

# Memorandum



Date: February 23, 2009

To: Honorable Joseph Centeno, Chair  
Members, Board of Supervisors

From: ~~Michael F. Brown~~, County Executive Officer

Subject: 2<sup>nd</sup> District Request for Information – Re: Agenda Item – D-5,  
February 24, 2009 Budget Development Workshop

cc: Assistant CEOs  
Bob Geis, Auditor-Controller

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The following information is provided in response to the 2<sup>nd</sup> District's request for information related to Agenda Item D-5 on the Tuesday, February 24, 2009 Board Agenda. More specifically, the 2<sup>nd</sup> District requested the following:

1. Management and executive salaries for each department, including the specific job title, both prior to the Leadership Project as well as current salaries, and the number of management and executive FTE's prior to the Leadership Project as compared to the current number of FTE's;
2. A complete, detailed County organizational chart of the County structure and each department's organizational structure (including the new IT department); and
3. A list of Contractors on Payroll and their total salaries.

Following is a description of the documentation included in response to the three specific data requests:

1. **Request:** Management and executive salaries for each department, including the specific job title, both prior to the Leadership Project as well as current salaries, and the number of management and executive FTE's prior to the Leadership Project as compared to the current number of FTE's.

**Response:** Attachment A to this correspondence lists, in department order, all managers and executives that were and/or are part of the Leadership Project, including their previous classifications and current classifications, previous and current salaries, and the number of FTEs in each department. At the end of the report, the Board will find the grand totals of FTEs and salaries Countywide. The

data compares numbers and salaries from December 2006, just prior to the implementation of the Leadership Project, to February 2009.

As has been reported to the Board previously, the Leadership Project is a classification, compensation, and performance management system designed at the direction of the Board of Supervisors to align management performance with the achievement of Board direction, delivery of improved customer services, and the demonstration of Accountability, Customer-focus, and Efficiency (ACE). The new system significantly reduced the number of management classifications and pay ranges to provide greater operational flexibility at the department level and correct longstanding management market and salary inequities. It also replaced the automatic "step-increase" system with a pay-for-performance system that holds management accountable for high standards of performance before advancing in pay.

During the nearly 18-month development process, management classification and salary requests were held in abeyance, which exacerbated salary inequities for managers and executives. Based on this, the Board authorized staff to make necessary salary adjustments upon the allocation of managers and executives into the new system. Salary adjustments after that point were to be based on performance.

In addition, as was reported to the Board in public session on June 3, 2008, there were a number of salary events that occur on an ongoing basis in the normal course of doing business for both management and non-management employees that are *not* a function of the Leadership Project. These salary events include:

- New hire and rehire salaries;
- Classification upgrades that typically include a salary increase;
- Compensation corrections for inequities, market adjustments, special duty pay, establishing supervisory differentials, etc.;
- Promotions and the accompanying salary increases;
- Annual step increases for those not yet allocated to the Leadership Project. (*Note:* allocations to the Leadership Project were phased in over a one-year period and occurred on five different occasions: December 5, 2006, February 6, 2007, June 5, 2007, July 10, 2007, and December 11, 2007. Those managers not yet allocated continued to be eligible for step increases and may have been promoted during that time period); and
- Changes in status (from part-time to regular, provisional to regular, extra help to regular, etc.) and any accompanying salary increases.

As Attachment A shows, over the two-year period, management salaries increased by approximately 11.7%. Approximately 3.75% is attributable to the Leadership Project; the rest can be attributed to the various events summarized above.

Additionally, since the inception of the Leadership Project, departments reviewed their organizational structures and restructured for efficiency and improved customer service which resulted in reclassifications, promotions, and accompanying pay changes. Attachment A includes both Leadership Project-related salary adjustments as well as all those that are *not* a function of the Leadership Project. As the Board will also note on Attachment A, there are many managers who have been hired since the implementation of the Project, many who are no longer employed by the County, and many who have been promoted and/or transferred since the inception of the Project.

Over the period of time reviewed, there has been a 5% increase in management FTEs and management payroll has increased approximately 11.7%. Additionally, over the same two-year period, the percentage of management payroll, compared to Countywide Regular Salaries across all funds, remained fairly constant as shown below:

FY 2006-2007			FY 2008-209		
County Regular Salaries	Management Regular Salaries	Est. % Attributed to Management Salaries	County Regular Salaries	Management Regular Salaries	Est. % Attributed to Management Salaries
264,719,358	29,685,634	11.2%	291,169,932	33,172,311	11.4%

As the preceding chart shows, Leadership Project-related salary increases from Fiscal Year 2006-2007 to Fiscal Year 2008-2009 represent less than \$3.5M of the approximate \$26.5M overall increase in Regular Salaries Countywide over the same period of time.

As there are managers in the Sheriff's Department who are not part of the Leadership Project (as they are represented by the Sheriff Managers Association), Attachment B to this correspondence provides the Board with a comparison of the number of FTEs and salaries from December 2006 to the present.

2. **Request:** A complete, detailed County organizational chart of the County structure and each department's organizational structure (including the new IT department).

**Response:** Due to the bulk of the materials being provided per this request, the Board will receive under separate cover a working draft of the County's organizational structure that includes performance information.

- 3 **Request:** A list of Contractors on Payroll and their total salaries.

**Response:** Attachment C to this correspondence lists all current Contractors on Payroll and their associated salaries.

Please give Mike Brown a call at extension 3404 if you have any questions regarding these materials.

Attachments

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006										February 2009									
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary					
Agriculture & Cooperative Exte	1.00	GILLETTE, WILLIAM DE	AG COMM/SEALER WGT5-MEAS	126,602	Agriculture & Cooperative Exte	1.00	GILLETTE, WILLIAM DE	DEPT/CORP LDR-EXEC	143,182										
Agriculture & Cooperative Exte	1.00	TINGOS, GUY OLIVER	AGRI COMMISSIONER, DEP	87,672	Agriculture & Cooperative Exte	1.00	TINGOS, GUY OLIVER	PROGRAM/BUS LDR-GEN	90,298										
Agriculture & Cooperative Exte	1.00	KARL, JAN E	AGRI COMMISSIONER, DEP	87,672	No Longer with the County	0.00			0										
Agriculture & Cooperative Exte	1.00	MORELOS, ELENA MARY	BUSINESS MANAGER II	80,938	Agriculture & Cooperative Exte	1.00	MORELOS, ELENA MARY	ASST DEPT LDR-EXEC	92,170										
<b>Total</b>	<b>4.00</b>		<b>Total</b>	<b>383,084</b>	<b>Total</b>	<b>4.00</b>	<b>BRYANT, SUSAN B</b>	<b>Total</b>	<b>402,402</b>										
Auditor-Controller	1.00	GEIS, ROBERT	AUDITOR-CONTROLLER	155,584	Auditor-Controller	1.00	GEIS, ROBERT	DEPT/CORP LDR-ELECTED	179,894										
Auditor-Controller	1.00	FALLATI, THEODORE A	ASST AUDITOR-CONTROLLER	122,460	Auditor-Controller	1.00	FALLATI, THEODORE A	ASST DEPT LDR-EXEC	139,334										
Auditor-Controller	1.00	REMICK, RALPH A	AUD-CONT-DIVISION CHIEF	105,430	No Longer with the County	0.00			0										
Auditor-Controller	1.00	PAUL, MARK A	AUD-CONT-DIVISION CHIEF	90,792	Auditor-Controller	1.00	PAUL, MARK A	ENTERPRISE LDR-GEN	103,818										
Auditor-Controller	1.00	STRUVEN, MICHAEL L	AUD-CONT-DIVISION CHIEF	105,430	Auditor-Controller	1.00	STRUVEN, MICHAEL L	ASST DEPT LDR-EXEC	126,724										
Auditor-Controller	1.00	PRICE, C. EDWIN	AUD-CONT-DIVISION CHIEF	105,430	Auditor-Controller	1.00	PRICE, C. EDWIN	ENTERPRISE LDR-GEN	114,582										
Auditor-Controller	1.00	EGGERTSEN, ROBILYN	AUD-CONT-DIVISION CHIEF	90,792	No Longer with the County	0.00			0										
Auditor-Controller	1.00	HARKLESS, HEATHER MICHELLE	AUD-CONT-DIVISION CHIEF	90,792	Auditor-Controller	1.00	HARKLESS, HEATHER MICHELLE	ASST DEPT LDR-EXEC	126,724										
Auditor-Controller	0.60	HAGEN, JULIE	AUD-CONT-DIVISION CHIEF	63,258	Auditor-Controller	0.75	HAGEN, JULIE	ASST DEPT LDR-EXEC	95,056										

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Auditor-Controller	1.00	SCHAFFER, BETSY MILLER	CHIEF DEPUTY CONTROLLER	111,956	No Longer with the County	0.00			0
	9.60		Total	1,041,924	Auditor-Controller	1.00	MCDONALD, TONI MARIE	ENTERPRISE LDR-GEN	80,002
					Auditor-Controller	1.00	IZQUIERDO, JUAN M	ENTERPRISE LDR-GEN	88,972
					Auditor-Controller	1.00	CHRISTENSEN, JENNIFER C	ENTERPRISE LDR-GEN	113,568
					Auditor-Controller	1.00	HERRON, AMY	ENTERPRISE LDR-GEN	113,152
					Auditor-Controller	1.00	TEDESCHI, CONRAD L	ENTERPRISE LDR-GEN	115,700
						11.75	Total	Total	1,397,526
Board of Supervisors-1st Dist	1.00	CARBAJAL, SALUD ORTIZ	SUPERVISOR ELECTIVE	81,354	Board of Supervisors-1st Dist	1.00	CARBAJAL, SALUD ORTIZ	SUPERVISOR ELECTIVE	84,200
Board of Supervisors-1st Dist	1.00	TITTLE, JEREMY R	EXECUTIVE STAFF ASST	80,938	Board of Supervisors-1st Dist	1.00	TITTLE, JEREMY R	ENTERPRISE LDR-GEN	83,382
	2.00		Total	162,292		2.00	Total	Total	167,582
Board of Supervisors-2nd Dist	1.00	ROSE, SUSAN J	SUPERVISOR ELECTIVE	81,354	No Longer with the County	0.00			0
Board of Supervisors-2nd Dist	1.00	HUMMER, ALISSA M	EXECUTIVE STAFF ASST	80,938	No Longer with the County	0.00			0
	2.00		Total	162,292	Board of Supervisors-2nd Dist	1.00	WOLF, JANET JOYCE	SUPERVISOR ELECTIVE	84,200
					Board of Supervisors-2nd Dist	1.00	OGORMAN, MARY E	ENTERPRISE LDR-GEN	84,838
					Board of Supervisors-2nd Dist	1.00	QUIMBY, KARIN K	ENTERPRISE LDR-GEN	74,880
						3.00	Total	Total	243,918
Board of Supervisors-3rd Dist	1.00	FIRESTONE, ANTHONY BROOKS	SUPERVISOR ELECTIVE	81,354	No Longer with the County	0.00			0

