

# Attachment A

## AMENDMENT OF THE 2014-2016 MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF SAN LUIS OBISPO AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION PUBLIC SERVICES UNIT (BU01)

This Amendment is entered into as of January 15, 2016, by and between the County of San Luis Obispo (hereinafter referred to as "the County"), and the San Luis Obispo County Employees' Association (hereinafter referred to as "SLOCEA"), Public Services Unit (BU01). In this Amendment, the term "parties" refers to the County and SLOCEA.

The parties agree that Article 8 Salaries is hereby amended to read as follows:

### 8. SALARIES

#### 8.1 Fiscal Year 14-15 Salary Adjustment

8.1.1 Effective the pay period that includes July 1, 2014, wages shall be increased by 2.3% for all classifications in this unit, shown in Appendix A.

#### 8.2 Fiscal Year 15-16 Salary Adjustment

8.2.1 Effective the pay period that includes July 1, 2015, wages shall be increased by 2.5% for all classifications in this unit, shown in Appendix A.

8.2.2 Effective the pay period that includes July 1, 2015, wages shall be increased by an additional amount for those classifications determined to be under market by more than 5%. The additional adjustment for under market classifications shall be funded through a pool of 0.3% of payroll (base pay plus wage-related rollup costs) for the entire bargaining unit based on actual bargaining unit payroll effective the payroll including January 1, 2015. The under market classifications and the additional adjustments for those classifications shall be determined through negotiations commencing on or before March 1, 2015.

8.2.2.1 Pursuant to section 8.2.2, the parties have agreed to allocate the additional adjustment to classifications determined to be under market by more than 7.5%, as identified in Appendix B, regardless of whether the parties used the County's presented survey universe and data or a survey universe of SLOCEA's choosing.

8.2.2.2 The process for identifying the classifications determined to be under market does not constitute an agreement by the parties on a market wage study. The market wage study shall be completed pursuant to section 8.4 Market Wage Study of this Agreement.

### **8.3 Compliance with Prevailing Wage Ordinance**

**8.3.1** The parties agree that the salary setting process described herein complies with the requirements of County Code Section 2.48.180, which section is also known as the County Prevailing Wage Ordinance.

### **8.4 Market Wage Study**

**8.4.1** Commencing no later than September 1, 2015, the parties shall convene a pre-negotiations process to identify “comparable” employers, survey classifications, and salary and benefit data to be collected in a market wage survey. If the parties agree on all of the components of the study, the County shall collect the data, complete the market wage study, and provide it to the Association as soon as administratively feasible with a target date of January 1, 2016. The County shall meet with representatives of the Association periodically during the conduct of the study to review data that is being collected.

**8.4.2** If by October 1, 2015 the parties are unable to agree on all of the components of the market wage study, the County shall complete a market wage study and provide it to the Association with a target date of January 1, 2016. This study will include a chart showing the standing of the SLOCEA bargaining unit based on selected comparable employers, survey classifications, and total compensation elements selected by the County. Any disagreements between the parties on the data factors included in the market wage study shall be addressed in successor negotiations.

**8.4.3** The Association may also conduct a market wage study and provide it to the County with a target date of January 1, 2016 for use in successor contract negotiations.

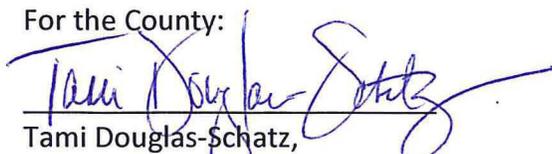
**8.4.4** For purpose of opening proposals covering the time period commencing July 1, 2016, the content of the wage studies described above shall not limit the ability of either party to make such wage proposals and present additional data as they see fit during the course of successor contract negotiations.

### **8.5 Eligibility**

**8.5.1** The parties agree that any wage increases are negotiated for the benefit of those persons who remain in County employment and are not intended to apply to former employees who leave County employment on or prior to the effective dates for implementation of its various provisions (See Article 60, IMPLEMENTATION AND EFFECT).

