

**MGMT Outlier Market Adjustments**

**AMENDED**

**EXHIBIT 4**

Application: 95% of Mkt Median w/ cap increase of 9%

| Job Code | Job Title                      | Max Annual Base 11/7/22 | Incumbents (as of 11/7/22) | FINAL MBA | 1st % Move | 2nd % Move |
|----------|--------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 33       | Administrative Officer II      | \$114,403.99            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 34       | Administrative Officer I       | \$104,168.07            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1784     | Administrative Srvcs Drctr I   | \$136,124.10            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1785     | Administrative Srvcs Drctr II  | \$155,988.60            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1786     | Administrative Srvcs Drctr III | \$174,284.85            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 1787     | Administrative Srvcs Drctr IV  | \$192,894.75            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 193      | Assist County Clerk & Recorder | \$176,802.53            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 188      | Assist Registrar of Voters     | \$138,963.41            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 191      | Civil Service Commission Asst  | \$110,276.95            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1776     | HCA Administrative Manager I   | \$146,892.75            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 1777     | HCA Administrative Manager II  | \$162,052.50            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 622      | Program Administrator I        | \$88,831.06             | 34                         | 0.00%     | 0.00%      | 0.00%      |
| 623      | Program Administrator II       | \$99,498.74             | 60                         | 0.00%     | 0.00%      | 0.00%      |
| 748      | Program Administrator III      | \$104,168.07            | 39                         | 0.00%     | 0.00%      | 0.00%      |
| N0622    | Program Administrator I-NE     | \$88,831.06             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1173     | Program Assistant              | \$90,459.19             | 25                         | 0.00%     | 0.00%      | 0.00%      |
| 1489     | Program Assistant-NE           | \$90,459.19             | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 1174     | Senior Program Administrator   | \$117,071.01            | 40                         | 0.00%     | 0.00%      | 0.00%      |
| 1709     | Staff/Services Manager I       | \$109,191.31            | 11                         | 0.00%     | 0.00%      | 0.00%      |
| 1710     | Staff/Services Manager II      | \$117,071.00            | 17                         | 0.00%     | 0.00%      | 0.00%      |
| 1711     | Staff/Services Manager III     | \$125,584.18            | 37                         | 0.00%     | 0.00%      | 0.00%      |
| N1710    | Staff/Services Manager II-NE   | \$117,071.00            | 7                          | 0.00%     | 0.00%      | 0.00%      |
| 45       | Agriculture Commissioner       | \$189,997.06            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 309      | Chief Deputy Agricultural Comm | \$167,802.50            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 510      | Deputy Agricultural Comm       | \$120,796.92            | 4                          | 1.00%     | 1.00%      | 0.00%      |
| 1643     | Ambulatory Care Administrator  | \$210,946.67            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1070     | CEO Medical Director of AmbCr  | \$364,383.54            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1069     | Chief Medical Director-Amb Cr  | \$326,400.00            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1068     | Chief Medical Quality Officer  | \$285,600.00            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1066     | Clinic Medical Director        | \$270,504.00            | 7                          | 0.00%     | 0.00%      | 0.00%      |
| 1371     | Clinical Nurse Manager         | \$154,416.92            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 739      | Manager-Ambulatory Nursing     | \$170,402.87            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1040     | Outpatient Clinic Admin I      | \$105,493.50            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1041     | Outpatient Clinic Admin II     | \$120,564.00            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1042     | Outpatient Clinic Admin III    | \$135,634.50            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 90       | Assessor                       | \$227,110.09            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1620     | Assist Auditor-Controller      | \$179,206.40            | 1                          | 4.00%     | 2.00%      | 2.00%      |
| 2065     | Deputy Director Auditor Cont   | \$164,258.76            | 3                          | 4.00%     | 2.00%      | 2.00%      |
| 184      | Assist Pub Adm-Guardn-Consrvtr | \$140,683.06            | 1                          | 4.00%     | 2.00%      | 2.00%      |
| 1044     | Assist Treasurer-Tax Collector | \$166,052.11            | 2                          | 4.00%     | 2.00%      | 2.00%      |
| 490      | Chief Appraiser                | \$129,433.26            | 4                          | 4.00%     | 2.00%      | 2.00%      |
| 340      | Chief Deputy Assessor          | \$185,289.10            | 2                          | 4.00%     | 2.00%      | 2.00%      |

| Job Code | Job Title                      | Max Annual Base 11/7/22 | Incumbents (as of 11/7/22) | FINAL MBA | 1st % Move | 2nd % Move |
|----------|--------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 893      | Chief Deputy Prob - Non-Sworn  | \$155,940.59            | 1                          | 4.00%     | 2.00%      | 2.00%      |
| 681      | Information Systems Auditor    | \$122,664.95            | 1                          | 4.00%     | 2.00%      | 2.00%      |