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Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Board of Supervisors-3rd Dist	1.00	KAUFMAN, KELLEY KIMBERLY	EXECUTIVE STAFF ASST	66,300	No Longer with the County	0.00			0
Board of Supervisors-3rd Dist	1.00	MILLER-FISHER, A KRIS	EXECUTIVE STAFF ASST	80,938	No Longer with the County	0.00			0
	3.00		Total	228,592	Board of Supervisors-3rd Dist	1.00	FARR, DOREEN MARIE	SUPERVISOR ELECTIVE	84,200
					Board of Supervisors-3rd Dist	1.00	HENSON, CHRISTOPHER ROBIN	ENTERPRISE LDR. GEN	84,708
						2.00	Total	Total	168,908
Board of Supervisors-4th Dist	1.00	GRAY, JONI	SUPERVISOR ELECTIVE	81,354	Board of Supervisors-4th Dist	1.00	GRAY, JONI	SUPERVISOR ELECTIVE	84,200
Board of Supervisors-4th Dist	1.00	WARNSTROM, SUSAN L.	EXECUTIVE STAFF ASST	80,938	Board of Supervisors-4th Dist	1.00	WARNSTROM, SUSAN L.	ENTERPRISE LDR. GEN	83,772
	2.00		Total	162,292		2.00	Total	Total	167,972
Board of Supervisors-5th Dist	1.00	CENTENO, JOE	SUPERVISOR ELECTIVE	81,354	Board of Supervisors-5th Dist	1.00	CENTENO, JOE	SUPERVISOR ELECTIVE	84,200
Board of Supervisors-5th Dist	1.00	ARMUJO, GILBERT	EXECUTIVE STAFF ASST	77,012	Board of Supervisors-5th Dist	1.00	ARMUJO, GILBERT	ENTERPRISE LDR. GEN	77,012
	2.00		Total	158,366		2.00	Total	Total	161,212
Child Support Services	1.00	TOPLIFFE, CARRIE	CHILD SUPPORT SVCS DIR	127,322	Child Support Services	1.00	TOPLIFFE, CARRIE	DEPT/CORP LDR. EXEC	133,692
Child Support Services	1.00	MAIDEN, JONI JAMES	CHILD SUPPORT SVCS ASST DIR	89,440	Child Support Services	1.00	MAIDEN, JONI JAMES	ASST DEPT LDR. EXEC	103,688
Child Support Services	1.00	MOORE, SHIRLEY A	BUSINESS MANAGER III	95,914	Child Support Services	1.00	MOORE, SHIRLEY A	PROGRAM/BUS LDR. GEN	98,774
Child Support Services	1.00	SHARPE, TERRY JEROME	CHILD SUPPORT MANAGER	79,352	Child Support Services	1.00	SHARPE, TERRY JEROME	TEAM/PROJECT LDR. GEN	81,718
Child Support Services	1.00	CHATTERLEY, ELAINE A	CHILD SUPPORT MANAGER	68,328	Child Support Services	1.00	CHATTERLEY, ELAINE A	TEAM/PROJECT LDR. GEN	73,970
Child Support Services	1.00	CUNNINGHAM, LOIS ANN	CHILD SUPPORT MANAGER	79,352	No Longer with the County	0.00			0

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December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Child Support Services	1.00	MARTIN, HELEN C	CHILD SUPPORT MANAGER	71,812	Child Support Services	1.00	MARTIN, HELEN C	TEAM/PROJECT LDR-GEN	78,130
Total	7.00		Total	611,520	Child Support Services	1.00	VIDMAR, MARY D	TEAM/PROJECT LDR-GEN	70,720
					Total	7.00		Total	640,692
Clerk of the Board	1.00	ALLEN, MICHAEL H	CLERK OF BOARD	75,478	Clerk of the Board	1.00	ALLEN, MICHAEL H	ENTERPRISE LDR-GEN	85,540
Total	1.00		Total	75,478	Total	1.00		Total	85,540
Clerk-Recorder-Assessor	1.00	HOLLAND, JOSEPH E	COUNTY CLERK REC ASSESSOR	159,584	Clerk-Recorder-Assessor	1.00	HOLLAND, JOSEPH E	DEPT/CORP LDR-ELECTED	179,894
Clerk-Recorder-Assessor	1.00	MCCLURE, JOHN M.	ASST CO CLERK REC ASSESSOR	122,460	Clerk-Recorder-Assessor	1.00	MCCLURE, JOHN M.	ASST DEPT LDR-EXEC	139,412
Clerk-Recorder-Assessor	1.00	SMITH, PAMELA S	APPRaisal DIVISION MGR	87,672	Clerk-Recorder-Assessor	1.00	SMITH, PAMELA S	ENTERPRISE LDR-GEN	99,346
Clerk-Recorder-Assessor	1.00	LYON, CHRISTOPHER	APPRaisal DIVISION MGR	87,672	Clerk-Recorder-Assessor	1.00	LYON, CHRISTOPHER	ENTERPRISE LDR-GEN	99,346
Clerk-Recorder-Assessor	1.00	JAMES	APPRaisal DIVISION MGR	87,672	Clerk-Recorder-Assessor	1.00	JAMES	ENTERPRISE LDR-GEN	99,346
Clerk-Recorder-Assessor	1.00	TAYLOR, KEITH R	APPRaisal DIVISION MGR	87,672	Clerk-Recorder-Assessor	1.00	TAYLOR, KEITH R	ENTERPRISE LDR-GEN	99,346
Clerk-Recorder-Assessor	1.00	HOLLY, RICHARD J	CHIEF APPRAISER	95,914	Clerk-Recorder-Assessor	1.00	HOLLY, RICHARD J	ASST DEPT LDR-EXEC	119,470
Clerk-Recorder-Assessor	1.00	ALVAREZ, BILLIE A	ELECTIONS DIVISION MGR	85,098	Clerk-Recorder-Assessor	1.00	ALVAREZ, BILLIE A	ASST DEPT LDR-EXEC	119,470
Clerk-Recorder-Assessor	1.00	RODARTE, ROSA	FISCAL MANAGER	82,576	Clerk-Recorder-Assessor	1.00	RODARTE, ROSA	PROGRAM/BUS LDR-GEN	89,830
Clerk-Recorder-Assessor	1.00	BENTLEY, DANA R	HUMAN RESOURCES MGR	69,706	Clerk-Recorder-Assessor	1.00	BENTLEY, DANA R	PROGRAM/BUS LDR-GEN	79,716
Clerk-Recorder-Assessor	1.00	GREENE, MELINDA	PM TAX SYS INTEGRATION	105,430	Clerk-Recorder-Assessor	1.00	GREENE, MELINDA	ENTERPRISE LDR-GEN	109,122
Clerk-Recorder-Assessor	1.00	MARIKO	PM TAX SYS INTEGRATION	105,430	Clerk-Recorder-Assessor	1.00	MARIKO	ENTERPRISE LDR-GEN	109,122
Clerk-Recorder-Assessor	1.00	RICHARD, BRIAN	RECORDER DIVISION MANAGER	63,076	Clerk-Recorder-Assessor	1.00	RICHARD, BRIAN	ENTERPRISE LDR-GEN	109,122
Clerk-Recorder-Assessor	1.00	MORALES, MARY LOU	RECORDER DIVISION MANAGER	63,076	No Longer with County	0.00			0



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Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Total	12.00		Total	1,148,290	Clerk-Recorder-Assessor	1.00	BISCHOF, CHRISTINE R	PROGRAM/BUS LDR-GEN	100,646
					Clerk-Recorder-Assessor	1.00	BRYSON, MARY ROSE	TEAM/PROJECT LDR-GEN	76,544
					Total	13.00		Total	1,421,264
County Administrator	1.00	MASUDA, KEN A	ASST COUNTY EXEC OFFICER	128,076	County Administrator	0.00	No Longer with the County		0
County Administrator	1.00	MALUS-NISICH, TERESA MARIE	ASST COUNTY EXEC OFFICER	141,518	County Administrator	1.00	MALUS-NISICH, TERESA MARIE	DEPT/CORP LDR-EXEC	175,084
County Administrator	1.00	BROWN, MICHAEL F.	COUNTY EXECUTIVE OFFICER	227,292	County Administrator	1.00	BROWN, MICHAEL F.	COUNTY EXECUTIVE OFFICER	227,292
County Administrator	1.00	LAPONIS, JAMES T	DEP COUNTY EXEC OFFICER	151,762	No Longer with the County	0.00			0
County Administrator	1.00	CORTEZ, RONALD S.	DEP COUNTY EXEC OFFICER	151,762	No Longer with the County	0.00			0
County Administrator	1.00	MORGANTINI, RICHARD WAYNE	ADMIN ANALYST III	74,360	County Administrator	1.00	MORGANTINI, RICHARD WAYNE	ENTERPRISE LDR-GEN	74,880
County Administrator	1.00	KOON, NICOLE YVETTE ANIKI	ADMIN ANALYST IV	86,814	County Administrator	1.00	KOON, NICOLE YVETTE ANIKI	ENTERPRISE LDR-GEN	93,886
County Administrator	1.00	JAYASINGHE, JOHN D.	ADMIN ANALYST IV	95,914	County Administrator	1.00	JAYASINGHE, JOHN D.	ENTERPRISE LDR-GEN	99,268
County Administrator	1.00	ZAMBRANO, VICTOR M	ADMIN ANALYST IV	91,234	Social Services-Administration	0.00	Transferred to Social Services		0
County Administrator	1.00	TERRIS, SHAWN E.	ADMIN ANALYST IV	95,914	County Administrator	1.00	TERRIS, SHAWN E.	PROGRAM/BUS LDR-GEN	96,306
County Administrator	1.00	CHOLMONDELEY, ZANDRA	ADMIN ANALYST PRINCIPAL	105,430	No Longer with the County	0.00			0
County Administrator	1.00	CHRISTIANSSON, JETTE Y. III	BUSINESS MANAGER	95,914	County Administrator	1.00	CHRISTIANSSON, JETTE Y.	ENTERPRISE LDR-GEN	96,774
Total	12.00		Total	1,445,990	County Administrator	1.00	KATZ, RACHEL C	ENTERPRISE LDR-GEN	90,012
					County Administrator	1.00	FRIEDRICHSEN, SHARON M	ENTERPRISE LDR-GEN	104,390

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December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
					County Administrator	1.00	TIHOMIROVA, XENIA	ENTERPRISE LDR-GEN	84,630
					County Administrator	1.00	STILWELL, JASON	DEPT/CORP LDR-EXEC	175,084
					<b>Total</b>	<b>11.00</b>		<b>Total</b>	<b>1,321,606</b>
County Counsel	1.00	STARK, STEPHEN SHANE	COUNTY COUNSEL	178,022	No Longer with the County	0.00			
County Counsel	1.00	UNDERWOOD, STEPHEN D	CHIEF ASST COUNTY COUNSEL	138,710	County Counsel	1.00	UNDERWOOD, STEPHEN D	ASST DEPT LDR-ATTY/PHY	162,318
County Counsel	1.00	LIBBY, KAREN MARIE	BUSINESS MANAGER II	80,938	County Counsel	1.00	LIBBY, KAREN MARIE	PROGRAM/BUS LDR-GEN	83,382
	<b>3.00</b>		<b>Total</b>	<b>397,670</b>	County Counsel	1.00	MARSHALL, DENNIS ALAN	DEPT/CORP LDR-ATTY/PHY	190,008
					County Counsel	1.00	GHIZZONI, MICHAEL C	ASST DEPT LDR-ATTY/PHY	162,318
					County Counsel	1.00	RAMIREZ, ROMANA	TEAM/PROJECT LDR-GEN	81,068
					<b>Total</b>	<b>5.00</b>		<b>Total</b>	<b>679,094</b>
District Attorney	1.00	SNEDDON JR, THOMAS W	DISTRICT ATTORNEY	185,250	No Longer with the County	0.00			0
District Attorney	1.00	PINSKER, MARNIE B	ASST DIRECTOR DIST-ATTY	116,506	District Attorney	1.00	PINSKER, MARNIE B	ASST DEPT LDR-EXEC	120,588
District Attorney	1.00	MCKINLEY, PATRICK J	ASST DISTRICT ATTORNEY	138,710	No Longer with the County	0.00			0
District Attorney	1.00	STANLEY, CHRISTIE ANN	ASST DISTRICT ATTORNEY	138,710	District Attorney	1.00	STANLEY, CHRISTIE ANN	DEPT/CORP LDR-DIST ATTY	179,296
District Attorney	1.00	SLATTERY, JOANN M	BUSINESS MANAGER II	75,478	District Attorney	1.00	SLATTERY, JOANN M	PROGRAM/BUS LDR-GEN	78,130
District Attorney	1.00	HANSON, ERIC ALLIN	CHIEF TRIAL DEPUTY	135,174	District Attorney	1.00	HANSON, ERIC ALLIN	ASST DEPT LDR-ATTY/PHY	164,632
District Attorney	1.00	ALVAREZ, JOSE	DP MANAGER DEPT	82,576	District Attorney	1.00	ALVAREZ, JOSE	PROGRAM/BUS LDR-GEN	89,830