IN WITNESS WHEREOF, County and SLOCEA have executed this Memorandum of Understanding on the day and year first hereinabove set forth,

For the County:

  
Tami Douglas-Schatz,  
Management Representative

Dated: 1-15-2016

For SLOCEA:

  
Pat McNamara,  
SLOCEA General Manager

Dated: 1-15-2016

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL  
County Counsel

  
1.15.2016  
By: Timothy McNulty, Assistant County Counsel

## Appendix A

(Appendix A is incorporated for reference to reflect changes that have already been approved per the 2014-2016 SLOCEA Public Services Unit (BU01) MOU)

Class	Class Title	BU	FY13-14 Range *	FY 14-15 Range	FY 15-16 Range
8885	ADMIN ANALYST AIDE	BU01	2206	2257	2313
2731	AGR/WEIGHTS & MEASURES TECH I	BU01	2000	2046	2097
2732	AGR/WEIGHTS & MEASURES TECH II	BU01	2182	2232	2288
817	AGRICULTURAL INSP/BIOLOGIST I	BU01	2182	2232	2288
818	AGRICULTURAL INSP/BIOLOGIST II	BU01	2411	2466	2528
819	AGRICULTURAL INSP/BIOLOGIST III	BU01	2727	2790	2860
816	AGRICULTURAL INSP/BIOLOGIST TR	BU01	2000	2046	2097
2730	AGRICULTURAL RESOURCE SPEC	BU01	3124	3196	3276
1402	AIRPORTS OPERATION SPECIALIST	BU01	2211	2262	2319
1417	ANIMAL CONTROL OFFICER	BU01	1784	1825	1871
8956	ANIMAL SHELTER COORDINATOR	BU01	1872	1915	1963
1423	ANIMAL SHELTER REGISTERED VETERINARY TEC	BU01	1870	1913	1961
219	ANIMAL SVCS HUMANE EDUCATOR	BU01	1678	1717	1760
711	APPRAISER I	BU01	2270	2322	2380
709	APPRAISER II	BU01	2628	2688	2755
707	APPRAISER III	BU01	2867	2933	3006
718	APPRAISER TRAINEE	BU01	1966	2011	2061
624	ARCHITECTURAL TECHNICIAN	BU01	2039	2086	2138
8894	ASSESSMENT ANALYST TRAINEE	BU01	1761	1802	1847
894	ASSESSMENT TECHNICIAN I	BU01	1682	1721	1764
895	ASSESSMENT TECHNICIAN II	BU01	1845	1887	1934
896	ASSESSMENT TECHNICIAN III	BU01	2020	2066	2118
897	ASSESSMENT TECHNICIAN IV	BU01	2103	2151	2205
615	ASSOCIATE CAPITAL PROJ COORD	BU01	3125	3197	3277
623	ASSOCIATE REAL PROPERTY AGENT	BU01	2904	2971	3045
613	ASST CAPITAL PROJ COORD	BU01	2597	2657	2723
622	ASST REAL PROPERTY AGENT	BU01	2505	2563	2627
868	ASST VETERANS SERVICE OFF I	BU01	1882	1925	1973
866	ASST VETERANS SERVICE OFF II	BU01	2154	2204	2259
1601	BUILDING INSPECTOR I	BU01	2317	2370	2429
1602	BUILDING INSPECTOR II	BU01	2657	2718	2786
1603	BUILDING INSPECTOR III	BU01	2939	3007	3082
1701	BUILDING PLANS EXAMINER I	BU01	2850	2916	2989
1702	BUILDING PLANS EXAMINER II	BU01	3125	3197	3277
1703	BUILDING PLANS EXAMINER III	BU01	3378	3456	3542
2181	BUYER I	BU01	2010	2056	2107
2182	BUYER II	BU01	2315	2368	2427

\* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 2206 = \$22.06 per hour at step 1).

