

**TRINITY COUNTY
BOARD OF SUPERVISORS**
Trinity County Library
Conference Room
351 Main Street
Weaverville, CA

MEETING AGENDA

August 3, 2021

Chairman

Supervisor Jeremy Brown - District 4

Vice-Chairman

Supervisor Dan Frasier - District 5

Supervisor Keith Groves - District 1

Supervisor Jill Cox - District 2

Supervisor Liam Gogan - District 3

Richard Kuhns, Psy.D - County Administrative Officer / Clerk of the Board

Margaret E. Long - County Counsel

Emma Purvis - Deputy Clerk of the Board

The Trinity County Board of Supervisors welcomes you to its meetings which are regularly scheduled for the first and third Tuesday of each month, unless altered to accommodate a holiday, starting at 9:00 a.m. at 351 Main Street, Weaverville, California.

This Board Agenda contains a brief, general description of each item to be considered. Supporting documentation is available online at www.trinitycounty.org, at the County Administrative Office located at 11 Court Street, Room 230, Weaverville, CA, during normal business hours, and in the Public Packet at the rear of the Board Chambers during the meeting.

If you would like to receive notification via email that the agenda has been posted, please send your request to clerkoftheboard@trinitycounty.org.

Members of the public wishing to present documents to the Board of Supervisors during the meeting must submit ten (10) copies to the Deputy Clerk of the Board.

During the meeting the Trinity County Board of Supervisors may take action sitting as the Board of Supervisors and as the governing body of: The Trinity County Transportation Commission, the In-Home Supportive Services Authority, the Consolidated Transit Services Agency, the Trinity County Board of Equalization, the Trinity County Housing Authority and the Solid Waste Local Task Force.

In compliance with the Americans with Disabilities Act, those requiring accommodations for this meeting should notify Emma Purvis at the County Administrative Office three (3) full business days prior to the meeting at (530) 623-1382 or clerkoftheboard@trinitycounty.org.

ZOOM INFORMATION

Join Zoom Meeting

<https://zoom.us/j/5950072851?pwd=RHp6TDhNajNJMVJHZFJIRmhacmJjUT09>

Meeting ID: 595 007 2851

Passcode: 267684

Dial In:

1 (669) 900-6833

If you need assistance with Zoom please go to this website:

<https://support.zoom.us/hc/en-us/articles/201362283-Testing-computer-or-device-audio>

Just a reminder that the chat feature is not the appropriate forum to ask questions or provide comments. This chat should only be used to notify us of technical issues. No response will be given in acknowledgement or otherwise via the Zoom chat.

Public Comment given via Zoom can only be done audibly (not via chat), and you must either "Raise Your Hand" or use the chat to request your turn.

9:00 AM

CALL MEETING TO ORDER IN OPEN SESSION

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT

This time is for information from the public on matters not appearing on this agenda or within the Consent Calendar. All comments are limited to three minutes and must pertain to matters within the jurisdiction of this Board. When addressing the Board please state your name for the record and address the Board as a whole through the Chair. No action or discussion will be conducted on matters not listed on the agenda, however, the Chair may refer the subject matter to the appropriate department for follow-up or schedule the matter on a subsequent Board Agenda.

Presentations

Board of Supervisors

- 1.1 Receive a presentation from California State Association of Counties (CSAC) Executive Director Graham Knaus regarding the state budget and what's new in the legislative session.

No fiscal impact.

Clerk of the Board

- 1.2 Receive a presentation from the Trinity River Restoration Project (TRRP) group regarding their projects on the Trinity River.

No fiscal impact.

Consent Calendar

These items include routine, non-controversial matters and will be acted upon by the Board by one, roll-call motion. If a member of the public has any questions or comments on an item on the consent calendar, they may provide them now. A member of the Board or Staff may request an item be pulled and considered separately.

Agriculture

- 2.1 Approve a budget adjustment for FY 20/21 for Agriculture - Dept. 2490 decreasing revenues and Services & Supplies by \$7,779.

Decrease in general fund appropriations in the amount of \$7,779.

- 2.2 Approve amendment number 3 to the agreement with the United States Department of Agriculture, Animal and Plant Health Inspection Service and Wildlife Services adding the financial plan for FY 2021/2022 to provide wildlife program activities within Trinity County.

\$10,891 in FY 21/22 from the Agriculture Department.

Auditor/Controller

- 2.3 Approve establishing a new Special Revenue Fund - Fund 417 - Juvenile Justice Realignment Block Grant (JJRBG)

No Impact to the General Fund.

Behavioral Health Services

- 2.4 Approve a budget adjustment for FY 20/21 for MHSA Other Funding - Dept. 8577 decreasing Transfers Out by \$42,285; and approve a budget adjustment for FY 20/21 for MHSA Prudent Reserve - Dept. 8578 increasing Transfers Out by \$42,285.

No impact to the General Fund; current cash balance in the MHSA Other Funding - Fund 577 is \$1,158,965 and current cash balance in the MHSA Prudent Reserve - Fund 578 is \$421,850.

Clerk of the Board

- 2.5 Adopt a resolution which confirms the continuance of a Local Emergency in the County of Trinity due to the novel coronavirus known as COVID-19.

No fiscal impact.

- 2.6 Adopt a resolution which confirms the continuance of a Local Emergency in the County of Trinity due to wildfires.

No fiscal impact.

- 2.7 Authorize the Chairman to sign a letter to Senator Mike McGuire expressing significant concerns regarding SB 12 - Local Government: planning and zoning: wildfires.

No fiscal impact.

General Services

- 2.8** Approve a budget adjustment for FY 20/21 for Motor Pool - Dept. 8803 decreasing revenues by \$52,000 and increasing Services & Supplies by \$6,000.

No impact to the General Fund; current cash balance in Motor Pool - Fund 803 is \$597,574.

Grants

- 2.9** Approve an agreement with Humboldt State University, Sponsored Programs Foundation to conduct a cannabis equity assessment.

No impact to the General Fund; \$55,000 from Cannabis Equity Grant.

Health and Human Services

- 2.10** Approve a budget adjustment for FY 20/21 for Health Department - Dept. 4402 increasing Prior Year Revenue and decreasing Inter-fund revenue by \$350, decreasing Services & Supplies by \$137,703, increasing Other Charges by \$6,000, Fixed Assets by \$7,570, and Transfer out by \$124,133; approve a budget adjustment for FY 20/21 for Animal Control - Dept. 2350 decreasing Intra-Fund Revenue and increasing Transfer In by \$120,000; approve a budget adjustment for FY 20/21 for Tobacco Program - Dept. 4100 decreasing revenues by \$52,843, Services and Supplies by \$54,286 and Inter-fund expenses by \$1,557; and approve a budget adjustment for FY 20/21 for Indigent Burial - Dept. 5080 increasing Revenues and Other Charges by \$2,690.

No net impact to the general fund; current cash balance for Health - Fund 402 is \$-1,569,863.90; for Tobacco Program - Fund 109 is \$150,464; and for Indigent Burial - Fund 111 is \$-160,366.27.

- 2.11** Approve an agreement with the California Department of Social Services to provide Resource Family Approval program services.

No impact to the General Fund; \$66,478 from the Child Welfare allocation.

Human Resources

- 2.12** Adopt a resolution approving a revised Alphabetical Listing of Classifications for Trinity County employees retroactively effective July 1, 2021.

No fiscal impact.

Probation

- 2.13** Approve a budget adjustment for FY 20/21 for Probation - Dept. 2400 increasing Transfers In Intrafund Expenses by \$25,000; and approve a budget adjustment for FY 20/21 for Community Corrections Realignment - Dept. 8499 increasing Transfers Out by \$25,000.

Increase in General Fund appropriations in the amount of \$25,000; current cash balance in the Community Corrections Realignment - Fund 499 is \$515,082.

- 2.14** Approve an agreement with Lexipol to provide policy manual maintenance and training bulletins.

\$22,170 from the Probation department.

Sheriff

- 2.15** Approve a budget adjustment for FY 20/21 for Inmate Welfare Fund - Dept. 8556 increasing revenues and Services & Supplies by \$385.

No impact to the General Fund; current cash balance in Sheriff Inmate Fund - Fund 556 is \$6,798.64

- 2.16** Approve an agreement with Center for Evaluation and Research, LLC to develop and provide training on a data collection system, develop Local Evaluation Plan and final Local Evaluation Report and monitor data in data collection system as it pertains to the BSCC Prop 64 Grant local evaluation plan.