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December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
District Attorney	1.00	RHEINSCHILD, MEGAN	VICTIM WITNESS PROG MGR	79,352	District Attorney	1.00	RHEINSCHILD, MEGAN	PROGRAM/BUS LDR- GEN	82,134
District Attorney	1.00	SAUNDERS, DAVID MICHAEL	CRIMINAL INVEST CHIEF	117,546	District Attorney	1.00	SAUNDERS, DAVID MICHAEL	DA INVESTIGATOR CHIEF	128,336
	<b>Total</b>		<b>Total</b>	<b>1,069,302</b>					<b>164,060</b>
					District Attorney	1.00	MARTINEZ, EUGENE J	ATTY/PHY	154,206
					District Attorney	1.00	LYNN, JOSHUA E.	PROG/BUS LDR- ATTY	154,206
					District Attorney	1.00	BRAMSEN, ANN	PROG/BUS LDR- ATTY	154,206
						<b>Total</b>		<b>Total</b>	<b>1,315,418</b>
Fire	1.00	SCHERREI, JOHN M	FIRE CHIEF	156,364	No Longer with the County	0.00			0
Fire	1.00	FRANKLIN, THOMAS E	FIRE DEPUTY CHIEF	128,076	Fire	1.00	FRANKLIN, THOMAS E	DEPT/CORP LDR- FIRE	173,238
Fire	1.00	SCOTT, JAMES F	DP MANAGER DEPT EMERG SVCS MANAGER	95,914	Fire	1.00	SCOTT, JAMES F	PROGRAM/BUS LDR- GEN	98,774
Fire	1.00	CARTER, BRUCE A		103,350	No Longer with the County	0.00			0
Fire	1.00	PETERSON, ERIC L	FIRE BATT CHIEF STAFF	98,330	Fire	1.00	PETERSON, ERIC L	TEAM/PROJECT LDR- BATT CHF SHFT	121,445
Fire	1.00	HAHN, CHRISTIAN J	FIRE BATT CHIEF STAFF	108,645	Fire	1.00	HAHN, CHRISTIAN J	ASST DEPT LDR- FIRE	149,734
Fire	1.00	CHILDERS, CHRISTIAN ANDREW	FIRE BATT CHIEF SHIFT	108,647	Fire	1.00	CHILDERS, CHRISTIAN ANDREW	TEAM/PROJECT LDR- BATT CHF SHFT	120,857
Fire	1.00	ENOS, ELWOOD K	FIRE BATT CHIEF SHIFT	108,647	Fire	1.00	ENOS, ELWOOD K	TEAM/PROJECT LDR- BATT CHF SHFT	121,445
Fire	1.00	BELL, ROBERT M	FIRE BATT CHIEF SHIFT	98,330	Fire	1.00	BELL, ROBERT M	PROGRAM/BUS LDR- DIV CHIEF	135,460

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December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Fire	1.00	STOLL, STEPHEN R	FIRE BATT CHIEF SHIFT	98,330	Fire	1.00	STOLL, STEPHEN R	TEAM/PROJECT LDR-BATT CHF SHFT	121,445
Fire	1.00	TODD, RICHARD H	FIRE BATT CHIEF SHIFT	98,330	Fire	1.00	TODD, RICHARD H	PROGRAMBUS LDR-DIV CHIEF	133,198
Fire	1.00	MONEYMAKER, MARVIN M	FIRE BATT CHIEF SHIFT	108,647	No Longer with the County	0.00			0
Fire	1.00	MCINTOSH, MICHAEL J	FIRE BATT CHIEF SHIFT	108,647	Fire	1.00	MCINTOSH, MICHAEL J	TEAM/PROJECT LDR-BATT CHF SHFT	120,271
Fire	1.00	THOMAS, CRAIG R	FIRE DIVISION CHIEF	121,862	No Longer with the County	0.00			0
Fire	1.00	SCHMITT, MARK E	FIRE DIVISION CHIEF	121,862	Fire	1.00	SCHMITT, MARK E	PROGRAMBUS LDR-DIV CHIEF	143,780
Fire	1.00	COLEMAN, RANDY D	FIRE DIVISION CHIEF	121,862	No Longer with the County	0.00			0
Fire	1.00	SAUER, DIANE S	FISCAL MANAGER DEPT	95,914	Fire	1.00	SAUER, DIANE S	PROGRAMBUS LDR-GEN	98,774
Fire	1.00	PATRICK, CAROL L	HUMAN RESOURCES MGR DEPT	80,938	Fire	1.00	PATRICK, CAROL L	PROGRAMBUS LDR-GEN	83,382
	Total		Total	1,962,692	Fire	1.00	HOBBS, STEVEN L	TEAM/PROJECT LDR-BATT CHF STF	112,884
					Fire	1.00	JOYNER, PATRICK S	TEAM/PROJECT LDR-BATT CHF STF	98,384
					Fire	1.00	KURAS, GERALD PATRICK	TEAM/PROJECT LDR-BATT CHF SHFT	116,480
					Total	16.00	Total	Total	1,949,551
General County Programs	1.00	LUNN, MARK ANTHONY	EMERGENCY OPERATIONS CHIEF	129,116	No Longer with the County	0.00			0
General County Programs	1.00	BOYER, WILLIAM HENRY	COMMUNICATIONS DIRECTOR	127,452	General County Programs	1.00	BOYER, WILLIAM HENRY	ASST DEPT LDR-EXEC	131,274

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
General County Programs	1.00	GOLDSTEIN, BENJAMIN H	PROJECT MANAGER COUNTY EXEC OFFICE I	87,230	No Longer with the County	0.00			0
General County Programs	1.00	FRIEDRICHSEN, SHARON M	PROJECT MANAGER COUNTY EXEC OFFICE I	91,702	County Administrator	0.00	Transferred to County Administrator		0
General County Programs	1.00	JOHNSON, DEREK JASON	PROJECT MANAGER COUNTY EXEC OFFICE I	101,322	Planning & Development	0.00			0
General County Programs	1.00	MATSON, DAVID LEE	PROJECT MANAGER COUNTY EXEC OFFICE I	82,992	Planning & Development	0.00			0
General County Programs	0.75	HUFSCHMID, JOY ORR	PROJECT MANAGER COUNTY EXEC OFFICE I	65,416	Planning & Development	0.00			0
General County Programs	1.00	MCINNES, JOHN	PROJECT MANAGER COUNTY EXEC OFFICE I	121,238	Planning & Development	0.00			0
	<b>Total</b>		<b>Total</b>	<b>806,468</b>	General County Programs	1.00	MCCARTHY, KIMBRA CAYWOOD	ENTERPRISE LDR- GEN	85,020
					Office of Emergency Services	1.00	HARRIS, MICHAEL D MANUEL, BERNARD	DEPT/CORP LDR- EXEC	133,432
					Office of Emergency Services	1.00	ANTHONY	ADMINISTRATIVE LDR-GEN	65,598
					Office of Emergency Services	1.00	ABRAMS, RICHARD N.	PROGRAM/BUS LDR- GEN	73,216
					Office of Emergency Services	1.00	MCAMIS JR, JAY CARL	PROGRAM/BUS LDR- GEN	73,216
					Office of Emergency Services	1.00	GUZZARDI, JOSEPH E	PROGRAM/BUS LDR- GEN	73,216
					Office of Emergency Services	1.00	ARNDT, ELSA	PROGRAM/BUS LDR- GEN	73,216
					General County Programs	1.00	MOTTA, SILVIO L	TEAM/PROJECT LDR- GEN	81,406

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
					General County Programs	1.00	LINDGREN, JEFFREY K	TEAM/PROJECT LDR- GEN	84,188
					Total	10.00	Total	Total	873,782
General Services	1.00	NISBET, ROBERT B	GENERAL SERVICES DIRECTOR	138,710	General Services	1.00	NISBET, ROBERT B	DEPT/CORP LDR- EXEC	153,972
General Services	1.00	ROGERS, LUCI	ASST GEN SERV DIR- SUPPORT	116,506	General Services	1.00	ROGERS, LUCI	ASST DEPT LDR- EXEC	119,990
General Services	1.00	LANGLANDS, TREVOR	ASST GEN SERV DIR- SUPPORT	110,838	General Services	1.00	LANGLANDS, TREVOR	ASST DEPT LDR- EXEC	119,060
General Services	1.00	MILEI, DANIELA	ASST GEN SERV DIR- TECH	120,042	IT-General Fund Units	0.00	Transferred to General County Programs		0
General Services	1.00	DUGGAN, BRIAN	BUSINESS MANAGER III	95,914	General Services	1.00	DUGGAN, BRIAN	PROGRAM/BUS LDR- GEN	98,774
General Services	1.00	MOTTA, SILVIO L	GATV/PUBLIC INFO MANAGER	66,976	General County Programs	0.00	Transferred to IT-General Fund Units		0
General Services	1.00	TORRES, YVONNE	HUMAN RESOURCES MGR DEPT	69,706	General Services	1.00	TORRES, YVONNE	PROGRAM/BUS LDR- GEN	79,326
General Services	1.00	SLAYMAN, JENNIFER	PM E-GOVERNMENT	101,322	IT-General Fund Units	0.00	Transferred to IT-General Fund Units		0
General Services	1.00	HANSCH	PM-PROGRESS	77,012	General Services	1.00	HAPEMAN, ROY	TEAM/PROJECT LDR- GEN	83,382
General Services	1.00	HAPEMAN, ROY	PM-PROGRESS IMPROVE G/S	94,016	IT-COM 1919 Fund Units	0.00	Transferred to IT-COM 1919 Fund Units		0
General Services- Communication	1.00	EVANS, MITCHELL KURT	COMMUNICATIONS MANAGER	91,234	General Services- Facilities	1.00	WILLIAMS, JACK T	PROGRAM/BUS LDR- GEN	93,990
General Services- Facilities	1.00	WILLIAMS, JACK T	FACILITIES MANAGER	95,914	General Services- Facilities	1.00	WILLIAMS, GRADY W	PROGRAM/BUS LDR- GEN	103,844
General Services- Facilities	1.00	WILLIAMS, GRADY W	PM CAPITAL IMPROVEMENT	85,254	General Services- Facilities	1.00	WILLIAMS, GRADY W	PROGRAM/BUS LDR- GEN	87,828
General Services- Facilities	1.00	CARLENTINE, RONE E	REAL PROPERTY DIV MGR	105,430	No Longer with the County	0.00	CARLENTINE, RONE E	PROGRAM/BUS LDR- GEN	0
General Services-ITS	1.00	LEWIS, MAUREEN V	EDP CUSTOMER SUPPORT MGR						

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
General Services-ITS	1.00	HERNANDEZ, VIRGINIA	EDP NETWORK & OPS MANAGER	90,792	No Longer with the County	0.00			0
General Services-ITS	1.00	LEAVER, ROBERT G.	EDP TECHNICAL SUPPORT MGR	105,430	IT-General Fund Units	0.00	Transferred to IT-General Fund Units		0
General Services-ITS	1.00	SNYDER III, JOHN H	EDP TECHNICAL SUPPORT MGR	105,430	IT-General Fund Units	0.00	Transferred to IT-General Fund Units		0
General Services-Liability	1.00	RAUCH, MARIANNE E	RISK ANALYST	75,478	General Services-Liability	1.00	RAUCH, MARIANNE E	ADMINISTRATIVE LDR-GEN	75,478
General Services-Liability	1.00	MILLER, JULIE A.	RISK ANALYST	75,478	General Services-Liability	1.00	MILLER, JULIE A.	ADMINISTRATIVE LDR-GEN	75,478
General Services-Liability	1.00	AROMATORIO, RAY JOHN	RISK PROGRAM ADMIN	96,382	General Services-Liability	1.00	AROMATORIO, RAY JOHN	PROGRAM/BUS LDR-GEN	99,268
General Services-Purchasing	1.00	MC MILLIN, JOHN HALSELL	PURCHASING MANAGER	87,672	General Services-Purchasing	1.00	MC MILLIN, JOHN HALSELL	PROGRAM/BUS LDR-GEN	90,298
General Services-Vehicle	1.00	GUENTHART, MITCH A	FLEET MANAGER	87,230	General Services-Vehicle	1.00	GUENTHART, MITCH A	PROGRAM/BUS LDR-GEN	90,298
General Services-Workers Comp	1.00	WAGSTAFF, LEONETTA	RISK ANALYST	75,478	General Services-Workers Comp	1.00	WAGSTAFF, LEONETTA	ADMINISTRATIVE LDR-GEN	75,478
General Services-Workers Comp	1.00	KRICK, DALE F	RISK ANALYST	75,478	No Longer with the County	0.00			0
General Services-Workers Comp	1.00	ROJAS, ROSA	RISK ANALYST	71,812	General Services-Workers Comp	1.00	ROJAS, ROSA	ADMINISTRATIVE LDR-GEN	75,478
General Services-Workers Comp	1.00	ROBLES, JULIE ANN	RISK ANALYST SR.	79,352	General Services-Workers Comp	1.00	ROBLES, JULIE ANN	TEAM/PROJECT LDR-GEN	81,718
General Services-Workers Comp	1.00	WILKINS, ROBIN GLEYZAL	RISK FISCAL ADMIN	96,382	IT-General Fund Units	0.00			0
General Services-Workers Comp	1.00	OVERGAARD, ROBERTA M	RISK PROGRAM ADMIN	96,382	General Services-Workers Comp	1.00	OVERGAARD, ROBERTA M	PROGRAM/BUS LDR-GEN	99,762
General Services-Workers Comp	1.00	HAYES, MARIE MOORE	SAFETY OFFICER	68,328	No Longer with the County	0.00			0
Total	29.00		Total	2,655,978	General Services-Utilities	1.00	MC FERRAN, GERALD BRADY	TEAM/PROJECT LDR-GEN	81,718
					General Services-Reprographics	1.00	LOPEZ, RUDY C	ADMINISTRATIVE LDR-GEN	50,466

