

SOLANO COUNTY EMPLOYEE SALARY AND COST SURVEY

2010-11 Solano County Grand Jury

I. SUMMARY

To provide the citizens of Solano County an extensive and objective snapshot of the County's labor costs, the Grand Jury is issuing a three-year comparative survey of both non-classified and classified employee expenses. The salaries and costs identified in this report will allow the public to make its own assessment as to the value of the service provided versus the cost of a particular position. The data presented in this survey are actual costs supplied by the Solano County's Auditor-Controller Department as of December 31, 2010. The Grand Jury reviewed over 1,300 positions that met the necessary criteria to allow valid year-to-year comparisons, and presented the following results for each employee class:

- Base Salary
- Total Benefits
- Total Employee Compensation
- Total Cost to Taxpayer

The percentage changes for the salary/cost comparisons (FY 2008/09 to FY 2010/11) of each employee class are as follows:

	Board of Supervisors	Department Heads	Executive Staff	Classified Employees
Base Salary	0.0%	.5% to 10.9%	-5.1% to 42.1%	1.6% to 33.9%
Total Benefits	-22.8% to -5.9%	-33.1% to -2.5%	-32.1% to 16.4%	42.8% to 48.3%
Total Employee Compensation	-7.6% to -2.4%	-9.5% to 3.4%	-10.9% to 23.2%	-15.6% to 26.6%
Total Cost to Taxpayer	-7.2% to -2.4%	-11.0% to 1.6%	-11.3% to 23.6%	-16.1% to 26.9%

The high degree of variability identified in the Total Benefits tabulation is due to the nature of benefits. It is an expense that varies with each position, being dependent on the individual's specific situation. Total Benefit expense totals varied widely from position-to-position and for the same position from year-to-year due to events such as elimination of the Management Incentive Program, significant use of overtime, or major changes in medical plans.

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II. INTRODUCTION

The Solano County Grand Jury prepared this informational report as a public service. The Solano County's Auditor-Controller Department provided actual cost data covering the period July 1, 2008 to December 31, 2010, forming the basis of the information contained in this survey.

Data in this report comes directly from the Auditor-Controller's Office, but the Grand Jury presents the data in the following format. The Grand Jury doubled the half-year Fiscal Year (FY) 2010/11 data to allow a three-fiscal-year comparison and performed the percentage difference calculations.

This report provides the following data categories derived from a large sample of County non-classified employees (160) and classified positions (1181):

- Base Salaries
- Total Benefits
- Total Employee Compensation (TEC) = The sum of Base Salaries and Total Benefits
- Total Employee Cost to Taxpayer = The sum of Employment Taxes paid by the County and TEC

III. METHODOLOGY

The survey compares the fiscal year-to-year (FY is July 1 through June 30) dollar amounts for each position and reports differences as a percentage change. Also, the report compares the percentage difference of the FY 2008/09 to the FY 2010/11 amounts. Because the survey is composed of representative samples and not a complete listing of all County positions, it should not be used to obtain yearly comparisons of totals, averages, medians, or means.

To allow a more thorough understanding of the Total Benefit summaries, the Grand Jury presented examples from each group in a separate table. In addition, a glossary is included at the end of this report to help the reader understand some of the column heading abbreviations and terms used in these tables.

The non-classified employee sample contains only positions held by the same employee for the entire two-and-a-half-year period sampled. The Grand Jury omitted any employee assuming or leaving a position, or getting a promotion within the sample group, during the period sampled. For the classified positions, the Grand Jury selected positions meeting the same criteria mentioned above but by position and level within a department (*e.g.*, entry, journey, and supervisory level).

The Grand Jury separated the non-classified sample into three groups: Board of Supervisors (4), Department Heads (14), and the Executive Staff (142). The Grand Jury further divided these groups into the four categories mentioned above, which were sorted in decreasing order based on FY 2010/11 employee's total cost to the taxpayer (*i.e.*, highest to lowest total cost). A series of tables presents this information in the Statement of Facts Section of this report. Due to the large size of the Executive Staff sample, the Grand Jury created a representative group (23) to be included in this presentation. The entire Executive Staff sample is presented in Appendix A.

For the classified sample, the Grand Jury sorted the entire group from highest to lowest based on the FY 2010/11 Total Cost to the Taxpayer, then selected positions within a department as follows:

- The highest
- The lowest
- The mid-range position closest to the average of the highest and lowest

This process resulted in a classified sample (173), which is presented in Appendix B. In addition, the Grand Jury chose the mid-range position for each classification (65) and presented that table in the Statement of Facts Section of this report.

IV. STATEMENT OF FACTS

**BASE SALARY COMPARISON-
BOARD OF SUPERVISORS**

FY08/09, FY09/10,FY10/11

Name	Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Kondylis,Barbara R	Board of Supervisors (E)	94,758.30	0.0%	94,758.30	0.0%	94,758.30	0.0%
Spering,James P	Board of Supervisors (E)	94,758.30	0.0%	94,758.30	0.0%	94,758.30	0.0%
Vasquez,John M	Board of Supervisors (E)	94,758.30	0.0%	94,758.30	0.0%	94,758.30	0.0%
Reagan,Michael J	Board of Supervisors (E)	94,758.30	0.0%	94,758.30	0.0%	94,758.30	0.0%

**TOTAL BENEFITS COMPARISON-
BOARD OF SUPERVISORS**

ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES, EMPLOYMENT TAXES

FY08/09, FY09/10,FY10/11

Name	Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Kondylis,Barbara R	Board of Supervisors (E)	65,053.15	-4.5%	62,156.33	-1.6%	\$61,189.86	-5.9%
Spering,James P	Board of Supervisors (E)	63,129.67	-7.2%	58,598.29	-2.7%	\$57,027.86	-9.7%
Vasquez,John M	Board of Supervisors (E)	56,617.09	-5.1%	53,756.09	-3.3%	\$51,967.86	-8.2%
Reagan,Michael J	Board of Supervisors (E)	47,161.84	-28.4%	33,786.40	7.7%	\$36,391.58	-22.8%

**TOTAL SALARIES & BENEFITS COMPARISON-
BOARD OF SUPERVISORS
FY08/09, FY09/10, FY10/11**

Name	Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Kondylis, Barbara R	Board of Supervisors (E)	\$159,811.45	-1.8%	\$156,914.63	-0.6%	\$155,948.16	-2.4%
Spering, James P	Board of Supervisors (E)	\$157,887.97	-2.9%	\$153,356.59	-1.0%	\$151,786.16	-3.9%
Vasquez, John M	Board of Supervisors (E)	\$151,375.39	-1.9%	\$148,514.39	-1.2%	\$146,726.16	-3.1%
Reagan, Michael J	Board of Supervisors (E)	\$141,920.14	-9.4%	\$128,544.70	2.0%	\$131,149.88	-7.6%

**TOTAL COST OF EMPLOYEE COMPARISON-
BOARD OF SUPERVISORS
FY08/09, FY09/10, FY10/11**

Name	Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Kondylis, Barbara R	Board of Supervisors (E)	\$8,023.66	\$8,069.66	\$7,783.72	\$167,835.11	-1.7%	\$164,984.29	-0.8%	\$163,731.88	-2.4%
Spering, James P	Board of Supervisors (E)	\$8,024.54	\$7,994.79	\$7,863.70	\$165,912.51	-2.7%	\$161,351.38	-1.1%	\$159,649.86	-3.8%
Vasquez, John M	Board of Supervisors (E)	\$7,684.20	\$7,793.55	\$7,847.20	\$159,059.59	-1.7%	\$156,307.94	-1.1%	\$154,573.36	-2.8%
Reagan, Michael J	Board of Supervisors (E)	\$7,949.12	\$7,542.35	\$7,872.98	\$149,869.26	-9.2%	\$136,087.05	2.2%	\$139,022.86	-7.2%

**BASE SALARY COMPARISON-
DEPARTMENT HEADS
FY08/09, FY09/10,FY10/11**

Name	Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Johnson,Michael D	County Administrator	\$259,066.98	4.9%	\$271,748.62	-2.1%	\$266,104.68	2.7%
Bunting,Dennis	County Counsel	\$221,113.34	4.5%	\$231,044.97	-0.4%	\$230,152.94	4.1%
Duterte,Patrick O	Director of Health & Soc Svcs	\$181,145.22	0.5%	\$182,088.33	10.3%	\$200,882.86	10.9%
Paulson,David W	District Attorney (E)	\$187,925.07	0.5%	\$188,903.52	0.0%	\$188,903.52	0.5%
Stanton,Gary R	Sheriff/Coroner/Pub Admin (E)	\$182,278.41	0.5%	\$183,227.46	0.0%	\$183,227.46	0.5%
Padilla-Scholtens,Simona J	Auditor-Controller (E)	\$159,576.41	0.5%	\$160,407.26	0.0%	\$160,407.26	0.5%
Turko,Donald W	Director Of Human Resources	\$151,611.75	0.5%	\$152,401.13	9.4%	\$166,728.06	10.0%
Rosenthal,Ira J	Chief Information Officer	\$164,012.94	-0.3%	\$163,598.67	2.8%	\$168,192.50	2.5%
Voit,Isabelle J	Director Of Probation	\$146,793.55	0.4%	\$147,415.41	8.5%	\$159,980.06	9.0%
Lomeli,Charles A	Treasurer/Tax Col/Co Clk (E)	\$151,977.44	0.5%	\$152,768.72	0.0%	\$152,768.72	0.5%
Tonnesen,Marc C	Assessor/Recorder (E)	\$159,576.41	0.5%	\$160,407.26	0.0%	\$160,407.26	0.5%
Posehn,Pamela K	Director of Child Support Svcs	\$148,897.37	0.3%	\$149,383.91	3.2%	\$154,105.04	3.5%
Allan,Jim D	Ag Commissioner/Sealer Wts/Mea	\$125,208.35	0.5%	\$125,860.28	5.7%	\$133,079.96	6.3%
Reardon,William P	Director of Veterans Services	\$83,863.55	0.5%	\$84,300.24	3.9%	\$87,568.02	4.4%

TOTAL BENEFITS COMPARISON-
DEPARTMENT HEADS
ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES, EMPLOYMENT TAXES
FY08/09, FY09/10, FY10/11

Name	Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Johnson, Michael D	County Administrator	\$239,993.59	-17.0%	\$199,123.33	10.4%	\$219,772.06	-8.4%
Bunting, Dennis	County Counsel	\$129,308.49	-31.4%	\$88,653.05	-1.7%	\$87,120.52	-32.6%
Duterte, Patrick O	Director of Health & Soc Svcs	\$142,307.28	-14.8%	\$121,236.04	-21.2%	\$95,496.78	-32.9%
Paulson, David W	District Attorney (E)	\$104,142.55	-11.4%	\$92,292.87	-0.5%	\$91,876.88	-11.8%
Stanton, Gary R	Sheriff/Coroner/Pub Admin (E)	\$110,980.99	-6.5%	\$103,727.43	-3.6%	\$100,042.64	-9.9%
Padilla-Scholtens, Simona J	Auditor-Controller (E)	\$80,488.48	-5.8%	\$75,834.26	-2.5%	\$73,949.28	-8.1%
Turko, Donald W	Director Of Human Resources	\$98,627.77	-15.4%	\$83,418.03	-20.3%	\$66,524.24	-32.6%
Rosenthal, Ira J	Chief Information Officer	\$79,359.30	-14.3%	\$67,977.46	-4.7%	\$64,814.08	-18.3%
Voit, Isabelle J	Director Of Probation	\$106,080.31	-10.4%	\$95,002.43	-25.3%	\$70,988.30	-33.1%
Lomeli, Charles A	Treasurer/Tax Col/Co Clk (E)	\$69,491.73	-6.2%	\$65,164.13	-3.0%	\$63,215.26	-9.0%
Tonnesen, Marc C	Assessor/Recorder (E)	\$64,795.39	-11.3%	\$57,455.73	-3.4%	\$55,498.54	-14.3%
Posehn, Pamela K	Director of Child Support Svcs	\$69,973.21	-15.2%	\$59,321.99	-16.6%	\$49,491.24	-29.3%
Allan, Jim D	Ag Commissioner/Sealer Wts/Mea	\$61,848.00	12.7%	\$69,703.41	-13.5%	\$60,291.70	-2.5%
Reardon, William P	Director of Veterans Services	\$61,851.30	-16.0%	\$51,929.68	-14.7%	\$44,298.02	-28.4%

**TOTAL SALARIES & BENEFITS COMPARISON-
DEPARTMENT HEADS
FY08/09, FY09/10,FY10/11**

Name	Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Johnson,Michael D	County Administrator	\$499,060.57	-5.6%	\$470,871.95	3.2%	\$485,876.74	-2.6%
Bunting,Dennis	County Counsel	\$350,421.83	-8.8%	\$319,698.02	-0.8%	\$317,273.46	-9.5%
Duterte,Patrick O	Director of Health & Soc Svcs	\$323,452.50	-6.2%	\$303,324.37	-2.3%	\$296,379.64	-8.4%
Paulson,David W	District Attorney (E)	\$292,067.62	-3.7%	\$281,196.39	-0.1%	\$280,780.40	-3.9%
Stanton,Gary R	Sheriff/Coroner/Pub Admin (E)	\$293,259.40	-2.1%	\$286,954.89	-1.3%	\$283,270.10	-3.4%
Padilla-Scholtens,Simona J	Auditor-Controller (E)	\$240,064.89	-1.6%	\$236,241.52	-0.8%	\$234,356.54	-2.4%
Turko,Donald W	Director Of Human Resources	\$250,239.52	-5.8%	\$235,819.16	-1.1%	\$233,252.30	-6.8%
Rosenthal,Ira J	Chief Information Officer	\$243,372.24	-4.8%	\$231,576.13	0.6%	\$233,006.58	-4.3%
Voit,Isabelle J	Director Of Probation	\$252,873.86	-4.1%	\$242,417.84	-4.7%	\$230,968.36	-8.7%
Lomeli,Charles A	Treasurer/Tax Col/Co Clk (E)	\$221,469.17	-1.6%	\$217,932.85	-0.9%	\$215,983.98	-2.5%
Tonnesen,Marc C	Assessor/Recorder (E)	\$224,371.80	-2.9%	\$217,862.99	-0.9%	\$215,905.80	-3.8%
Posehn,Pamela K	Director of Child Support Svcs	\$218,870.58	-4.6%	\$208,705.90	-2.4%	\$203,596.28	-7.0%
Allan,Jim D	Ag Commissioner/Sealer Wts/Mea	\$187,056.35	4.5%	\$195,563.69	-1.1%	\$193,371.66	3.4%
Reardon,William P	Director of Veterans Services	\$145,714.85	-6.5%	\$136,229.92	-3.2%	\$131,866.04	-9.5%

**TOTAL COST OF EMPLOYEE COMPARISON-
DEPARTMENT HEADS
FY08/09, FY09/10,FY10/11**

Name	Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Johnson,Michael D	County Administrator	\$23,443.02	\$23,403.83	\$23,000.00	\$522,503.59	-5.4%	\$494,275.78	3.0%	\$508,876.74	-2.6%
Bunting,Dennis	County Counsel	\$10,249.17	\$10,248.28	\$3,617.02	\$360,671.00	-8.5%	\$329,946.30	-2.7%	\$320,890.48	-11.0%
Duterte,Patrick O	Director of Health & Soc Svcs	\$9,875.77	\$9,775.30	\$3,186.02	\$333,328.27	-6.1%	\$313,099.67	-4.3%	\$299,565.66	-10.1%
Paulson,David W	District Attorney (E)	\$9,567.39	\$9,419.70	\$3,396.04	\$301,635.01	-3.7%	\$290,616.09	-2.2%	\$284,176.44	-5.8%
Stanton,Gary R	Sheriff/Coroner/Pub Admin (E)	\$0.00	\$0.00	\$0.00	\$293,259.40	-2.1%	\$286,954.89	-1.3%	\$283,270.10	-3.4%
Padilla-Scholtens,Simona J	Auditor-Controller (E)	\$9,015.72	\$8,600.70	\$5,393.72	\$249,080.61	-1.7%	\$244,842.22	-2.1%	\$239,750.26	-3.7%
Turko,Donald W	Director Of Human Resources	\$9,285.27	\$8,409.63	\$4,956.92	\$259,524.79	-5.9%	\$244,228.79	-2.5%	\$238,209.22	-8.2%
Rosenthal,Ira J	Chief Information Officer	\$8,515.54	\$8,987.83	\$4,982.60	\$251,887.78	-4.5%	\$240,563.96	-1.1%	\$237,989.18	-5.5%
Voit,Isabelle J	Director Of Probation	\$0.00	\$0.00	\$0.00	\$252,873.86	-4.1%	\$242,417.84	-4.7%	\$230,968.36	-8.7%
Lomeli,Charles A	Treasurer/Tax Col/Co Clk (E)	\$8,922.96	\$8,518.38	\$5,879.40	\$230,392.13	-1.7%	\$226,451.23	-2.0%	\$221,863.38	-3.7%
Tonnesen,Marc C	Assessor/Recorder (E)	\$8,974.32	\$8,493.02	\$5,874.68	\$233,346.12	-3.0%	\$226,356.01	-2.0%	\$221,780.48	-5.0%
Posehn,Pamela K	Director of Child Support Svcs	\$8,990.48	\$8,414.73	\$5,709.88	\$227,861.06	-4.7%	\$217,120.63	-3.6%	\$209,306.16	-8.1%
Allan,Jim D	Ag Commissioner/Sealer Wts/Mea	\$9,740.72	\$8,641.03	\$6,640.82	\$196,797.07	3.8%	\$204,204.72	-2.1%	\$200,012.48	1.6%
Reardon,William P	Director of Veterans Services	\$8,045.48	\$7,774.55	\$7,616.96	\$153,760.33	-6.3%	\$144,004.47	-3.1%	\$139,483.00	-9.3%

**BASE SALARY COMPARISON-
EXECUTIVE STAFF*
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Physician Mgr/Dep Hlth Officer	\$187,044.71	-0.3%	\$186,427.70	2.2%	\$190,435.90	1.8%
Chief Deputy Public Defender	\$165,036.36	1.0%	\$166,705.14	1.6%	\$169,403.60	2.6%
Dep County Counsel IV	\$129,801.10	13.6%	\$147,434.64	-8.8%	\$134,391.34	3.5%
Exec Dir of Children&Families	\$109,763.00	-0.3%	\$109,485.78	5.8%	\$115,843.12	5.5%
Chief Appraiser	\$100,126.37	3.7%	\$103,803.14	16.8%	\$121,245.22	21.1%
Asst Treasurer-Tax Col-Co Clrk	\$124,615.85	2.2%	\$127,307.31	0.0%	\$127,307.32	2.2%
Asst Registrar of Voters	\$109,521.55	2.8%	\$112,598.52	2.4%	\$115,296.06	5.3%
Nursing Services Director	\$111,184.75	1.2%	\$112,537.41	2.3%	\$115,116.68	3.5%
County Surveyor	\$104,883.90	4.5%	\$109,586.99	7.9%	\$118,277.28	12.8%
Welfare Fraud Investigator Mgr	\$104,883.85	1.1%	\$105,990.13	2.5%	\$108,592.64	3.5%
Chief Dep Auditor-Controller	\$101,508.41	0.5%	\$102,036.83	0.0%	\$102,036.90	0.5%
Employment/Eligibility Admin	\$104,014.23	4.7%	\$108,860.12	2.3%	\$111,355.10	7.1%
Admin Services Manager	\$92,280.21	1.2%	\$93,402.92	2.3%	\$95,543.70	3.5%
Fleet Manager	\$92,280.23	1.2%	\$93,402.96	5.0%	\$98,094.72	6.3%
Probation Services Manager	\$86,598.65	5.9%	\$91,699.93	2.7%	\$94,143.88	8.7%
Airport Manager	\$98,582.59	1.2%	\$99,781.93	2.3%	\$102,068.70	3.5%
Org Development/Train Officer	\$88,970.34	5.7%	\$94,010.22	0.2%	\$94,167.38	5.8%
Parks Services Manager	\$86,248.01	2.1%	\$88,086.26	2.3%	\$90,105.14	4.5%
Library Technical Svcs Manager	\$82,827.44	1.2%	\$83,835.07	2.3%	\$85,756.28	3.5%
Animal Care Manager	\$82,827.46	1.2%	\$83,835.07	-3.8%	\$80,680.14	-2.6%
Family Violence Prevent Offcr	\$78,626.96	-0.4%	\$78,297.50	0.3%	\$78,511.28	-0.1%
Human Resources Operations Mgr	\$69,887.52	1.2%	\$70,737.75	2.3%	\$72,358.78	3.5%
Board of Supervisors Aide	\$64,180.24	1.2%	\$64,961.07	0.7%	\$65,427.70	1.9%

* Complete Sample in Appendix A

**TOTAL BENEFITS COMPARISON-
EXECUTIVE STAFF***
**ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT,
INSURANCES, EMPLOYMENT TAXES**
FY08/09, FY09/10,FY10/11

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$122,659.14	-0.3%	\$111,338.20	2.2%	\$91,185.52	1.8%
Chief Deputy Public Defender	\$88,100.54	1.0%	\$69,405.46	1.6%	\$68,312.22	2.6%
Dep County Counsel IV	\$59,705.82	13.6%	\$56,786.61	-8.8%	\$52,405.88	3.5%
Exec Dir of Children&Families	\$78,587.25	-0.3%	\$70,168.53	5.8%	\$61,815.20	5.5%
Chief Appraiser	\$57,692.82	3.7%	\$53,737.92	16.8%	\$54,602.14	21.1%
Asst Treasurer-Tax Col-Co Clrk	\$61,851.39	2.2%	\$68,777.52	0.0%	\$48,456.54	2.2%
Asst Registrar of Voters	\$58,879.86	2.8%	\$52,876.84	2.4%	\$54,275.14	5.3%
Nursing Services Director	\$60,923.53	1.2%	\$54,161.75	2.3%	\$54,203.84	3.5%
County Surveyor	\$51,769.09	4.5%	\$50,132.39	7.9%	\$42,911.14	12.8%
Welfare Fraud Investigator Mgr	\$59,113.19	1.1%	\$52,403.62	2.5%	\$49,308.18	3.5%
Chief Dep Auditor-Controller	\$69,122.70	0.5%	\$58,536.35	0.0%	\$52,597.62	0.5%
Employment/Eligibility Admin	\$45,587.18	4.7%	\$42,137.90	2.3%	\$40,927.76	7.1%
Admin Services Manager	\$56,635.47	1.2%	\$50,593.97	2.3%	\$45,917.18	3.5%
Fleet Manager	\$43,600.35	1.2%	\$37,770.14	5.0%	\$39,979.78	6.3%
Probation Services Manager	\$57,295.91	5.9%	\$53,582.10	2.7%	\$49,480.46	8.7%
Airport Manager	\$39,761.32	1.2%	\$33,565.99	2.3%	\$31,743.22	3.5%
Org Development/Train Officer	\$41,648.08	5.7%	\$36,669.48	0.2%	\$36,890.80	5.8%
Parks Services Manager	\$38,139.18	2.1%	\$34,388.34	2.3%	\$33,735.14	4.5%
Library Technical Svcs Manager	\$39,123.68	1.2%	\$37,482.94	2.3%	\$33,781.00	3.5%
Animal Care Manager	\$39,382.98	1.2%	\$34,207.68	-3.8%	\$31,631.48	-2.6%
Family Violence Prevent Offcr	\$33,583.72	-0.4%	\$29,872.52	0.3%	\$32,286.18	-0.1%
Human Resources Operations Mgr	\$40,054.43	1.2%	\$37,516.03	2.3%	\$30,991.80	3.5%
Board of Supervisors Aide	\$30,043.22	1.2%	\$27,262.41	0.7%	\$27,618.18	1.9%

* Complete Sample in Appendix A

**TOTAL SALARIES & BENEFITS COMPARISON-
EXECUTIVE STAFF*
FY08/09, FY09/10,FY10/11**

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$309,703.85	-0.3%	\$297,765.90	2.2%	\$281,621.42	1.8%
Chief Deputy Public Defender	\$253,136.90	1.0%	\$236,110.60	1.6%	\$237,715.82	2.6%
Dep County Counsel IV	\$189,506.92	13.6%	\$204,221.25	-8.8%	\$186,797.22	3.5%
Exec Dir of Children&Families	\$188,350.25	-0.3%	\$179,654.31	5.8%	\$177,658.32	5.5%
Chief Appraiser	\$157,819.19	3.7%	\$157,541.06	16.8%	\$175,847.36	21.1%
Asst Treasurer-Tax Col-Co Clrk	\$186,467.24	2.2%	\$196,084.83	0.0%	\$175,763.86	2.2%
Asst Registrar of Voters	\$168,401.41	2.8%	\$165,475.36	2.4%	\$169,571.20	5.3%
Nursing Services Director	\$172,108.28	1.2%	\$166,699.16	2.3%	\$169,320.52	3.5%
County Surveyor	\$156,652.99	4.5%	\$159,719.38	7.9%	\$161,188.42	12.8%
Welfare Fraud Investigator Mgr	\$163,997.04	1.1%	\$158,393.75	2.5%	\$157,900.82	3.5%
Chief Dep Auditor-Controller	\$170,631.11	0.5%	\$160,573.18	0.0%	\$154,634.52	0.5%
Employment/Eligibility Admin	\$149,601.41	4.7%	\$150,998.02	2.3%	\$152,282.86	7.1%
Admin Services Manager	\$148,915.68	1.2%	\$143,996.89	2.3%	\$141,460.88	3.5%
Fleet Manager	\$135,880.58	1.2%	\$131,173.10	5.0%	\$138,074.50	6.3%
Probation Services Manager	\$143,894.56	5.9%	\$145,282.03	2.7%	\$143,624.34	8.7%
Airport Manager	\$138,343.91	1.2%	\$133,347.92	2.3%	\$133,811.92	3.5%
Org Development/Train Officer	\$130,618.42	5.7%	\$130,679.70	0.2%	\$131,058.18	5.8%
Parks Services Manager	\$124,387.19	2.1%	\$122,474.60	2.3%	\$123,840.28	4.5%
Library Technical Svcs Manager	\$121,951.12	1.2%	\$121,318.01	2.3%	\$119,537.28	3.5%
Animal Care Manager	\$122,210.44	1.2%	\$118,042.75	-3.8%	\$112,311.62	-2.6%
Family Violence Prevent Offcr	\$112,210.68	-0.4%	\$108,170.02	0.3%	\$110,797.46	-0.1%
Human Resources Operations Mgr	\$109,941.95	1.2%	\$108,253.78	2.3%	\$103,350.58	3.5%
Board of Supervisors Aide	\$94,223.46	1.2%	\$92,223.48	0.7%	\$93,045.88	1.9%

