 R1	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 R1	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 R1	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 R1	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 R1	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 R1	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 R1	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 R1	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 R1	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 R1	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 R1	011	1	12	SE		R03
EF03	7586	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES)									
		1	\$3,666.67 - \$4,816.17		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 45 21	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 45 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 45 21	011	1	12	SE		R03
EF02	2855	VOCATIONAL INSTRUCTOR (COMPUTER AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		W	\$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EF23	7587	VOCATIONAL INSTRUCTOR (CULINARY ARTS)									
		1	\$3,666.67 - \$4,816.17		01 19 21	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21	011	1	12	SE		R03
EF32	2856	VOCATIONAL INSTRUCTOR (DIESEL MECHANIC) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 21	011	1	12	SE		R03
EF47	2857	VOCATIONAL INSTRUCTOR (DRYWALL INSTALLER/TAPER) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		M	\$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EF72	2858	VOCATIONAL INSTRUCTOR (FLOOR COVER LAYER) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 21	011	1	12	SE		R03
EG61	2436	VOCATIONAL INSTRUCTOR (LANDSCAPE GARDENING-SAFETY)									
		1	\$3,666.67 - \$4,816.17		01 19 21 R1	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 R1	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 R1	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 R1	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 R1	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 R1	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 R1	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 R1	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 R1	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 R1	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 R1	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 R1	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 R1	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 R1	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 R1	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 R1	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 R1	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 R1	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 R1	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 R1	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 R1	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 R1	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 R1	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 R1	011	1	12	SE		R03
EG85	2878	VOCATIONAL INSTRUCTOR (MACHINE SHOP-AUTOMOTIVE) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EH33	7590	VOCATIONAL INSTRUCTOR (MILL AND CABINET WORK)									
		1	\$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EI72	2674	VOCATIONAL INSTRUCTOR (OFFICE MACHINE REPAIR) (CORRECTIONAL FACILITY)									
		1	\$3,576.83 - \$4,475.17		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 45 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 R0	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 R0	011	1	12	SE		R03
EH47	2849	VOCATIONAL INSTRUCTOR (OFFICE SERVICES AND RELATED TECHNOLOGIES) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
			4 \$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
			5 \$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
			6 \$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
			7 \$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
			7 \$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
			7 \$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
			A \$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
			B \$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
			C \$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
			D \$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
			E \$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
			F \$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
			J \$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
			K \$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
			L \$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
			M \$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
			N \$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
			P \$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
			T \$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
			U \$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
			V \$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
			W \$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
			X \$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
			Y \$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EH83	2852	VOCATIONAL INSTRUCTOR (PRINTING GRAPHIC ARTS) (CORRECTIONAL FACILITY)									
			1 \$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
			2 \$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
			3 \$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
			4 \$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
			5 \$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
			6 \$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
			7 \$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
			7 \$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
			7 \$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
			A \$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
			B \$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
			C \$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
			D \$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
			E \$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
			F \$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
			J \$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
			K \$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
			L \$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
			M \$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
			N \$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
			P \$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
			T \$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
			U \$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
			V \$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
			W \$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
			X \$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
			Y \$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EH84	7592	VOCATIONAL INSTRUCTOR (PRINTING/GRAPHIC ARTS)									
			1 \$3,666.67 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
			2 \$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
			3 \$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
			4 \$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
			5 \$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
			6 \$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
			A \$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
			B \$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
			C \$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
			D \$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
			E \$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
			F \$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
			J \$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
			K \$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
			L \$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
			M \$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
			N \$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
			P \$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
			T \$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EI02	2850	VOCATIONAL INSTRUCTOR (ROOFER) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EI47	2851	VOCATIONAL INSTRUCTOR (SMALL ENGINE REPAIR) (CORRECTIONAL FACILITY)									
		1	\$3,666.67 - \$4,587.00		01 19 45 21	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21	011	1	12	SE		R03
EI81	2407	VOCATIONAL INSTRUCTOR (UPHOLSTERING-SAFETY)									
		1	\$3,666.67 - \$4,816.17		01 19 21 R1	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 R1	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 R1	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 R1	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 R1	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 R1	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 R1	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 R1	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 R1	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 R1	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		E	\$4,807.00 - \$6,315.00		01 19 21 R1	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 R1	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 R1	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 R1	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 R1	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 R1	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 R1	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 R1	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 R1	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 R1	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 R1	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 R1	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 R1	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 R1	011	1	12	SE		R03
ED52	2396	VOCATIONAL INSTRUCTOR -AUTO BODY AND FENDER REPAIR- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
ED62	2398	VOCATIONAL INSTRUCTOR -AUTO MECHANICS- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
ED92	2417	VOCATIONAL INSTRUCTOR -CARPENTRY- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
			2 \$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
			3 \$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
			4 \$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
			5 \$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
			6 \$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
			7 \$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
			7 \$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
			7 \$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
			A \$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
			B \$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
			C \$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
			D \$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
			E \$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
			F \$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
			J \$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
			K \$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
			L \$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
			M \$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
			N \$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
			P \$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
			T \$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
			U \$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
			V \$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
			W \$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
			X \$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
			Y \$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EF12	2420	VOCATIONAL INSTRUCTOR -COSMETOLOGY- -CORRECTIONAL FACILITY-									
			1 \$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
			2 \$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
			3 \$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
			4 \$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
			5 \$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
			6 \$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
			7 \$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
			7 \$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
			7 \$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
			A \$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
			B \$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
			C \$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
			D \$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
			E \$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
			F \$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
			J \$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
			K \$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
			L \$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
			M \$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
			N \$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
			P \$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
			T \$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
			U \$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
			V \$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
			W \$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
			X \$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
			Y \$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EF22	2422	VOCATIONAL INSTRUCTOR -CULINARY ARTS- -CORRECTIONAL FACILITY-									
			1 \$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
			2 \$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
			3 \$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
			4 \$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
			5 \$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
			6 \$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
			7 \$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
			7 \$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
			7 \$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
			A \$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
			B \$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
			C \$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
			D \$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
			E \$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
			F \$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
			J \$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
			K \$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
ED27	2423	VOCATIONAL INSTRUCTOR -DOG GROOMING AND HANDLING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.33 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EF42	2425	VOCATIONAL INSTRUCTOR -DRY CLEANING WORK- -CORRECTIONAL FACILITY-									
		1	\$3,576.83 - \$4,475.17		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 45 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 R0	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 R0	011	1	12	SE		R03
EF52	2426	VOCATIONAL INSTRUCTOR -ELECTRICAL WORK- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EF62	2428	VOCATIONAL INSTRUCTOR -ELECTRONICS- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EF64	2688	VOCATIONAL INSTRUCTOR -EYEWEAR MANUFACTURING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EG22	2597	VOCATIONAL INSTRUCTOR -HOUSEHOLD APPLIANCE REPAIR--CORRECTIONAL FACILITY-									
		1	\$3,576.83 - \$4,475.17		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 45 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.22 - \$65.19		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,431.72 - \$9,561.75		01 19 45 21 R0	011	1	12	SE		R03
		7	\$241.73 - \$521.55		01 19 45 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 45 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 45 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 45 21 R0	011	1	12	SE		R03
EG30	2372	VOCATIONAL INSTRUCTOR -INDUSTRIAL ARTS-									
		1	\$3,666.66 - \$4,816.17		01 19 21 P8	011	1	12	SE		R03
		2	\$3,834.42 - \$5,038.92		01 19 21 P8	011	1	12	SE		R03
		3	\$4,018.67 - \$5,278.17		01 19 21 P8	011	1	12	SE		R03
		4	\$4,207.50 - \$5,530.25		01 19 21 P8	011	1	12	SE		R03
		5	\$4,406.42 - \$5,788.75		01 19 21 P8	011	1	12	SE		R03
		6	\$4,618.17 - \$6,371.75		01 19 21 P8	011	1	12	SE		R03
		A	\$4,000.00 - \$5,254.00		01 19 21 P8	011	1	12	SE		R03
		B	\$4,183.00 - \$5,497.00		01 19 21 P8	011	1	12	SE		R03
		C	\$4,384.00 - \$5,758.00		01 19 21 P8	011	1	12	SE		R03
		D	\$4,590.00 - \$6,033.00		01 19 21 P8	011	1	12	SE		R03
		E	\$4,807.00 - \$6,315.00		01 19 21 P8	011	1	12	SE		R03
		F	\$5,038.00 - \$6,951.00		01 19 21 P8	011	1	12	SE		R03
		J	\$3,333.33 - \$4,378.33		01 19 21 P8	011	1	12	SE		R03
		K	\$3,485.83 - \$4,580.83		01 19 21 P8	011	1	12	SE		R03
		L	\$3,653.33 - \$4,798.33		01 19 21 P8	011	1	12	SE		R03
		M	\$3,825.00 - \$5,027.50		01 19 21 P8	011	1	12	SE		R03
		N	\$4,005.83 - \$5,262.50		01 19 21 P8	011	1	12	SE		R03
		P	\$4,198.33 - \$5,792.50		01 19 21 P8	011	1	12	SE		R03
		T	\$3,000.00 - \$3,940.50		01 19 21 P8	011	1	12	SE		R03
		U	\$3,137.25 - \$4,122.75		01 19 21 P8	011	1	12	SE		R03
		V	\$3,288.00 - \$4,318.50		01 19 21 P8	011	1	12	SE		R03
		W	\$3,442.50 - \$4,524.75		01 19 21 P8	011	1	12	SE		R03
		X	\$3,605.25 - \$4,736.25		01 19 21 P8	011	1	12	SE		R03
		Y	\$3,778.50 - \$5,213.25		01 19 21 P8	011	1	12	SE		R03
EG52	2600	VOCATIONAL INSTRUCTOR -JANITORIAL SERVICE--CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03



Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EG62	2601	VOCATIONAL INSTRUCTOR -LANDSCAPE GARDENING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03
EG82	2614	VOCATIONAL INSTRUCTOR -MACHINE SHOP PRACTICES- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 RO	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 RO	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 RO	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 RO	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 RO	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 RO	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 RO	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 RO	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 RO	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 RO	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 RO	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 RO	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 RO	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 RO	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 RO	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 RO	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 RO	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 RO	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 RO	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 RO	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 RO	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 RO	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 RO	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 RO	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 RO	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 RO	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 RO	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
EG92	2615	VOCATIONAL INSTRUCTOR -MASONRY- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EH32	2630	VOCATIONAL INSTRUCTOR -MILL AND CABINET WORK- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EH52	2644	VOCATIONAL INSTRUCTOR -PAINTING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EH62	2645	VOCATIONAL INSTRUCTOR -PLASTERING- -CORRECTIONAL FACILITY-									
		1	\$3,576.83 - \$4,475.17		01 19 21 R0	011	1	12	SE		R03
		2	\$3,740.92 - \$4,682.33		01 19 21 R0	011	1	12	SE		R03
		3	\$3,920.58 - \$4,905.08		01 19 21 R0	011	1	12	SE		R03
		4	\$4,104.83 - \$5,138.83		01 19 21 R0	011	1	12	SE		R03
		5	\$4,299.17 - \$5,379.00		01 19 21 R0	011	1	12	SE		R03
		6	\$4,505.42 - \$5,919.83		01 19 21 R0	011	1	12	SE		R03
		A	\$3,902.00 - \$4,882.00		01 19 21 R0	011	1	12	SE		R03
		B	\$4,081.00 - \$5,108.00		01 19 21 R0	011	1	12	SE		R03
		C	\$4,277.00 - \$5,351.00		01 19 21 R0	011	1	12	SE		R03
		D	\$4,478.00 - \$5,606.00		01 19 21 R0	011	1	12	SE		R03
		E	\$4,690.00 - \$5,868.00		01 19 21 R0	011	1	12	SE		R03
		F	\$4,915.00 - \$6,458.00		01 19 21 R0	011	1	12	SE		R03
		J	\$3,251.67 - \$4,068.33		01 19 21 R0	011	1	12	SE		R03
		K	\$3,400.83 - \$4,256.67		01 19 21 R0	011	1	12	SE		R03
		L	\$3,564.17 - \$4,459.17		01 19 21 R0	011	1	12	SE		R03
		M	\$3,731.67 - \$4,671.67		01 19 21 R0	011	1	12	SE		R03
		N	\$3,908.33 - \$4,890.00		01 19 21 R0	011	1	12	SE		R03
		P	\$4,095.83 - \$5,381.67		01 19 21 R0	011	1	12	SE		R03
		T	\$2,926.50 - \$3,661.50		01 19 21 R0	011	1	12	SE		R03
		U	\$3,060.75 - \$3,831.00		01 19 21 R0	011	1	12	SE		R03
		V	\$3,207.75 - \$4,013.25		01 19 21 R0	011	1	12	SE		R03
		W	\$3,358.50 - \$4,204.50		01 19 21 R0	011	1	12	SE		R03
		X	\$3,517.50 - \$4,401.00		01 19 21 R0	011	1	12	SE		R03
		Y	\$3,686.25 - \$4,843.50		01 19 21 R0	011	1	12	SE		R03
EH72	2661	VOCATIONAL INSTRUCTOR -PLUMBING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EH92	2668	VOCATIONAL INSTRUCTOR -REFRIGERATION AND AIR CONDITIONING REPAIR- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EI22	2670	VOCATIONAL INSTRUCTOR -SHEET METAL WORK- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EI52	2673	VOCATIONAL INSTRUCTOR -STOCKKEEPING AND WAREHOUSING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EI82	2675	VOCATIONAL INSTRUCTOR -UPHOLSTERING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
EI92	2677	VOCATIONAL INSTRUCTOR -WELDING- -CORRECTIONAL FACILITY-									
		1	\$3,666.67 - \$4,587.00		01 19 45 21 R0	011	1	12	SE		R03
		2	\$3,834.42 - \$4,799.67		01 19 45 21 R0	011	1	12	SE		R03
		3	\$4,018.67 - \$5,027.92		01 19 45 21 R0	011	1	12	SE		R03
		4	\$4,207.50 - \$5,267.17		01 19 45 21 R0	011	1	12	SE		R03
		5	\$4,406.42 - \$5,513.75		01 19 45 21 R0	011	1	12	SE		R03
		6	\$4,618.17 - \$6,067.42		01 19 45 21 R0	011	1	12	SE		R03
		7	\$247.77 - \$534.59		01 19 45 21 R0	011	1	12	SE		R03
		7	\$4,542.51 - \$9,800.79		01 19 45 21 R0	011	1	12	SE		R03
		7	\$30.97 - \$66.82		01 19 45 21 R0	011	1	12	SE		R03
		A	\$4,000.00 - \$5,004.00		01 19 45 21 R0	011	1	12	SE		R03
		B	\$4,183.00 - \$5,236.00		01 19 45 21 R0	011	1	12	SE		R03
		C	\$4,384.00 - \$5,485.00		01 19 45 21 R0	011	1	12	SE		R03
		D	\$4,590.00 - \$5,746.00		01 19 45 21 R0	011	1	12	SE		R03
		E	\$4,807.00 - \$6,015.00		01 19 45 21 R0	011	1	12	SE		R03
		F	\$5,038.00 - \$6,619.00		01 19 45 21 R0	011	1	12	SE		R03
		J	\$3,333.33 - \$4,170.00		01 19 45 21 R0	011	1	12	SE		R03
		K	\$3,485.83 - \$4,363.33		01 19 45 21 R0	011	1	12	SE		R03
		L	\$3,653.33 - \$4,570.83		01 19 45 21 R0	011	1	12	SE		R03
		M	\$3,825.00 - \$4,788.33		01 19 45 21 R0	011	1	12	SE		R03
		N	\$4,005.83 - \$5,012.50		01 19 45 21 R0	011	1	12	SE		R03
		P	\$4,198.33 - \$5,515.83		01 19 45 21 R0	011	1	12	SE		R03
		T	\$3,000.00 - \$3,753.00		01 19 45 21 R0	011	1	12	SE		R03
		U	\$3,137.25 - \$3,927.00		01 19 45 21 R0	011	1	12	SE		R03
		V	\$3,288.00 - \$4,113.75		01 19 45 21 R0	011	1	12	SE		R03
		W	\$3,442.50 - \$4,309.50		01 19 45 21 R0	011	1	12	SE		R03
		X	\$3,605.25 - \$4,511.25		01 19 45 21 R0	011	1	12	SE		R03
		Y	\$3,778.50 - \$4,964.25		01 19 45 21 R0	011	1	12	SE		R03
XM40	9853	VOCATIONAL PSYCHOLOGIST	\$5,089.00 - \$7,368.00		19		1	6	E		R19
WD40	9150	VOCATIONAL RESOURCE SPECIALIST	\$3,824.00 - \$4,788.00		19		1	6	2		R01
XM30	9852	VOCATIONAL TESTING AND COUNSELING SPECIALIST, CORRECTIONAL PROGRAM	\$4,839.00 - \$6,350.00		19		1	6	E		R19
WS40	9610	VOLUNTEER SERVICES PROGRAM MANAGER, YOUTH AUTHORITY	\$4,944.00 - \$6,136.00		01 19		1	12	2		S20
VB40	8410	WARDEN-PILOT DEPARTMENT OF FISH AND GAME	\$5,622.00 - \$7,240.00		01 19 34 R3		1	12	2		R07

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
PB23	1501	WAREHOUSE MANAGER I									
		A	\$3,656.00 - \$4,524.00		01 43 N1	040	1	12	2		S 12
		B	\$4,004.00 - \$4,968.00		01 43 N1	040	1	12	2		S 12
PB17	1504	WAREHOUSE MANAGER I -CORRECTIONAL FACILITY-	\$4,004.00 - \$4,968.00		01 43 R0		1	12	2		S 12
PB22	1500	WAREHOUSE MANAGER II									
		A	\$4,004.00 - \$4,968.00		01 43	040	1	12	2		S 12
		B	\$4,392.00 - \$5,456.00		01 43	040	1	12	2		S 12
PB16	1502	WAREHOUSE MANAGER II -CORRECTIONAL FACILITY-	\$4,392.00 - \$5,456.00		01 43 R0		1	12	2		S 12
PB21	1497	WAREHOUSE OPERATIONS MANAGER	\$4,392.00 - \$5,456.00		01 19		1	12	2		S 12
PB20	6220	WAREHOUSE WORKER									
		A	\$2,963.00 - \$3,383.00	SISA		040 285	1	6	2		R 12
		B	\$3,222.00 - \$3,699.00	SISA		040 285	1	6	2		R 12
		L	\$2,963.00 - \$3,222.00	SISA		040 285	1	6	2		R 12
		M	\$3,222.00 - \$3,523.00	SISA		040 285	1	6	2		R 12
PB15	6221	WAREHOUSE WORKER -CORRECTIONAL FACILITY-	\$3,222.00 - \$3,699.00	SISA	R0		1	6	2		R 12
HY07	3786	WASTE MANAGEMENT ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 19 21	423	1	12	2		R 09
		B	\$5,450.00 - \$6,819.00		01 19 21	423	1	12	2		R 09
		C	\$6,304.00 - \$7,887.00		01 19 21	423	1	12	2		R 09
		D	\$7,125.00 - \$8,915.00		01 19 21	423	1	12	2		R 09
PK88	6467	WATER AND POWER DISPATCHER	\$7,419.00 - \$9,183.00		19		1	6	2		R 12
QD05	6191	WATER AND SEWAGE PLANT OPERATOR, DEPARTMENT OF FORESTRY AND FIRE PROTECTION (SAFETY)	\$5,661.00 - \$5,945.00				1	6	2		R 13
QD10	6723	WATER AND SEWAGE PLANT SUPERVISOR									
		A	\$5,148.00 - \$5,405.00			040	1	6	2		R 13
		B	\$5,661.00 - \$5,945.00			040	1	6	2		R 13
QD11	5067	WATER AND SEWAGE PLANT SUPERVISOR (ANGEL ISLAND)	\$5,148.00 - \$5,405.00				1	6	2		R 13
QD15	6724	WATER AND SEWAGE PLANT SUPERVISOR -CORRECTIONAL FACILITY-	\$5,661.00 - \$5,945.00		R0		1	6	2		R 13
ID39	3846	WATER RESOURCE CONTROL ENGINEER									
		A	\$4,760.00 - \$5,675.00		01 21	424	1	12	2		R 09
		B	\$5,450.00 - \$6,819.00		01 21	424	1	12	2		R 09
		C	\$6,704.00 - \$8,390.00		01 21	424	1	12	2		R 09
		D	\$7,125.00 - \$8,915.00		01 21	424	1	12	2		R 09
GP20	3042	WATER RESOURCES ENGINEERING ASSOCIATE (SPECIALIST)	\$5,185.00 - \$6,490.00		19		1	6	2		R 11
GP22	3046	WATER RESOURCES ENGINEERING ASSOCIATE (SUPERVISOR)	\$5,190.00 - \$6,494.00		01 19 43		1	12	2		S 11
GP40	3044	WATER RESOURCES TECHNICIAN I	\$3,410.00 - \$4,268.00				1	6	2		R 11
GP30	3043	WATER RESOURCES TECHNICIAN II	\$4,100.00 - \$5,132.00				1	6	2		R 11
GP25	3045	WATER SERVICES SUPERVISOR	\$5,698.00 - \$7,133.00		01 19		1	12	2		S 11
RL85	7322	WEBFED OFFSET PRESS OPERATOR I	\$3,309.00 - \$4,141.00		19		1	6	2		R 14
RL65	7331	WEBFED OFFSET PRESS OPERATOR II	\$3,969.00 - \$4,968.00		19		1	6	2		R 14
RL75	7332	WEBFED OFFSET PRESS OPERATOR III	\$4,196.00 - \$5,254.00		19		1	6	2		R 14
RL55	7333	WEBFED OFFSET PRESS OPERATOR IV	\$4,453.00 - \$5,573.00		19		1	6	2		R 14
JP50	4228	WELFARE FRAUD PREVENTION COORDINATOR	\$5,053.00 - \$6,325.00		19		1	6	E		R 01
BQ14	0842	WILDLIFE FORENSIC SPECIALIST									
		A	\$2,902.00 - \$3,388.00		01 19 21	416	1	12	2		R 10
		B	\$3,580.00 - \$4,437.00		01 19 21	416	1	12	2		R 10
		C	\$4,772.00 - \$5,925.00		01 19 21	416	1	12	2		R 10
BQ57	0904	WILDLIFE HABITAT ASSISTANT	\$3,279.00 - \$4,100.00				1	6	2		R 11
BQ56	0903	WILDLIFE HABITAT SUPERVISOR I	\$3,750.00 - \$4,695.00				1	6	2		R 11
BQ55	0902	WILDLIFE HABITAT SUPERVISOR II	\$4,508.00 - \$5,642.00		01 19		1	12	E		S 11

Schem	Class Code	Full Class Title	Compensation	SISA	Footnotes	AR Crit	MCR	Prob. Mo.	WWG	NT	CBID
DD40	2037	WINDOW CLEANER	\$2,889.00 - \$3,610.00				1	6	2		R 12
PN80	6481	WOOD CAULKER HISTORIC SHIPS -CASUAL EMPLOYMENT-	\$0.00 - \$0.00				1	0	2	NT	E
CC85	1181	WORD PROCESSING TECHNICIAN									
		A	\$2,429.00 - \$3,043.00		21	091 285	1	6	2		R04
		B	\$2,561.00 - \$3,203.00		21	091 285	1	6	2		R04
		L	\$2,429.00 - \$3,043.00		21	091 285	1	6	2		R04
		M	\$2,561.00 - \$3,203.00		21	091 285	1	6	2		R04
WF40	9491	WORKERS' COMPENSATION ASSISTANT									
		A	\$2,945.00 - \$3,690.00		01 21	103	1	12	2		R01
		B	\$3,189.00 - \$3,992.00		01 21	103	1	12	2		R01
		C	\$3,824.00 - \$4,788.00		01 21	103	1	12	2		R01
WH68	9325	WORKERS' COMPENSATION CLAIMS ADJUSTER									
		A	\$3,247.00 - \$3,689.00		01 19 21	340	1	12	2		R01
		B	\$3,350.00 - \$4,192.00		01 19 21	340	1	12	2		R01
		C	\$4,430.00 - \$5,543.00		01 19 21	340	1	12	2		R01
WO01	9341	WORKERS' COMPENSATION COMPLIANCE MANAGER	\$7,088.00 - \$8,048.00		01 19		1	12	E		M01
WO04	9338	WORKERS' COMPENSATION COMPLIANCE OFFICER	\$4,829.00 - \$6,048.00		01 19		1	12	2		R01
WF35	9210	WORKERS' COMPENSATION CONSULTANT	\$4,829.00 - \$6,048.00		19		1	6	2		R01
WH71	9327	WORKERS' COMPENSATION INSURANCE REPRESENTATIVE									
		A	\$3,247.00 - \$3,689.00		01 19 21	340	1	12	2		R01
		B	\$3,350.00 - \$4,192.00		01 19 21	340	1	12	2		R01
		C	\$4,430.00 - \$5,543.00		01 19 21	340	1	12	2		R01
WH60	9334	WORKERS' COMPENSATION INSURANCE SUPERVISOR I	\$4,221.00 - \$5,226.00		01 19		1	12	2		S01
WH58	9335	WORKERS' COMPENSATION INSURANCE SUPERVISOR II	\$5,110.00 - \$6,350.00		01 19		1	12	E		S01
WH80	9336	WORKERS' COMPENSATION INSURANCE TECHNICIAN									
		A	\$2,684.00 - \$3,362.00		SISA 01 19 20 21	200	1	12	2		R01
		B	\$3,122.00 - \$3,909.00		01 19 20 21	200	1	12	2		R01
OY10	6116	WORKERS' COMPENSATION JUDGE	\$7,835.00 - \$9,855.00		01 19		1	12	E		R02
WF25	9213	WORKERS' COMPENSATION MANAGER	\$6,453.00 - \$7,331.00		01 19		1	12	E		M01
WH66	9323	WORKERS' COMPENSATION PAYROLL AUDITOR									
		A	\$3,247.00 - \$3,872.00		01 19 21	145	1	12	2		R01
		B	\$3,517.00 - \$4,624.00		01 19 21	145	1	12	2		R01
WO07	9514	WORKERS' COMPENSATION REHABILITATION CONSULTANT	\$4,488.00 - \$5,618.00		19		1	6	2		R01
PB50	9991	YOUTH AID	\$9.23 - \$9.36	HR	14		1	0	2	NT	E
WT97	9558	YOUTH AUTHORITY ADMINISTRATOR, COMMUNITY AND STAFF SERVICES	\$9,424.00 - \$10,807.00		01 19 P4		1	12	E		M06
WT95	9556	YOUTH AUTHORITY ADMINISTRATOR, REHABILITATION SERVICES	\$9,424.00 - \$10,807.00		01 R3		1	12	E		M06
XS10	9581	YOUTH CORRECTIONAL COUNSELOR									
		A	\$3,172.00 - \$3,172.00		01 21 R3	170	1	12	2		R06
		B	\$4,103.00 - \$4,940.00		01 21 R3	170	1	12	2		R06
		C	\$5,493.00 - \$6,946.00		01 21 R3	170	1	12	2		R06
		J	\$24.25 - \$29.19		01 21 R3	170	1	12	2		R06
		J	\$4,308.00 - \$5,187.00		01 21 R3	170	1	12	2		R06
		K	\$5,768.00 - \$7,293.00		01 21 R3	170	1	12	2		R06
		K	\$32.46 - \$41.05		01 21 R3	170	1	12	2		R06
WU90	9579	YOUTH CORRECTIONAL OFFICER									
		A	\$3,172.00 - \$3,172.00		01 19 21 R3	168	1	12	2		R06
		B	\$3,738.00 - \$4,493.00		01 19 21 R3	168	1	12	2		R06
		C	\$5,007.00 - \$6,328.00		01 19 21 R3	168	1	12	2		R06
		J	\$22.09 - \$26.55		01 19 21 R3	168	1	12	2		R06
		J	\$3,925.00 - \$4,718.00		01 19 21 R3	168	1	12	2		R06
		K	\$29.59 - \$37.40		01 19 21 R3	168	1	12	2		R06
		K	\$5,257.00 - \$6,644.00		01 19 21 R3	168	1	12	2		R06
XD10	9739	YOUTHFUL OFFENDER PAROLE BOARD REPRESENTATIVE	\$7,898.00 - \$9,059.00		01 19		1	12	E		R02