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
					General Services	1.00	THOMPSON, ANNE	ENTERPRISE LDR-GEN	103,350
					General Services-Workers Comp	1.00	WELLS-AHTYE, DEBORAH ANN	TEAM/PROJECT LDR-GEN	81,718
					General Services-Workers Comp	1.00	INGRAHAM, WALTER J	TEAM/PROJECT LDR-GEN	66,950
						<b>Total</b>		<b>Total</b>	<b>2,088,424</b>
						0.00			
Housing & Community Development	1.00	GABEL, PATRICIA M	HOUSING & COMM: DEV DIV MGR	100,308	Housing & Community Development	1.00	GABEL, PATRICIA M	ENTERPRISE LDR-GEN	103,818
Housing & Community Development	1.00	REED, WILLIAM O'NEIL	HOUSING & COMM: DEV DIV MGR	100,308	No Longer with the County	0.00			0
	<b>2.00</b>		<b>Total</b>	<b>200,616</b>	Housing & Community Development	1.00	TORELL, JOHN J.	DEPT/CORP LDR-EXEC	161,568
					Housing & Community Development	1.00	COSKI, CHRISTA S.	ENTERPRISE LDR-GEN	86,658
						<b>Total</b>		<b>Total</b>	<b>352,144</b>
Human Resources	1.00	PAUL, SUSAN LYNNE	ASST CEO/HR DIRECTOR	141,518	Human Resources	1.00	PAUL, SUSAN LYNNE	DEPT/CORP LDR-EXEC	175,084
Human Resources	1.00	DUER, THERESA H	DEP HUMAN RESOURCES DIR	105,430	Human Resources	1.00	DUER, THERESA H	ASST DEPT LDR-EXEC	119,470
Human Resources	1.00	GRISALES, MELISSA MARIE	ASST HUMAN RESOURCES DIR	104,910	Human Resources	1.00	GRISALES, MELISSA MARIE	ASST DEPT LDR-EXEC	115,414
Human Resources	1.00	MUTH, JERI R	ASST HUMAN RESOURCES DIR	115,934	Human Resources	1.00	MUTH, JERI R	ASST DEPT LDR-EXEC	137,982
Human Resources	1.00	NGUYEN, DON V.	HUMAN RESOURCES ANALYST SR	85,098	Human Resources	1.00	NGUYEN, DON V.	PROGRAM/BUS LDR-GEN	92,014
Human Resources	0.80	NICOLL, MONA M	HUMAN RESOURCES ANALYST SR	68,068	No Longer with the County	0.00			0



Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Human Resources	1.00	PISANO, JOSEPH M	HUMAN RESOURCES ANALYST SR	85,098	Human Resources	1.00	PISANO, JOSEPH M	ENTERPRISE LDR-GEN	96,408
Human Resources	1.00	PYPER, PIETER ANDREAS	HUMAN RESOURCES ANALYST SR	80,938	Human Resources	1.00	PYPER, PIETER ANDREAS	PROGRAM/BUS LDR-GEN	87,204
Human Resources	1.00	THOMPSON, ANNE	PM EMPLOYEES UNIVERSITY	87,672	General Services	0.00	Transferred to General Services		0
Human Resources	1.00	TIHOMIROVA, XENIA	ADMIN ANALYST II	71,812	County Administrator	0.00	Transferred to County Administrator		0
Human Resources	1.00	TURNBULL, ALAN JAMES	EMPLOYEE BENEFITS MANAGER	100,308	Human Resources	1.00	TURNBULL, ALAN JAMES	PROGRAM/BUS LDR-GEN	103,064
Human Resources	1.00	VILLEGAS, ARIANA C	EQUAL OPPORTUNITY/AA OFCR	82,160	Human Resources	1.00	ALVAREZ, ARIANA CHRISTINA	PROGRAM/BUS LDR-GEN	88,972
	11.80		Total	1,128,946	Human Resources	1.00	CRONQUIST, TARAH MICHELE	PROGRAM/BUS LDR-GEN	79,326
					Human Resources	1.00	BEDNAR, CATHERINE E	TEAM/PROJECT LDR-GEN	58,890
					Human Resources	1.00	KEAN, SUSAN	TEAM/PROJECT LDR-GEN	59,680
					Human Resources	1.00	JANABAJAB, ALMA LAUDATO	ADMINISTRATIVE LDR-GEN	65,052
					Human Resources	1.00	BOZANICH, DENNIS	ENTERPRISE LDR-GEN	91,702
					Human Resources	1.00	FOHM, CRYSTAL D	ENTERPRISE LDR-GEN	96,306
						15.00	Total	Total	1,478,568
Information Technology Department					IT-COM 1919 Fund Units	1.00	EVANS, MITCHELL KURT	PROGRAM/BUS LDR-GEN	103,324
Information Technology Department					IT-COM 1919 Fund Units	1.00	THORNTON, CARL J	TEAM/PROJECT LDR-GEN	78,546

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Information Technology Department					IT-General Fund Units	1.00	SLAYMAN, JENNIFER	ENTERPRISE LDR-GEN	113,022
Information Technology Department					IT-General Fund Units	1.00	HANSCH WILLIAM	ENTERPRISE LDR-GEN	97,552
Information Technology Department					IT-General Fund Units	1.00	HUNT, ZACHARIAS	DEPT/CORP LDR-EXEC	184,366
Information Technology Department					IT-General Fund Units	1.00	NAGY, SALLY	ASST DEPT LDR-EXEC	123,630
Information Technology Department					IT-General Fund Units	1.00	MILEI, DANIEL A	EXEC	99,268
Information Technology Department					IT-General Fund Units	1.00	WILKINS, ROBIN GLEYZAL	PROGRAM/BUS LDR-GEN	108,602
Information Technology Department					IT-ITS 1915 Fund Units	1.00	LEAVER, ROBERT G.	PROGRAM/BUS LDR-GEN	108,082
Information Technology Department					IT-ITS 1915 Fund Units	1.00	SNYDER III, JOHN H	PROGRAM/BUS LDR-GEN	103,818
Information Technology Department					IT-ITS 1915 Fund Units	1.00	BUTTERFIELD, VIRGINIA MERIDETH	PROGRAM/BUS LDR-GEN	105,638
Information Technology Department					IT-ITS 1915 Fund Units	1.00	JOHNSON, GAIL S	PROGRAM/BUS LDR-GEN	1,225,848
					Total	11.00		Total	
Mental Health Services	1.00	BRÖDERICK, JAMES L	ADMHS DIRECTOR	170,196	No Longer with the County	0.00			0
Mental Health Services	1.00	RODRIGUEZ, ALBERT	ADMHS ASST DIR- ALC/DRUG PRGMS	116,506	Mental Health Services	1.00	RODRIGUEZ, ALBERT	ASST DEPT LDR-EXEC	116,506
Mental Health Services	1.00	GOTTLIEB, NANCY	ADMHS PROGRAM MGR-II	79,352	Alcohol and Drug Programs	1.00	GOTTLIEB, NANCY	PROGRAM/BUS LDR-GEN	97,344
Mental Health Services	1.00	GARRITY, MARIANNE	ASST ADMHS DIR- ADMIN	116,506	Mental Health Services	1.00	GARRITY, MARIANNE	ASST DEPT LDR-EXEC	147,680
Mental Health Services	1.00	DAVIS, R JEFFREY	ASST ADMHS DIR- MEDICAL	165,178	No Longer a County Manager	0.00			0
Mental Health Services	1.00	GARCIA, HEIDI ANNA	ASST ADMHS DIR- PROGRAMS	116,506	No Longer with the County	0.00			0
Mental Health Services	1.00	GRIMMSEY-KIRK, SUZANNE	ADMHS DIVISION MGR	100,308	Mental Health Services	1.00	GRIMMSEY-KIRK, SUZANNE	ENTERPRISE LDR-GEN	114,192

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Mental Health Services	1.00	WALTON, ROBERT L	ADMHS DIVISION MGR	100,308	No Longer with the County	0.00			0
Mental Health Services	1.00	TRUMAN, JOHN R	ADMHS DIVISION MGR	100,308	Mental Health Services	1.00	TRUMAN, JOHN R	ENTERPRISE LDR-GEN	102,310
Mental Health Services	1.00	VESPER, ANDREW FREDRICK	ADMHS PROGRAM MGR I	73,996	Mental Health Services	1.00	VESPER, ANDREW FREDRICK	TEAM/PROJECT LDR-GEN	80,496
Mental Health Services	1.00	ZIMMER, CHARLES E	ADMHS PROGRAM MGR II	87,672	No Longer with the County	0.00			0
Mental Health Services	1.00	TUTTLE, LINDA	ADMHS PROGRAM MGR II	75,478	Mental Health Services	1.00	TUTTLE, LINDA	TEAM/PROJECT LDR-GEN	81,718
Mental Health Services	1.00	JANSEN, LOUISE ANN	ADMHS PROGRAM MGR II	87,672	Mental Health Services	1.00	JANSEN, LOUISE ANN	TEAM/PROJECT LDR-GEN	93,600
Mental Health Services	1.00	LEONARD, MAUREEN C.	ADMHS PROGRAM MGR II	87,672	No Longer with the County	0.00			0
Mental Health Services	1.00	WHITELEY, SCOTT	ADMHS PROGRAM MGR II	87,672	Mental Health Services	1.00	WHITELEY, SCOTT	TEAM/PROJECT LDR-GEN	89,414
Mental Health Services	1.00	LITWIN, WALTER JOHN	ADMHS PROGRAM MGR II	83,408	No Longer with the County	0.00			0
Mental Health Services	1.00	KWOCK, LEONARD	ADMHS PROGRAM MGR II	87,672	Mental Health Services	1.00	KWOCK, LEONARD	TEAM/PROJECT LDR-GEN	89,414
Mental Health Services	1.00	PATARIAS, ELODIE H	ADMHS PROGRAM MGR II	87,672	Mental Health Services	1.00	PATARIAS, ELODIE H	TEAM/PROJECT LDR-GEN	89,414
Mental Health Services	1.00	IREYNA-COFFIN, GUADALUPE	CHIEF FINANCIAL OFFICER	105,430	No Longer with the County	0.00			0
Mental Health Services	1.00	FAHEY, DANA PATRICK	DP MANAGER DEPT SR	90,792	Mental Health Services	1.00	FAHEY, DANA PATRICK	PROGRAM/BUS LDR-GEN	103,818
Mental Health Services	1.00	THOMAS, ERNEST	FACILITIES MANAGER DEPT	73,632	Mental Health Services	1.00	THOMAS, ERNEST	TEAM/PROJECT LDR-GEN	76,206
Mental Health Services	1.00	RICHARDSON, METTIE GRACE	FISCAL MANAGER, DEPT	82,576	No Longer with the County	0.00			0
Mental Health Services	1.00	SWANSON, LYNDI	HUMAN RESOURCES MGR DEPT	80,938	Mental Health Services	1.00	SWANSON, LYNDI	PROGRAM/BUS LDR-GEN	82,966
Mental Health Services	1.00	RODRIGUEZ, REFUJIO	ADMHS PROGRAM MGR I	81,770	Mental Health Services Act	1.00	RODRIGUEZ, REFUJIO	PROGRAM/BUS LDR-GEN	88,642