| 959      | Manager, Accounting-AuditorCon | \$143,385.00            | 8                          | 4.00%     | 2.00%      | 2.00%      |
| 486      | Manager-Real Estate Services   | \$137,539.96            | 1                          | 4.00%     | 2.00%      | 2.00%      |
| 236      | Auditor Controller             | \$246,501.09            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1091     | Behavioral Health Manager II   | \$133,525.86            | 20                         | 1.00%     | 1.00%      | 0.00%      |
| 1077     | Behavioral Health Division Mgr | \$185,579.78            | 4                          | 1.00%     | 1.00%      | 0.00%      |
| 1088     | Behavioral Health Manager I    | \$127,265.22            | 0                          | 1.00%     | 1.00%      | 0.00%      |
| 1083     | Behavioral Hlth Clinic Adm I   | \$94,188.54             | 0                          | 1.00%     | 1.00%      | 0.00%      |
| 1084     | Behavioral Hlth Clinic Adm II  | \$107,727.95            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 1085     | Behavioral Hlth Clinic Adm III | \$123,600.51            | 31                         | 1.00%     | 1.00%      | 0.00%      |
| 1590     | Nursing Suprvsr-MH Inpatient   | \$187,974.57            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 1486     | Research Psychologist          | \$140,316.74            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 1588     | Senior Patient Rights Advocate | \$106,233.41            | 1                          | 1.00%     | 1.00%      | 0.00%      |
| 1546     | Senior Psychologist-MB         | \$122,135.52            | 0                          | 1.00%     | 1.00%      | 0.00%      |
| 1075     | Sr Behavioral Health Manager   | \$146,878.44            | 5                          | 1.00%     | 1.00%      | 0.00%      |
| 1148     | Supervisor-Mntl Hlth Svcs      | \$124,995.36            | 0                          | 1.00%     | 1.00%      | 0.00%      |
| 1540     | Supervisor-Mntl Hlth Svcs-Inpt | \$159,741.84            | 0                          | 1.00%     | 1.00%      | 0.00%      |
| 438      | Board of Supervisor's Chief St | \$133,963.84            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 1920     | Supervisors Admin Asst I       | \$109,037.07            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1921     | Supervisors Admin Asst II      | \$114,086.10            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 587      | Supervisors Executive Aide I   | \$81,217.90             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 577      | Supervisors Executive Aide II  | \$97,324.29             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 819      | Supervisors Sr Admin Assistant | \$121,999.50            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1536     | Supervisors Sr Executive Aide  | \$101,768.17            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1581     | Chief Assistant District Atty  | \$249,143.89            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1389     | Assist Public Defender         | \$249,143.89            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 302      | Chief Assist County Counsel    | \$249,143.89            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 997      | Chief Deputy District Attorney | \$232,264.72            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 784      | Chief Deputy Public Defender   | \$232,264.72            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 38       | Civil Attorney I               | \$112,733.84            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 39       | Civil Attorney II              | \$143,269.36            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1168     | Civil Attorney III             | \$176,280.92            | 7                          | 0.00%     | 0.00%      | 0.00%      |
| 393      | Civil Law Clerk                | \$89,525.42             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 225      | Managing Attorney              | \$232,970.02            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 40       | Principal Asst County Counsel  | \$232,264.72            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1579     | Senior Civil Attorney          | \$204,903.35            | 13                         | 0.00%     | 0.00%      | 0.00%      |
| 107      | Chief Deputy Executive Officer | \$238,286.38            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 520      | Assist Chief Dep Clerk BOS     | \$141,554.14            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1369     | Assist Insurance Services Adm  | \$157,482.90            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 704      | Deputy Clerk of The Board      | \$82,874.88             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 108      | Deputy Executive Officer       | \$185,286.80            | 8                          | 0.00%     | 0.00%      | 0.00%      |
| 86       | HS Program Analyst I           | \$96,032.18             | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 87       | HS Program Analyst II          | \$105,477.92            | 18                         | 0.00%     | 0.00%      | 0.00%      |
| 106      | HSA Policy Analyst             | \$115,575.47            | 1                          | 0.00%     | 0.00%      | 0.00%      |

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|----------|---------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 139      | HSA Senior Policy Analyst       | \$130,220.63            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 243      | Labor Relations Manager         | \$171,399.04            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2028     | Legislative Analyst             | \$158,633.51            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1685     | Management Analyst I            | \$107,298.21            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1687     | Management Analyst II           | \$141,540.39            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 391      | Personnel Analyst I             | \$100,301.36            | 13                         | 0.00%     | 0.00%      | 0.00%      |