Appendix O - Authorized Position Counts by Office and Location

JUDICIAL COUNCIL HEADQUARTERS STAFF CONSOLIDATION SCENARIOS			SCENARIO I: Current State					SCENARIO II: Sacramento Consolidation					SCENARIO III: Partial Consolidation					SCENARIO IV: San Francisco Consolidation					SCENARIO V: San Francisco/ Burbank Consolidation					SCENARIO VI: San Francisco/ Sacramento Consolidation				
DIVISION	OFFICE	ALL JC STAFF <sup>1</sup>	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD OFFICES	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD
			Executive Office	Executive Office <sup>2</sup>	7	3	4				7					3	4				7					7					3	4
	Governmental Affairs <sup>3</sup>	12			12			12					12					12					12					12				
Operations Services Division	Appellate Court Services	7	7					7					7					7					7				7					
	Court Operations Special Services	44	40	1	3			44					44					44					41		3		43	1				
	Center for Families, Children and the Courts	67	61	5	1			67					67					67					66		1		62	5				
	Center for Judiciary Education and Research	50	50					50					50					50					50				50					
	Judicial Branch Capital Program <sup>4</sup>	56	18	26	11	1		56					56					56					45		11		30	26				
	Criminal Justice Court Services	17	17					17					17					17					17				17					
Admin. Services Division	Fiscal Services	83	69	9	5			83					83					83					78		5		74	9				
	Human Resources	40	40					40					40					40					40				40					
	Trial Court Administrative Services	88	1	87				88					88					88					88			1	87					
	Information Technology Services	124	111	4	9			124					124					124					115		9		120	4				
	Real Estate and Facilities Management <sup>5, 6</sup>	86	20	29	17	20		65			21		66			20		66			20		49		17	20	37	29	20			
	Administrative Services	25	25					25					25					25					25				25					
Leadership Services Division	Legal Services	60	45	7	8			60					60					60					52		8		53	7				
	Internal Audit Services	14	10	4				14					14					14					14				10	4				
	Communications <sup>7</sup>	7	7				2						7					7					7				7					
	Judicial Council Support Services	12	12					12					12					12					12				12					
	Trial Court Liaison	8	4	4				8					8					8					8				4	4				
	Special Projects	7	7					7					7					7					7				7					
<b>ALL DIVISIONS/OFFICES (Authorized)<sup>8</sup></b>		<b>814</b>	<b>540</b>	<b>187</b>	<b>54</b>	<b>12</b>	<b>21</b>	<b>0</b>	<b>791</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>389</b>	<b>405</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>782</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>728</b>	<b>12</b>	<b>54</b>	<b>0</b>	<b>20</b>	<b>595</b>	<b>199</b>	<b>0</b>	<b>0</b>	<b>20</b>
<b>Pct Distribution of Vacancy</b>		<b>1</b>	<b>0.681</b>	<b>0.236</b>	<b>0.068</b>	<b>0.015</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.49</b>	<b>0.51</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.985</b>	<b>0.015</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.917</b>	<b>0.015</b>	<b>0.068</b>	<b>0</b>	<b>0</b>	<b>0.749</b>	<b>0.251</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>VACANCY RATE APPLIED (Rounded Down to Ensure 10%)<sup>9</sup></b>		<b>732</b>	<b>484</b>	<b>168</b>	<b>48</b>	<b>11</b>	<b>21</b>	<b>0</b>	<b>709</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>349</b>	<b>363</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>701</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>653</b>	<b>11</b>	<b>48</b>	<b>0</b>	<b>20</b>	<b>534</b>	<b>178</b>	<b>0</b>	<b>0</b>	<b>20</b>

1 Filled positions plus vacancies (authorized positions) for all offices as of February 1, 2015.

2 In Scenarios where the majority of positions are consolidated in one location (scenarios II, IV and V), the Executive Office will consolidate to that location. In Scenarios where positions are split between San Francisco and Sacramento, the Executive Office will be in both locations. It will be essential for the Executive Office to travel between the two sites.

3 The Office of Governmental Affairs (OGA), except in Scenario I, will vacate their separate office in Downtown Sacramento and move to a consolidated Sacramento location.

4 Scenario I: One construction inspector based in Turlock. In all Scenarios, this position will relocate to the office with the majority of Judicial Branch Capital Program positions.

5 Scenario I: REFM field positions are located in court facilities (rent free) and several small offices (primarily < 1,500sqft); abolished in Scenarios II-VI; all positions in Scenarios II-VI located to specific court locations.

6 In Scenario II: One Real Estate position will not relocate to Sacramento. Due to its body of work relating the Supreme Court, this position will relocate to a specific court located in the San Francisco Bay Area.

7 In Scenario II: Two Office of Communications positions will not relocate to Sacramento. Due to their body of work serving the Supreme Court and Courts of Appeal, these positions will relocate to a specific court located in the San Francisco Bay Area.

8 All numbers are authorized positions, not filled positions. These numbers were obtained from filled positions and vacancies reported on February 1, 2015.

9 Since all numbers are authorized positions, a 10% vacancy rate is applied. All numbers were rounded. Field Office positions were excluded from the vacancy rate formula. The other offices assumed the vacancy balance from the field.



Appendix P - Tax Certificate

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TAX CERTIFICATE

of the

SAN FRANCISCO STATE BUILDING AUTHORITY

and the

STATE OF CALIFORNIA DEPARTMENT OF GENERAL SERVICES

Dated December 15, 2005

\$201,480,000

San Francisco State Building Authority  
Lease Revenue Refunding Bonds  
(State of California San Francisco Civic Center Complex)  
2005 Series A

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## TAX CERTIFICATE

The San Francisco State Building Authority (the "Authority") and the State of California Department of General Services (the "Department") hereby make the following representations of facts and expectations and covenants to comply with the requirements of this certificate (the "Tax Certificate") in connection with the Authority's Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex) 2005 Series A in the aggregate principal amount of \$201,480,0000 (the "Bonds"). The Bonds are being issued pursuant to the Indenture, dated as of December 1, 1996 (the "Original Indenture"), as supplemented by a First Supplemental Indenture, dated as of December 1, 2005 (the "First Supplemental Indenture" and, together with the Original Indenture, the "Indenture"), each between the Authority and the Treasurer of the State of California, as trustee (the "State Treasurer"). Pursuant to the Original Indenture, the Authority has previously issued its Lease Revenue Bonds (State of California San Francisco Civic Center Complex) 1996 Series A (the "1996 Series A Bonds") to pay the costs of financing improvements to the State of California San Francisco Civic Center Complex (the "Project"). Pursuant to Section 5.4 of the Indenture, and in part pursuant to Treasury Regulations § 1.148-2(b)(2)(i), the Authority and the Department certify, covenant, warrant and represent as follows:

### 1. General

1.1 The Authority. The Authority is a joint exercise of powers authority, duly created and existing pursuant to a Joint Exercise of Powers Agreement, dated as of December 23, 1982, between the State of California (the "State"), acting through its Director of the Department of General Services of the State of California and the Redevelopment Agency of the City and County of San Francisco, as amended on November 19, 1985, December 21, 1993 and July 1, 1998 (as amended, the "JPA Agreement") and is authorized and empowered pursuant to California Government Code Sections 6500 and following, Section 14669.12 and Sections 53580 and following (collectively, the "Code") to issue the Bonds. The Authority is a constituted authority and is issuing the Bonds on behalf of a political subdivision.

The expectations of the Authority and the Department concerning the use of the proceeds of the Bonds and the other funds described herein and the use of the Project are based in whole or in part upon the representations and certifications of such parties as set forth in this Tax Certificate; provided, however, the Authority, in making the representations and certifications herein, is relying and has relied on the representations and certifications of the Department contained herein.

1.2 Delivery of Bonds. The Bonds are being delivered to Banc of America Securities LLC, as representative for the underwriters (the "Underwriter") on the date hereof in exchange for good funds.

1.3 Purpose of Financing. The proceeds of the Bonds will be used to provide funds to (a) establish an irrevocable escrow to refund and defease a portion of the 1996 Series A Bonds, namely, \$227,750,000 aggregate principal amount of 1996 Series A Bonds maturing on December 1 in the years 2010, 2011, 2016 and 2021 (the "Prior Bonds"), and (b) pay the costs of issuing of the Bonds. In connection with the issuance of the Prior Bonds, the Authority has leased the Project to

the Department pursuant to a Lease Purchase Agreement, dated as of December 1, 1996, between the Authority, as lessor and the State acting through the Department, as lessee, as amended by the First Amendment to Lease Purchase Agreement, dated as of December 1, 2005 (as amended, the "Lease"). By its terms, the Lease will continue so long as the Bonds are Outstanding.

1.4 One Issue. All the Bonds were sold on the same day, have been sold pursuant to a common plan of financing, and are reasonably expected to be paid from substantially the same source of funds. On the same day as or within 15 days of the sale of the Bonds, the State Treasurer also sold \$28,340,000 aggregate principal amount of Oakland State Building Authority Lease Revenue Refunding Bonds (Elihu M. Harris State Office Building) 2005 Series A (the "Oakland JPA Bonds"). The Bonds and the Oakland JPA Bonds are refinancing separate projects, that are subject to separate leases. Therefore, the Issuer has been advised by Bond Counsel that the Oakland JPA Bonds and the Bonds are probably treated as separate issues for federal income tax purposes. In the event that the Bonds are treated as a single issue together with the Oakland JPA Bonds for federal tax purposes, the Issuer hereby elects under Treasury Regulation §1.150-1(c)(3) to treat the Bonds and the Oakland JPA Bonds as separate issues for certain tax purposes and hereby allocates to the Bonds all bonds so-designated in the Official Statement relating to the Bonds, dated November 30, 2005, as supplemented on December 13, 2005 (the "Official Statement") and all funds derived from such bonds. The Bonds and the Oakland JPA Bonds are designed to separately qualify for tax-exempt status. *However, see the discussion on the calculation of the yield on the Oakland JPA Bonds and the Bonds described in the note following Section 3.10 hereof.* Other than the Bonds and the Oakland JPA Bonds, no other governmental obligations reasonably expected to be paid out of substantially the same source of funds were sold within the period beginning 15 days prior to the date the Bonds were sold and ending 15 days after the sale date pursuant to a common plan of financing.

1.5 Governmental Bond Status. At least 95% of the proceeds of the Prior Bonds were used to finance or refinance facilities owned by the Authority and operated by the Department and such facilities have not been and will not be used by any non-governmental persons so as to cause the Bonds to be classified as private activity bonds. No Bond proceeds or proceeds of the Prior Bonds have been or will be used to make loans to non-governmental persons.

1.6 Registered Form. The Bonds are being issued in registered form.

1.7 Federal Guarantee. The Authority and the Department will not directly or indirectly use or permit the use of any proceeds of the Bonds or any other funds of the Authority or the Department or take or omit to take any action that would cause the Bonds to be treated as "federally guaranteed" within the meaning of Section 149(b) of the Code. In furtherance of this covenant, the Authority and the Department will not allow the payment of the principal or interest with respect to the Bonds to be guaranteed (directly or indirectly) in whole or in part by the United States or any agency or instrumentality thereof. The Authority and the Department also will not, except as provided in the next sentence, use 5% or more of the proceeds of the Bonds to make loans the payment of the principal or interest with respect to which are guaranteed in whole or in part by the United States or any agency or instrumentality thereof, nor will it invest 5% or more of the proceeds in federally insured deposits or accounts. The preceding sentence shall not apply to temporary period investments of proceeds until they are used for the purpose for which the Bonds are issued, to investments in the Revenue Fund (to the extent moneys in the Revenue Fund are transferred to the Interest Account, the Principal Account or the Reserve Account), the Interest Account, the

Principal Account, the Reserve Account, or the Escrow Fund, or to investments in obligations of the United States Treasury.

1.8 Information Reporting. The Authority and the Department shall cause Form 8038G to be filed with respect to the Bonds by the fifteenth day of the second calendar month following the quarter in which the Bonds are issued.

1.9 No Pool Bonds. The Authority and the Department do not expect to use and will not use the proceeds of the Bonds directly or indirectly to make or finance loans to two or more ultimate borrowers.

1.10 No Hedge Bonds.

1.10.1 As of the date the Prior Bonds were issued, the Authority and the Department reasonably expected that more than 85% of the spendable proceeds of the Prior Bonds would be expended on the Project within three years of the date of issuance of the Prior Bonds from which such proceeds were derived. The term "spendable proceeds," as used in the foregoing sentence, means, with respect to the Prior Bonds, the issue price of the Prior Bonds less the amount of Prior Bond proceeds deposited into the Reserve Account, if any.

1.10.2 Less than 50% of the proceeds of the Prior Bonds were invested in investment securities with a "substantially guaranteed yield" for four years or longer.

1.11 First Advance Refunding. The Bonds are being issued to refund the Prior Bonds. No proceeds of the Prior Bonds were used to pay interest, principal or call premium with respect to any other obligations.

1.12 First Call Date Requirement. Each of the Prior Bonds is being called for redemption on the first optional call date of such Prior Bonds.

1.13 Definitions. Unless the context otherwise requires, the following capitalized terms have the following meanings for purposes of this Tax Certificate:

"Bond Insurance" means the bond insurance policy issued by Financial Guaranty Insurance Company which insures a portion of the Bonds.

"Bond Year" means the period beginning on the Closing Date and ending on December 15, 2006, (or on an earlier date selected by the Authority in accordance with Treasury Regulations Section 1.148-1(b)) and each successive one-year period thereafter. The last Bond Year for an issue of the Bonds will end on the last day on which any Bond of such issue is outstanding for federal tax purposes.

"Closing Date" means the date of this Tax Certificate.

"Code" means the Internal Revenue Code of 1986 and the applicable Treasury Regulations.

"Escrow Fund" means that fund established pursuant to an Escrow Agreement, dated as of December 1, 2005, between the Authority and the State Treasurer, as escrow

agent, to effectuate the defeasance of the Prior Bonds (the “Escrow Agreement”).

“Gross Proceeds” has the meaning used in Treasury Regulations § 1.148-1(b), and generally means all proceeds derived from or relating to the Bonds, including amounts received as a result of investing the original proceeds of sale of the Bonds and amounts to be used to pay debt service on the Bonds.

“Investment Property” means any security or obligation (other than a tax-exempt obligation unless such obligation is a “specified private activity bond” within the meaning of Section 57(b)(5) of the Code), any annuity contract or any other investment type property.

“Nonpurpose Investment” means any Investment Property in which Gross Proceeds are invested.

“Opinion of Counsel” means an opinion of nationally recognized bond counsel.

“Rebate Fund” means the fund established by the State Treasurer and held pursuant to the terms of this Tax Certificate and of the Indenture.

“Rebate Requirement” means (as of the date of any computation) the amount of rebatable arbitrage that would be required to be paid to the United States with respect to the Bonds pursuant to Treasury Regulations § 1.148-3 if such date were the final computation date with respect to the Bonds.

“Sale Proceeds” means \$215,021,067.92 (being the principal amount of the Bonds, \$201,480,000, plus an original issue premium of \$13,150,830.80, and plus accrued interest from December 1, 2005, the date of the Bonds, to the date hereof of \$390,237.12).

“Verification Report” means the verification report (attached hereto as Exhibit B) issued by McGladrey & Pullen LLP relating to the refunding of the Prior Bonds and dated the Closing Date.

“Yield” means that discount rate which when computing the present value of all the unconditionally payable payments of principal and interest, and all payments for qualified guarantees, to be paid on the Bonds produces an amount equal to the issue price of the Bonds, as set forth in Treasury Regulations § 1.148-4.

## 2. Arbitrage

2.1 Reasonable Expectations; Reliance on Others. This Section 2 states the reasonable expectations of the Authority and the Department with respect to the amounts and uses of the proceeds of the Bonds and certain other funds. The expectations of the Authority and the Department concerning certain uses of Bond proceeds and certain other moneys described herein and other matters are based in whole or in part upon representations of other parties as set forth in this Tax Certificate or exhibits hereto. The Authority and the Department are not aware of any facts or circumstances that would cause them to question the accuracy or reasonableness of any representations made in this Tax Certificate or exhibits hereto.

2.2 Proceeds of Prior Bonds; Transferred Proceeds. As of the Closing Date, the only unspent proceeds of the Prior Bonds are those held in the Construction Fund relating to the Prior Bonds and proceeds held in the Reserve Account under the Indenture. The Proceeds held in the Construction Fund will be used for the purposes for which the Prior Bonds were issued, except possibly for an amount which does not exceed 1% of the Sales Proceeds of the Bonds. Moneys held in the Reserve Account will continue to be held therein. On the dates that proceeds of the Bonds are used to pay the principal of any Prior Bonds, unexpended proceeds of the Prior Bonds in the Construction Fund and the Reserve Account will become transferred proceeds of the Bonds in the proportion which the aggregate principal amount of the Prior Bonds being paid relates to the total outstanding principal amount of Prior Bonds (the "Transferred Proceeds"). Transferred Proceeds are treated as proceeds of the Bonds and not as proceeds of the Prior Bonds.

2.3 Offering Price. The Authority is delivering the Bonds to the Underwriter on the date hereof in exchange for payment of \$213,988,243.62 (being the principal amount of the Bonds, \$201,480,000 less an underwriter's discount of \$1,032,824.30 and plus a net original issue premium of \$13,150,830.80, and plus accrued interest from December 1, 2005, the date of the Bonds, to the date hereof of \$390,237.12). Based upon advice of the Underwriter, the Bonds have been reoffered to the public (excluding any bondhouse, broker or other intermediary) at prices set forth in the Official Statement pursuant to the certificate of the Underwriter attached hereto as Exhibit A. Based upon advice of the Underwriter, the initial offering prices are reasonable under customary standards in the applicable tax-exempt market.

2.4 Sale Proceeds and Other Amounts. The Authority will apply or has applied the Sale Proceeds of the Bonds, less an underwriter's discount of \$1,032,824.30 as follows:

Interest Account (for accrued interest on the Bonds)	\$390,237.12
Escrow Fund	211,275,540.08
Costs of Issuance Account in the Construction Fund	618,961.70
Bond Insurance Premium	<u>1,703,504.72</u>
TOTAL	\$213,988,243.62

On the date hereof, the Authority shall also transfer certain amounts related to the Prior Bonds to the Escrow Fund, as follows:

Reserve Account funds in excess of Reserve Account Requirement	\$762,318.75
Construction Fund amounts not needed for construction of the Project	<u>22,750,872.80</u>
TOTAL	\$23,513,191.55

These amounts shall be applied to purchase certain of the escrow securities, which in turn shall be applied to certain payments with respect to the Prior Bonds as set forth in the Verification Report.



2.5 Investment Proceeds. Pursuant to Section 4.8 of the Indenture, investment earnings on any fund or account (other than the Escrow Fund and the Rebate Fund) will be deposited into the Construction Fund until the Project is complete. Thereafter, such earnings shall be deposited into the Revenue Fund. Earnings on the Rebate Fund will be retained in the Rebate Fund. Earnings on the Escrow Fund will be kept in the Escrow Fund and used to accomplish the refunding. The earnings on all funds are collectively referred to as the "Investment Proceeds."

3. Funds and Accounts.

3.1 Establishment of Funds. Pursuant to the Indenture, the Authority has established or will establish the following funds:

- Revenue Fund
  - Interest Account
  - Principal Account
  - Surplus Account
- Escrow Fund
- Rebate Fund
- Construction Fund
  - Costs of Issuance Account

Neither the Authority nor any other person benefiting from the issuance of the Bonds will use any fund or account other than the Interest Account, the Principal Account, or the Revenue Fund (to the extent used to fund the foregoing Accounts), directly or indirectly, to pay principal of or interest on the Bonds; nor is any fund or account, however established, other than the foregoing funds and accounts, so pledged as security for the Bonds that there is a reasonable assurance that amounts held in such fund or account will be available if needed to pay debt service with respect to the Bonds. The Authority is establishing the Escrow Fund to accomplish the refunding.

3.2 Bona Fide Debt Service Accounts.

3.2.1 The Bonds are obligations of the Authority secured by a pledge of the Revenues and certain proceeds of the sale of the Bonds, including moneys in the Revenue Fund, the Interest Account, the Principal Account and the Surplus Account.

3.2.2 Under the Indenture, all Revenues are collected by the Authority, deposited in the State Treasury to the credit of the Revenue Fund, and applied as provided in the Indenture. Revenues will be equal to or exceed debt service on the Bonds during each payment period, and all amounts transferred to accounts within the Revenue Fund will be from current Revenues using a last-in, first-out accounting convention. It is expected that the Revenues will be derived from current revenues of the State of California.

3.2.3 The Interest Account, the Principal Account and the Revenue Fund (to the extent moneys in the Revenue Fund are transferred to the Interest Account or the Principal Account) will be used primarily to achieve a proper matching of revenues and debt service within each Bond Year. Such funds and accounts in the aggregate will be depleted at least once a year except for a carryover amount not to exceed the greater of the preceding year's earnings on such funds and accounts or 1/12th of the preceding year's debt service on the Bonds. Amounts

contributed to each such fund and account will be spent within thirteen months after the date of such contribution (or the date of contribution to the Revenue Fund, if earlier), and any amounts received from the investment or reinvestment of moneys held in such funds and accounts will be expended within one year after the date of accumulation thereof in such funds and accounts. Amounts in the Interest Account, the Principal Account and the Revenue Fund (to such extent) shall be invested without regard to yield.

3.3 Reserve Account. The Reserve Account was established under the Indenture in connection with the Prior Bonds to provide a reasonable reserve for debt service in the event of temporary shortfalls of Revenues on the Prior Bonds. Such a reserve is a vital factor in marketing the Bonds and is reasonably required, as set forth in the Certificate of the Underwriter, attached hereto as Exhibit A. The Reserve Account is not expected to exceed the least of (i) 10% of the average Sale Proceeds of the aggregate bonds outstanding under the Indenture and secured by the Reserve Account, (ii) maximum annual debt service on the aggregate bonds outstanding under the Indenture and secured by the Reserve Account, or (iii) 125% of average annual debt service of the aggregate bonds outstanding under the Indenture and secured by the Reserve Account. Absent an Opinion of Counsel, any amount in the Reserve Account that exceeds the least of (i) through (iii) above (the "Restricted Amount") will be invested as set forth in Section 3.13 of this Tax Certificate.

3.4 [RESERVED].

3.5 Surplus Account. Following all required deposits to all other accounts within the Revenue Fund, and to the Rebate Fund, if any, the State Treasurer shall deposit in the Surplus Account all remaining money. On December 2 of each year after such deposit, if the Authority is not then in default under the Indenture and Department is not then in default under the Lease, then the State Treasurer shall disburse the moneys in the Surplus Account to the Department (with the written consent of the Department of Finance of the State) unless the State Treasurer, in his discretion, shall determine that any money in the Surplus Account is or will be required for the payment of the principal of or interest on the Bonds on any succeeding Interest Payment Date. There is no reasonable expectation that any moneys held in the Surplus Account would be available to owners of the Bonds in the event of financial difficulties of the Authority or Department. Any moneys in the Surplus Account will be invested without regard to yield.

3.6 Rebate Fund. A special fund designated the "Rebate Fund" has been established pursuant to the Indenture. The Indenture requires the State Treasurer to keep the Rebate Fund separate and apart from all other funds and moneys held by it and to administer the Rebate Fund as directed by the Authority. The Authority has covenanted not to use moneys on deposit in any fund or account in connection with the Bonds in a manner which will cause the Bonds to be arbitrage bonds within the meaning of Section 148 of the Code. Within 55 days after the close of each Bond Year, the State Treasurer shall deposit into the Rebate Fund any payments received in accordance with this Tax Certificate for purposes of ultimate rebate to the United States. The amount required to be held in the Rebate Fund at any point in time is determined pursuant to the requirements of the Code, including particularly Section 148(f) of the Code and the regulations applicable thereto. Moneys in the Rebate Fund are neither pledged to nor expected to be used to pay debt service on the Bonds. Original proceeds and investment proceeds of the Bonds are not expected to be held in the Rebate Fund. Amounts in the Rebate Fund will be invested without regard to yield.

Amounts are currently on deposit in the Rebate Fund with respect to the 1996 Series A Bonds in the sum of \$197,470.28, and will be retained therein and applied to make any required rebate payments to the U.S. Treasury in accordance with the Tax Certificate for the 1996 Series A Bonds.

3.7 No Other Replacement Proceeds. Neither the Authority or the Department nor any related person will use any proceeds of the Bonds directly or indirectly to replace funds of the Authority or the Department or any related persons and use such funds directly or indirectly to acquire investment property reasonably expected to produce a yield materially higher than the yield on the Bonds. The average weighted maturity of the Bonds is not more than 120% of the weighted expected remaining average life of the Project.