\$57,000 from the Sheriff's Office.

10:00 AM Public Hearings

Grants

- 3.1** Conduct a public hearing to gather input on CDBG Program Income applications for an ADA upgrade to a public facility in Hayfork and facility improvements at a public facility in Weaverville; and adopt a resolution authorizing the County Administrative Officer (CAO) or the Grants Coordinator to submit two program income grant application(s) under the 2020-2021 State CDBG funding program and sign any grant agreements, amendments or any other documents necessary, if awarded.

No impact to the General Fund; \$97,860 from existing CDBG Program Income to cover the public facilities projects.

Solid Waste

- 3.2** Conduct a public hearing to consider adopting a resolution which confirms the 2021/2022 Delinquent List for the Solid Waste Parcel Fee and hear any objections or protests to the report.

No impact to the General Fund; any changes made to the report will impact the Solid Waste Enterprise Fund.

Reports/Announcements

- 4.1** I. Report from Department Heads
II. Report from County Administrative Officer
III. Report from Members of the Board of Supervisors

County Matters

These items include non-routine, or controversial matters and are listed alphabetically by department. A member of the Board or Staff may request that an item be heard out of order.

Health and Human Services

- 5.1** Ratify the Director of Emergency Services proclamation and confirm the existence

of a local emergency in Trinity County pertaining to drought conditions
Potential loss of reimbursement revenue from State and Federal sources.

Human Resources

- 5.2** Modify the departmental allocation list for Administration - Grants Division to read: Two (2) Program Manager or Grants Coordinator I/II effective August 3, 2021.
Approximate cost in salary and benefits per month for a Program Manager at A step is \$9,341.
- 5.3** Modify the departmental allocation list for Health & Human Services - Public Health Division to read: Three (3) Public Health Nurse I/II, or Community Health Nurse I/II, or Public Health Nursing Supervisor and Three (3) Health Education Specialist I/II, or Community Health Worker I/II effective August 3, 2021.
No impact to the General Fund; these allocations remain within the Public Health Department.

Planning and Zoning

- 5.4** Hold an appeal hearing to consider upholding, modifying or overturning the Planning Commission's decision to grant an appeal of the Planning Director's decision to not issue Commercial Cannabis License #672 under Urgency Ordinance 1355 because it is a new license that had not been previously issued. Assessor's Parcel Number 017-450-020-000. (CCL Applicant: Damon Libolt; Appellant: Planning Director Kim Hunter.)
Unknown fiscal impact
- 5.5** Receive an update on the Commercial Cannabis Program from Director of Building & Planning Kim Hunter and Senior Environmental Compliance Specialist David Colbeck.
Unknown fiscal impact.

Sheriff

- 5.6** Approve a budget adjustment for FY 20/21 for Animal Control - Dept. 2350 decreasing revenues by \$7,897, Salary & Benefits by \$1,144 and Other Charges by \$80 and increasing Services & Supplies by \$837, Inter-fund Expenses by 1,346 and Intra-Fund Expenses by \$1,944; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$10,800.
Increase in General Fund Appropriation in the amount of \$10,800; current Contingency balance is \$225,684.
- 5.7** Approve a budget adjustment for FY 20/21 for Coroner - Dept. 2110 increasing Services & Supplies by \$5,000; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$5,000.
Increase in General Fund appropriations in the amount of \$5,000; current Contingency balance is \$214,884 (if prior budget adjustment is approved).
- 5.8** Approve a budget adjustment for FY 20/21 for Jail Health - Dept. 2301 decreasing revenues by \$127,640, and Services & Supplies by \$49,681, and increasing Salary & Benefits by \$1,041, and Inter-fund Expenses by \$4,000; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing

appropriations by \$83,000.

Increase in General Fund appropriations in the amount of \$83,000; current Contingency balance is \$209,884 (if prior budget adjustments are approved).

- 5.9** Approve a budget adjustment for FY 20/21 for Search & Rescue - Dept. 2270 increasing Services & Supplies by \$3,380; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$3,380.

Increase in General Fund appropriations in the amount of \$3,380; current Contingency balance is \$126,884 (if prior budget adjustments are approved).

Closed Session

- 6.1** Government Code Section 54954.5(c) - Conference with Legal Counsel - Existing Litigation

No. of Cases: Two

Terry Mines v. Trinity County (Trinity County Superior Court Case No. 20CV082); and
Terry Mines v. Trinity County (Trinity County Superior Court Case No. 20CV036)

SUBSEQUENT

These items came to the attention of the Clerk of the Board after the 72 hour posting requirements and are subject to Government Code Section 54954.2(b). Further, they required action prior to the next Board meeting.

- 7.1** Move to discuss and/or take action to add a letter regarding a moratorium on the removal of beavers and beaver dams in Trinity County, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is the letter must be submitted by August 5th for consideration.

Authorize the Chairman to sign a letter to the California Department of Fish and Wildlife Director regarding a requested moratorium on the removal of beavers and beaver dams in Trinity County.

No fiscal impact.

- 7.2** Move to discuss and/or take action to add a letter regarding drought assistance in Trinity County, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is the drought conditions are worsening daily and residents are in need of aid.

Authorize the Chairman to draft and sign a letter regarding drought assistance in Trinity County.

No fiscal impact.

- 7.3** Move to discuss and/or take action to ratify the Director of Emergency Services' proclamation and confirm the existence of a local emergency, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is that without confirmation, the proclamation will expire and the conditions are likely to continue.

Ratify the Director of Emergency Services' proclamation and confirm the existence of a local emergency in the County of Trinity pertaining to the extreme peril to the

safety of person and property caused by local fires.

No fiscal impact.

Adjourn

TRINITY COUNTY
Item Report

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:

Phone:

Zoom Information

Requested Action:

Join Zoom Meeting
<https://zoom.us/j/5950072851?pwd=RHp6TDhNajNJMVJHZFJlRmhacmJjUT09>

Meeting ID: 595 007 2851
Passcode: 267684

Dial In:
1 (669) 900-6833

If you need assistance with Zoom please go to this website:
<https://support.zoom.us/hc/en-us/articles/201362283-Testing-computer-or-device-audio>

Just a reminder that the chat feature is not the appropriate forum to ask questions or provide comments. This chat should only be used to notify us of technical issues. No response will be given in acknowledgement or otherwise via the Zoom chat.

Public Comment given via Zoom can only be done audibly (not via chat), and you must either "Raise Your Hand" or use the chat to request your turn.

TRINITY COUNTY

Item Report 1.1

Meeting Date: 8/3/2021

Department:
Board of Supervisors - District
1

Contact:
Keith Groves

Phone:
530-623-1217

1.1 Presentation: California State Association of Counties (CSAC)

Requested Action:

Receive a presentation from California State Association of Counties (CSAC) Executive Director Graham Knaus regarding the state budget and what's new in the legislative session.

Fiscal Impact:

No fiscal impact.

TRINITY COUNTY

Item Report 1.2

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Richard Kuhns, Psy.D.

Phone:
530-623-1382

1.2 Presentation: Trinity River Restoration Projects (TRRP)

Requested Action:

Receive a presentation from the Trinity River Restoration Project (TRRP) group regarding their projects on the Trinity River.

Fiscal Impact:

No fiscal impact.

TRINITY COUNTY
Item Report 2.1

Meeting Date: 8/3/2021

Department:	Contact:	Phone:
Agriculture	Joe Moreo or Angela Blanchard	530-623-1356

2.1 Budget Adjustment: Dept 2490

Requested Action:

Approve a budget adjustment for FY 20/21 for Agriculture - Dept. 2490 decreasing revenues and Services & Supplies by \$7,779.

Fiscal Impact:

Decrease in general fund appropriations in the amount of \$7,779.

Summary:

The Agriculture Department did not meet the budgeted revenue. The Department fell short \$7,779.00. There is a cost savings in Services and Supplies, Account # 2300 (Professional and Specialized Services).

Discussion:

The Agriculture Department is requesting to decrease Revenue and Professional and Specialized Services by \$7,779.00 to offset the revenue not received in 2020/2021.

Due to Covid-19 restrictions the department was not able to perform inspections and invoice for the State Licensed Cannabis inspections.

Alternatives Including Financial Implications:

To not approve requested item and give further direction to staff.