Class	Class Title	BU	FY13-14 Range	FY 14-15 Range	FY 15-16 Range
671	CADASTRAL MAPPING SYS SPEC I	BU01	2090	2138	2191
672	CADASTRAL MAPPING SYS SPEC II	BU01	2473	2530	2593
673	CADASTRAL MAPPING SYS SPEC III	BU01	2963	3031	3107
635	CAPITAL PROJECTS INSPECTOR	BU01	3125	3197	3277
2903	CIVIL ENGINEERING TECH AIDE	BU01	2016	2062	2114
648	CIVIL ENGINEERING TECH I	BU01	2512	2570	2634
650	CIVIL ENGINEERING TECH II	BU01	2876	2942	3016
652	CIVIL ENGINEERING TECH III	BU01	3302	3378	3462
552	CLINICAL LAB TECHNOLOGIST	BU01	2383	2438	2499
576	CLINICAL LABORATORY ASST I	BU01	1368	1399	1434
577	CLINICAL LABORATORY ASST II	BU01	1564	1600	1640
3501	COLLECTIONS OFFICER I	BU01	2042	2089	2141
3502	COLLECTIONS OFFICER II	BU01	2145	2194	2249
9632	COMM DISEASE INVESTIGATOR	BU01	2087	2135	2188
9679	COMMUNICATIONS AIDE	BU01	1700	1739	1782
959	COMMUNICATIONS TECHNICIAN I	BU01	2437	2493	2555
958	COMMUNICATIONS TECHNICIAN II	BU01	2739	2802	2872
420	COMMUNITY HEALTH NURSE	BU01	2888	2954	3028
427	COMMUNITY SERVICE AIDE	BU01	1256	1285	1317
8967	COMPUTER SYST TECH AIDE	BU01	1599	1636	1677
8968	COMPUTER SYST TECH I	BU01	1915	1959	2008
8969	COMPUTER SYST TECH II	BU01	2128	2177	2231
8970	COMPUTER SYST TECH III	BU01	2449	2505	2568
1341	COOK I	BU01	1481	1515	1553
1340	COOK II	BU01	1780	1821	1867
1350	COOK III	BU01	1915	1959	2008
527	CORRECTIONAL NURSE I	BU01	2830	2895	2967
528	CORRECTIONAL NURSE II	BU01	3276	3351	3435
410	CROSS CONNECTION INSPECTOR	BU01	2654	2715	2783
8903	DEPARTMENTAL AUTOMA SPEC I	BU01	2473	2530	2593
8904	DEPARTMENTAL AUTOMA SPEC II	BU01	2963	3031	3107
8906	DEPARTMENTAL AUTOMA SPEC III	BU01	3437	3516	3604
8620	DRUG & ALCOHOL SVCS SPEC I	BU01	1976	2021	2072
8621	DRUG & ALCOHOL SVCS SPEC II	BU01	2291	2344	2403
8622	DRUG & ALCOHOL SVCS SPEC III	BU01	2523	2581	2646
8623	DRUG & ALCOHOL SVCS SPEC IV	BU01	2786	2850	2921
8606	DRUG & ALCOHOL WORKER AIDE	BU01	1341	1372	1406
8607	DRUG & ALCOHOL WORKER I	BU01	1711	1750	1794
8608	DRUG & ALCOHOL WORKER II	BU01	1878	1921	1969
380	ECONOMIC CRIME OFFICER I	BU01	1900	1944	1993
381	ECONOMIC CRIME OFFICER II	BU01	2092	2140	2194
382	ECONOMIC CRIME OFFICER III	BU01	2196	2247	2303
383	ECONOMIC CRIME TECHNICIAN I	BU01	1926	1970	2019