3.8 No Overissuance; Excess Proceeds. Proceeds from the sale of the Bonds, taking into account anticipated investment income thereon until expended, do not exceed the amount necessary to refinance the Project and to pay costs of issuance. All remaining proceeds of the Prior Bonds will be used for the purposes of the Prior Bonds or continue to be held in the Reserve Account, except for an amount not exceeding 1% of the Sale Proceeds of the Bonds.

3.9 Construction Fund. The amount deposited in the Costs of Issuance Account of the Construction Fund will be used to pay the costs of issuing the Bonds. Such amounts will be invested without regard to yield for up to 13 months from the Closing Date.

In addition, there remain on deposit in the Construction Fund certain proceeds of the 1996 Series A Bonds in the amount of \$6,736,610.75. Such amounts shall be applied to pay for the remaining costs of construction and acquisition of the Project and, until expended for such purpose, shall not be invested at a yield in excess of the yield on the 1996 Series A Bonds until they become transferred proceeds to the Bonds, at which point they shall not be invested at a yield in excess of Bond Yield.

3.10 Yield. For purposes of this Tax Certificate, yield is calculated as set forth in Section 148(b) of the Code and Treasury Regulations Sections 1.148-4 and 1.148-5. Thus, yield on the Bonds or yield on Investment Property generally means that discount rate which, when used in computing the present value of all unconditionally payable payments representing principal adjusted, as required, for any substantial discounts, interest and costs of qualified guarantees, produces an amount equal to the issue price of the Bonds or the purchase price of the Investment Property, as appropriate. The aggregate issue price of the Bonds is \$213,317,563.20, which represents the price at which the Bonds were offered to the ultimate purchaser(s), as represented by the Underwriter in Exhibit A hereto, pursuant to the Official Statement, minus the premium paid for the Bond Insurance. The yield on the Bonds has been calculated to be at least 4.2076% (subject to the following paragraph, the "Bond Yield").

**Note:** As shown in the Verification Report, the yield on the Bonds and the Oakland JPA Bonds was also calculated as though these two issues constituted a single issue for purposes of the yield calculation, namely 4.1768% (the "Combined Bond Yield"). Except as provided in Section 3.14, for purposes of applying yield restriction or rebate to any amounts pursuant to this Tax Certificate, the Combined Bond Yield shall be used and referred to as the "Bond Yield".

3.11 Qualified Guarantee. For purposes of the yield calculations described in Section 3.10 above, the amount paid for the Bond Insurance has been treated as a qualified guarantee on the Bonds when paid, because the present value of the amounts paid for the Bond Insurance is less than the present value of the expected reduction in the interest cost as a result of the Bond Insurance based on the advice of the Underwriter. See Exhibits A and C attached hereto.

3.12 No Qualified Hedges. No contract has been, and (absent an Opinion of Counsel) no contract will be entered into such that failure to take the contract into account would distort the yield on the Bonds or otherwise would fail clearly to reflect the economic substance of the transaction.

3.13 Yield Restriction. Absent an Opinion of Counsel, any amounts held in Bona Fide Debt Service Funds and remaining unexpended after 13 months from the date of accumulation in any such funds, or any Restricted Amount, at any time in the aggregate exceeds \$100,000, the excess will be invested either (i) in Investment Property with a yield not exceeding the Bond Yield, or (ii) in assets that are not treated as Investment Property (e.g., Tax-Exempt Bonds).

3.14 Escrow Fund. Amounts deposited in the Escrow Fund will be used to pay principal of and premium and interest on the Prior Bonds. All investments in the Escrow Fund are in United States Treasury Securities, State and Local Government Series ("SLGS"). Schedules showing the times and amounts of receipts into and disbursements from the Escrow Fund are set forth in the Verification Report. Any moneys deposited in the Escrow Fund that are not proceeds of the Bonds pursuant to Section 2.4 hereof will, in the case of construction fund or debt service fund moneys, be invested in the earliest maturing investments in the Escrow Fund and, in the case of reserve fund moneys, be invested in securities that mature no slower than pro rata with the securities purchased with proceeds of the Bonds. As shown in the Verification Report, the composite yield on the investment of proceeds of the Bonds in the Escrow Fund (4.2066%), does not exceed the Bond Yield (4.2076%). Moreover, the combined yield on the investment of proceeds of the Bonds in the Escrow Fund and the investment of proceeds of the Oakland JPA Bonds in its escrow fund (4.1229%), does not exceed the Combined Bond Yield (4.1768%).

3.15 Miscellaneous.

3.15.1 No Abusive Arbitrage. The Bonds are not and will not be part of a transaction or series of transactions that has the effect of enabling the Authority or the Department or any related person to exploit the difference between tax-exempt and taxable interest rates to gain a material financial advantage and that overburdens the tax-exempt bond market.

3.15.2 No Expected Sale. It is not expected that the Project (except for equipment improvements) or any part of the Project (except for equipment improvements), will be sold or otherwise disposed of before December 1, 2021, the last scheduled maturity of the Bonds.

3.16 Excess Proceeds. All of the proceeds of the Bonds will be used to pay interest, principal, and call premium on the Prior Bonds, costs of issuance of the Bonds and accrued interest on the Bonds.

#### 4. Rebate

4.1 Undertakings. The Authority and the Department, pursuant to the Indenture, has covenanted to comply with certain requirements of the Code. The Authority and the Department covenant that they will undertake to determine precisely what is required with respect to the rebate provisions contained in Section 148(f) of the Code and the applicable regulations from time to time and will comply with any requirements that may be applicable to the Bonds. Except to the extent inconsistent with any requirements of the Code or the regulations, the Authority and the Department will undertake the methodology described in this Tax Certificate.

4.2 Recordkeeping. The Authority shall maintain or cause the State Treasurer to maintain detailed records with respect to each Nonpurpose Investment attributable to Gross Proceeds of the Bonds, including: (i) purchase date, (ii) purchase price, (iii) information establishing fair market value on the date such investment became a Nonpurpose Investment, (iv) any accrued interest paid, (v) face amount, (vi) coupon rate, (vii) periodicity of interest payments, (viii) disposition price, (ix) any accrued interest received, and (x) disposition date. Such detailed record keeping is required to facilitate the calculation of the Rebate Requirement.

#### 4.3 Rebate Requirement Calculation and Payment.

4.3.1 Except as provided in Section 4.4 hereof, the Authority will prepare or have prepared an annual calculation of the Rebate Requirement consistent with the rules described in this Section 4.3. (The interim calculations not falling at the close of the periods referred to in Section 4.3.3 below may be made as of the close of the Bond Years involved or as of other dates more convenient to the Authority, and such dates shall be treated as the close of Bond Years for purposes of this Section 4.3.) The Authority will deliver or have delivered to the State Treasurer a completed copy of the annual calculation of the Rebate Requirement within 55 days after the close of each Bond Year and within 55 days after the first date on which there are no outstanding Bonds. If the Authority fails to deliver to the State Treasurer such calculations by such dates, the State Treasurer shall immediately request the Authority to provide such calculations. Concurrent with the delivery of such calculations to the State Treasurer, the Authority shall deposit with the State Treasurer or direct the State Treasurer to transfer from designated funds for deposit in the Rebate Fund an amount which when added to amounts already on deposit therein will equal the Rebate Requirement. If an amount in excess of the amount of the Rebate Requirement is held in the Rebate Fund, the Authority may direct that the excess be remitted to the Authority.

4.3.2 For purposes of calculating the Rebate Requirement (i) the aggregate amount earned with respect to a Nonpurpose Investment shall be determined by assuming that the Nonpurpose Investment was acquired for an amount equal to its fair market value at the time it becomes a Nonpurpose Investment, and (ii) the aggregate amount earned with respect to any Nonpurpose Investment shall include any unrealized gain or loss with respect to the Nonpurpose Investment (based on the assumed purchase price at fair market value and adjusted to take into account amounts received with respect to the Nonpurpose Investment and earned original issue discount or premium) on the first date when there are no outstanding Bonds or when the investment ceases to be a Nonpurpose Investment.

4.3.3 The Authority and the State Treasurer shall pay to the United States Department of the Treasury from the Rebate Fund (A) not later than 60 days after the end of each

fifth Bond year, and (B) not later than 60 days after the first date when there are no outstanding Bonds, the rebate payment required pursuant to Treasury Regulations § 1.148-3, determined as of the end of such period or as of the first date when no Bonds remain outstanding, respectively.

4.3.4 Each payment required to be made pursuant hereto shall be filed with the Internal Revenue Service on or before the date such payment is due, and shall be accompanied by Form 8038T. The Authority must retain or cause to be retained records of the calculations required by this Section 4.3 until 6 years after the retirement of the last of the Bonds.

#### 4.4 Exceptions from Rebate Requirement.

4.4.1 Bona Fide Debt Service Funds. Earnings on moneys in the “bona fide debt service fund,” which comprises the Interest Account, the Principal Account, and the Revenue Account (to the extent used to fund the foregoing accounts), are not included when calculating the Rebate Requirement.

4.5 Performance of Rebate Calculations. The Authority will perform, or will cause to be performed by the State Treasurer or another party selected by it, the rebate calculations that may be required to be made from time to time with respect to the Bonds.

#### 4.6 Investments and Dispositions.

4.6.1 General Rule. Investment Property acquired with Gross Proceeds may only be for an amount not in excess of the fair market value of such Investment Property and may only be sold or otherwise disposed of for an amount not less than the fair market value of the Investment Property.

4.6.2 Fair Market Value. In general, the fair market value of any Investment Property is the price at which a willing buyer would pay a willing seller to acquire the Investment Property, with no amounts paid to artificially reduce or increase the yield on such Investment Property. This Section 4.6 sets forth methods for determining fair market value. Other methods may be used to establish fair market value, provided that such methods comply with the requirements of Section 1.148-5 of the Treasury Regulations.

4.6.2.1 If Investment Property is acquired pursuant to an arm’s length transaction without regard to any amount paid to reduce the yield on the Investment Property, the fair market value of the Investment Property shall be the amount paid for the Investment Property (without increase for transaction costs, except as otherwise provided in Section 1.148-5(e) of the Treasury Regulations).

4.6.2.2 If Investment Property is sold or otherwise disposed of in an arm’s length transaction without regard to any reduction in the disposition price to reduce the Rebate Requirement, the fair market value of the Investment Property shall be the amount realized from the sale or other disposition of the Investment Property (without reduction for transaction costs, except as otherwise provided in Section 1.148-5(e) of the Treasury Regulations).

4.6.2.3 If a United States Treasury obligation is acquired directly from or disposed of directly to the United States Department of the Treasury (as in the case of United States Treasury Securities - State and Local Government Series (“SLGS”) obligations), such acquisition or

disposition shall be treated as establishing a market for the obligation and as establishing the fair market value of the obligation.

4.6.3 Investment Contracts. The purchase price of any Investment Property acquired pursuant to an investment contract shall be determined as provided in this subsection 4.6.3. No investment contract shall be acquired with Gross Proceeds unless the requirements of this subsection 4.6.3 are satisfied. With respect to any investment contract the Authority will obtain or cause to be obtained from any provider of the investment contract, broker thereof or other party, such information, certification or representation as will enable the Authority to determine that the requirements of this subsection 4.6.3 are satisfied.

The purchase price of an investment contract will be considered to be fair market value if:

4.6.3.1 the Authority has made (or has had made on its behalf) a bona fide solicitation for the investment contract. The solicitation must have specified the material terms of the investment contract, including the collateral security requirements for the investment contract, if any, and, unless the moneys invested pursuant to such investment contract will be held in a float fund or reasonably required reserve or replacement fund (e.g., the Reserve Account), the Authority's reasonably expected drawdown schedule for the moneys to be invested;

4.6.3.2 at least three bids meeting the qualification requirements of the bid solicitation (as set forth in (4.6.3.1) above) have been received from different reasonably competitive providers of investment contracts that have no material financial interest in the Bonds;

4.6.3.3 the investment contract has a yield at least equal to the highest yielding of the qualifying bids received from the bidders that have no material financial interest in the Bonds. If the investment contract is not the highest-yielding of the qualifying bids, the Authority must have significant non-tax reasons, such as creditworthiness of the bidder, for failure to purchase the highest-yielding investment contract offered;

4.6.3.4 the yield on the investment contract takes into account as a significant factor the reasonably expected drawdown schedule for the fund(s) to be invested therein, unless such moneys will be held in a float fund or reasonably required reserve or replacement fund (e.g., the Reserve Account);

4.6.3.5 the collateral security requirements for the investment contract, if any, are reasonable, based on all the facts and circumstances;

4.6.3.6 the provider of the investment contract certifies as to all administrative costs to be paid on behalf of the Authority, including any fees paid as broker commissions in connection with the investment contract; and

4.6.3.7 the yield on the investment contract is no less than the yield available from the provider thereof at the time such investment contract was entered into on reasonably comparable investment contracts offered to other persons, if any, from a source of funds other than gross proceeds of an issue of tax-exempt obligations.

4.6.4 Certificates of Deposit. The fair market value of a certificate of deposit issued by a commercial bank that has a fixed interest rate, a fixed payment schedule, and a substantial penalty for early withdrawal shall be determined as provided in this subsection 4.6.4. The purchase price of a certificate of deposit will be considered to be fair market value if:

4.6.4.1 the yield on the certificate of deposit is not less than the yield on reasonably comparable direct obligations of the United States; and

4.6.4.2 the yield on the certificate of deposit is not less than the highest published yield of the provider thereof which is currently available on comparable certificates of deposit offered to the public.

4.6.5 Broker Compensation. For purposes of computing the yield on any Investment Property which has been acquired through a broker obtaining bids for such Investment Property, any compensation which is received by such broker, whether payable by or on behalf of the obligor or obligee under such Investment Property, shall be treated as additional payment of debt service unless an Opinion of Counsel has been obtained to the effect that such compensation received by the broker is not taken into account in such computation.

4.7 Segregation of Proceeds. In order to perform the calculations required by the Code, it is necessary to track separately all of the Gross Proceeds. To that end, the Authority shall instruct the State Treasurer to establish separate subaccounts or take other accounting measures in order to account fully for all Gross Proceeds.

4.8 Filing Requirements. The Authority shall file or cause to be filed such reports or other documents with the Internal Revenue Service as is required by the Code in accordance with an Opinion of Counsel.

4.9 Survival After Defeasance. Notwithstanding anything in this certificate or any other provisions of the Indenture to the contrary, the obligation to remit the Rebate Requirement to the United States Department of the Treasury and to comply with all other requirements contained in this certificate shall survive the defeasance of the Bonds.

## 5. Other Matters

5.1 Responsible Official. The undersigned are authorized representatives of the Authority and the Department, and are acting for and on behalf of the Authority and the Department, respectively, in executing this Tax Certificate. To the best of the knowledge and belief of the undersigned, there are no other facts, estimates or circumstances that would materially change the expectations as set forth herein, and said expectations are reasonable.

[The remainder of this page is intentionally left blank]



5.2 Amendment. Notwithstanding any provision of this Tax Certificate, the Authority and the Department may amend this Tax Certificate and thereby alter any actions allowed or required by this Tax Certificate if such amendment is based on an Opinion of Bond Counsel.

Dated: December 15, 2005

SAN FRANCISCO STATE BUILDING  
AUTHORITY

By Stan Troy  
President

STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES

By \_\_\_\_\_  
Director

5.2 Amendment. Notwithstanding any provision of this Tax Certificate, the Authority and the Department may amend this Tax Certificate and thereby alter any actions allowed or required by this Tax Certificate if such amendment is based on an Opinion of Bond Counsel.

Dated: December 15, 2005

SAN FRANCISCO STATE BUILDING  
AUTHORITY

By \_\_\_\_\_  
President

STATE OF CALIFORNIA  
DEPARTMENT OF GENERAL SERVICES

By  \_\_\_\_\_  
Director

## EXHIBIT A

### CERTIFICATE OF THE UNDERWRITER

Banc of America Securities LLC, as representative of the underwriters (the "Underwriter"), has purchased all of the San Francisco State Building Authority Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex) 2005 Series A in the aggregate principal amount of \$201,480,000 (the "Bonds"), and hereby certifies and represents the following, based upon the information available to the undersigned after due inquiry:

#### A. Tax Certificate.

The undersigned has read the attached Tax Certificate with respect to the Bonds and confirms the statements in paragraphs 2.3 and 3.3 of such Tax Certificate that are stated to be based upon the representations and advice of the Underwriter.

#### B. Issue Price.

1. As of November 30, 2005 (the "Sale Date"), the Underwriter had offered or reasonably expected to offer all of the Bonds to the general public (excluding bond houses, brokers, or similar persons acting in the capacity of underwriters or wholesalers) in a bona fide public offering at the prices or yields shown on the inside front cover of the Official Statement dated November 30, 2005, as supplemented on December 13, 2005, relating to the Bonds (the "Official Statement").

2. The prices or yields shown on the inside front cover of the Official Statement do not exceed the fair market prices or yields of the Bonds as of the Sale Date.

3. As of the date of this certificate, all of the Bonds have actually been offered to the general public at such prices or yields.

#### C. Reserve Account.

The amount in the Reserve Account is a vital factor in marketing the Bonds and is reasonably required.

D. Qualified Guarantee.

The charge for the bond insurance provided with respect to certain maturities of the Bonds (the "Insurance") does not exceed the present value of the interest reasonably expected to be saved as a result of the Insurance. The Insurance was essential in marketing the Bonds at the interest rates at which they were sold, and the absence of the Insurance would have materially affected in an adverse manner the interest rates at which the Bonds were sold. We were involved in the solicitation for the Insurance and believe the fee for the Insurance is not unreasonable.

Dated: December 15, 2005

BANC OF AMERICA SECURITIES LLC

By  \_\_\_\_\_  
Authorized Representative

EXHIBIT B

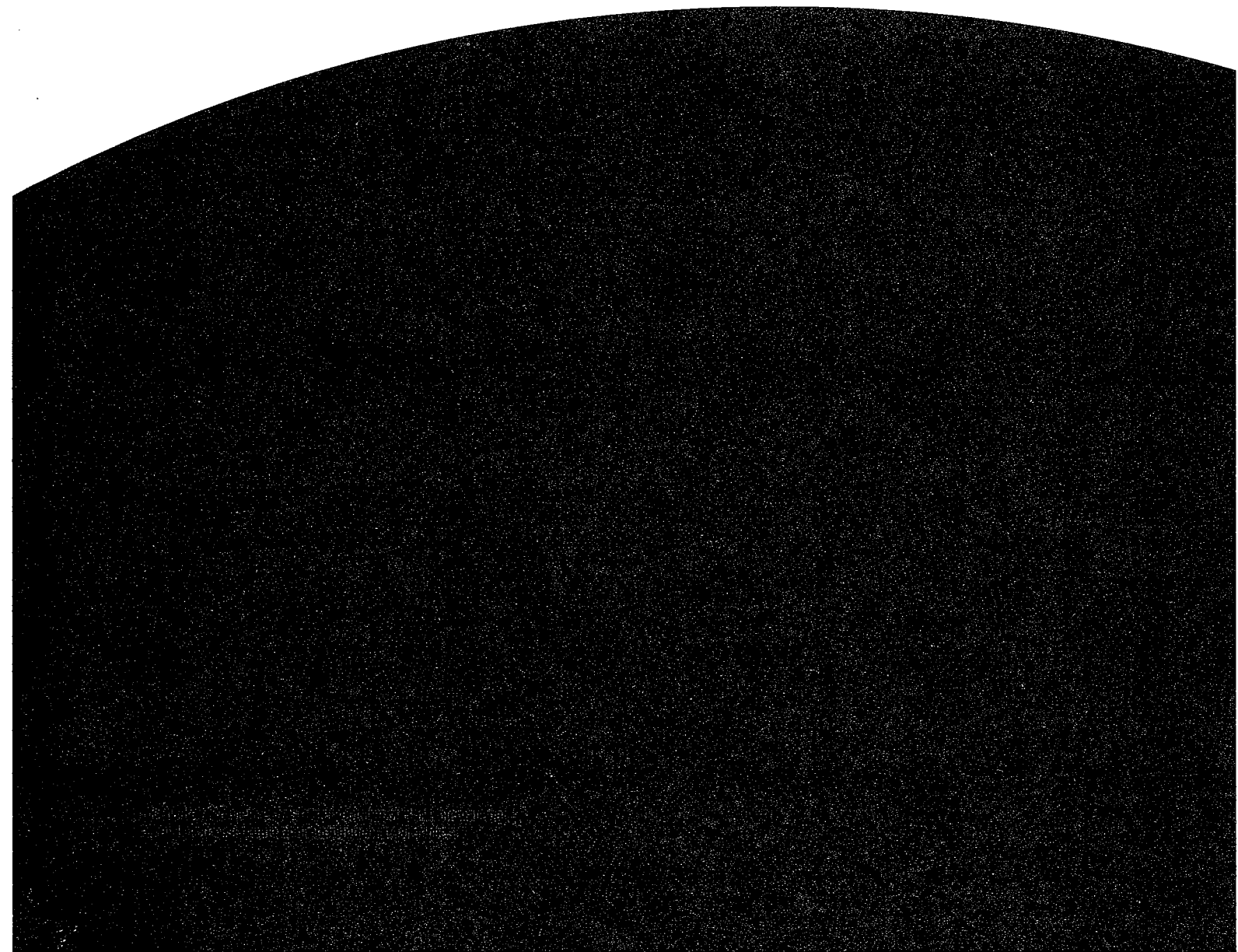
VERIFICATION REPORT

**McGladrey & Pullen**

Certified Public Accountants

**San Francisco State Building Authority and  
Oakland State Building Authority**

Verification Report  
December 15, 2005



# McGladrey & Pullen

Certified Public Accountants

## Independent Accountant's Verification Report

Office of the Treasurer of the State of California  
Public Finance Division  
915 Capitol Mall, Room 280  
Sacramento, California

Orrick, Herrington & Sutcliffe LLP  
The Orrick Building  
405 Howard Street  
San Francisco, California

Kelling, Northcross & Nobriga  
1333 Broadway, Suite 1000  
Oakland, California

Banc of America Securities LLC  
300 South Grand Avenue, 19<sup>th</sup> Floor  
CA9-704-19-19  
Los Angeles, California

Pursuant to the request of Kelling, Northcross & Nobriga (the "Financial Advisor") and Banc of America Securities LLC (the "Underwriter") on behalf of the San Francisco State Building Authority and Oakland State Building Authority (the "Issuers"), we have performed certain procedures, as discussed below, in connection with the Issuers' proposed issuance of the following two series of bonds, both to be dated December 1, 2005 (collectively referred to as the "2005 Bonds"):

- \$201,480,000 San Francisco State Building Authority Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex), 2005 Series A (the "2005 SF Bonds"); and
- \$28,340,000 Oakland State Building Authority Lease Revenue Refunding Bonds (Elihu M. Harris State Office Building), 2005 Series A (the "2005 Oakland Bonds").

A portion of the proceeds from the 2005 Bonds will be used together with other funds to advance refund a portion of two outstanding series of bonds (collectively referred to as the "Refunded Bonds"), as summarized below:

	To Be Refunded		Optional Redemption Date and Price
	Amount	Maturities	
• San Francisco State Building Authority Lease Revenue Bonds (State of California San Francisco Civic Center Complex), 1996 Series A (the "Refunded 1996 SF Bonds")	\$ 227,750,000	12/01/10; 12/01/11; 12/01/16; and 12/01/21	12/01/06 at 102.00
• Oakland State Building Authority Lease Revenue Bonds (Elihu M. Harris State Office Building), 1998 Series A (the "Refunded 1998 Oakland Bonds")	\$ 36,960,000	04/01/09 through 04/01/14	04/01/08 at 101.00

The procedures were performed solely to assist the addressees of this report in evaluating the mathematical accuracy of certain schedules prepared by the Underwriter which indicate that:

- there will be sufficient funds available in an escrow account to be established on December 15, 2005 (the "San Francisco Escrow Account") to pay the remaining debt service payments and redemption premium related to the Refunded 1996 SF Bonds (the "SF Escrow Requirements"), assuming the Refunded 1996 SF Bonds will be redeemed at 102.00 percent of par on December 1, 2006;
- there will be sufficient funds available in an escrow account to be established on December 15, 2005 (the "Oakland Escrow Account") to pay the remaining debt service payments and redemption premium related to the Refunded 1998 Oakland Bonds (the "Oakland Escrow Requirements"), assuming the Refunded 1998 Oakland Bonds will be redeemed at 101.00 percent of par on April 1, 2008;
- the yield on the United States Treasury Securities — State and Local Government Series (the "SLGS") to be purchased with 2005 SF Bond proceeds (the "2005 SF SLGS") is equal to 4.2065776 percent;
- the yield on the SLGS to be purchased with 2005 Oakland Bonds proceeds (the "2005 Oakland SLGS") is equal to 3.8561704 percent;
- the composite yield on the 2005 SF SLGS and the 2005 Oakland SLGS (the "2005 SLGS") is equal to 4.1229298 percent;
- the yield on the 2005 SF Bonds is equal to 4.2076299 percent;
- the yield on the 2005 Oakland Bonds is equal to 3.8578334 percent; and
- the yield on the 2005 Bonds is equal to 4.1767544 percent.

The procedures we performed are summarized below.

1. We independently calculated the future cash receipts from the 2005 SF SLGS, the 2005 Oakland SLGS and certain SLGS to be purchased with existing debt service fund monies and other monies (the "Prior-Money SLGS"), compared the future cash receipts to the Underwriter's schedules and found the future cash receipts to be in agreement.
2. We independently calculated the Escrow Requirements related to the Refunded Bonds using information from the Official Statements for the Refunded Bonds, compared the Escrow Requirements to the Underwriter's schedules and found the Escrow Requirements to be in agreement.
3. Using the results of our independent calculations described in procedures 1 and 2 above and using an assumed initial cash deposit of \$11.63 to the San Francisco Escrow Account and \$492.58 to the Oakland Escrow Account on December 15, 2005, we prepared two escrow account cash flow schedules (attached hereto as Exhibits A and B). The resulting cash flow schedules indicate that there will be sufficient funds available in the escrow accounts to pay the respective Escrow Requirements on a timely basis.