| 432      | Personnel Analyst II            | \$114,830.99            | 16                         | 0.00%     | 0.00%      | 0.00%      |
| 1674     | Personnel Analyst III           | \$141,599.18            | 20                         | 0.00%     | 0.00%      | 0.00%      |
| 1314     | Personnel Assistant             | \$84,071.30             | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 1492     | Personnel Assistant-NE          | \$84,071.30             | 18                         | 0.00%     | 0.00%      | 0.00%      |
| 1673     | Personnel Management Analyst    | \$151,500.22            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1642     | Program Management Analyst      | \$161,576.86            | 20                         | 0.00%     | 0.00%      | 0.00%      |
| 1739     | Risk Analyst                    | \$107,913.20            | 8                          | 0.00%     | 0.00%      | 0.00%      |
| 506      | Risk Management Analyst         | \$138,817.88            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 705      | Senior Deputy Clerk of the Brd  | \$90,940.76             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 437      | Sr Deputy Executive Officer     | \$203,340.23            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1655     | Chief Information Officer       | \$247,495.21            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 109      | Assist Chief Info Officer       | \$199,983.10            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 286      | Chief Information Security Offr | \$160,989.83            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 110      | Deputy Chief Info Officer       | \$182,453.58            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 341      | Chief Medical Examiner          | \$353,288.88            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1038     | Assist Chief Medical Examiner   | \$320,540.03            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 636      | Associate Forensic Pathologist  | \$296,499.53            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1065     | Chief Operations Officer-Hospl  | \$266,625.82            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2170     | Associate Chief Nursing Exec    | \$211,824.90            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 396      | Chief Hospital Operations-E     | \$210,946.67            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 397      | Chief Hospital Ops-Prof&SpSerE  | \$225,586.29            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 398      | Chief Nursing Executive         | \$248,470.62            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 741      | Director Pharmacy Services      | \$248,024.02            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 75       | Hospital Administrator          | \$299,120.81            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1370     | Hospital Nurse Manager          | \$161,172.71            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2171     | Hospital Nurse Manager I        | \$170,880.49            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 2172     | Hospital Nurse Manager II       | \$158,958.60            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1185     | Medical Director                | \$397,014.90            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 400      | Medical Director - Hospital     | \$364,383.54            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2173     | Nursing Shift Manager           | \$141,927.32            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 395      | Clerk Recorder                  | \$217,988.73            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 43       | Commander                       | \$210,527.36            | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 1947     | Assist Forensic Science Lab     | \$151,349.68            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 373      | Asst Deputy Chief DA Investgtr  | \$182,732.36            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 330      | Chief DA Investigator           | \$209,490.28            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 746      | Chief Public Defenders Invest   | \$143,239.20            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1519     | Deputy Chief DA Investigator    | \$193,685.94            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2027     | Harbor Patrol Captain           | \$102,568.57            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1733     | Harbormaster                    | \$132,463.04            | 1                          | 0.00%     | 0.00%      | 0.00%      |

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|----------|---|----------------------------|-------------------------------|--------------|---------------|---------------|
| 532      | Sheriff's Bureau Manager  | \$192,448.81               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1698     | Sheriff's Captain   | \$183,067.52               | 26                            | 0.00%        | 0.00%         | 0.00%         |
| 525      | Sheriff's Senior Manager I  | \$141,295.35               | 4                             | 0.00%        | 0.00%         | 0.00%         |
| 524      | Sheriff's Senior Manager II   | \$170,639.97               | 2                             | 0.00%        | 0.00%         | 0.00%         |
| 261      | * County Executive Officer<br><i>County Executive Officer and other<br/>asterisked classifications capped at<br/>0% MBA</i> | \$335,554.39               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1651     | * Assist County Executive Ofcr  | \$281,498.62               | 3                             | 0.00%        | 0.00%         | 0.00%         |