Class	Class Title	BU	FY13-14 Range	FY 14-15 Range	FY 15-16 Range
384	ECONOMIC CRIME TECHNICIAN II	BU01	2024	2071	2123
1539	ELIGIBILITY TECHNICIAN I	BU01	1699	1738	1781
1540	ELIGIBILITY TECHNICIAN II	BU01	1848	1891	1938
1541	ELIGIBILITY TECHNICIAN III	BU01	2047	2094	2146
1544	EMPLOYMENT/RESOURCE SPEC I	BU01	1699	1738	1781
1545	EMPLOYMENT/RESOURCE SPEC II	BU01	1848	1891	1938
1546	EMPLOYMENT/RESOURCE SPEC III	BU01	2047	2094	2146
1547	EMPLOYMENT/RESOURCE SPEC IV	BU01	2334	2388	2448
641	ENGINEER I	BU01	2847	2912	2985
640	ENGINEER II	BU01	3261	3336	3419
634	ENGINEER III	BU01	3714	3799	3894
8406	ENVIR HEALTH AIDE	BU01	1864	1907	1955
8413	ENVIR HEALTH SPECIALIST I	BU01	2433	2489	2551
8414	ENVIR HEALTH SPECIALIST II	BU01	2792	2856	2927
8415	ENVIR HEALTH SPECIALIST III	BU01	3080	3151	3230
2803	ENVIR RESOURCE SPECIALIST	BU01	3124	3196	3276
9621	FAMILY SUPPORT OFFICER I	BU01	1900	1944	1993
9622	FAMILY SUPPORT OFFICER II	BU01	2092	2140	2194
9682	FAMILY SUPPORT OFFICER III	BU01	2196	2247	2303
221	HEALTH EDUCATION SPECIALIST	BU01	1925	1969	2018
2111	HUMAN RSRCS ANALYST AIDE	BU01	2206	2257	2313
447	LABORATORY ASST. I	BU01	1489	1523	1561
446	LABORATORY ASST. II	BU01	1699	1738	1781
2806	LAND USE TECHNICIAN	BU01	1977	2022	2073
8974	LEAD HEALTH EDUCATION SPECIALIST	BU01	2213	2264	2321
1003	LIBRARIAN I	BU01	2138	2187	2242
1013	LIBRARY ASSISTANT	BU01	1737	1777	1821
1009	LIBRARY DRIVER CLERK I	BU01	1459	1493	1530
1010	LIBRARY DRIVER CLERK II	BU01	1737	1777	1821
543	LICENSED VOCATIONAL NURSE	BU01	1916	1960	2009
8573	M.H. NURSE I	BU01	2913	2980	3055
8572	M.H. NURSE II	BU01	3276	3351	3435
8571	M.H. NURSE III	BU01	3551	3633	3724
458	M.H. NURSE PRACTITIONER	BU01	3962	4053	4154
8570	M.H. NURSE TRAINEE	BU01	2767	2831	2902
8568	M.H. PRE-LICENSED NURSE	BU01	2549	2608	2673
8529	M.H. THERAPIST I	BU01	2096	2144	2198
8528	M.H. THERAPIST II	BU01	2427	2483	2545
8527	M.H. THERAPIST III	BU01	2673	2734	2802
8526	M.H. THERAPIST IV	BU01	2955	3023	3099
8576	M.H. WORKER AIDE	BU01	1306	1336	1369
8575	M.H. WORKER I	BU01	1665	1703	1746
8574	M.H. WORKER II	BU01	1826	1868	1915