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
	Total		Total	2,339,220	Mental Health Services	1.00	DETRICK, ANN	DEPT/CORP LDR-EXEC	164,996
					Mental Health Services	1.00	FELICIANO, EDWIN A	ASST DEPT LDR-ATTY/PHY	220,480
					Mental Health Services	1.00	ALVAREZ, THOMAS	EXEC	130,572
					Mental Health Services	1.00	JACOBS, JULIE	PROGRAM/BUS LDR-GEN	116,480
					Mental Health Services	1.00	METCALF, KARIN HEIDI	TEAM/PROJECT LDR-GEN	74,854
					Mental Health Services	1.00	TOMA, CHRISTINA L	PROGRAM/BUS LDR-GEN	75,608
					Mental Health Services	1.00	ZEITZ, LAURA L.	PROGRAM/BUS LDR-GEN	111,904
					Total	22.00	Total	Total	2,348,814
Non Departmental/Prop 10	1.00	WHEATLEY, PATRICIA LOUISE	CHILDREN & FAMILY SVCS DIR	105,430	Non Departmental/Prop 10	1.00	WHEATLEY, PATRICIA LOUISE	ASST DEPT LDR-EXEC	116,896
Non Departmental/Prop 10	1.00	SIMS-MOTEN, GEORGETTE	BUSINESS/MANAGER II	66,300	Non Departmental/Prop 10	1.00	SIMS-MOTEN, GEORGETTE	PROGRAM/BUS LDR-GEN	79,716
Non Departmental/Prop 10	1.00	MONAHAN, EILEEN M	EARLY CARE & EDUC PROG MGR	77,012	Non Departmental/Prop 10	1.00	MONAHAN, EILEEN M	ENTERPRISE LDR-GEN	82,966
Non Departmental/Prop 10	1.00	BATH, CHRISTINA DIANE	EARLY CARE & EDUC PROG MGR	69,706	No Longer with the County	0.00			0
	Total		Total	318,448	Non Departmental/Prop 10	1.00	PAZ, PEDRO	ENTERPRISE LDR-GEN	99,112
					Total	4.00	Total	Total	378,690
Parks	1.00	STILWELL, JASON	PARKS DIRECTOR	114,764	County Administrator	0.00	Transferred to County Administrator		0
Parks	1.00	STONE, JEFFREY E.	DEP PARK DIRECTOR	98,826	Parks	1.00	STONE, JEFFREY E	ASST DEPT LDR-EXEC	110,058
Parks	1.00	ISAAC, JAMES MACLEAN	DEP PARK DIRECTOR	89,440	No Longer with the County	0.00			0

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Parks	1.00	GIBSON, MICHAEL J	BUSINESS MANAGER III	95,914	Parks	1.00	GIBSON, MICHAEL J.	PROGRAM/BUS LDR-GEN	98,774
Parks	1.00	LINDLEY, JOHN RICHARD	PARK OPERATIONS MANAGER	66,638	Parks	1.00	LINDLEY, JOHN RICHARD	TEAM/PROJECT LDR-GEN	72,150
Parks	1.00	MEDEIROS, MITCHELL A	PARK OPERATIONS MANAGER	73,632	Parks	1.00	MEDEIROS, MITCHELL A	TEAM/PROJECT LDR-GEN	83,434
Parks	1.00	OLGIN, DONALD J	PARK OPERATIONS MANAGER	73,632	No Longer with the County	0.00			0
Parks	0.75	LUND, COLEEN A	PM CAPITAL IMPROVEMENT	79,482	No Longer with the County	0.00			0
Parks-Arts Commission	0.80	BRUSH, VIRGINIA H.	EXEC DIR-SB ARTS COMM	57,460	Parks-Arts Commission	1.00	BRUSH, VIRGINIA H.	TEAM/PROJECT LDR-GEN	77,375
	<b>Total</b>		<b>Total</b>	<b>749,788</b>		<b>Total</b>		<b>Total</b>	<b>796,458</b>
Planning & Dev Building/Safety	1.00	ZIMMER, MICHAEL J.	PLANNING/DEV/DEP DIR	108,654	Planning & Dev-Building/Safety	1.00	ZIMMER, MICHAEL J.	PROGRAM/BUS LDR-GEN	111,904
Planning & Development	1.00	BLACK, DIANNE MEESTER	DIR	126,178	Planning & Development	1.00	BLACK, DIANNE MEESTER	ASST DEPT LDR-EXEC	144,118
Planning & Development	0.80	WATSON, BETSY BLAINE ELLISON, KRISTOFFER MARK	BUSINESS MANAGER II	64,766	Planning & Development	0.80	WATSON, BETSY BLAINE ELLISON, KRISTOFFER MARK	PROGRAM/BUS LDR-GEN	75,192
Planning & Development	1.00	ABRESCH, ZORAIDA	DP MANAGER/DEPT PLANNING/DEV/DEP DIR	95,914	Planning & Development	1.00	ABRESCH, ZORAIDA	PROGRAM/BUS LDR-GEN	95,914
Planning & Development	1.00	MASON, STEPHEN H CHRISTENSEN, JENNIFER C	DIR-ADM PM COUNTY EXEC OFFICE I	98,332	Planning & Development	1.00	MASON, STEPHEN H	PROGRAM/BUS LDR-GEN	106,470
Planning & Development	1.00			108,654	Planning & Development	1.00	MASON, STEPHEN H	PROGRAM/BUS LDR-GEN	111,904
Planning & Development	1.00			101,322	Auditor-Controller	0.00	Transferred to Auditor-Controller		0

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Planning & Dev-Energy	1.00	ANTHONY, DOUGLAS K	PLANNING/DEV DEP DIR	98,332	Planning & Dev-Energy	1.00	ANTHONY, DOUGLAS K	PROGRAM/BUS LDR-GEN	106,470
					Planning & Development	1.00	LIU, LINDA	ENTERPRISE LDR-GEN	77,116
					Planning & Development	1.00	MATSON, DAVID LEE	ENTERPRISE LDR-GEN	110,240
					Planning & Development	0.75	HUFSCHMID, JOY ORR	ENTERPRISE LDR-GEN	73,866
					Planning & Development	1.00	MCINRES, JOHN	DEPT/CORP LDR-EXEC	162,448
					Planning & Development	1.00	JOHNSON, DEREK JASON	ASST DEPT LDR-EXEC	128,128
					Planning & Development	1.00	WARD, DAVID B	ENTERPRISE LDR-GEN	108,810
						12.55		Total	1,412,580
Probation-Institutions	1.00	TAYLOR, BEVERLY ANN	PROBATION MANAGER	95,914	Probation-Officer	1.00	TAYLOR, BEVERLY ANN	ASST DEPT LDR-PROB/SAFETY	115,570
Probation-Institutions	1.00	HEITMAN, TANJA A.	PROBATION MANAGER	86,814	Probation-Officer	1.00	HEITMAN, TANJA A.	PROGRAM/BUS LDR-PROB	99,164
Probation-Institutions	1.00	WHEELER, KAREN	PROBATION MANAGER	95,914	Probation-Officer	1.00	WHEELER, KAREN	ASST DEPT LDR-PROB/SAFETY	115,154
Probation-Institutions	1.00	LANGSTON	PROBATION MANAGER	82,576	No Longer A County Employee	0.00	LANGSTON		0
Probation-Institutions	1.00	CLEARY, MICHAEL F	DEPT CHIEF	116,506	Probation-Officer	1.00	STEWART, PATRICIA JOAN	DEPT/CORP LDR-PROBATION	159,094
Probation-Officer	1.00	STEWART, PATRICIA JOAN	PROBATION OFFCR	105,430	Probation-Officer	1.00	JOAN	ASST DEPT LDR-EXEC	114,582
Probation-Officer	1.00	SILVA, JEAN A	CHIEF FINANCIAL OFFICER	100,308	Probation-Officer	1.00	SILVA, JEAN A	PROGRAM/BUS LDR-GEN	103,818
Probation-Officer	1.00	KUO, JOHN	DP MANAGER DEPT SR	87,672	Probation-Officer	1.00	KUO, JOHN	PROGRAM/BUS LDR-GEN	90,298
Probation-Officer	1.00	BALL, PATRICIA J	PM PROBATION COLLECTIONS	82,576	Probation-Officer	1.00	BALL, PATRICIA J	PROGRAM/BUS LDR-GEN	99,164
Probation-Officer	1.00	DELIRA, STEVEN	PROBATION MANAGER		Probation-Institutions	1.00	DELIRA, STEVEN	PROGRAM/BUS LDR-PROB	

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Probation-Officer	1.00	DEUPREE, ROBIN SCOTT	CHIEF PROBATION OFFICER	149,500	No Longer with the County	0.00			0
Probation-Officer	1.00	CONOLEY, MARTIN O	DEP CHIEF PROBATION OFFICER	110,838	No Longer with the County	0.00			0
Probation-Officer	1.00	DURAN CONN, GEORGINA	DEP CHIEF PROBATION OFFICER	116,506	No Longer with the County	0.00			0
Probation-Officer	1.00	RAY, CARTER W	FISCAL MANAGER, DEPT	95,914	No Longer with the County	0.00			0
Probation-Officer	1.00	PIPERSBURG, LILLIAN R	PROBATION MANAGER	82,576	No Longer with the County	0.00			0
Probation-Officer	1.00	BRICKLEY, MARK P	PROBATION MANAGER	78,572	No Longer with the County	0.00			0
Probation-Officer	1.00	HERMRECK, GAIL L	PROBATION MANAGER	86,814	No Longer with the County	0.00			0
Probation-Officer	1.00	BOYD, PATRICK J	PROBATION MANAGER	86,814	No Longer with the County	0.00			0
	<b>Total</b>			<b>1,661,244</b>					
					Probation-Officer	1.00	FLETCHER, DAMON M	ENTERPRISE LDR-GEN	84,370
					Probation-Institutions	1.00	STANLEY, WENDY JEANNE	PROGRAM/BUS LDR-PROB	88,998
					Probation-Institutions	1.00	SWANSON, BRIAN C	PROGRAM/BUS LDR-PROB	86,710
					Probation-Officer	1.00	CAMERON, MICHAEL	PROGRAM/BUS LDR-GEN	85,046
					Probation-Officer	1.00	BETHEL, LEE ANN	PROGRAM/BUS LDR-PROB	88,998
					Probation-Officer	1.00	FARRAH, DEAN J	PROGRAM/BUS LDR-PROB	88,582
					Probation-Officer	1.00	BENNETT, HEATHER DYAN	PROGRAM/BUS LDR-PROB	88,582
					<b>Total</b>	<b>15.00</b>		<b>Total</b>	<b>1,508,130</b>
Public Defender	1.00	PARASKOU, GREG	PUBLIC DEFENDER	161,122	Public Defender	1.00	PARASKOU, GREG	DEPT/CORP LDR-ATTY/PHY	183,352

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Public Defender	1.00	VOYSEY, JAMES KENNETH	ASST PUBLIC DEFENDER	138,710	Public Defender	1.00	VOYSEY, JAMES KENNETH	ASST DEPT LDR- ATTY/PHY	163,124
Public Defender	1.00	MONTE DE OCA, RAIMUNDO	ASST PUBLIC DEFENDER	138,710	Public Defender	1.00	MONTE DE OCA, RAIMUNDO	ASST DEPT LDR- ATTY/PHY	163,124
Public Defender	1.00	BEEMAN, PAULA	BUSINESS MANAGER II	80,938	Public Health	0.00	Transferred to Public Health (No Longer a Mgr)		0
Public Defender	1.00	LYONS PRUITT, LAWANDA	PUBLIC DEFENDER INVEST II	87,672	Public Defender	1.00	LYONS PRUITT, LAWANDA	PROGRAMBUS LDR- GEN	90,740
	5.00		Total	607,152	Public Defender	1.00	STOCKER, RICHARD EDWARD	PROGRAMBUS LDR- GEN	87,204
						5.00	Total	Total	687,544
Public Health	1.00	SCHULMAN, ELLIOT	PUBLIC HLTH DIR/HLTH OFFCR	177,138	Public Health	1.00	SCHULMAN, ELLIOT	DEPT/CORP LDR- ATTY/PHY	212,108
Public Health	1.00	LYNCH, EARL H	MEDICAL DIRECTOR	165,178	No Longer with the County	0.00			0
Public Health	1.00	HARRIS, MICHAEL D	PUBLIC HEALTH DEPUTY DIR	103,350	General County Programs	0.00	Transferred to General Co Programs		0
Public Health	1.00	OVERBAUGH, JANE A	PUBLIC HEALTH DEPUTY DIR	120,042	No Longer with the County	0.00			0
Public Health	1.00	MICKIEWICZ, MICHELE	PUBLIC HEALTH DEPUTY DIR	120,042	Public Health	1.00	MICKIEWICZ, MICHELE	ASST DEPT LDR- EXEC	126,308
Public Health	1.00	JACOBSON, SUZANNE	CHIEF FINANCIAL OFFICER	105,430	Public Health	1.00	JACOBSON, SUZANNE	ASST DEPT LDR- EXEC	123,318
Public Health	1.00	ALVAREZ, FRANK	DEP HLTH OFCR/MEDICAL DIR	154,050	Public Health	1.00	ALVAREZ, FRANK	PROG/BUS LDR-PHY	170,534
Public Health	1.00	FERRARI, CAROLE L	DIRECTOR OF NURSING	100,724	No Longer with the County	0.00			0
Public Health	1.00	FEARON, ANNE MARIE	DP MANAGER DEPT SR	100,308	Public Health	1.00	FEARON, ANNE MARIE	ASST DEPT LDR- EXEC	120,692
Public Health	1.00	FRANKLIN, HENRY C	FACILITIES MANAGER DEPT	73,632	No Longer with the County	0.00			0
Public Health	1.00	KASEHAGEN, ALAN T	HUMAN RESOURCES MGR DEPT	80,938	Public Health	1.00	KASEHAGEN, ALAN T	ENTERPRISE LDR- GEN	91,728



Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Public Health	1.00	SNYDER, ELIZABETH ANN	PM COUNTY EXEC OFFICE I	101,322	Public Health	1.00	SNYDER, ELIZABETH ANN	ASST DEPT LDR-EXEC	127,556
Public Health	1.00	JOHNS, SYLVIA K	PUBLIC HEALTH PROGRAM MGR	92,066	No Longer with the County	0.00			0
Public Health	1.00	ROSENBERG, NANCY JEAN	PUBLIC HEALTH PROGRAM MGR	83,330	No Longer with the County	0.00			0
Public Health	1.00	PATTERSON, ANNE M	PUBLIC HEALTH PROGRAM MGR	92,066	Public Health	1.00	PATTERSON, ANNE M	PROGRAM/BUS LDR-GEN	99,580
Public Health	1.00	KASEHAGEN, ELIZABETH ANN	PUBLIC HEALTH PROGRAM MGR	92,066	No Longer with the County	0.00			0
Public Health	1.00	BATSON, PAIGE A	PUBLIC HEALTH PROGRAM MGR	92,066	Public Health	1.00	BATSON, PAIGE A	PROGRAM/BUS LDR-GEN	99,580
Public Health	1.00	SCOTT, LOU ELLEN	REGIONAL CLINIC MANAGER	79,274	Public Health	1.00	SCOTT, LOU ELLEN	PROGRAM/BUS LDR-GEN	99,580
Public Health	1.00	GRIM, JOYCE L	REGIONAL CLINIC MANAGER	92,066	No Longer with the County	0.00			0
Public Health	1.00	NOEL, CASSI FAYE	REGIONAL CLINIC MANAGER	87,594	No Longer with the County	0.00			0
Public Health	1.00	PENNY, LINDA ANN	REGIONAL CLINIC MANAGER	92,066	Public Health	1.00	PENNY, LINDA ANN	PROGRAM/BUS LDR-GEN	105,066
Public Health	1.00	FRUIZ, SHERI RENE	UTILIZATION REVIEW MANAGER	79,274	No Longer with the County	0.00			0
Public Health-Animal Health	1.00	GLICK, JAN	ANIMAL HEALTH & REG DIR	87,672	Public Health-Animal Health	1.00	GLICK, JAN	PROGRAM/BUS LDR-GEN	94,822
Public Health-Emergency	1.00	LAPOLLA, NANCY A.	PUBLIC HEALTH PROGRAM MGR	92,066	Public Health-Emergency	1.00	LAPOLLA, NANCY A.	PROGRAM/BUS LDR-GEN	99,580
Public Health-Environmental	1.00	MERRIFIELD, RICHARD	ENVIRON HEALTH PROG MGR	95,914	Public Health-Environmental	1.00	MERRIFIELD, RICHARD	ENTERPRISE LDR-GEN	110,630
Public Health-Human Services	1.00	MADSEN, NANCY	HUMAN SERVICES PROG ADMIN	87,672	Public Health-Human Services	1.00	MADSEN, NANCY	PROGRAM/BUS LDR-GEN	89,856
Total	26.00		Total	2,647,346	Public Health	1.00	EISENBARTH, DARRIN	ENTERPRISE LDR-GEN	105,378
					Public Health	1.00	REID, DANIEL J	ENTERPRISE LDR-GEN	99,840

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Public Works Administration	1.00	DEMERY, PHILLIP M	PUBLIC WORKS DIRECTOR	170,196	No Longer with the County	0.00			0
Public Works Administration	1.00	ANTHONY, ROCHELLE CAMOZZI	CHIEF FINANCIAL OFFICER	105,430	Public Works Administration	1.00	ANTHONY, ROCHELLE CAMOZZI	PROGRAM/BUS LDR-GEN	105,430
Public Works Administration	1.00	MALCOLM, GILBERT	DP MANAGER DEPT	95,914	Public Works Administration	1.00	MALCOLM, GILBERT	PROGRAM/BUS LDR-GEN	98,306
Public Works Administration	1.00	RICKARD, DAVID H	PM CO DISASTER RECOVERY	87,672	Public Works Administration	1.00	RICKARD, DAVID H	PROGRAM/BUS LDR-GEN	103,844
Public Works-Flood Control	1.00	FAYRAM, THOMAS DAVID	DEP PUBLIC WORKS DIRECTOR	132,626	Public Works-Flood Control	1.00	FAYRAM, THOMAS DAVID	ASST DEPT LDR-EXEC	145,444
Public Works-Flood Control	1.00	FRYE, JONATHAN S.	CIVIL ENGINEER MANAGER MAINT	110,838	Public Works-Flood Control	1.00	FRYE, JONATHAN S.	PROGRAM/BUS LDR-ENG	114,166
Public Works-Flood Control	1.00	TOMASINI, RICKY CLARK	SUPERINTENDENT PW	82,576	Public Works-Flood Control	1.00	TOMASINI, RICKY CLARK	TEAM/PROJECT LDR-GEN	85,462
Public Works-Flood Control	1.00	FAUSETT, LARRY LEE	OPERATIONS AND MTC MGR	95,914	No Longer with the County	0.00			0
						Total		Total	2,821,416

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Public Works-Laguna Sanitation	1.00	WILDER, MARTIN J	CIVIL ENGINEER MANAGER	110,838	Public Works-Laguna Sanitation	1.00	WILDER, MARTIN J	PROGRAM/BUS LDR-ENG	114,166
Public Works-Roads	1.00	MCGOLPIN, SCOTT	DEP PUBLIC WORKS DIRECTOR	132,626	Public Works-Administration	1.00	MCGOLPIN, SCOTT	DEPT/CORP LDR-EXEC	162,708
Public Works-Roads	1.00	DOBBERTEN, MATTHEW C	ALTERNATIVE TRANSPORT MGR	91,234	Public Works-Roads	1.00	DOBBERTEN, MATTHEW C	TEAM/PROJECT LDR-GEN	93,522
Public Works-Roads	1.00	MORGAN, DACE	CIVIL ENGINEER MANAGER	110,838	Public Works-Roads	1.00	MORGAN, DACE	ASST DEPT LDR-EXEC	130,364
Public Works-Roads	1.00	PEARSON, ERIC A.	CIVIL ENGINEER MANAGER	110,838	Public Works-Roads	1.00	PEARSON, ERIC A.	PROGRAM/BUS LDR-ENG	113,880
Public Works-Roads	1.00	STEWART, BRET A	CIVIL ENGINEER MANAGER	110,838	Public Works-Administration	1.00	STEWART, BRET A	PROGRAM/BUS LDR-ENG	113,594
Public Works-Roads	1.00	MASON, DONALD F	MAINT SUPERINTENDENT PW	74,750	Public Works-Roads	1.00	MASON, DONALD F	TEAM/PROJECT LDR-GEN	84,656
Public Works-Roads	1.00	NAVARRO, RICHARD A	MAINT SUPERINTENDENT PW	82,576	Public Works-Roads	1.00	NAVARRO, RICHARD A	TEAM/PROJECT LDR-GEN	84,656
Public Works-Roads	1.00	KLUCKER, KURTIS J	MAINT SUPERINTENDENT PW	71,110	Public Works-Roads	1.00	KLUCKER, KURTIS J	TEAM/PROJECT LDR-GEN	80,912
Public Works-Roads	1.00	ELBERT, CHARLIE V	PM INNOVATIVE PROGRAMS-PW	91,702	Public Works-Roads	1.00	ELBERT, CHARLIE V	PROGRAM/BUS LDR-GEN	99,268
Public Works-Roads	1.00	FERNANDEZ, JONATHAN	PM SURFACE TREATMENT PRGM	86,814	Public Works-Roads	1.00	FERNANDEZ, JONATHAN	TEAM/PROJECT LDR-GEN	93,522
Public Works-Roads	1.00	MCGRAY, JOHN E	ROAD MAINTENANCE MANAGER	95,914	Public Works-Roads	1.00	MCGRAY, JOHN E	PROGRAM/BUS LDR-GEN	98,774
Public Works-Roads	1.00	DONNELLY, KEVIN	STAFF ANALYST WATER AGENCY	77,012	Public Works-Roads	1.00	DONNELLY, KEVIN	TEAM/PROJECT LDR-GEN	83,772
Public Works-SBC Water Agency	1.00	ALMY III, ROBERT B	MANAGER DEP PUBLIC WORKS	100,308	No Longer with the County	0.00			0
Public Works-Solid Waste	1.00	SCHLEICH, MARK A	DIRECTOR	132,626	Public Works-Solid Waste	1.00	SCHLEICH, MARK A	ASST DEPT LDR-EXEC	144,742

Attachment A

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Public Works-Solid Waste	1.00	TAUTRIM, MARK	SOLID WASTE OPER MANAGER	95,914	Public Works-Solid Waste	1.00	TAUTRIM, MARK	PROGRAM/BUS LDR-GEN	98,306
Public Works-Solid Waste	1.00	CRAGIN, IMELDA	SOLID WASTE PRMT/ENG MGR	110,838	Public Works-Solid Waste	1.00	CRAGIN, IMELDA	PROGRAM/BUS LDR-GEN	113,048
Public Works-Solid Waste	0.80	WELLS, LESLIE A.	SOLID WASTE PROG MGR	72,982	Public Works-Solid Waste	0.80	WELLS, LESLIE A.	PROGRAM/BUS LDR-GEN	83,902
Public Works-Surveyor	1.00	EMMONS, MICHAEL B	COUNTY SURVEYOR-DEP PW DIR	122,460	Public Works-Surveyor	1.00	EMMONS, MICHAEL B	ASST DEPT LDR-EXEC	134,836
<b>Total</b>	<b>26.80</b>		<b>Total</b>	<b>2,763,384</b>	Control	1.00	SPENCER, MAUREEN E.	PROGRAM/BUS LDR-GEN	96,772
					Public Works-Roads	1.00	SNEDDON, CHRISTOPHER	PROGRAM/BUS LDR-ENG	100,308
					Public Works-Roads	1.00	SMART, GARY L	TEAM/PROJECT LDR-GEN	93,080
					Public Works-SBC Water Agency	1.00	NAFTALY, MATT E.	PROGRAM/BUS LDR-GEN	95,888
					Public Works-Solid Waste	1.00	JOHNSTON, CARLYLE	TEAM/PROJECT LDR-GEN	79,326
					Public Works-Solid Waste	1.00	HAINES, JOHN W	TEAM/PROJECT LDR-GEN	87,854
					<b>Total</b>	<b>29.80</b>		<b>Total</b>	<b>3,134,508</b>
SBC Employee Retirement	1.00	PETERS, OSCAR T	RETIREMENT ADMIN	155,584	No Longer with the County	0.00			0
SBC Employee Retirement	1.00	DEEDS, LILA E	ASST RETIREMENT ADMIN	110,838	SBC Employee Retirement	1.00	DEEDS, LILA E	ASST DEPT LDR-EXEC	119,860
SBC Employee Retirement	1.00	PALADINO, ANNETTE A	RETIRE DISABILITY PROG MGR	100,308	SBC Employee Retirement	1.00	PALADINO, ANNETTE A.	PROGRAM/BUS LDR-GEN	103,324
<b>Total</b>	<b>3.00</b>		<b>Total</b>	<b>366,730</b>	SBC Employee Retirement	1.00	DEWITTE, RAMONA B	PROGRAM/BUS LDR-GEN	97,760
					<b>Total</b>	<b>3.00</b>		<b>Total</b>	<b>320,944</b>
Sheriff	1.00	MARTIN, DOUGLAS	CHIEF FINANCIAL OFFICER	105,430	Sheriff	1.00	MARTIN, DOUGLAS	PROGRAM/BUS LDR-GEN	109,122