| 5293     | * County Chief Financial Officer  | \$311,547.75               | 0                             | 0.00%        | 0.00%         | 0.00%         |
| 465      | County Fire Chief   | \$264,973.62               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 751      | Assist Fire Chief   | \$212,279.59               | 3                             | 0.00%        | 0.00%         | 0.00%         |
| 920      | Deputy Chief Fire Services  | \$238,654.35               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 926      | Fire Battalion Chief  | \$170,680.86               | 19                            | 0.00%        | 0.00%         | 0.00%         |
| 370      | Fire Division Chief   | \$183,480.56               | 4                             | 0.00%        | 0.00%         | 0.00%         |
| 1516     | Director Animal Services  | \$200,896.44               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1515     | Deputy Director Animal Service  | \$149,674.60               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 954      | Managing Veterinarian   | \$177,089.11               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 363      | Veterinarian  | \$161,650.62               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 186      | Director Area Agency on Aging   | \$168,552.13               | 1                             | 9.00%        | 4.50%         | 4.50%         |
| 580      | Deputy Director Area Agency Ag  | \$147,278.54               | 1                             | 9.00%        | 4.50%         | 4.50%         |
| 412      | Director Engineer Services  | \$201,967.86               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 624      | Assist Director PWA   | \$228,243.80               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 381      | Deputy Director Pub Wks Agy   | \$176,643.42               | 7                             | 0.00%        | 0.00%         | 0.00%         |
| 625      | Director Public Works   | \$254,485.78               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 411      | Director PWA Central Services   | \$198,886.64               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 409      | Director Transportation   | \$201,987.66               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 408      | Director Water & Sanitation   | \$201,987.65               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 410      | Director Watershed Management   | \$201,967.86               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1700     | Manager-Water & Sanitation  | \$183,556.11               | 0                             | 0.00%        | 0.00%         | 0.00%         |
| 764      | Director General Services Agy   | \$217,799.42               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 766      | Chief Deputy Director-GSA   | \$178,190.38               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1654     | Deputy Director Airports  | \$147,879.31               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 767      | Deputy Director Gen Svcs Agy  | \$163,546.83               | 2                             | 0.00%        | 0.00%         | 0.00%         |
| 1672     | Deputy Director Harbor  | \$165,148.10               | 0                             | 0.00%        | 0.00%         | 0.00%         |
| 1653     | Director Airports   | \$196,055.73               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 1670     | Director Harbor   | \$213,185.27               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 994      | Director Health Care Agency   | \$402,453.46               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 181      | Assist Chief Financial Ofc-HCA  | \$205,685.83               | 2                             | 0.00%        | 0.00%         | 0.00%         |
| 518      | Asst Director Bhvl/Pbhc Health  | \$195,146.53               | 2                             | 0.00%        | 0.00%         | 0.00%         |
| 394      | Chief Deputy Director HCA   | \$277,710.00               | 0                             | 0.00%        | 0.00%         | 0.00%         |
| 180      | Chief Financial Officer - HCA   | \$380,699.22               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 594      | Chief Financial Offr - AmbCare  | \$214,036.40               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 593      | Chief Financial Offr - Hosptl   | \$250,920.00               | 1                             | 0.00%        | 0.00%         | 0.00%         |
| 2160     | Chief Medical Information Off   | \$265,200.00               | 0                             | 0.00%        | 0.00%         | 0.00%         |

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| 641      | Compliance Officer              | \$189,720.00            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1699     | Deputy Director Hlth Care Agy   | \$234,831.49            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 1645     | Director Behavioral Health      | \$228,608.06            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 210      | Director of Patient Accounting  | \$192,135.42            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1557     | Director Public Health          | \$202,333.88            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1903     | Director Human Services Agency  | \$247,116.22            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 22       | Assist Director DCSS            | \$215,139.88            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1582     | Deputy Director Child Sppt Div  | \$148,161.60            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1904     | Deputy Director Human Svcs Agy  | \$187,243.67            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 21       | Director Dept Child Sppt Svcs   | \$243,077.59            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 127      | HSA Senior Administrative Mgr   | \$151,634.72            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 147      | HSA Senior Program Manager      | \$151,634.72            | 11                         | 0.00%     | 0.00%      | 0.00%      |