Departmental Recommendation:

If not approved, the final budget will not reflect actuals for the fiscal year.

CAO Comment:

It is staff's recommendation the Board of Supervisors approve the budget adjustment to decrease Professional and Specialized Services by \$7,779.00 to offset the shortfall in revenue account#7270.

ATTACHMENTS:

Description

20-21 Year End Budget Adjustment

TRINITY COUNTY BUDGET ADJUSTMENT

Department: Agriculture DepartmentNumber: 2490

Justification for budget adjustment:

Approve Budget Adjustment in the Agriculture Department decreasing Account#2300, Professional and Specialized Services by \$7,779.00 to offset the shortfall in revenue account#7270, State Aid to Agriculture.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
7270	State Aid	240,123.00	232,344	(7,779)
				0
				0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
		-		0
TOTAL REVENUE CHANGES				(7,779)

Expenditure Changes

Account		Amount	Revised	
2300	Professional and Specialized Services	14,691.00	6,912	(7,779)
				0
TOTAL EXPENDITURE CHANGES				(7,779)

Preparer Signature Dyke BlanchardTitle: Deputy Ag. Commissioner

Auditor Review _____

Date 7-20-21REQUIRES BOARD ACTION ☐ YES ☐ NO

CAO Approval _____

Date _____

Approved by Board of Supervisors on: / /

BOS

CAO

AUD

TRINITY COUNTY

Item Report 2.2

Meeting Date: 8/3/2021

Department:
Agriculture

Contact:
Angela Blanchard or Joseph
Moreo

Phone:
530-623-1356

2.2 Amendment 3: Financial Plan: USDA-Animal and Plant Health-Wildlife Services (18-070)

Requested Action:

Approve amendment number 3 to the agreement with the United States Department of Agriculture, Animal and Plant Health Inspection Service and Wildlife Services adding the financial plan for FY 2021/2022 to provide wildlife program activities within Trinity County.

Fiscal Impact:

\$10,891 in FY 21/22 from the Agriculture Department.

Summary:

Trinity County Agriculture Department entered into a five year term agreement. It began July 1, 2018 and will terminate June 30, 2023. The Financial Plan is a one year term. Each year USDA-APHIS-WS reviews their anticipated cost for the upcoming fiscal year to determine the overall impact of the program. A Financial Plan is provided annually to the County for approval. In 2018-2019 it was \$9,823.00, in 2019-2020 it was \$10,118.00 and for this fiscal year 2021-2022 it is \$10,891.00, making the maximum amount of the agreement \$30,832.00.

The Wildlife Services Division of the USDA operates in 40 California Counties and provides assistance to the public on a broad range of issues where humans and wildlife have conflict. Wildlife Services provides diverse services that include protecting livestock and poultry from predation; protecting public health through disease monitoring; protecting public safety against attacks and threats by mountain lions, black bears, coyotes and other wildlife; protecting passengers and aircraft from collisions with wildlife; and protecting Federal and State-listed threatened and endangered wildlife.

The Work and Financial Plan No. 21-73-06-0281-RA provides for shared-federal funding for Wildlife Service Program activities within Trinity County. The Wildlife Service budget of \$10,891.00 funds one Wildlife Services Specialist for a maximum of 301 hours at an approximate rate of \$36.18 per hour distributed among direct control activities, technical assistance, APHIS required administrative tasks and annual leave.

Discussion:

Deny the requested item and give further direction to staff.

Alternatives Including Financial Implications:

To not approve the Financial Plan with the USDA-APHIS-WS the contract will be terminated and we will not be able to assist property owners, businesses, private citizens, and governmental agencies in resolving wildlife damage problems and conduct control activities in accordance with applicable Federal, State and local laws and regulations. It is staff's recommendation the County Administrative Officer approve the requested item.

ATTACHMENTS:

Description

Amendment 3

Original Agreement & Prior Amendments

**TRINITY COUNTY
FINANCIAL PLAN
July 1, 2021 through June 30, 2022**

Work Plan:

This Work Plan is in reference to Cooperative Service Agreement No. 18-7306-0281-RA. USDA-APHIS-WS will administer an Integrated Wildlife Damage Management (IWDM) program in Trinity County. USDA-APHIS-WS will assist business/property owners, private citizens, and governmental agencies in protecting human resources, which include, but are not limited to, residents, property, livestock, crops, and natural resources from damage caused by predators, wild and feral animals, and other nuisance wildlife.

Financial Plan:

The cooperator will be billed quarterly by USDA-APHIS for actual costs incurred but will not exceed \$10,891.00 annually. An estimated itemization of expenses is listed below; however funds may be distributed between itemized categories at the discretion of USDA-APHIS-WS:

Cost Element	Full Cost	
Personnel Compensation	\$	7,195.00
Travel	\$	86.00
Vehicles	\$	857.00
Other Services	\$	-
Supplies and Materials	\$	214.00
Equipment	\$	214.00
Subtotal (Direct Charges)	\$	8,566.00
Pooled Job Costs	11.00%	\$ 942.00
Indirect Costs	16.15%	\$ 1,383.00
Aviation Flat Rate Collection		\$ -
Agreement Total	\$	10,891.00

In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by WS are due and payable within 30 days of receipt. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have the option to verify, challenge and compromise claims, and have access to administrative appeals procedures which are both reasonable and protect the interests of the United States.

The financial point of contact for this Financial Invoice is Krista Dupre', Budget Analyst, (916) 979-2675.

County of Trinity
173 Tom Bell Road (Physical Address)
PO Box 1446 (Mailing Address)
Weaverville, CA 96093-1466
Tax Identification Number: 94-6000544

County Representative

Date

Title: _____

UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES
3419A Arden Way
Sacramento, CA 95825
Tax Identification Number: 41-0696271

Dennis L. Orthmeyer, State Director

Date

Keith P. Wehner, Western Regional Director

Date

**TRINITY COUNTY
FINANCIAL PLAN
July 1, 2020 through June 30, 2021**

COUNTY ORIGINAL
18-070.2 | A6

Work Plan:

This Work Plan is in reference to Cooperative Service Agreement No. 18-7306-0281-RA. USDA-APHIS-WS will administer an Integrated Wildlife Damage Management (IWDM) program in Trinity County. USDA-APHIS-WS will assist business/property owners, private citizens, and governmental agencies in protecting human resources, which include, but are not limited to, residents, property, livestock, crops, and natural resources from damage caused by predators, wild and feral animals, and other nuisance wildlife.

Financial Plan:

The cooperator will be billed quarterly by USDA-APHIS for actual costs incurred but will not exceed \$10,472.00 annually. An estimated itemization of expenses is listed below; however funds may be distributed between itemized categories at the discretion of USDA-APHIS-WS:


Cost Element		Full Cost
Personnel Compensation	\$	6,918.00
Travel	\$	82.00
Vehicles	\$	824.00
Other Services	\$	-
Supplies and Materials	\$	206.00
Equipment	\$	206.00
Subtotal (Direct Charges)		\$ 8,236.00
Pooled Job Costs	11.00%	\$ 906.00
Indirect Costs	16.15%	\$ 1,330.00
Aviation Flat Rate Collection		\$ -
Agreement Total	\$	10,472.00

In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by WS are due and payable within 30 days of receipt. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have the option to verify, challenge and compromise claims, and have access to administrative appeals procedures which are both reasonable and protect the interests of the United States.

APHIS-WS Agreement Number: 20-73-06-0281-RA
APHIS-WS Account Code (WBS): AP.RA.RX06.73.0205

The financial point of contact for this Financial Invoice is Heather Ferguson, Budget Technician,
(916) 979-2025.