* Complete Sample in Appendix A

**TOTAL COST OF EMPLOYEE COMPARISON-
EXECUTIVE STAFF*
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$9,936.30	\$9,925.40	\$3,192.60	\$319,640.15	-0.3%	\$307,691.30	2.2%	\$284,814.02	1.8%
Chief Deputy Public Defender	\$9,325.17	\$8,595.56	\$4,689.56	\$262,462.07	1.0%	\$244,706.16	1.6%	\$242,405.38	2.6%
Dep County Counsel IV	\$8,581.57	\$9,735.22	\$4,274.68	\$198,088.49	13.6%	\$213,956.47	-8.8%	\$191,071.90	3.5%
Exec Dir of Children&Families	\$8,667.86	\$8,079.46	\$7,060.36	\$197,018.11	-0.3%	\$187,733.77	5.8%	\$184,718.68	5.5%
Chief Appraiser	\$7,417.02	\$7,610.59	\$8,710.24	\$165,236.21	3.7%	\$165,151.65	16.8%	\$184,557.60	21.1%
Asst Treasurer-Tax Col-Co Clrk	\$8,694.63	\$8,150.10	\$7,021.82	\$195,161.87	2.2%	\$204,234.93	0.0%	\$182,785.68	2.2%
Asst Registrar of Voters	\$8,462.83	\$8,034.66	\$7,668.88	\$176,864.24	2.8%	\$173,510.02	2.4%	\$177,240.08	5.3%
Nursing Services Director	\$8,158.65	\$8,116.18	\$7,407.94	\$180,266.93	1.2%	\$174,815.34	2.3%	\$176,728.46	3.5%
County Surveyor	\$8,206.70	\$8,210.27	\$7,795.68	\$164,859.69	4.5%	\$167,929.65	7.9%	\$168,984.10	12.8%
Welfare Fraud Investigator Mgr	\$7,735.55	\$7,908.35	\$8,120.04	\$171,732.59	1.1%	\$166,302.10	2.5%	\$166,020.86	3.5%
Chief Dep Auditor-Controller	\$8,420.25	\$7,986.87	\$7,411.76	\$179,051.36	0.5%	\$168,560.05	0.0%	\$162,046.28	0.5%
Employment/Eligibility Admin	\$7,422.42	\$7,798.46	\$7,973.04	\$157,023.83	4.7%	\$158,796.48	2.3%	\$160,255.90	7.1%
Admin Services Manager	\$7,480.05	\$7,448.48	\$7,381.88	\$156,395.73	1.2%	\$151,445.37	2.3%	\$148,842.76	3.5%
Fleet Manager	\$7,848.59	\$7,882.58	\$8,262.80	\$143,729.17	1.2%	\$139,055.68	5.0%	\$146,337.30	6.3%
Probation Services Manager	\$0.00	\$0.00	\$0.00	\$143,894.56	5.9%	\$145,282.03	2.7%	\$143,624.34	8.7%
Airport Manager	\$7,767.65	\$7,810.01	\$7,835.30	\$146,111.56	1.2%	\$141,157.93	2.3%	\$141,647.22	3.5%
Org Development/Train Officer	\$7,504.18	\$7,798.91	\$7,774.92	\$138,122.60	5.7%	\$138,478.61	0.2%	\$138,833.10	5.8%
Parks Services Manager	\$6,555.46	\$6,696.65	\$6,815.08	\$130,942.65	2.1%	\$129,171.25	2.3%	\$130,655.36	4.5%
Library Technical Svcs Manager	\$6,348.11	\$6,795.79	\$6,915.28	\$128,299.23	1.2%	\$128,113.80	2.3%	\$126,452.56	3.5%
Animal Care Manager	\$6,750.38	\$6,826.95	\$6,465.32	\$128,960.82	1.2%	\$124,869.70	-3.8%	\$118,776.94	-2.6%
Family Violence Prevent Offcr	\$6,436.41	\$6,452.03	\$6,558.32	\$118,647.09	-0.4%	\$114,622.05	0.3%	\$117,355.78	-0.1%
Human Resources Operations Mgr	\$5,851.24	\$5,824.91	\$5,726.38	\$115,793.19	1.2%	\$114,078.69	2.3%	\$109,076.96	3.5%
Board of Supervisors Aide	\$5,096.69	\$5,158.63	\$5,241.80	\$99,320.15	1.2%	\$97,382.11	0.7%	\$98,287.68	1.9%

* Complete Sample in Appendix A

**BASE SALARY COMPARISON-
CLASSIFIED POSITIONS***

FY08/09, FY09/10, FY10/11

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Accountant-Auditor III	\$77,112.40	3.4%	\$79,746.97	2.2%	\$81,490.26	5.7%
Accounting Clerk II	\$43,562.69	6.0%	\$46,196.54	7.1%	\$49,488.30	13.6%
Accounting Technician	\$51,383.40	3.4%	\$53,138.99	2.2%	\$54,300.56	5.7%
Ag Bio/Wts & Meas Insp(Senior)	\$64,132.77	3.4%	\$66,324.16	2.2%	\$67,773.86	5.7%
Animal Care Specialist	\$41,759.41	2.3%	\$42,707.83	-0.6%	\$42,444.20	1.6%
Appraiser	\$64,132.81	3.4%	\$66,324.13	2.2%	\$67,773.90	5.7%
Appraiser (Senior)	\$72,991.66	3.4%	\$75,485.59	2.2%	\$77,135.58	5.7%
Associate County Architect	\$96,683.69	3.4%	\$99,986.88	2.2%	\$102,172.58	5.7%
Building Trades Mechanic	\$64,648.32	3.4%	\$66,832.68	0.7%	\$67,284.96	4.1%
Buyer	\$47,973.93	16.3%	\$55,780.07	15.2%	\$64,251.14	33.9%
Child Support Spec	\$52,019.85	3.4%	\$53,797.26	2.2%	\$54,973.16	5.7%
Child Support Spec (Senior)	\$59,127.47	5.1%	\$62,148.96	2.2%	\$63,507.54	7.4%
Child Support Spec (Spvsing)	\$69,392.67	5.0%	\$72,866.46	5.9%	\$77,135.60	11.2%
Civil Engineer (Entry)	\$72,991.56	3.4%	\$75,485.56	2.2%	\$77,135.54	5.7%
Civil Engineer (Senior)	\$110,219.24	3.4%	\$113,985.17	2.2%	\$116,476.88	5.7%
Clinic Physician (Board Cert)	\$163,103.51	4.0%	\$169,576.61	2.8%	\$174,261.50	6.8%
Correctional Officer	\$59,035.55	7.2%	\$63,286.10	3.2%	\$65,282.40	10.6%
Custodian	\$39,142.00	3.4%	\$40,464.54	0.7%	\$40,738.36	4.1%
Dep Probation Officer	\$63,072.85	5.9%	\$66,786.52	2.2%	\$68,246.50	8.2%
Dep Probation Officer (Senior)	\$73,097.06	4.2%	\$76,172.46	2.2%	\$77,837.62	6.5%
Dep Probation Officer(Spvsing)	\$82,237.94	4.2%	\$85,697.89	2.2%	\$87,571.10	6.5%

* Complete Sample in Appendix A

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Dep Public Defender IV	\$127,635.63	3.0%	\$131,450.75	1.9%	\$133,916.02	4.9%
Dep Public Defender V	\$127,635.57	2.6%	\$130,935.70	6.0%	\$138,821.32	8.8%
Dep Sheriff	\$79,237.14	4.2%	\$82,551.79	2.2%	\$84,356.38	6.5%
District Attorney Investigator	\$94,199.96	4.2%	\$98,140.73	2.2%	\$100,285.90	6.5%
Elections Technician	\$42,449.67	3.4%	\$43,900.22	2.2%	\$44,859.92	5.7%
Elections Technician (Lead)	\$45,145.23	3.4%	\$46,687.62	2.2%	\$47,708.14	5.7%
Eligibility Benefits Spec II	\$52,706.03	3.4%	\$54,506.93	2.2%	\$55,698.54	5.7%
Employment Resources Spec II	\$57,950.17	3.4%	\$59,930.06	2.2%	\$61,240.08	5.7%
Engineering Services Supv	\$117,264.22	3.4%	\$121,270.98	2.2%	\$123,921.86	5.7%
Equipment Mechanic	\$60,610.60	3.4%	\$62,658.28	0.7%	\$63,082.30	4.1%
Fleet Services Supervisor	\$68,541.11	3.4%	\$70,883.04	2.2%	\$72,432.60	5.7%
Group Counselor	\$51,898.71	6.9%	\$55,485.64	6.5%	\$59,075.46	13.8%
Group Counselor (Senior)	\$62,474.46	6.9%	\$66,786.58	2.2%	\$68,246.52	9.2%
Group Counselor (Spvsing)	\$72,067.76	3.5%	\$74,557.18	1.7%	\$75,831.60	5.2%
Human Resources Assistant	\$50,156.34	3.7%	\$52,026.78	5.6%	\$54,917.22	9.5%
Info Tech Spec II	\$64,132.76	3.4%	\$66,324.09	2.2%	\$67,773.86	5.7%
Investigative Asst - Dist Atty	\$49,376.11	7.8%	\$53,218.75	3.3%	\$54,973.12	11.3%
Librarian (Spvsing)	\$68,975.81	7.7%	\$74,320.68	3.8%	\$77,132.18	11.8%
Library Assistant	\$39,754.52	3.4%	\$41,112.97	2.2%	\$42,011.72	5.7%
Library Assistant (Senior)	\$46,829.59	3.4%	\$48,429.63	2.2%	\$49,488.22	5.7%
Lieutenant-Corrections	\$91,250.12	3.1%	\$94,067.73	0.1%	\$94,138.72	3.2%
Lieutenant-Sheriff	\$99,216.37	5.1%	\$104,235.64	3.9%	\$108,264.84	9.1%
Medical Assistant	\$45,056.92	3.4%	\$46,596.47	2.2%	\$47,615.06	5.7%
Mental Health Clinician (Lic)	\$79,049.34	6.2%	\$83,966.22	3.6%	\$86,977.00	10.0%
Office Assistant II	\$33,858.76	3.4%	\$35,015.65	2.2%	\$35,781.02	5.7%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Office Coordinator	\$53,200.37	4.1%	\$55,397.94	2.2%	\$56,609.00	6.4%
Office Supervisor	\$55,252.11	3.4%	\$57,139.93	2.2%	\$58,389.00	5.7%
Paralegal	\$51,883.09	3.4%	\$53,655.93	1.1%	\$54,230.80	4.5%
Programmer Analyst	\$70,462.77	7.1%	\$75,485.52	2.2%	\$77,135.62	9.5%
Psychiatrist (Board Cert)	\$183,948.27	1.0%	\$185,809.52	6.0%	\$196,878.34	7.0%
Public Defender Investigator	\$72,991.45	3.4%	\$75,485.53	2.2%	\$77,135.60	5.7%
Public Hlth Nurse	\$86,346.62	3.4%	\$89,296.84	2.2%	\$91,248.78	5.7%
Public Hlth Nurse Manager	\$104,313.06	3.5%	\$107,916.23	1.6%	\$109,655.24	5.1%
Public Works Maint Wkr(Senior)	\$57,486.53	3.4%	\$59,428.60	0.7%	\$59,830.74	4.1%
Public Works Maintenance Wkr	\$49,772.02	8.2%	\$53,832.90	1.0%	\$54,391.94	9.3%
Sergeant-Corrections	\$80,752.87	2.3%	\$82,605.52	0.9%	\$83,309.18	3.2%
Sergeant-Sheriff	\$93,854.54	4.2%	\$97,780.75	2.2%	\$99,918.22	6.5%
Social Services Supervisor	\$80,808.88	0.0%	\$80,821.15	6.6%	\$86,148.62	6.6%
Social Worker III	\$76,319.53	3.2%	\$78,787.20	2.4%	\$80,652.44	5.7%
Staff Analyst	\$68,636.00	7.8%	\$74,017.80	2.5%	\$75,831.44	10.5%
Staff Analyst (Senior)	\$77,470.76	6.5%	\$82,479.93	3.8%	\$85,592.34	10.5%
Stationary Engineer	\$70,441.33	3.4%	\$72,821.43	0.7%	\$73,314.30	4.1%
Systems Analyst (Senior)	\$90,502.71	3.4%	\$93,595.04	2.2%	\$95,640.86	5.7%
Welfare Fraud Investigator II	\$79,654.21	4.2%	\$82,986.52	2.2%	\$84,800.54	6.5%

TOTAL BENEFITS COMPARISON- CLASSIFIED POSITIONS*

ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES
FY08/09, FY09/10, FY10/11

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$29,656.22	-4.6%	28,294.51	6.0%	\$29,994.60	1.1%
Accounting Clerk II	\$22,797.93	-1.1%	22,547.63	1.8%	\$22,943.62	0.6%
Accounting Technician	\$26,330.09	-1.6%	25,898.62	3.1%	\$26,708.10	1.4%
Ag Bio/Wts & Meas Insp(Senior)	\$29,120.26	-5.4%	27,538.93	4.4%	\$28,742.26	-1.3%
Animal Care Specialist	\$23,778.75	-1.4%	23,436.48	6.4%	\$24,932.76	4.9%
Appraiser	\$21,932.58	-6.7%	20,458.48	8.8%	\$22,259.50	1.5%
Appraiser (Senior)	\$32,795.12	-5.6%	30,973.21	5.4%	\$32,651.20	-0.4%
Associate County Architect	\$40,489.12	-3.4%	39,100.76	6.1%	\$41,467.66	2.4%
Building Trades Mechanic	\$27,246.65	-1.4%	26,868.46	18.5%	\$31,826.98	16.8%
Buyer	\$25,747.15	4.6%	26,934.83	7.9%	\$29,059.42	12.9%
Child Support Spec	\$19,022.68	-6.1%	17,867.71	6.4%	\$19,009.32	-0.1%
Child Support Spec (Senior)	\$20,770.09	2.2%	21,225.76	8.5%	\$23,040.34	10.9%
Child Support Spec (Spvsing)	\$24,315.22	-2.6%	23,693.80	13.0%	\$26,762.88	10.1%
Civil Engineer (Entry)	\$33,893.05	-1.3%	33,443.40	3.5%	\$34,630.32	2.2%
Civil Engineer (Senior)	\$36,093.91	-14.3%	30,917.28	9.6%	\$33,890.00	-6.1%
Clinic Physician (Board Cert)	\$47,933.95	-10.3%	42,980.33	12.6%	\$48,399.12	1.0%
Correctional Officer	\$52,735.38	6.6%	56,232.26	15.7%	\$65,049.64	23.4%
Custodian	\$22,500.01	-8.1%	20,669.45	3.5%	\$21,386.32	-4.9%
Dep Probation Officer	\$25,364.17	-4.7%	24,181.47	4.4%	\$25,246.18	-0.5%
Dep Probation Officer (Senior)	\$39,266.81	-3.4%	37,930.84	3.2%	\$39,159.02	-0.3%
Dep Probation Officer(Spvsing)	\$36,653.52	2.3%	37,511.71	7.3%	\$40,266.50	9.9%

* Complete Sample in Appendix A

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Dep Public Defender IV	\$38,231.29	-11.1%	33,988.47	2.2%	\$34,743.84	-9.1%
Dep Public Defender V	\$37,252.30	-6.4%	34,871.09	2.0%	\$35,565.16	-4.5%
Dep Sheriff	\$66,223.70	-3.2%	64,108.61	0.0%	\$64,132.00	-3.2%
District Attorney Investigator	\$42,109.68	-5.3%	39,864.40	-0.7%	\$39,579.48	-6.0%
Elections Technician	\$19,128.44	-14.8%	16,295.64	5.2%	\$17,146.44	-10.4%
Elections Technician (Lead)	\$29,282.70	-13.9%	25,200.59	13.0%	\$28,464.58	-2.8%
Eligibility Benefits Spec II	\$22,702.68	-5.7%	21,410.86	5.8%	\$22,660.74	-0.2%
Employment Resources Spec II	\$25,604.53	0.7%	25,779.45	4.5%	\$26,941.72	5.2%
Engineering Services Supv	\$49,974.27	-15.9%	42,041.93	14.2%	\$48,009.10	-3.9%
Equipment Mechanic	\$31,919.05	-2.0%	31,280.83	1.7%	\$31,821.84	-0.3%
Fleet Services Supervisor	\$34,900.93	-7.6%	32,259.83	10.7%	\$35,725.34	2.4%
Group Counselor	\$40,987.08	-11.3%	36,369.53	18.7%	\$43,181.88	5.4%
Group Counselor (Senior)	\$58,319.60	-16.2%	48,848.99	14.6%	\$55,961.84	-4.0%
Group Counselor (Spvsing)	\$41,784.14	-5.3%	39,576.11	-0.9%	\$39,238.22	-6.1%
Human Resources Assistant	\$23,598.52	-4.2%	22,615.77	-1.4%	\$22,293.66	-5.5%
Info Tech Spec II	\$23,307.70	-6.2%	21,866.51	12.4%	\$24,586.28	5.5%
Investigative Asst - Dist Atty	\$18,860.20	-5.9%	17,741.95	34.2%	\$23,803.56	26.2%
Librarian (Spvsing)	\$32,810.01	-0.4%	32,666.90	2.8%	\$33,590.66	2.4%
Library Assistant	\$16,720.61	0.6%	16,818.24	5.5%	\$17,739.16	6.1%
Library Assistant (Senior)	\$23,009.74	0.9%	23,219.36	6.6%	\$24,754.60	7.6%
Lieutenant-Corrections	\$46,384.67	-4.2%	44,440.70	-0.3%	\$44,299.08	-4.5%
Lieutenant-Sheriff	\$52,135.32	-3.0%	50,546.16	0.1%	\$50,577.44	-3.0%
Medical Assistant	\$19,429.56	-5.4%	18,380.08	5.1%	\$19,318.14	-0.6%
Mental Health Clinician (Lic)	\$25,513.79	0.3%	25,580.09	4.6%	\$26,755.64	4.9%
Office Assistant II	\$12,844.25	-6.0%	12,068.87	6.0%	\$12,792.76	-0.4%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Office Coordinator	\$26,526.36	0.2%	26,588.29	8.8%	\$28,937.32	9.1%
Office Supervisor	\$28,446.28	-7.1%	26,436.60	4.1%	\$27,531.78	-3.2%
Paralegal	\$22,592.71	-4.7%	21,521.78	4.9%	\$22,583.28	0.0%
Programmer Analyst	\$25,434.34	-6.3%	23,826.99	7.1%	\$25,522.32	0.3%
Psychiatrist (Board Cert)	\$39,208.81	3.7%	40,655.40	18.0%	\$47,964.46	22.3%
Public Defender Investigator	\$28,528.01	-4.5%	27,239.84	5.8%	\$28,810.34	1.0%
Public Hlth Nurse	\$29,639.26	-6.6%	27,669.23	8.0%	\$29,888.66	0.8%
Public Hlth Nurse Manager	\$44,683.69	-11.3%	39,639.10	-0.8%	\$39,323.06	-12.0%
Public Works Maint Wkr(Senior)	\$29,209.62	-1.1%	28,878.87	2.3%	\$29,541.96	1.1%
Public Works Maintenance Wkr	\$23,598.10	-0.7%	23,428.30	-0.2%	\$23,382.38	-0.9%
Sergeant-Corrections	\$64,842.40	-1.9%	63,598.46	-7.4%	\$58,865.16	-9.2%
Sergeant-Sheriff	\$60,787.28	-3.2%	58,838.36	6.6%	\$62,719.68	3.2%
Social Services Supervisor	\$40,555.71	-1.4%	39,972.04	2.5%	\$40,963.38	1.0%
Social Worker III	\$24,191.26	-7.5%	22,377.65	8.8%	\$24,336.30	0.6%
Staff Analyst	\$32,509.75	-1.9%	31,893.31	-1.5%	\$31,425.86	-3.3%
Staff Analyst (Senior)	\$29,847.22	19.0%	35,525.81	2.1%	\$36,274.20	21.5%
Stationary Engineer	\$42,880.11	-20.4%	34,146.52	-0.4%	\$33,997.44	-20.7%
Systems Analyst (Senior)	\$33,526.22	-5.3%	31,738.71	16.9%	\$37,100.62	10.7%
Welfare Fraud Investigator II	\$24,667.47	-2.8%	23,977.09	6.0%	\$25,414.80	3.0%

**TOTAL SALARIES & BENEFITS COMPARISON-
CLASSIFIED POSITIONS*
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$106,768.62	1.2%	\$108,041.48	3.2%	\$111,484.86	4.4%
Accounting Clerk II	\$66,360.62	3.6%	\$68,744.17	5.4%	\$72,431.92	9.1%
Accounting Technician	\$77,713.49	1.7%	\$79,037.61	2.5%	\$81,008.66	4.2%
Ag Bio/Wts & Meas Insp(Senior)	\$93,253.03	0.7%	\$93,863.09	2.8%	\$96,516.12	3.5%
Animal Care Specialist	\$65,538.16	0.9%	\$66,144.31	1.9%	\$67,376.96	2.8%
Appraiser	\$86,065.39	0.8%	\$86,782.61	3.7%	\$90,033.40	4.6%
Appraiser (Senior)	\$105,786.78	0.6%	\$106,458.80	3.1%	\$109,786.78	3.8%
Associate County Architect	\$137,172.81	1.4%	\$139,087.64	3.3%	\$143,640.24	4.7%
Building Trades Mechanic	\$91,894.97	2.0%	\$93,701.14	5.8%	\$99,111.94	7.9%
Buyer	\$73,721.08	12.2%	\$82,714.90	12.8%	\$93,310.56	26.6%
Child Support Spec	\$71,042.53	0.9%	\$71,664.97	3.2%	\$73,982.48	4.1%
Child Support Spec (Senior)	\$79,897.56	4.4%	\$83,374.72	3.8%	\$86,547.88	8.3%
Child Support Spec (Spvsing)	\$93,707.89	3.0%	\$96,560.26	7.6%	\$103,898.48	10.9%
Civil Engineer (Entry)	\$106,884.61	1.9%	\$108,928.96	2.6%	\$111,765.86	4.6%
Civil Engineer (Senior)	\$146,313.15	-1.0%	\$144,902.45	3.8%	\$150,366.88	2.8%
Clinic Physician (Board Cert)	\$211,037.46	0.7%	\$212,556.94	4.8%	\$222,660.62	5.5%
Correctional Officer	\$111,770.93	6.9%	\$119,518.36	9.0%	\$130,332.04	16.6%
Custodian	\$61,642.01	-0.8%	\$61,133.99	1.6%	\$62,124.68	0.8%
Dep Probation Officer	\$88,437.02	2.9%	\$90,967.99	2.8%	\$93,492.68	5.7%
Dep Probation Officer (Senior)	\$112,363.87	1.5%	\$114,103.30	2.5%	\$116,996.64	4.1%
Dep Probation Officer(Spvsing)	\$118,891.46	3.6%	\$123,209.60	3.8%	\$127,837.60	7.5%

* Complete Sample in Appendix A

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY10 TO FY11
Dep Public Defender IV	\$165,866.92	-0.3%	\$165,439.22	1.9%	\$168,659.86	1.7%
Dep Public Defender V	\$164,887.87	0.6%	\$165,806.79	5.2%	\$174,386.48	5.8%
Dep Sheriff	\$145,460.84	0.8%	\$146,660.40	1.2%	\$148,488.38	2.1%
District Attorney Investigator	\$136,309.64	1.2%	\$138,005.13	1.3%	\$139,865.38	2.6%
Elections Technician	\$61,578.11	-2.2%	\$60,195.86	3.0%	\$62,006.36	0.7%
Elections Technician (Lead)	\$74,427.93	-3.4%	\$71,888.21	6.0%	\$76,172.72	2.3%
Eligibility Benefits Spec II	\$75,408.71	0.7%	\$75,917.79	3.2%	\$78,359.28	3.9%
Employment Resources Spec II	\$83,554.70	2.6%	\$85,709.51	2.9%	\$88,181.80	5.5%
Engineering Services Supv	\$167,238.49	-2.3%	\$163,312.91	5.3%	\$171,930.96	2.8%
Equipment Mechanic	\$92,529.65	1.5%	\$93,939.11	1.0%	\$94,904.14	2.6%
Fleet Services Supervisor	\$103,442.04	-0.3%	\$103,142.87	4.9%	\$108,157.94	4.6%
Group Counselor	\$92,885.79	-1.1%	\$91,855.17	11.3%	\$102,257.34	10.1%
Group Counselor (Senior)	\$120,794.06	-4.3%	\$115,635.57	7.4%	\$124,208.36	2.8%
Group Counselor (Spvsing)	\$113,851.90	0.2%	\$114,133.29	0.8%	\$115,069.82	1.1%
Human Resources Assistant	\$73,754.86	1.2%	\$74,642.55	3.4%	\$77,210.88	4.7%
Info Tech Spec II	\$87,440.46	0.9%	\$88,190.60	4.7%	\$92,360.14	5.6%
Investigative Asst - Dist Atty	\$68,236.31	4.0%	\$70,960.70	11.0%	\$78,776.68	15.4%
Librarian (Spvsing)	\$101,785.82	5.1%	\$106,987.58	3.5%	\$110,722.84	8.8%
Library Assistant	\$56,475.13	2.6%	\$57,931.21	3.1%	\$59,750.88	5.8%
Library Assistant (Senior)	\$69,839.33	2.6%	\$71,648.99	3.6%	\$74,242.82	6.3%
Lieutenant-Corrections	\$137,634.79	0.6%	\$138,508.43	-0.1%	\$138,437.80	0.6%
Lieutenant-Sheriff	\$151,351.69	2.3%	\$154,781.80	2.6%	\$158,842.28	4.9%
Medical Assistant	\$64,486.48	0.8%	\$64,976.55	3.0%	\$66,933.20	3.8%
Mental Health Clinician (Lic)	\$104,563.13	4.8%	\$109,546.31	3.8%	\$113,732.64	8.8%
Office Assistant II	\$46,703.01	0.8%	\$47,084.52	3.2%	\$48,573.78	4.0%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Office Coordinator	\$79,726.73	2.8%	\$81,986.23	4.3%	\$85,546.32	7.3%
Office Supervisor	\$83,698.39	-0.1%	\$83,576.53	2.8%	\$85,920.78	2.7%
Paralegal	\$74,475.80	0.9%	\$75,177.71	2.2%	\$76,814.08	3.1%
Programmer Analyst	\$95,897.11	3.6%	\$99,312.51	3.4%	\$102,657.94	7.1%
Psychiatrist (Board Cert)	\$223,157.08	1.5%	\$226,464.92	8.1%	\$244,842.80	9.7%
Public Defender Investigator	\$101,519.46	1.2%	\$102,725.37	3.1%	\$105,945.94	4.4%
Public Hlth Nurse	\$115,985.88	0.8%	\$116,966.07	3.6%	\$121,137.44	4.4%
Public Hlth Nurse Manager	\$148,996.75	-1.0%	\$147,555.33	1.0%	\$148,978.30	0.0%
Public Works Maint Wkr(Senior)	\$86,696.15	1.9%	\$88,307.47	1.2%	\$89,372.70	3.1%
Public Works Maintenance Wkr	\$73,370.12	5.3%	\$77,261.20	0.7%	\$77,774.32	6.0%
Sergeant-Corrections	\$145,595.27	0.4%	\$146,203.98	-2.8%	\$142,174.34	-2.3%
Sergeant-Sheriff	\$154,641.82	1.3%	\$156,619.11	3.8%	\$162,637.90	5.2%
Social Services Supervisor	\$121,364.59	-0.5%	\$120,793.19	5.2%	\$127,112.00	4.7%
Social Worker III	\$100,510.79	0.7%	\$101,164.85	3.8%	\$104,988.74	4.5%
Staff Analyst	\$101,145.75	4.7%	\$105,911.11	1.3%	\$107,257.30	6.0%
Staff Analyst (Senior)	\$107,317.98	10.0%	\$118,005.74	3.3%	\$121,866.54	13.6%
Stationary Engineer	\$113,321.44	-5.6%	\$106,967.95	0.3%	\$107,311.74	-5.3%
Systems Analyst (Senior)	\$124,028.93	1.1%	\$125,333.75	5.9%	\$132,741.48	7.0%
Welfare Fraud Investigator II	\$104,321.68	2.5%	\$106,963.61	3.0%	\$110,215.34	5.6%