| 674      | WIOA Executive Director         | \$160,465.31            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 590      | Director Library Services       | \$203,236.30            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1767     | Deputy Director Library Svcs    | \$143,675.02            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1770     | Senior City Librarian           | \$101,268.48            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1769     | Senior Librarian Specialist     | \$101,278.41            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 814      | Director Probation Agency       | \$230,342.47            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1757     | Chief Deputy Probation          | \$164,854.88            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 815      | Manager-Probation Agency        | \$142,544.83            | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 1875     | Supervising Deputy Prob Ofr     | \$112,061.11            | 27                         | 0.00%     | 0.00%      | 0.00%      |
| 82       | Director Public Health Nursing  | \$159,996.86            | 1                          | 5.00%     | 2.50%      | 2.50%      |
| 23       | EMS Administrator               | \$146,842.06            | 1                          | 5.00%     | 2.50%      | 2.50%      |
| 1076     | Public Health Division Manager  | \$151,052.57            | 0                          | 5.00%     | 2.50%      | 2.50%      |
| 1902     | Supervising Public Hlth Nurse   | \$122,123.29            | 6                          | 5.00%     | 2.50%      | 2.50%      |
| 1541     | Supervisor-Public Hlth Svcs     | \$124,915.34            | 1                          | 5.00%     | 2.50%      | 2.50%      |
| 574      | Director Resource Mgmt Agency   | \$229,935.75            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 816      | Assist Planning Director RMA    | \$178,500.00            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1063     | Deputy Director I Res Mgt Agy   | \$166,325.53            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1064     | Deputy Director II Res Mgt Agy  | \$188,489.08            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 809      | Deputy Director RMA-Planning    | \$205,724.81            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1667     | Director Harbor Plng & Rdlpmt   | \$173,229.64            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 915      | LAFCO Analyst                   | \$123,434.88            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1564     | LAFCO Deputy Executive Officer  | \$154,293.61            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 270      | LAFCO Executive Officer         | \$205,724.81            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 916      | LAFCO Off Mgr/Clk of the Comm   | \$104,674.13            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 817      | Manager RMA Services I Planning | \$134,640.00            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1178     | Manager-RMA Services I          | \$127,659.08            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1179     | Manager-RMA Services II         | \$140,117.63            | 8                          | 0.00%     | 0.00%      | 0.00%      |
| 1180     | Manager-RMA ServicesII-Plngg    | \$147,123.52            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 640      | District Attorney               | \$293,687.92            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 455      | County Counsel                  | \$293,687.92            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1427     | Public Defender                 | \$293,687.92            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 361      | Engineering Manager III         | \$159,508.46            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 446      | Chief Heavy Equipment           | \$122,289.04            | 1                          | 0.00%     | 0.00%      | 0.00%      |

| Job Code | Job Title                      | Max Annual Base 11/7/22 | Incumbents (as of 11/7/22) | FINAL MBA | 1st % Move | 2nd % Move |
|----------|--------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 998      | Energy Manager                 | \$134,156.85            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 359      | Engineering Manager I          | \$131,746.36            | 8                          | 0.00%     | 0.00%      | 0.00%      |
| 360      | Engineering Manager II         | \$144,006.44            | 10                         | 0.00%     | 0.00%      | 0.00%      |
| 1602     | Facility Project Manager       | \$143,917.92            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1126     | Fleet Operations Manager       | \$132,047.17            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1810     | Manager-Fire Prevention Svcs   | \$157,113.08            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 445      | Manager-Heavy Equip & Flt Svcs | \$128,224.44            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 417      | Principal Engineer             | \$161,063.87            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 357      | Public Works Superintendent    | \$117,226.45            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 272      | Senior Plan Check Engineer     | \$140,820.52            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1746     | Staff Engineer                 | \$150,918.29            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 469      | Water/Wastewater Lab Manager   | \$121,348.02            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 467      | Water/Wastewater Svcs Sprndnt  | \$126,604.60            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 177      | HS Program Coordinator II      | \$98,588.18             | 8                          | 0.00%     | 0.00%      | 0.00%      |