County of Trinity
173 Tom Bell Road (Physical Address)
PO Box 1466 (Mailing Address)
Weaverville, CA 96093-1466
Tax Identification Number: 94-6000544



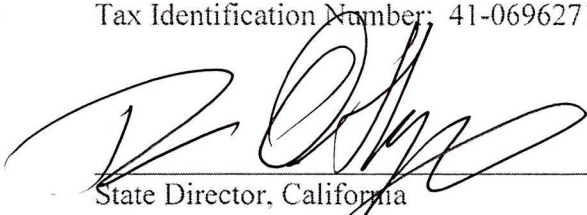
County Representative

4.15.2

Date

Title: Richard Kuhns, Psy.D, County Administrative Officer


UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES
3419A Arden Way
Sacramento, CA 95825
Tax Identification Number: 41-0696271



State Director, California

4-27-20

Date



Director, Western Region

4/30/2020

Date

CONTRACT NUMBER
18-070.1 AG
COUNTY ORIGINAL

**TRINITY COUNTY
FINANCIAL PLAN
July 1, 2019 through June 30, 2020**

Work Plan:

This Work Plan is in reference to Cooperative Service Agreement No. 18-7306-0281-RA. USDA-APHIS-WS will administer an Integrated Wildlife Damage Management (IWDM) program in Trinity County. USDA-APHIS-WS will assist business/property owners, private citizens, and governmental agencies in protecting human resources, which include, but are not limited to, residents, property, livestock, crops, and natural resources from damage caused by predators, wild and feral animals, and other nuisance wildlife.

Financial Plan:

The cooperator will be billed quarterly by USDA-APHIS for actual costs incurred but will not exceed \$10,118.00 annually. An estimated itemization of expenses is listed below; however funds may be distributed between itemized categories at the discretion of USDA-APHIS-WS:


Cost Element		Full Cost
Personnel Compensation	\$	6,684.00
Travel	\$	80.00
Vehicles	\$	796.00
Other Services	\$	-
Supplies and Materials	\$	398.00
Equipment	\$	-
Subtotal (Direct Charges)		\$ 7,958.00
Pooled Job Costs	11.00%	\$ 875.00
Indirect Costs	16.15%	\$ 1,285.00
Aviation Flat Rate Collection		\$ -
Agreement Total	\$	10,118.00

In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by WS are due and payable within 30 days of receipt. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have the option to verify, challenge and compromise claims, and have access to administrative appeals procedures which are both reasonable and protect the interests of the United States.

APHIS-WS Agreement Number: 19-73-06-0281-RA
APHIS-WS Account Code (WBS): AP.RA.RX06.73.0205

The financial point of contact for this Financial Invoice is Krista Dupre', Budget Analyst, (916) 979-2028.

County of Trinity
173 Tom Bell Road (Physical Address)
PO Box 1446 (Mailing Address)
Weaverville, CA 96093-1466
Tax Identification Number: 94-6000544



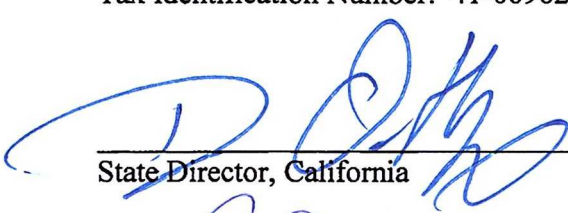
County Representative

4-16-19

Date

Title: County Administrative Officer

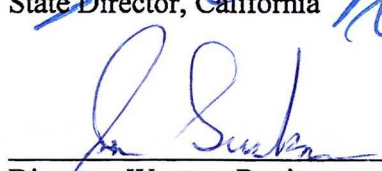
UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES
3419A Arden Way
Sacramento, CA 95825
Tax Identification Number: 41-0696271



State Director, California

5-8-19

Date



Director, Western Region

5/13/19

Date

CONTRACT NUMBER	18-070	AG
COUNTY ORIGINAL		

COOPERATIVE SERVICE AGREEMENT (CSA)
Between
TRINITY COUNTY (COOPERATOR)
And
UNITED STATES DEPARTMENT OF AGRICULTURE (USDA)
ANIMAL AND PLANT HEALTH INSPECTION SERVICE (APHIS)
WILDLIFE SERVICES (WS)

ARTICLE 1 – PURPOSE

The purpose of this agreement is to maintain an USDA-APHIS-WS Integrated Wildlife Damage Management (IWDM) program in Trinity County. USDA-APHIS-WS will assist business/property owners, private citizens, and governmental agencies in protecting human resources, which include, but are not limited to, residents, property, livestock, crops, and natural resources from damage caused by predators, wild and feral animals, and other nuisance wildlife.

ARTICLE 2 – AUTHORITY

USDA-APHIS-WS has statutory authority under the Act of March 2, 1931, as amended (7 USCA 8351), and the Act of December 22, 1987 (7 USCA 8353), the Secretary of Agriculture may conduct a program of wildlife services with respect to injurious animal species and take any action the Secretary considers necessary in conducting the program. Additionally, the Secretary of Agriculture, except for management of urban rodents, is authorized to conduct activities to manage nuisance mammals and birds and those mammal and bird species that are reservoirs for zoonotic diseases. In carrying out a program of wildlife services involving injurious and/or nuisance animal species or involving mammal and bird species that are reservoirs for zoonotic diseases, the Secretary is authorized to cooperate with States, local jurisdictions, individuals, public and private agencies, organizations, and institutions.

ARTICLE 3 - MUTUAL RESPONSIBILITIES

The cooperating parties mutually understand and agree to/that:

- a. This Cooperative Service Agreement constitutes an IWDM program that addresses the need for managing conflicts caused by predators and other nuisance wildlife in Trinity County.
- b. USDA-APHIS-WS will provide to the Cooperator a Financial Plan annually for approval. It is understood and agreed that any monies allocated for the purpose of this Agreement shall be expended only towards the activities and related expenses outlined herein.
- c. Cooperate with the California Department of Fish and Wildlife, the U.S. Fish and Wildlife Service, County, city governments, and other entities to ensure compliance with applicable Federal, State, and local laws and regulations.
- d. When either of the Cooperating parties address the media or incorporate information into reports and/or publications, both Cooperating parties must agree, in writing, to have their identities disclosed when receiving due credit related to the activities covered by this agreement.

- e. Protect sensitive information exchanged or generated during this process. For public requests of such information, under the Freedom of Information Act (5 U.S.C. §552) and/or the California Public Records Act (California Government Code §6250-6276.48) or Information Privacy Act of 1977 (Cal. Civ. Code §§ 1798 et seq.), the releasing Agency will notify the other Agency and provide an opportunity to comment on whether the information is privileged, or otherwise prohibited from disclosure by applicable law.
- f. USDA-APHIS-WS has advised the Cooperator that other private sector service providers may be available to provide wildlife management services and notwithstanding these other options, Cooperator requests that USDA-APHIS-WS provide wildlife management services as stated under the terms of this Agreement.
- g. All equipment with a purchase price of \$5,000 or more per unit, purchased directly with funds from the cooperator for use solely on this project shall be subject to disposal according to USDA-APHIS policy, and shall be specifically listed in the Financial Plan. Property title/disposal shall be determined when the project (including all continuations and revisions of this agreement) terminates, or when the equipment is otherwise directed to other projects, whichever comes first. If the equipment is sold prior to the project end, the proceeds should be allocated according to USDA-APHIS Policy. Continuations and revisions to this agreement shall list any equipment with a purchase price of \$5,000 or more per unit, carried over from a purchase directly with funds from the cooperator for use solely for this project. All other equipment purchased for the program is and remain the property of USDA-APHIS-WS.
- h. USDA-APHIS-WS will provide overall direction and control of the program.

ARTICLE 4 - COOPERATOR RESPONSIBILITIES

The Cooperator agrees to:

- a. Designate Agricultural Commissioner, 173 Tom Bell Road (Physical Address), PO Box 1466 (Mailing Address), Weaverville, CA 96093, (530) 623-1356 as the authorized representative who shall be responsible for collaboratively administering the activities conducted in this Agreement;
- b. Reimburse USDA-APHIS-WS for costs, not to exceed the annually approved amount specified in the Financial Plan. If costs are projected to exceed the amount reflected in the Financial Plan, the Financial Plan shall be formally revised and signed by both parties before services resulting in additional costs are performed. The Cooperator agrees to pay all costs of service submitted via an invoice within 30 days of the date of the submitted invoice or invoices as submitted by USDA-APHIS-WS. Late payments are subject to interest, penalties, and administrative charges and costs as set forth under the Debt Collection Improvement Act of 1996. If the Cooperator is delinquent in paying the full amount of the due service costs submitted by USDA-APHIS-WS, and/or is delinquent in paying the due late payments, and/or is delinquent in paying the interest, penalties, and/or administrative costs on any delinquent due service costs, USDA-APHIS-WS will immediately cease to provide the respective service associated with the submitted service costs. USDA-APHIS-WS will not reinstate or provide the respective service until all due service costs, and/or due late payments, and/or due interest, penalty, and/or administrative costs are first paid in full.