Class	Class Title	BU	FY13-14 Range	FY 14-15 Range	FY 15-16 Range
1620	MAPPING/GRAPHICS SYS SPEC I	BU01	2090	2138	2191
1621	MAPPING/GRAPHICS SYS SPEC II	BU01	2473	2530	2593
1622	MAPPING/GRAPHICS SYS SPEC III	BU01	2963	3031	3107
979	MICROCOMPUTER TECHNICIAN I	BU01	2222	2273	2330
980	MICROCOMPUTER TECHNICIAN II	BU01	2497	2554	2618
1711	NETWORK HARDWARE SPECIALIST I	BU01	2338	2392	2452
1712	NETWORK HARDWARE SPECIALIST II	BU01	2628	2688	2755
457	NURSE PRACTITIONER/PHYS ASST	BU01	3601	3684	3776
2238	PARALEGAL	BU01	2169	2219	2274
1203	PARK OPERATIONS COORDINATOR	BU01	2780	2844	2915
8538	PATIENT SVCS REPRESENTATIVE	BU01	1788	1829	1875
1560	PERSONAL CARE AIDE	BU01	1574	1610	1650
575	PHYS OR OCCUPATIONAL THER AIDE	BU01	1772	1813	1858
571	PHYS OR OCCUPATIONAL THER I	BU01	2680	2742	2811
572	PHYS OR OCCUPATIONAL THER II	BU01	2955	3023	3099
2800	PLANNER I	BU01	2367	2421	2482
2801	PLANNER II	BU01	2667	2728	2796
2802	PLANNER III	BU01	2970	3038	3114
326	PROBATION ASSISTANT	BU01	1954	1999	2049
587	PROPERTY TRANSFER TECH I	BU01	1682	1721	1764
588	PROPERTY TRANSFER TECH II	BU01	1845	1887	1934
589	PROPERTY TRANSFER TECH III	BU01	2020	2066	2118
695	PROPERTY TRANSFER TECH IV	BU01	2103	2151	2205
525	PSYCHOLOGIST	BU01	3585	3667	3759
422	PUBLIC HEALTH AIDE I	BU01	1397	1429	1465
423	PUBLIC HEALTH AIDE II	BU01	1474	1508	1546
424	PUBLIC HEALTH AIDE III	BU01	1678	1717	1760
442	PUBLIC HEALTH MICROBIOL I	BU01	2779	2843	2914
441	PUBLIC HEALTH MICROBIOL II	BU01	3072	3143	3222
417	PUBLIC HEALTH NURSE	BU01	3062	3132	3210
1347	PUBLIC HEALTH NUTRITIONIST I	BU01	2512	2570	2634
1348	PUBLIC HEALTH NUTRITIONIST II	BU01	2767	2831	2902
537	REGISTERED NURSE II	BU01	2978	3046	3122
1000	REPROGRAPHICS LEADWORKER	BU01	2029	2076	2128
996	REPROGRAPHICS TECH I	BU01	1342	1373	1407
992	REPROGRAPHICS TECH II	BU01	1683	1722	1765
994	REPROGRAPHICS TECH III	BU01	1935	1980	2030
1708	RESOURCE PROTECTION SPEC I	BU01	2271	2323	2381
1709	RESOURCE PROTECTION SPEC II	BU01	2847	2912	2985
1710	RESOURCE PROTECTION SPEC III	BU01	3142	3214	3294
3281	SART CLINICAL COORD	BU01	3147	3219	3299
1531	SOCIAL SVCS INVESTIGATOR	BU01	2518	2576	2640
1555	SOCIAL SVCS PROGRAM REVW SPEC	BU01	2334	2388	2448