4. We compared the rate table date (i.e., November 30, 2005) set forth on the SLGS Confirmation of Subscription Receipt to Form PD 4262 Department of the Treasury — Bureau of the Public Debt — SLGS Table for Use on November 30, 2005 (the “SLGS Rate Table”), and found the dates to be the same.
5. We compared the interest rate for each SLGS to the SLGS Rate Table and found each interest rate to be equal to or less than the applicable maximum allowable interest rate for use on November 30, 2005.
6. We compared the terms (i.e., the principal amounts, interest rates, issue dates, maturity dates and first interest payment dates) of the SLGS to be acquired on December 15, 2005, as summarized herein, to the final SLGS subscription forms provided by the Underwriter; we found the terms to be in agreement.
7. We compared pertinent terms of the Refunded Bonds (i.e., debt service payment dates, annual maturity amounts, interest rates and optional redemption provisions), as summarized herein, to the Official Statements for the Refunded Bonds provided by the Underwriter; we found the terms to be in agreement.
8. We independently calculated the yield on the 2005 SF SLGS, the yield on the 2005 Oakland SLGS, the yield on the 2005 SLGS, the yield on the 2005 SF Bonds, the yield on the 2005 Oakland Bonds and the yield on the 2005 Bonds, assuming a settlement date of December 15, 2005. The term “yield,” as used herein, means that yield which, when used in computing the present value of all payments of principal and interest on an obligation (adjusted, in the case of the 2005 SF Bonds, to reflect the assumed early redemption of those callable maturities initially reoffered to the public at a price which exceeds 102.250) compounded semiannually using a 30/360-day year basis, produces an amount equal to: in the case of the SLGS, the purchase price of such securities; and, in the case of the 2005 SF Bonds, 2005 Oakland Bonds and 2005 Bonds, the issue price to the public minus bond insurance premiums as represented by the Underwriter. The results of our yield calculations, which are listed below, were compared to the yield calculations provided by the Underwriter; we found the yields to be in agreement.

	Yield	Exhibit
• Yield on 2005 SF SLGS	4.2065776%	A-1
• Yield on 2005 Oakland SLGS	3.8561704%	B-1
• Yield on 2005 SLGS	4.1229298%	F
• Yield on 2005 SF Bonds	4.2076299%	C
• Yield on 2005 Oakland Bonds	3.8578334%	D
• Yield on 2005 Bonds	4.1767544%	E

Based on performing the agreed-upon procedures, we have found that those schedules provided by the Underwriter, when compared to those schedules prepared by us (attached hereto as Exhibits), are arithmetically accurate and reflect, based on the assumptions set forth herein, that:

- there will be sufficient funds available in the San Francisco Escrow Account to pay the SF Escrow Requirements;

- there will be sufficient funds available in the Oakland Escrow Account to pay the Oakland Escrow Requirements;
- the yield on the 2005 SF SLGS is equal to 4.2065776 percent;
- the yield on the 2005 Oakland SLGS is equal to 3.8561704 percent;
- the yield on the 2005 SLGS is equal to 4.1229298 percent;
- the yield on the 2005 SF Bonds is equal to 4.2076299 percent;
- the yield on the 2005 Oakland Bonds is equal to 3.8578334 percent; and
- the yield on the 2005 Bonds is equal to 4.1767544 percent.

This engagement was performed in accordance with standards established by the American Institute of Certified Public Accountants (the "AICPA"). The sufficiency of these procedures is solely the responsibility of the specified users of the report. We make no representation regarding the sufficiency of the procedures summarized above, either for the purpose for which this report has been requested or for any other purpose.

We were not engaged to, and did not, perform an examination, the objective of which would be the expression of an opinion on the anticipated escrow account cash sufficiency or yield calculations. Accordingly, in accordance with standards for attestation services established by the AICPA, we cannot express such an opinion. Had we performed an examination or performed additional procedures, other matters might have come to our attention that would have been reported to you.

The results of our independent calculations with respect to the proposed transactions are summarized in the accompanying exhibits. The original computations, along with related characteristics and assumptions contained herein, were provided by the Underwriter on behalf of the Issuers. We relied solely on this information and these assumptions and limited our work to performing those procedures set forth above.

This report is issued solely for the information of, and assistance to, the addressees of this report and is not to be quoted or referred to in any document, except for the Official Statement and required closing transaction documents. Additionally, this report should not be used by those who have not agreed to the procedures and taken responsibility for the sufficiency of the procedures for their purposes. Under the terms of our engagement, we have no obligation to update this report because of events or transactions occurring subsequent to the date of this report.

*McGladrey & Pullen, LLP*

San Francisco State Building Authority and Oakland State Building Authority

San Francisco Escrow Account Cash Flow

Date	Total Cash Receipts From		Escrow Requirements Related to Refunded 1996 SF Bonds (Exhibit A-3)	Cash Balance
	2005 SLGS (Exhibit A-1)	Prior-Money SLGS (Exhibit A-2)		
Initial cash deposit on December 15, 2005	\$ -	\$ -	\$ -	\$ 11.63
06/01/06	-	5,978,437.21	5,978,437.50	11.34
12/01/06	219,900,173.38	18,383,262.79	238,283,437.50	10.01
	<u>\$ 219,900,173.38</u>	<u>\$ 24,361,700.00</u>	<u>\$ 244,261,875.00</u>	

San Francisco State Building Authority and Oakland State Building Authority

Cash Receipts From and Yield on 2005 SF SLGS

Receipt Date	Type	Interest Rate	Principal	Interest	Total Cash Receipts From 2005 SF SLGS	Present Value on December 15, 2005 Using a Yield of 4.2065776%
12/01/06	Cert.	4.245%	\$ 211,275,530	\$ 8,624,643.38	\$ 219,900,173.38	\$ 211,275,530.00
Purchase price of 2005 SF SLGS						\$ 211,275,530.00

The sum of the present values of future cash receipts from the 2005 SF SLGS, on December 15, 2005 using a yield of 4.2065776 percent, is equal to the purchase price of the 2005 SF SLGS; therefore, the yield on the 2005 SF SLGS is equal to 4.2065776 percent.

San Francisco State Building Authority and Oakland State Building Authority

Cash Receipts From Prior-Money SLGS

Receipt Date	\$5,864,792 4.21% Cert. 06/01/06	\$17,648,398 4.33% Cert. 12/01/06	Total Cash Receipts From Prior-Money SLGS
06/01/06	\$ 5,978,437.21	\$ -	\$ 5,978,437.21
12/01/06	-	18,383,262.79	18,383,262.79
	<u>\$ 5,978,437.21</u>	<u>\$ 18,383,262.79</u>	<u>\$ 24,361,700.00</u>

San Francisco State Building Authority and Oakland State Building Authority

Escrow Requirements Related to Refunded 1996 SF Bonds

Date	Principal	Interest	Redemption Premium	Escrow Requirements Related to Refunded 1996 SF Bonds
06/01/06	\$ -	\$ 5,978,437.50	\$ -	\$ 5,978,437.50
12/01/06	227,750,000 (1)	5,978,437.50	4,555,000.00	238,283,437.50
	<u>\$ 227,750,000</u>	<u>\$ 11,956,875.00</u>	<u>\$ 4,555,000.00</u>	<u>\$ 244,261,875.00</u>

(1) Consists of the following bonds to be optionally redeemed at 102.00 percent of par on December 1, 2006:

Maturity Date (December 1)	Principal	Interest Rate
2010	\$ 13,990,000	5.25%
2011	14,740,000	5.25%
2016	86,515,000	5.25%
2021	112,505,000	5.25%
	<u>\$ 227,750,000</u>	

## San Francisco State Building Authority and Oakland State Building Authority

## Oakland Escrow Account Cash Flow

Date	Total Cash Receipts From		Escrow Requirements Related to Refunded 1998 Oakland Bonds (Exhibit B-3)	Cash Balance
	2005 Oakland SLGS (Exhibit B-1)	Prior-Money SLGS (Exhibit B-2)		
Initial cash deposit on December 15, 2005	\$ -	\$ -	\$ -	\$ 492.58
04/01/06	326,325.90	1,008,353.59	1,002,581.25	332,590.82
10/01/06	555,059.01	1,012,399.79	1,002,581.25	897,468.37
04/01/07	555,059.01	1,012,399.34	1,002,581.25	1,462,345.47
10/01/07	555,059.01	1,012,399.89	1,002,581.25	2,027,223.12
04/01/08	29,351,895.01	6,953,073.07	38,332,181.25	9.95
	<u>\$ 31,343,397.94</u>	<u>\$ 10,998,625.68</u>	<u>\$ 42,342,506.25</u>	

**San Francisco State Building Authority and Oakland State Building Authority**

**Cash Receipts From and Yield on 2005 Oakland SLGS**

Receipt Date	\$28,796,836 3.855% Note 04/01/08	Present Value on December 15, 2005 Using a Yield of 3.8561704%
04/01/06	\$ 326,325.90	\$ 322,676.53
10/01/06	555,059.01	538,469.52
04/01/07	555,059.01	528,283.76
10/01/07	555,059.01	518,290.67
04/01/08	29,351,895.01	26,889,115.52
	<u>\$ 31,343,397.94</u>	<u>\$ 28,796,836.00</u>
Purchase price of 2005 Oakland SLGS		<u>\$ 28,796,836.00</u>

The sum of the present values of future cash receipts from the 2005 Oakland SLGS, on December 15, 2005 using a yield of 3.8561704 percent, is equal to the purchase price of the 2005 Oakland SLGS; therefore, the yield on the 2005 Oakland SLGS is equal to 3.8561704 percent.



San Francisco State Building Authority and Oakland State Building Authority

Cash Receipts From Prior-Money SLGS

Receipt Date	\$889,210 3.96% Cert. 04/01/06	\$799,849 4.32% Cert. 10/01/06	\$827,302 4.34% Note 04/01/07	\$845,255 4.37% Note 10/01/07	\$6,804,397 4.37% Note 04/01/08	Total Cash Receipts From Prior-Money SLGS
04/01/06	\$ 899,532.63	\$ -	\$ 10,554.46	\$ 10,858.04	\$ 87,408.46	\$ 1,008,353.59
10/01/06	-	827,302.45	17,952.45	18,468.82	148,676.07	1,012,399.79
04/01/07	-	-	845,254.45	18,468.82	148,676.07	1,012,399.34
10/01/07	-	-	-	863,723.82	148,676.07	1,012,399.89
04/01/08	-	-	-	-	6,953,073.07	6,953,073.07
	<u>\$ 899,532.63</u>	<u>\$ 827,302.45</u>	<u>\$ 873,761.36</u>	<u>\$ 911,519.50</u>	<u>\$ 7,486,509.74</u>	<u>\$ 10,998,625.68</u>

San Francisco State Building Authority and Oakland State Building Authority

Escrow Requirements Related to Refunded 1998 Oakland Bonds

Date	Principal	Interest	Redemption Premium	Escrow Requirements Related to Refunded 1998 Oakland Bonds
04/01/06	\$ -	\$ 1,002,581.25	\$ -	\$ 1,002,581.25
10/01/06	-	1,002,581.25	-	1,002,581.25
04/01/07	-	1,002,581.25	-	1,002,581.25
10/01/07	-	1,002,581.25	-	1,002,581.25
04/01/08	36,960,000 (1)	1,002,581.25	369,600.00	38,332,181.25
	<u>\$ 36,960,000</u>	<u>\$ 5,012,906.25</u>	<u>\$ 369,600.00</u>	<u>\$ 42,342,506.25</u>

(1) Consists of the following bonds to be optionally redeemed at 101.00 percent of par on April 1, 2008:

Maturity Date (April 1)	Principal	Interest Rate
2009	\$ 5,385,000	5.25%
2010	5,670,000	5.25%
2011	5,965,000	5.50%
2012	6,295,000	5.50%
2013	6,640,000	5.50%
2014	7,005,000	5.50%
	<u>\$ 36,960,000</u>	

San Francisco State Building Authority and Oakland State Building Authority

Yield on 2005 SF Bonds

Debt Service Payment Date	Principal	Interest	Total Debt Service	Adjusted Debt Service for Yield Purposes	Present Value on December 15, 2005 Using a Yield Of	
					4.1767544%	4.2076299%
06/01/06	\$ -	\$ 5,018,250.00	\$ 5,018,250.00	\$ 5,018,250.00	\$ 4,923,502.35	\$ 4,922,815.83
12/01/06	-	5,018,250.00	5,018,250.00	5,018,250.00	4,822,784.42	4,821,382.86
06/01/07	-	5,018,250.00	5,018,250.00	5,018,250.00	4,724,126.83	4,722,039.87
12/01/07	-	5,018,250.00	5,018,250.00	5,018,250.00	4,627,487.44	4,624,743.82
06/01/08	-	5,018,250.00	5,018,250.00	5,018,250.00	4,532,824.96	4,529,452.52
12/01/08	-	5,018,250.00	5,018,250.00	5,018,250.00	4,440,098.94	4,436,124.67
06/01/09	-	5,018,250.00	5,018,250.00	5,018,250.00	4,349,269.78	4,344,719.80
12/01/09	-	5,018,250.00	5,018,250.00	5,018,250.00	4,260,298.68	4,255,198.30
06/01/10	-	5,018,250.00	5,018,250.00	5,018,250.00	4,173,147.61	4,167,521.37
12/01/10	12,570,000	5,018,250.00	17,588,250.00	17,588,250.00	14,327,083.21	14,305,604.13
06/01/11	-	4,704,000.00	4,704,000.00	4,704,000.00	3,753,411.38	3,747,217.63
12/01/11	13,210,000	4,704,000.00	17,914,000.00	17,914,000.00	14,001,517.98	13,976,299.68
06/01/12	-	4,373,750.00	4,373,750.00	4,373,750.00	3,348,576.37	3,342,039.82
12/01/12	13,885,000	4,373,750.00	18,258,750.00	18,258,750.00	13,693,075.22	13,664,279.55
06/01/13	-	4,026,625.00	4,026,625.00	4,026,625.00	2,957,977.30	2,951,310.57
12/01/13	14,600,000	4,026,625.00	18,626,625.00	18,626,625.00	13,403,293.33	13,371,062.81
06/01/14	-	3,661,625.00	3,661,625.00	3,661,625.00	2,580,922.21	2,574,326.65
12/01/14	15,345,000	3,661,625.00	19,006,625.00	19,006,625.00	13,122,898.10	13,087,383.41

(Continued)

San Francisco State Building Authority and Oakland State Building Authority

Yield on 2005 SF Bonds (Continued)

Debt Service Payment Date	Principal	Interest	Total Debt Service	Adjusted Debt Service for Yield Purposes	Present Value on December 15, 2005 Using a Yield Of	
					4.1767544%	4.2076299%
06/01/15	-	3,278,000.00	3,278,000.00	3,278,000.00	2,216,957.66	2,210,623.59
12/01/15	16,135,000	3,278,000.00	19,413,000.00	135,148,000.00 (a)	89,532,718.80	89,263,416.32
06/01/16	-	2,874,625.00	2,874,625.00	-	-	-
12/01/16	16,960,000 (a)	2,874,625.00	19,834,625.00	-	-	-
06/01/17	-	2,450,625.00	2,450,625.00	-	-	-
12/01/17	17,830,000 (a)	2,450,625.00	20,280,625.00	-	-	-
06/01/18	-	2,004,875.00	2,004,875.00	-	-	-
12/01/18	18,750,000 (a)	2,004,875.00	20,754,875.00	-	-	-
06/01/19	-	1,536,125.00	1,536,125.00	-	-	-
12/01/19	19,710,000 (a)	1,536,125.00	21,246,125.00	-	-	-
06/01/20	-	1,043,375.00	1,043,375.00	-	-	-
12/01/20	20,720,000 (a)	1,043,375.00	21,763,375.00	-	-	-
06/01/21	-	525,375.00	525,375.00	-	-	-
12/01/21	21,765,000 (a)	525,375.00	22,290,375.00	-	-	-
	<u>\$ 201,480,000</u>	<u>\$ 111,140,500.00</u>	<u>\$ 312,620,500.00</u>	<u>\$ 291,750,500.00</u>	<u>\$ 213,791,972.57</u>	<u>\$ 213,317,563.20</u>

Issue price of 2005 SF Bonds for yield calculation purposes:

Principal amount of 2005 SF Bonds	\$ 201,480,000.00
Plus accrued interest	390,237.12
Plus net original issue premium	13,150,830.80
Minus bond insurance premium	(1,703,504.72)
	<u>\$ 213,317,563.20</u>

(Continued)

**San Francisco State Building Authority and Oakland State Building Authority**

**Yield on 2005 SF Bonds (Continued)**

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Note: See Appendix for the detail of annual maturity amounts, interest rates, initial reoffering yields and initial reoffering prices.

(a) It is assumed for yield calculation purposes that those callable 2005 SF Bonds scheduled to mature in the years 2016 through 2021, inclusive (which are assumed to have been initially reoffered at a price which exceeds 102.250), will be optionally redeemed at par on December 1, 2015.

The sum of the present values of the adjusted debt service payments to be made on the 2005 SF Bonds, on December 15, 2005 using a yield of 4.2076299 percent, is equal to the issue price of the 2005 SF Bonds for yield calculation purposes; therefore, the yield on the 2005 SF Bonds is equal to 4.2076299 percent.

## San Francisco State Building Authority and Oakland State Building Authority

## Yield on 2005 Oakland Bonds

Debt Service Payment Date	Principal	Interest	Total Debt Service	Present Value on December 15, 2005 Using a Yield Of	
				4.1767544%	3.8578334%
04/01/06	\$ -	\$ 402,568.76	\$ 402,568.76	\$ 397,698.57	\$ 398,064.84
10/01/06	-	603,853.13	603,853.13	584,344.52	585,797.70
04/01/07	-	603,853.13	603,853.13	572,390.84	574,711.98
10/01/07	-	603,853.13	603,853.13	560,681.69	563,836.06
04/01/08	-	603,853.13	603,853.13	549,212.07	553,165.95
10/01/08	-	603,853.13	603,853.13	537,977.08	542,697.76
04/01/09	4,280,000	603,853.13	4,883,853.13	4,262,052.05	4,306,177.15
10/01/09	-	518,253.13	518,253.13	443,018.42	448,305.25
04/01/10	4,455,000	518,253.13	4,973,253.13	4,164,320.23	4,220,608.26
10/01/10	-	443,075.00	443,075.00	363,416.38	368,904.81
04/01/11	4,605,000	443,075.00	5,048,075.00	4,055,802.16	4,123,494.90
10/01/11	-	362,487.50	362,487.50	285,277.61	290,492.74
04/01/12	4,765,000	362,487.50	5,127,487.50	3,952,782.80	4,031,340.26
10/01/12	-	243,362.50	243,362.50	183,770.46	187,715.92
04/01/13	5,005,000	243,362.50	5,248,362.50	3,882,125.54	3,971,676.37
10/01/13	-	130,750.00	130,750.00	94,735.15	97,072.08
04/01/14	5,230,000	130,750.00	5,360,750.00	3,804,684.99	3,904,637.90
	<u>\$ 28,340,000</u>	<u>\$ 7,421,543.80</u>	<u>\$ 35,761,543.80</u>	<u>\$ 28,694,290.56</u>	<u>\$ 29,168,699.93</u>

Note: See Appendix for the detail of annual maturity amounts, interest rates, initial reoffering yields and initial reoffering prices.

Issue price of 2005 Oakland Bonds for yield calculation purposes:

Principal amount of 2005 Oakland Bonds	\$ 28,340,000.00
Plus accrued interest	46,965.68
Plus net original issue premium	974,308.95
Minus bond insurance premium	(192,574.70)
	<u>\$ 29,168,699.93</u>

The sum of the present values of debt service payments to be made on the 2005 Oakland Bonds, on December 15, 2005 using a yield of 3.8578334 percent, is equal to the issue price of the 2005 Oakland Bonds for yield calculation purposes; therefore, the yield on the 2005 Oakland Bonds is equal to 3.8578334 percent.

## San Francisco State Building Authority and Oakland State Building Authority

## Yield on 2005 Bonds

	2005 SF Bonds	2005 Oakland Bonds	Total
Issue price of 2005 Bonds for yield calculation purposes:			
Principal	\$ 201,480,000.00	\$ 28,340,000.00	\$ 229,820,000.00
Accrued interest	390,237.12	46,965.68	437,202.80
Original issue premium	13,150,830.80	974,308.95	14,125,139.75
Bond insurance premium	(1,703,504.72)	(192,574.70)	(1,896,079.42)
	<u>\$ 213,317,563.20</u>	<u>\$ 29,168,699.93</u>	<u>\$ 242,486,263.13</u>

Sum of present values of future debt service payments, on

December 15, 2005 using a yield of 4.1767544 percent, on:

- 2005 SF Bonds (Exhibit C)

\$ 213,791,972.57

- 2005 Oakland Bonds (Exhibit D)

28,694,290.56

\$ 242,486,263.13

The sum of the present values of debt service payments to be made on the 2005 Bonds, on December 15, 2005 using a yield of 4.1767544 percent, is equal to the issue price of the 2005 Bonds for yield calculation purposes; therefore, the yield on the 2005 Bonds is equal to 4.1767544 percent.

San Francisco State Building Authority and Oakland State Building Authority

Yield on 2005 SLGS

Receipt Date	Total Cash Receipts From		Total Cash Receipts	Present Value on December 15, 2005 Using a Yield of 4.1229298%
	2005 SF SLGS (Exhibit A-1)	2005 Oakland SLGS (Exhibit B-1)		
04/01/06	\$ -	\$ 326,325.90	\$ 326,325.90	\$ 322,428.13
10/01/06	-	555,059.01	555,059.01	537,351.85
12/01/06	219,900,173.38	-	219,900,173.38	211,441,985.15
04/01/07	-	555,059.01	555,059.01	526,498.27
10/01/07	-	555,059.01	555,059.01	515,863.92
04/01/08	-	29,351,895.01	29,351,895.01	26,728,238.68
	<u>\$ 219,900,173.38</u>	<u>\$ 31,343,397.94</u>	<u>\$ 251,243,571.32</u>	<u>\$ 240,072,366.00</u>

Purchase price of 2005 SLGS

\$ 240,072,366.00

The sum of the present values of future cash receipts from the 2005 SLGS, on December 15, 2005 using a yield of 4.1229298 percent, is equal to the purchase price of the 2005 SLGS; therefore, the yield on the 2005 SLGS is equal to 4.1229298 percent.



**San Francisco State Building Authority and Oakland State Building Authority**

**Estimated Sources and Uses of Funds**

	2005 SF Bonds	2005 Oakland Bonds
<b>Sources:</b>		
Principal	\$ 201,480,000.00	\$ 28,340,000.00
Accrued interest	390,237.12	46,965.68
Net original issue premium	13,150,830.80	974,308.95
Funds from existing Debt Service Reserve Fund	762,318.75	481.25
Funds from existing Oakland Rebate Fund	-	449,349.84
Funds from Prior Project Fund	22,750,872.80	9,716,664.12
	<u>\$ 238,534,259.47</u>	<u>\$ 39,527,769.84</u>
<b>Uses:</b>		
Purchase price of 2005 SLGS	\$ 211,275,530.00	\$ 28,796,836.00
Purchase price of Prior-Money SLGS	23,513,190.00	10,166,013.00
Initial cash deposit to escrow account	11.63	492.58
Underwriter's discount	1,032,824.30	124,386.27
Bond insurance premium	1,703,504.72	192,574.70
Issuance costs	618,961.70	200,501.61
Deposit to Debt Service Fund	390,237.12	46,965.68
	<u>\$ 238,534,259.47</u>	<u>\$ 39,527,769.84</u>

**San Francisco State Building Authority and Oakland State  
Building Authority**

**Appendix**

**Underwriter's Detailed Schedules of Interest Rates,  
Initial Reoffering Yields and Reoffering Prices for 2005 Bonds**

**BOND PRICING**

California State Building Authorities  
Combined Refunding of Oakland and San Francisco

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price	Premium (-Discount)	
Refunding of 1996 San Francisco St. Building Auth., Serial Maturities:										
	12/01/2011	13,175,000	5.000%	3.830%	106.181				814,346.75	
	12/01/2012	13,850,000	5.000%	3.980%	106.146				851,221.00	
	12/01/2013	14,565,000	5.000%	4.100%	106.058				882,347.70	
	12/01/2014	15,305,000	5.000%	4.190%	105.998				917,993.90	
	12/01/2015	16,090,000	5.000%	4.270%	105.870				944,483.00	
	12/01/2016	16,915,000	5.000%	4.330%	105.372	C	4.377%	12/01/2015	100.000	908,673.80
	12/01/2017	17,785,000	5.000%	4.390%	104.877	C	4.469%	12/01/2015	100.000	867,374.45
	12/01/2018	18,700,000	5.000%	4.430%	104.548	C	4.532%	12/01/2015	100.000	850,476.00
	12/01/2019	19,660,000	5.000%	4.470%	104.221	C	4.587%	12/01/2015	100.000	829,848.60
	12/01/2020	20,665,000	5.000%	4.510%	103.895	C	4.636%	12/01/2015	100.000	804,901.75
	12/01/2021	21,725,000	5.000%	4.550%	103.570	C	4.680%	12/01/2015	100.000	775,582.50
		<u>188,435,000</u>							<u>9,447,249.45</u>	
Refunding of 1998 Oakland State Building Authority, Serial Maturities:										
	04/01/2010	4,025,000	5.000%	3.680%	105.193				209,018.25	
	04/01/2011	4,225,000	5.000%	3.830%	105.553				234,614.25	
	04/01/2012	4,435,000	5.000%	3.980%	105.624				249,424.40	
	04/01/2013	4,655,000	5.000%	4.100%	105.618				261,517.90	
	04/01/2014	4,890,000	5.000%	4.190%	105.619				274,769.10	
		<u>22,230,000</u>							<u>1,229,343.90</u>	
		<u>210,665,000</u>							<u>10,676,593.35</u>	

EXHIBIT C



Financial Guaranty Insurance Company  
125 Park Avenue  
New York, NY 10017  
T 212-312-3000  
F 212-312-3093

December 15, 2005

San Francisco State Building Authority

Orrick, Herrington & Sutcliffe LLP

**Re: \$172,995,000.00 in aggregate principal amount of San Francisco State Building Authority, California Lease Revenue Refunding Bonds (State of California San Francisco Civic Center Complex) 2005 Series A Bonds Maturing on December 1 in the years 2010, 2011, 2014 through 2021**

Ladies and Gentlemen:

In connection with the issuance of the above-referenced obligations (the "Bonds"), Financial Guaranty Insurance Company, doing business in California as FGIC Insurance Company ("Financial Guaranty") is issuing a municipal bond insurance policy guaranteeing the payment of principal and interest on the Bonds when due (the "Insurance Policy").