- c. To provide a Tax Identification Number or Social Security Number in compliance with the Debt Collection Improvement Act of 1996.
- d. As a condition of this Agreement, the Cooperator ensures and certifies that it is not currently debarred or suspended and is free of delinquent Federal debt.

ARTICLE 5 – USDA-APHIS-WS RESPONSIBILITIES

USDA-APHIS-WS agrees to:

- a. Designate Dennis Orthmeyer, California State Director, 3419A Arden Way, Sacramento, California 95825, (916) 979-2675 as the authorized representative who shall be responsible for collaboratively administering the activities conducted in this Agreement.
- b. The performance of IWDM actions by USDA-APHIS-WS under this agreement is contingent upon a determination by USDA-APHIS-WS that such actions are in compliance with the National Environmental Policy Act, Endangered Species Act, and any other applicable environmental statutes. USDA-APHIS-WS will not make a final decision to conduct requested IWDM actions until it has made the determination of such compliance.
- c. To provide qualified personnel and other resources necessary to implement the approved IWDM activities delineated in this agreement and the Financial Plan referenced in Article 3.b. of this Agreement.
 - 1. Conduct all control activities with trained USDA-APHIS-WS employees and volunteers.
 - 2. Provide technical assistance which includes demonstrations on the proper use of management devices (i.e., propane exploders, exclusionary devices, cage traps, etc.) and information on animal husbandry, habitat management, and animal behavior modification that could reduce damage. Official USDA pamphlets may be used to convey this information to the public.
 - 3. Provide predator/nuisance wildlife identification and removal when livestock, crop property, natural resource damage; or wildlife displaying aggressive behavior causing actual injury to county residents is verified.
 - 4. Provide field assistance when the problem cannot effectively be resolved through technical assistance, when resource owner implemented nonlethal actions have failed, or concurrently when technical assistance is delivered. Field assistance would mostly be provided for situations that require the use of methods and techniques that are challenging or unsuitable for the public to implement on their own. Resource owners that are provided operational assistance are also encouraged to use additional management strategies and sound husbandry practices, when and where appropriate, that could potentially further reduce damage. Field activities may include but are not limited to the monitoring, trapping, dispersal, and removal of wildlife causing damage to property, livestock, crops, and natural resources.
 - 5. Procure and maintain a vehicle, tools, supplies, and other specialized equipment as deemed necessary by the State Director to accomplish the objectives identified

in this agreement. All expenditures will be processed through USDA-APHIS Financial Management Modernization Initiative (FMMI) system.

- d. To bill the Cooperator for costs incurred in performing IWDM activities as authorized in the approved Financial Plan as may be amended.
- e. To notify the Cooperator if costs are projected to exceed the amounts estimated and agreed upon in the Financial Plan. USDA-APHIS-WS will cease providing goods or services until a revision to Financial Plan, as appropriate, have been agreed to and signed by both parties to this Agreement.
- f. Authorized auditing representatives of the Cooperator shall be accorded reasonable opportunity to inspect the accounts and records of USDA-APHIS-WS pertaining to such claims for reimbursement to the extent permitted by Federal law and regulations.

ARTICLE 6 – CONTINGENCY STATEMENT

For costs borne by USDA-APHIS-WS, this agreement is contingent upon the passage of the Agriculture, Rural Development, and Related Agencies Appropriation Act for the current fiscal year from which expenditures may be legally met and shall not obligate USDA-APHIS-WS upon failure of Congress to so appropriate. This Agreement also may be reduced or terminated if Congress provides USDA-APHIS-WS funds only for a finite period under a Continuing Resolution.

ARTICLE 7 – NON-EXCLUSIVE SERVICE CLAUSE

Nothing in this agreement shall prevent any other country, State government or its political subdivisions, local government, university, or college, organization, association, or individual from entering into separate agreements with USDA-APHIS-WS for same or similar activities provided under the terms of this Agreement.

ARTICLE 8 – CONGRESSIONAL RESTRICTIONS

Pursuant to Section 22, Title 41, United States Code, no member of or delegate to Congress shall be admitted to any share or part of this agreement or to any benefit to arise therefrom.

ARTICLE 9 – APPLICABLE REGULATIONS

All IWDM activities will be conducted in accordance with applicable Federal, State, and local laws and regulations. USDA-APHIS-WS activities under this cooperative effort will be limited to the State of California, County of Trinity. Techniques will be environmentally sound, safe, and selective. If applicable, both Federal and State permits will be secured to perform IDWM activities, and those activities will be conducted within the policy guidelines of USDA-APHIS-WS.

This agreement is not a procurement contract (31 U.S.C. 6303), nor is it considered a grant (31 U.S.C. 6304). In this agreement, USDA-APHIS-WS provides goods or services on a cost recovery basis to nonfederal recipients.

ARTICLE 10 – LIABILITY

USDA-APHIS-WS assumes no liability for any actions or activities conducted under this agreement except to the extent the recourse or remedies are provided by Congress under the Federal Tort Claims Act (28 USC 1346(b), 2401(b), 2671-2680).

ARTICLE 11 – NON-DISCRIMINATION CLAUSE

The United States Department of Agriculture prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program. Not all prohibited bases apply to all programs.

ARTICLE 12 – FAILURE TO PAY FEES

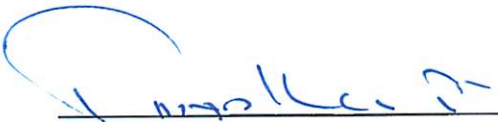
The cooperator is liable for fees assessed for services performed under this agreement, if applicable. USDA-APHIS-WS will assess a late payment penalty for failure to pay fees when due. In addition, the overdue fees shall accrue interest as required by 31 U.S.C. 3717.

ARTICLE 13 – AGREEMENT EFFECTIVE DATE

This Agreement shall become effective on July 1, 2018 and shall continue through June 30, 2023. This agreement may be amended at any time by mutual agreement of the parties in writing. It may be terminated by either party upon 90 days written notice to the other party. Further, in the event the Cooperator does not for any reason reimburse expended funds, USDA-APHIS-WS is relieved of the obligation to continue any operations under this agreement.

AUTHORIZATION:

County of Trinity
173 Tom Bell Road (Physical Address)
PO Box 1446 (Mailing Address)
Weaverville, CA 96093-1466
Tax Identification Number: 94-6000544



County Representative

6.4.18

Date

Title: County Administrative Officer

UNITED STATES DEPARTMENT OF AGRICULTURE

APHIS-WS Agreement Number: 18-73-06-0281-RA
APHIS-WS Account Code (WBS): AP.RA.RX06.73.0205

ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES
3419A Arden Way
Sacramento, CA 95825
Tax Identification Number: 41-0696271



State Director, California



Date



Director, Western Region



Date

**TRINITY COUNTY
FINANCIAL PLAN
July 1, 2018 through June 30, 2019**

Work Plan:

This Work Plan is in reference to Cooperative Service Agreement No. 18-7306-0281-RA. USDA-APHIS-WS will administer an Integrated Wildlife Damage Management (IWDM) program in Trinity County. USDA-APHIS-WS will assist business/property owners, private citizens, and governmental agencies in protecting human resources, which include, but are not limited to, residents, property, livestock, crops, and natural resources from damage caused by predators, wild and feral animals, and other nuisance wildlife.

Financial Plan:

The cooperator will be billed quarterly by USDA-APHIS for actual costs incurred but will not exceed \$9,823.00 annually. An estimated itemization of expenses is listed below; however funds may be distributed between itemized categories at the discretion of USDA-APHIS-WS:

Cost Element	Full Cost	
Personnel Compensation	\$	6,489.00
Travel	\$	77.00
Vehicles	\$	773.00
Other Services	\$	-
Supplies and Materials	\$	193.00
Equipment	\$	193.00
Subtotal (Direct Charges)	\$	7,726.00
Pooled Job Costs	11.00%	\$ 850.00
Indirect Costs	16.15%	\$ 1,247.00
Aviation Flat Rate Collection		\$ -
Agreement Total	\$	9,823.00

In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by WS are due and payable within 30 days of receipt. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have the option to verify, challenge and compromise claims, and have access to administrative appeals procedures which are both reasonable and protect the interests of the United States.

The financial point of contact for this Financial Invoice is Krista Dupre', Budget Analyst, (916) 979-2028.