**TOTAL COST OF EMPLOYEE COMPARISON-
CLASSIFIED POSITIONS*
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$6,065.84	\$6,245.99	\$6,349.00	\$112,834.46	1.3%	\$114,287.47	3.1%	\$117,833.86	4.4%
Accounting Clerk II	\$3,608.84	\$3,801.62	\$3,971.24	\$69,969.46	3.7%	\$72,545.79	5.3%	\$76,403.16	9.2%
Accounting Technician	\$3,556.85	\$3,658.71	\$3,752.88	\$81,270.34	1.8%	\$82,696.32	2.5%	\$84,761.54	4.3%
Ag Bio/Wts & Meas Insp(Senior)	\$5,222.92	\$5,377.49	\$5,460.90	\$98,475.95	0.8%	\$99,240.58	2.8%	\$101,977.02	3.6%
Animal Care Specialist	\$2,754.88	\$2,821.85	\$2,885.16	\$68,293.04	1.0%	\$68,966.16	1.9%	\$70,262.12	2.9%
Appraiser	\$5,074.15	\$5,311.27	\$5,406.98	\$91,139.54	1.0%	\$92,093.88	3.6%	\$95,440.38	4.7%
Appraiser (Senior)	\$5,940.94	\$6,077.88	\$6,176.32	\$111,727.72	0.7%	\$112,536.68	3.0%	\$115,963.10	3.8%
Associate County Architect	\$7,447.13	\$7,682.24	\$7,844.42	\$144,619.94	1.5%	\$146,769.88	3.2%	\$151,484.66	4.7%
Building Trades Mechanic	\$5,149.77	\$5,350.23	\$5,647.80	\$97,044.74	2.1%	\$99,051.37	5.8%	\$104,759.74	7.9%
Buyer	\$3,639.59	\$4,291.67	\$4,869.26	\$77,360.67	12.5%	\$87,006.57	12.8%	\$98,179.82	26.9%
Child Support Spec	\$4,258.05	\$4,376.69	\$4,431.00	\$75,300.58	1.0%	\$76,041.66	3.1%	\$78,413.48	4.1%
Child Support Spec (Senior)	\$4,788.88	\$5,117.93	\$5,207.52	\$84,686.44	4.5%	\$88,492.65	3.7%	\$91,755.40	8.3%
Child Support Spec (Spvsing)	\$5,629.77	\$5,902.47	\$6,226.72	\$99,337.66	3.1%	\$102,462.73	7.5%	\$110,125.20	10.9%
Civil Engineer (Entry)	\$5,351.07	\$5,542.66	\$5,650.62	\$112,235.68	2.0%	\$114,471.62	2.6%	\$117,416.48	4.6%
Civil Engineer (Senior)	\$8,140.74	\$8,047.88	\$7,691.74	\$154,453.89	-1.0%	\$152,950.33	3.3%	\$158,058.62	2.3%
Clinic Physician (Board Cert)	\$9,061.99	\$8,954.74	\$5,248.20	\$220,099.45	0.6%	\$221,511.68	2.9%	\$227,908.82	3.5%
Correctional Officer	\$1,089.01	\$1,164.73	\$1,327.26	\$112,859.94	6.9%	\$120,683.09	9.1%	\$131,659.30	16.7%
Custodian	\$3,366.58	\$3,380.66	\$3,394.84	\$65,008.59	-0.8%	\$64,514.65	1.6%	\$65,519.52	0.8%
Dep Probation Officer	\$951.97	\$999.67	\$1,013.00	\$89,388.99	2.9%	\$91,967.66	2.8%	\$94,505.68	5.7%
Dep Probation Officer (Senior)	\$0.00	\$0.00	\$0.00	\$112,363.87	1.5%	\$114,103.30	2.5%	\$116,996.64	4.1%
Dep Probation Officer(Spvsing)	\$1,208.79	\$1,276.66	\$1,294.58	\$120,100.25	3.7%	\$124,486.26	3.7%	\$129,132.18	7.5%

* Complete Sample in Appendix A

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Dep Public Defender IV	\$8,290.11	\$8,130.10	\$7,464.86	\$174,157.03	-0.3%	\$173,569.32	1.5%	\$176,124.72	1.1%
Dep Public Defender V	\$8,668.69	\$8,254.46	\$6,967.46	\$173,556.56	0.3%	\$174,061.25	4.2%	\$181,353.94	4.5%
Dep Sheriff	\$1,420.85	\$1,478.69	\$1,514.80	\$146,881.69	0.9%	\$148,139.09	1.3%	\$150,003.18	2.1%
District Attorney Investigator	\$1,459.12	\$1,542.92	\$1,562.88	\$137,768.76	1.3%	\$139,548.05	1.3%	\$141,428.26	2.7%
Elections Technician	\$3,724.15	\$3,674.09	\$3,714.06	\$65,302.26	-2.2%	\$63,869.95	2.9%	\$65,720.42	0.6%
Elections Technician (Lead)	\$3,760.30	\$3,574.55	\$3,849.96	\$78,188.23	-3.5%	\$75,462.76	6.0%	\$80,022.68	2.3%
Eligibility Benefits Spec II	\$4,534.68	\$4,656.98	\$4,714.44	\$79,943.39	0.8%	\$80,574.77	3.1%	\$83,073.72	3.9%
Employment Resources Spec II	\$4,674.92	\$4,879.72	\$4,953.32	\$88,229.62	2.7%	\$90,589.23	2.8%	\$93,135.12	5.6%
Engineering Services Supv	\$8,754.53	\$8,046.26	\$7,124.82	\$175,993.02	-2.6%	\$171,359.17	4.5%	\$179,055.78	1.7%
Equipment Mechanic	\$4,505.73	\$4,630.82	\$4,892.04	\$97,035.38	1.6%	\$98,569.93	1.2%	\$99,796.18	2.8%
Fleet Services Supervisor	\$5,439.65	\$5,634.61	\$5,741.20	\$108,881.69	-0.1%	\$108,777.48	4.7%	\$113,899.14	4.6%
Group Counselor	\$974.18	\$961.85	\$1,082.68	\$93,859.97	-1.1%	\$92,817.02	11.3%	\$103,340.02	10.1%
Group Counselor (Senior)	\$1,166.84	\$1,087.91	\$1,191.10	\$121,960.90	-4.3%	\$116,723.48	7.4%	\$125,399.46	2.8%
Group Counselor (Spvsing)	\$1,112.97	\$1,186.08	\$1,227.32	\$114,964.87	0.3%	\$115,319.37	0.8%	\$116,297.14	1.2%
Human Resources Assistant	\$3,856.46	\$4,080.45	\$4,278.76	\$77,611.32	1.4%	\$78,723.00	3.5%	\$81,489.64	5.0%
Info Tech Spec II	\$5,283.74	\$5,434.65	\$5,588.44	\$92,724.20	1.0%	\$93,625.25	4.6%	\$97,948.58	5.6%
Investigative Asst - Dist Atty	\$3,899.74	\$3,958.43	\$4,002.94	\$72,136.05	3.9%	\$74,919.13	10.5%	\$82,779.62	14.8%
Librarian (Spvsing)	\$5,843.91	\$6,229.81	\$6,339.00	\$107,629.73	5.2%	\$113,217.39	3.4%	\$117,061.84	8.8%
Library Assistant	\$3,388.76	\$3,546.22	\$3,577.24	\$59,863.89	2.7%	\$61,477.43	3.0%	\$63,328.12	5.8%
Library Assistant (Senior)	\$3,669.83	\$3,765.23	\$3,851.62	\$73,509.16	2.6%	\$75,414.22	3.6%	\$78,094.44	6.2%
Lieutenant-Corrections	\$0.00	\$0.00	\$0.00	\$137,634.79	0.6%	\$138,508.43	-0.1%	\$138,437.80	0.6%
Lieutenant-Sheriff	\$1,401.45	\$1,476.97	\$1,548.24	\$152,753.14	2.3%	\$156,258.77	2.6%	\$160,390.52	5.0%
Medical Assistant	\$3,865.25	\$3,967.34	\$4,007.96	\$68,351.73	0.9%	\$68,943.89	2.9%	\$70,941.16	3.8%
Mental Health Clinician (Lic)	\$6,127.20	\$6,451.82	\$6,542.64	\$110,690.33	4.8%	\$115,998.13	3.7%	\$120,275.28	8.7%
Office Assistant II	\$2,787.13	\$2,858.44	\$2,893.62	\$49,490.14	0.9%	\$49,942.96	3.1%	\$51,467.40	4.0%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Office Coordinator	\$3,993.90	\$4,177.26	\$4,354.18	\$83,720.63	2.9%	\$86,163.49	4.3%	\$89,900.50	7.4%
Office Supervisor	\$4,626.03	\$4,675.39	\$4,743.70	\$88,324.42	-0.1%	\$88,251.92	2.7%	\$90,664.48	2.6%
Paralegal	\$4,465.64	\$4,591.91	\$4,600.92	\$78,941.44	1.0%	\$79,769.62	2.1%	\$81,415.00	3.1%
Programmer Analyst	\$5,759.63	\$6,090.35	\$6,171.28	\$101,656.74	3.7%	\$105,402.86	3.3%	\$108,829.22	7.1%
Psychiatrist (Board Cert)	\$9,124.79	\$8,932.21	\$4,893.82	\$232,281.87	1.3%	\$235,397.13	6.1%	\$249,736.62	7.5%
Public Defender Investigator	\$5,765.50	\$5,937.12	\$6,032.54	\$107,284.96	1.3%	\$108,662.49	3.1%	\$111,978.48	4.4%
Public Hlth Nurse	\$6,503.39	\$6,704.19	\$6,804.14	\$122,489.27	1.0%	\$123,670.26	3.5%	\$127,941.58	4.5%
Public Hlth Nurse Manager	\$7,634.81	\$7,808.70	\$7,948.88	\$156,631.56	-0.8%	\$155,364.03	1.0%	\$156,927.18	0.2%
Public Works Maint Wkr(Senior)	\$4,156.19	\$4,293.30	\$4,325.24	\$90,852.34	1.9%	\$92,600.77	1.2%	\$93,697.94	3.1%
Public Works Maintenance Wkr	\$4,085.58	\$4,382.94	\$4,336.84	\$77,455.70	5.4%	\$81,644.14	0.6%	\$82,111.16	6.0%
Sergeant-Corrections	\$0.00	\$0.00	\$0.00	\$145,595.27	0.4%	\$146,203.98	-2.8%	\$142,174.34	-2.3%
Sergeant-Sheriff	\$1,481.60	\$1,555.39	\$1,632.24	\$156,123.42	1.3%	\$158,174.50	3.9%	\$164,270.14	5.2%
Social Services Supervisor	\$5,656.39	\$6,019.52	\$6,388.98	\$127,020.98	-0.2%	\$126,812.71	5.3%	\$133,500.98	5.1%
Social Worker III	\$6,074.89	\$6,240.20	\$6,345.14	\$106,585.68	0.8%	\$107,405.05	3.7%	\$111,333.88	4.5%
Staff Analyst	\$4,790.46	\$5,217.99	\$5,328.46	\$105,936.21	4.9%	\$111,129.10	1.3%	\$112,585.76	6.3%
Staff Analyst (Senior)	\$6,207.97	\$6,329.12	\$6,206.88	\$113,525.95	9.5%	\$124,334.86	3.0%	\$128,073.42	12.8%
Stationary Engineer	\$6,169.99	\$5,730.48	\$5,660.54	\$119,491.43	-5.7%	\$112,698.43	0.2%	\$112,972.28	-5.5%
Systems Analyst (Senior)	\$7,075.01	\$7,287.77	\$7,604.02	\$131,103.94	1.2%	\$132,621.52	5.8%	\$140,345.50	7.0%
Welfare Fraud Investigator II	\$6,392.71	\$6,818.74	\$6,950.04	\$110,714.39	2.8%	\$113,782.35	3.0%	\$117,165.38	5.8%

A. BOS, DEPARTMENT HEADS, & EXECUTIVE STAFF
TOTAL BENEFITS = ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES,
EMPLOYMENT TAXES

The general category of “Benefits” as used in this report is a collection of additional monetary pay, a variety of insurance and retirement benefits, and, in one case, the payment of an employee’s employment taxes (usually paid by employee). The Grand Jury has provided a large sample (TOTAL BENEFITS COMPARISONS) comparing the yearly changes in these benefits. In addition, the Grand Jury has included details for a specific employee of each employee group (EXAMPLE OF NON-CLASSIFIED BENEFIT DETAILS-FY08/09). The amounts of these “benefits” depend specifically on an individual’s circumstances (*e.g.*, level of position, seniority, family status, job description, etc.). Again, the glossary located at the end of this report will be helpful in understanding many of the terms used in this section.

The definitions of the benefit groupings are as followed:

- Allowances = Auto + Cell Phone + Professional Expenses
- Other Pay = Accrued Leave Payout + Bilingual + Standby + POST Pay + Other Pay (per County)
- Bonuses = Longevity Pay + Management Incentive Pay (MIP)
- Retirement = PERS + PARS + OPEB + 401(a) + POB + Deferred Compensation ER Match or Contribution
- Insurances = Medical + Vision + LTD + Dental + Life
- Employment Taxes = FICA (Social Security) and MediCare

Example of Non-Classified Benefit Details-FY08/09

	Board of Supervisors	Department Heads	Executive Staff
Benefit	Kondylis, Barbara R	Johnson, Michael D	Maus, Mark M
Auto	\$10,400.00	\$2,556.60*	\$0.00
Business Expense	\$0.00	\$0.00	\$0.00
Cell Phone	\$1,750.00	\$1,800.00	\$0.00
FY08/09 Allowance	\$12,150.00	\$4,356.60	\$0.00
Accrued Leave Payout	\$0.00	\$15,202.72	\$7,231.49
Bilingual Pay	\$0.00	\$0.00	\$0.00
Other Pay	-\$500.00	\$2,280.41	\$361.57
POST Pay	\$0.00	\$0.00	\$0.00
Standby Pay	\$0.00	\$0.00	\$23,488.00
FY08/09 Other Pay	-\$500.00	\$17,483.13	\$31,081.06
Longevity Pay	\$8,017.99	\$38,860.10	\$9,352.36
Mgmt Incentive Pay	\$0.00	\$14,092.68	\$9,352.36
FY08/09 Bonuses	\$8,017.99	\$52,952.78	\$18,704.72
401(a)	\$617.30	\$28,394.38	\$0.00
PERS	\$19,472.97	\$59,426.40	\$39,135.36
PARS	\$2,697.08	\$8,201.54	\$5,405.60
OPEB	\$1,845.00	\$5,571.35	\$3,690.98
POB	\$6,177.81	\$18,769.49	\$12,374.45
Def Comp ER Contribution	\$80.00	\$22,005.00	\$125.00
FY08/09 Retirement	\$30,890.16	\$142,368.16	\$60,731.39
Medical	\$12,334.95	\$8,723.61	\$9,945.27
Vision	\$148.08	\$148.08	\$148.08
Long Term disability	\$571.97	\$1,086.45	\$1,086.24
Dental	\$1,186.74	\$470.10	\$470.10
Life	\$253.26	\$683.13	\$492.28
FY08/09 Medical & Ins Benefits	\$14,495.00	\$11,111.37	\$12,141.97
Employment Taxes	0	\$11,721.55	0
Total Benefits	\$65,053.15	\$239,993.59	\$122,659.14

*Taxable benefit for County car

B. CLASSIFIED POSITIONS

TOTAL BENEFITS = ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES

The general category of “Benefits” as used in this report is a collection of additional monetary pay, a variety of insurance and retirement benefits. The Grand Jury has provided a large sample (TOTAL BENEFITS COMPARISON) comparing the yearly changes in these benefits. In addition, the Grand Jury has included details for specific positions (EXAMPLE OF CLASSIFIED BENEFIT DETAILS-FY08/09). The amounts of these “benefits” depend specifically on an individual’s circumstances (*e.g.*, Overtime, Shift Pay, Call Back Pay, Standby Pay, etc.).

The definitions of the benefit groupings are as followed:

- Allowances = Cell Phone + Uniform
- Other Pay = Accrued Leave Payout + Bilingual + Standby + Other Pay (per County) + Attorney Furlough + Call Back Pay + Certification + Incentive Pay + Overtime Pay + POST Pay + Shift Pay + Training Pay
- Bonuses = Longevity Pay
- Retirement = PERS + OPEB + POB + Deferred Compensation ER Match
- Insurances = Medical + Vision + LTD + Dental + Life

EXAMPLE OF CLASSIFIED BENEFIT DETAILS-FY08/09

Benefit	Group Counselor	Lieutenant-Sheriff	Sergeant-Sheriff
Accrued Leave Payout	\$1,523.08	\$3,384.28	\$745.16
Attorney Furlough	\$0.00	\$0.00	\$0.00
Bilingual Pay	\$0.00	\$0.00	\$0.00
Call Back Pay	\$0.00	\$0.00	\$0.00
Certificate Incentive	\$0.00	\$0.00	\$0.00
Other Pay	\$965.08	\$169.21	\$1,056.56
Overtime Pay	\$33,939.65	\$0.00	\$13,738.17
POST Pay Shift Pay Standby Pay	\$0.00	\$0.00	\$2,377.16
Training Pay	\$1,293.42	\$0.00	\$0.00
Total Other Pay	\$37,721.23	\$3,553.49	\$21,147.80
Cell Phone Allowance	\$0.00	\$262.50	\$275.00
Uniform Allowance	\$0.00	\$0.00	\$900.00
Total Allowance	\$0.00	\$262.50	\$1,175.00
Longevity Pay	\$1,386.96	\$4,755.44	\$0.00
Total Bonuses	\$1,386.96	\$4,755.44	\$0.00
PERS	\$12,942.76	\$27,747.37	\$19,829.93
OPEB	\$1,044.42	\$1,931.13	\$1,494.89
POB	\$3,911.04	\$7,148.77	\$5,553.59
Def Comp ER Match	\$0.00	\$0.00	\$85.00
Total Retirement	\$17,898.22	\$36,827.27	\$26,963.41
Medical	\$4,806.00	\$12,334.95	\$8,000.73
Vision	\$148.08	\$148.08	\$148.08
LTD	\$0.00	\$620.08	\$0.00
Dental	\$1,026.48	\$1,186.74	\$1,026.48
Life	\$60.90	\$265.02	\$57.66
Total Medical/Ins	\$6,041.46	\$14,554.87	\$9,232.95
Total Benefits	\$63,047.87	\$59,953.57	\$58,519.16

COMMENTS

The Grand Jury wishes to thank the Auditor-Controller Department for its excellent cooperation and assistance in making this report possible. The Grand Jury has made every reasonable attempt to eliminate errors in the presentation of this report, but cannot guarantee 100% accuracy due to the extremely large amount of data presented.

COURTESY COPIES

Solano County Board of Supervisors
Solano County Department Heads

This is an informational report. No response is required

GLOSSARY

401(a): A money-purchase retirement savings plan that is set up by an employer. The 401(a) plan allows for contributions by the employee, the employer, or both. Contribution amounts, whether dollar-based or percentage-based, eligibility, and vesting schedule are all determined by the sponsoring employer.

Accrued Leave Payout: Vacation, comp time, administrative leave, and sick-leave accrual payoffs when employees separate from service

Attorney Furlough: Salary adjustment for attorneys to reflect furloughed days off

Auto Allowance: Allowance for automobiles used for business purposes

Base Salary: Base salary is a fixed amount of money paid to an employee by an employer in return for work performed. Base salary does not include benefits, bonuses or any other potential compensation from an employer.

Bilingual Pay: A monthly pay differential that is granted to a certified bilingual employee who is in a designated bilingual position.

Bonus: Management Incentive Pay (Non-classified staff only) and Longevity

BOS: Board of Supervisors

Business Expense: Business expenses reimbursed by the employer

Call Back Pay: Additional pay earned when an employee responds to a call-back notice from his/her employer

Cell Phone Allowance: Monthly allowance to obtain a personal cellular phone that would be used for County-related and personal business

Certificate Incentive Pay: Reimbursement to County employees for whom specific licenses or certifications are a requirement for them to do their job

Classified Position: A category of employee who is a member of the Civil Service and whose employment is subject to the rules and regulations of the Civil Service and Solano County Code

Deferred Compensation ER Match: A dollar-for-dollar match, up to a maximum of \$5 per pay period, to the deferred compensation account for any County employee who is actively enrolled in the deferred compensation program

Dental Insurance: Insurance to cover an employee's dental costs

Employment Taxes: FICA (Social Security) and MediCare

FY: Fiscal Year (July 1 through June 30)

Life Insurance: Insurance to provide benefits to a beneficiary upon employee's death

Longevity Pay: Pay which recognizes various lengths of continuous service with varying percentages of increase in compensation

LTD: Long Term Disability Insurance

Management Incentive Program (MIP): Additional compensation up to 15% for management employees to recognize exemplary performance [Program cancelled June 27, 2010]

Medical Insurance: Insurance to cover an employee's medical costs

Non-classified Position: A category of employee excluded from the Civil Service including the County Administrator, appointed and elected Department Heads, Assistant Department Heads, Mid-Management, Senior Management, and key managerial employees

OPEB: Other post-employment benefits represent the minimum required statutory contribution toward an eligible retiree's post-employment health care benefits. This does not include pension benefits paid to the retired employee.

Other Pay (per County): Longevity adjustments on accrued leave payouts and retroactive adjustments

Overtime Pay: Pay for work outside the normal workweek

PARS: Public Agency Retirement Services – Additional retirement benefit for service years performed with other governmental agencies

PERS: Public Employees' Retirement System

POB: Pension obligation bonds are bonds issued by a state or local government to pay its obligation to the pension fund or system in which its employees (or others for whose pension benefits it is responsible) are members

POST Pay: Peace Officer Standards and Training compensation

Shift Pay: Shift pay differential

Standby Pay: Additional pay for being on-call

TEC: Total Employee Compensation

Total benefits: The sum of all allowances, other pay, bonuses, retirement, medical and life insurances

Total Cost to taxpayer: The sum of total employee compensation and employer taxes

Training Pay: Additional pay for taking training

Uniform Allowance: Additional pay for uniform costs

Vision Insurance: Insurance to cover an employee's vision care costs

APPENDICES:

Appendix A

**BASE SALARY COMPARISON-
EXECUTIVE STAFF
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Physician Mgr/Dep Hlth Officer	\$187,044.71	-0.3%	\$186,427.70	2.2%	\$190,435.90	1.8%
Physician Mgr/Dep Hlth Officer	\$170,639.17	5.7%	\$180,305.12	3.5%	\$186,565.42	9.3%
Chief Deputy Public Defender	\$165,036.36	1.0%	\$166,705.14	1.6%	\$169,403.60	2.6%
Undersheriff	\$144,665.27	5.5%	\$152,689.62	0.0%	\$152,689.60	5.5%
Asst Director H&SS/Resrch&Plan	\$145,616.47	0.0%	\$145,670.63	5.1%	\$153,053.70	5.1%
Asst County Counsel	\$170,285.33	0.5%	\$171,171.88	0.0%	\$171,171.80	0.5%
Asst Director Resources Mgmt	\$130,926.76	0.5%	\$131,608.48	6.3%	\$139,910.30	6.9%
Asst Director H&SS/Operations	\$145,716.12	0.0%	\$145,670.62	5.8%	\$154,053.68	5.7%
Engineering Manager	\$131,115.54	0.4%	\$131,594.77	2.5%	\$134,853.10	2.9%
Asst Auditor-Controller	\$132,980.33	0.5%	\$133,672.73	0.0%	\$133,672.74	0.5%
Asst Director Human Resources	\$126,343.24	0.5%	\$127,001.12	4.2%	\$132,323.92	4.7%
Dep County Counsel IV	\$129,801.10	13.6%	\$147,434.64	-8.8%	\$134,391.34	3.5%
Dep County Counsel IV	\$121,602.52	3.7%	\$126,108.69	6.6%	\$134,391.30	10.5%
Dep County Counsel IV	\$128,160.43	2.5%	\$131,380.27	1.5%	\$133,357.56	4.1%
Captain-Sheriff	\$119,929.28	5.9%	\$126,993.96	2.7%	\$130,378.68	8.7%
Exec Dir of Children&Families	\$109,763.00	-0.3%	\$109,485.78	5.8%	\$115,843.12	5.5%
Chief Appraiser	\$100,126.37	3.7%	\$103,803.14	16.8%	\$121,245.22	21.1%
Planning Program Manager	\$114,480.98	-0.7%	\$113,660.70	4.3%	\$118,529.36	3.5%
Asst Treasurer-Tax Col-Co Clrk	\$124,615.85	2.2%	\$127,307.31	0.0%	\$127,307.32	2.2%
Director of Admin Services	\$121,518.88	0.5%	\$122,151.63	-0.4%	\$121,681.82	0.1%
Dep County Counsel IV	\$129,801.05	1.2%	\$131,380.21	1.5%	\$133,357.58	2.7%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Asst Director Child Supp Svcs	\$118,058.37	5.8%	\$124,916.82	2.8%	\$128,420.84	8.8%
Systems & Programming Manager	\$117,487.21	1.2%	\$118,916.60	2.3%	\$121,641.82	3.5%
Chief Public Defender Investig	\$104,883.83	9.0%	\$114,327.89	7.5%	\$122,890.12	17.2%
Systems & Programming Manager	\$117,487.19	1.2%	\$118,916.53	2.9%	\$122,343.66	4.1%
Asst Registrar of Voters	\$109,521.55	2.8%	\$112,598.52	2.4%	\$115,296.06	5.3%
Nursing Services Director	\$111,184.75	1.2%	\$112,537.41	2.3%	\$115,116.68	3.5%
Health Services Administrator	\$120,485.26	-6.6%	\$112,537.43	2.3%	\$115,116.80	-4.5%
Public Hlth Lab Director	\$111,184.74	0.4%	\$111,651.89	3.1%	\$115,116.70	3.5%
Dep Director H&SS-Soc Prog CWS	\$118,306.99	1.2%	\$119,746.26	2.3%	\$122,490.68	3.5%
Dep Director H&SS-Soc Prog CWS	\$118,306.99	1.3%	\$119,843.91	2.2%	\$122,490.64	3.5%
Super of Juv Detention Facility	\$108,146.94	4.3%	\$112,817.92	2.1%	\$115,163.88	6.5%
Dep County Counsel III	\$112,832.02	1.2%	\$114,204.74	2.3%	\$116,822.10	3.5%
Systems & Programming Manager	\$117,487.26	0.8%	\$118,462.36	2.7%	\$121,641.90	3.5%
County Surveyor	\$104,883.90	4.5%	\$109,586.99	7.9%	\$118,277.28	12.8%
Systems & Programming Manager	\$106,564.57	6.3%	\$113,254.01	-1.6%	\$111,393.50	4.5%
Welfare Fraud Investigator Mgr	\$104,883.85	1.1%	\$105,990.13	2.5%	\$108,592.64	3.5%
County Architect	\$111,184.72	1.2%	\$112,537.39	-0.9%	\$111,574.62	0.4%
Dep County Counsel III	\$109,744.09	3.7%	\$113,755.39	1.9%	\$115,923.52	5.6%
Chief Dep Auditor-Controller	\$101,508.41	0.5%	\$102,036.83	0.0%	\$102,036.90	0.5%
Employment/Eligibility Admin	\$104,014.23	4.7%	\$108,860.12	2.3%	\$111,355.10	7.1%
Dep County Counsel III	\$106,100.88	3.7%	\$110,050.20	6.2%	\$116,822.14	10.1%
Social Svcs Administrator-CWS	\$107,551.62	1.1%	\$108,756.15	2.4%	\$111,355.08	3.5%
Health Services Administrator	\$99,944.69	6.3%	\$106,203.83	3.2%	\$109,634.84	9.7%
Environmental Health Mgr	\$98,582.59	1.2%	\$99,781.95	2.3%	\$102,068.72	3.5%
Systems & Programming Manager	\$117,487.21	-1.3%	\$115,964.06	-3.9%	\$111,490.64	-5.1%
Dep Director of Library Svcs	\$101,493.52	0.1%	\$101,595.17	1.3%	\$102,900.08	1.4%
Facilities Operations Manager	\$98,582.60	-0.1%	\$98,457.00	3.7%	\$102,068.72	3.5%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Admin Services Manager	\$92,280.21	1.2%	\$93,402.92	2.3%	\$95,543.70	3.5%
Management Analyst (Senior)	\$92,886.68	5.0%	\$97,577.19	3.5%	\$100,979.82	8.7%
Fleet Manager	\$92,280.23	1.2%	\$93,402.96	5.0%	\$98,094.72	6.3%
Building Official	\$98,582.60	1.2%	\$99,781.91	2.3%	\$102,068.70	3.5%
Probation Services Manager	\$86,598.65	5.9%	\$91,699.93	2.7%	\$94,143.88	8.7%
Chief Deputy Clerk	\$65,392.68	21.7%	\$79,556.77	16.8%	\$92,948.20	42.1%
Airport Manager	\$98,582.59	1.2%	\$99,781.93	2.3%	\$102,068.70	3.5%
Probation Services Manager	\$88,272.68	4.3%	\$92,034.69	2.3%	\$94,143.92	6.7%
Dep Director First 5 Solano	\$88,506.20	-4.8%	\$84,291.65	14.1%	\$96,171.32	8.7%
Central Services Manager	\$94,164.90	-1.2%	\$93,046.16	2.7%	\$95,543.82	1.5%
Dep Auditor-Controller	\$91,761.14	1.6%	\$93,246.81	0.1%	\$93,338.84	1.7%
Org Development/Train Officer	\$88,970.34	5.7%	\$94,010.22	0.2%	\$94,167.38	5.8%
Probation Services Manager	\$91,638.34	0.4%	\$92,034.72	2.3%	\$94,143.92	2.7%
Admin Services Manager	\$92,280.23	1.2%	\$93,402.87	2.3%	\$95,543.70	3.5%
Policy & Financial Analyst	\$87,784.49	-20.6%	\$69,708.67	29.3%	\$90,105.14	2.6%
Probation Services Manager	\$74,892.95	17.7%	\$88,147.83	6.8%	\$94,143.94	25.7%
Public Communications Officer	\$88,930.16	3.0%	\$91,622.66	5.0%	\$96,171.40	8.1%
Dep Auditor-Controller	\$92,280.22	1.2%	\$93,402.92	2.3%	\$95,543.76	3.5%
Emergency Services Manager	\$98,582.59	1.2%	\$99,781.93	2.3%	\$102,068.72	3.5%
Policy & Financial Analyst	\$87,027.57	1.1%	\$87,960.18	2.4%	\$90,105.14	3.5%
Library Branch Manager	\$77,587.37	5.9%	\$82,185.94	4.3%	\$85,756.30	10.5%
Library Branch Manager	\$82,827.44	-0.7%	\$82,233.94	3.9%	\$85,467.72	3.2%
Compliance Officer	\$89,754.58	4.1%	\$93,402.64	2.3%	\$95,543.30	6.4%
Policy & Financial Analyst	\$87,027.52	1.2%	\$88,086.30	2.3%	\$90,105.16	3.5%
Parks Services Manager	\$86,248.01	2.1%	\$88,086.26	2.3%	\$90,105.14	4.5%
Probation Services Manager	\$89,277.08	-0.6%	\$88,746.88	-2.2%	\$86,762.66	-2.8%
EEO Compliance Officer	\$85,446.90	3.1%	\$88,086.31	2.3%	\$90,105.24	5.5%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Library Branch Manager	\$82,827.40	-0.7%	\$82,233.98	4.3%	\$85,756.30	3.5%
Library Technical Svcs Manager	\$82,827.44	1.2%	\$83,835.07	2.3%	\$85,756.28	3.5%
Animal Care Manager	\$82,827.46	1.2%	\$83,835.07	-3.8%	\$80,680.14	-2.6%
Family Violence Prevent Offcr	\$78,626.96	-0.4%	\$78,297.50	0.3%	\$78,511.28	-0.1%
Contract & Program Specialist	\$70,246.35	3.7%	\$72,864.39	5.8%	\$77,057.22	9.7%
Contract & Program Specialist	\$74,425.24	1.2%	\$75,330.73	2.3%	\$77,057.24	3.5%
Asst Animal Care Mgr/Vol Coord	\$71,753.82	3.8%	\$74,508.68	1.9%	\$75,908.74	5.8%
Contract & Program Specialist	\$70,881.30	-8.2%	\$65,071.08	14.1%	\$74,252.80	4.8%
Human Resources Operations Mgr	\$69,887.52	1.2%	\$70,737.75	2.3%	\$72,358.78	3.5%
County Administrator Exec Asst	\$65,795.15	0.6%	\$66,188.17	2.3%	\$67,705.00	2.9%
Human Resources Analyst	\$56,574.17	24.0%	\$70,177.66	-1.5%	\$69,104.44	22.1%
Board of Supervisors Aide	\$64,180.24	1.2%	\$64,961.07	0.7%	\$65,427.70	1.9%
Board of Supervisors Aide	\$64,180.20	1.2%	\$64,961.06	2.3%	\$66,449.96	3.5%
Board of Supervisors Aide	\$64,180.19	1.2%	\$64,961.00	2.3%	\$66,449.86	3.5%
Risk Analyst (Entry)	\$54,857.16	5.5%	\$57,853.49	-0.9%	\$57,358.40	4.6%
Board of Supervisors Aide	\$32,090.20	1.2%	\$32,480.60	2.3%	\$33,225.00	3.5%
Board of Supervisors Aide	\$32,090.18	1.2%	\$32,480.58	2.3%	\$33,224.96	3.5%

