

Board Inquiry Form

Board Member	
Carbajal	
Wolf	X
Farr	
Gray	
Centeno	

Department:

Date:

CCPP Pages(s):

Request/Question:

What are the salaries, percent increase, estimated Fiscal Year 2010-2011 cost and class of those employees in the Leadership Project. Please include any bonuses, merit increases, new positions and any other information that you feel would be pertinent to our discussion. Please also include the date that any of these items were initiated.

Report Back by: Bob Geis, Auditor-Controller

Response:

As of PP2009-02 there were 290 employees in leadership positions and the annualized base salaries for these positions are \$32,946, 224 (this does not include employer costs like retirement and health insurance). During the last year three years the annualized base salaries for these positions changed due to five basic events.

1. Compensation changes - an employee currently employed is promoted to a new position within the leadership band or an employee receives an equity adjustment.
2. Pay for Performance adjustments 0% to 3.5% which are annualized raises schedule to take effect in pay period one each year and become cumulative.
3. Bonuses are one time payments each year that are scheduled to be paid in pay period one each year.
4. Furlough savings was an event scheduled to take place over a 20 month period in PP2008-19 through PP 2009-12, so it spanned two leadership periods.
5. Turnover - a new hire could fill a position for only a portion of the year or a person leaves service during the year. If these positions are fully funded in the budget they create turnover savings.

During the leadership cycles for the last three years PP2009-02 to 2010-02, PP 2008-02 to 2009-02 and PP 2007-01 to 2008-02 we have calculated the following annualized estimated costs for these events.

Annualized cost of 290 positions \$32,946,224 as of PP02010-02:

1. Compensation Changes	219,103	15 promotions/equity
2. Pay for Performance	0	
3. Bonuses	0	
4. Furlough Savings	(474,331)	10 pay periods
5. Turnover savings	(2,058,000)	

Annualized cost of 309 positions \$34,785,663 as of PP2009-02:

1. Compensation Change	777,265	43 promotions/equity
2. Pay for Performance	0	
3. Bonuses	0	
4. Furlough Savings	(475,816)	10 pay periods
5. Turnover savings	(577,383)	

Annualized cost of 310 positions \$34,985,545 as of PP 2008-02:

1. Compensation Change	2,371,967	7.5% equity on average
2. Pay for Performance	873,686	3.0% average Pay for Perf
3. Bonuses	300,650	0.5% average bonus
4. Furlough Savings	n/a	
5. Turnover savings	n/a	

Annualized Cost of 310 positions \$31,564,015 as of PP 2007-01

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Board Member	
Carbajal	
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Department: County Executive Office Date: 2/23/10

Request/Question:

Please provide detail on any and all "enhancements" or other increases built into the draft 2010-11 budget other than what is stated in the workshop booklet.

Report Back by:

Response:

At this point in time, departments are still in the process of submitting requested FY 2010-11 budgets to the CEO for analysis. For that reason, the budget requests have not been finalized and any program enhancements are yet unknown. In addition, the CEO has not developed any recommendations beyond analyzing the potential Service Level Impacts that are included in the Budget Workshop on February 23, 2010. The only enhancements that are known at this time are those authorized by the Board and include the following: homeless warming center; additional helicopter; ocean water testing; Central Coast Energy Independence Program (AB 811); and any other mid-year salary increases.

The Proposed FY 2010-11 Budget Book will be published and distributed in May 2010. Section D of the Budget Book will include analysis of each department's budget and narrative of program enhancements, if any.

Board Inquiry Form

Board Member	
Carbajal	
Wolf	X
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\$150K @ 10% and \$100K @ 5%

Date: 2/22/2010

Request/Question:

Please provide the estimated savings if the following reductions were implemented:

10% decrease for those employees earning over \$150,000

5% decrease for those employees earning over \$100,000

Report Back by:

John Jayasinghe, CEO Fiscal and Policy Analyst

Response:

The estimated savings would be:

For General Fund: \$1.6 million total.

- a. A 10% decrease for those earning over \$150,000 = \$0.7 million
- b. A 5% decrease for those earning over \$100,000 = \$0.9 million

For All Funds: \$ 2.5 million total.