This letter is to advise you that:

- (i) The Insurance Policy is an unconditional and recourse obligation of Financial Guaranty (enforceable by or on behalf of the holder of the Bonds) to pay the scheduled payments of principal and interest on the Bonds when due in the event of a failure by the San Francisco State Building Authority, California (the "Issuer") to make such payments.
- (ii) The insurance premium is required to be paid as a condition to the issuance of the Insurance Policy and is a charge for the transfer of substantially all of the credit risk for the payment of principal and interest on the Bonds.
- (iii) Financial Guaranty is not a co-obligor on the Bonds.
- (iv) Except for the premium paid to Financial Guaranty for the Insurance Policy, Financial Guaranty (and any related party within the meaning of section 1.150-1(b) of the Income Tax Regulations) will not use any portion of the proceeds of the Bonds.



December 15, 2005

- (v) No portion of the premium paid to Financial Guaranty for the Insurance Policy represents a payment for any direct or indirect services, other than the transfer of credit risk, including costs of underwriting or remarketing the Bonds or the cost of insurance for casualty to property financed with the proceeds of the Bonds.
  
- (vi) The Issuer is not entitled to a refund of any portion of the premium paid for the Insurance Policy in the event that any of the Bonds are retired prior to their stated maturity

Very truly yours,

A handwritten signature in cursive script, appearing to read "Eileen Kirchoff", is written over the typed name and title.

Eileen Kirchoff  
Senior Counsel

05010789

SCENARIO I - Current State  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	
<b>Total Space</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 10,506,579	\$ 10,644,353	\$ 10,786,260	\$ 5,018,300	\$ 5,168,849	\$ 5,323,915	\$ 5,483,632	\$ 5,648,141	\$ 5,817,585	\$ 5,992,113	\$ 70,389,727
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 82,098	\$ 84,561	\$ 87,098	\$ 89,711	\$ 92,402	\$ 95,174	\$ 98,029	\$ 1,221,709
<b>Total Rent</b>	<b>\$ 10,701,848</b>	<b>\$ 10,841,876</b>	<b>\$ 10,986,104</b>	<b>\$ 5,100,398</b>	<b>\$ 5,253,410</b>	<b>\$ 5,411,012</b>	<b>\$ 5,573,343</b>	<b>\$ 5,740,543</b>	<b>\$ 5,912,759</b>	<b>\$ 6,090,142</b>	<b>\$ 71,611,436</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 10,701,848</b>	<b>\$ 10,841,876</b>	<b>\$ 10,986,104</b>	<b>\$ 5,100,398</b>	<b>\$ 5,253,410</b>	<b>\$ 5,411,012</b>	<b>\$ 5,573,343</b>	<b>\$ 5,740,543</b>	<b>\$ 5,912,759</b>	<b>\$ 6,090,142</b>	<b>\$ 71,611,436</b>
<b>Sacramento</b>											
--Staff Space	50,896	50,896	50,896	50,896	50,896	50,896	50,896	50,896	50,896	50,896	
--Conference Center & Training Space	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	
<b>Total Space</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	<b>57,775</b>	
Rent per Square Foot (monthly)	\$ 2.24	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.60	\$ 2.67	\$ 2.75	\$ 2.84	\$ 2.92	\$ 2.57
Rent per Square Foot (annually)	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.37	\$ 30.25	\$ 31.16	\$ 32.10	\$ 33.06	\$ 34.05	\$ 35.07	\$ 30.81
<b>Rent</b>	<b>\$ 1,552,992</b>	<b>\$ 1,599,582</b>	<b>\$ 1,647,569</b>	<b>\$ 1,696,996</b>	<b>\$ 1,747,906</b>	<b>\$ 1,800,343</b>	<b>\$ 1,854,354</b>	<b>\$ 1,909,984</b>	<b>\$ 1,967,284</b>	<b>\$ 2,026,302</b>	<b>\$ 17,803,313</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 1,552,992</b>	<b>\$ 1,599,582</b>	<b>\$ 1,647,569</b>	<b>\$ 1,696,996</b>	<b>\$ 1,747,906</b>	<b>\$ 1,800,343</b>	<b>\$ 1,854,354</b>	<b>\$ 1,909,984</b>	<b>\$ 1,967,284</b>	<b>\$ 2,026,302</b>	<b>\$ 17,803,313</b>
<b>Burbank</b>											
<b>Space</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	
Rent per Square Foot (monthly)	\$ 3.54	\$ 3.65	\$ 3.76	\$ 3.87	\$ 3.99	\$ 4.11	\$ 4.23	\$ 4.36	\$ 4.49	\$ 4.62	\$ 4.06
Rent per Square Foot (annually)	\$ 42.52	\$ 43.79	\$ 45.11	\$ 46.46	\$ 47.85	\$ 49.29	\$ 50.77	\$ 52.29	\$ 53.86	\$ 55.48	\$ 48.74
<b>Rent</b>	<b>\$ 498,730</b>	<b>\$ 513,692</b>	<b>\$ 529,103</b>	<b>\$ 544,976</b>	<b>\$ 561,325</b>	<b>\$ 578,165</b>	<b>\$ 595,510</b>	<b>\$ 613,375</b>	<b>\$ 631,776</b>	<b>\$ 650,730</b>	<b>\$ 5,717,383</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ 116,901</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 116,901</b>
<b>TOTAL</b>	<b>\$ 615,631</b>	<b>\$ 513,692</b>	<b>\$ 529,103</b>	<b>\$ 544,976</b>	<b>\$ 561,325</b>	<b>\$ 578,165</b>	<b>\$ 595,510</b>	<b>\$ 613,375</b>	<b>\$ 631,776</b>	<b>\$ 650,730</b>	<b>\$ 5,834,284</b>
<b>Governmental Affairs</b>											
<b>Space</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	<b>6,578</b>	
Rent per Square Foot (monthly)	\$ 2.72	\$ 2.80	\$ 2.88	\$ 2.97	\$ 3.06	\$ 3.15	\$ 3.25	\$ 3.34	\$ 3.44	\$ 3.55	\$ 3.12
Rent per Square Foot (annually)	\$ 32.62	\$ 33.60	\$ 34.61	\$ 35.65	\$ 36.72	\$ 37.82	\$ 38.95	\$ 40.12	\$ 41.33	\$ 42.57	\$ 37.40
<b>Rent</b>	<b>\$ 214,592</b>	<b>\$ 221,030</b>	<b>\$ 227,661</b>	<b>\$ 234,490</b>	<b>\$ 241,525</b>	<b>\$ 248,771</b>	<b>\$ 256,234</b>	<b>\$ 263,921</b>	<b>\$ 271,839</b>	<b>\$ 279,994</b>	<b>\$ 2,460,056</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 214,592</b>	<b>\$ 221,030</b>	<b>\$ 227,661</b>	<b>\$ 234,490</b>	<b>\$ 241,525</b>	<b>\$ 248,771</b>	<b>\$ 256,234</b>	<b>\$ 263,921</b>	<b>\$ 271,839</b>	<b>\$ 279,994</b>	<b>\$ 2,460,056</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>8,082</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	<b>7,412</b>	
Rent per Square Foot (monthly)	\$ 2.04	\$ 2.16	\$ 2.23	\$ 2.29	\$ 2.36	\$ 2.43	\$ 2.50	\$ 2.58	\$ 2.65	\$ 2.73	\$ 2.40
Rent per Square Foot (annually)	\$ 24.43	\$ 25.97	\$ 26.73	\$ 27.52	\$ 28.33	\$ 29.18	\$ 30.04	\$ 30.93	\$ 31.84	\$ 32.78	\$ 28.77
--Base Rent	\$ 187,310	\$ 182,163	\$ 187,628	\$ 193,257	\$ 199,055	\$ 205,026	\$ 211,177	\$ 217,512	\$ 224,038	\$ 230,759	\$ 2,037,926
--Operating Expenses	\$ 10,111	\$ 10,311	\$ 10,518	\$ 10,731	\$ 10,950	\$ 11,245	\$ 11,477	\$ 11,717	\$ 11,964	\$ 12,218	\$ 111,243
<b>Rent</b>	<b>\$ 197,420</b>	<b>\$ 192,475</b>	<b>\$ 198,146</b>	<b>\$ 203,988</b>	<b>\$ 210,005</b>	<b>\$ 216,271</b>	<b>\$ 222,655</b>	<b>\$ 229,230</b>	<b>\$ 236,002</b>	<b>\$ 242,977</b>	<b>\$ 2,149,169</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 197,420</b>	<b>\$ 192,475</b>	<b>\$ 198,146</b>	<b>\$ 203,988</b>	<b>\$ 210,005</b>	<b>\$ 216,271</b>	<b>\$ 222,655</b>	<b>\$ 229,230</b>	<b>\$ 236,002</b>	<b>\$ 242,977</b>	<b>\$ 2,149,169</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 13,165,582</b>	<b>\$ 13,368,654</b>	<b>\$ 13,588,583</b>	<b>\$ 7,780,849</b>	<b>\$ 8,014,172</b>	<b>\$ 8,254,563</b>	<b>\$ 8,502,095</b>	<b>\$ 8,757,053</b>	<b>\$ 9,019,660</b>	<b>\$ 9,290,145</b>	<b>\$ 99,741,356</b>
<b>Total Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ 116,901</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 116,901</b>
<b>GRAND TOTAL</b>	<b>\$ 13,282,484</b>	<b>\$ 13,368,654</b>	<b>\$ 13,588,583</b>	<b>\$ 7,780,849</b>	<b>\$ 8,014,172</b>	<b>\$ 8,254,563</b>	<b>\$ 8,502,095</b>	<b>\$ 8,757,053</b>	<b>\$ 9,019,660</b>	<b>\$ 9,290,145</b>	<b>\$ 99,858,258</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.

SCENARIO II - Sacramento Consolidation  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	134,914	72,829	72,234	14,997	-	-	-	-	29,997	-	
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	
<b>Total Space</b>	<b>160,114</b>	<b>98,029</b>	<b>97,434</b>	<b>40,197</b>	<b>25,200</b>	<b>25,200</b>	<b>25,200</b>	<b>25,200</b>	<b>55,197</b>	<b>25,200</b>	
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 8,281,938	\$ 5,137,066	\$ 5,173,956	\$ 993,097	\$ 641,262	\$ 660,500	\$ 680,315	\$ 700,725	\$ 1,580,882	\$ 743,399	\$ 24,593,140
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 8,210	\$ 8,456	\$ 8,710	\$ 8,971	\$ 9,240	\$ 9,517	\$ 9,803	\$ 655,544
<b>Total Rent</b>	<b>\$ 8,477,207</b>	<b>\$ 5,334,589</b>	<b>\$ 5,373,800</b>	<b>\$ 1,001,307</b>	<b>\$ 649,718</b>	<b>\$ 669,210</b>	<b>\$ 689,286</b>	<b>\$ 709,965</b>	<b>\$ 1,590,400</b>	<b>\$ 753,202</b>	<b>\$ 25,248,684</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ 7,173,730</b>	<b>\$ 4,014,020</b>	<b>\$ 4,035,626</b>	<b>\$ 378,722</b>	<b>\$ 8,456</b>	<b>\$ 8,710</b>	<b>\$ 8,971</b>	<b>\$ 9,240</b>	<b>\$ 868,653</b>	<b>\$ 9,803</b>	<b>\$ 16,515,931</b>
Moving Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tenant Improvement Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 8,477,207</b>	<b>\$ 5,334,589</b>	<b>\$ 5,373,800</b>	<b>\$ 1,001,307</b>	<b>\$ 649,718</b>	<b>\$ 669,210</b>	<b>\$ 689,286</b>	<b>\$ 709,965</b>	<b>\$ 1,590,400</b>	<b>\$ 753,202</b>	<b>\$ 25,248,684</b>
<b>Sacramento</b>											
--Staff Space <sup>2</sup>	175,272	175,272	175,272	175,272	175,272	175,272	175,272	175,272	175,272	175,272	
--Conference Center & Training Space	28,750	28,750	28,750	28,750	28,750	28,750	28,750	28,750	28,750	28,750	
<b>Total Space</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	<b>204,022</b>	
Rent per Square Foot (monthly)	\$ 2.71	\$ 2.79	\$ 2.88	\$ 2.96	\$ 3.05	\$ 3.14	\$ 3.24	\$ 3.33	\$ 3.43	\$ 3.54	\$ 3.11
Rent per Square Foot (annually)	\$ 32.52	\$ 33.50	\$ 34.50	\$ 35.54	\$ 36.60	\$ 37.70	\$ 38.83	\$ 40.00	\$ 41.20	\$ 42.43	\$ 37.28
<b>Rent</b>	<b>\$ 6,634,795</b>	<b>\$ 6,833,839</b>	<b>\$ 7,038,854</b>	<b>\$ 7,250,020</b>	<b>\$ 7,467,521</b>	<b>\$ 7,691,546</b>	<b>\$ 7,922,293</b>	<b>\$ 8,159,962</b>	<b>\$ 8,404,760</b>	<b>\$ 8,656,903</b>	<b>\$ 76,060,494</b>
Moving Costs	\$ 897,152	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 897,152
Tenant Improvement Costs	\$ 15,500,539	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,500,539
<b>TOTAL</b>	<b>\$ 23,032,486</b>	<b>\$ 6,833,839</b>	<b>\$ 7,038,854</b>	<b>\$ 7,250,020</b>	<b>\$ 7,467,521</b>	<b>\$ 7,691,546</b>	<b>\$ 7,922,293</b>	<b>\$ 8,159,962</b>	<b>\$ 8,404,760</b>	<b>\$ 8,656,903</b>	<b>\$ 92,458,185</b>
<b>Burbank</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Moving Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tenant Improvement Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Governmental Affairs</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
Moving Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tenant Improvement Costs	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>2,778</b>	<b>1,882</b>									
Rent per Square Foot (monthly)	\$ 1.10	\$ 0.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.10
Rent per Square Foot (annually)	\$ 13.23	\$ 11.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13.23
--Base Rent	\$ 33,331	\$ 1,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,902
--Operating Expenses	\$ 3,420	\$ 285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,705
<b>Rent</b>	<b>\$ 36,751</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,607</b>
Moving Costs	\$ 32,328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 32,328
<b>TOTAL</b>	<b>\$ 69,079</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 70,935</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 15,181,081</b>	<b>\$ 12,170,285</b>	<b>\$ 12,412,655</b>	<b>\$ 8,251,327</b>	<b>\$ 8,117,239</b>	<b>\$ 8,360,756</b>	<b>\$ 8,611,579</b>	<b>\$ 8,869,926</b>	<b>\$ 9,995,160</b>	<b>\$ 9,410,105</b>	<b>\$ 101,347,785</b>
<b>Total Moving Costs</b>	<b>\$ 929,480</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 929,480</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ 15,500,539</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 15,500,539</b>
<b>GRAND TOTAL</b>	<b>\$ 31,611,100</b>	<b>\$ 12,170,285</b>	<b>\$ 12,412,655</b>	<b>\$ 8,251,327</b>	<b>\$ 8,117,239</b>	<b>\$ 8,360,756</b>	<b>\$ 8,611,579</b>	<b>\$ 8,869,926</b>	<b>\$ 9,995,160</b>	<b>\$ 9,410,105</b>	<b>\$ 117,777,804</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.  
<sup>2</sup>Includes 1,150 sq. ft. for storage.

Scenario III - Partial Consolidation  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	149,140	117,380	116,785	104,544	104,544	104,544	104,544	104,544	104,544	104,544	
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	
<b>Total Space</b>	<b>174,340</b>	<b>142,580</b>	<b>141,985</b>	<b>129,744</b>	<b>129,744</b>	<b>129,744</b>	<b>129,744</b>	<b>129,744</b>	<b>129,744</b>	<b>129,744</b>	
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 9,017,781	\$ 7,471,696	\$ 7,539,710	\$ 3,205,422	\$ 3,301,585	\$ 3,400,632	\$ 3,502,651	\$ 3,607,731	\$ 3,715,963	\$ 3,827,442	\$ 48,590,614
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 49,259	\$ 50,737	\$ 52,259	\$ 53,826	\$ 55,441	\$ 57,104	\$ 58,818	\$ 970,080
<b>Total Rent</b>	<b>\$ 9,213,050</b>	<b>\$ 7,669,219</b>	<b>\$ 7,739,555</b>	<b>\$ 3,254,681</b>	<b>\$ 3,352,321</b>	<b>\$ 3,452,891</b>	<b>\$ 3,556,478</b>	<b>\$ 3,663,172</b>	<b>\$ 3,773,067</b>	<b>\$ 3,886,259</b>	<b>\$ 49,560,694</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ 2,422,892</b>	<b>\$ 790,174</b>	<b>\$ 768,956</b>	<b>\$ 17,054</b>	<b>\$ 17,566</b>	<b>\$ 18,093</b>	<b>\$ 18,636</b>	<b>\$ 19,195</b>	<b>\$ 19,771</b>	<b>\$ 20,364</b>	<b>\$ 4,112,701</b>
<b>Moving Costs</b>	<b>\$ 126,139</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 126,139</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 9,339,190</b>	<b>\$ 7,669,219</b>	<b>\$ 7,739,555</b>	<b>\$ 3,254,681</b>	<b>\$ 3,352,321</b>	<b>\$ 3,452,891</b>	<b>\$ 3,556,478</b>	<b>\$ 3,663,172</b>	<b>\$ 3,773,067</b>	<b>\$ 3,886,259</b>	<b>\$ 49,686,833</b>
<b>Sacramento</b>											
--Staff Space <sup>2</sup>	88,731	88,731	88,731	88,731	88,731	88,731	88,731	88,731	88,731	88,731	
--Conference Center & Training Space	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	
<b>Total Space</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	<b>95,610</b>	
Rent per Square Foot (monthly)	\$ 2.24	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.60	\$ 2.67	\$ 2.75	\$ 2.84	\$ 2.92	\$ 2.57
Rent per Square Foot (annually)	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.37	\$ 30.25	\$ 31.16	\$ 32.10	\$ 33.06	\$ 34.05	\$ 35.07	\$ 30.81
<b>Rent</b>	<b>\$ 2,569,997</b>	<b>\$ 2,647,097</b>	<b>\$ 2,726,510</b>	<b>\$ 2,808,305</b>	<b>\$ 2,892,554</b>	<b>\$ 2,979,331</b>	<b>\$ 3,068,711</b>	<b>\$ 3,160,772</b>	<b>\$ 3,255,595</b>	<b>\$ 3,353,263</b>	<b>\$ 29,462,133</b>
<b>Moving Costs</b>	<b>\$ 275,384</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 275,384</b>
<b>Tenant Improvement Costs</b>	<b>\$ 3,678,586</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,678,586</b>
<b>TOTAL</b>	<b>\$ 6,523,966</b>	<b>\$ 2,647,097</b>	<b>\$ 2,726,510</b>	<b>\$ 2,808,305</b>	<b>\$ 2,892,554</b>	<b>\$ 2,979,331</b>	<b>\$ 3,068,711</b>	<b>\$ 3,160,772</b>	<b>\$ 3,255,595</b>	<b>\$ 3,353,263</b>	<b>\$ 33,416,102</b>
<b>Burbank</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Governmental Affairs</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>2,778</b>	<b>1,882</b>									
Rent per Square Foot (monthly)	\$ 1.10	\$ 0.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.10
Rent per Square Foot (annually)	\$ 13.23	\$ 11.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13.23
--Base Rent	\$ 33,331	\$ 1,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,902
--Operating Expenses	\$ 3,420	\$ 285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,705
<b>Rent</b>	<b>\$ 36,751</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,607</b>
<b>Moving Costs</b>	<b>\$ 32,328</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 32,328</b>
<b>TOTAL</b>	<b>\$ 69,079</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 70,935</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 11,852,126</b>	<b>\$ 10,318,172</b>	<b>\$ 10,466,064</b>	<b>\$ 6,062,986</b>	<b>\$ 6,244,875</b>	<b>\$ 6,432,222</b>	<b>\$ 6,625,188</b>	<b>\$ 6,823,944</b>	<b>\$ 7,028,662</b>	<b>\$ 7,239,522</b>	<b>\$ 79,061,435</b>
<b>Total Moving Costs</b>	<b>\$ 401,523</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 433,851</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ 3,678,586</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,678,586</b>
<b>GRAND TOTAL</b>	<b>\$ 15,932,235</b>	<b>\$ 10,318,172</b>	<b>\$ 10,466,064</b>	<b>\$ 6,062,986</b>	<b>\$ 6,244,875</b>	<b>\$ 6,432,222</b>	<b>\$ 6,625,188</b>	<b>\$ 6,823,944</b>	<b>\$ 7,028,662</b>	<b>\$ 7,239,522</b>	<b>\$ 83,173,871</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.

<sup>2</sup>Includes 1,150 sq. ft. for storage.



SCENARIO IV - San Francisco Consolidation  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	185,020	185,020	185,020	185,020	185,020	185,020	185,020	185,020	185,020	185,020	
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	
<b>Total Space</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	<b>210,220</b>	
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 10,873,663	\$ 11,016,250	\$ 11,163,115	\$ 5,193,632	\$ 5,349,441	\$ 5,509,924	\$ 5,675,222	\$ 5,845,479	\$ 6,020,843	\$ 6,201,468	\$ 72,849,036
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 82,098	\$ 84,561	\$ 87,098	\$ 89,711	\$ 92,402	\$ 95,174	\$ 98,029	\$ 1,221,709
<b>Total Rent</b>	<b>\$ 11,068,932</b>	<b>\$ 11,213,773</b>	<b>\$ 11,362,959</b>	<b>\$ 5,275,730</b>	<b>\$ 5,434,002</b>	<b>\$ 5,597,022</b>	<b>\$ 5,764,933</b>	<b>\$ 5,937,880</b>	<b>\$ 6,116,017</b>	<b>\$ 6,299,497</b>	<b>\$ 74,070,745</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ 723,572</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 723,572</b>
<b>Tenant Improvement Costs</b>	<b>\$ 44,282,614</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 44,282,614</b>
<b>TOTAL</b>	<b>\$ 56,075,117</b>	<b>\$ 11,213,773</b>	<b>\$ 11,362,959</b>	<b>\$ 5,275,730</b>	<b>\$ 5,434,002</b>	<b>\$ 5,597,022</b>	<b>\$ 5,764,933</b>	<b>\$ 5,937,880</b>	<b>\$ 6,116,017</b>	<b>\$ 6,299,497</b>	<b>\$ 119,076,931</b>
<b>Sacramento</b>											
--Staff Space	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	
--Conference Center & Training Space	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	
<b>Total Space</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	
Rent per Square Foot (monthly)	\$ 2.24	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.60	\$ 2.67	\$ 2.75	\$ 2.84	\$ 2.92	\$ 2.57
Rent per Square Foot (annually)	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.37	\$ 30.25	\$ 31.16	\$ 32.10	\$ 33.06	\$ 34.05	\$ 35.07	\$ 30.81
<b>Rent</b>	<b>\$ 385,809</b>	<b>\$ 397,383</b>	<b>\$ 409,304</b>	<b>\$ 421,584</b>	<b>\$ 434,231</b>	<b>\$ 447,258</b>	<b>\$ 460,676</b>	<b>\$ 474,496</b>	<b>\$ 488,731</b>	<b>\$ 503,393</b>	<b>\$ 4,422,864</b>
<b>Moving Costs</b>	<b>\$ 26,312</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 26,312.00</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 412,121</b>	<b>\$ 397,383</b>	<b>\$ 409,304</b>	<b>\$ 421,584</b>	<b>\$ 434,231</b>	<b>\$ 447,258</b>	<b>\$ 460,676</b>	<b>\$ 474,496</b>	<b>\$ 488,731</b>	<b>\$ 503,393</b>	<b>\$ 4,449,176</b>
<b>Burbank</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Governmental Affairs</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>2,778</b>	<b>1,882</b>									
Rent per Square Foot (monthly)	\$ 1.10	\$ 0.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.10
Rent per Square Foot (annually)	\$ 13.23	\$ 11.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13.23
--Base Rent	\$ 33,331	\$ 1,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,902
--Operating Expenses	\$ 3,420	\$ 285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,705
<b>Rent</b>	<b>\$ 36,751</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,607</b>
<b>Moving Costs</b>	<b>\$ 32,328</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 32,328</b>
<b>TOTAL</b>	<b>\$ 69,079</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 70,935</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 11,523,820</b>	<b>\$ 11,613,012</b>	<b>\$ 11,772,264</b>	<b>\$ 5,697,313</b>	<b>\$ 5,868,233</b>	<b>\$ 6,044,280</b>	<b>\$ 6,225,608</b>	<b>\$ 6,412,376</b>	<b>\$ 6,604,748</b>	<b>\$ 6,802,890</b>	<b>\$ 78,532,216</b>
<b>Total Moving Costs</b>	<b>\$ 749,884</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 782,212</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ 44,282,614</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 44,282,614</b>
<b>GRAND TOTAL</b>	<b>\$ 56,556,317</b>	<b>\$ 11,613,012</b>	<b>\$ 11,772,264</b>	<b>\$ 5,697,313</b>	<b>\$ 5,868,233</b>	<b>\$ 6,044,280</b>	<b>\$ 6,225,608</b>	<b>\$ 6,412,376</b>	<b>\$ 6,604,748</b>	<b>\$ 6,802,890</b>	<b>\$ 123,597,042</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.