**TOTAL BENEFITS COMPARISON-
EXECUTIVE STAFF**

ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES, EMPLOYMENT TAXES

FY08/09, FY09/10, FY10/11

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$122,659.14	-9.2%	\$111,338.20	-18.1%	\$91,185.52	-25.7%
Physician Mgr/Dep Hlth Officer	\$65,203.13	-1.2%	\$64,432.83	4.0%	\$66,999.38	2.8%
Chief Deputy Public Defender	\$88,100.54	-21.2%	\$69,405.46	-1.6%	\$68,312.22	-22.5%
Undersheriff	\$89,872.00	-1.2%	\$88,797.18	-10.8%	\$79,221.72	-11.9%
Asst Director H&SS/Resrch&Plan	\$90,468.64	-13.7%	\$78,054.46	-14.3%	\$66,884.60	-26.1%
Asst County Counsel	\$69,535.49	-3.6%	\$67,003.71	-26.9%	\$48,984.34	-29.6%
Asst Director Resources Mgmt	\$85,394.25	-6.4%	\$79,927.62	-9.6%	\$72,230.24	-15.4%
Asst Director H&SS/Operations	\$80,330.01	-15.0%	\$68,317.40	-16.6%	\$57,001.52	-29.0%
Engineering Manager	\$70,720.82	-4.5%	\$67,511.33	-6.6%	\$63,055.82	-10.8%
Asst Auditor-Controller	\$79,903.39	-12.9%	\$69,615.19	-15.4%	\$58,860.16	-26.3%
Asst Director Human Resources	\$74,418.61	-11.4%	\$65,910.40	-13.6%	\$56,923.74	-23.5%
Dep County Counsel IV	\$59,705.82	-4.9%	\$56,786.61	-7.7%	\$52,405.88	-12.2%
Dep County Counsel IV	\$50,474.96	-13.1%	\$43,879.33	5.9%	\$46,454.50	-8.0%
Dep County Counsel IV	\$48,048.91	-6.9%	\$44,738.86	5.8%	\$47,349.12	-1.5%
Captain-Sheriff	\$61,672.72	-3.3%	\$59,631.22	-8.5%	\$54,555.02	-11.5%
Exec Dir of Children&Families	\$78,587.25	-10.7%	\$70,168.53	-11.9%	\$61,815.20	-21.3%
Chief Appraiser	\$57,692.82	-6.9%	\$53,737.92	1.6%	\$54,602.14	-5.4%
Planning Program Manager	\$68,705.32	-7.3%	\$63,694.13	-9.9%	\$57,388.40	-16.5%
Asst Treasurer-Tax Col-Co Clrk	\$61,851.39	11.2%	\$68,777.52	-29.5%	\$48,456.54	-21.7%
Director of Admin Services	\$74,411.53	-14.9%	\$63,288.55	-16.3%	\$52,944.50	-28.8%
Dep County Counsel IV	\$58,086.75	-22.3%	\$45,126.73	-9.2%	\$40,994.90	-29.4%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Asst Director Child Supp Svcs	\$54,846.44	-6.9%	\$51,084.58	-11.9%	\$44,999.52	-18.0%
Systems & Programming Manager	\$53,064.52	12.5%	\$59,694.12	-18.9%	\$48,384.66	-8.8%
Chief Public Defender Investig	\$51,448.37	-9.3%	\$46,686.85	1.1%	\$47,181.82	-8.3%
Systems & Programming Manager	\$49,133.00	-7.2%	\$45,605.31	3.3%	\$47,103.14	-4.1%
Asst Registrar of Voters	\$58,879.86	-10.2%	\$52,876.84	2.6%	\$54,275.14	-7.8%
Nursing Services Director	\$60,923.53	-11.1%	\$54,161.75	0.1%	\$54,203.84	-11.0%
Health Services Administrator	\$64,811.59	-8.3%	\$59,464.34	-9.2%	\$53,983.18	-16.7%
Public Hlth Lab Director	\$65,444.09	-13.0%	\$56,961.99	-7.7%	\$52,557.20	-19.7%
Dep Director H&SS-Soc Prog CWS	\$64,215.06	-19.2%	\$51,864.32	-15.9%	\$43,601.36	-32.1%
Dep Director H&SS-Soc Prog CWS	\$58,347.61	-9.0%	\$53,105.14	-21.0%	\$41,937.14	-28.1%
Super of Juv Detention Facility	\$58,469.36	7.0%	\$62,561.94	-12.4%	\$54,797.06	-6.3%
Dep County Counsel III	\$49,918.26	-9.5%	\$45,194.40	1.3%	\$45,764.00	-8.3%
Systems & Programming Manager	\$45,559.24	-12.1%	\$40,060.30	1.7%	\$40,726.20	-10.6%
County Surveyor	\$51,769.09	-3.2%	\$50,132.39	-14.4%	\$42,911.14	-17.1%
Systems & Programming Manager	\$46,937.78	-6.6%	\$43,835.38	7.9%	\$47,299.00	0.8%
Welfare Fraud Investigator Mgr	\$59,113.19	-11.4%	\$52,403.62	-5.9%	\$49,308.18	-16.6%
County Architect	\$57,049.97	-7.4%	\$52,811.01	-14.2%	\$45,328.46	-20.5%
Dep County Counsel III	\$44,198.28	-13.0%	\$38,450.58	1.9%	\$39,198.10	-11.3%
Chief Dep Auditor-Controller	\$69,122.70	-15.3%	\$58,536.35	-10.1%	\$52,597.62	-23.9%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Employment/Eligibility Admin	\$45,587.18	-7.6%	\$42,137.90	-2.9%	\$40,927.76	-10.2%
Dep County Counsel III	\$38,239.74	-11.8%	\$33,740.33	5.1%	\$35,448.86	-7.3%
Social Svcs Administrator-CWS	\$49,255.16	-10.8%	\$43,947.82	-6.4%	\$41,141.16	-16.5%
Health Services Administrator	\$43,891.20	2.3%	\$44,921.32	-8.3%	\$41,215.06	-6.1%
Environmental Health Mgr	\$52,043.19	-12.6%	\$45,473.31	-1.9%	\$44,606.80	-14.3%
Systems & Programming Manager	\$42,958.05	-6.6%	\$40,139.18	-11.9%	\$35,370.32	-17.7%
Dep Director of Library Svcs	\$54,396.02	-14.6%	\$46,446.73	-10.2%	\$41,726.84	-23.3%
Facilities Operations Manager	\$52,575.92	-16.7%	\$43,815.79	-4.5%	\$41,835.38	-20.4%
Admin Services Manager	\$56,635.47	-10.7%	\$50,593.97	-9.2%	\$45,917.18	-18.9%
Management Analyst (Senior)	\$37,237.22	14.2%	\$42,509.59	-8.3%	\$38,975.08	4.7%
Fleet Manager	\$43,600.35	-13.4%	\$37,770.14	5.9%	\$39,979.78	-8.3%
Building Official	\$45,665.19	-15.6%	\$38,555.91	-8.9%	\$35,122.80	-23.1%
Probation Services Manager	\$57,295.91	-6.5%	\$53,582.10	-7.7%	\$49,480.46	-13.6%
Chief Deputy Clerk	\$44,416.86	2.8%	\$45,653.52	-7.2%	\$42,356.04	-4.6%
Airport Manager	\$39,761.32	-15.6%	\$33,565.99	-5.4%	\$31,743.22	-20.2%
Probation Services Manager	\$54,333.64	-5.4%	\$51,405.64	-7.8%	\$47,386.60	-12.8%
Dep Director First 5 Solano	\$41,802.99	-11.1%	\$37,142.51	1.2%	\$37,602.28	-10.0%
Central Services Manager	\$47,309.15	-13.6%	\$40,872.32	-8.7%	\$37,299.50	-21.2%
Dep Auditor-Controller	\$47,371.16	-11.3%	\$41,995.78	-6.6%	\$39,239.84	-17.2%
Org Development/Train Officer	\$41,648.08	-12.0%	\$36,669.48	0.6%	\$36,890.80	-11.4%
Probation Services Manager	\$58,640.23	-7.9%	\$54,001.72	-17.3%	\$44,679.46	-23.8%
Admin Services Manager	\$50,338.50	-24.3%	\$38,130.18	-8.3%	\$34,955.78	-30.6%
Policy & Financial Analyst	\$50,302.91	-22.0%	\$39,239.59	5.2%	\$41,280.82	-17.9%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY10 TO FY11
Probation Services Manager	\$43,145.66	6.7%	\$46,052.63	-10.4%	\$41,248.92	-4.4%
Public Communications Officer	\$39,626.08	-8.3%	\$36,319.13	-10.1%	\$32,665.90	-17.6%
Dep Auditor-Controller	\$43,077.83	-15.6%	\$36,347.28	-8.7%	\$33,177.08	-23.0%
Emergency Services Manager	\$30,870.04	-7.7%	\$28,503.97	-5.3%	\$27,007.32	-12.5%
Policy & Financial Analyst	\$34,544.32	9.5%	\$37,836.29	-1.2%	\$37,384.86	8.2%
Library Branch Manager	\$45,896.16	0.4%	\$46,085.80	-9.2%	\$41,849.98	-8.8%
Library Branch Manager	\$47,905.10	-3.4%	\$46,286.92	-11.6%	\$40,926.56	-14.6%
Compliance Officer	\$33,264.82	-2.5%	\$32,422.31	-6.8%	\$30,216.22	-9.2%
Policy & Financial Analyst	\$43,177.22	-8.0%	\$39,730.41	-11.0%	\$35,349.52	-18.1%
Parks Services Manager	\$38,139.18	-9.8%	\$34,388.34	-1.9%	\$33,735.14	-11.5%
Probation Services Manager	\$53,475.21	-9.0%	\$48,683.13	-13.9%	\$41,928.78	-21.6%
EEO Compliance Officer	\$40,073.02	-7.1%	\$37,212.89	-11.7%	\$32,852.74	-18.0%
Library Branch Manager	\$41,628.21	-8.7%	\$37,987.88	-7.6%	\$35,087.08	-15.7%
Library Technical Svcs Manager	\$39,123.68	-4.2%	\$37,482.94	-9.9%	\$33,781.00	-13.7%
Animal Care Manager	\$39,382.98	-13.1%	\$34,207.68	-7.5%	\$31,631.48	-19.7%
Family Violence Prevent Offcr	\$33,583.72	-11.1%	\$29,872.52	8.1%	\$32,286.18	-3.9%
Contract & Program Specialist	\$34,863.88	-6.5%	\$32,598.87	5.4%	\$34,366.62	-1.4%
Contract & Program Specialist	\$40,372.60	-15.0%	\$34,330.80	-7.1%	\$31,897.06	-21.0%
Asst Animal Care Mgr/Vol Coord	\$33,054.19	-4.4%	\$31,606.74	-4.1%	\$30,311.84	-8.3%
Contract & Program Specialist	\$31,925.59	-7.8%	\$29,425.06	6.9%	\$31,464.66	-1.4%
Human Resources Operations Mgr	\$40,054.43	-6.3%	\$37,516.03	-17.4%	\$30,991.80	-22.6%
County Administrator Exec Asst	\$43,107.70	-12.2%	\$37,865.96	-9.1%	\$34,409.48	-20.2%
Human Resources Analyst	\$23,601.06	-0.1%	\$23,565.73	15.4%	\$27,200.16	15.2%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Board of Supervisors Aide	\$30,043.22	-9.3%	\$27,262.41	1.3%	\$27,618.18	-8.1%
Board of Supervisors Aide	\$29,902.67	-13.0%	\$26,002.65	1.4%	\$26,370.30	-11.8%
Board of Supervisors Aide	\$25,494.59	-12.4%	\$22,333.50	3.3%	\$23,059.84	-9.6%
Risk Analyst (Entry)	\$21,943.48	-6.7%	\$20,475.78	12.3%	\$22,997.54	4.8%
Board of Supervisors Aide	\$13,172.38	-9.6%	\$11,906.26	26.7%	\$15,082.38	14.5%
Board of Supervisors Aide	\$12,897.03	-13.2%	\$11,195.10	34.1%	\$15,018.06	16.4%

**TOTAL SALARIES & BENEFITS COMPARISON-
EXECUTIVE STAFF
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$309,703.85	-3.9%	\$297,765.90	-5.4%	\$281,621.42	-9.1%
Physician Mgr/Dep Hlth Officer	\$235,842.30	3.8%	\$244,737.95	3.6%	\$253,564.80	7.5%
Chief Deputy Public Defender	\$253,136.90	-6.7%	\$236,110.60	0.7%	\$237,715.82	-6.1%
Undersheriff	\$234,537.27	3.0%	\$241,486.80	-4.0%	\$231,911.32	-1.1%
Asst Director H&SS/Resrch&Plan	\$236,085.11	-5.2%	\$223,725.09	-1.7%	\$219,938.30	-6.8%
Asst County Counsel	\$239,820.82	-0.7%	\$238,175.59	-7.6%	\$220,156.14	-8.2%
Asst Director Resources Mgmt	\$216,321.01	-2.2%	\$211,536.10	0.3%	\$212,140.54	-1.9%
Asst Director H&SS/Operations	\$226,046.13	-5.3%	\$213,988.02	-1.4%	\$211,055.20	-6.6%
Engineering Manager	\$201,836.36	-1.4%	\$199,106.10	-0.6%	\$197,908.92	-1.9%
Asst Auditor-Controller	\$212,883.72	-4.5%	\$203,287.92	-5.3%	\$192,532.90	-9.6%
Asst Director Human Resources	\$200,761.85	-3.9%	\$192,911.52	-1.9%	\$189,247.66	-5.7%
Dep County Counsel IV	\$189,506.92	7.8%	\$204,221.25	-8.5%	\$186,797.22	-1.4%
Dep County Counsel IV	\$172,077.48	-1.2%	\$169,988.02	6.4%	\$180,845.80	5.1%
Dep County Counsel IV	\$176,209.34	-0.1%	\$176,119.13	2.6%	\$180,706.68	2.6%
Captain-Sheriff	\$181,602.00	2.8%	\$186,625.18	-0.9%	\$184,933.70	1.8%
Exec Dir of Children&Families	\$188,350.25	-4.6%	\$179,654.31	-1.1%	\$177,658.32	-5.7%
Chief Appraiser	\$157,819.19	-0.2%	\$157,541.06	11.6%	\$175,847.36	11.4%
Planning Program Manager	\$183,186.30	-3.2%	\$177,354.83	-0.8%	\$175,917.76	-4.0%
Asst Treasurer-Tax Col-Co Clrk	\$186,467.24	5.2%	\$196,084.83	-10.4%	\$175,763.86	-5.7%
Director of Admin Services	\$195,930.41	-5.4%	\$185,440.18	-5.8%	\$174,626.32	-10.9%
Dep County Counsel IV	\$187,887.80	-6.1%	\$176,506.94	-1.2%	\$174,352.48	-7.2%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Asst Director Child Supp Svcs	\$172,904.81	1.8%	\$176,001.40	-1.5%	\$173,420.36	0.3%
Systems & Programming Manager	\$170,551.73	4.7%	\$178,610.72	-4.8%	\$170,026.48	-0.3%
Chief Public Defender Investig	\$156,332.20	3.0%	\$161,014.74	5.6%	\$170,071.94	8.8%
Systems & Programming Manager	\$166,620.19	-1.3%	\$164,521.84	3.0%	\$169,446.80	1.7%
Asst Registrar of Voters	\$168,401.41	-1.7%	\$165,475.36	2.5%	\$169,571.20	0.7%
Nursing Services Director	\$172,108.28	-3.1%	\$166,699.16	1.6%	\$169,320.52	-1.6%
Health Services Administrator	\$185,296.85	-7.2%	\$172,001.77	-1.7%	\$169,099.98	-8.7%
Public Hlth Lab Director	\$176,628.83	-4.5%	\$168,613.88	-0.6%	\$167,673.90	-5.1%
Dep Director H&SS-Soc Prog CWS	\$182,522.05	-6.0%	\$171,610.58	-3.2%	\$166,092.04	-9.0%
Dep Director H&SS-Soc Prog CWS	\$176,654.60	-2.1%	\$172,949.05	-4.9%	\$164,427.78	-6.9%
Super of Juv Detention Facility	\$166,616.30	5.3%	\$175,379.86	-3.1%	\$169,960.94	2.0%
Dep County Counsel III	\$162,750.28	-2.1%	\$159,399.14	2.0%	\$162,586.10	-0.1%
Systems & Programming Manager	\$163,046.50	-2.8%	\$158,522.66	2.4%	\$162,368.10	-0.4%
County Surveyor	\$156,652.99	2.0%	\$159,719.38	0.9%	\$161,188.42	2.9%
Systems & Programming Manager	\$153,502.35	2.3%	\$157,089.39	1.0%	\$158,692.50	3.4%
Welfare Fraud Investigator Mgr	\$163,997.04	-3.4%	\$158,393.75	-0.3%	\$157,900.82	-3.7%
County Architect	\$168,234.69	-1.7%	\$165,348.40	-5.1%	\$156,903.08	-6.7%
Dep County Counsel III	\$153,942.37	-1.1%	\$152,205.97	1.9%	\$155,121.62	0.8%
Chief Dep Auditor-Controller	\$170,631.11	-5.9%	\$160,573.18	-3.7%	\$154,634.52	-9.4%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Employment/Eligibility Admin	\$149,601.41	0.9%	\$150,998.02	0.9%	\$152,282.86	1.8%
Dep County Counsel III	\$144,340.62	-0.4%	\$143,790.53	5.9%	\$152,271.00	5.5%
Social Svcs Administrator-CWS	\$156,806.78	-2.6%	\$152,703.97	-0.1%	\$152,496.24	-2.7%
Health Services Administrator	\$143,835.89	5.1%	\$151,125.15	-0.2%	\$150,849.90	4.9%
Environmental Health Mgr	\$150,625.78	-3.6%	\$145,255.26	1.0%	\$146,675.52	-2.6%
Systems & Programming Manager	\$160,445.26	-2.7%	\$156,103.24	-5.9%	\$146,860.96	-8.5%
Dep Director of Library Svcs	\$155,889.54	-5.0%	\$148,041.90	-2.3%	\$144,626.92	-7.2%
Facilities Operations Manager	\$151,158.52	-5.9%	\$142,272.79	1.1%	\$143,904.10	-4.8%
Admin Services Manager	\$148,915.68	-3.3%	\$143,996.89	-1.8%	\$141,460.88	-5.0%
Management Analyst (Senior)	\$130,123.90	7.7%	\$140,086.78	-0.1%	\$139,954.90	7.6%
Fleet Manager	\$135,880.58	-3.5%	\$131,173.10	5.3%	\$138,074.50	1.6%
Building Official	\$144,247.79	-4.1%	\$138,337.82	-0.8%	\$137,191.50	-4.9%
Probation Services Manager	\$143,894.56	1.0%	\$145,282.03	-1.1%	\$143,624.34	-0.2%
Chief Deputy Clerk	\$109,809.54	14.0%	\$125,210.29	8.1%	\$135,304.24	23.2%
Airport Manager	\$138,343.91	-3.6%	\$133,347.92	0.3%	\$133,811.92	-3.3%
Probation Services Manager	\$142,606.32	0.6%	\$143,440.33	-1.3%	\$141,530.52	-0.8%
Dep Director First 5 Solano	\$130,309.19	-6.8%	\$121,434.16	10.2%	\$133,773.60	2.7%
Central Services Manager	\$141,474.05	-5.3%	\$133,918.48	-0.8%	\$132,843.32	-6.1%
Dep Auditor-Controller	\$139,132.30	-2.8%	\$135,242.59	-2.0%	\$132,578.68	-4.7%
Org Development/Train Officer	\$130,618.42	0.0%	\$130,679.70	0.3%	\$131,058.18	0.3%
Probation Services Manager	\$150,278.57	-2.8%	\$146,036.44	-4.9%	\$138,823.38	-7.6%
Admin Services Manager	\$142,618.73	-7.8%	\$131,533.05	-0.8%	\$130,499.48	-8.5%
Policy & Financial Analyst	\$138,087.40	-21.1%	\$108,948.26	20.6%	\$131,385.96	-4.9%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Probation Services Manager	\$118,038.61	13.7%	\$134,200.46	0.9%	\$135,392.86	14.7%
Public Communications Officer	\$128,556.24	-0.5%	\$127,941.79	0.7%	\$128,837.30	0.2%
Dep Auditor-Controller	\$135,358.05	-4.1%	\$129,750.20	-0.8%	\$128,720.84	-4.9%
Emergency Services Manager	\$129,452.63	-0.9%	\$128,285.90	0.6%	\$129,076.04	-0.3%
Policy & Financial Analyst	\$121,571.89	3.5%	\$125,796.47	1.3%	\$127,490.00	4.9%
Library Branch Manager	\$123,483.53	3.9%	\$128,271.74	-0.5%	\$127,606.28	3.3%
Library Branch Manager	\$130,732.54	-1.7%	\$128,520.86	-1.7%	\$126,394.28	-3.3%
Compliance Officer	\$123,019.40	2.3%	\$125,824.95	-0.1%	\$125,759.52	2.2%
Policy & Financial Analyst	\$130,204.74	-1.8%	\$127,816.71	-1.8%	\$125,454.68	-3.6%
Parks Services Manager	\$124,387.19	-1.5%	\$122,474.60	1.1%	\$123,840.28	-0.4%
Probation Services Manager	\$142,752.29	-3.7%	\$137,430.01	-6.4%	\$128,691.44	-9.8%
EEO Compliance Officer	\$125,519.92	-0.2%	\$125,299.20	-1.9%	\$122,957.98	-2.0%
Library Branch Manager	\$124,455.61	-3.4%	\$120,221.86	0.5%	\$120,843.38	-2.9%
Library Technical Svcs Manager	\$121,951.12	-0.5%	\$121,318.01	-1.5%	\$119,537.28	-2.0%
Animal Care Manager	\$122,210.44	-3.4%	\$118,042.75	-4.9%	\$112,311.62	-8.1%
Family Violence Prevent Offcr	\$112,210.68	-3.6%	\$108,170.02	2.4%	\$110,797.46	-1.3%
Contract & Program Specialist	\$105,110.23	0.3%	\$105,463.26	5.7%	\$111,423.84	6.0%
Contract & Program Specialist	\$114,797.84	-4.5%	\$109,661.53	-0.6%	\$108,954.30	-5.1%
Asst Animal Care Mgr/Vol Coord	\$104,808.01	1.2%	\$106,115.42	0.1%	\$106,220.58	1.3%
Contract & Program Specialist	\$102,806.89	-8.1%	\$94,496.14	11.9%	\$105,717.46	2.8%
Human Resources Operations Mgr	\$109,941.95	-1.5%	\$108,253.78	-4.5%	\$103,350.58	-6.0%
County Administrator Exec Asst	\$108,902.85	-4.5%	\$104,054.13	-1.9%	\$102,114.48	-6.2%
Human Resources Analyst	\$80,175.23	16.9%	\$93,743.39	2.7%	\$96,304.60	20.1%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Board of Supervisors Aide	\$94,223.46	-2.1%	\$92,223.48	0.9%	\$93,045.88	-1.2%
Board of Supervisors Aide	\$94,082.87	-3.3%	\$90,963.71	2.0%	\$92,820.26	-1.3%
Board of Supervisors Aide	\$89,674.78	-2.7%	\$87,294.50	2.5%	\$89,509.70	-0.2%
Risk Analyst (Entry)	\$76,800.64	2.0%	\$78,329.27	2.6%	\$80,355.94	4.6%
Board of Supervisors Aide	\$45,262.58	-1.9%	\$44,386.86	8.8%	\$48,307.38	6.7%
Board of Supervisors Aide	\$44,987.21	-2.9%	\$43,675.68	10.5%	\$48,243.02	7.2%