- a. A 10% decrease for those earning over \$150,000 = \$1.3 million
- b. A 5% decrease for those earning over \$100,000 = \$1.2 million

Note: Reductions in non-management salaries are subject to negotiations and cross multiple bargaining units/job classes. Additional analysis would be required as there are employees just beneath the thresholds and a change of this nature would also impact supervisory differentials between staff and supervisors/managers. Further, the Board should take into consideration that, in employing this approach, there will be employees whose salaries are within a few dollars of the cut-off point who will receive a greater wage reduction than if they had been paid a few dollars less. In some cases, this will result in an employee who previously made *more* than another employee actually making *less* once the adjustment is made. In other instances, it would erode differentials between employee salaries, including pay differentials that are related to specialized work, supervisory responsibilities, and other factors that are essential to maintaining an appropriate compensation structure for the organization. The erosion of salary relations is even more significant when the annual salary separation is \$100 or less. There would have to be rules established and negotiated to deal with situations in which an employee whose salary was reduced becomes eligible for a step increase or other negotiated increases.

DEN BiWeekly Pay Period 2010-05.xls
rptBiweeklyStaffing \$150K&\$100K

BargUnitTitle	JobClassTitle	Fund	Dept	BUnitTitle	AnnualSalary	\$150K @ 10%	\$100K @ 5%	\$150K GF	\$100K GF
PHY AND PSY NON-SUPERV	FORENSIC PATHOLOGIST	0001	032	Sheriff	193,934	19,393		19,393	
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	182,676	18,268			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	182,676	18,268			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	182,676	18,268			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	182,676	18,268			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN I	0042	041	Public Health	176,488	17,649			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN I	0042	041	Public Health	176,488	17,649			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	176,488	17,649			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	176,488	17,649			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	170,508	17,051			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	170,508	17,051			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	159,172	15,917			
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	141,180		7,059		
PHY AND PSY NON-SUPERV	STAFF PHYSICIAN	0042	041	Public Health	105,898		5,295		
PHY AND PSY NON-SUPERV	PSYCHIATRIST II	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	196,066	19,607			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	152,204	15,220			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0044	043	Mental Health Services	101,478		5,074		
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0048	043	Mental Health Services Act	202,930	20,293			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0048	043	Mental Health Services Act	162,344	16,234			
PHY AND PSY NON-SUPERV	PSYCHIATRIST	0048	043	Mental Health Services Act	152,204	15,220			
PHY AND PSY SUPERV	STAFF PHYSICIAN SUPV	0042	041	Public Health	193,934	19,393			
PHY AND PSY SUPERV	STAFF PHYSICIAN SUPV	0042	041	Public Health	193,934	19,393			
PHY AND PSY SUPERV	STAFF PHYSICIAN SUPV	0042	041	Public Health	193,934	19,393			
LAW ENFORCEMENT SUPERV	DA INVESTIGATOR SUPV	0001	021	District Attorney	109,304		5,465		5,465
LAW ENFORCEMENT SUPERV	DA INVESTIGATOR SUPV	0001	021	District Attorney	109,304		5,465		5,465
LAW ENFORCEMENT SUPERV	DA INVESTIGATOR SUPV	0001	021	District Attorney	103,974		5,199		5,199
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	
DEPUTY DISTRICT ATTORNEY	DEPUTY DISTRICT ATTY SR	0001	021	District Attorney	158,080	15,808		15,808	

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rptBiweeklyStaffing \$150K&\$100K