County of Trinity
173 Tom Bell Road (Physical Address)
PO Box 1446 (Mailing Address)
Weaverville, CA 96093-1466
Tax Identification Number: 94-6000544




County Representative



Date

Title: County Administrative Officer

UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES
3419A Arden Way
Sacramento, CA 95825
Tax Identification Number: 41-0696271



State Director, California



Date



Director, Western Region



Date

TRINITY COUNTY
Item Report 2.3

Meeting Date: 8/3/2021

Department:
Auditor/Controller

Contact:
Angela Bickle

Phone:
(530) 623-1317

2.3 Fund Establishment: JJRBG Special Revenue Fund

Requested Action:

Approve establishing a new Special Revenue Fund - Fund 417 - Juvenile Justice Realignment Block Grant (JJRBG)

Fiscal Impact:

No Impact to the General Fund.

Summary:

Beginning with FY 21/22, Trinity County will be receiving funds associated with the Juvenile Justice Realignment Block Grant SB 823. Based on the statutory requirements of how the funds are to be spent which will be under the authority of the Probation Department, this new fund will ensure that both the revenues and expenditures are both transparent and easily identifiable for auditing purposes.

Alternatives Including Financial Implications:

Deny the establishment of the new Special Revenue fund and these funds will be comingled with General Fund dollars. This will overstate the amount of funds available for use.

Departmental Recommendation:

Approve the establishment of the new Special Revenue fund as presented.

TRINITY COUNTY
Item Report 2.4

Meeting Date: 8/3/2021

Department:
Behavioral Health Services

Contact:
Brian Marshall-Winks

Phone:
623-1966

2.4 Budget Adjustment: Dept 8577 and 8578

Requested Action:

Approve a budget adjustment for FY 20/21 for MHSA Other Funding - Dept. 8577 decreasing Transfers Out by \$42,285; and approve a budget adjustment for FY 20/21 for MHSA Prudent Reserve - Dept. 8578 increasing Transfers Out by \$42,285.

Fiscal Impact:

No impact to the General Fund; current cash balance in the MHSA Other Funding - Fund 577 is \$1,158,965 and current cash balance in the MHSA Prudent Reserve - Fund 578 is \$421,850.

Summary:

Behavioral Health Services (BHS) requests a budget adjustment in Fund 578 to adjust expenditure authority to all the department to adjust the amount of MHSA funding in the Prudent Reserve to remain in compliance with regulations.

Discussion:

The requested budget adjustment in Fund 578 will increase expenditure authority by \$42,284. This adjustment is necessary to allow BHS to move interest posted in Fund 578 to Fund 570 in compliance with the California Code of Regulations (CCR). Per CCR section 3420.40(b), the County shall transfer any investment gain earned during a fiscal year into the Local Mental Health Services Fund during the same fiscal year.

Alternatives Including Financial Implications:

Deny this item and provide direction to staff.

Departmental Recommendation:

BHS Recommends approving the budget adjustment as presented. Approval of this adjustment will provide the necessary authority to ensure compliance with the California Code of Regulations. Denial of this request will hinder BHS' ability to remain in compliance with regulations.

ATTACHMENTS:

Description

Budget Adjustment: Dept 8577

Budget Adjustment: Dept 8578

Number: 8578

TRINITY COUNTY
Item Report 2.5

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Richard Kuhns

Phone:
530-623-1382

2.5 Resolution: Confirming Local Emergency - COVID 19 Pandemic (Coronavirus)

Requested Action:

Adopt a resolution which confirms the continuance of a Local Emergency in the County of Trinity due to the novel coronavirus known as COVID-19.

Fiscal Impact:

No fiscal impact.

Summary:

On March 13, 2020, the Director of Emergency Services declared a local emergency due to the novel coronavirus known as COVID-19 which began December 2019 and on March 23, 2020 the Board confirmed the existence and declaration of a local emergency.

Trinity County's Emergency Operations Plan adopted on April 20, 2010 and revised on March 19, 2019 requires the Board to review and confirm the need for continuing a local emergency at its regularly scheduled meetings at least every 60 days. Resolution No. 2021-032 was adopted to confirm the continuance of the emergency status.

It is time to review the need for the emergency proclamation.

Alternatives Including Financial Implications:

Deny the resolution and allow the local emergency proclamation to expire.

Departmental Recommendation:

Denial of the resolution would prevent the County from qualifying for possible State and Federal Assistance. It is staff's recommendation that the board adopt the resolution which confirms the continuance of a Local Emergency in the County of Trinity due to the novel coronavirus known as COVID-19.

ATTACHMENTS:

Description

Trinity County Code Section 2.40.070

Emergency Operations Plan: Local Emergency Declaration Process

Resolution

2.40.070 - Director of emergency services-Powers and duties.

A. The director of emergency services is empowered to:

1. Request the board of supervisors to proclaim the existence of a local emergency if the board is in session, or to issue such proclamation if the board is not in session. Whenever a local emergency is proclaimed by the director, the board of supervisors shall take action to ratify the proclamation within seven days thereafter, or the proclamation shall have no further force or effect;
2. Request the Governor of the state to proclaim a state of emergency when, in the opinion of the director, the locally available resources are inadequate to cope with the emergency;
3. Control and direct the effort of the emergency organization of the county for the accomplishment of the purposes of this chapter;
4. Direct cooperation between and coordination of services and staff of the emergency organization of the county; and resolve questions of authority and responsibility that may arise between them;
5. Represent the county in all dealings with public or private agencies on matters pertaining to emergencies;
6. In the event of the proclamation of a local emergency as provided in this section, the proclamation of a state of emergency by the Governor of the state, or by the Director of the California Office of Emergency Services, or the existence of a state of war emergency, the director of emergency services of the county is empowered:
 - a. To make and issue rules and regulations on matters reasonably related to the protection of life and property as affected by such emergency; provided, however, that such rules and regulations must be confirmed at the earliest practicable time by the board of supervisors,
 - b. To obtain vital supplies, equipment and such other properties found lacking and needed for the protection of life and property and to bind the county for the fair value thereof, and, if required immediately, to commandeer the same for public use,
 - c. To require emergency services of any county officer or employee, and, in the event of the proclamation of a state of emergency or the existence of a state of war emergency, to command the aid of as many citizens as he deems necessary in the execution of his duties. Such persons shall be entitled to all privileges, benefits and immunities as are provided by state law for registered disaster service workers,

- d. To requisition necessary personnel or material of any department or agency of the county, and
 - e. To execute all of the special powers conferred upon him by this chapter or by resolution or emergency plan pursuant hereto or pursuant to predecessor ordinances theretofore adopted by the board of supervisors, all powers conferred upon him by any statute, by any agreement approved by the board of supervisors, and by any other lawful authority.
- B. The director of emergency services shall designate the order of succession to that office, to take effect in the event the director is unavailable to perform his duties during an emergency. Such order of succession shall be approved by the board of supervisors.
- C. The assistant director of emergency services shall have such powers and duties consistent with the purpose of this chapter as shall be assigned by the director.

(Ord. 295-1 §7, 1972)

1.7.1 Trinity County Emergency Declaration Process

Declarations of a local emergency are normally made when there is an actual incident or threat of disaster or extreme peril to the safety of persons and property within the County, caused by natural, technological or human caused situations. The County may declare an emergency for any of several reasons, such as authorizing additional budget authority, implementing emergency measures, or accessing State, or federal disaster assistance. To proclaim a state of emergency, the Director of Emergency Services will either call a regular or special meeting of the Board of Supervisors to request a declaration of emergency or immediately declare an emergency in writing. For "an imminent and proximate threat of the introduction of any contagious, infectious, or communicable disease, chemical agent, non-communicable biologic agent, toxin, or radioactive agent," the Trinity County Health Officer may declare a local health emergency in the jurisdiction or any area thereof affected by the threat to the public health. A Local Emergency proclaimed by the Director of Emergency Services must be ratified by the Board of Supervisors within seven days, or it will expire.

The Board of Supervisors must review the need to continue the declaration at least every 60 days until the local emergency is terminated. The Local Emergency must be terminated by resolution as soon as conditions warrant. Declaration of a Local Health Emergency should be continued at least every 30 days.