**TOTAL COST OF EMPLOYEE COMPARISON-
EXECUTIVE STAFF
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Physician Mgr/Dep Hlth Officer	\$9,936.30	\$9,925.40	\$3,192.60	\$319,640.15	-3.7%	\$307,691.30	-7.4%	\$284,814.02	-10.9%
Physician Mgr/Dep Hlth Officer	\$9,207.06	\$9,203.96	\$4,887.46	\$245,049.36	3.6%	\$253,941.91	1.8%	\$258,452.26	5.5%
Chief Deputy Public Defender	\$9,325.17	\$8,595.56	\$4,689.56	\$262,462.07	-6.8%	\$244,706.16	-0.9%	\$242,405.38	-7.6%
Undersheriff	\$0.00	\$0.00	\$0.00	\$234,537.27	3.0%	\$241,486.80	-4.0%	\$231,911.32	-1.1%
Asst Director H&SS/Resrch&Plan	\$9,254.11	\$8,569.46	\$5,089.56	\$245,339.22	-5.3%	\$232,294.55	-3.1%	\$225,027.86	-8.3%
Asst County Counsel	\$10,342.88	\$8,981.63	\$4,361.76	\$250,163.70	-1.2%	\$247,157.22	-9.2%	\$224,517.90	-10.3%
Asst Director Resources Mgmt	\$8,856.71	\$8,826.63	\$5,274.06	\$225,177.72	-2.1%	\$220,362.73	-1.3%	\$217,414.60	-3.4%
Asst Director H&SS/Operations	\$8,939.75	\$8,310.86	\$6,017.78	\$234,985.88	-5.4%	\$222,298.88	-2.4%	\$217,072.98	-7.6%
Engineering Manager	\$8,617.19	\$8,307.64	\$6,881.54	\$210,453.55	-1.4%	\$207,413.74	-1.3%	\$204,790.46	-2.7%
Asst Auditor-Controller	\$8,737.29	\$8,305.59	\$6,276.94	\$221,621.01	-4.5%	\$211,593.51	-6.0%	\$198,809.84	-10.3%
Asst Director Human Resources	\$9,103.51	\$8,330.77	\$6,056.18	\$209,865.36	-4.1%	\$201,242.29	-3.0%	\$195,303.84	-6.9%
Dep County Counsel IV	\$8,581.57	\$9,735.22	\$4,274.68	\$198,088.49	8.0%	\$213,956.47	-10.7%	\$191,071.90	-3.5%
Dep County Counsel IV	\$8,260.08	\$8,014.10	\$7,930.86	\$180,337.56	-1.3%	\$178,002.12	6.1%	\$188,776.66	4.7%
Dep County Counsel IV	\$9,251.23	\$8,221.81	\$7,187.16	\$185,460.57	-0.6%	\$184,340.94	1.9%	\$187,893.84	1.3%
Captain-Sheriff	\$1,846.95	\$1,951.79	\$1,928.52	\$183,448.95	2.8%	\$188,576.97	-0.9%	\$186,862.22	1.9%
Exec Dir of Children&Families	\$8,667.86	\$8,079.46	\$7,060.36	\$197,018.11	-4.7%	\$187,733.77	-1.6%	\$184,718.68	-6.2%
Chief Appraiser	\$7,417.02	\$7,610.59	\$8,710.24	\$165,236.21	-0.1%	\$165,151.65	11.8%	\$184,557.60	11.7%
Planning Program Manager	\$8,280.85	\$8,125.76	\$7,387.44	\$191,467.15	-3.1%	\$185,480.59	-1.2%	\$183,305.20	-4.3%
Asst Treasurer-Tax Col-Co Clrk	\$8,694.63	\$8,150.10	\$7,021.82	\$195,161.87	4.6%	\$204,234.93	-10.5%	\$182,785.68	-6.3%
Director of Admin Services	\$8,528.96	\$8,107.37	\$6,815.38	\$204,459.37	-5.3%	\$193,547.55	-6.3%	\$181,441.70	-11.3%
Dep County Counsel IV	\$8,529.13	\$8,242.23	\$6,667.36	\$196,416.93	-5.9%	\$184,749.17	-2.0%	\$181,019.84	-7.8%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Asst Director Child Supp Svcs	\$8,322.38	\$8,321.52	\$7,241.76	\$181,227.19	1.7%	\$184,322.92	-2.0%	\$180,662.12	-0.3%
Systems & Programming Manager	\$7,891.75	\$8,099.49	\$7,856.24	\$178,443.48	4.6%	\$186,710.21	-4.7%	\$177,882.72	-0.3%
Chief Public Defender Investig	\$8,367.63	\$8,454.89	\$7,250.24	\$164,699.83	2.9%	\$169,469.63	4.6%	\$177,322.18	7.7%
Systems & Programming Manager	\$7,935.12	\$8,047.89	\$7,859.50	\$174,555.31	-1.1%	\$172,569.73	2.7%	\$177,306.30	1.6%
Asst Registrar of Voters	\$8,462.83	\$8,034.66	\$7,668.88	\$176,864.24	-1.9%	\$173,510.02	2.1%	\$177,240.08	0.2%
Nursing Services Director	\$8,158.65	\$8,116.18	\$7,407.94	\$180,266.93	-3.0%	\$174,815.34	1.1%	\$176,728.46	-2.0%
Health Services Administrator	\$8,975.69	\$7,558.19	\$7,574.18	\$194,272.54	-7.6%	\$179,559.96	-1.6%	\$176,674.16	-9.1%
Public Hlth Lab Director	\$8,329.09	\$8,102.16	\$7,330.26	\$184,957.92	-4.5%	\$176,716.04	-1.0%	\$175,004.16	-5.4%
Dep Director H&SS-Soc Prog CWS	\$8,458.04	\$8,146.97	\$7,009.22	\$190,980.09	-5.9%	\$179,757.55	-3.7%	\$173,101.26	-9.4%
Dep Director H&SS-Soc Prog CWS	\$8,486.93	\$7,938.56	\$7,516.08	\$185,141.53	-2.3%	\$180,887.61	-4.9%	\$171,943.86	-7.1%
Super of Juv Detention Facility	\$1,497.04	\$1,643.70	\$1,661.42	\$168,113.34	5.3%	\$177,023.56	-3.1%	\$171,622.36	2.1%
Dep County Counsel III	\$8,136.60	\$8,133.84	\$7,753.72	\$170,886.88	-2.0%	\$167,532.98	1.7%	\$170,339.82	-0.3%
Systems & Programming Manager	\$8,335.46	\$8,256.14	\$7,169.34	\$171,381.96	-2.7%	\$166,778.80	1.7%	\$169,537.44	-1.1%
County Surveyor	\$8,206.70	\$8,210.27	\$7,795.68	\$164,859.69	1.9%	\$167,929.65	0.6%	\$168,984.10	2.5%
Systems & Programming Manager	\$8,020.01	\$8,073.11	\$7,765.16	\$161,522.36	2.3%	\$165,162.50	0.8%	\$166,457.66	3.1%
Welfare Fraud Investigator Mgr	\$7,735.55	\$7,908.35	\$8,120.04	\$171,732.59	-3.2%	\$166,302.10	-0.2%	\$166,020.86	-3.3%
County Architect	\$8,284.14	\$8,048.24	\$7,509.42	\$176,518.83	-1.8%	\$173,396.64	-5.2%	\$164,412.50	-6.9%
Dep County Counsel III	\$8,246.77	\$8,122.21	\$7,697.60	\$162,189.14	-1.1%	\$160,328.18	1.6%	\$162,819.22	0.4%
Chief Dep Auditor-Controller	\$8,420.25	\$7,986.87	\$7,411.76	\$179,051.36	-5.9%	\$168,560.05	-3.9%	\$162,046.28	-9.5%
Employment/Eligibility Admin	\$7,422.42	\$7,798.46	\$7,973.04	\$157,023.83	1.1%	\$158,796.48	0.9%	\$160,255.90	2.1%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Dep County Counsel III	\$8,246.77	\$8,122.21	\$7,697.60	\$162,189.14	-1.1%	\$160,328.18	1.6%	\$162,819.22	0.4%
Social Svcs Administrator-CWS	\$8,420.25	\$7,986.87	\$7,411.76	\$179,051.36	-5.9%	\$168,560.05	-3.9%	\$162,046.28	-9.5%
Health Services Administrator	\$7,422.42	\$7,798.46	\$7,973.04	\$157,023.83	1.1%	\$158,796.48	0.9%	\$160,255.90	2.1%
Environmental Health Mgr	\$8,217.19	\$8,116.04	\$7,860.36	\$152,557.81	-0.4%	\$151,906.57	5.4%	\$160,131.36	5.0%
Systems & Programming Manager	\$8,233.28	\$8,152.53	\$7,453.74	\$165,040.06	-2.5%	\$160,856.50	-0.6%	\$159,949.98	-3.1%
Dep Director of Library Svcs	\$6,847.18	\$7,588.96	\$7,675.48	\$150,683.07	5.3%	\$158,714.11	-0.1%	\$158,525.38	5.2%
Facilities Operations Manager	\$8,131.41	\$8,034.94	\$7,764.72	\$158,757.19	-3.4%	\$153,290.20	0.8%	\$154,440.24	-2.7%
Admin Services Manager	\$8,266.58	\$8,169.91	\$7,225.22	\$168,711.84	-2.6%	\$164,273.15	-6.2%	\$154,086.18	-8.7%
Management Analyst (Senior)	\$8,134.85	\$7,943.55	\$7,846.28	\$164,024.39	-4.9%	\$155,985.45	-2.3%	\$152,473.20	-7.0%
Fleet Manager	\$7,946.53	\$7,670.35	\$7,562.72	\$159,105.05	-5.8%	\$149,943.14	1.0%	\$151,466.82	-4.8%
Building Official	\$7,480.05	\$7,448.48	\$7,381.88	\$156,395.73	-3.2%	\$151,445.37	-1.7%	\$148,842.76	-4.8%
Probation Services Manager	\$7,499.10	\$8,147.84	\$8,085.02	\$137,623.00	7.7%	\$148,234.62	-0.1%	\$148,039.92	7.6%
Chief Deputy Clerk	\$7,848.59	\$7,882.58	\$8,262.80	\$143,729.17	-3.3%	\$139,055.68	5.2%	\$146,337.30	1.8%
Airport Manager	\$8,201.32	\$7,941.31	\$8,013.44	\$152,449.11	-4.0%	\$146,279.13	-0.7%	\$145,204.94	-4.8%
Probation Services Manager	\$0.00	\$0.00	\$0.00	\$143,894.56	1.0%	\$145,282.03	-1.1%	\$143,624.34	-0.2%
Dep Director First 5 Solano	\$5,800.57	\$6,850.02	\$7,645.14	\$115,610.11	14.2%	\$132,060.31	8.2%	\$142,949.38	23.6%
Central Services Manager	\$7,767.65	\$7,810.01	\$7,835.30	\$146,111.56	-3.4%	\$141,157.93	0.3%	\$141,647.22	-3.1%
Dep Auditor-Controller	\$0.00	\$0.00	\$0.00	\$142,606.32	0.6%	\$143,440.33	-1.3%	\$141,530.52	-0.8%
Org Development/Train Officer	\$7,502.78	\$6,872.71	\$6,971.52	\$137,811.97	-6.9%	\$128,306.87	9.7%	\$140,745.12	2.1%
Probation Services Manager	\$7,875.38	\$7,754.36	\$7,636.24	\$149,349.43	-5.1%	\$141,672.84	-0.8%	\$140,479.56	-5.9%
Admin Services Manager	\$6,952.06	\$6,960.05	\$6,882.16	\$146,084.36	-2.7%	\$142,202.64	-1.9%	\$139,460.84	-4.5%
Policy & Financial Analyst	\$7,504.18	\$7,798.91	\$7,774.92	\$138,122.60	0.3%	\$138,478.61	0.3%	\$138,833.10	0.5%
Probation Services Manager	\$0.00	\$0.00	\$0.00	\$150,278.57	-2.8%	\$146,036.44	-4.9%	\$138,823.38	-7.6%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Public Communications Officer	\$7,109.34	\$7,305.60	\$7,592.22	\$135,665.58	-0.3%	\$135,247.39	0.9%	\$136,429.52	0.6%
Dep Auditor-Controller	\$7,727.92	\$7,753.82	\$7,644.70	\$143,085.97	-3.9%	\$137,504.02	-0.8%	\$136,365.54	-4.7%
Emergency Services Manager	\$8,295.00	\$8,152.07	\$7,250.88	\$137,747.63	-1.0%	\$136,437.97	-0.1%	\$136,326.92	-1.0%
Policy & Financial Analyst	\$7,104.83	\$7,539.39	\$7,590.54	\$128,676.72	3.6%	\$133,335.86	1.3%	\$135,080.54	5.0%
Library Branch Manager	\$6,691.52	\$7,379.64	\$7,386.60	\$130,175.05	4.2%	\$135,651.38	-0.5%	\$134,992.88	3.7%
Library Branch Manager	\$6,972.48	\$7,058.42	\$7,181.94	\$137,705.02	-1.5%	\$135,579.28	-1.5%	\$133,576.22	-3.0%
Compliance Officer	\$7,074.90	\$7,348.51	\$7,472.56	\$130,094.30	2.4%	\$133,173.46	0.0%	\$133,232.08	2.4%
Policy & Financial Analyst	\$6,360.75	\$6,440.44	\$6,562.40	\$136,565.49	-1.7%	\$134,257.15	-1.7%	\$132,017.08	-3.3%
Parks Services Manager	\$6,555.46	\$6,696.65	\$6,815.08	\$130,942.65	-1.4%	\$129,171.25	1.1%	\$130,655.36	-0.2%
Probation Services Manager	\$1,319.55	\$1,294.85	\$1,222.78	\$144,071.84	-3.7%	\$138,724.86	-6.4%	\$129,914.22	-9.8%
EEO Compliance Officer	\$6,808.54	\$7,057.51	\$6,955.92	\$132,328.46	0.0%	\$132,356.71	-1.8%	\$129,913.90	-1.8%
Library Branch Manager	\$7,083.49	\$7,243.00	\$7,232.80	\$131,539.10	-3.1%	\$127,464.86	0.5%	\$128,076.18	-2.6%
Library Technical Svcs Manager	\$6,348.11	\$6,795.79	\$6,915.28	\$128,299.23	-0.1%	\$128,113.80	-1.3%	\$126,452.56	-1.4%
Animal Care Manager	\$6,750.38	\$6,826.95	\$6,465.32	\$128,960.82	-3.2%	\$124,869.70	-4.9%	\$118,776.94	-7.9%
Family Violence Prevent Offcr	\$6,436.41	\$6,452.03	\$6,558.32	\$118,647.09	-3.4%	\$114,622.05	2.4%	\$117,355.78	-1.1%
Contract & Program Specialist	\$5,293.08	\$5,495.39	\$5,912.30	\$110,403.31	0.5%	\$110,958.65	5.7%	\$117,336.14	6.3%
Contract & Program Specialist	\$6,094.80	\$6,124.83	\$6,046.68	\$120,892.64	-4.2%	\$115,786.36	-0.7%	\$115,000.98	-4.9%
Asst Animal Care Mgr/Vol Coord	\$5,670.21	\$5,876.70	\$6,038.70	\$110,478.22	1.4%	\$111,992.12	0.2%	\$112,259.28	1.6%
Contract & Program Specialist	\$5,594.36	\$4,912.83	\$5,280.66	\$108,401.25	-8.3%	\$99,408.97	11.7%	\$110,998.12	2.4%
Human Resources Operations Mgr	\$5,851.24	\$5,824.91	\$5,726.38	\$115,793.19	-1.5%	\$114,078.69	-4.4%	\$109,076.96	-5.8%
County Administrator Exec Asst	\$5,115.30	\$4,994.70	\$4,946.38	\$114,018.15	-4.4%	\$109,048.83	-1.8%	\$107,060.86	-6.1%
Human Resources Analyst	\$4,260.95	\$4,978.97	\$4,872.68	\$84,436.18	16.9%	\$98,722.36	2.5%	\$101,177.28	19.8%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Board of Supervisors Aide	\$5,096.69	\$5,158.63	\$5,241.80	\$99,320.15	-2.0%	\$97,382.11	0.9%	\$98,287.68	-1.0%
Board of Supervisors Aide	\$5,078.51	\$5,142.32	\$5,216.46	\$99,161.38	-3.1%	\$96,106.03	2.0%	\$98,036.72	-1.1%
Board of Supervisors Aide	\$5,176.70	\$5,236.66	\$5,304.56	\$94,851.48	-2.4%	\$92,531.16	2.5%	\$94,814.26	0.0%
Risk Analyst (Entry)	\$4,463.02	\$4,686.11	\$4,751.14	\$81,263.66	2.2%	\$83,015.38	2.5%	\$85,107.08	4.7%
Board of Supervisors Aide	\$2,641.96	\$2,682.51	\$2,721.10	\$47,904.54	-1.7%	\$47,069.37	8.4%	\$51,028.48	6.5%
Board of Supervisors Aide	\$2,552.54	\$2,581.04	\$2,620.10	\$47,539.75	-2.7%	\$46,256.72	10.0%	\$50,863.12	7.0%

Appendix B

**BASE SALARY COMPARISON-
CLASSIFIED POSITIONS**

FY08/09, FY09/10, FY10/11

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Accountant-Auditor III	\$77,112.38	3.4%	\$79,747.05	2.2%	\$81,490.28	5.7%
Accountant-Auditor III	\$77,112.40	3.4%	\$79,746.97	2.2%	\$81,490.26	5.7%
Accountant-Auditor III	\$73,440.38	6.2%	\$78,010.54	4.5%	\$81,490.28	11.0%
Accounting Clerk II	\$46,829.56	3.4%	\$48,429.64	2.2%	\$49,488.30	5.7%
Accounting Clerk II	\$43,562.69	6.0%	\$46,196.54	7.1%	\$49,488.30	13.6%
Accounting Clerk II	\$41,731.13	8.8%	\$45,402.72	0.8%	\$45,774.52	9.7%
Accounting Technician	\$51,383.26	3.4%	\$53,138.98	2.2%	\$54,300.62	5.7%
Accounting Technician	\$51,383.40	3.4%	\$53,138.99	2.2%	\$54,300.56	5.7%
Accounting Technician	\$51,383.32	3.4%	\$53,139.01	2.2%	\$54,300.58	5.7%
Ag Bio/Wts & Meas Insp(Senior)	\$64,132.79	3.4%	\$66,324.13	2.2%	\$67,773.94	5.7%
Ag Bio/Wts & Meas Insp(Senior)	\$64,132.77	3.4%	\$66,324.16	2.2%	\$67,773.86	5.7%
Ag Bio/Wts & Meas Insp(Senior)	\$64,132.76	3.4%	\$66,324.21	2.2%	\$67,773.98	5.7%
Animal Care Specialist	\$39,705.75	5.9%	\$42,062.46	4.9%	\$44,130.24	11.1%
Animal Care Specialist	\$41,759.41	2.3%	\$42,707.83	-0.6%	\$42,444.20	1.6%
Animal Care Specialist	\$38,098.07	6.7%	\$40,651.49	3.4%	\$42,028.74	10.3%
Appraiser	\$60,862.51	6.0%	\$64,512.64	5.1%	\$67,773.96	11.4%
Appraiser	\$64,132.81	3.4%	\$66,324.13	2.2%	\$67,773.90	5.7%
Appraiser	\$51,085.32	5.3%	\$53,797.16	3.2%	\$55,531.56	8.7%
Appraiser (Senior)	\$72,344.97	4.3%	\$75,485.59	2.2%	\$77,135.70	6.6%
Appraiser (Senior)	\$72,991.66	3.4%	\$75,485.59	2.2%	\$77,135.58	5.7%
Appraiser (Senior)	\$67,694.65	6.6%	\$72,169.72	6.9%	\$77,135.62	13.9%
Associate County Architect	\$96,683.69	3.4%	\$99,986.88	2.2%	\$102,172.58	5.7%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Building Trades Mechanic	\$64,648.33	3.4%	\$66,832.66	0.7%	\$67,284.96	4.1%
Building Trades Mechanic	\$64,648.32	3.4%	\$66,832.68	0.7%	\$67,284.96	4.1%
Building Trades Mechanic	\$59,435.58	7.1%	\$63,650.01	1.1%	\$64,327.12	8.2%
Buyer	\$47,973.93	16.3%	\$55,780.07	15.2%	\$64,251.14	33.9%
Child Support Spec	\$52,019.85	1.9%	\$53,031.12	3.7%	\$54,973.20	5.7%
Child Support Spec	\$52,019.85	3.4%	\$53,797.26	2.2%	\$54,973.16	5.7%
Child Support Spec	\$40,499.85	3.3%	\$41,838.52	-1.1%	\$41,373.84	2.2%
Child Support Spec (Senior)	\$60,095.52	3.4%	\$62,148.94	2.2%	\$63,507.54	5.7%
Child Support Spec (Senior)	\$59,127.47	5.1%	\$62,148.96	2.2%	\$63,507.54	7.4%
Child Support Spec (Senior)	\$52,019.90	3.4%	\$53,797.26	2.2%	\$54,973.18	5.7%
Child Support Spec (Spvsing)	\$72,991.56	3.4%	\$75,485.59	2.2%	\$77,135.70	5.7%
Child Support Spec (Spvsing)	\$69,392.67	5.0%	\$72,866.46	5.9%	\$77,135.60	11.2%
Child Support Spec (Spvsing)	\$58,347.84	6.5%	\$62,148.82	3.8%	\$64,516.62	10.6%
Civil Engineer (Entry)	\$72,991.56	3.4%	\$75,485.56	2.2%	\$77,135.54	5.7%
Civil Engineer (Senior)	\$104,970.86	8.2%	\$113,576.69	2.6%	\$116,476.92	11.0%
Civil Engineer (Senior)	\$110,219.24	3.4%	\$113,985.17	2.2%	\$116,476.88	5.7%
Clinic Physician (Board Cert)	\$163,103.54	4.0%	\$169,576.59	2.8%	\$174,261.58	6.8%
Clinic Physician (Board Cert)	\$163,103.51	4.0%	\$169,576.61	2.8%	\$174,261.50	6.8%
Clinic Physician (Board Cert)	\$146,793.11	4.0%	\$152,618.76	2.8%	\$156,835.50	6.8%
Correctional Officer	\$62,712.10	6.0%	\$66,450.05	0.1%	\$66,500.20	6.0%
Correctional Officer	\$59,035.55	7.2%	\$63,286.10	3.2%	\$65,282.40	10.6%
Correctional Officer	\$64,459.62	3.1%	\$66,450.04	0.1%	\$66,500.20	3.2%
Custodian	\$37,212.15	5.2%	\$39,134.39	4.1%	\$40,738.40	9.5%
Custodian	\$39,142.00	3.4%	\$40,464.54	0.7%	\$40,738.36	4.1%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Custodian	\$35,503.16	7.0%	\$37,981.49	2.2%	\$38,798.20	9.3%
Dep Probation Officer	\$61,995.73	7.7%	\$66,786.57	2.2%	\$68,246.54	10.1%
Dep Probation Officer	\$63,072.85	5.9%	\$66,786.52	2.2%	\$68,246.50	8.2%
Dep Probation Officer	\$32,044.98	4.2%	\$33,393.12	2.2%	\$34,123.08	6.5%
Dep Probation Officer (Senior)	\$73,097.09	4.2%	\$76,172.45	2.2%	\$77,837.58	6.5%
Dep Probation Officer (Senior)	\$73,097.06	4.2%	\$76,172.46	2.2%	\$77,837.62	6.5%
Dep Probation Officer (Senior)	\$73,097.08	4.2%	\$76,172.40	2.2%	\$77,837.54	6.5%
Dep Probation Officer(Spvsing)	\$82,237.98	4.2%	\$85,698.01	2.2%	\$87,571.26	6.5%
Dep Probation Officer(Spvsing)	\$82,237.94	4.2%	\$85,697.89	2.2%	\$87,571.10	6.5%
Dep Probation Officer(Spvsing)	\$82,237.91	4.2%	\$85,697.96	2.2%	\$87,571.22	6.5%
Dep Public Defender IV	\$127,635.56	3.2%	\$131,708.31	1.7%	\$133,916.08	4.9%
Dep Public Defender IV	\$127,635.63	3.0%	\$131,450.75	1.9%	\$133,916.02	4.9%
Dep Public Defender IV	\$120,358.63	5.6%	\$127,104.40	5.4%	\$133,916.06	11.3%
Dep Public Defender V	\$146,780.93	2.6%	\$150,575.87	2.3%	\$154,003.20	4.9%
Dep Public Defender V	\$127,635.57	2.6%	\$130,935.70	6.0%	\$138,821.32	8.8%
Dep Sheriff	\$79,237.14	4.2%	\$82,551.88	2.2%	\$84,356.40	6.5%
Dep Sheriff	\$79,237.14	4.2%	\$82,551.79	2.2%	\$84,356.38	6.5%
Dep Sheriff	\$75,463.81	8.8%	\$82,107.96	2.7%	\$84,356.36	11.8%
District Attorney Investigator	\$94,199.96	4.2%	\$98,140.73	2.2%	\$100,285.90	6.5%
Elections Technician	\$42,449.67	3.4%	\$43,900.24	2.2%	\$44,859.96	5.7%
Elections Technician	\$42,449.67	3.4%	\$43,900.22	2.2%	\$44,859.92	5.7%
Elections Technician (Lead)	\$45,145.23	3.4%	\$46,687.62	2.2%	\$47,708.14	5.7%
Eligibility Benefits Spec II	\$52,706.07	3.4%	\$54,506.95	2.2%	\$55,698.42	5.7%
Eligibility Benefits Spec II	\$52,706.03	3.4%	\$54,506.93	2.2%	\$55,698.54	5.7%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Eligibility Benefits Spec II	\$47,435.49	3.4%	\$49,056.16	2.2%	\$50,128.58	5.7%
Employment Resources Spec II	\$57,950.14	2.2%	\$59,229.16	3.4%	\$61,240.08	5.7%
Employment Resources Spec II	\$57,950.17	3.4%	\$59,930.06	2.2%	\$61,240.08	5.7%
Employment Resources Spec II	\$55,103.87	8.8%	\$59,930.06	2.2%	\$61,240.08	11.1%
Engineering Services Supv	\$117,264.22	3.4%	\$121,270.98	2.2%	\$123,921.86	5.7%
Equipment Mechanic	\$60,610.64	3.4%	\$62,658.28	0.7%	\$63,082.24	4.1%
Equipment Mechanic	\$60,610.60	3.4%	\$62,658.28	0.7%	\$63,082.30	4.1%
Equipment Mechanic	\$60,610.59	3.4%	\$62,658.30	0.7%	\$63,082.34	4.1%
Fleet Services Supervisor	\$68,541.14	3.4%	\$70,883.02	2.2%	\$72,432.60	5.7%
Fleet Services Supervisor	\$68,541.11	3.4%	\$70,883.04	2.2%	\$72,432.60	5.7%
Group Counselor	\$55,477.53	4.2%	\$57,811.64	2.2%	\$59,075.48	6.5%
Group Counselor	\$51,898.71	6.9%	\$55,485.64	6.5%	\$59,075.46	13.8%
Group Counselor	\$55,477.50	4.2%	\$57,811.66	2.2%	\$59,075.48	6.5%
Group Counselor (Senior)	\$64,089.96	4.2%	\$66,786.58	2.2%	\$68,246.52	6.5%
Group Counselor (Senior)	\$62,474.46	6.9%	\$66,786.58	2.2%	\$68,246.52	9.2%
Group Counselor (Senior)	\$64,089.94	4.2%	\$66,786.54	2.2%	\$68,246.52	6.5%
Group Counselor (Spvsing)	\$72,067.81	3.5%	\$74,557.19	1.7%	\$75,831.54	5.2%
Group Counselor (Spvsing)	\$72,067.76	3.5%	\$74,557.18	1.7%	\$75,831.60	5.2%
Group Counselor (Spvsing)	\$65,496.03	8.4%	\$71,006.88	2.1%	\$72,498.22	10.7%
Human Resources Assistant	\$50,515.79	5.9%	\$53,491.54	2.7%	\$54,917.24	8.7%
Human Resources Assistant	\$50,156.34	3.7%	\$52,026.78	5.6%	\$54,917.22	9.5%
Info Tech Spec II	\$64,132.76	3.4%	\$66,324.04	2.2%	\$67,773.82	5.7%
Info Tech Spec II	\$64,132.76	3.4%	\$66,324.09	2.2%	\$67,773.86	5.7%
Info Tech Spec II	\$58,170.43	4.3%	\$60,688.16	6.4%	\$64,546.62	11.0%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Investigative Asst - Dist Atty	\$52,019.79	3.4%	\$53,797.24	2.2%	\$54,973.20	5.7%
Investigative Asst - Dist Atty	\$49,376.11	7.8%	\$53,218.75	3.3%	\$54,973.12	11.3%
Investigative Asst - Dist Atty	\$23,061.16	5.2%	\$24,266.36	3.9%	\$25,223.48	9.4%
Librarian (Spvsing)	\$75,458.38	3.4%	\$78,036.64	2.2%	\$79,742.48	5.7%
Librarian (Spvsing)	\$68,975.81	7.7%	\$74,320.68	3.8%	\$77,132.18	11.8%
Librarian (Spvsing)	\$68,443.07	8.6%	\$74,320.66	2.2%	\$75,945.14	11.0%
Library Assistant	\$39,004.71	5.4%	\$41,112.96	2.2%	\$42,011.68	7.7%
Library Assistant	\$39,754.52	3.4%	\$41,112.97	2.2%	\$42,011.72	5.7%
Library Assistant	\$17,600.98	5.4%	\$18,552.48	3.4%	\$19,191.82	9.0%
Library Assistant (Senior)	\$44,323.15	1.7%	\$45,065.46	7.2%	\$48,330.34	9.0%
Library Assistant (Senior)	\$46,829.59	3.4%	\$48,429.63	2.2%	\$49,488.22	5.7%
Library Assistant (Senior)	\$46,829.59	3.4%	\$48,429.65	2.2%	\$49,488.24	5.7%
Lieutenant-Corrections	\$87,074.04	8.0%	\$94,067.71	0.1%	\$94,138.68	8.1%
Lieutenant-Corrections	\$91,250.12	3.1%	\$94,067.73	0.1%	\$94,138.72	3.2%
Lieutenant-Corrections	\$91,250.14	3.1%	\$94,067.71	0.1%	\$94,138.68	3.2%
Lieutenant-Sheriff	\$92,364.53	5.9%	\$97,780.77	2.2%	\$99,918.16	8.2%
Lieutenant-Sheriff	\$99,216.37	5.1%	\$104,235.64	3.9%	\$108,264.84	9.1%
Lieutenant-Sheriff	\$102,620.64	3.7%	\$106,461.39	5.2%	\$111,955.94	9.1%
Medical Assistant	\$43,078.51	8.2%	\$46,596.52	2.2%	\$47,615.06	10.5%
Medical Assistant	\$45,056.92	3.4%	\$46,596.47	2.2%	\$47,615.06	5.7%
Medical Assistant	\$31,112.93	8.5%	\$33,750.00	6.7%	\$36,000.82	15.7%
Mental Health Clinician (Lic)	\$83,949.76	3.4%	\$86,818.22	2.2%	\$88,716.00	5.7%
Mental Health Clinician (Lic)	\$79,049.34	6.2%	\$83,966.22	3.6%	\$86,977.00	10.0%
Mental Health Clinician (Lic)	\$41,955.41	2.7%	\$43,097.93	1.4%	\$43,684.92	4.1%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Office Assistant II	\$45,145.09	3.4%	\$46,687.49	2.2%	\$47,708.06	5.7%
Office Assistant II	\$33,858.76	3.4%	\$35,015.65	2.2%	\$35,781.02	5.7%
Office Assistant II	\$21,204.46	4.6%	\$22,176.44	2.2%	\$22,661.34	6.9%
Office Coordinator	\$53,567.61	3.4%	\$55,397.98	2.2%	\$56,608.96	5.7%
Office Coordinator	\$53,200.37	4.1%	\$55,397.94	2.2%	\$56,609.00	6.4%
Office Coordinator	\$53,567.66	3.4%	\$55,397.93	2.2%	\$56,609.02	5.7%
Office Supervisor	\$55,252.10	3.4%	\$57,139.95	2.2%	\$58,389.02	5.7%
Office Supervisor	\$55,252.11	3.4%	\$57,139.93	2.2%	\$58,389.00	5.7%
Office Supervisor	\$55,252.08	2.9%	\$56,863.09	2.3%	\$58,150.64	5.2%
Paralegal	\$51,488.23	4.2%	\$53,655.88	2.2%	\$54,828.80	6.5%
Paralegal	\$51,883.09	3.4%	\$53,655.93	1.1%	\$54,230.80	4.5%
Paralegal	\$51,883.09	3.4%	\$53,655.90	2.2%	\$54,828.80	5.7%
Programmer Analyst	\$70,462.77	7.1%	\$75,485.52	2.2%	\$77,135.62	9.5%
Programmer Analyst	\$68,524.75	5.1%	\$72,030.46	7.1%	\$77,135.60	12.6%
Psychiatrist (Board Cert)	\$183,948.27	1.0%	\$185,809.52	6.0%	\$196,878.34	7.0%
Public Defender Investigator	\$72,991.47	3.4%	\$75,485.55	2.2%	\$77,135.62	5.7%
Public Defender Investigator	\$72,991.45	3.4%	\$75,485.53	2.2%	\$77,135.60	5.7%
Public Defender Investigator	\$71,144.79	6.1%	\$75,485.51	2.2%	\$77,135.64	8.4%
Public Hlth Nurse	\$86,346.63	3.4%	\$89,296.87	2.2%	\$91,248.78	5.7%
Public Hlth Nurse	\$86,346.62	3.4%	\$89,296.84	2.2%	\$91,248.78	5.7%
Public Hlth Nurse	\$39,997.82	6.3%	\$42,522.37	2.2%	\$43,451.94	8.6%
Public Hlth Nurse Manager	\$104,313.12	3.5%	\$107,916.27	1.7%	\$109,760.76	5.2%
Public Hlth Nurse Manager	\$104,313.06	3.5%	\$107,916.23	1.6%	\$109,655.24	5.1%
Public Hlth Nurse Manager	\$104,313.03	3.5%	\$107,916.21	1.7%	\$109,760.70	5.2%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Public Works Maint Wkr(Senior)	\$57,486.51	3.4%	\$59,428.65	0.7%	\$59,830.82	4.1%
Public Works Maint Wkr(Senior)	\$57,486.53	3.4%	\$59,428.60	0.7%	\$59,830.74	4.1%
Public Works Maint Wkr(Senior)	\$57,486.52	3.4%	\$59,428.65	0.7%	\$59,830.88	4.1%
Public Works Maintenance Wkr	\$52,260.64	3.4%	\$54,026.32	0.7%	\$54,391.96	4.1%
Public Works Maintenance Wkr	\$49,772.02	8.2%	\$53,832.90	1.0%	\$54,391.94	9.3%
Public Works Maintenance Wkr	\$51,021.40	5.9%	\$54,026.35	0.7%	\$54,391.98	6.6%
Sergeant-Corrections	\$72,582.47	8.2%	\$78,558.32	1.0%	\$79,341.90	9.3%
Sergeant-Corrections	\$80,752.87	2.3%	\$82,605.52	0.9%	\$83,309.18	3.2%
Sergeant-Corrections	\$80,752.87	3.1%	\$83,246.33	0.1%	\$83,309.20	3.2%
Sergeant-Sheriff	\$93,854.53	4.2%	\$97,780.75	2.2%	\$99,918.18	6.5%
Sergeant-Sheriff	\$93,854.54	4.2%	\$97,780.75	2.2%	\$99,918.22	6.5%
Sergeant-Sheriff	\$79,237.14	4.2%	\$82,551.80	2.8%	\$84,846.58	7.1%
Social Services Supervisor	\$84,849.35	3.4%	\$87,770.25	0.8%	\$88,463.96	4.3%
Social Services Supervisor	\$80,808.88	0.0%	\$80,821.15	6.6%	\$86,148.62	6.6%
Social Services Supervisor	\$80,808.92	5.2%	\$85,048.89	1.7%	\$86,495.68	7.0%
Social Worker III	\$71,110.10	5.7%	\$75,168.79	6.9%	\$80,361.12	13.0%
Social Worker III	\$76,319.53	3.2%	\$78,787.20	2.4%	\$80,652.44	5.7%
Social Worker III	\$38,159.75	3.4%	\$39,463.64	2.2%	\$40,326.18	5.7%
Staff Analyst	\$67,646.27	5.0%	\$71,006.83	5.6%	\$74,998.22	10.9%
Staff Analyst	\$68,636.00	7.8%	\$74,017.80	2.5%	\$75,831.44	10.5%
Staff Analyst	\$67,893.69	6.0%	\$71,979.06	5.4%	\$75,831.60	11.7%
Staff Analyst (Senior)	\$75,630.09	6.0%	\$80,146.79	5.6%	\$84,651.78	11.9%
Staff Analyst (Senior)	\$77,470.76	6.5%	\$82,479.93	3.8%	\$85,592.34	10.5%
Staff Analyst (Senior)	\$81,344.26	3.5%	\$84,154.04	1.7%	\$85,592.44	5.2%