BargUnitTitle	JobClassTitle	Fund	Dept	BUnitTitle	AnnualSalary	\$150K @ 10%	\$100K @ 5%	\$150K GF	\$100K GF
DEPUTY PUBLIC DEFENDERS	DEP PUBLIC DEFENDER III	0001	023	Public Defender	106,704		5,335		5,335
DEPUTY PUBLIC DEFENDERS	DEP PUBLIC DEFENDER III	0001	023	Public Defender	106,704		5,335		5,335
DEPUTY PUBLIC DEFENDERS	DEP PUBLIC DEFENDER III	0001	023	Public Defender	106,704		5,335		5,335
DEPUTY PUBLIC DEFENDERS	DEP PUBLIC DEFENDER III	0001	023	Public Defender	101,530		5,077		5,077
DEPUTY PUBLIC DEFENDERS	DEP PUBLIC DEFENDER III	0001	023	Public Defender	101,530		5,077		5,077
ADM, TEC, OF, HS N-SUPERV	EDP OFFICE AUTO SPEC II	1915	066	IT-JTS 1915 Fund Units	108,082		5,404		
ADM, TEC, OF, HS-SUPERV	PHARMACIST SUPV	0042	041	Public Health	146,692		7,335		
ADM, TEC, OF, HS-SUPERV	PHARMACIST-IN-CHARGE	0042	041	Public Health	132,756		6,638		
ADM, TEC, OF, HS-SUPERV	PHARMACIST-IN-CHARGE	0042	041	Public Health	132,756		6,638		
ADM, TEC, OF, HS-SUPERV	PHARMACIST-IN-CHARGE	0042	041	Public Health	132,756		6,638		
ENGNSRS & TECHS SUPERV	DEPUTY COUNTY SURVEYOR	0001	054	Public Works-Surveyor	106,392		5,320		5,320
ENGNSRS & TECHS SUPERV	CIVIL ENGINEER SPECIALIST	0015	054	Public Works-Roads	108,316		5,416		
ENGNSRS & TECHS SUPERV	CIVIL ENGINEER SPECIALIST	0015	054	Public Works-Roads	108,316		5,416		
ENGNSRS & TECHS SUPERV	CIVIL ENGINEER SPECIALIST	0015	054	Public Works-Roads	108,316		5,416		
ENGNSRS & TECHS SUPERV	CIVIL ENGINEER SPECIALIST	2400	054	Public Works-Flood Control	108,316		5,416		
CONFIDENTIAL SERVICES	FINANCIAL SYS ANALYST SR-R	0001	061	Auditor-Controller	101,920		5,096		5,096
CONFIDENTIAL SERVICES	FINANCIAL SYS ANALYST SR-R	0001	061	Auditor-Controller	101,920		5,096		5,096
CONFIDENTIAL SERVICES	FINANCIAL SYS ANALYST SR-R	0001	061	Auditor-Controller	101,920		5,096		5,096
CONFIDENTIAL SERVICES	FINANCIAL SYS ANALYST SR-R	0001	061	Auditor-Controller	101,920		5,096		5,096
CONFIDENTIAL SERVICES	FINANCIAL SYS ANALYST SR-R	0001	066	IT-General Fund Units	113,022		5,651		5,651
ENTERPRISE	ENTERPRISE LDR-GEN	0001	065	Treasurer-Tax Collector-Public	125,398		6,270		6,270
ENTERPRISE	ENTERPRISE LDR-GEN	0001	065	Treasurer-Tax Collector-Public	109,122		5,456		5,456
ENTERPRISE	ENTERPRISE LDR-GEN	0001	064	Human Resources	125,970		6,299		6,299
ENTERPRISE	ENTERPRISE LDR-GEN	0001	062	Clerk-Recorder-Assessor	109,122		5,456		5,456
ENTERPRISE	ENTERPRISE LDR-GEN	0001	062	Clerk-Recorder-Assessor	109,122		5,456		5,456
ENTERPRISE	ENTERPRISE LDR-GEN	0001	061	Auditor-Controller	115,700		5,785		5,785
ENTERPRISE	ENTERPRISE LDR-GEN	0001	061	Auditor-Controller	114,582		5,729		5,729
ENTERPRISE	ENTERPRISE LDR-GEN	0001	061	Auditor-Controller	113,568		5,678		5,678
ENTERPRISE	ENTERPRISE LDR-GEN	0001	061	Auditor-Controller	113,152		5,658		5,658
ENTERPRISE	ENTERPRISE LDR-GEN	0001	053	Planning & Development	108,810		5,441		5,441
ENTERPRISE	ENTERPRISE LDR-GEN	0001	053	Planning & Development	104,650		5,233		5,233
ENTERPRISE	ENTERPRISE LDR-GEN	0001	012	County Administrator	104,390		5,220		5,220
ENTERPRISE	ENTERPRISE LDR-GEN	0001	012	County Administrator	103,636		5,182		5,182
ENTERPRISE	ENTERPRISE LDR-GEN	0042	041	Public Health	105,378		5,269		
ENTERPRISE	ENTERPRISE LDR-GEN	0042	041	Public Health	103,662		5,183		
ENTERPRISE	ENTERPRISE LDR-GEN	0044	043	Mental Health Services	116,480		5,824		
ENTERPRISE	ENTERPRISE LDR-GEN	0044	043	Mental Health Services	114,192		5,710		
ENTERPRISE	ENTERPRISE LDR-GEN	0048	043	Mental Health Services Act	102,310		5,116		
ENTERPRISE	ENTERPRISE LDR-GEN	0055	044	Social Services-Administration	101,348		5,067		
ATTORNEYS	CHIEF DEPUTY COUNTY COUNSEL	0001	013	County Counsel	148,304		7,415		7,415
ATTORNEYS	CHIEF DEPUTY COUNTY COUNSEL	0001	013	County Counsel	148,304		7,415		7,415