SCENARIO V - San Francisco/Burbank Consolidation  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923	177,923
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200
<b>Total Space</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>	<b>203,123</b>
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 10,506,579	\$ 10,644,353	\$ 10,786,260	\$ 5,018,300	\$ 5,168,849	\$ 5,323,915	\$ 5,483,632	\$ 5,648,141	\$ 5,817,585	\$ 5,992,113	\$ 70,389,727
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 82,098	\$ 84,561	\$ 87,098	\$ 89,711	\$ 92,402	\$ 95,174	\$ 98,029	\$ 1,221,709
<b>Total Rent</b>	<b>\$ 10,701,848</b>	<b>\$ 10,841,876</b>	<b>\$ 10,986,104</b>	<b>\$ 5,100,398</b>	<b>\$ 5,253,410</b>	<b>\$ 5,411,012</b>	<b>\$ 5,573,343</b>	<b>\$ 5,740,543</b>	<b>\$ 5,912,759</b>	<b>\$ 6,090,142</b>	<b>\$ 71,611,436</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ 563,192</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 563,192</b>
<b>Tenant Improvement Costs</b>	<b>\$ 33,871,858</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 33,871,858</b>
<b>TOTAL</b>	<b>\$ 45,136,898</b>	<b>\$ 10,841,876</b>	<b>\$ 10,986,104</b>	<b>\$ 5,100,398</b>	<b>\$ 5,253,410</b>	<b>\$ 5,411,012</b>	<b>\$ 5,573,343</b>	<b>\$ 5,740,543</b>	<b>\$ 5,912,759</b>	<b>\$ 6,090,142</b>	<b>\$ 106,046,485</b>
<b>Sacramento</b>											
--Staff Space	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474	7,474
--Conference Center & Training Space	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879
<b>Total Space</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>	<b>14,353</b>
Rent per Square Foot (monthly)	\$ 2.24	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.60	\$ 2.67	\$ 2.75	\$ 2.84	\$ 2.92	\$ 2.57
Rent per Square Foot (annually)	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.37	\$ 30.25	\$ 31.16	\$ 32.10	\$ 33.06	\$ 34.05	\$ 35.07	\$ 30.81
<b>Rent</b>	<b>\$ 385,809</b>	<b>\$ 397,383</b>	<b>\$ 409,304</b>	<b>\$ 421,584</b>	<b>\$ 434,231</b>	<b>\$ 447,258</b>	<b>\$ 460,676</b>	<b>\$ 474,496</b>	<b>\$ 488,731</b>	<b>\$ 503,393</b>	<b>\$ 4,422,864</b>
<b>Moving Costs</b>	<b>\$ 26,312</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 26,312</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 412,121</b>	<b>\$ 397,383</b>	<b>\$ 409,304</b>	<b>\$ 421,584</b>	<b>\$ 434,231</b>	<b>\$ 447,258</b>	<b>\$ 460,676</b>	<b>\$ 474,496</b>	<b>\$ 488,731</b>	<b>\$ 503,393</b>	<b>\$ 4,449,176</b>
<b>Burbank</b>											
<b>Space</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>	<b>11,730</b>
Rent per Square Foot (monthly)	\$ 3.54	\$ 3.65	\$ 3.76	\$ 3.87	\$ 3.99	\$ 4.11	\$ 4.23	\$ 4.36	\$ 4.49	\$ 4.62	\$ 4.06
Rent per Square Foot (annually)	\$ 42.52	\$ 43.79	\$ 45.11	\$ 46.46	\$ 47.85	\$ 49.29	\$ 50.77	\$ 52.29	\$ 53.86	\$ 55.48	\$ 48.74
<b>Rent</b>	<b>\$ 498,730</b>	<b>\$ 513,692</b>	<b>\$ 529,103</b>	<b>\$ 544,976</b>	<b>\$ 561,325</b>	<b>\$ 578,165</b>	<b>\$ 595,510</b>	<b>\$ 613,375</b>	<b>\$ 631,776</b>	<b>\$ 650,730</b>	<b>\$ 5,717,383</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ 116,901</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 116,901</b>
<b>TOTAL</b>	<b>\$ 615,631</b>	<b>\$ 513,692</b>	<b>\$ 529,103</b>	<b>\$ 544,976</b>	<b>\$ 561,325</b>	<b>\$ 578,165</b>	<b>\$ 595,510</b>	<b>\$ 613,375</b>	<b>\$ 631,776</b>	<b>\$ 650,730</b>	<b>\$ 5,834,284</b>
<b>Governmental Affairs</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>2,778</b>	<b>1,882</b>									
Rent per Square Foot (monthly)	\$ 1.10	\$ 0.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.10
Rent per Square Foot (annually)	\$ 13.23	\$ 11.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13.23
--Base Rent	\$ 33,331	\$ 1,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,902
--Operating Expenses	\$ 3,420	\$ 285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,705
<b>Rent</b>	<b>\$ 36,751</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,607</b>
<b>Moving Costs</b>	<b>\$ 32,328</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 32,328</b>
<b>TOTAL</b>	<b>\$ 69,079</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 70,935</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 11,655,466</b>	<b>\$ 11,754,807</b>	<b>\$ 11,924,511</b>	<b>\$ 6,066,958</b>	<b>\$ 6,248,966</b>	<b>\$ 6,436,435</b>	<b>\$ 6,629,528</b>	<b>\$ 6,828,414</b>	<b>\$ 7,033,267</b>	<b>\$ 7,244,265</b>	<b>\$ 81,790,290</b>
<b>Total Moving Costs</b>	<b>\$ 589,504</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 621,832</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ 33,988,759</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 33,988,759</b>
<b>GRAND TOTAL</b>	<b>\$ 46,233,729</b>	<b>\$ 11,754,807</b>	<b>\$ 11,924,511</b>	<b>\$ 6,066,958</b>	<b>\$ 6,248,966</b>	<b>\$ 6,436,435</b>	<b>\$ 6,629,528</b>	<b>\$ 6,828,414</b>	<b>\$ 7,033,267</b>	<b>\$ 7,244,265</b>	<b>\$ 116,400,880</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.

SCENARIO VI - San Francisco/Sacramento Consolidation  
REAL ESTATE COSTS BY SCENARIO  
Appendix Q

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	TOTAL <sup>1</sup>
<b>San Francisco</b>											
--Staff Space	176,890	172,879	172,284	172,284	172,284	172,284	172,284	172,284	172,284	172,284	172,284
--Conference Center & Training Space	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200	25,200
<b>Total Space</b>	<b>202,090</b>	<b>198,079</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>	<b>197,484</b>
Rent per Square Foot (monthly)	\$ 4.31	\$ 4.37	\$ 4.43	\$ 2.06	\$ 2.12	\$ 2.18	\$ 2.25	\$ 2.32	\$ 2.39	\$ 2.46	\$ 2.89
Rent per Square Foot (annually)	\$ 51.73	\$ 52.40	\$ 53.10	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 34.65
--Base Rent	\$ 10,453,157	\$ 10,380,040	\$ 10,486,827	\$ 4,878,989	\$ 5,025,359	\$ 5,176,120	\$ 5,331,404	\$ 5,491,346	\$ 5,656,086	\$ 5,825,769	\$ 68,705,096
--Records & Supply Storage Rent	\$ 195,269	\$ 197,523	\$ 199,844	\$ 82,098	\$ 84,561	\$ 87,098	\$ 89,711	\$ 92,402	\$ 95,174	\$ 98,029	\$ 1,221,709
<b>Total Rent</b>	<b>\$ 10,648,426</b>	<b>\$ 10,577,563</b>	<b>\$ 10,686,672</b>	<b>\$ 4,961,087</b>	<b>\$ 5,109,920</b>	<b>\$ 5,263,218</b>	<b>\$ 5,421,114</b>	<b>\$ 5,583,748</b>	<b>\$ 5,751,260</b>	<b>\$ 5,923,798</b>	<b>\$ 69,926,805</b>
<b>Cost to Carry Vacated Space</b>	<b>\$ 409,716</b>	<b>\$ 204,898</b>	<b>\$ 176,034</b>	<b>\$ 81,900</b>	<b>\$ 84,357</b>	<b>\$ 86,887</b>	<b>\$ 89,494</b>	<b>\$ 92,179</b>	<b>\$ 94,944</b>	<b>\$ 97,792</b>	<b>\$ 1,418,199</b>
<b>Moving Costs</b>	<b>\$ 46,414</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 46,414</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 10,694,840</b>	<b>\$ 10,577,563</b>	<b>\$ 10,686,672</b>	<b>\$ 4,961,087</b>	<b>\$ 5,109,920</b>	<b>\$ 5,263,218</b>	<b>\$ 5,421,114</b>	<b>\$ 5,583,748</b>	<b>\$ 5,751,260</b>	<b>\$ 5,923,798</b>	<b>\$ 69,973,219</b>
<b>Sacramento</b>											
--Staff Space	38,172	38,172	38,172	38,172	38,172	38,172	38,172	38,172	38,172	38,172	38,172
--Conference Center & Training Space	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879	6,879
<b>Total Space</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>	<b>45,051</b>
Rent per Square Foot (monthly)	\$ 2.24	\$ 2.31	\$ 2.38	\$ 2.45	\$ 2.52	\$ 2.60	\$ 2.67	\$ 2.75	\$ 2.84	\$ 2.92	\$ 2.57
Rent per Square Foot (annually)	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.37	\$ 30.25	\$ 31.16	\$ 32.10	\$ 33.06	\$ 34.05	\$ 35.07	\$ 30.81
<b>Rent</b>	<b>\$ 1,210,971</b>	<b>\$ 1,247,300</b>	<b>\$ 1,284,719</b>	<b>\$ 1,323,261</b>	<b>\$ 1,362,958</b>	<b>\$ 1,403,847</b>	<b>\$ 1,445,963</b>	<b>\$ 1,489,341</b>	<b>\$ 1,534,022</b>	<b>\$ 1,580,042</b>	<b>\$ 13,882,424</b>
<b>Moving Costs</b>	<b>\$ 30,062</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 30,062.00</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ 1,241,033</b>	<b>\$ 1,247,300</b>	<b>\$ 1,284,719</b>	<b>\$ 1,323,261</b>	<b>\$ 1,362,958</b>	<b>\$ 1,403,847</b>	<b>\$ 1,445,963</b>	<b>\$ 1,489,341</b>	<b>\$ 1,534,022</b>	<b>\$ 1,580,042</b>	<b>\$ 13,912,486</b>
<b>Burbank</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Governmental Affairs</b>											
<b>Space</b>											
Rent per Square Foot (monthly)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Rent per Square Foot (annually)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Rent</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Moving Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Facilities Management Field Offices</b>											
<b>Space</b>	<b>2,778</b>	<b>1,882</b>									
Rent per Square Foot (monthly)	\$ 1.10	\$ 0.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1.10
Rent per Square Foot (annually)	\$ 13.23	\$ 11.84	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13.23
--Base Rent	\$ 33,331	\$ 1,571	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 34,902
--Operating Expenses	\$ 3,420	\$ 285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,705
<b>Rent</b>	<b>\$ 36,751</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 38,607</b>
<b>Moving Costs</b>	<b>\$ 32,328</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 32,328</b>
<b>TOTAL</b>	<b>\$ 69,079</b>	<b>\$ 1,856</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 70,935</b>
<b>Total Rent &amp; Related Expenses</b>	<b>\$ 11,928,476</b>	<b>\$ 11,826,719</b>	<b>\$ 11,971,391</b>	<b>\$ 6,284,348</b>	<b>\$ 6,472,878</b>	<b>\$ 6,667,065</b>	<b>\$ 6,867,077</b>	<b>\$ 7,073,089</b>	<b>\$ 7,285,282</b>	<b>\$ 7,503,840</b>	<b>\$ 83,847,836</b>
<b>Total Moving Costs</b>	<b>\$ 76,476</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 108,804</b>
<b>Total Tenant Improvement Costs</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>GRAND TOTAL</b>	<b>\$ 12,004,952</b>	<b>\$ 11,826,719</b>	<b>\$ 11,971,391</b>	<b>\$ 6,284,348</b>	<b>\$ 6,472,878</b>	<b>\$ 6,667,065</b>	<b>\$ 6,867,077</b>	<b>\$ 7,073,089</b>	<b>\$ 7,285,282</b>	<b>\$ 7,503,840</b>	<b>\$ 83,956,640</b>

<sup>1</sup>Rent/sq. ft. figures are averages over the 10-year period.

**Appendix R - Timelines**  
**Scenario II: Sacramento Consolidation**  
**Build-to-Suit Lease**

Activity	2015					2016					2017					2018					2019																										
	Qtr. 3		Qtr. 4			Qtr. 1		Qtr. 2			Qtr. 3		Qtr. 4			Qtr. 1		Qtr. 2			Qtr. 3		Qtr. 4																								
	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M
<b>Cost Benefit Analysis Report</b>																																															
Report Development and Approval	█	█	█																																												
Development and Approval of Judicial Council Report				█	█																																										
Judicial Council Meeting - December 11, 2015					●																																										
Report to Legislature - January 2016					●																																										
<b>Project Funding</b>																																															
Funding Request Development - BCP					█																																										
Funding Request Submittal - Spring Finance Letter											●																																				
Funding Acquired - July 1, 2016											●																																				
<b>Request for Proposals</b>																																															
RFP & Lease Development					█	█	█	█	█	█	█																																				
RFP Issued/Team Selected											█																																				
RFP Awarded											●																																				
<b>Design/Construction - New Building + TIs</b>																																															
Contract & Lease Negotiations											█	█	█	█	█	█																															
Space Program and Planning												█																																			
Construction Documents																	█	█	█	█	█	█																									
Permits																							█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█							
Construction																							█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█							
Move-In																																								█							





**APPENDIX S - STATE AGENCY LEASES IN SAN FRANCISCO FROM DGS STATEWIDE PROPERTY INVENTORY (SPI)**

**Scenario II - Sacramento Consolidation**

Council Vacant Office Space **177,923**

LEASE EXPIRATION	TARGET RELOCATION DATE	AGENCY	LEASED SQ FT (NSF) <sup>1</sup> FROM SPI	LEASED SQ FT (RSF) <sup>2</sup>	75.0% LEASED RSF	CUMULATIVE BACKFILL OF VACANT SPACE		REMAINING SPACE	
						SQ FT	PERCENT	SQ FT	PERCENT
9/30/2018	1/1/2020	DEPT OF CONSUMER AFFAIRS	2,297	2,756	2,067	2,067	1.2%	175,856	98.8%
10/31/2018	1/1/2020	DEPT OF INSURANCE	61,666	73,999	55,499	57,566	32.4%	120,357	67.6%
10/31/2018	1/1/2020	CA COSTAL COMMISSION	28,036	33,643	25,232	82,798	46.5%	95,125	53.5%
11/30/2018	N/A	DEPT OF BUSINESS OVERSIGHT	16,885						
7/31/2019	N/A	FRANCHISE TAX BOARD	6,201						
5/31/2020	6/1/2020	BOARD OF EQUALIZATION	21,466	25,759	19,319	102,117	57.4%	75,806	42.6%
5/31/2020	N/A	FRANCHISE TAX BOARD	3,971						
8/31/2020	9/1/2020	DEPT OF ALCOHOLIC BEVERAGE CONTROL	3,969	4,763	3,572	105,689	59.4%	72,234	40.6%
3/31/2021	N/A	DEPT OF BUSINESS OVERSIGHT	13,249						
6/30/2022	7/1/2022	DEPT OF CORRECTIONS AND REHAB.	13,601	16,321	12,241	117,930	66.3%	59,993	33.7%

**Scenario III - Partial Consolidation**

Council Vacant Office Space **73,737**

LEASE EXPIRATION	TARGET RELOCATION DATE	AGENCY	LEASED SQ FT (NSF) <sup>1</sup> FROM SPI	LEASED SQ FT (RSF) <sup>2</sup>	75.0% LEASED RSF	CUMULATIVE BACKFILL OF VACANT SPACE		REMAINING SPACE	
						SQ FT	PERCENT	SQ FT	PERCENT
9/30/2018	1/1/2020	DEPT OF CONSUMER AFFAIRS	2,297	2,756	2,067	2,067	2.8%	71,670	97.2%
10/31/2018	1/1/2020	DEPT OF INSURANCE	61,666	73,999	55,499	57,566	78.1%	16,171	21.9%
10/31/2018	1/1/2020	CA COSTAL COMMISSION	28,036						
11/30/2018	N/A	DEPT OF BUSINESS OVERSIGHT	16,885						
7/31/2019	N/A	FRANCHISE TAX BOARD	6,201						
5/31/2020	6/1/2020	BOARD OF EQUALIZATION	21,466						
5/31/2020	N/A	FRANCHISE TAX BOARD	3,971						
8/31/2020	9/1/2020	DEPT OF ALCOHOLIC BEVERAGE CONTROL	3,969	4,763	3,572	61,138	82.9%	12,599	17.1%
3/31/2021	N/A	DEPT OF BUSINESS OVERSIGHT	13,249						
6/30/2022	7/1/2022	DEPT OF CORRECTIONS AND REHAB.	13,601	16,321	12,241	73,379	99.5%	358	0.5%

<sup>1</sup>Net square feet. Type of square footage used by DGS.

<sup>2</sup>Rentable square feet. Type of square footage typically used in commercial real estate. (See Appendix B2.)

Agencies with programmatic or planning reasons that preclude them from being backfill candidates in the San Francisco office according to DGS. (See Appendix B2.)

APPENDIX S - STATE AGENCY LEASES IN SAN FRANCISCO FROM DGS STATEWIDE PROPERTY INVENTORY (SPI)

**Scenario VI - San Francisco/Sacramento Consolidation**

Council Vacant Office Space **8,954**

LEASE EXPIRATION	TARGET RELOCATION DATE	AGENCY	LEASED SQ FT (NSF) <sup>1</sup> FROM SPI	LEASED SQ FT (RSF) <sup>2</sup>	75.0% LEASED RSF	CUMULATIVE BACKFILL OF VACANT SPACE		REMAINING SPACE	
						SQ FT	PERCENT	SQ FT	PERCENT
9/30/2018	1/1/2020	DEPT OF CONSUMER AFFAIRS	2,297	2,756	2,067	2,067	23.1%	6,887	76.9%
10/31/2018	1/1/2020	DEPT OF INSURANCE	61,666						
10/31/2018	1/1/2020	CA COSTAL COMMISSION	28,036						
11/30/2018	N/A	DEPT OF BUSINESS OVERSIGHT	16,885						
7/31/2019	N/A	FRANCHISE TAX BOARD	6,201						
5/31/2020	6/1/2020	BOARD OF EQUALIZATION	21,466						
5/31/2020	N/A	FRANCHISE TAX BOARD	3,971						
8/31/2020	9/1/2020	DEPT OF ALCOHOLIC BEVERAGE CONTROL	3,969	4,763	3,572	5,639	63.0%	3,315	37.0%
3/31/2021	N/A	DEPT OF BUSINESS OVERSIGHT	13,249						
6/30/2022	7/1/2022	DEPT OF CORRECTIONS AND REHAB.	13,601						

<sup>1</sup>Net square feet. Type of square footage used by DGS.

<sup>2</sup>Rentable square feet. Type of square footage typically used in commercial real estate. (See Appendix B2.)

Agencies with programmatic or planning reasons that preclude them from being backfill candidates in the San Francisco office according to DGS. (See Appendix B2.)



Appendix T - Position Growth By Scenario

GROWTH BY SCENARIO					SCENARIO I: Current State <sup>1</sup>					SCENARIO II: Sacramento Consolidation <sup>1</sup>					SCENARIO III: Partial Consolidation <sup>1</sup>					SCENARIO IV: San Francisco Consolidation <sup>1</sup>					SCENARIO V: San Francisco/Burbank Consolidation <sup>1</sup>					SCENARIO VI: San Francisco/Sacramento Consolidation <sup>1</sup>				
Years of Horizon Time	Fiscal Years	Growth Rate from Previous Fiscal Year	Authorized Positions	Authorized Positions (Less Vacancy)	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD OFFICES	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	COURT LOCATION	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD	SAN FRANCISCO	SACRAMENTO	BURBANK	GOVERNMENTAL AFFAIRS	FIELD
1	19/20	-----	814	732	484	168	48	11	21	709				23	349	363			20	701	11			20	653	11	48		20	534	178			20
2	20/21	1.50%	827	744	492	171	49	11	21	721				23	355	369			20	713	11			20	664	11	49		20	543	181			20
3	21/22	1.50%	840	756	500	174	50	11	21	733				23	361	375			20	725	11			20	675	11	50		20	552	184			20
4	22/23	1.50%	853	767	508	176	50	12	21	744				23	366	381			20	735	12			20	685	12	50		20	560	187			20
5	23/24	1.50%	866	779	516	179	51	12	21	756				23	372	387			20	747	12			20	696	12	51		20	569	190			20
6	24/25	1.50%	879	791	524	182	52	12	21	768				23	378	393			20	759	12			20	707	12	52		20	578	193			20
7	25/26	0.50%	884	795	527	183	52	12	21	772				23	380	395			20	763	12			20	711	12	52		20	581	194			20
8	26/27	0.50%	889	800	530	184	53	12	21	777				23	382	398			20	768	12			20	715	12	53		20	585	195			20
9	27/28	0.50%	894	804	533	185	53	12	21	781				23	384	400			20	772	12			20	719	12	53		20	588	196			20
10	28/29	0.50%	899	809	537	186	53	12	21	786				23	387	402			20	777	12			20	724	12	53		20	592	197			20
<b>Total Growth (Less Vacancy)</b>					<b>53</b>	<b>18</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>77</b>				<b>0</b>	<b>38</b>	<b>39</b>			<b>0</b>	<b>76</b>	<b>1</b>			<b>0</b>	<b>71</b>	<b>1</b>	<b>5</b>		<b>0</b>	<b>58</b>	<b>19</b>			<b>0</b>

<sup>1</sup> All location specific growth is reflected in terms of authorized positions less the 10% vacancy.

## California Construction Cost Index (CCCI)

Month	2015	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005
January	6073	5898	5774	5683	5592	5260	5309	4983	4869	4620	4339
February	6077	5896	5782	5683	5624	5262	5295	4983	4868	4603	4362
March	6069	5953	5777	5738	5627	5268	5298	4999	4871	4597	4360
April	6062	5956	5786	5740	5636	5270	5296	5004	4872	4600	4393
May	6069	5957	5796	5755	5637	5378	5288	5023	4886	4599	4403
June	6055	5961	5802	5754	5643	5394	5276	5065	4842	4593	4421
July		5959	5804	5750	5654	5401	5263	5135	4849	4609	4411
August		5959	5801	5778	5667	5401	5265	5142	4851	4616	4399
September		5959	5802	5777	5668	5381	5264	5194	4942	4619	4533
October		5969	5911	5780	5675	5591	5259	5393	4943	4867	4554
November		5981	5903	5779	5680	5599	5259	5375	4978	4891	4587
December		5977	5901	5768	5680	5596	5262	5322	4981	4877	4614
Annual % *		1.3%	2.3%	1.5%	1.5%	6.3%	-1.1%	6.8%	2.1%	5.4%	6.0%

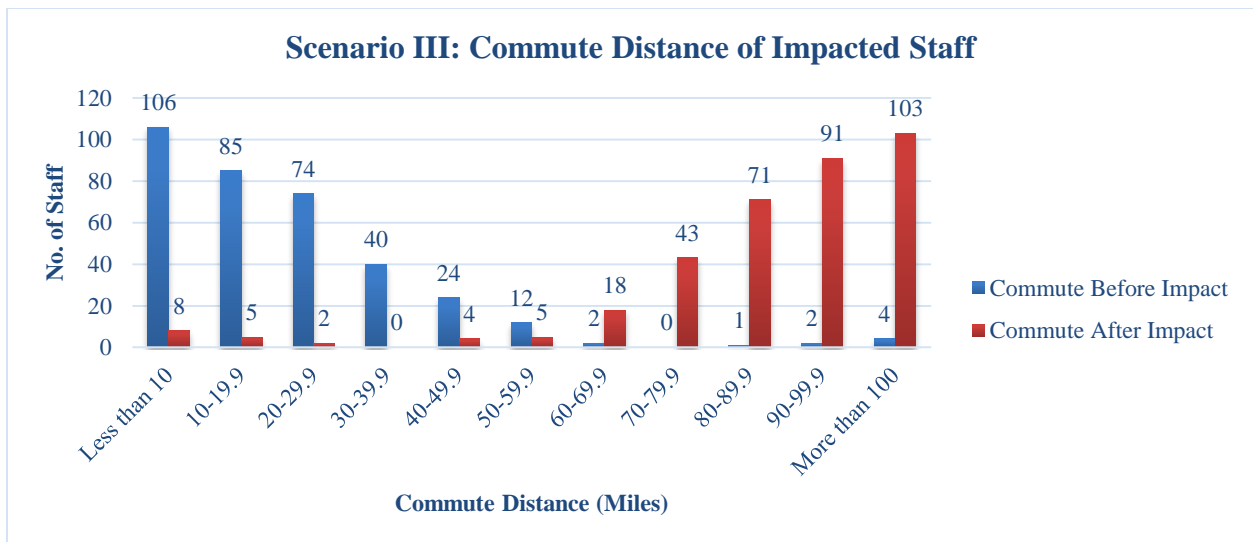
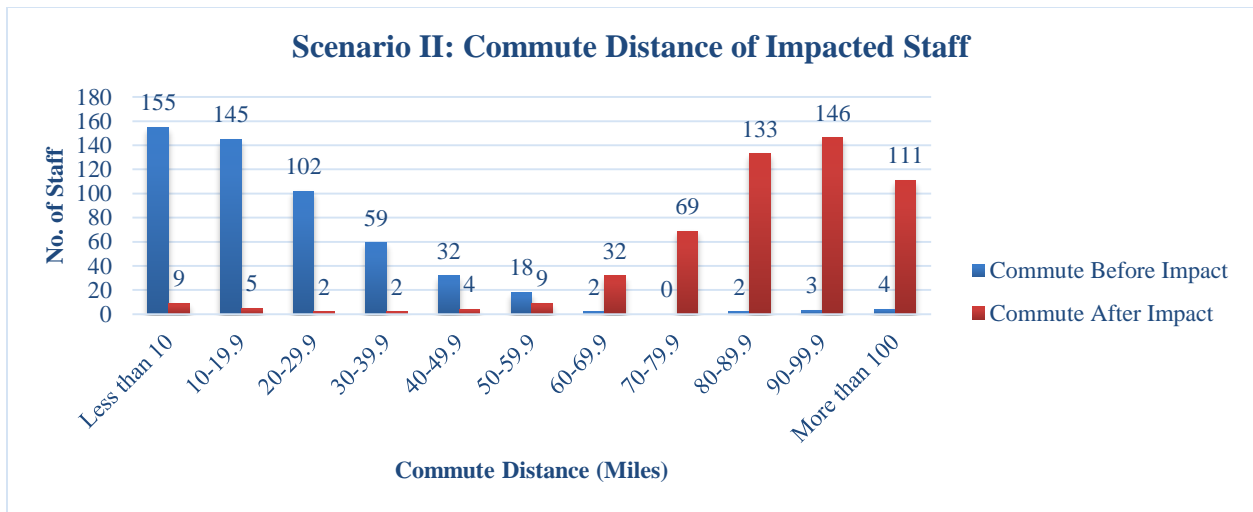
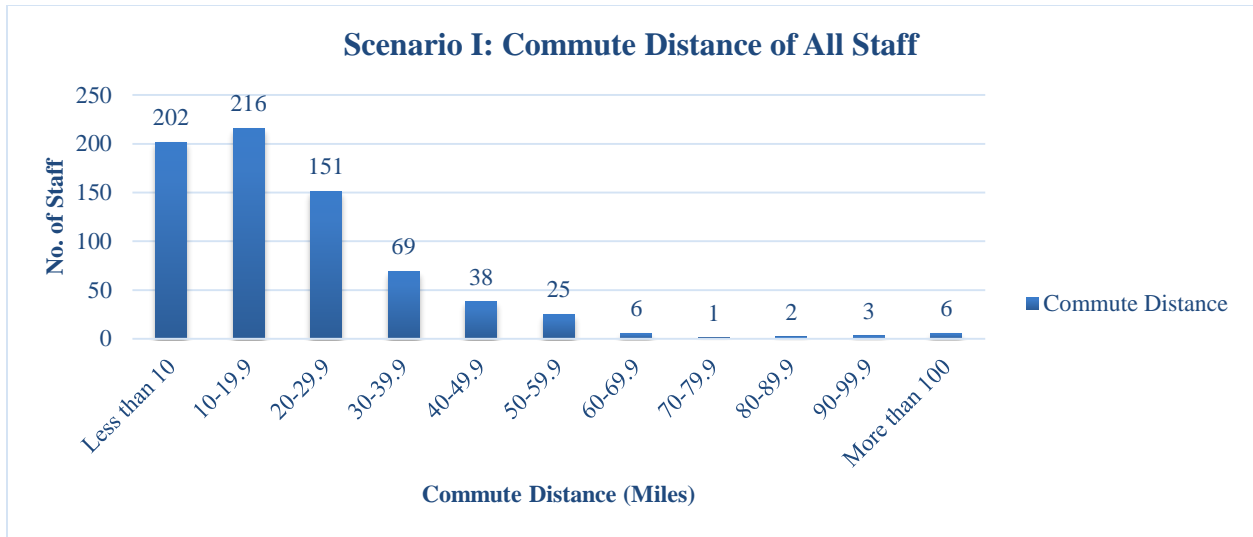
The California Construction Cost index is developed based upon Building Cost Index (BCI) cost indices for San Francisco and Los Angeles produced by Engineering News Record (ENR) and reported in the second issue each month for the previous month. This table is updated at the end of each month.