| 71       | HS Administrative Spec I       | \$89,419.85             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 72       | HS Administrative Spec II      | \$98,588.18             | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 19       | HS Client Benefit Supervisr-TC | \$76,595.89             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1528     | HS Program Assistant III       | \$81,824.73             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 176      | HS Program Coordinator I       | \$89,419.85             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 178      | HS Program Coordinator III     | \$108,235.35            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 101      | HS Program Manager I           | \$121,743.39            | 16                         | 0.00%     | 0.00%      | 0.00%      |
| 102      | HS Program Manager II          | \$127,730.08            | 14                         | 0.00%     | 0.00%      | 0.00%      |
| 10       | HS Public Authority Adminstrtr | \$127,651.30            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 84       | HS Senior Program Coordinator  | \$118,854.56            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 92       | HS Support Services Manager    | \$82,799.51             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 95       | HS Veterans Services Officer   | \$127,727.47            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 98       | HSA Administrative Manager     | \$121,743.38            | 5                          | 0.00%     | 0.00%      | 0.00%      |
| 104      | HSA Administrative Spec III    | \$108,235.35            | 26                         | 0.00%     | 0.00%      | 0.00%      |
| 137      | HSA Senior Administrative Spec | \$116,058.01            | 6                          | 0.00%     | 0.00%      | 0.00%      |
| 1338     | Management Assistant IV-C      | \$81,260.01             | 10                         | 0.00%     | 0.00%      | 0.00%      |
| 189      | Executive Assistant-CEO        | \$94,884.97             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1318     | Legal Management Asst I-C      | \$63,116.27             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1319     | Legal Management Asst II-C     | \$70,717.81             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1340     | Legal Management Asst III-C    | \$79,222.51             | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 1341     | Legal Management Asst IV-C     | \$88,729.19             | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1334     | Management Assistant I-C       | \$63,379.67             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1336     | Management Assistant II-C      | \$70,884.92             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1337     | Management Assistant III-C     | \$75,997.59             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1348     | Office Assistant I-C           | \$50,498.20             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1349     | Office Assistant II-C          | \$55,291.21             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1350     | Office Assistant III-C         | \$63,385.88             | 10                         | 0.00%     | 0.00%      | 0.00%      |
| 1354     | Office Assistant IV-C          | \$67,888.33             | 11                         | 0.00%     | 0.00%      | 0.00%      |
| 1531     | Technical Specialist I-C       | \$47,640.21             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1532     | Technical Specialist II-C      | \$54,528.53             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1533     | Technical Specialist III-C     | \$62,626.51             | 0                          | 0.00%     | 0.00%      | 0.00%      |

| Job Code | Job Title                      | Max Annual Base 11/7/22 | Incumbents (as of 11/7/22) | FINAL MBA | 1st % Move | 2nd % Move |
|----------|--------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 519      | Technical Specialist III-MB    | \$62,454.17             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 516      | Technical Specialist II-MB     | \$54,378.47             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 515      | Technical Specialist I-MB      | \$47,509.11             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1534     | Technical Specialist IV-C      | \$75,160.14             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 521      | Technical Specialist IV-MB     | \$74,960.67             | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 947      | Manager, Accounting II         | \$136,557.14            | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 911      | Accountant II-MB               | \$90,763.19             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 910      | Accountant I-MB                | \$81,686.87             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 2091     | Accounting Officer III-MB      | \$92,710.83             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 796      | Accounting Technician-CC       | \$70,930.63             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 921      | Finance Analyst I              | \$94,299.56             | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 922      | Finance Analyst II             | \$107,267.49            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 946      | Manager, Accounting I          | \$122,901.43            | 12                         | 0.00%     | 0.00%      | 0.00%      |