Job Title	FY08/09	% Change FY08/09 TO FY09/10	FY09/10	% Change FY09/10 TO FY10/11	FY10/11	% Change FY08/09 TO FY10/11
Stationary Engineer	\$70,441.35	3.4%	\$72,821.44	0.7%	\$73,314.26	4.1%
Stationary Engineer	\$70,441.33	3.4%	\$72,821.43	0.7%	\$73,314.30	4.1%
Stationary Engineer	\$70,441.32	3.4%	\$72,821.45	0.7%	\$73,314.30	4.1%
Systems Analyst (Senior)	\$90,502.68	3.4%	\$93,595.00	2.2%	\$95,640.88	5.7%
Systems Analyst (Senior)	\$90,502.71	3.4%	\$93,595.04	2.2%	\$95,640.86	5.7%
Systems Analyst (Senior)	\$83,366.61	6.9%	\$89,137.98	5.7%	\$94,258.64	13.1%
Welfare Fraud Investigator II	\$79,654.21	4.2%	\$82,986.52	2.2%	\$84,800.54	6.5%

**TOTAL BENEFITS COMPARISON-
CLASSIFIED POSITIONS
ALLOWANCES, OTHER PAY, BONUSES, RETIREMENT, INSURANCES
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$30,450.48	3.3%	\$31,455.98	5.6%	\$33,224.28	9.1%
Accountant-Auditor III	\$29,656.22	-4.6%	\$28,294.51	6.0%	\$29,994.60	1.1%
Accountant-Auditor III	\$24,847.94	-2.2%	\$24,292.20	4.1%	\$25,297.56	1.8%
Accounting Clerk II	\$27,359.61	0.8%	\$27,588.18	4.4%	\$28,814.34	5.3%
Accounting Clerk II	\$22,797.93	-1.1%	\$22,547.63	1.8%	\$22,943.62	0.6%
Accounting Clerk II	\$21,076.12	1.6%	\$21,421.44	-0.6%	\$21,292.50	1.0%
Accounting Technician	\$28,966.67	6.8%	\$30,943.18	10.4%	\$34,174.64	18.0%
Accounting Technician	\$26,330.09	-1.6%	\$25,898.62	3.1%	\$26,708.10	1.4%
Accounting Technician	\$18,751.13	-6.2%	\$17,591.05	6.4%	\$18,710.64	-0.2%
Ag Bio/Wts & Meas Insp(Senior)	\$26,978.56	0.7%	\$27,175.79	7.0%	\$29,082.88	7.8%
Ag Bio/Wts & Meas Insp(Senior)	\$29,120.26	-5.4%	\$27,538.93	4.4%	\$28,742.26	-1.3%
Ag Bio/Wts & Meas Insp(Senior)	\$27,014.28	-4.0%	\$25,927.61	4.9%	\$27,196.62	0.7%
Animal Care Specialist	\$24,339.34	1.2%	\$24,636.78	-1.3%	\$24,304.20	-0.1%
Animal Care Specialist	\$23,778.75	-1.4%	\$23,436.48	6.4%	\$24,932.76	4.9%
Animal Care Specialist	\$24,623.06	-13.2%	\$21,360.81	12.0%	\$23,931.86	-2.8%
Appraiser	\$21,936.50	15.8%	\$25,402.48	20.1%	\$30,498.98	39.0%
Appraiser	\$21,932.58	-6.7%	\$20,458.48	8.8%	\$22,259.50	1.5%
Appraiser	\$26,582.08	-1.1%	\$26,293.38	5.2%	\$27,665.92	4.1%
Appraiser (Senior)	\$34,230.95	-5.3%	\$32,404.30	5.6%	\$34,217.16	0.0%
Appraiser (Senior)	\$32,795.12	-5.6%	\$30,973.21	5.4%	\$32,651.20	-0.4%
Appraiser (Senior)	\$23,287.90	-6.2%	\$21,847.80	11.5%	\$24,367.34	4.6%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Associate County Architect	\$40,489.12	-3.4%	\$39,100.76	6.1%	\$41,467.66	2.4%
Building Trades Mechanic	\$36,013.37	-0.5%	\$35,848.43	3.0%	\$36,926.90	2.5%
Building Trades Mechanic	\$27,246.65	-1.4%	\$26,868.46	18.5%	\$31,826.98	16.8%
Building Trades Mechanic	\$31,634.41	-10.1%	\$28,440.12	9.5%	\$31,135.66	-1.6%
Buyer	\$25,747.15	4.6%	\$26,934.83	7.9%	\$29,059.42	12.9%
Child Support Spec	\$24,046.41	9.6%	\$26,348.32	21.3%	\$31,957.06	32.9%
Child Support Spec	\$19,022.68	-6.1%	\$17,867.71	6.4%	\$19,009.32	-0.1%
Child Support Spec	\$18,194.88	-6.7%	\$16,972.10	24.0%	\$21,050.74	15.7%
Child Support Spec (Senior)	\$26,635.73	25.8%	\$33,505.16	9.2%	\$36,582.66	37.3%
Child Support Spec (Senior)	\$20,770.09	2.2%	\$21,225.76	8.5%	\$23,040.34	10.9%
Child Support Spec (Senior)	\$18,908.73	-6.2%	\$17,733.71	6.4%	\$18,873.30	-0.2%
Child Support Spec (Spvsing)	\$40,938.78	-2.6%	\$39,869.04	4.7%	\$41,728.82	1.9%
Child Support Spec (Spvsing)	\$24,315.22	-2.6%	\$23,693.80	13.0%	\$26,762.88	10.1%
Child Support Spec (Spvsing)	\$28,142.01	-0.5%	\$28,011.78	3.4%	\$28,964.00	2.9%
Civil Engineer (Entry)	\$33,893.05	-1.3%	\$33,443.40	3.5%	\$34,630.32	2.2%
Civil Engineer (Senior)	\$36,978.47	-15.0%	\$31,435.79	7.8%	\$33,896.02	-8.3%
Civil Engineer (Senior)	\$36,093.91	-14.3%	\$30,917.28	9.6%	\$33,890.00	-6.1%
Clinic Physician (Board Cert)	\$53,499.91	-4.6%	\$51,045.69	10.8%	\$56,583.66	5.8%
Clinic Physician (Board Cert)	\$47,933.95	-10.3%	\$42,980.33	12.6%	\$48,399.12	1.0%
Clinic Physician (Board Cert)	\$39,458.86	-2.5%	\$38,475.13	13.7%	\$43,740.02	10.8%
Correctional Officer	\$92,319.90	8.9%	\$100,509.76	-8.5%	\$91,941.96	-0.4%
Correctional Officer	\$52,735.38	6.6%	\$56,232.26	15.7%	\$65,049.64	23.4%
Correctional Officer	\$33,849.37	1.9%	\$34,488.96	-3.7%	\$33,214.32	-1.9%
Custodian	\$22,957.00	0.7%	\$23,110.54	19.4%	\$27,597.02	20.2%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Custodian	\$22,500.01	-8.1%	\$20,669.45	3.5%	\$21,386.32	-4.9%
Custodian	\$16,167.68	2.9%	\$16,630.55	-1.4%	\$16,393.36	1.4%
Dep Probation Officer	\$36,259.64	-2.4%	\$35,388.82	2.1%	\$36,134.78	-0.3%
Dep Probation Officer	\$25,364.17	-4.7%	\$24,181.47	4.4%	\$25,246.18	-0.5%
Dep Probation Officer	\$13,689.36	1.6%	\$13,908.72	-6.5%	\$13,005.96	-5.0%
Dep Probation Officer (Senior)	\$29,540.55	19.4%	\$35,272.21	23.8%	\$43,674.24	47.8%
Dep Probation Officer (Senior)	\$39,266.81	-3.4%	\$37,930.84	3.2%	\$39,159.02	-0.3%
Dep Probation Officer (Senior)	\$28,918.65	2.2%	\$29,563.66	5.7%	\$31,235.68	8.0%
Dep Probation Officer(Spvsing)	\$45,166.97	3.4%	\$46,697.94	3.0%	\$48,110.28	6.5%
Dep Probation Officer(Spvsing)	\$36,653.52	2.3%	\$37,511.71	7.3%	\$40,266.50	9.9%
Dep Probation Officer(Spvsing)	\$34,212.10	-3.3%	\$33,099.32	4.7%	\$34,656.96	1.3%
Dep Public Defender IV	\$37,339.84	-1.6%	\$36,747.34	3.3%	\$37,952.60	1.6%
Dep Public Defender IV	\$38,231.29	-11.1%	\$33,988.47	2.2%	\$34,743.84	-9.1%
Dep Public Defender IV	\$31,962.91	-6.8%	\$29,784.20	1.2%	\$30,133.12	-5.7%
Dep Public Defender V	\$45,397.59	-1.0%	\$44,934.77	-4.0%	\$43,144.28	-5.0%
Dep Public Defender V	\$37,252.30	-6.4%	\$34,871.09	2.0%	\$35,565.16	-4.5%
Dep Sheriff	\$92,730.73	-9.7%	\$83,694.31	5.4%	\$88,252.16	-4.8%
Dep Sheriff	\$66,223.70	-3.2%	\$64,108.61	0.0%	\$64,132.00	-3.2%
Dep Sheriff	\$40,139.28	6.7%	\$42,818.27	-4.7%	\$40,817.80	1.7%
District Attorney Investigator	\$42,109.68	-5.3%	\$39,864.40	-0.7%	\$39,579.48	-6.0%
Elections Technician	\$26,810.97	-6.8%	\$25,000.91	3.0%	\$25,756.42	-3.9%
Elections Technician	\$19,128.44	-14.8%	\$16,295.64	5.2%	\$17,146.44	-10.4%
Elections Technician (Lead)	\$29,282.70	-13.9%	\$25,200.59	13.0%	\$28,464.58	-2.8%
Eligibility Benefits Spec II	\$31,024.12	-0.8%	\$30,780.05	8.4%	\$33,352.98	7.5%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Eligibility Benefits Spec II	\$22,702.68	-5.7%	\$21,410.86	5.8%	\$22,660.74	-0.2%
Eligibility Benefits Spec II	\$17,662.17	-4.2%	\$16,915.26	6.8%	\$18,057.58	2.2%
Employment Resources Spec II	\$22,602.17	38.7%	\$31,338.46	6.5%	\$33,382.62	47.7%
Employment Resources Spec II	\$25,604.53	0.7%	\$25,779.45	4.5%	\$26,941.72	5.2%
Employment Resources Spec II	\$19,818.80	-0.8%	\$19,658.25	4.4%	\$20,520.00	3.5%
Engineering Services Supv	\$49,974.27	-15.9%	\$42,041.93	14.2%	\$48,009.10	-3.9%
Equipment Mechanic	\$32,238.53	13.4%	\$36,545.93	-5.1%	\$34,693.94	7.6%
Equipment Mechanic	\$31,919.05	-2.0%	\$31,280.83	1.7%	\$31,821.84	-0.3%
Equipment Mechanic	\$27,836.18	-2.6%	\$27,100.01	3.6%	\$28,067.28	0.8%
Fleet Services Supervisor	\$35,945.41	-4.0%	\$34,517.84	10.5%	\$38,157.20	6.2%
Fleet Services Supervisor	\$34,900.93	-7.6%	\$32,259.83	10.7%	\$35,725.34	2.4%
Group Counselor	\$63,047.87	-16.4%	\$52,693.65	21.0%	\$63,748.20	1.1%
Group Counselor	\$40,987.08	-11.3%	\$36,369.53	18.7%	\$43,181.88	5.4%
Group Counselor	\$24,649.27	-1.3%	\$24,319.14	-7.4%	\$22,529.88	-8.6%
Group Counselor (Senior)	\$72,360.74	-16.4%	\$60,521.86	21.5%	\$73,544.94	1.6%
Group Counselor (Senior)	\$58,319.60	-16.2%	\$48,848.99	14.6%	\$55,961.84	-4.0%
Group Counselor (Senior)	\$36,507.23	5.8%	\$38,619.18	-6.2%	\$36,230.22	-0.8%
Group Counselor (Spvsing)	\$50,708.75	0.8%	\$51,101.26	1.3%	\$51,756.58	2.1%
Group Counselor (Spvsing)	\$41,784.14	-5.3%	\$39,576.11	-0.9%	\$39,238.22	-6.1%
Group Counselor (Spvsing)	\$27,363.18	1.7%	\$27,828.33	4.1%	\$28,969.30	5.9%
Human Resources Assistant	\$26,071.03	-1.4%	\$25,706.06	-2.7%	\$25,024.22	-4.0%
Human Resources Assistant	\$23,598.52	-4.2%	\$22,615.77	-1.4%	\$22,293.66	-5.5%
Info Tech Spec II	\$33,253.92	-7.8%	\$30,663.90	4.5%	\$32,050.04	-3.6%
Info Tech Spec II	\$23,307.70	-6.2%	\$21,866.51	12.4%	\$24,586.28	5.5%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Info Tech Spec II	\$20,524.93	-4.3%	\$19,637.76	8.6%	\$21,326.44	3.9%
Investigative Asst - Dist Atty	\$26,301.21	-1.7%	\$25,849.82	3.1%	\$26,654.12	1.3%
Investigative Asst - Dist Atty	\$18,860.20	-5.9%	\$17,741.95	34.2%	\$23,803.56	26.2%
Investigative Asst - Dist Atty	\$7,990.00	-4.2%	\$7,656.28	13.0%	\$8,650.70	8.3%
Librarian (Spvsing)	\$32,458.66	-3.1%	\$31,467.74	4.4%	\$32,840.10	1.2%
Librarian (Spvsing)	\$32,810.01	-0.4%	\$32,666.90	2.8%	\$33,590.66	2.4%
Librarian (Spvsing)	\$30,471.79	-2.7%	\$29,640.59	6.3%	\$31,510.06	3.4%
Library Assistant	\$21,751.71	1.4%	\$22,060.26	4.6%	\$23,064.36	6.0%
Library Assistant	\$16,720.61	0.6%	\$16,818.24	5.5%	\$17,739.16	6.1%
Library Assistant	\$10,401.07	-23.7%	\$7,936.82	9.0%	\$8,652.20	-16.8%
Library Assistant (Senior)	\$26,014.18	1.0%	\$26,274.25	8.1%	\$28,389.84	9.1%
Library Assistant (Senior)	\$23,009.74	0.9%	\$23,219.36	6.6%	\$24,754.60	7.6%
Library Assistant (Senior)	\$24,263.00	-3.2%	\$23,497.69	3.4%	\$24,300.66	0.2%
Lieutenant-Corrections	\$55,408.60	-11.3%	\$49,167.95	2.7%	\$50,472.96	-8.9%
Lieutenant-Corrections	\$46,384.67	-4.2%	\$44,440.70	-0.3%	\$44,299.08	-4.5%
Lieutenant-Corrections	\$37,531.96	12.2%	\$42,127.08	-8.9%	\$38,368.00	2.2%
Lieutenant-Sheriff	\$64,921.59	-12.7%	\$56,700.12	22.2%	\$69,266.22	6.7%
Lieutenant-Sheriff	\$52,135.32	-3.0%	\$50,546.16	0.1%	\$50,577.44	-3.0%
Lieutenant-Sheriff	\$59,953.57	-12.6%	\$52,391.34	-11.1%	\$46,566.52	-22.3%
Medical Assistant	\$26,466.23	0.7%	\$26,660.30	2.5%	\$27,315.64	3.2%
Medical Assistant	\$19,429.56	-5.4%	\$18,380.08	5.1%	\$19,318.14	-0.6%
Medical Assistant	\$12,770.12	-8.5%	\$11,681.50	33.0%	\$15,536.46	21.7%
Mental Health Clinician (Lic)	\$37,051.37	-2.9%	\$35,973.90	11.1%	\$39,951.78	7.8%
Mental Health Clinician (Lic)	\$25,513.79	0.3%	\$25,580.09	4.6%	\$26,755.64	4.9%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Mental Health Clinician (Lic)	\$16,549.05	-0.3%	\$16,504.46	4.9%	\$17,314.20	4.6%
Office Assistant II	\$28,030.44	2.4%	\$28,694.70	5.4%	\$30,246.64	7.9%
Office Assistant II	\$12,844.25	-6.0%	\$12,068.87	6.0%	\$12,792.76	-0.4%
Office Assistant II	\$17,467.75	-53.1%	\$8,189.71	22.0%	\$9,992.98	-42.8%
Office Coordinator	\$41,086.13	-19.0%	\$33,259.82	3.5%	\$34,428.00	-16.2%
Office Coordinator	\$26,526.36	0.2%	\$26,588.29	8.8%	\$28,937.32	9.1%
Office Coordinator	\$19,401.68	1.6%	\$19,705.51	14.8%	\$22,618.24	16.6%
Office Supervisor	\$39,626.31	-9.0%	\$36,052.63	-5.0%	\$34,249.70	-13.6%
Office Supervisor	\$28,446.28	-7.1%	\$26,436.60	4.1%	\$27,531.78	-3.2%
Office Supervisor	\$19,711.59	1.5%	\$20,001.55	7.3%	\$21,454.20	8.8%
Paralegal	\$26,395.03	-6.6%	\$24,640.67	8.4%	\$26,720.74	1.2%
Paralegal	\$22,592.71	-4.7%	\$21,521.78	4.9%	\$22,583.28	0.0%
Paralegal	\$20,601.19	-5.5%	\$19,465.37	6.2%	\$20,670.78	0.3%
Programmer Analyst	\$25,434.34	-6.3%	\$23,826.99	7.1%	\$25,522.32	0.3%
Programmer Analyst	\$24,033.56	-5.3%	\$22,753.60	5.6%	\$24,026.62	0.0%
Psychiatrist (Board Cert)	\$39,208.81	3.7%	\$40,655.40	18.0%	\$47,964.46	22.3%
Public Defender Investigator	\$33,618.91	-6.9%	\$31,286.64	2.1%	\$31,952.20	-5.0%
Public Defender Investigator	\$28,528.01	-4.5%	\$27,239.84	5.8%	\$28,810.34	1.0%
Public Defender Investigator	\$23,614.96	-5.2%	\$22,379.53	7.9%	\$24,156.62	2.3%
Public Hlth Nurse	\$34,638.19	4.2%	\$36,082.83	4.7%	\$37,771.86	9.0%
Public Hlth Nurse	\$29,639.26	-6.6%	\$27,669.23	8.0%	\$29,888.66	0.8%
Public Hlth Nurse	\$12,862.26	-3.3%	\$12,442.72	2.3%	\$12,723.20	-1.1%
Public Hlth Nurse Manager	\$42,509.87	-6.8%	\$39,608.09	-0.1%	\$39,563.92	-6.9%
Public Hlth Nurse Manager	\$44,683.69	-11.3%	\$39,639.10	-0.8%	\$39,323.06	-12.0%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Public Hlth Nurse Manager	\$35,002.10	-8.4%	\$32,060.14	8.6%	\$34,809.96	-0.5%
Public Works Maint Wkr(Senior)	\$32,910.39	-0.9%	\$32,624.93	2.3%	\$33,387.74	1.5%
Public Works Maint Wkr(Senior)	\$29,209.62	-1.1%	\$28,878.87	2.3%	\$29,541.96	1.1%
Public Works Maint Wkr(Senior)	\$23,599.94	-4.1%	\$22,641.21	4.6%	\$23,683.86	0.4%
Public Works Maintenance Wkr	\$28,269.09	-1.4%	\$27,864.52	1.9%	\$28,403.28	0.5%
Public Works Maintenance Wkr	\$23,598.10	-0.7%	\$23,428.30	-0.2%	\$23,382.38	-0.9%
Public Works Maintenance Wkr	\$18,484.57	-2.8%	\$17,965.84	4.3%	\$18,738.36	1.4%
Sergeant-Corrections	\$75,927.56	-1.6%	\$74,686.71	3.0%	\$76,904.82	1.3%
Sergeant-Corrections	\$64,842.40	-1.9%	\$63,598.46	-7.4%	\$58,865.16	-9.2%
Sergeant-Corrections	\$39,461.16	5.2%	\$41,510.62	-0.5%	\$41,309.34	4.7%
Sergeant-Sheriff	\$77,822.26	-13.6%	\$67,205.70	11.4%	\$74,834.10	-3.8%
Sergeant-Sheriff	\$60,787.28	-3.2%	\$58,838.36	6.6%	\$62,719.68	3.2%
Sergeant-Sheriff	\$58,519.16	-9.7%	\$52,814.76	20.1%	\$63,453.00	8.4%
Social Services Supervisor	\$38,982.63	7.2%	\$41,796.35	5.0%	\$43,888.46	12.6%
Social Services Supervisor	\$40,555.71	-1.4%	\$39,972.04	2.5%	\$40,963.38	1.0%
Social Services Supervisor	\$33,035.24	8.8%	\$35,940.43	-4.7%	\$34,248.48	3.7%
Social Worker III	\$30,213.59	-6.4%	\$28,267.73	58.5%	\$44,805.04	48.3%
Social Worker III	\$24,191.26	-7.5%	\$22,377.65	8.8%	\$24,336.30	0.6%
Social Worker III	\$14,286.18	-16.9%	\$11,878.70	6.2%	\$12,612.32	-11.7%
Staff Analyst	\$31,531.47	-2.1%	\$30,866.07	16.6%	\$36,004.90	14.2%
Staff Analyst	\$32,509.75	-1.9%	\$31,893.31	-1.5%	\$31,425.86	-3.3%
Staff Analyst	\$24,879.59	-8.0%	\$22,882.23	2.9%	\$23,556.68	-5.3%
Staff Analyst (Senior)	\$41,586.61	-2.9%	\$40,368.02	9.4%	\$44,166.50	6.2%
Staff Analyst (Senior)	\$29,847.22	19.0%	\$35,525.81	2.1%	\$36,274.20	21.5%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Staff Analyst (Senior)	\$31,535.13	16.5%	\$36,747.82	-27.7%	\$26,582.76	-15.7%
Stationary Engineer	\$41,702.68	3.5%	\$43,171.57	-15.6%	\$36,420.24	-12.7%
Stationary Engineer	\$42,880.11	-20.4%	\$34,146.52	-0.4%	\$33,997.44	-20.7%
Stationary Engineer	\$23,795.97	6.8%	\$25,419.65	-2.2%	\$24,856.70	4.5%
Systems Analyst (Senior)	\$38,764.57	-3.2%	\$37,519.71	5.8%	\$39,683.76	2.4%
Systems Analyst (Senior)	\$33,526.22	-5.3%	\$31,738.71	16.9%	\$37,100.62	10.7%
Systems Analyst (Senior)	\$30,656.06	-3.8%	\$29,504.03	13.5%	\$33,479.46	9.2%
Welfare Fraud Investigator II	\$24,667.47	-2.8%	\$23,977.09	6.0%	\$25,414.80	3.0%