The ENR BCI reports cost trends for specific construction trade labor and materials in the California marketplace.

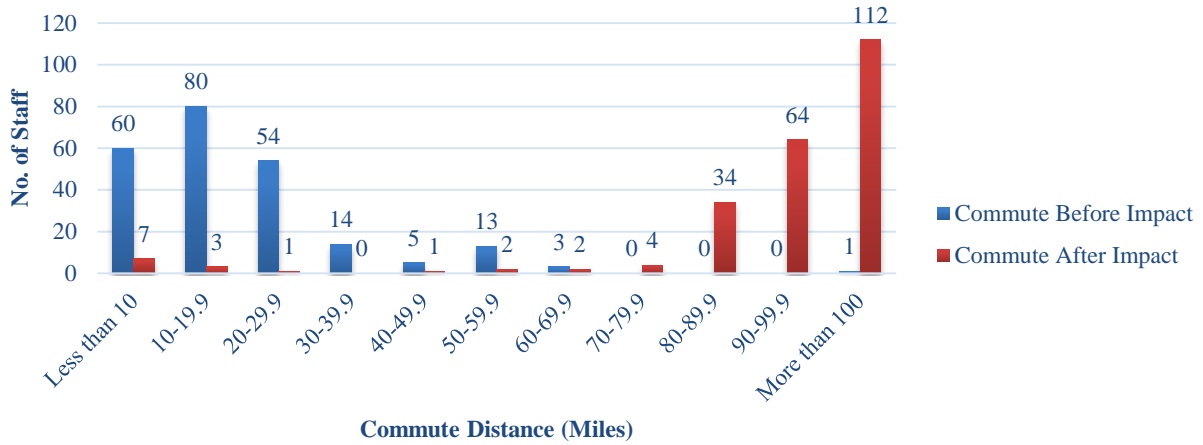
\*Annual Percentage is calculated from December to December.

*This page last updated: 6/18/15*

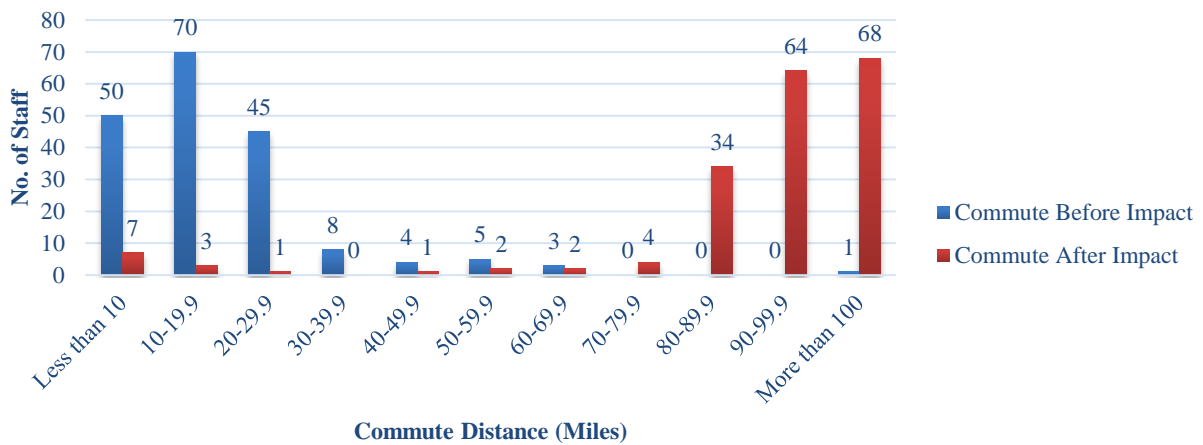
## Appendix V – Commuting Distance By Scenario



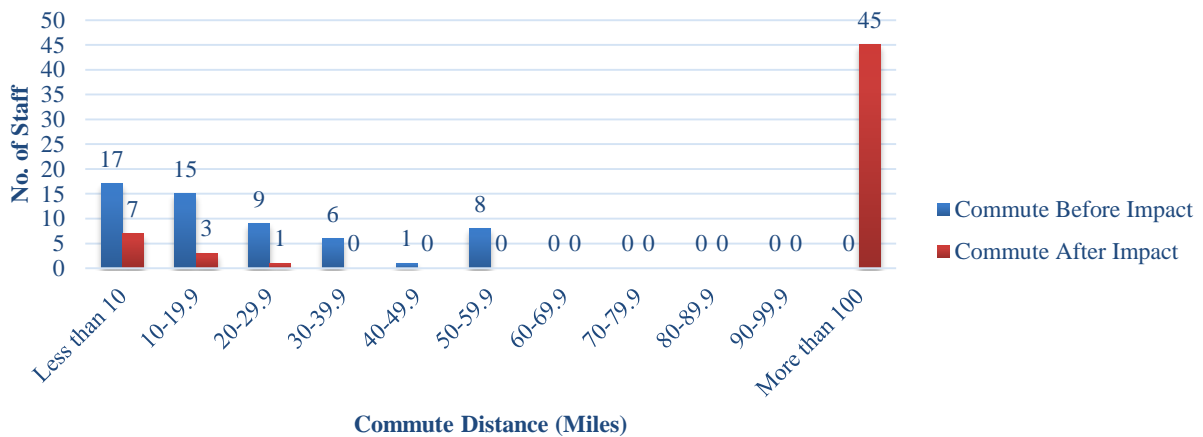
**Scenario IV: Commute Distance of Impacted Staff**



**Scenario V: Commute Distance of Impacted Staff**



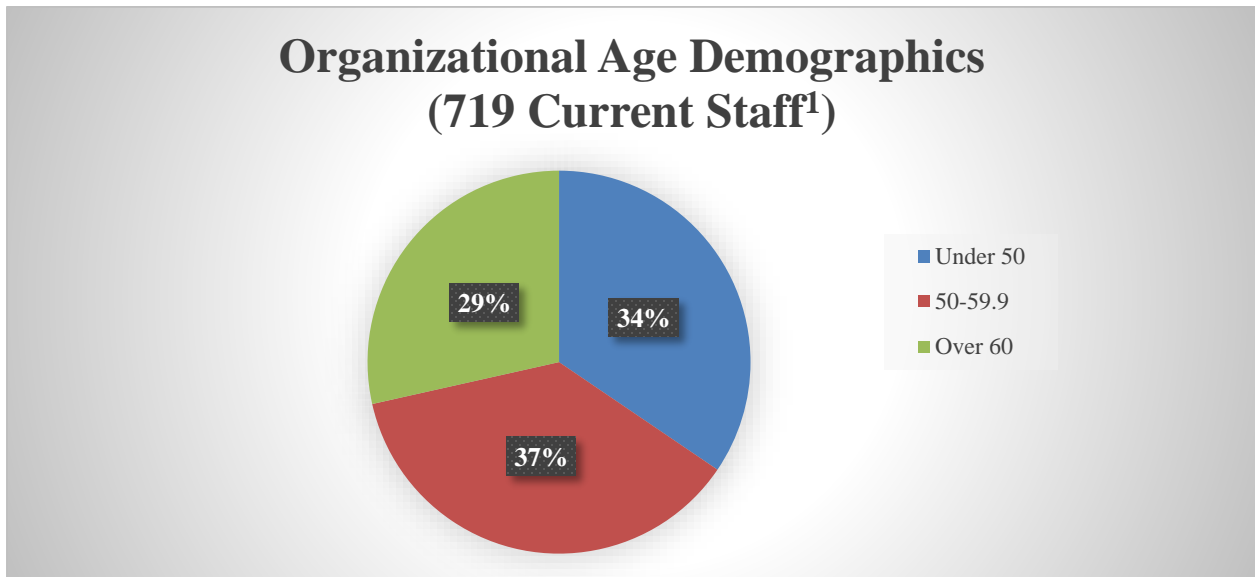
**Scenario VI: Commute Distance of Impacted Staff**



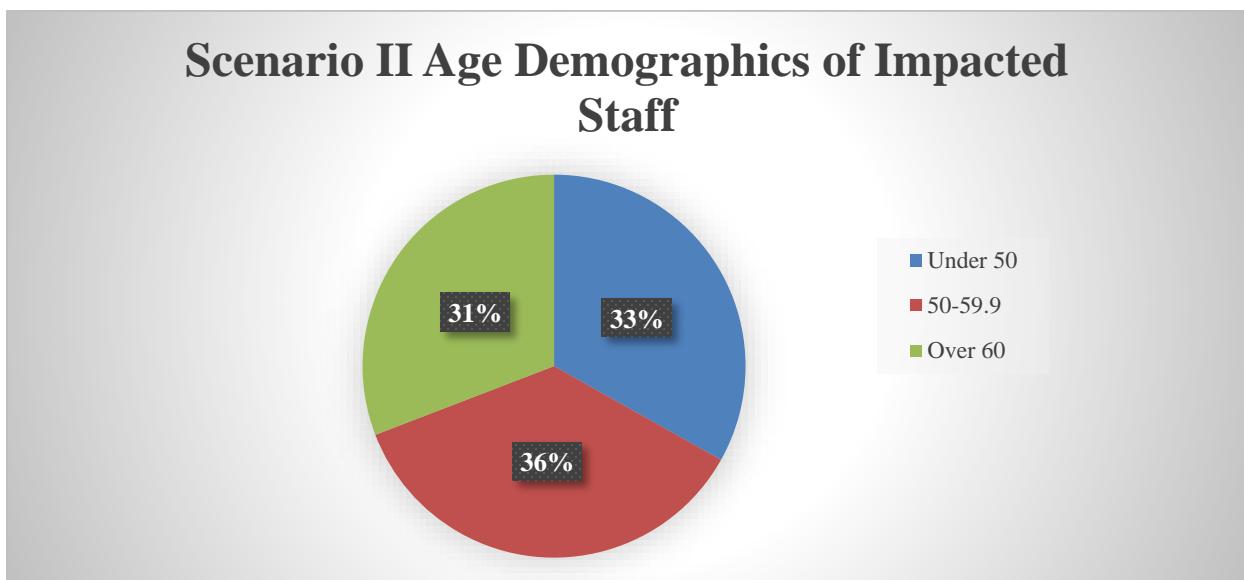
## Appendix W – Council Staff Age Range Demographics

The charts below illustrate the projected age range demographic breakdown of the Judicial Council staff in July of 2019 (the beginning of the analysis period). These projections are based on the assumption (see Appendix B1) that all 719 staff members (as of February 1, 2015) do not turnover between now and the beginning of the analysis. Therefore, ages are inflated by 4.4 years. For example, if a staff member was 30 years old on February 1, 2015, these graphs depict that staff member as 34.4 years old as of July 1, 2019.

These graphs are meant to illustrate the retirement risk the organization assumes if a relocation scenario is chosen. These graphs segment the impacted populations of each scenario by age (under 50, 50-59.9 years of age, and over 60 years of age) to illustrate age-based retirement risk.

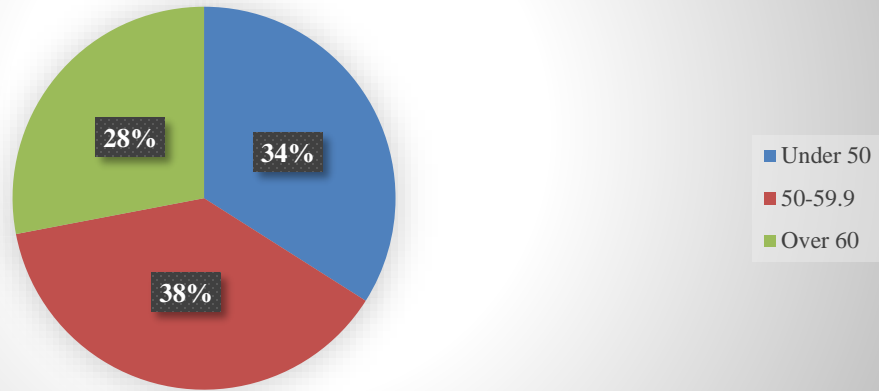


*Current State: Of the 719 staff in July of 2019, 248 are under 50 years of age, 266 are between 50 and 59.9 years of age, and 205 are over 60 years of age.*



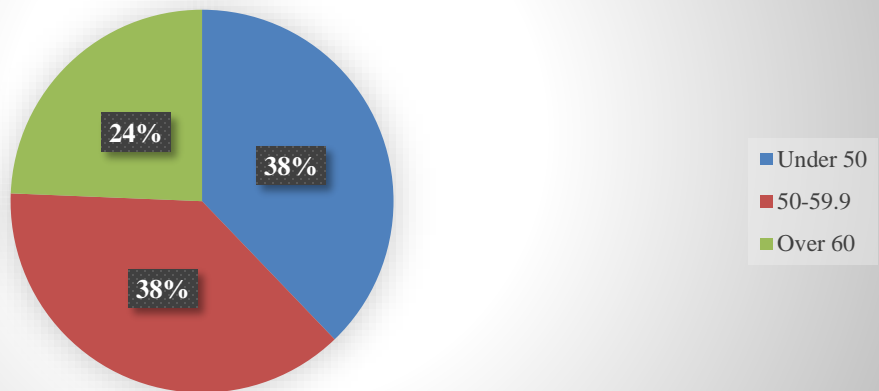
*Scenario II: Of the 522 impacted staff in July of 2019 (see Appendix L), 173 are under age 50 years of age, 188 are between 50 and 59.9 years of age, and 161 are over 60 years of age.*

### Scenario III Age Demographics of Impacted Staff



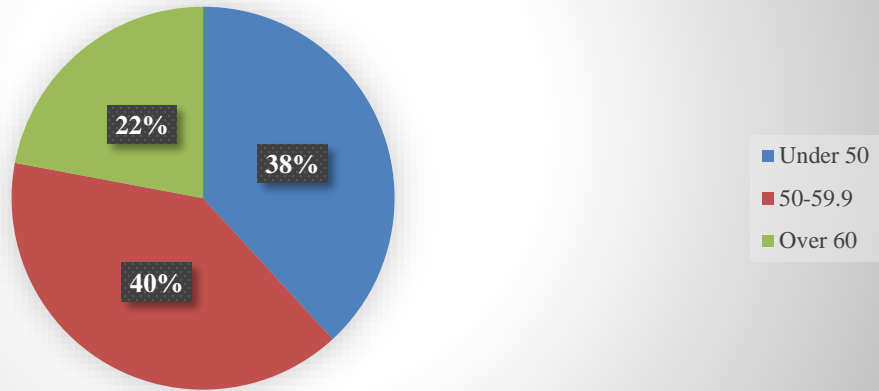
*Scenario III: Of the 350 impacted staff in July of 2019 (see Appendix L), 119 are under age 50 years of age, 133 are between 50 and 59.9 years of age, and 98 are over 60 years of age.*

### Scenario IV Age Demographics of Impacted Staff



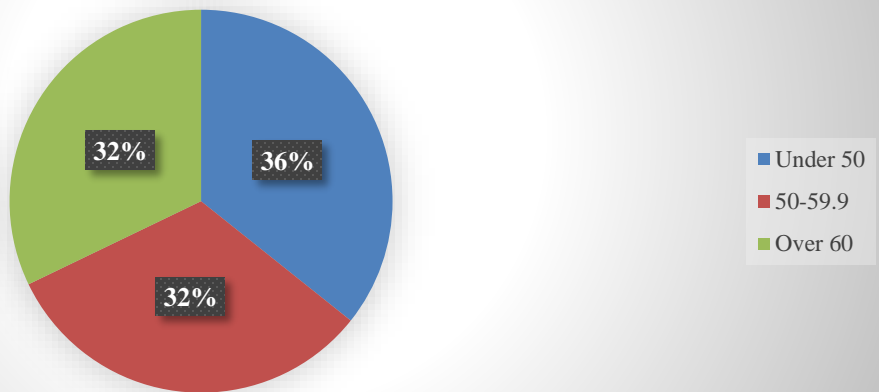
*Scenario IV: Of the 230 impacted staff in July of 2019 (see Appendix L), 87 are under age 50 years of age, 87 are between 50 and 59.9 years of age, and 56 are over 60 years of age.*

## Scenario V Age Demographics of Impacted Staff



*Scenario V: Of the 186 impacted staff in July of 2019 (see Appendix L), 71 are under age 50 years of age, 74 are between 50 and 59.9 years of age, and 41 are over 60 years of age.*

## Scenario VI Age Demographics of Impacted Staff



*Scenario VI: Of the 56 impacted staff in July of 2019 (see Appendix L), 20 are under age 50 years of age, 18 are between 50 and 59.9 years of age, and 18 are over 60 years of age.*

Appendix X - HR Costs

X.1. Costs By Scenario - Year By Year

		FY 19/20	FY 20/21	FY 21/22	FY 22/23	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	FY 28/29	Ten Year Total
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	
Scenario I	Salaries & Benefits	\$104,377,068	\$108,125,195	\$111,509,510	\$114,873,968	\$117,915,516	\$120,941,575	\$123,374,390	\$125,457,725	\$127,578,588	\$129,677,112	\$1,183,830,647
	Recurring Expenses	\$736,117	\$746,670	\$757,381	\$768,253	\$779,288	\$790,489	\$794,278	\$798,086	\$801,914	\$805,760	\$7,778,238
	Non-Recurring Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	HR Year Total	\$105,113,185	\$108,871,866	\$112,266,891	\$115,642,222	\$118,694,804	\$121,732,063	\$124,168,668	\$126,255,811	\$128,380,502	\$130,482,873	\$1,191,608,884
Scenario II	Salaries & Benefits	\$95,484,598	\$99,657,543	\$104,042,611	\$108,500,979	\$112,768,396	\$117,285,074	\$120,894,367	\$124,312,994	\$127,750,963	\$131,284,908	\$1,141,982,434
	Recurring Expenses	\$279,074	\$260,354	\$260,354	\$260,354	\$260,354	\$32,594	\$32,594	\$32,594	\$32,594	\$32,594	\$1,483,460
	Non-Recurring Expenses	\$11,960,988	\$842,043	\$842,043	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$13,645,074
	HR Year Total	\$107,724,660	\$100,759,940	\$105,145,008	\$108,761,333	\$113,028,750	\$117,317,668	\$120,926,961	\$124,345,588	\$127,783,557	\$131,317,502	\$1,157,110,968
Scenario III	Salaries & Benefits	\$98,163,119	\$102,121,924	\$106,170,120	\$110,370,767	\$113,971,658	\$117,929,310	\$121,154,729	\$124,281,172	\$127,190,134	\$130,477,738	\$1,151,830,671
	Recurring Expenses	\$677,167	\$669,176	\$676,900	\$684,739	\$692,696	\$579,092	\$581,825	\$584,571	\$587,331	\$590,105	\$6,323,601
	Non-Recurring Expenses	\$7,906,533	\$654,627	\$654,627	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$9,215,788
	HR Year Total	\$106,746,819	\$103,445,728	\$107,501,647	\$111,055,506	\$114,664,354	\$118,508,403	\$121,736,553	\$124,865,743	\$127,777,465	\$131,067,842	\$1,167,370,060
Scenario IV	Salaries & Benefits	\$100,864,997	\$104,603,076	\$108,268,689	\$111,986,037	\$115,475,162	\$119,065,255	\$121,956,535	\$124,655,543	\$127,254,329	\$130,043,722	\$1,164,173,344
	Recurring Expenses	\$1,051,540	\$1,066,824	\$1,082,338	\$1,098,084	\$1,114,066	\$1,130,288	\$1,135,777	\$1,141,293	\$1,146,836	\$1,152,407	\$11,119,454
	Non-Recurring Expenses	\$4,834,501	\$357,494	\$357,494	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$5,549,488
	HR Year Total	\$106,751,038	\$106,027,393	\$109,708,520	\$113,084,121	\$116,589,228	\$120,195,543	\$123,092,312	\$125,796,835	\$128,401,165	\$131,196,130	\$1,180,842,286
Scenario V	Salaries & Benefits	\$101,434,695	\$105,199,303	\$108,793,109	\$112,459,429	\$115,892,676	\$119,420,026	\$122,254,564	\$124,846,264	\$127,324,832	\$130,058,762	\$1,167,683,661
	Recurring Expenses	\$981,769	\$996,007	\$1,010,458	\$1,025,126	\$1,040,014	\$1,055,125	\$1,060,238	\$1,065,376	\$1,070,540	\$1,075,730	\$10,380,383
	Non-Recurring Expenses	\$4,154,432	\$292,442	\$292,442	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$4,739,316
	HR Year Total	\$106,570,897	\$106,487,752	\$110,096,009	\$113,484,555	\$116,932,690	\$120,475,152	\$123,314,802	\$125,911,640	\$128,395,372	\$131,134,491	\$1,182,803,360
Scenario VI	Salaries & Benefits	\$103,757,121	\$107,482,093	\$110,941,800	\$114,361,094	\$117,462,558	\$120,555,644	\$123,049,741	\$125,245,191	\$127,491,359	\$129,650,729	\$1,179,997,328
	Recurring Expenses	\$807,342	\$818,963	\$830,759	\$842,731	\$854,883	\$867,218	\$871,391	\$875,585	\$879,800	\$884,036	\$8,532,706
	Non-Recurring Expenses	\$758,422	\$76,038	\$76,038	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$910,498
	HR Year Total	\$105,322,885	\$108,377,094	\$111,848,596	\$115,203,825	\$118,317,441	\$121,422,861	\$123,921,131	\$126,120,775	\$128,371,158	\$130,534,765	\$1,189,440,532



## X.2. Recurring Costs

		Recurring Expenses by Scenario					
		Scenario					
		I	II	III	IV	V	VI
Line	Fixed Recruitment Cost						
1	Annual Fixed Cost <sup>1</sup>	\$32,594.00	\$32,594.00	\$32,594.00	\$32,594.00	\$32,594.00	\$32,594.00
2	No. of Years Observed	10	10	10	10	10	10
3	Subtotal cost (line 1 x line 2)	\$325,940.00	\$325,940.00	\$325,940.00	\$325,940.00	\$325,940.00	\$325,940.00
4	<b>Transit Subsidy Program</b>						
5	Year One of Analysis Period						
6	Authorized Staff (Less 10% Vacancy)	484	0	349	701	653	534
7	% of New Users Expected to Utilize Clipper <sup>2</sup>	93.2%	93.2%	93.2%	93.2%	93.2%	93.2%
8	Total No. of Users (line 6 x line 7)	450.98	0.00	325.19	653.17	608.45	497.57
9	Clipper Cost per User (Annual) <sup>3</sup>	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00
10	First Year Clipper Cost (line 8 x line 9)	\$703,523.41	\$0.00	\$507,292.71	\$1,018,946.10	\$949,175.18	\$776,201.45
11	Costs in Years Two through Ten <sup>4</sup>						
12	Year 2 (line 10 x 1.015)	\$714,076.26	\$0.00	\$514,902.10	\$1,034,230.29	\$963,412.81	\$787,844.47
13	Year 3 (line 12 x 1.015)	\$724,787.41	\$0.00	\$522,625.63	\$1,049,743.74	\$977,864.00	\$799,662.14
14	Year 4 (line 13 x 1.015)	\$735,659.22	\$0.00	\$530,465.01	\$1,065,489.90	\$992,531.96	\$811,657.07
15	Year 5 (line 14 x 1.015)	\$746,694.11	\$0.00	\$538,421.99	\$1,081,472.25	\$1,007,419.94	\$823,831.93
16	Year 6 (line 15 x 1.015)	\$757,894.52	\$0.00	\$546,498.32	\$1,097,694.33	\$1,022,531.24	\$836,189.41
17	Year 7 (line 16 x 1.005)	\$761,683.99	\$0.00	\$549,230.81	\$1,103,182.80	\$1,027,643.90	\$840,370.35
18	Year 8 (line 17 x 1.005)	\$765,492.41	\$0.00	\$551,976.97	\$1,108,698.72	\$1,032,782.12	\$844,572.20
19	Year 9 (line 18 x 1.005)	\$769,319.87	\$0.00	\$554,736.85	\$1,114,242.21	\$1,037,946.03	\$848,795.07
20	Year 10 (line 19 x 1.005)	\$773,166.47	\$0.00	\$557,510.53	\$1,119,813.42	\$1,043,135.76	\$853,039.04
21	Subtotal cost (Σ line 10 to line 20)	\$7,452,297.67	\$0.00	\$5,373,660.92	\$10,793,513.77	\$10,054,442.93	\$8,222,163.13
22	<b>Bus System Program<sup>5</sup></b>						
23	No. of Users in Year One	0	158	88	0	0	0
24	Cost per User <sup>6</sup>	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00
25	First Year Program Cost (line 23 x line 24)	\$0.00	\$246,480.00	\$137,280.00	\$0.00	\$0.00	\$0.00
26	No. of Annual Users in Years Two through Five	0	146	78	0	0	0
27	Cost per User <sup>6</sup>	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00	\$1,560.00
28	Years Two through Five Program Cost (line 26 x line 27 x 4 years)	\$0.00	\$911,040.00	\$486,720.00	\$0.00	\$0.00	\$0.00
30	Subtotal cost (line 25 + 28)	\$0.00	\$1,157,520.00	\$624,000.00	\$0.00	\$0.00	\$0.00
31	<b>TOTAL Recurring Expenses (line 3 + line 21 + line 30)</b>	<b>\$7,778,237.67</b>	<b>\$1,483,460.00</b>	<b>\$6,323,600.92</b>	<b>\$11,119,453.77</b>	<b>\$10,380,382.93</b>	<b>\$8,548,103.13</b>

1 Cost remains fixed across all scenarios at \$32,594 per year on LinkedIn and Career fairs.

2 Utilization rate was determined by the subsidy utilization in San Francisco as of February 1, 2015. As of this date, there were 438 users out of 469 staff members in San Francisco - for an effective rate of 93.2%.