RESOLUTION NO. 2021-XXX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
CONFIRMING THE CONTINUANCE OF A LOCAL EMERGENCY
DUE TO THE NOVEL CORONAVIRUS KNOWN AS COVID-19**

WHEREAS, on March 19, 2019 the Director of Emergency Services proclaimed a local emergency due to the novel coronavirus known as COVID-19; and

WHEREAS, on March 23, 2019 the Board of Supervisors confirmed the existence of a local emergency due to the novel coronavirus known as COVID-19; and

WHEREAS, Trinity County's Emergency Operations Plan states "the Board will review the need for continuing the local emergency at its regularly scheduled meetings at least every 60 days; and

WHEREAS, the Board of Supervisors adopted Resolution No. 2020-032, 2020-049, 2020-067, 2020-081, 2020-096, 2021-006, 2021-024, 2021-045, and 2021-060 confirming the continuance of the local emergency; and

WHEREAS, the novel coronavirus known as COVID-19 described in the original proclamation, attached as Exhibit A, continues in Trinity County;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity confirms the continuance of a local emergency due to the novel coronavirus known as COVID-19.

DULY PASSED AND ADOPTED this 20th day of July, 2021 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By: _____
Deputy



Trinity County Office of Emergency Services

Liz Hamilton, Interim Director
 Edward Prestley, Emergency Operations Manager
 61 AIRPORT ROAD, SUITE B
 P.O. BOX 399, WEAVERVILLE, CALIFORNIA 96093
 PHONE (530) 623-1116 FAX (530) 623-5094

PROCLAMATION OF LOCAL EMERGENCY

WHEREAS, County Code, Chapter 2.40 of the County of Trinity empowers the Director of Emergency Services to proclaim the existence or threatened existence of a local emergency when the County is affected or likely to be affected by a public calamity and the County Board of Supervisors is not in session, and cannot immediately be called into session; and

WHEREAS, the Director of Emergency Services of the County of Trinity does hereby find;

The novel coronavirus also known as COVID-19, has been declared a global health pandemic by the World Health Organization; and

The President of the United States declared a national emergency on March 3, 2020; and

The Governor of the State of California declared a state of emergency on March 4, 2020; and

The Health Officer for the County of Trinity declared a local health emergency on March 13, 2020; and

The local health declaration was ratified by the Trinity County Board of Supervisors on March 17, 2020; and


WHEREAS, these conditions are deemed to likely exceed the services, capabilities, personnel, equipment, and facilities of said County; and

NOW, THEREFORE, IT IS HEREBY PROCLAIMED that a local emergency exists throughout the County of Trinity and during the existence of said local emergency the powers, functions, and duties of the Director of Emergency Services and the Office of Emergency Services of this County shall be those prescribed by state law, by ordinances, and resolutions of this County in order to mitigate the effects of the local emergency, and;

IT IS FURTHER PROCLAIMED AND ORDERED that said local emergency shall be deemed to continue to exist for the next seven (7) days after issuance unless confirmed and ratified by the Board of Supervisors of the County of Trinity; and

IT IS FURTHER PROCLAIMED AND ORDERED that a copy of this proclamation be forwarded to the Governor of California along with the request of a governor's proclamation and any state and federal assistance to include CDAA.

Dated: 3/19/2020

By: 
 Interim Director of Emergency Services

Print Name Elizabeth Hamilton Address 51 Park Way, Weaverville, CA 96093

Ratified this 23rd day of March 2020 by the Board of Supervisors of the County of Trinity by motion, second (Morris/Fenley) and the following vote:

AYES: Supervisors Fenley, Morris, Groves, Brown and Chadwick
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

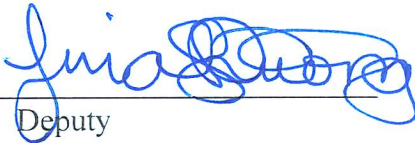


BOBBI CHADWICK, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By:


Deputy

TRINITY COUNTY
Item Report 2.6

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Ed Prestley

Phone:
530-623-1116

2.6 Resolution: Confirming Local Emergency - Wildfires

Requested Action:

Adopt a resolution which confirms the continuance of a Local Emergency in the County of Trinity due to wildfires.

Fiscal Impact:

No fiscal impact.

ATTACHMENTS:

Description

Trinity County Code Section 2.40.070

Emergency Operations Plan: Local Emergency Declaration Process

Resolution

Exhibit A

2.40.070 - Director of emergency services-Powers and duties.

A. The director of emergency services is empowered to:

1. Request the board of supervisors to proclaim the existence of a local emergency if the board is in session, or to issue such proclamation if the board is not in session. Whenever a local emergency is proclaimed by the director, the board of supervisors shall take action to ratify the proclamation within seven days thereafter, or the proclamation shall have no further force or effect;
2. Request the Governor of the state to proclaim a state of emergency when, in the opinion of the director, the locally available resources are inadequate to cope with the emergency;
3. Control and direct the effort of the emergency organization of the county for the accomplishment of the purposes of this chapter;
4. Direct cooperation between and coordination of services and staff of the emergency organization of the county; and resolve questions of authority and responsibility that may arise between them;
5. Represent the county in all dealings with public or private agencies on matters pertaining to emergencies;
6. In the event of the proclamation of a local emergency as provided in this section, the proclamation of a state of emergency by the Governor of the state, or by the Director of the California Office of Emergency Services, or the existence of a state of war emergency, the director of emergency services of the county is empowered:
 - a. To make and issue rules and regulations on matters reasonably related to the protection of life and property as affected by such emergency; provided, however, that such rules and regulations must be confirmed at the earliest practicable time by the board of supervisors,
 - b. To obtain vital supplies, equipment and such other properties found lacking and needed for the protection of life and property and to bind the county for the fair value thereof, and, if required immediately, to commandeer the same for public use,
 - c. To require emergency services of any county officer or employee, and, in the event of the proclamation of a state of emergency or the existence of a state of war emergency, to command the aid of as many citizens as he deems necessary in the execution of his duties. Such persons shall be entitled to all privileges, benefits and immunities as are provided by state law for registered disaster service workers,

- d. To requisition necessary personnel or material of any department or agency of the county, and
 - e. To execute all of the special powers conferred upon him by this chapter or by resolution or emergency plan pursuant hereto or pursuant to predecessor ordinances theretofore adopted by the board of supervisors, all powers conferred upon him by any statute, by any agreement approved by the board of supervisors, and by any other lawful authority.
- B. The director of emergency services shall designate the order of succession to that office, to take effect in the event the director is unavailable to perform his duties during an emergency. Such order of succession shall be approved by the board of supervisors.
- C. The assistant director of emergency services shall have such powers and duties consistent with the purpose of this chapter as shall be assigned by the director.

(Ord. 295-1 §7, 1972)

1.7.1 Trinity County Emergency Declaration Process

Declarations of a local emergency are normally made when there is an actual incident or threat of disaster or extreme peril to the safety of persons and property within the County, caused by natural, technological or human caused situations. The County may declare an emergency for any of several reasons, such as authorizing additional budget authority, implementing emergency measures, or accessing State, or federal disaster assistance. To proclaim a state of emergency, the Director of Emergency Services will either call a regular or special meeting of the Board of Supervisors to request a declaration of emergency or immediately declare an emergency in writing. For "an imminent and proximate threat of the introduction of any contagious, infectious, or communicable disease, chemical agent, non-communicable biologic agent, toxin, or radioactive agent," the Trinity County Health Officer may declare a local health emergency in the jurisdiction or any area thereof affected by the threat to the public health. A Local Emergency proclaimed by the Director of Emergency Services must be ratified by the Board of Supervisors within seven days, or it will expire.

The Board of Supervisors must review the need to continue the declaration at least every 60 days until the local emergency is terminated. The Local Emergency must be terminated by resolution as soon as conditions warrant. Declaration of a Local Health Emergency should be continued at least every 30 days.

RESOLUTION NO. 2021-XXX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
CONFIRMING THE CONTINUANCE OF A LOCAL EMERGENCY
DUE TO WILDFIRES**

WHEREAS, on September 8, 2020, the Trinity County Health Officer declared a local emergency due to wildfires; and

WHEREAS, on September 9, 2020, the Board of Supervisors confirmed the existence of the local emergency; and

WHEREAS, Trinity County's Emergency Operations Plan states "the Board will review the need for continuing the local emergency at its regularly scheduled meetings at least every 60 days; and

WHEREAS, the Board of Supervisors adopted Resolution No. 2020-87, 2020-095, 2021-007, 2021-025, 2021-046, and 2021-061 confirming the continuance of the local emergency; and

WHEREAS, the wildfires continue to burn and the conditions described in the original proclamation, attached as Exhibit A, continue;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity confirms the continuance of a local emergency due to wildfires currently burning.