| 990      | Manager, Accounting-Hospital   | \$154,138.88            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 957      | Manager, Accounting-TreasTaxCo | \$136,557.14            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 913      | Principal Accountant-MB        | \$114,815.44            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 912      | Senior Accountant-MB           | \$99,839.51             | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 797      | Senior Accounting TechnicianCC | \$76,250.44             | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 923      | Senior Finance Analyst         | \$117,994.25            | 9                          | 0.00%     | 0.00%      | 0.00%      |
| 948      | Senior Manager, Accounting     | \$150,212.86            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 771      | Manager-Facilities Maintenance | \$129,856.27            | 4                          | 0.00%     | 0.00%      | 0.00%      |
| 148      | Central Stores Supervisor      | \$77,196.39             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 878      | Harbor Lease Manager           | \$141,726.88            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 940      | HCA Facilities Manager         | \$129,856.27            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1096     | HCA Materials Manager          | \$115,267.92            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 44       | HS Facilities Administrator    | \$105,330.79            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 489      | Manager-Hospital Food Services | \$99,996.01             | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 459      | Manager-Materials              | \$142,828.29            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1240     | Manager-Patient Accounts       | \$120,303.84            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 318      | Warehouse Manager              | \$73,274.48             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1008     | Manager-ITSD Project           | \$140,842.87            | 10                         | 0.00%     | 0.00%      | 0.00%      |
| 1507     | Chief ITSD Telecommunications  | \$139,668.41            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 1547     | Data Systems Manager           | \$151,744.30            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 996      | Fire Info Systems Manager      | \$159,294.63            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1616     | HSA - Manager Info Technology  | \$165,622.90            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 2026     | Info Systems Security Architct | \$140,842.87            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1617     | Manager-Application Developmnt | \$157,736.09            | 13                         | 0.00%     | 0.00%      | 0.00%      |
| 111      | Manager-Network Operations     | \$128,242.78            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 999      | Manager-Sheriff Info Systems   | \$159,279.01            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 284      | Principal Network Systms Anlst | \$139,654.72            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 132      | Senior Info Sys Sppt Anlst     | \$121,524.48            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1026     | Senior Office Systems Coord    | \$114,753.86            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 726      | Manager-Radiology Diagnostic   | \$156,649.42            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 727      | Manager-Cardiopulmonary Svcs   | \$157,713.32            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1190     | Manager-Medical Records        | \$143,133.55            | 1                          | 0.00%     | 0.00%      | 0.00%      |

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|----------|--------------------------------|-------------------------|----------------------------|-----------|------------|------------|
| 1634     | Manager-Operations             | \$124,638.65            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1635     | Manager-Patient Services       | \$148,898.62            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 730      | Manager-Rehabilitation Svcs    | \$172,215.12            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 955      | Manager-Therapy Services       | \$154,377.72            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1430     | Public Health Lab Director     | \$168,461.62            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1029     | Director Laboratory Services   | \$171,080.87            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1256     | Manager-Laboratory Services    | \$139,499.05            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 449      | Public Information Officer - E | \$157,972.40            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 452      | Agency Public Info Officer I   | \$94,095.00             | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 453      | Agency Public Info Officer II  | \$117,096.00            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 454      | Agency Public Info Officer III | \$136,124.10            | 3                          | 0.00%     | 0.00%      | 0.00%      |
| 1035     | Assist Emergency Comm Manager  | \$134,460.76            | 2                          | 0.00%     | 0.00%      | 0.00%      |
| 891      | Fire Communications Manager    | \$147,075.76            | 0                          | 0.00%     | 0.00%      | 0.00%      |
| 1034     | Sheriff's Comm Training Coord  | \$125,197.97            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1760     | Sheriff                        | \$315,011.11            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1975     | Treasurer-Tax Collector        | \$219,851.98            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 1995     | Undersheriff                   | \$266,918.39            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 328      | Assistant Sheriff              | \$237,928.01            | 1                          | 0.00%     | 0.00%      | 0.00%      |
| 533      | Sheriff's Dir Emergency Svcs   | \$210,527.36            | 1                          | 0.00%     | 0.00%      | 0.00%      |