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rptBiweeklyStaffing \$150K&\$100K

BargUnitTitle	JobClassTitle	Fund	Dept	BUnitTitle	AnnualSalary	\$150K @ 10%	\$100K @ 5%	\$150K GF	\$100K GF
DEPARTMENT HEADS	DEPT/CORP LDR-EXEC	0044	043	Mental Health Services	164,996	16,500			
DEPARTMENT HEADS	DEPT/CORP LDR-EXEC	0055	044	Social Services-Administration	161,122	16,112			
DEPARTMENT HEADS	DEPT/CORP LDR-EXEC	0057	045	Child Support Services	133,692		6,685		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	990	General County Programs	131,274		6,564		6,564
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	066	IT-General Fund Units	123,630		6,182		6,182
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	065	Treasurer-Tax Collector-Public	139,412		6,971		6,971
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	064	Human Resources	137,982		6,899		6,899
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	064	Human Resources	119,470		5,974		5,974
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	064	Human Resources	115,414		5,771		5,771
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	063	General Services	119,990		6,000		6,000
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	063	General Services	119,860		5,993		5,993
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	062	Clerk-Recorder-Assessor	139,412		6,971		6,971
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	062	Clerk-Recorder-Assessor	119,470		5,974		5,974
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	062	Clerk-Recorder-Assessor	119,470		5,974		5,974
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	061	Auditor-Controller	139,334		6,967		6,967
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	061	Auditor-Controller	126,724		6,336		6,336
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	061	Auditor-Controller	126,724		6,336		6,336
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	054	Public Works-Administration	130,000		6,500		6,500
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	054	Public Works-Surveyor	134,836		6,742		6,742
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	053	Planning & Development	144,118		7,206		7,206
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	053	Planning & Development	128,128		6,406		6,406
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	052	Parks	118,924		5,946		5,946
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0001	052	Parks	110,058		5,503		5,503
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-FIRE	0001	031	Fire	149,734		7,487		7,487
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0001	023	Public Defender	163,124	16,312		16,312	
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0001	023	Public Defender	163,124	16,312		16,312	
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-PROB/SAFETY	0001	022	Probation-Officer	115,570		5,779		5,779
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-PROB/SAFETY	0001	022	Probation-Officer	115,154		5,758		5,758
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-PROB/SAFETY	0001	022	Probation-Officer	109,070		5,454		5,454
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0001	021	District Attorney	173,888	17,389		17,389	
ASSIST DEPARTMENT HEADS	60 RIP DO NOT FILL: ASST DEPT LDR-EXEC	0001	021	District Attorney	108,992		5,450		5,450
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0001	013	County Counsel	162,318	16,232		16,232	
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0001	013	County Counsel	162,318	16,232		16,232	
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0010	990	Non Departmental/Prop 10	116,896		5,845		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0015	054	Public Works-Roads	130,364		6,518		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0042	041	Public Health	220,480	22,048			
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0042	041	Public Health	127,556		6,378		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0042	041	Public Health	123,318		6,166		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0042	041	Public Health	120,692		6,035		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-ATTY/PHY	0044	043	Mental Health Services	220,480	22,048			
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0044	043	Mental Health Services	147,680		7,384		