3 The monthly transit subsidy allowance is \$130/month, effective July 1, 2015. This is an annualized subsidy of \$1,560.

4 The analysis applies growth of authorized positions by 1.5% per year for the first five years, and then is followed by 0.5% growth every year beyond. Due to this growth, there will be a growth in clipper card usage by the same rate (in theory). The growth is applied to the transit costs as outlined in the graph.

5 The bus system program is a five year transitional program for staff from the San Francisco office who are being relocated to Sacramento, and therefore applies to scenarios II and III. The allowance does not apply to Scenarios IV-VI, since all the staff moving from Burbank or Sacramento to San Francisco will receive a transit subsidy (as accounted for in the Transit Subsidy costing). If staff relocated to Sacramento from San Francisco in Scenarios II and III choose to reside in their San Francisco Bay Area homes, that \$130 subsidy can be "transferred" to a Bus system. Due to this principle of not double counting, only staff who are impacted and retain employment with the JCC in Scenarios II and III in a move from San Francisco to Sacramento will receive this benefit. Staff in these scenario's moving to San Francisco are accounted for in the transit subsidy program. The bus system allowance is costed by the number of staff impacted in a move from San Francisco to Sacramento and stay with the JCC, multiplied by a \$130 bus allowance per month.

### X.3. Non-Recurring Costs

		Non-Recurring Expenses by Scenario					
		Scenario					
		I	II	III	IV	V	VI
<b>Line</b>	<b>Unemployment Insurance</b>						
1	No. of employees resigning from vacated office in year one	0	250	162	103	87	17
2	Cost per employee (\$450/wk X 26 weeks)	\$11,700.00	\$11,700.00	\$11,700.00	\$11,700.00	\$11,700.00	\$11,700.00
3	Subtotal cost (line 1 x line 2)	\$0.00	\$2,925,000.00	\$1,895,400.00	\$1,205,100.00	\$1,017,900.00	\$198,900.00
<b>4</b>	<b>Leave Balance</b>						
5	No. of employees resigning in year one	0	250	162	103	87	17
6	Avg. Leave Balance	\$0.00	\$16,207.58	\$17,327.24	\$15,701.46	\$16,629.05	\$12,083.57
7	No. of employees resigning in years two and three	0	11	13	4	3	1
8	Avg. Leave Balance	\$0.00	\$2,779.96	\$1,591.49	\$2,473.11	\$2,756.70	\$1,622.35
9	Leave Balance subtotal cost ((line 5 x 6) + (line 7 x 8))	\$0.00	\$4,082,473.35	\$2,827,702.37	\$1,627,142.76	\$1,454,997.45	\$207,043.02
10	Leave Balance OASDI and Medicare cost (7.65% x line 9)	\$0.00	\$312,309.21	\$216,319.23	\$124,476.42	\$111,307.31	\$15,838.79
11	Subtotal cost (line 9 + 10)	\$0.00	\$4,394,782.56	\$3,044,021.60	\$1,751,619.19	\$1,566,304.76	\$222,881.82
<b>12</b>	<b>Outsourced Recruitment Agency</b>						
13	Replacements needed at new office (in years 1-3)	0	261	175	107	90	18
14	Monthly salary average of new hires	\$0.00	\$6,558.52	\$6,285.89	\$6,337.71	\$6,292.10	\$6,647.01
15	Annual salary average of new hires (line 14 x 12 months)	\$0.00	\$78,702.28	\$75,430.63	\$76,052.56	\$75,505.23	\$79,764.10
16	Cost per employee (20% x line 15)	\$0.00	\$15,740.46	\$15,086.13	\$15,210.51	\$15,101.05	\$15,952.82
17	Subtotal cost (line 13 x line 15)	\$0.00	\$4,108,258.87	\$2,640,072.07	\$1,627,524.74	\$1,359,094.10	\$287,150.76
<b>18</b>	<b>Recruitment Advertising</b>						
19	No. of IT recruitments (in years 1-3)	0	57	57	5	1	4
20	Cost per IT recruitment	\$336.48	\$336.48	\$336.48	\$336.48	\$336.48	\$336.48
21	IT recruitment cost (line 19 x line 20)	\$0.00	\$19,179.36	\$19,179.36	\$1,682.40	\$336.48	\$1,345.92
22	No. of non-IT recruitments (in years 1-3)	0	204	118	102	89	14
23	Cost per non-IT recruitment	\$202.50	\$202.50	\$202.50	\$202.50	\$202.50	\$202.50
24	Non-IT recruitment cost (line 22 x line 23)	\$0.00	\$41,310.00	\$23,895.00	\$20,655.00	\$18,022.50	\$2,835.00
25	Subtotal cost (line 21 + line 24)	\$0.00	\$60,489.36	\$43,074.36	\$22,337.40	\$18,358.98	\$4,180.92
<b>26</b>	<b>Training/Transfer of Knowledge Program Cost</b>						
27	No. of program participants (in years 1-3)	0	67	52	30	25	6
28	Monthly salary average of participants	\$0.00	\$11,471.83	\$10,874.28	\$11,192.24	\$11,032.76	\$11,941.34
29	Monthly pension/OASDI/Medicare per participant (line 28 x 0.3193)	\$0.00	\$3,662.96	\$3,472.16	\$3,573.68	\$3,522.76	\$3,812.87
30	Monthly average benefits per participant (average of Health, Dental, Vision, Life Insurance)	\$0.00	\$958.82	\$972.98	\$949.19	\$997.64	\$694.47
31	Sum of monthly participant costs (line 28 + line 29 + line 30)	\$0.00	\$16,093.61	\$15,319.42	\$15,715.11	\$15,553.17	\$16,448.68
32	Program cost per participant (line 31 x 2 months of work)	\$0.00	\$32,187.21	\$30,638.84	\$31,430.22	\$31,106.33	\$32,897.37
33	Subtotal cost (line 27 x line 32)	\$0.00	\$2,156,543.34	\$1,593,219.66	\$942,906.64	\$777,658.25	\$197,384.20
<b>34</b>	<b>TOTAL Non-Recurring Expenses (line 3 + line 11 + line 17 + line 25 + line 33)</b>	<b>\$0.00</b>	<b>\$13,645,074.14</b>	<b>\$9,215,787.69</b>	<b>\$5,549,487.97</b>	<b>\$4,739,316.09</b>	<b>\$910,497.70</b>

**SPECIAL REPORT** REAL ESTATE QUARTERLY

**Los Angeles County Office Market, 2nd Quarter 2015**

Market/Submarket	Inventory (square ft.)	Vacant Space (square ft.)	Vacancy Rate			Under Construction (square ft.)	Net Absorption (square ft.) <sup>1</sup>			Class A Asking Rent <sup>2</sup>		
			2nd Qtr. 2015	1st Qtr. 2015	2nd Qtr. 2014		2nd Qtr. 2015	1st Qtr. 2015	2nd Qtr. 2014	2nd Qtr. 2015	1st Qtr. 2015	2nd Qtr. 2014
<b>Downtown Los Angeles</b>	<b>29,794,413</b>	<b>5,452,219</b>	<b>18.3%</b>	<b>18.6%</b>	<b>19.1%</b>	<b>350,000</b>	<b>94,069</b>	<b>11,004</b>	<b>(107,416)</b>	<b>\$3.45</b>	<b>\$3.32</b>	<b>\$3.18</b>
<b>Hollywood</b>	<b>2,274,087</b>	<b>289,465</b>	<b>12.7%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>1,123,407</b>	<b>29,479</b>	<b>(6,127)</b>	<b>21,108</b>	<b>\$3.91</b>	<b>\$3.84</b>	<b>\$3.70</b>
<b>San Fernando Valley*</b>	<b>32,555,491</b>	<b>4,576,000</b>	<b>14.1%</b>	<b>15.2%</b>	<b>13.7%</b>	<b>120,934</b>	<b>366,468</b>	<b>40,215</b>	<b>170,399</b>	<b>\$2.64</b>	<b>\$2.58</b>	<b>\$2.37</b>
Central Valley	8,073,600	958,337	11.9%	13.0%	10.5%	0	88,260	186,577	50,637	\$2.87	\$2.80	\$2.47
Conejo Valley <sup>3</sup>	9,682,302	1,213,615	12.5%	13.8%	15.0%	120,934	125,227	(89,157)	81,380	\$2.68	\$2.61	\$2.37
East Valley	2,059,424	378,723	18.4%	17.7%	11.1%	0	(14,065)	(1,667)	19,316	\$2.97	\$2.95	\$2.62
West Valley	12,740,165	2,025,325	15.9%	17.2%	15.4%	0	167,046	255,612	19,066	\$2.42	\$2.42	\$2.25
<b>San Gabriel Valley</b>	<b>11,281,487</b>	<b>1,557,005</b>	<b>13.8%</b>	<b>13.1%</b>	<b>13.0%</b>	<b>0</b>	<b>60,991</b>	<b>111,884</b>	<b>91,310</b>	<b>\$2.31</b>	<b>\$2.17</b>	<b>\$2.20</b>
<b>Santa Clarita Valley*</b>	<b>2,494,590</b>	<b>333,388</b>	<b>13.4%</b>	<b>13.0%</b>	<b>16.0%</b>	<b>0</b>	<b>(9,109)</b>	<b>13,129</b>	<b>(12,996)</b>	<b>\$2.67</b>	<b>\$2.65</b>	<b>\$2.60</b>
<b>South Bay</b>	<b>27,347,993</b>	<b>5,931,394</b>	<b>21.7%</b>	<b>22.2%</b>	<b>21.9%</b>	<b>0</b>	<b>131,565</b>	<b>(147,244)</b>	<b>(114,547)</b>	<b>\$2.44</b>	<b>\$2.43</b>	<b>\$2.39</b>
190th Street Corridor	2,432,628	489,004	20.1%	17.8%	16.8%	0	(56,732)	43,465	34,131	\$2.22	\$2.15	\$2.29
El Segundo	9,772,349	1,619,413	16.6%	17.6%	16.6%	0	99,477	(155,310)	18,528	\$2.78	\$2.72	\$2.69
LAX/Century Blvd.	3,667,857	1,650,903	45.0%	46.8%	42.4%	0	65,513	(46,940)	(45,462)	\$1.62	\$1.63	\$1.63
Long Beach Downtown	3,556,295	570,060	16.0%	15.3%	15.9%	0	(26,178)	12,710	(44,507)	\$2.50	\$2.50	\$2.33
Long Beach Suburban	3,814,033	615,069	16.1%	17.1%	18.6%	0	36,406	2,330	(76,490)	\$2.14	\$2.13	\$2.06
Torrance	1,848,247	454,719	24.6%	24.3%	24.8%	0	(6,408)	(15,095)	10,202	\$2.24	\$2.22	\$2.27
Beach Cities	2,256,584	532,225	23.6%	24.4%	29.3%	0	19,487	11,596	(10,949)	\$2.70	\$2.54	\$2.56
<b>Tri-Cities</b>	<b>23,665,390</b>	<b>3,611,069</b>	<b>15.3%</b>	<b>14.8%</b>	<b>17.4%</b>	<b>0</b>	<b>(123,636)</b>	<b>165,122</b>	<b>116,422</b>	<b>\$2.89</b>	<b>\$2.84</b>	<b>\$2.77</b>
<b>Burbank</b>	<b>7,260,052</b>	<b>1,120,989</b>	<b>15.4%</b>	<b>16.2%</b>	<b>17.7%</b>	<b>0</b>	<b>58,489</b>	<b>(24,901)</b>	<b>98,934</b>	<b>\$3.15</b>	<b>\$3.24</b>	<b>\$3.15</b>
Glendale	6,502,622	918,672	14.1%	14.1%	19.5%	0	(3,461)	88,059	83,716	\$2.52	\$2.54	\$2.52
Pasadena	9,902,716	1,571,408	15.9%	14.3%	15.7%	0	(178,664)	101,964	(66,228)	\$2.98	\$2.76	\$2.65
<b>Westside</b>	<b>47,028,775</b>	<b>6,370,072</b>	<b>13.5%</b>	<b>14.3%</b>	<b>14.6%</b>	<b>356,830</b>	<b>450,821</b>	<b>(75,303)</b>	<b>248,984</b>	<b>\$4.28</b>	<b>\$4.26</b>	<b>\$4.02</b>
Beverly Hills	6,973,376	382,416	5.5%	6.3%	8.8%	0	55,277	64,323	44,859	\$5.08	\$4.88	\$4.72
Brentwood	3,217,946	411,993	12.8%	14.7%	19.0%	0	59,950	52,600	48,955	\$4.02	\$3.62	\$3.39
Century City	10,523,768	1,487,339	14.1%	15.8%	13.1%	0	180,241	(157,578)	20,775	\$4.37	\$4.56	\$4.27
Marina/Culver City	7,834,943	1,558,422	19.9%	22.2%	24.3%	72,830	283,031	(62,359)	107,403	\$3.07	\$3.06	\$3.01
Santa Monica	7,688,376	958,977	12.5%	10.7%	9.4%	0	(140,058)	(37,041)	87,614	\$5.02	\$4.86	\$4.45
West LA/Olympic Corridor	2,975,077	314,097	10.6%	10.5%	11.7%	284,000	(1,799)	61,006	16,382	\$3.93	\$3.89	\$3.59
Westwood	4,730,102	742,830	15.7%	15.6%	14.6%	0	(2,846)	(1,078)	12,698	\$4.16	\$4.12	\$3.76
West Hollywood	3,085,187	513,998	16.7%	17.7%	19.7%	0	17,025	4,824	(89,702)	\$4.52	\$4.53	\$4.51
<b>Wilshire Corridor</b>	<b>11,311,938</b>	<b>2,170,283</b>	<b>19.2%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>0</b>	<b>43,150</b>	<b>40,358</b>	<b>73,244</b>	<b>\$2.49</b>	<b>\$2.48</b>	<b>\$2.42</b>
Wilshire Center	5,224,343	1,216,817	23.3%	23.5%	25.0%	0	12,176	20,897	58,360	\$1.83	\$1.70	\$1.71
Park Mile	876,897	238,150	27.2%	27.3%	27.3%	0	1,376	3,989	3,824	\$2.30	\$2.30	\$2.30

Figure 10: Market Statistics

Submarket	Building Sq. Ft.	Direct Vacancy (%)	Overall Vacancy (%)	Current Net Absorption	YTD Net Absorption	Under Construction	Construction Deliveries	Avg. Asking Lease Rates (\$PFS/MO/FSG)
Tri-Cities/Glendale	26,926,189	14.4	15.3	106,033	100,369	0	155,000	2.79
Los Angeles Downtown	31,760,927	17.2	17.6	159,463	341,796	390,510	0	2.99
Hollywood/Wilshire Corridor	19,040,242	16.7	16.8	(89,746)	(51,647)	1,192,634	0	2.39
San Fernando Valley	20,664,273	14.2	14.9	17,084	27,993	0	0	2.23
San Gabriel Valley	13,990,674	13.0	13.0	76,623	250,590	0	166,408	2.04
Mid-Counties	6,187,835	9.2	9.2	71,588	45,821	0	0	2.06
South Bay	31,754,038	18.7	19.2	233,320	425,780	0	0	2.29
West Los Angeles	50,233,775	11.5	12.3	566,373	543,383	614,988	411,935	4.24
<b>Los Angeles County</b>	<b>200,557,953</b>	<b>14.7</b>	<b>15.3</b>	<b>1,140,738</b>	<b>1,684,085</b>	<b>2,198,132</b>	<b>733,343</b>	<b>2.86</b>
Ventura County	19,048,006	16.7	18.4	218,855	593,034	78,381	0	2.18
<b>Greater Los Angeles Area</b>	<b>219,605,959</b>	<b>14.9</b>	<b>15.6</b>	<b>1,359,593</b>	<b>2,277,119</b>	<b>2,276,513</b>	<b>733,343</b>	<b>2.78</b>

Source: CBRE Research, Q2 2015.

Figure 11: Key Transactions

Occupier	Industry Sector	Location	Total Sq. Ft.
Lewis Brisbois*	Legal	Downtown	210,000
City of Los Angeles	Government	Downtown	137,311
AECOM	Architecture/Engineering	Downtown	121,330
Disney*	Media/Entertainment	Tri-Cities	110,000
Sage Publications	Communications	Ventura	99,000

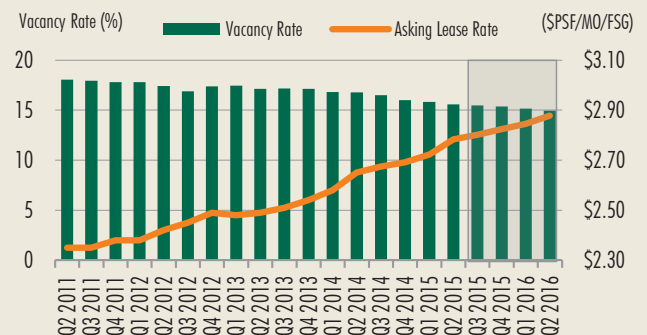
\* Renewals

Source: CBRE Research, Q2 2015.

Figure 12: Market Outlook

Following several quarters of steady growth, the Greater Los Angeles office market continues on an upward trajectory moving through to the second half of 2015. Office employment is expected to add 53,100 new jobs by the end of 2016, according to CBRE EA. This increased growth is projected to improve vacancy levels further by 70 bps by Q2 2016. Rental rates will also continue to improve, as they are expected to grow by 3.4% over the next 12 months.

12-Month Forecast



Source: CBRE Econometric Advisors, Q2 2015.

**INVENTORY AT A GLANCE**



**DEFINITIONS**

**Net Rentable Area** The gross building square footage minus the elevator core, flues, pipe shafts, vertical ducts, balconies and stairwell areas. **Available Square Feet** Space Available for lease which is either physically vacant or occupied. Includes Subleases. **Vacant Square Feet** Portion of Available Square Feet which is either physically vacant or immediately available. Includes Subleases. **Direct Vacancy Square Feet** Portion of Available Square Feet which is either physically vacant or immediately available. Excludes subleases. **Vacancy Rate** Vacant Square Feet divided by the NRA. **Occupied Square Feet** NRA not considered vacant. **Net Absorption** The change in Occupied Square Feet from one period to the next. Positive absorption is reflected when a lease is signed, which may not coincide with the date of occupancy. **Average Asking Lease Rate** The rate determined by multiplying the asking gross lease rate for each building in the summary by its associated available space, summing the products, then dividing by the sum of the available spaces with gross lease rates for all buildings in the summary. Direct leases only; excludes sublease space and parking charges. **Full Service Gross (FSG)** Lease Type whereby the landlord assumes responsibility for all of the operating expenses and taxes for the property. **Normalization** Due to a reclassification of the market, the base, number and square footage of buildings for previous quarters have been adjusted to match the current base. Availability and Vacancy figures for those buildings have been adjusted in previous quarters.

**SURVEY CRITERIA**

Includes all class A and B multi-tenant office projects 30,000 square feet and greater in size for Los Angeles County and 10,000 square feet and larger for Ventura County, excluding government, medical, and owner-user buildings. Excludes buildings Under Construction or Planned. Under construction buildings which have begun construction as evidenced by site excavation or foundation work

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Please visit the Global Research Gateway at [www.cbre.com/researchgateway](http://www.cbre.com/researchgateway).

Policy Number: 4.3

Title: Salary Administration

Contact: Human Resources, [Classification and Compensation Unit](#)  
Human Resources, [Human Resources Data and Research Management Unit](#)

**Policy**

**Statement:** Employee salaries are set and periodically adjusted in accordance with established guidelines.

**Contents:**

- (A) Purpose of Policy
- (B) Salary Offers
- (C) Step Increases
- (D) Cost of Living Adjustments
- (E) Salary Adjustment on Promotion
- (F) Salary Adjustment on Demotion
- (G) Salary Adjustment on Downward Reclassification and Red-Circle Rates
- (H) Procedures for Salary Adjustments

**(A) Purpose of Policy**

This policy establishes the guidelines for setting individual employee salaries within the established salary range and for adjusting salaries. The setting of salary ranges for Judicial Council classifications is discussed in [Salary Structure, policy 4.1](#), and [Geographic Salary Differentials, policy 4.2](#).

**(B) Salary Offers**

In general, the entry-level salary for newly hired employees will be set at the minimum of the salary range assigned to the job classification, unless a higher salary is warranted by exceptional job qualifications or other legitimate business reasons. Approval of a starting salary above the minimum may be requested by the office leadership. Any such request must include sufficient justification for the request and may only be approved by the Chief Administrative Officer or designee.

A request for any salary above the minimum is evaluated in light of the following criteria: nature and extent of applicable work experience, direct relevance of past work experience to the position applied for, internal comparisons with current staff salaries, particular subject matter expertise, availability of funds, candidate pools, and to a lesser extent, the newly hired employee's current compensation. Requests to the Chief Administrative Officer must be in writing from the hiring office leadership and address the criteria listed above. Upon review of the request, the Chief Administrative Officer will make the final determination of the salary level approved for each individual request.

This section does not apply to salary offers for executive employees, which are at the discretion of the Administrative Director.

For information on salary levels for reinstated Judicial Council employees, please refer to [Reinstatement, policy 3.11](#).

Salary offers are made only by an authorized representative of Human Resources. [Hiring, policy 3.1](#), except for Executive Office positions.

**(C) Step Increases**

The step increase (formerly merit salary adjustment) rate, if applicable, is set on a fiscal year basis by the Chief Justice based on availability of funds.

Employees who have not reached the maximum salary for their classification are eligible for consideration to receive a step increase effective on their [anniversary date](#). The step increase is awarded based on job performance and availability of funds. Hourly intermittent employees are eligible for a step increase after working 1,920 hours.

Where an employee's job performance does not support the award of a step increase, the step increase may be denied, or deferred for a period of up to one year upon recommendation of the supervisor. Either situation requires the approval of the office leadership. The Pay and Benefits Administration Unit of Human Resources must be immediately notified in writing of the decision to deny or defer a step increase.

The supervisor may review the employee's eligibility and grant the deferred step increase at a future date not to exceed one year from the original step increase review date. When a step increase is deferred and then granted on a date other than the employee's anniversary date, the employee's [anniversary date](#) will change.

**(D) Cost of Living Adjustments**

A cost of living adjustment (COLA) is a percent increase applied to all salary ranges and has the effect of increasing all employee salaries by the applied percent. COLAs must be approved by the Chief Justice based on availability of funds.

**(E) Salary Adjustment on Promotion**

An employee approved for [promotion](#) will receive a 5 percent increase over current salary or the minimum of the new range, whichever is greater. If the employee's current salary is within 5 percent of the maximum rate of the new range, the employee will receive the maximum rate. When the employee is eligible for a step increase (see Section (C) above) within two months after the promotion, the amount of the step increase, if granted, will be incorporated into the employee's base salary before the promotional increase is applied. Upon promotion, an employee's [anniversary date](#) will change.

**(F) Salary Adjustment on Demotion**

An employee will receive a salary decrease upon demotion. A demotion may result from disciplinary or performance-related issues, or it could be initiated voluntarily by an employee. If the employee's current salary is above the maximum of the lower salary range, the employee will receive a 5 percent decrease or the maximum of the lower salary range, whichever decrease is greater. If the employee's current salary is within the lower range, the employee will receive a 5 percent decrease or the range minimum, whichever

decrease is less. Upon demotion, an employee's [anniversary date](#) will change.

**(G) Salary Adjustment on Downward Reclassification and Red-Circle Rates**

When the need arises, the Judicial Council may reclassify a position downward, for example, upon determining that the position was misclassified or because of organizational needs. A downward reclassification is distinguished from a voluntary or involuntary demotion in that a downward reclassification is a Judicial Council management-initiated action that is not disciplinary or related to performance.

Upon downward reclassification, the following will occur:

- If the employee's current salary is within the range of the lower classification, the employee's salary will not be adjusted.
- If the employee's current salary is above the maximum of the salary range of the lower classification, the employee will receive a red-circle rate (a rate of pay that exceeds the maximum of the salary range) allowing them to retain the salary rate in effect before downward reclassification for a period of one year. At the conclusion of one year, if the red-circle rate is still in effect, the employee's salary will be reduced by 5 percent or to the maximum of the range of their current classification, whichever decrease is less. At the conclusion of two years, if the red-circle rate is still in effect, the red-circle rate will be terminated and the employee's salary will be lowered to the maximum of the salary range for their classification.

While subject to a red-circle rate, the employee will not receive any further salary increases, including step increases and COLAs. A red-circle rate will be terminated under the following conditions: (1) the employee's salary falls within the range of the assigned classification, (2) the employee accepts another Judicial Council position, or (3) the employee reaches the two-year maximum. If an employee subject to a red-circle rate is promoted, the employee's salary will be returned to the salary held immediately before the red-circle rate, provided that salary is within the new range. If the employee's salary immediately before the red-circle rate is above the maximum of the new range, the employee will receive the maximum of the new range.

Red-circle rates are not appropriate when the employee:

- Is demoted, either voluntarily or involuntarily;
- Is in a temporary position or assignment or has just ended a temporary assignment; or
- Changes primary work location to a lower paying geographic region ([Geographic Salary Differentials, policy 4.2](#)) without receiving a downward reclassification.

**(H) Procedures for Salary Adjustments**

Requests for salary adjustments discussed in Sections (E), (F), or (G) of this policy are initiated by submission of a [Personnel Action Request \(PAR\)](#) and the necessary accompanying documentation to Human Resources.