<b>Class</b>	<b>Class Title</b>	<b>BU</b>	<b>FY13-14 Range</b>	<b>FY 14-15 Range</b>	<b>FY 15-16 Range</b>
1536	SOCIAL WORKER I	BU01	1987	2033	2084
1532	SOCIAL WORKER II	BU01	2169	2219	2274
1524	SOCIAL WORKER III	BU01	2395	2450	2511
1519	SOCIAL WORKER IV	BU01	2764	2828	2899
610	SOLID WASTE COORDINATOR I	BU01	2363	2417	2477
611	SOLID WASTE COORDINATOR II	BU01	2962	3030	3106
612	SOLID WASTE COORDINATOR III	BU01	3271	3346	3430
2183	SR BUYER	BU01	2662	2723	2791
969	SR COMMUNICATIONS TECH	BU01	3014	3083	3160
415	SR COMMUNITY HEALTH NURSE	BU01	2788	2852	2923
972	SR MICROCOMPUTER TECHNICIAN	BU01	2747	2810	2880
3001	SR PHYS OR OCCUPATIONAL THER	BU01	3155	3228	3309
421	SR PUBLIC HEALTH NURSE	BU01	3282	3357	3441
9613	SR WATER SYSTEMS CHEMIST	BU01	3478	3558	3647
961	TELEPHONE SYSTEMS COORDINATOR	BU01	1815	1857	1903
9634	VIC/WIT ASSISTANCE COORD I	BU01	1876	1919	1967
9637	VIC/WIT ASSISTANCE COORD II	BU01	2183	2233	2289
9614	VIC/WIT ASST COORD AIDE	BU01	1748	1788	1833
9617	WATER SYSTEMS CHEMIST I	BU01	2995	3064	3141
9618	WATER SYSTEMS CHEMIST II	BU01	3309	3385	3470
9615	WATER SYSTEMS LAB TECH I	BU01	2004	2050	2101
9616	WATER SYSTEMS LAB TECH II	BU01	2325	2378	2437
824	WEIGHTS & MEASURES INSP I	BU01	2182	2232	2288
821	WEIGHTS & MEASURES INSP II	BU01	2411	2466	2528
825	WEIGHTS & MEASURES INSP III	BU01	2727	2790	2860
826	WEIGHTS & MEASURES INSP TR	BU01	2000	2046	2097

## Appendix B

Barg. Unit	Job ID	Classification Job Title	Current Range*	Percent Change	New Range	Approx. Monthly Increase at Top Step
BU01	219	Animal Svcs Humane Educator	1760	0.56%	1770	\$21
BU01	221	Health Education Specialist	2018	3.18%	2082	\$135
BU01	380	Economic Crime Officer I	1993	1.17%	2016	\$49
BU01	381	Economic Crime Officer II	2194	1.28%	2222	\$59
BU01	382	Economic Crime Officer III	2303	1.86%	2346	\$90
BU01	383	Economic Crime Technician I	2019	0.43%	2028	\$18
BU01	384	Economic Crime Technician II	2123	1.06%	2146	\$48
BU01	415	Sr Community Health Nurse	2923	1.97%	2981	\$121
BU01	417	Public Health Nurse	3210	0.32%	3220	\$22
BU01	420	Community Health Nurse	3028	0.41%	3040	\$26
BU01	421	Sr Public Health Nurse	3441	0.62%	3462	\$45
BU01	422	Public Health Aide I	1465	0.36%	1470	\$11
BU01	423	Public Health Aide II	1546	0.96%	1561	\$31
BU01	424	Public Health Aide III	1760	0.56%	1770	\$21
BU01	427	Community Service Aide	1317	0.38%	1322	\$10
BU01	457	Nurse Practitioner/Phys Asst	3776	1.44%	3830	\$114
BU01	458	M.H. Nurse Practitioner	4154	1.44%	4214	\$126
BU01	527	Correctional Nurse I	2967	0.78%	2990	\$48
BU01	528	Correctional Nurse II	3435	0.31%	3446	\$23
BU01	543	Licensed Vocational Nurse	2009	0.94%	2028	\$40
BU01	571	Phys Or Occupational Ther I	2811	0.80%	2833	\$47
BU01	572	Phys Or Occupational Ther II	3099	0.89%	3127	\$58
BU01	575	Phys Or Occupational Ther Aide	1858	1.03%	1877	\$40
BU01	588	Property Transfer Tech II	1934	0.31%	1940	\$12
BU01	589	Property Transfer Tech III	2118	0.36%	2126	\$16
BU01	610	Solid Waste Coordinator I	2477	0.24%	2483	\$12
BU01	611	Solid Waste Coordinator II	3106	0.20%	3112	\$13
BU01	612	Solid Waste Coordinator III	3430	0.16%	3435	\$11
BU01	695	Property Transfer Tech IV	2205	0.72%	2221	\$34
BU01	819	Agricultural Insp/Biologist III	2860	0.26%	2867	\$15
BU01	868	Asst Veterans Service Off I	1973	0.53%	1983	\$22
BU01	897	Assessment Technician IV	2205	0.72%	2221	\$34
BU01	961	Telephone Systems Coordinator	1903	0.75%	1917	\$30
BU01	1010	Library Driver Clerk II	1821	0.73%	1834	\$28
BU01	1013	Library Assistant	1821	0.73%	1834	\$28
BU01	1203	Park Operations Coordinator	2915	0.40%	2927	\$25