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Sheriff	1.00	MATHIASSEN, LISA J	COMMUNICATIONS DISP MGR	71,812	Sheriff	1.00	MATHIASSEN, LISA J	TEAM/PROJECT LDR- GEN	93,600
Sheriff	1.00	KEMPF, RANDALL W	DP MANAGER DEPT SR	100,308	Sheriff	1.00	KEMPF, RANDALL W	PROGRAM/BUS LDR- GEN	103,324
	3.00		Total	277,550		3.00	Total	Total	306,046
Social Services- Administration	1.00	GALLAGHER, KATHY MAUREEN	SOCIAL SERVICES DIRECTOR	149,500	Social Services- Administration	1.00	GALLAGHER, KATHY MAUREEN	DEPT/CORP LDR- EXEC	161,122
Social Services- Administration	1.00	TERRELL, EDNA H	DEP SOCIAL SERVICES DIR	116,506	No Longer with the County	0.00			0
Social Services- Administration	1.00	FITZPATRICK, MICHELE	DEP SOCIAL SERVICES DIR	116,506	Social Services- Administration	1.00	FITZPATRICK, MICHELE	ASST DEPT LDR- EXEC	123,604
Social Services- Administration	1.00	JENSEN, KEN D	DEP SOCIAL SERVICES DIR	116,506	Social Services- Administration	1.00	JENSEN, KEN D	ASST DEPT LDR- EXEC	121,784
Social Services- Administration	1.00	DEAN, MICHAEL X	DEP SOCIAL SERVICES DIR	116,506	No Longer with the County	0.00			0
Social Services- Administration	1.00	CONCELLOS, TERESITA	CHIEF FINANCIAL OFFICER	105,430	Social Services- Administration	1.00	CONCELLOS, TERESITA	ASST DEPT LDR- EXEC	121,784
Social Services- Administration	1.00	TRABER, KARIN J.	DP MANAGER DEPT SR	100,308	No Longer with the County	0.00			0
Social Services- Administration	1.00	HILLMAN, LINDA GRACE	FISCAL MANAGER, DEPT	82,576	Social Services- Administration	1.00	HILLMAN, LINDA GRACE	PROGRAM/BUS LDR- GEN	88,972
Social Services- Administration	1.00	BAKER, MONA R	PM WORKFORCE RESOURCE	95,914	Social Services- Administration	1.00	BAKER, MONA R	PROGRAM/BUS LDR- GEN	98,774
Social Services- Administration	1.00	HARTMAN, DEBORAH E	SOCIAL SERVICES DIV CHIEF	95,914	Social Services- Administration	1.00	HARTMAN, DEBORAH E	PROGRAM/BUS LDR- GEN	98,306
Social Services- Administration	1.00	GARCIA, RENE	SOCIAL SERVICES DIV CHIEF	78,572	Social Services- Administration	1.00	GARCIA, RENE	PROGRAM/BUS LDR- GEN	84,656
Social Services- Administration	1.00	WALCH, LINDA	SOCIAL SERVICES DIV CHIEF	78,572	No Longer with the County	0.00			0
Social Services- Administration	1.00	OLSON, GLORIA CATHERINE	SOCIAL SERVICES DIV CHIEF	95,914	No Longer with the County	0.00			0
Social Services- Administration	1.00	THOMAS, DUNCAN A	SOCIAL SERVICES DIV CHIEF	95,914	Social Services- Administration	1.00	THOMAS, DUNCAN A	PROGRAM/BUS LDR- GEN	98,774

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Social Services-Administration	1.00	KURTZE, CAROL A.	SOCIAL SERVICES DIV CHIEF	95,914	No Longer with the County	0.00			0
Social Services-Administration	1.00	MEJIA, JUAN F.	SOCIAL SERVICES DIV CHIEF	95,914	Social Services-Administration	1.00	MEJIA, JUAN F.	PROGRAM/BUS LDR-GEN	99,268
Social Services-Administration	1.00	MOSTACHETTI, ADELAIDE	SOCIAL SERVICES DIV CHIEF	95,914	No Longer with the County	0.00			0
Social Services-Administration	1.00	GARDNER, MARIA M.	SOCIAL SERVICES DIV CHIEF	82,576	Social Services-Administration	1.00	GARDNER, MARIA M.	PROGRAM/BUS LDR-GEN	89,830
Social Services-Administration	1.00	HOESTERY, MELISSA M	SOCIAL SERVICES DIV CHIEF	86,814	Social Services-Administration	1.00	HOESTERY, MELISSA M	PROGRAM/BUS LDR-GEN	98,306
Social Services-Administration	1.00	VELASCO, MARIO R	SOCIAL SERVICES DIV CHIEF	95,914	Social Services-Administration	1.00	VELASCO, MARIO R	PROGRAM/BUS LDR-GEN	98,306
Social Services-Administration	1.00	NOTT, CINDY FAYE	SOCIAL SERVICES DIV CHIEF	95,914	Social Services-Administration	1.00	NOTT, CINDY FAYE	PROGRAM/BUS LDR-GEN	99,268
Social Services-Administration	1.00	ALANIS, HERIBERTO	SOCIAL SERVICES DIV CHIEF	95,914	Social Services-Administration	1.00	ALANIS, HERIBERTO	PROGRAM/BUS LDR-GEN	98,774
Social Services-Administration	1.00	MARINO, MOLLY M	SOCIAL SERVICES DIV CHIEF	95,914	Social Services-Administration	1.00	MARINO, MOLLY M	PROGRAM/BUS LDR-GEN	98,774
Social Services-Administration	1.00	SCHULTZ, FREYA JEAN	STAFF ANALYST	80,938	Social Services-Administration	1.00	SCHULTZ, FREYA JEAN	TEAM/PROJECT LDR-GEN	83,382
Social Services-Administration	1.00	GREGORY, MICHAEL ALWICIOUS	WORKFRCE RESOURCE P&E MGR	83,408	No Longer with the County	0.00			0
SB IHSS Public Authority	1.00	WILLIS, DAVIDA	IHSS PUBLIC AUTH DIRECTOR	95,914	Social Services-Administration	1.00	WILLIS, DAVIDA	PROGRAM/BUS LDR-GEN	96,774
	Total		Total	2,545,686	Social Services-Administration	1.00	HULSTON, LAURIE L	PROGRAM/BUS LDR-GEN	80,132
					Social Services-Administration	1.00	MCDONALD, RAYMOND L	ENTERPRISE LDR-GEN	101,348
					Social Services-Administration	1.00	ZAMBRANO, VICTOR M	ASST DEPT LDR-EXEC	109,122
					Social Services-Administration	1.00	MOORE, LAUREN E	PROGRAM/BUS LDR-GEN	99,840
					Social Services-Administration	1.00	NEIRA, DELFINO ESTEVAN	PROGRAM/BUS LDR-GEN	88,036

Comparison of County Management Salaries pre-Leadership Project with February 2009

December 2006				February 2009					
Department	FTE	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
					Social Services-Administration	1.00	PARKS, BRAD WILLIAM	PROGRAM/BUS LDR-GEN	84,136
						24.00	Total	Total	2,425,072
Treasurer-Tax Collector- Public	1.00	JAMES, BERNICE	TREAS/TAX COLL/PUB ADMIN	155,584	Treasurer-Tax Collector- Public	1.00	JAMES, BERNICE	DEPT/CORP LDR- ELECTED	179,894
Treasurer-Tax Collector- Public	1.00	MATSON, STACEY-MARA	ASST/TREAS/TX COL/PUB ADM.	116,506	Treasurer-Tax Collector- Public	1.00	MATSON, STACEY MARA	ENTERPRISE LDR- GEN	125,398
Treasurer-Tax Collector- Public	1.00	HAGEN, HARRY E.	ASST/TREAS/TX COL/PUB ADM	122,460	Treasurer-Tax Collector- Public	1.00	HAGEN, HARRY E.	ASST DEPT LDR- EXEC	139,412
Treasurer-Tax Collector- Public	1.00	DELL, DEBRA D.	BUSINESS MANAGER	65,000	Treasurer-Tax Collector- Public	1.00	DELL, DEBRA D	PROGRAM/BUS LDR- GEN	73,190
Treasurer-Tax Collector- Public	1.00	BLAKE, DEBORAH	DP MANAGER/DEPT PUBLIC ADM/CONS	95,914	No Longer with the County	0.00			0
Treasurer-Tax Collector- Public	1.00	DIAZ, ARLENE	VETS MGR	68,328	Treasurer-Tax Collector- Public	1.00	DIAZ, ARLENE	PROGRAM/BUS LDR- GEN	73,242
Treasurer-Tax Collector- Public	1.00	DONATI, CLINTON P	TREAS-TAX COLL OPS MGR	85,930	Treasurer-Tax Collector- Public	1.00	DONATI, CLINTON P	ENTERPRISE LDR- GEN	88,088
Treasurer-Tax Collector- Public	1.00	TESORO, KIMBERLY	TREASURY FINANCE CHIEF	95,420	Treasurer-Tax Collector- Public	1.00	TESORO, KIMBERLY	ENTERPRISE LDR- GEN	109,122
	8.00		Total	805,142		8.00	ROMAN, DAVID D	PROGRAM/BUS LDR- GEN	102,310
Grand Total	296.30		Grand Total	29,685,634		311.10	Grand Total	Grand Total	33,172,311
	% # Mgrs Increase 12/2006 - 2/2009								
	5.0%								
	% Salary Increase 12/2006 - 2/2009								
	11.7%								
* Of the Total % increase in Management Salary, 3.75% is a result of the Leadership Project. The remaining 8.05% increase is a result of a variety of factors including the following:									
		Promotions and Classification Changes							
		Equity, Market, and Other							
		Adjustments							
		Step Increases and Supervisor Salary Differential							
		Changes in FTEs							
		New Hires and Status Changes							

Comparison of Sheriff's Management Salaries pre-Leadership Project in December 2006

December 2006		February 2009							
Department	# of Mgrs	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Sheriff	1.00	ANDERSON, JAMES ROY	SHERIFF-CORONER	198,068	No Longer with the County	0.00			0
Sheriff	1.00	SMITH, JOSEPH A	CHIEF DEPUTY SHERIFF	144,092	No Longer with the County	0.00			0
Sheriff	1.00	PETERSON, JAMES G	CHIEF DEPUTY SHERIFFS	144,092	Sheriff-Custody	1.00	PETERSON, JAMES C	CHIEF DEPUTY SHERIFF	151,008
Sheriff	1.00	BYRNE, DONALD W	COMMANDER SHERIFFS	129,740	No Longer with the County	0.00			0
Sheriff	1.00	PALERA, DOMINICK	COMMANDER SHERIFFS	129,740	Sheriff-Custody	1.00	PALERA, DOMINICK	COMMANDER SHERIFFS	135,980
Sheriff	1.00	MEYER, JEFFREY L	COMMANDER SHERIFFS	129,740	Sheriff	1.00	MEYER, JEFFREY L	COMMANDER SHERIFFS	135,980
Sheriff	1.00	PATTERSON, DONALD E	COMMANDER SHERIFFS	129,740	Sheriff	1.00	PATTERSON, DONALD E	COMMANDER SHERIFFS	135,980
Sheriff	1.00	GROSS JR, SAMUEL D	COMMANDER SHERIFFS	129,740	Sheriff	1.00	GROSS JR, SAMUEL D	COMMANDER SHERIFFS	135,980
Sheriff	1.00	BIRCHIM, RUSSELL R	COMMANDER SHERIFFS	129,740	No Longer with the County	0.00			0
Sheriff	1.00	PAPPAS, CHRISTOPHER G	LIEUTENANT SHERIFFS	102,128	Sheriff	1.00	PAPPAS, CHRISTOPHER G	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	BENTLEY, IELAND H	LIEUTENANT SHERIFFS	112,840	No Longer with the County	0.00			0
Sheriff	1.00	WILLIS, PHILLIP M	LIEUTENANT SHERIFFS	107,354	Sheriff	1.00	WILLIS, PHILLIP M	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	MCCAMMON, JULIE R	LIEUTENANT SHERIFFS	112,840	Sheriff	1.00	MCCAMMON, JULIE R	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	LEGALTY JR, RONALD E	LIEUTENANT SHERIFFS	112,840	Sheriff	1.00	LEGALTY JR, RONALD E	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	ARNOLDI, UGO P	LIEUTENANT SHERIFFS	112,840	Sheriff	1.00	ARNOLDI, UGO P	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	MOTT, ROBERT	LIEUTENANT SHERIFFS	112,840	Sheriff	1.00	MOTT, ROBERT	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	GINGRAS, GEORGE ROBERT	LIEUTENANT SHERIFFS	112,840	Sheriff	1.00	GINGRAS, GEORGE ROBERT	LIEUTENANT SHERIFFS	118,378
Sheriff	1.00	MARONEY, WESLEY D	LIEUTENANT SHERIFFS	112,840	No Longer with the County	0.00			0