**TOTAL SALARIES & BENEFITS COMPARISON-
CLASSIFIED POSITIONS
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$107,562.86	3.4%	\$111,203.03	3.2%	\$114,714.56	6.6%
Accountant-Auditor III	\$106,768.62	1.2%	\$108,041.48	3.2%	\$111,484.86	4.4%
Accountant-Auditor III	\$98,288.32	4.1%	\$102,302.74	4.4%	\$106,787.84	8.6%
Accounting Clerk II	\$74,189.17	2.5%	\$76,017.82	3.0%	\$78,302.64	5.5%
Accounting Clerk II	\$66,360.62	3.6%	\$68,744.17	5.4%	\$72,431.92	9.1%
Accounting Clerk II	\$62,807.25	6.4%	\$66,824.16	0.4%	\$67,067.02	6.8%
Accounting Technician	\$80,349.93	4.6%	\$84,082.16	5.2%	\$88,475.26	10.1%
Accounting Technician	\$77,713.49	1.7%	\$79,037.61	2.5%	\$81,008.66	4.2%
Accounting Technician	\$70,134.45	0.8%	\$70,730.06	3.2%	\$73,011.22	4.1%
Ag Bio/Wts & Meas Insp(Senior)	\$91,111.35	2.6%	\$93,499.92	3.6%	\$96,856.82	6.3%
Ag Bio/Wts & Meas Insp(Senior)	\$93,253.03	0.7%	\$93,863.09	2.8%	\$96,516.12	3.5%
Ag Bio/Wts & Meas Insp(Senior)	\$91,147.04	1.2%	\$92,251.82	2.9%	\$94,970.60	4.2%
Animal Care Specialist	\$64,045.09	4.1%	\$66,699.24	2.6%	\$68,434.44	6.9%
Animal Care Specialist	\$65,538.16	0.9%	\$66,144.31	1.9%	\$67,376.96	2.8%
Animal Care Specialist	\$62,721.13	-1.1%	\$62,012.30	6.4%	\$65,960.60	5.2%
Appraiser	\$82,799.01	8.6%	\$89,915.12	9.3%	\$98,272.94	18.7%
Appraiser	\$86,065.39	0.8%	\$86,782.61	3.7%	\$90,033.40	4.6%
Appraiser	\$77,667.40	3.1%	\$80,090.54	3.9%	\$83,197.48	7.1%
Appraiser (Senior)	\$106,575.92	1.2%	\$107,889.89	3.2%	\$111,352.86	4.5%
Appraiser (Senior)	\$105,786.78	0.6%	\$106,458.80	3.1%	\$109,786.78	3.8%
Appraiser (Senior)	\$90,982.55	3.3%	\$94,017.52	8.0%	\$101,502.96	11.6%
Associate County Architect	\$137,172.81	1.4%	\$139,087.64	3.3%	\$143,640.24	4.7%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Building Trades Mechanic	\$100,661.70	2.0%	\$102,681.09	1.5%	\$104,211.86	3.5%
Building Trades Mechanic	\$91,894.97	2.0%	\$93,701.14	5.8%	\$99,111.94	7.9%
Building Trades Mechanic	\$91,069.99	1.1%	\$92,090.13	3.7%	\$95,462.78	4.8%
Buyer	\$73,721.08	12.2%	\$82,714.90	12.8%	\$93,310.56	26.6%
Child Support Spec	\$76,066.26	4.4%	\$79,379.44	9.5%	\$86,930.26	14.3%
Child Support Spec	\$71,042.53	0.9%	\$71,664.97	3.2%	\$73,982.48	4.1%
Child Support Spec	\$58,694.73	0.2%	\$58,810.62	6.1%	\$62,424.58	6.4%
Child Support Spec (Senior)	\$86,731.25	10.3%	\$95,654.10	4.6%	\$100,090.20	15.4%
Child Support Spec (Senior)	\$79,897.56	4.4%	\$83,374.72	3.8%	\$86,547.88	8.3%
Child Support Spec (Senior)	\$70,928.63	0.8%	\$71,530.97	3.2%	\$73,846.48	4.1%
Child Support Spec (Spvsing)	\$113,930.34	1.3%	\$115,354.63	3.0%	\$118,864.52	4.3%
Child Support Spec (Spvsing)	\$93,707.89	3.0%	\$96,560.26	7.6%	\$103,898.48	10.9%
Child Support Spec (Spvsing)	\$86,489.85	4.2%	\$90,160.60	3.7%	\$93,480.62	8.1%
Civil Engineer (Entry)	\$106,884.61	1.9%	\$108,928.96	2.6%	\$111,765.86	4.6%
Civil Engineer (Senior)	\$141,949.33	2.2%	\$145,012.48	3.7%	\$150,372.94	5.9%
Civil Engineer (Senior)	\$146,313.15	-1.0%	\$144,902.45	3.8%	\$150,366.88	2.8%
Clinic Physician (Board Cert)	\$216,603.45	1.9%	\$220,622.28	4.6%	\$230,845.24	6.6%
Clinic Physician (Board Cert)	\$211,037.46	0.7%	\$212,556.94	4.8%	\$222,660.62	5.5%
Clinic Physician (Board Cert)	\$186,251.97	2.6%	\$191,093.89	5.0%	\$200,575.52	7.7%
Correctional Officer	\$155,032.00	7.7%	\$166,959.81	-5.1%	\$158,442.16	2.2%
Correctional Officer	\$111,770.93	6.9%	\$119,518.36	9.0%	\$130,332.04	16.6%
Correctional Officer	\$98,308.99	2.7%	\$100,939.00	-1.2%	\$99,714.52	1.4%
Custodian	\$60,169.15	3.4%	\$62,244.93	9.8%	\$68,335.42	13.6%
Custodian	\$61,642.01	-0.8%	\$61,133.99	1.6%	\$62,124.68	0.8%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Custodian	\$51,670.84	5.7%	\$54,612.04	1.1%	\$55,191.56	6.8%
Dep Probation Officer	\$98,255.37	4.0%	\$102,175.39	2.2%	\$104,381.32	6.2%
Dep Probation Officer	\$88,437.02	2.9%	\$90,967.99	2.8%	\$93,492.68	5.7%
Dep Probation Officer	\$45,734.34	3.4%	\$47,301.84	-0.4%	\$47,129.04	3.0%
Dep Probation Officer (Senior)	\$102,637.64	8.6%	\$111,444.66	9.0%	\$121,511.82	18.4%
Dep Probation Officer (Senior)	\$112,363.87	1.5%	\$114,103.30	2.5%	\$116,996.64	4.1%
Dep Probation Officer (Senior)	\$102,015.73	3.6%	\$105,736.06	3.2%	\$109,073.22	6.9%
Dep Probation Officer(Spvsing)	\$127,404.95	3.9%	\$132,395.95	2.5%	\$135,681.54	6.5%
Dep Probation Officer(Spvsing)	\$118,891.46	3.6%	\$123,209.60	3.8%	\$127,837.60	7.5%
Dep Probation Officer(Spvsing)	\$116,450.01	2.0%	\$118,797.28	2.9%	\$122,228.18	5.0%
Dep Public Defender IV	\$164,975.40	2.1%	\$168,455.65	2.0%	\$171,868.68	4.2%
Dep Public Defender IV	\$165,866.92	-0.3%	\$165,439.22	1.9%	\$168,659.86	1.7%
Dep Public Defender IV	\$152,321.54	3.0%	\$156,888.60	4.6%	\$164,049.18	7.7%
Dep Public Defender V	\$192,178.52	1.7%	\$195,510.64	0.8%	\$197,147.48	2.6%
Dep Public Defender V	\$164,887.87	0.6%	\$165,806.79	5.2%	\$174,386.48	5.8%
Dep Sheriff	\$171,967.87	-3.3%	\$166,246.19	3.8%	\$172,608.56	0.4%
Dep Sheriff	\$145,460.84	0.8%	\$146,660.40	1.2%	\$148,488.38	2.1%
Dep Sheriff	\$115,603.09	8.1%	\$124,926.23	0.2%	\$125,174.16	8.3%
District Attorney Investigator	\$136,309.64	1.2%	\$138,005.13	1.3%	\$139,865.38	2.6%
Elections Technician	\$69,260.64	-0.5%	\$68,901.15	2.5%	\$70,616.38	2.0%
Elections Technician	\$61,578.11	-2.2%	\$60,195.86	3.0%	\$62,006.36	0.7%
Elections Technician (Lead)	\$74,427.93	-3.4%	\$71,888.21	6.0%	\$76,172.72	2.3%
Eligibility Benefits Spec II	\$83,730.19	1.9%	\$85,287.00	4.4%	\$89,051.40	6.4%
Eligibility Benefits Spec II	\$75,408.71	0.7%	\$75,917.79	3.2%	\$78,359.28	3.9%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Eligibility Benefits Spec II	\$65,097.66	1.3%	\$65,971.42	3.4%	\$68,186.16	4.7%
Employment Resources Spec II	\$80,552.31	12.4%	\$90,567.62	4.5%	\$94,622.70	17.5%
Employment Resources Spec II	\$83,554.70	2.6%	\$85,709.51	2.9%	\$88,181.80	5.5%
Employment Resources Spec II	\$74,922.67	6.2%	\$79,588.31	2.7%	\$81,760.08	9.1%
Engineering Services Supv	\$167,238.49	-2.3%	\$163,312.91	5.3%	\$171,930.96	2.8%
Equipment Mechanic	\$92,849.17	6.8%	\$99,204.21	-1.4%	\$97,776.18	5.3%
Equipment Mechanic	\$92,529.65	1.5%	\$93,939.11	1.0%	\$94,904.14	2.6%
Equipment Mechanic	\$88,446.77	1.5%	\$89,758.31	1.6%	\$91,149.62	3.1%
Fleet Services Supervisor	\$104,486.55	0.9%	\$105,400.86	4.9%	\$110,589.80	5.8%
Fleet Services Supervisor	\$103,442.04	-0.3%	\$103,142.87	4.9%	\$108,157.94	4.6%
Group Counselor	\$118,525.40	-6.8%	\$110,505.29	11.1%	\$122,823.68	3.6%
Group Counselor	\$92,885.79	-1.1%	\$91,855.17	11.3%	\$102,257.34	10.1%
Group Counselor	\$80,126.77	2.5%	\$82,130.80	-0.6%	\$81,605.36	1.8%
Group Counselor (Senior)	\$136,450.70	-6.7%	\$127,308.44	11.4%	\$141,791.46	3.9%
Group Counselor (Senior)	\$120,794.06	-4.3%	\$115,635.57	7.4%	\$124,208.36	2.8%
Group Counselor (Senior)	\$100,597.17	4.8%	\$105,405.72	-0.9%	\$104,476.74	3.9%
Group Counselor (Spvsing)	\$122,776.56	2.3%	\$125,658.45	1.5%	\$127,588.12	3.9%
Group Counselor (Spvsing)	\$113,851.90	0.2%	\$114,133.29	0.8%	\$115,069.82	1.1%
Group Counselor (Spvsing)	\$92,859.21	6.4%	\$98,835.21	2.7%	\$101,467.52	9.3%
Human Resources Assistant	\$76,586.82	3.4%	\$79,197.60	0.9%	\$79,941.46	4.4%
Human Resources Assistant	\$73,754.86	1.2%	\$74,642.55	3.4%	\$77,210.88	4.7%
Info Tech Spec II	\$97,386.68	-0.4%	\$96,987.94	2.9%	\$99,823.86	2.5%
Info Tech Spec II	\$87,440.46	0.9%	\$88,190.60	4.7%	\$92,360.14	5.6%
Info Tech Spec II	\$78,695.36	2.1%	\$80,325.92	6.9%	\$85,873.06	9.1%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Investigative Asst - Dist Atty	\$78,321.00	1.7%	\$79,647.06	2.5%	\$81,627.32	4.2%
Investigative Asst - Dist Atty	\$68,236.31	4.0%	\$70,960.70	11.0%	\$78,776.68	15.4%
Investigative Asst - Dist Atty	\$31,051.16	2.8%	\$31,922.64	6.1%	\$33,874.18	9.1%
Librarian (Spvsing)	\$107,917.04	1.5%	\$109,504.38	2.8%	\$112,582.58	4.3%
Librarian (Spvsing)	\$101,785.82	5.1%	\$106,987.58	3.5%	\$110,722.84	8.8%
Librarian (Spvsing)	\$98,914.86	5.1%	\$103,961.25	3.4%	\$107,455.20	8.6%
Library Assistant	\$60,756.42	4.0%	\$63,173.22	3.0%	\$65,076.04	7.1%
Library Assistant	\$56,475.13	2.6%	\$57,931.21	3.1%	\$59,750.88	5.8%
Library Assistant	\$28,002.05	-5.4%	\$26,489.30	5.1%	\$27,844.02	-0.6%
Library Assistant (Senior)	\$70,337.33	1.4%	\$71,339.71	7.5%	\$76,720.18	9.1%
Library Assistant (Senior)	\$69,839.33	2.6%	\$71,648.99	3.6%	\$74,242.82	6.3%
Library Assistant (Senior)	\$71,092.59	1.2%	\$71,927.34	2.6%	\$73,788.90	3.8%
Lieutenant-Corrections	\$142,482.64	0.5%	\$143,235.66	1.0%	\$144,611.64	1.5%
Lieutenant-Corrections	\$137,634.79	0.6%	\$138,508.43	-0.1%	\$138,437.80	0.6%
Lieutenant-Corrections	\$128,782.10	5.8%	\$136,194.79	-2.7%	\$132,506.68	2.9%
Lieutenant-Sheriff	\$157,286.12	-1.8%	\$154,480.89	9.5%	\$169,184.38	7.6%
Lieutenant-Sheriff	\$151,351.69	2.3%	\$154,781.80	2.6%	\$158,842.28	4.9%
Lieutenant-Sheriff	\$162,574.21	-2.3%	\$158,852.73	-0.2%	\$158,522.46	-2.5%
Medical Assistant	\$69,544.74	5.3%	\$73,256.82	2.3%	\$74,930.70	7.7%
Medical Assistant	\$64,486.48	0.8%	\$64,976.55	3.0%	\$66,933.20	3.8%
Medical Assistant	\$43,883.05	3.5%	\$45,431.50	13.4%	\$51,537.28	17.4%
Mental Health Clinician (Lic)	\$121,001.13	1.5%	\$122,792.12	4.8%	\$128,667.78	6.3%
Mental Health Clinician (Lic)	\$104,563.13	4.8%	\$109,546.31	3.8%	\$113,732.64	8.8%
Mental Health Clinician (Lic)	\$58,504.46	1.8%	\$59,602.39	2.3%	\$60,999.12	4.3%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Office Assistant II	\$73,175.53	3.0%	\$75,382.19	3.4%	\$77,954.70	6.5%
Office Assistant II	\$46,703.01	0.8%	\$47,084.52	3.2%	\$48,573.78	4.0%
Office Assistant II	\$38,672.21	-21.5%	\$30,366.15	7.5%	\$32,654.32	-15.6%
Office Coordinator	\$94,653.74	-6.3%	\$88,657.80	2.7%	\$91,036.96	-3.8%
Office Coordinator	\$79,726.73	2.8%	\$81,986.23	4.3%	\$85,546.32	7.3%
Office Coordinator	\$72,969.34	2.9%	\$75,103.44	5.5%	\$79,227.26	8.6%
Office Supervisor	\$94,878.41	-1.8%	\$93,192.58	-0.6%	\$92,638.72	-2.4%
Office Supervisor	\$83,698.39	-0.1%	\$83,576.53	2.8%	\$85,920.78	2.7%
Office Supervisor	\$74,963.67	2.5%	\$76,864.64	3.6%	\$79,604.84	6.2%
Paralegal	\$77,883.26	0.5%	\$78,296.55	4.2%	\$81,549.54	4.7%
Paralegal	\$74,475.80	0.9%	\$75,177.71	2.2%	\$76,814.08	3.1%
Paralegal	\$72,484.28	0.9%	\$73,121.27	3.3%	\$75,499.58	4.2%
Programmer Analyst	\$95,897.11	3.6%	\$99,312.51	3.4%	\$102,657.94	7.1%
Programmer Analyst	\$92,558.31	2.4%	\$94,784.06	6.7%	\$101,162.22	9.3%
Psychiatrist (Board Cert)	\$223,157.08	1.5%	\$226,464.92	8.1%	\$244,842.80	9.7%
Public Defender Investigator	\$106,610.38	0.2%	\$106,772.19	2.2%	\$109,087.82	2.3%
Public Defender Investigator	\$101,519.46	1.2%	\$102,725.37	3.1%	\$105,945.94	4.4%
Public Defender Investigator	\$94,759.75	3.3%	\$97,865.04	3.5%	\$101,292.26	6.9%
Public Hlth Nurse	\$120,984.82	3.6%	\$125,379.70	2.9%	\$129,020.64	6.6%
Public Hlth Nurse	\$115,985.88	0.8%	\$116,966.07	3.6%	\$121,137.44	4.4%
Public Hlth Nurse	\$52,860.08	4.0%	\$54,965.09	2.2%	\$56,175.14	6.3%
Public Hlth Nurse Manager	\$146,822.99	0.5%	\$147,524.36	1.2%	\$149,324.68	1.7%
Public Hlth Nurse Manager	\$148,996.75	-1.0%	\$147,555.33	1.0%	\$148,978.30	0.0%
Public Hlth Nurse Manager	\$139,315.13	0.5%	\$139,976.35	3.3%	\$144,570.66	3.8%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Public Works Maint Wkr(Senior)	\$90,396.90	1.8%	\$92,053.58	1.3%	\$93,218.56	3.1%
Public Works Maint Wkr(Senior)	\$86,696.15	1.9%	\$88,307.47	1.2%	\$89,372.70	3.1%
Public Works Maint Wkr(Senior)	\$81,086.46	1.2%	\$82,069.86	1.8%	\$83,514.74	3.0%
Public Works Maintenance Wkr	\$80,529.73	1.7%	\$81,890.84	1.1%	\$82,795.24	2.8%
Public Works Maintenance Wkr	\$73,370.12	5.3%	\$77,261.20	0.7%	\$77,774.32	6.0%
Public Works Maintenance Wkr	\$69,505.97	3.6%	\$71,992.19	1.6%	\$73,130.34	5.2%
Sergeant-Corrections	\$148,510.03	3.2%	\$153,245.03	2.0%	\$156,246.72	5.2%
Sergeant-Corrections	\$145,595.27	0.4%	\$146,203.98	-2.8%	\$142,174.34	-2.3%
Sergeant-Corrections	\$120,214.03	3.8%	\$124,756.95	-0.1%	\$124,618.54	3.7%
Sergeant-Sheriff	\$171,676.79	-3.9%	\$164,986.45	5.9%	\$174,752.28	1.8%
Sergeant-Sheriff	\$154,641.82	1.3%	\$156,619.11	3.8%	\$162,637.90	5.2%
Sergeant-Sheriff	\$137,756.30	-1.7%	\$135,366.56	9.6%	\$148,299.58	7.7%
Social Services Supervisor	\$123,831.98	4.6%	\$129,566.60	2.2%	\$132,352.42	6.9%
Social Services Supervisor	\$121,364.59	-0.5%	\$120,793.19	5.2%	\$127,112.00	4.7%
Social Services Supervisor	\$113,844.16	6.3%	\$120,989.32	-0.2%	\$120,744.16	6.1%
Social Worker III	\$101,323.69	2.1%	\$103,436.52	21.0%	\$125,166.16	23.5%
Social Worker III	\$100,510.79	0.7%	\$101,164.85	3.8%	\$104,988.74	4.5%
Social Worker III	\$52,445.93	-2.1%	\$51,342.34	3.1%	\$52,938.50	0.9%
Staff Analyst	\$99,177.74	2.7%	\$101,872.90	9.0%	\$111,003.12	11.9%
Staff Analyst	\$101,145.75	4.7%	\$105,911.11	1.3%	\$107,257.30	6.0%
Staff Analyst	\$92,773.28	2.3%	\$94,861.29	4.8%	\$99,388.28	7.1%
Staff Analyst (Senior)	\$117,216.70	2.8%	\$120,514.81	6.9%	\$128,818.28	9.9%
Staff Analyst (Senior)	\$107,317.98	10.0%	\$118,005.74	3.3%	\$121,866.54	13.6%
Staff Analyst (Senior)	\$112,879.39	7.1%	\$120,901.86	-7.2%	\$112,175.20	-0.6%

Job Title	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Stationary Engineer	\$112,144.03	3.4%	\$115,993.01	-5.4%	\$109,734.50	-2.1%
Stationary Engineer	\$113,321.44	-5.6%	\$106,967.95	0.3%	\$107,311.74	-5.3%
Stationary Engineer	\$94,237.29	4.2%	\$98,241.10	-0.1%	\$98,171.00	4.2%
Systems Analyst (Senior)	\$129,267.25	1.4%	\$131,114.71	3.2%	\$135,324.64	4.7%
Systems Analyst (Senior)	\$124,028.93	1.1%	\$125,333.75	5.9%	\$132,741.48	7.0%
Systems Analyst (Senior)	\$114,022.67	4.1%	\$118,642.01	7.7%	\$127,738.10	12.0%
Welfare Fraud Investigator II	\$104,321.68	2.5%	\$106,963.61	3.0%	\$110,215.34	5.6%