\* The salary range numbers are identifiers of individual classification ranges in the County and reflect step 1 of 5 steps (e.g. 1760 = \$17.60 per hour at step 1).

Barg. Unit	Job ID	Classification Job Title	Current Range	Percent Change	New Range	Approx. Monthly Increase at Top Step
BU01	1417	Animal Control Officer	1871	0.74%	1885	\$29
BU01	1531	Social Svcs Investigator	2640	0.73%	2659	\$41
BU01	1539	Eligibility Technician I	1781	0.28%	1786	\$11
BU01	1540	Eligibility Technician II	1938	0.52%	1948	\$21
BU01	1541	Eligibility Technician III	2146	0.44%	2156	\$20
BU01	1545	Employment/Resource Spec II	1938	0.35%	1945	\$14
BU01	1546	Employment/Resource Spec III	2146	0.28%	2152	\$13
BU01	1547	Employment/Resource Spec IV	2448	0.36%	2457	\$19
BU01	1555	Social Svcs Program Revw Spec	2448	0.27%	2455	\$14
BU01	1560	Personal Care Aide	1650	0.76%	1662	\$26
BU01	1701	Building Plans Examiner I	2989	0.95%	3017	\$60
BU01	2111	Human Rsrcs Analyst Aide	2313	0.70%	2329	\$34
BU01	2238	Paralegal	2274	0.53%	2286	\$25
BU01	2800	Planner I	2482	0.35%	2491	\$18
BU01	2801	Planner II	2796	0.20%	2802	\$12
BU01	2802	Planner III	3114	0.17%	3119	\$11
BU01	2806	Land Use Technician	2073	0.55%	2084	\$24
BU01	3001	Sr Phys Or Occupational Ther	3309	1.25%	3350	\$87
BU01	3281	SART Clinical Coord	3299	1.11%	3336	\$77
BU01	3501	Collections Officer I	2141	0.35%	2148	\$16
BU01	3502	Collections Officer II	2249	0.99%	2271	\$47
BU01	8538	Patient Svcs Representative	1875	0.93%	1892	\$37
BU01	8574	M.H. Worker II	1915	0.68%	1928	\$27
BU01	8575	M.H. Worker I	1746	0.54%	1755	\$20
BU01	8576	M.H. Worker Aide	1369	0.50%	1376	\$14
BU01	8606	Drug & Alcohol Worker Aide	1406	0.72%	1416	\$21
BU01	8885	Admin Analyst Aide	2313	0.70%	2329	\$34
BU01	8894	Assessment Analyst Trainee	1847	0.90%	1864	\$35
BU01	8974	Lead Health Education Specialist	2321	2.57%	2381	\$126
BU01	9614	Vic/Wit Asst Coord Aide	1833	0.30%	1839	\$12
BU01	9634	Vic/Wit Assistance Coord I	1967	0.70%	1981	\$29
BU01	9637	Vic/Wit Assistance Coord II	2289	0.83%	2308	\$40
BU01	9679	Communications Aide	1782	0.98%	1799	\$37