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BargUnitTitle	JobClassTitle	Fund	Dept	BUnitTitle	AnnualSalary	\$150K @ 10%	\$100K @ 5%	\$150K GF	\$100K GF
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0044	043	Mental Health Services	130,572		6,529		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0055	044	Social Services-Administration	121,784		6,089		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0055	044	Social Services-Administration	121,784		6,089		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0055	044	Social Services-Administration	110,032		5,502		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0055	044	Social Services-Administration	109,122		5,456		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	0057	045	Child Support Services	103,688		5,184		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	1930	054	Public Works-Solid Waste	144,742		7,237		
ASSIST DEPARTMENT HEADS	ASST DEPT LDR-EXEC	2400	054	Public Works-Flood Control	145,444		7,272		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	065	Treasurer-Tax Collector-Public	102,310		5,116		5,116
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	063	General Services-Facilities	103,844		5,192		5,192
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	062	Clerk-Recorder-Assessor	100,646		5,032		5,032
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	0001	054	Public Works-Administration	113,594		5,680		5,680
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	054	Public Works-Administration	103,844		5,192		5,192
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	053	Planning & Dev-Building/Safety	111,904		5,595		5,595
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	053	Planning & Development	111,904		5,595		5,595
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	053	Planning & Dev-Energy	106,470		5,324		5,324
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	032	Sheriff	109,122		5,456		5,456
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	032	Sheriff	103,324		5,166		5,166
OTHER MANAGEMENT	PROGRAM/BUS LDR-DIV CHIEF	0001	031	Fire	143,780		7,189		7,189
OTHER MANAGEMENT	PROGRAM/BUS LDR-DIV CHIEF	0001	031	Fire	135,460		6,773		6,773
OTHER MANAGEMENT	PROGRAM/BUS LDR-DIV CHIEF	0001	031	Fire	133,198		6,660		6,660
OTHER MANAGEMENT	TEAM/PROJECT LDR-BATT CHF STF	0001	031	Fire	120,848		6,042		6,042
OTHER MANAGEMENT	TEAM/PROJECT LDR-BATT CHF STF	0001	031	Fire	116,480		5,824		5,824
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0001	022	Probation-Officer	103,818		5,191		5,191
OTHER MANAGEMENT	PROG/BUS LDR-ATTY	0001	021	District Attorney	165,750	16,575			
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	0015	054	Public Works-Roads	113,880		5,694	16,575	
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	0015	054	Public Works-Roads	110,344		5,517		
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	0015	054	Public Works-Roads	105,430		5,272		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0042	041	Public Health	105,066		5,253		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0044	043	Mental Health Services	116,480		5,824		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	0044	043	Mental Health Services	103,818		5,191		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	1915	066	IT-ITS 1915 Fund Units	108,602		5,430		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	1915	066	IT-ITS 1915 Fund Units	105,638		5,282		
OTHER MANAGEMENT	PROGRAM/BUS LDR-GEN	1915	066	IT-ITS 1915 Fund Units	103,818		5,191		
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	1930	054	Public Works-Solid Waste	113,048		5,652		
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	2400	054	Public Works-Flood Control	114,166		5,708		
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	2870	054	Public Works-Laguna Sanitation	114,166		5,708		
OTHER MANAGEMENT	PROGRAM/BUS LDR-ENG	3050	054	Public Works-SBC Water Agency	100,672		5,034		
LAW ENFORCEMENT MGMT	CHIEF DEPUTY SHERIFF	0001	032	Sheriff	158,730	15,873		15,873	
LAW ENFORCEMENT MGMT	CHIEF DEPUTY SHERIFF	0001	032	Sheriff	158,730	15,873		15,873	
LAW ENFORCEMENT MGMT	SHERIFFS COMMANDER	0001	032	Sheriff	142,948		7,147		7,147