**TOTAL COST OF EMPLOYEE COMPARISON-
CLASSIFIED POSITIONS
FY08/09, FY09/10, FY10/11**

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Accountant-Auditor III	\$6,079.27	\$6,403.64	\$6,509.08	\$113,642.13	3.5%	\$117,606.67	3.1%	\$121,223.64	6.7%
Accountant-Auditor III	\$6,065.84	\$6,245.99	\$6,349.00	\$112,834.46	1.3%	\$114,287.47	3.1%	\$117,833.86	4.4%
Accountant-Auditor III	\$5,909.11	\$6,263.36	\$6,408.06	\$104,197.43	4.2%	\$108,566.10	4.3%	\$113,195.90	8.6%
Accounting Clerk II	\$3,674.69	\$3,825.70	\$3,941.08	\$77,863.86	2.5%	\$79,843.52	3.0%	\$82,243.72	5.6%
Accounting Clerk II	\$3,608.84	\$3,801.62	\$3,971.24	\$69,969.46	3.7%	\$72,545.79	5.3%	\$76,403.16	9.2%
Accounting Clerk II	\$3,439.18	\$3,734.63	\$3,694.34	\$66,246.43	6.5%	\$70,558.79	0.3%	\$70,761.36	6.8%
Accounting Technician	\$3,669.99	\$3,954.91	\$4,223.50	\$84,019.92	4.8%	\$88,037.07	5.3%	\$92,698.76	10.3%
Accounting Technician	\$3,556.85	\$3,658.71	\$3,752.88	\$81,270.34	1.8%	\$82,696.32	2.5%	\$84,761.54	4.3%
Accounting Technician	\$4,210.13	\$4,327.28	\$4,380.44	\$74,344.58	1.0%	\$75,057.34	3.1%	\$77,391.66	4.1%
Ag Bio/Wts & Meas Insp(Senior)	\$5,103.04	\$5,344.90	\$5,460.90	\$96,214.39	2.7%	\$98,844.82	3.5%	\$102,317.72	6.3%
Ag Bio/Wts & Meas Insp(Senior)	\$5,222.92	\$5,377.49	\$5,460.90	\$98,475.95	0.8%	\$99,240.58	2.8%	\$101,977.02	3.6%
Ag Bio/Wts & Meas Insp(Senior)	\$5,103.04	\$5,253.83	\$5,334.58	\$96,250.08	1.3%	\$97,505.65	2.9%	\$100,305.18	4.2%
Animal Care Specialist	\$3,078.65	\$3,249.21	\$3,331.46	\$67,123.74	4.2%	\$69,948.45	2.6%	\$71,765.90	6.9%
Animal Care Specialist	\$2,754.88	\$2,821.85	\$2,885.16	\$68,293.04	1.0%	\$68,966.16	1.9%	\$70,262.12	2.9%
Animal Care Specialist	\$2,760.08	\$2,893.63	\$2,958.08	\$65,481.21	-0.9%	\$64,905.93	6.2%	\$68,918.68	5.2%
Appraiser	\$4,983.47	\$4,790.00	\$4,857.60	\$87,782.48	7.9%	\$94,705.12	8.9%	\$103,130.54	17.5%
Appraiser	\$5,074.15	\$5,311.27	\$5,406.98	\$91,139.54	1.0%	\$92,093.88	3.6%	\$95,440.38	4.7%
Appraiser	\$3,885.50	\$3,876.83	\$3,944.86	\$81,552.90	3.0%	\$83,967.37	3.8%	\$87,142.34	6.9%
Appraiser (Senior)	\$6,039.77	\$6,218.62	\$6,320.10	\$112,615.69	1.3%	\$114,108.51	3.1%	\$117,672.96	4.5%
Appraiser (Senior)	\$5,940.94	\$6,077.88	\$6,176.32	\$111,727.72	0.7%	\$112,536.68	3.0%	\$115,963.10	3.8%
Appraiser (Senior)	\$5,460.24	\$5,746.64	\$6,082.94	\$96,442.79	3.4%	\$99,764.16	7.8%	\$107,585.90	11.6%
Associate County Architect	\$7,447.13	\$7,682.24	\$7,844.42	\$144,619.94	1.5%	\$146,769.88	3.2%	\$151,484.66	4.7%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Building Trades Mechanic	\$5,777.34	\$5,691.13	\$5,549.82	\$106,439.04	1.8%	\$108,372.22	1.3%	\$109,761.68	3.1%
Building Trades Mechanic	\$5,149.77	\$5,350.23	\$5,647.80	\$97,044.74	2.1%	\$99,051.37	5.8%	\$104,759.74	7.9%
Building Trades Mechanic	\$4,678.48	\$4,739.94	\$4,946.92	\$95,748.47	1.1%	\$96,830.07	3.7%	\$100,409.70	4.9%
Buyer	\$3,639.59	\$4,291.67	\$4,869.26	\$77,360.67	12.5%	\$87,006.57	12.8%	\$98,179.82	26.9%
Child Support Spec	\$4,199.13	\$4,499.34	\$4,939.68	\$80,265.39	4.5%	\$83,878.78	9.5%	\$91,869.94	14.5%
Child Support Spec	\$4,258.05	\$4,376.69	\$4,431.00	\$75,300.58	1.0%	\$76,041.66	3.1%	\$78,413.48	4.1%
Child Support Spec	\$3,529.15	\$3,601.00	\$3,814.32	\$62,223.88	0.3%	\$62,411.62	6.1%	\$66,238.90	6.5%
Child Support Spec (Senior)	\$5,197.88	\$5,014.99	\$5,190.80	\$91,929.13	9.5%	\$100,669.09	4.6%	\$105,281.00	14.5%
Child Support Spec (Senior)	\$4,788.88	\$5,117.93	\$5,207.52	\$84,686.44	4.5%	\$88,492.65	3.7%	\$91,755.40	8.3%
Child Support Spec (Senior)	\$4,257.74	\$4,376.38	\$4,430.56	\$75,186.37	1.0%	\$75,907.35	3.1%	\$78,277.04	4.1%
Child Support Spec (Spvsing)	\$6,055.21	\$6,231.40	\$6,362.40	\$119,985.55	1.3%	\$121,586.03	3.0%	\$125,226.92	4.4%
Child Support Spec (Spvsing)	\$5,629.77	\$5,902.47	\$6,226.72	\$99,337.66	3.1%	\$102,462.73	7.5%	\$110,125.20	10.9%
Child Support Spec (Spvsing)	\$4,148.59	\$4,412.23	\$4,574.22	\$90,638.44	4.3%	\$94,572.83	3.7%	\$98,054.84	8.2%
Civil Engineer (Entry)	\$5,351.07	\$5,542.66	\$5,650.62	\$112,235.68	2.0%	\$114,471.62	2.6%	\$117,416.48	4.6%
Civil Engineer (Senior)	\$8,105.87	\$7,940.85	\$7,928.92	\$150,055.20	1.9%	\$152,953.33	3.5%	\$158,301.86	5.5%
Civil Engineer (Senior)	\$8,140.74	\$8,047.88	\$7,691.74	\$154,453.89	-1.0%	\$152,950.33	3.3%	\$158,058.62	2.3%
Clinic Physician (Board Cert)	\$8,835.87	\$8,806.42	\$5,454.12	\$225,439.32	1.8%	\$229,428.70	3.0%	\$236,299.36	4.8%
Clinic Physician (Board Cert)	\$9,061.99	\$8,954.74	\$5,248.20	\$220,099.45	0.6%	\$221,511.68	2.9%	\$227,908.82	3.5%
Clinic Physician (Board Cert)	\$8,817.06	\$8,718.07	\$5,850.52	\$195,069.03	2.4%	\$199,811.96	3.3%	\$206,426.04	5.8%
Correctional Officer	\$1,705.30	\$1,877.55	\$1,766.38	\$156,737.30	7.7%	\$168,837.36	-5.1%	\$160,208.54	2.2%
Correctional Officer	\$1,089.01	\$1,164.73	\$1,327.26	\$112,859.94	6.9%	\$120,683.09	9.1%	\$131,659.30	16.7%
Correctional Officer	\$1,041.36	\$1,035.66	\$1,025.96	\$99,350.35	2.6%	\$101,974.66	-1.2%	\$100,740.48	1.4%
Custodian	\$2,526.99	\$2,696.69	\$3,137.86	\$62,696.14	3.6%	\$64,941.62	10.1%	\$71,473.28	14.0%
Custodian	\$3,366.58	\$3,380.66	\$3,394.84	\$65,008.59	-0.8%	\$64,514.65	1.6%	\$65,519.52	0.8%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Custodian	\$3,147.30	\$3,385.47	\$3,353.56	\$54,818.14	5.8%	\$57,997.51	0.9%	\$58,545.12	6.8%
Dep Probation Officer	\$858.89	\$906.86	\$928.90	\$99,114.26	4.0%	\$103,082.25	2.2%	\$105,310.22	6.3%
Dep Probation Officer	\$951.97	\$999.67	\$1,013.00	\$89,388.99	2.9%	\$91,967.66	2.8%	\$94,505.68	5.7%
Dep Probation Officer	\$497.57	\$511.65	\$498.10	\$46,231.91	3.4%	\$47,813.49	-0.4%	\$47,627.14	3.0%
Dep Probation Officer (Senior)	\$1,086.22	\$1,230.03	\$1,349.38	\$103,723.86	8.6%	\$112,674.69	9.0%	\$122,861.20	18.5%
Dep Probation Officer (Senior)	\$0.00	\$0.00	\$0.00	\$112,363.87	1.5%	\$114,103.30	2.5%	\$116,996.64	4.1%
Dep Probation Officer (Senior)	\$1,087.05	\$1,153.06	\$1,173.72	\$103,102.78	3.7%	\$106,889.12	3.1%	\$110,246.94	6.9%
Dep Probation Officer(Spvsing)	\$0.00	\$0.00	\$0.00	\$127,404.95	3.9%	\$132,395.95	2.5%	\$135,681.54	6.5%
Dep Probation Officer(Spvsing)	\$1,208.79	\$1,276.66	\$1,294.58	\$120,100.25	3.7%	\$124,486.26	3.7%	\$129,132.18	7.5%
Dep Probation Officer(Spvsing)	\$1,240.09	\$1,291.41	\$1,311.06	\$117,690.10	2.0%	\$120,088.69	2.9%	\$123,539.24	5.0%
Dep Public Defender IV	\$8,521.71	\$8,439.51	\$6,656.60	\$173,497.11	2.0%	\$176,895.16	0.9%	\$178,525.28	2.9%
Dep Public Defender IV	\$8,290.11	\$8,130.10	\$7,464.86	\$174,157.03	-0.3%	\$173,569.32	1.5%	\$176,124.72	1.1%
Dep Public Defender IV	\$8,700.88	\$8,319.36	\$7,134.74	\$161,022.42	2.6%	\$165,207.96	3.6%	\$171,183.92	6.3%
Dep Public Defender V	\$8,721.40	\$8,597.92	\$5,994.10	\$200,899.92	1.6%	\$204,108.56	-0.5%	\$203,141.58	1.1%
Dep Public Defender V	\$8,668.69	\$8,254.46	\$6,967.46	\$173,556.56	0.3%	\$174,061.25	4.2%	\$181,353.94	4.5%
Dep Sheriff	\$1,760.26	\$1,729.48	\$1,820.58	\$173,728.13	-3.3%	\$167,975.67	3.8%	\$174,429.14	0.4%
Dep Sheriff	\$1,420.85	\$1,478.69	\$1,514.80	\$146,881.69	0.9%	\$148,139.09	1.3%	\$150,003.18	2.1%
Dep Sheriff	\$1,052.71	\$1,185.80	\$1,208.62	\$116,655.80	8.1%	\$126,112.03	0.2%	\$126,382.78	8.3%
District Attorney Investigator	\$1,459.12	\$1,542.92	\$1,562.88	\$137,768.76	1.3%	\$139,548.05	1.3%	\$141,428.26	2.7%
Elections Technician	\$3,431.23	\$3,412.52	\$3,500.00	\$72,691.87	-0.5%	\$72,313.67	2.5%	\$74,116.38	2.0%
Elections Technician	\$3,724.15	\$3,674.09	\$3,714.06	\$65,302.26	-2.2%	\$63,869.95	2.9%	\$65,720.42	0.6%
Elections Technician (Lead)	\$3,760.30	\$3,574.55	\$3,849.96	\$78,188.23	-3.5%	\$75,462.76	6.0%	\$80,022.68	2.3%
Eligibility Benefits Spec II	\$4,255.52	\$4,402.70	\$4,610.58	\$87,985.71	1.9%	\$89,689.70	4.4%	\$93,661.98	6.5%
Eligibility Benefits Spec II	\$4,534.68	\$4,656.98	\$4,714.44	\$79,943.39	0.8%	\$80,574.77	3.1%	\$83,073.72	3.9%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Eligibility Benefits Spec II	\$3,943.03	\$4,073.01	\$4,125.02	\$69,040.69	1.5%	\$70,044.43	3.2%	\$72,311.18	4.7%
Employment Resources Spec II	\$4,828.29	\$4,480.92	\$4,908.42	\$85,380.60	11.3%	\$95,048.54	4.7%	\$99,531.12	16.6%
Employment Resources Spec II	\$4,674.92	\$4,879.72	\$4,953.32	\$88,229.62	2.7%	\$90,589.23	2.8%	\$93,135.12	5.6%
Employment Resources Spec II	\$4,490.84	\$4,869.33	\$4,897.80	\$79,413.51	6.4%	\$84,457.64	2.6%	\$86,657.88	9.1%
Engineering Services Supv	\$8,754.53	\$8,046.26	\$7,124.82	\$175,993.02	-2.6%	\$171,359.17	4.5%	\$179,055.78	1.7%
Equipment Mechanic	\$4,780.03	\$5,229.79	\$5,081.10	\$97,629.20	7.0%	\$104,434.00	-1.5%	\$102,857.28	5.4%
Equipment Mechanic	\$4,505.73	\$4,630.82	\$4,892.04	\$97,035.38	1.6%	\$98,569.93	1.2%	\$99,796.18	2.8%
Equipment Mechanic	\$4,937.89	\$5,097.24	\$5,102.34	\$93,384.66	1.6%	\$94,855.55	1.5%	\$96,251.96	3.1%
Fleet Services Supervisor	\$5,506.47	\$5,624.54	\$5,868.42	\$109,993.02	0.9%	\$111,025.40	4.9%	\$116,458.22	5.9%
Fleet Services Supervisor	\$5,439.65	\$5,634.61	\$5,741.20	\$108,881.69	-0.1%	\$108,777.48	4.7%	\$113,899.14	4.6%
Group Counselor	\$1,404.54	\$1,296.67	\$1,446.68	\$119,929.94	-6.8%	\$111,801.96	11.2%	\$124,270.36	3.6%
Group Counselor	\$974.18	\$961.85	\$1,082.68	\$93,859.97	-1.1%	\$92,817.02	11.3%	\$103,340.02	10.1%
Group Counselor	\$865.32	\$906.70	\$885.42	\$80,992.09	2.5%	\$83,037.50	-0.7%	\$82,490.78	1.9%
Group Counselor (Senior)	\$1,432.36	\$1,385.29	\$1,600.52	\$137,883.06	-6.7%	\$128,693.73	11.4%	\$143,391.98	4.0%
Group Counselor (Senior)	\$1,166.84	\$1,087.91	\$1,191.10	\$121,960.90	-4.3%	\$116,723.48	7.4%	\$125,399.46	2.8%
Group Counselor (Senior)	\$1,021.72	\$1,098.06	\$1,074.50	\$101,618.89	4.8%	\$106,503.78	-0.9%	\$105,551.24	3.9%
Group Counselor (Spvsing)	\$0.00	\$0.00	\$0.00	\$122,776.56	2.3%	\$125,658.45	1.5%	\$127,588.12	3.9%
Group Counselor (Spvsing)	\$1,112.97	\$1,186.08	\$1,227.32	\$114,964.87	0.3%	\$115,319.37	0.8%	\$116,297.14	1.2%
Group Counselor (Spvsing)	\$982.12	\$1,089.31	\$1,127.20	\$93,841.33	6.5%	\$99,924.52	2.7%	\$102,594.72	9.3%
Human Resources Assistant	\$3,747.76	\$3,967.49	\$4,056.78	\$80,334.58	3.5%	\$83,165.09	1.0%	\$83,998.24	4.6%
Human Resources Assistant	\$3,856.46	\$4,080.45	\$4,278.76	\$77,611.32	1.4%	\$78,723.00	3.5%	\$81,489.64	5.0%
Info Tech Spec II	\$5,498.21	\$5,543.75	\$5,621.08	\$102,884.89	-0.3%	\$102,531.69	2.8%	\$105,444.94	2.5%
Info Tech Spec II	\$5,283.74	\$5,434.65	\$5,588.44	\$92,724.20	1.0%	\$93,625.25	4.6%	\$97,948.58	5.6%
Info Tech Spec II	\$4,718.15	\$4,907.51	\$5,144.78	\$83,413.51	2.2%	\$85,233.43	6.8%	\$91,017.84	9.1%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Investigative Asst - Dist Atty	\$3,926.36	\$4,050.84	\$4,134.94	\$82,247.36	1.8%	\$83,697.90	2.5%	\$85,762.26	4.3%
Investigative Asst - Dist Atty	\$3,899.74	\$3,958.43	\$4,002.94	\$72,136.05	3.9%	\$74,919.13	10.5%	\$82,779.62	14.8%
Investigative Asst - Dist Atty	\$1,908.41	\$1,992.02	\$2,068.56	\$32,959.57	2.9%	\$33,914.66	6.0%	\$35,942.74	9.1%
Librarian (Spvsing)	\$6,102.75	\$6,280.96	\$6,315.00	\$114,019.79	1.5%	\$115,785.34	2.7%	\$118,897.58	4.3%
Librarian (Spvsing)	\$5,843.91	\$6,229.81	\$6,339.00	\$107,629.73	5.2%	\$113,217.39	3.4%	\$117,061.84	8.8%
Librarian (Spvsing)	\$5,506.11	\$5,900.91	\$6,020.54	\$104,420.97	5.2%	\$109,862.16	3.3%	\$113,475.74	8.7%
Library Assistant	\$3,340.58	\$3,540.92	\$3,615.84	\$64,097.00	4.1%	\$66,714.14	3.0%	\$68,691.88	7.2%
Library Assistant	\$3,388.76	\$3,546.22	\$3,577.24	\$59,863.89	2.7%	\$61,477.43	3.0%	\$63,328.12	5.8%
Library Assistant	\$1,684.06	\$1,614.93	\$1,665.42	\$29,686.11	-5.3%	\$28,104.23	5.0%	\$29,509.44	-0.6%
Library Assistant (Senior)	\$3,433.19	\$3,522.29	\$3,819.84	\$73,770.52	1.5%	\$74,862.00	7.6%	\$80,540.02	9.2%
Library Assistant (Senior)	\$3,669.83	\$3,765.23	\$3,851.62	\$73,509.16	2.6%	\$75,414.22	3.6%	\$78,094.44	6.2%
Library Assistant (Senior)	\$3,951.50	\$4,059.56	\$4,112.94	\$75,044.09	1.3%	\$75,986.90	2.5%	\$77,901.84	3.8%
Lieutenant-Corrections	\$0.00	\$0.00	\$0.00	\$142,482.64	0.5%	\$143,235.66	1.0%	\$144,611.64	1.5%
Lieutenant-Corrections	\$0.00	\$0.00	\$0.00	\$137,634.79	0.6%	\$138,508.43	-0.1%	\$138,437.80	0.6%
Lieutenant-Corrections	\$1,393.38	\$1,495.84	\$1,447.68	\$130,175.48	5.8%	\$137,690.63	-2.7%	\$133,954.36	2.9%
Lieutenant-Sheriff	\$1,543.45	\$1,530.56	\$1,743.28	\$158,829.57	-1.8%	\$156,011.45	9.6%	\$170,927.66	7.6%
Lieutenant-Sheriff	\$1,401.45	\$1,476.97	\$1,548.24	\$152,753.14	2.3%	\$156,258.77	2.6%	\$160,390.52	5.0%
Lieutenant-Sheriff	\$1,513.41	\$1,639.89	\$1,763.48	\$164,087.62	-2.2%	\$160,492.62	-0.1%	\$160,285.94	-2.3%
Medical Assistant	\$3,385.92	\$3,639.81	\$3,712.34	\$72,930.66	5.4%	\$76,896.63	2.3%	\$78,643.04	7.8%
Medical Assistant	\$3,865.25	\$3,967.34	\$4,007.96	\$68,351.73	0.9%	\$68,943.89	2.9%	\$70,941.16	3.8%
Medical Assistant	\$2,498.60	\$2,646.47	\$3,002.50	\$46,381.65	3.7%	\$48,077.97	13.4%	\$54,539.78	17.6%
Mental Health Clinician (Lic)	\$6,191.02	\$6,378.24	\$6,688.08	\$127,192.15	1.6%	\$129,170.36	4.8%	\$135,355.86	6.4%
Mental Health Clinician (Lic)	\$6,127.20	\$6,451.82	\$6,542.64	\$110,690.33	4.8%	\$115,998.13	3.7%	\$120,275.28	8.7%
Mental Health Clinician (Lic)	\$2,246.78	\$2,306.22	\$2,385.50	\$60,751.24	1.9%	\$61,908.61	2.4%	\$63,384.62	4.3%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Office Assistant II	\$3,616.34	\$3,781.71	\$3,919.70	\$76,791.87	3.1%	\$79,163.90	3.4%	\$81,874.40	6.6%
Office Assistant II	\$2,787.13	\$2,858.44	\$2,893.62	\$49,490.14	0.9%	\$49,942.96	3.1%	\$51,467.40	4.0%
Office Assistant II	\$2,292.42	\$1,819.91	\$1,697.36	\$40,964.63	-21.4%	\$32,186.06	6.7%	\$34,351.68	-16.1%
Office Coordinator	\$4,739.49	\$4,295.06	\$4,406.72	\$99,393.23	-6.5%	\$92,952.86	2.7%	\$95,443.68	-4.0%
Office Coordinator	\$3,993.90	\$4,177.26	\$4,354.18	\$83,720.63	2.9%	\$86,163.49	4.3%	\$89,900.50	7.4%
Office Coordinator	\$4,220.47	\$4,438.20	\$4,583.34	\$77,189.81	3.0%	\$79,541.64	5.4%	\$83,810.60	8.6%
Office Supervisor	\$4,851.92	\$4,710.43	\$4,612.50	\$99,730.33	-1.8%	\$97,903.01	-0.7%	\$97,251.22	-2.5%
Office Supervisor	\$4,626.03	\$4,675.39	\$4,743.70	\$88,324.42	-0.1%	\$88,251.92	2.7%	\$90,664.48	2.6%
Office Supervisor	\$4,499.75	\$4,703.35	\$4,776.30	\$79,463.42	2.6%	\$81,567.99	3.4%	\$84,381.14	6.2%
Paralegal	\$4,242.98	\$4,310.19	\$4,374.92	\$82,126.24	0.6%	\$82,606.74	4.0%	\$85,924.46	4.6%
Paralegal	\$4,465.64	\$4,591.91	\$4,600.92	\$78,941.44	1.0%	\$79,769.62	2.1%	\$81,415.00	3.1%
Paralegal	\$4,074.59	\$4,195.58	\$4,246.62	\$76,558.87	1.0%	\$77,316.85	3.1%	\$79,746.20	4.2%
Programmer Analyst	\$5,759.63	\$6,090.35	\$6,171.28	\$101,656.74	3.7%	\$105,402.86	3.3%	\$108,829.22	7.1%
Programmer Analyst	\$5,579.89	\$5,819.55	\$6,083.38	\$98,138.20	2.5%	\$100,603.61	6.6%	\$107,245.60	9.3%
Psychiatrist (Board Cert)	\$9,124.79	\$8,932.21	\$4,893.82	\$232,281.87	1.3%	\$235,397.13	6.1%	\$249,736.62	7.5%
Public Defender Investigator	\$5,568.84	\$5,917.30	\$6,114.32	\$112,179.22	0.5%	\$112,689.49	2.2%	\$115,202.14	2.7%
Public Defender Investigator	\$5,765.50	\$5,937.12	\$6,032.54	\$107,284.96	1.3%	\$108,662.49	3.1%	\$111,978.48	4.4%
Public Defender Investigator	\$5,688.54	\$5,994.25	\$6,083.38	\$100,448.29	3.4%	\$103,859.29	3.4%	\$107,375.64	6.9%
Public Hlth Nurse	\$6,892.40	\$7,296.59	\$7,380.88	\$127,877.22	3.8%	\$132,676.29	2.8%	\$136,401.52	6.7%
Public Hlth Nurse	\$6,503.39	\$6,704.19	\$6,804.14	\$122,489.27	1.0%	\$123,670.26	3.5%	\$127,941.58	4.5%
Public Hlth Nurse	\$3,214.72	\$3,402.76	\$3,405.84	\$56,074.80	4.1%	\$58,367.85	2.1%	\$59,580.98	6.3%
Public Hlth Nurse Manager	\$7,850.36	\$8,018.85	\$8,130.10	\$154,673.35	0.6%	\$155,543.21	1.2%	\$157,454.78	1.8%
Public Hlth Nurse Manager	\$7,634.81	\$7,808.70	\$7,948.88	\$156,631.56	-0.8%	\$155,364.03	1.0%	\$156,927.18	0.2%
Public Hlth Nurse Manager	\$8,012.30	\$8,128.68	\$7,878.66	\$147,327.43	0.5%	\$148,105.03	2.9%	\$152,449.32	3.5%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Public Works Maint Wkr(Senior)	\$4,370.42	\$4,514.94	\$4,548.28	\$94,767.32	1.9%	\$96,568.52	1.2%	\$97,766.84	3.2%
Public Works Maint Wkr(Senior)	\$4,156.19	\$4,293.30	\$4,325.24	\$90,852.34	1.9%	\$92,600.77	1.2%	\$93,697.94	3.1%
Public Works Maint Wkr(Senior)	\$4,867.17	\$5,028.08	\$5,016.26	\$85,953.63	1.3%	\$87,097.94	1.6%	\$88,531.00	3.0%
Public Works Maintenance Wkr	\$3,638.64	\$3,852.92	\$3,916.86	\$84,168.37	1.9%	\$85,743.76	1.1%	\$86,712.10	3.0%
Public Works Maintenance Wkr	\$4,085.58	\$4,382.94	\$4,336.84	\$77,455.70	5.4%	\$81,644.14	0.6%	\$82,111.16	6.0%
Public Works Maintenance Wkr	\$4,163.15	\$4,399.75	\$4,387.70	\$73,669.12	3.7%	\$76,391.94	1.5%	\$77,518.04	5.2%
Sergeant-Corrections	\$1,514.49	\$1,571.80	\$1,629.70	\$150,024.52	3.2%	\$154,816.83	2.0%	\$157,876.42	5.2%
Sergeant-Corrections	\$0.00	\$0.00	\$0.00	\$145,595.27	0.4%	\$146,203.98	-2.8%	\$142,174.34	-2.3%
Sergeant-Corrections	\$1,218.37	\$1,292.28	\$1,282.36	\$121,432.40	3.8%	\$126,049.23	-0.1%	\$125,900.90	3.7%
Sergeant-Sheriff	\$1,732.36	\$1,669.05	\$1,817.14	\$173,409.15	-3.9%	\$166,655.50	5.9%	\$176,569.42	1.8%
Sergeant-Sheriff	\$1,481.60	\$1,555.39	\$1,632.24	\$156,123.42	1.3%	\$158,174.50	3.9%	\$164,270.14	5.2%
Sergeant-Sheriff	\$1,474.61	\$1,478.22	\$1,643.98	\$139,230.91	-1.7%	\$136,844.78	9.6%	\$149,943.56	7.7%
Social Services Supervisor	\$6,138.98	\$6,619.98	\$6,704.88	\$129,970.96	4.8%	\$136,186.58	2.1%	\$139,057.30	7.0%
Social Services Supervisor	\$5,656.39	\$6,019.52	\$6,388.98	\$127,020.98	-0.2%	\$126,812.71	5.3%	\$133,500.98	5.1%
Social Services Supervisor	\$6,334.66	\$6,881.07	\$6,749.92	\$120,178.82	6.4%	\$127,870.39	-0.3%	\$127,494.08	6.1%
Social Worker III	\$6,119.96	\$6,396.48	\$6,591.66	\$107,443.65	2.2%	\$109,833.00	20.0%	\$131,757.82	22.6%
Social Worker III	\$6,074.89	\$6,240.20	\$6,345.14	\$106,585.68	0.8%	\$107,405.05	3.7%	\$111,333.88	4.5%
Social Worker III	\$3,123.35	\$3,090.04	\$3,123.30	\$55,569.28	-2.0%	\$54,432.38	3.0%	\$56,061.80	0.9%
Staff Analyst	\$4,983.54	\$5,144.00	\$5,761.08	\$104,161.28	2.7%	\$107,016.90	9.1%	\$116,764.20	12.1%
Staff Analyst	\$4,790.46	\$5,217.99	\$5,328.46	\$105,936.21	4.9%	\$111,129.10	1.3%	\$112,585.76	6.3%
Staff Analyst	\$5,425.99	\$5,734.39	\$5,996.80	\$98,199.27	2.4%	\$100,595.68	4.8%	\$105,385.08	7.3%
Staff Analyst (Senior)	\$6,106.93	\$6,478.46	\$7,010.74	\$123,323.63	3.0%	\$126,993.27	7.0%	\$135,829.02	10.1%
Staff Analyst (Senior)	\$6,207.97	\$6,329.12	\$6,206.88	\$113,525.95	9.5%	\$124,334.86	3.0%	\$128,073.42	12.8%
Staff Analyst (Senior)	\$6,578.50	\$6,489.90	\$6,795.52	\$119,457.89	6.6%	\$127,391.76	-6.6%	\$118,970.72	-0.4%

Job Title	FY08/09 Employer Taxes	FY09/10 Employer Taxes	FY10/11 Employer Taxes	FY08/09	% Change FY08 TO FY09	FY09/10	% Change FY09 TO FY10	FY10/11	% Change FY08 TO FY10
Stationary Engineer	\$5,832.30	\$6,176.20	\$5,671.02	\$117,976.33	3.6%	\$122,169.21	-5.5%	\$115,405.52	-2.2%
Stationary Engineer	\$6,169.99	\$5,730.48	\$5,660.54	\$119,491.43	-5.7%	\$112,698.43	0.2%	\$112,972.28	-5.5%
Stationary Engineer	\$5,665.88	\$6,072.29	\$5,917.02	\$99,903.17	4.4%	\$104,313.39	-0.2%	\$104,088.02	4.2%
Systems Analyst (Senior)	\$6,973.35	\$7,193.59	\$7,345.24	\$136,240.60	1.5%	\$138,308.30	3.2%	\$142,669.88	4.7%
Systems Analyst (Senior)	\$7,075.01	\$7,287.77	\$7,604.02	\$131,103.94	1.2%	\$132,621.52	5.8%	\$140,345.50	7.0%
Systems Analyst (Senior)	\$6,846.69	\$7,275.10	\$7,676.86	\$120,869.36	4.2%	\$125,917.11	7.5%	\$135,414.96	12.0%
Welfare Fraud Investigator II	\$6,392.71	\$6,818.74	\$6,950.04	\$110,714.39	2.8%	\$113,782.35	3.0%	\$117,165.38	5.8%