Comparison of Sheriff's Management Salaries pre-Leadership Project in December 2006

December 2006		February 2009						
Department	# of Mgrs	Employee Name	Employee Name	FTE	Department	Employee Name	Employee Classification	Annual Salary
Sheriff	1.00	LINVER, SOLOMON M	LINVER, SOLOMON M	1.00	Sheriff	LINVER, SOLOMON M	LIEUTENANT	118,378
Sheriff	1.00	MCKINNY, THOMAS M	MCKINNY, THOMAS M	1.00	Sheriff	MCKINNY, THOMAS M	LIEUTENANT	118,378
Sheriff	1.00	KLAPAKIS, JEFFERY	KLAPAKIS, JEFFERY	1.00	Sheriff	KLAPAKIS, JEFFERY	LIEUTENANT	118,378
Sheriff	1.00	KITZMANN, GARY A	KITZMANN, GARY A	1.00	Sheriff	KITZMANN, GARY A	LIEUTENANT	118,378
Sheriff	1.00	ROBEL, STEVE DANIEL	ROBEL, STEVE DANIEL	1.00	Sheriff	ROBEL, STEVE DANIEL	LIEUTENANT	118,378
Sheriff	1.00	SALINAS, LAZARO JOSE	SALINAS, LAZARO JOSE	1.00	Sheriff	SALINAS, LAZARO JOSE	COMMANDER	135,980
Sheriff	1.00	SANTANA, JULIO V	SANTANA, JULIO V	1.00	Sheriff	SANTANA, JULIO V	LIEUTENANT	118,378
Sheriff	1.00	KOOPMANS, ERIC	KOOPMANS, ERIC	1.00	Sheriff	KOOPMANS, ERIC	LIEUTENANT	118,378
Sheriff	1.00	FOTHERINGHAM, DARIN	FOTHERINGHAM, DARIN	1.00	Sheriff	FOTHERINGHAM, DARIN	SHERIFFS	135,980
Sheriff	1.00	MAURICE	MAURICE	1.00	Sheriff	MAURICE	COMMANDER	135,980
Sheriff	1.00	SHEMWELL, KENNETH	SHEMWELL, KENNETH	1.00	Sheriff	SHEMWELL, KENNETH	ASST DEPT LDR-	188,032
Sheriff	1.00	BANKS, GEOFFREY PIPER	BANKS, GEOFFREY PIPER	1.00	Sheriff	BANKS, GEOFFREY PIPER	CHIEF DEPUTY	151,008
Sheriff-Custody	1.00	JENKINS, THOMAS L	JENKINS, THOMAS L	1.00	Sheriff-Custody	JENKINS, THOMAS L	SHERIFFS	135,980
Sheriff-Custody	1.00	GERHART, CHARLES WAYNE	GERHART, CHARLES WAYNE	1.00	Sheriff	GERHART, CHARLES WAYNE	COMMANDER	135,980
Sheriff-Custody	1.00	DAVIS, JENNY MARIE	DAVIS, JENNY MARIE	1.00	Sheriff-Custody	DAVIS, JENNY MARIE	CUSTODY	114,192
Sheriff-Custody	1.00	BROWN, NANCY	BROWN, NANCY	1.00	Sheriff-Custody	BROWN, NANCY	CUSTODY	99,320
Sheriff-Custody	1.00	HAMILTON, MARLAN KELLY	HAMILTON, MARLAN KELLY	1.00	Sheriff-Custody	HAMILTON, MARLAN KELLY	CUSTODY	94,484
Sheriff-Custody	1.00	SELANDER, KATHLEEN P	SELANDER, KATHLEEN P	1.00	Sheriff-Custody	SELANDER, KATHLEEN P	LIEUTENANT	99,320
Sheriff-Custody	1.00	MAHURIN, MARK V	MAHURIN, MARK V	1.00	Sheriff-Custody	MAHURIN, MARK V	CUSTODY	94,484

Comparison of Sheriff's Management Salaries pre-Leadership Project in December 2006

December 2006				February 2009					
Department	# of Mgrs	Employee Name	Employee Classification	Annual Salary	Department	FTE	Employee Name	Employee Classification	Annual Salary
Sheriff-Custody	1.00	STETSON, DIANA G	SHERIFFS CORRECTION LT	90,064	Sheriff-Custody	1.00	STETSON, DIANA G	LIEUTENANT	99,320
Sheriff-Custody	1.00	KUNKLE, GERALD W	SHERIFFS CORRECTION LT	90,064	No Longer with the County	0.00			0
Sheriff-Custody	1.00	KULIKOV, MARK ALAN	SHERIFFS CORRECTION-LT	90,064	Sheriff-Custody	1.00	KULIKOV, MARK ALAN	LIEUTENANT	99,320
Sheriff-Custody	1.00	VILLARREAL JR, JULIAN	SHERIFFS CORRECTION-LT	90,064	Sheriff-Custody	1.00	VILLARREAL JR, JULIAN	LIEUTENANT	99,320
	Total 40.00			4,608,500	Sheriff	1.00	SUGARS, ANDREW CHAPLES	TEAM/PROJECT LDR-GEN	75,400
					Sheriff	1.00	BROWN, WILLIAM F	EXECUTIVE LDR-SHERIFF	188,630
					Sheriff	1.00	OLMSTEAD, BRIAN MICHAEL	SHERIFFS	101,920
					Sheriff	1.00	LIDDI, MARK C	LIEUTENANT	101,920
					Total	37.00		Total	4,502,810

## Attachment C

## Total Salaries for Contractors on Payroll by Department February 2008 - February 2009

Count	Department	Title	Employee Name	Total Salary
1	ADMHS	PSYCHIATRIST	BAJOR, GEORGE F	3,112
1	ADMHS	DEPT HEAD	BARTON, DOUGLAS C	91,350
1	ADMHS	PSYCHIATRIST	BENSON, EDWARD JOSEPH	27,170
1	ADMHS	PSYCHIATRIST	BLACK, BOB	56,427
1	ADMHS	PSYCHIATRIST MFT EARLY CHILDHOOD MH	CLOUGHERTY, KELLEEE RAE	174,120
1	ADMHS	SVCS COORD	FAHEY, SANDRA MACLEAN	76,542
1	ADMHS	PSYCHIATRIST	FELICIANO, EDWIN A	40,838
1	ADMHS	PSYCHIATRIST	FROELICH, JOHN J	7,920
1	ADMHS	MFT PRACTITIONER II	GALLERY, ELIZABETH	2,125
1	ADMHS	PSYCHIATRIST	GINSBERG, HAROLD	27,940
1	ADMHS	PSYCHIATRIST	HILL, ROBERT L.	36,960
1	ADMHS	PSYCHIATRIST	KOEGLER, RONALD R	55,304
1	ADMHS	PATIENTS RIGHTS ADVOCATE	KROLL, AILEEN TERRY	50,435
1	ADMHS	PSYCHIATRIST	LEVY, LAWRENCE EDWIN	255,875
1	ADMHS	PHYSICIAN	LITTEN, DANIEL ISAAC	21,350
1	ADMHS	PSYCHIATRIST	LUNIANSKI, IRWIN	101,200
1	ADMHS	MFT PRACTITIONER II	MCCRORY, STACEY KRISTINE	60,561
1	ADMHS	PSYCHIATRIST	SCHORNSTEIN, HERMAN	63,325
1	ADMHS	OCCUPATIONAL THERAPIST	SCOTT II, JOHN EDWIN	2,777
1	ADMHS	TRAINING DEVELOPMENT DIR	SLEIGH, JEANIE MARIE	80,928
1	ADMHS	PSYCHIATRIST	SWAIN, NUBIA JAZMINA	12,320
1	ADMHS	PSYCHIATRIST	TILTON, PETER A.	39,347
1	ADMHS	PSYCHIATRIST	VOLLERO, WILLIAM EDWARD	21,574
23	<b>Total</b>		<b>ADMHS Total</b>	<b>1,309,500</b>
1	Clerk-Recorder- Assessor	MAPPING/GIS SPECIALIST	DAWSON, JARED W	10,800
1	Clerk-Recorder- Assessor	HOMEOWNERS EXEMPTION SPECIALIST	HAMMONDS, GEORGEANNA	23,186
2	<b>Total</b>		<b>Clerk-Recorder-Assessor Total</b>	<b>33,986</b>
1	County Counsel	PARALEGAL	CAMPBELL, DIANA M	23,128
1	County Counsel	DEPT HEAD	WALLACE, DANIEL JASON	103,595
2	<b>Total</b>		<b>County Counsel Total</b>	<b>126,722</b>
1	District Attorney	SART COORDINATOR	HOSLEY, DIANNA LYNN	52,074
1	<b>Total</b>		<b>District Attorney Total</b>	<b>52,074</b>
1	General Services	PROJECT MNGR III-CAPITAL PROJECTS DEFERRED MAINTENANCE	MANOLAS, CELESTE	106,392
1	General Services	PROJECT MNGR	WHIRTY, RICHARD MICHAEL	64,939
2	<b>Total</b>		<b>General Services Total</b>	<b>171,331</b>
1	Parks	ASST PROJECT MNGR-CAPITAL	LUND, COLEEN A	1,850
1	<b>Total</b>		<b>Parks Total</b>	<b>1,850</b>
1	Planning & Devlpoment	DEPT HEAD	BAKER, JOHN S	198,511

## Total Salaries for Contractors on Payroll by Department February 2008 - February 2009

1	Planning & Devlopment	PLANNER III	BRIDLEY, LAURA M	8,616
1	Planning & Devlopment	PLANNER III	CAMPBELL, NATASHA HEIFETZ	512
1	Planning & Devlopment	PLANNING PROCESS ANALYSIS	DALE, ELISE Z	44,880
1	Planning & Devlopment	FINANCIAL ASSURANCE SPECIALIST	VERNON, THOMAS CLARK	1,600
5	<b>Total</b>		<b>Planning &amp; Devlopment Total</b>	<b>254,119</b>
1	Public Health	PHYSICIAN	BORDOFSKY, THADDEUS M	15,819
1	Public Health	CERTIFIED NURSE - MIDWIFE	BUNTING, ANNA	11,710
1	Public Health	PHYSICIAN	CUMMINGS, DOUGLAS E	316
1	Public Health	FAMILY NURSE PRACTITIONER	GREENWALD, ELISABETH H	730
1	Public Health	ULTRA SOUND SONOGRAPHER	KASS, SARAH	14,344
1	Public Health	PHYSICIAN	KUPPERMAN, NANCY NUDELL	42,238
1	Public Health	CERTIFIED NURSE - MIDWIFE	LEVINE, ALICE JANET	25,199
1	Public Health	PHYSICIAN	LIFSHITZ, FIMA	14,554
1	Public Health	PHYSICIAN	MITCHELL JR, JAMES F.	15,326
1	Public Health	PHYSICIAN	MIZES, DAVID S	12,261
1	Public Health	EMERGENCY PLANNER - EMS	OSBORN, JESSICA LORRAINE	42,938
1	Public Health	PHYSICIAN	PRAGER, ELLIOT D	629
1	Public Health	CERTIFIED NURSE PRACTITIONER	SCHROEER, CAROL	35,494
1	Public Health	ULTRA SOUND SONOGRAPHER	SILVA, CYNTHIA	20,115
1	Public Health	PHYSICIAN	SUGINO, LAURA B.	18,588
1	Public Health	NURSE PRACTITIONER	VIRAMONTES-BORDAS, BLANCA	6,540
1	Public Health	PUBLIC HEALTH NURSE - EMS	WATKINS, CHERYN ELIZABETH	18,608
17	<b>Total</b>			
1	Public Works	ARBORIST	CONDON, DANIEL J	3,200
1	<b>Total</b>		<b>Public Health Total</b>	<b>298,610</b>
1	Social Services	FAMILY RESOURCE CENTER COORDINATOR	YEPEZ, MARTHA ELENA Total	47,802
1	<b>Total</b>		<b>Social Services Total</b>	<b>47,802</b>
55			<b>Grand Total</b>	<b>2,295,993</b>