DULY PASSED AND ADOPTED this 20th day of July, 2021 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

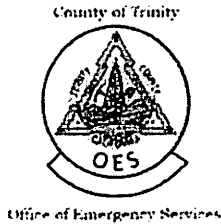
AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By: _____
Deputy



Trinity County Office of Emergency Services

Elizabeth Hamilton, Director

Edward Prestley, Emergency Operations Manager

61 AIRPORT ROAD, SUITE B

P.O. BOX 399, WEAVERVILLE, CALIFORNIA 96093

PHONE (530) 623-1116 FAX (530) 623-5094

PROCLAMATION OF LOCAL EMERGENCY

WHEREAS, County Code, Chapter 2.40 of the County of Trinity empowers the Director of Emergency Services to proclaim the existence or threatened existence of a local emergency when said County is affected or likely to be affected by a public calamity and the County Board of Supervisors is not in session, and;

WHEREAS, the Director of Emergency Services of the County of Trinity does hereby find;

That conditions of extreme peril to the safety of persons and property have arisen within said county, caused by the August Wildfire Complex, specifically the Hopkins Fire, and the Red Salmon Complex; and

That these conditions are or are likely to be beyond the control of the services, personnel, equipment, and facilities of said County, and;

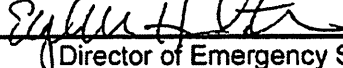
That there is a need to request Federal or State assistance, to include CDAA, as applicable; and

That the County Board of Supervisors of the County of Trinity is not in session and cannot immediately be called into session;

NOW, THEREFORE, IT IS HEREBY PROCLAIMED that a local emergency now exists throughout said County, and;

IT IS FURTHER PROCLAIMED AND ORDERED that during the existence of said local emergency the powers, functions, and duties of the emergency organization of this County shall be those prescribed by state law, by ordinances, and resolutions of this County, and;

That this emergency proclamation shall expire in seven (7) days after issuance unless confirmed and ratified by the Board of Supervisors of the County of Trinity.

Dated: 9-8-2020 By: 
Director of Emergency Services

Print Name Elizabeth Hamilton Address 51 Industrial Park Way, Weaverville, CA 96093

Ratified this 9th day of September 2020 by the Board of Supervisors of the County of Trinity by motion, second (Fenley/Morris) and the following vote:

AYES:	Supervisors Morris, Fenley, Grove, Brown, Chadwick
NOES:	None
ABSENT:	None
ABSTAIN:	None
RECUSE:	None



BOBBI CHADWICK, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By: 
Deputy

TRINITY COUNTY
Item Report 2.7

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Richard Kuhns, Psy.D.

Phone:
530-623-1382

2.7 Letter: Significant Concerns of SB 12 - Local Government: planning and zoning: wildfires

Requested Action:

Authorize the Chairman to sign a letter to Senator Mike McGuire expressing significant concerns regarding SB 12 - Local Government: planning and zoning: wildfires.

Fiscal Impact:

No fiscal impact.

Summary:

At the request of Trinity PUD, this letter to Senator McGuire expressing significant concerns with Senate Bill 12 - Local Government: planning and zoning: wildfires is before you for your consideration.

ATTACHMENTS:

Description

SB 12 - Local Government: planning and zoning: wildfires

Letter: Significant Concerns RE SB 12 - Local Government: planning and zoning: wildfires

AMENDED IN ASSEMBLY JULY 1, 2021

AMENDED IN SENATE MAY 4, 2021

SENATE BILL

No. 12

**Introduced by Senators McGuire and Stern
(Coauthors: Senators Atkins, Caballero, and Dodd)**

December 7, 2020

An act to amend Sections 65007, 65302, 65584, 65584.04, and 65584.06 of, and to add Sections 65011, 65012, 65013, 65040.18, 65302.11, 65860.2, 65865.6, 65962.3, and 66474.03 to, the Government Code, to amend Section 13132.7 of the Health and Safety Code, and to amend Section 4290 of, and to add Section 4123.6 to, the Public Resources Code, relating to local government.

LEGISLATIVE COUNSEL'S DIGEST

SB 12, as amended, McGuire. Local government: planning and zoning: wildfires.

(1) The Planning and Zoning Law requires the legislative body of a city or county to adopt a comprehensive, long-term general plan that includes various elements, including, among others, a housing element and a safety element for the protection of the community from unreasonable risks associated with the effects of various geologic and seismic hazards, flooding, and wildland and urban fires. Existing law requires the housing element to be revised according to a specific schedule. Existing law requires the planning agency to review and, if necessary, revise the safety element upon each revision of the housing element or local hazard mitigation plan, but not less than once every 8 years to identify new information relating to flood and fire hazards and climate adaptation and resiliency strategies applicable to the city or

county that was not available during the previous revision of the safety element.

Existing law requires that the Office of Planning and Research, among other things, coordinate with appropriate entities, including state, regional, or local agencies, to establish a clearinghouse for climate adaptation information for use by state, regional, and local entities, as provided.

This bill would require the safety element, upon the next revision of the housing element or the hazard mitigation plan, on or after July 1, 2024, whichever occurs first, to be reviewed and updated as necessary to include a comprehensive retrofit strategy to reduce the risk of property loss and damage during wildfires, as specified, and would require the planning agency to submit the adopted strategy to the Office of Planning and Research for inclusion into the above-described clearinghouse. The bill would also require the planning agency to review and, if necessary, revise the safety element upon each revision of the housing element or local hazard mitigation plan, but not less than once every 8 years, to identify new information relating to retrofit updates applicable to the city or county that was not available during the previous revision of the safety element. By increasing the duties of local officials, this bill would create a state-mandated local program.

(2) Existing law requires the general plan to include a land use element that designates the proposed general distribution and general location and extent of the uses of the land for, among other purposes, housing, business, and industry. Existing law additionally requires the general plan to include a housing element and requires each local government to review and revise its housing element, as specified.

This bill would require a city or county that contains *residential structures* in a very high fire risk area, as defined, upon each revision of the housing element on or after July 1, 2024, to amend the land use element of its general plan to contain, among other things, the locations of all very high fire risk areas within the city or county and feasible implementation measures designed to carry out specified goals, objectives, and policies relating to the protection of lives and property from unreasonable risk of wildfire. The bill would require the city or county to complete a review of, and make findings related to, wildfire risk reduction standards, as defined, upon each subsequent revision of the housing element, as provided. The bill would require the State Board of Forestry and Fire Protection to review the findings and make recommendations, as provided.

The bill would additionally require the Office of the State Fire Marshal, in consultation with the Office of Planning and Research and the State Board of Forestry and Fire Protection, by January 1, 2023, to adopt wildfire risk reduction standards for ~~developments~~ *residential developments, as defined*, in a very high fire risk area that meet certain requirements and reasonable standards for third-party inspection and certifications for a specified enforcement program. The bill would also require the Office of the State Fire Marshal to, by January 1, 2024, update the maps of the very high fire hazard severity zones, as specified. The bill would require the Office of the State Fire Marshal to convene a working group of stakeholders, as specified, to assist in this effort and to consider specified national standards.

Existing law requires county or city zoning ordinances to be consistent with the general plan of the county or city, as specified.

This bill would require a city or county that contains a very high fire risk area, within 12 months following the amendment of the city or county's land use element, to adopt a very high fire risk overlay zone or otherwise amend its zoning ordinance so that it is consistent with the general plan, as specified.

This bill would additionally prohibit the legislative body of a city or county that contains a very high fire risk area, upon the effective date of the revision of the city or county's land use element, from entering into a development agreement for ~~property~~ *a residential development* that is located within a very high fire risk area, approving specified discretionary permits or other discretionary entitlements for projects located within a very high fire risk area, or approving a tentative map or a parcel map for which a tentative map was not required for a subdivision that is located within a very high fire risk area, unless the city or county makes specified findings based on substantial evidence in the record.

By increasing the duties of local officials, this bill would impose a state-mandated local program.

(3) Existing law requires the Department of Housing and Community Development, in consultation with each council of governments, to determine each region's existing and projected housing need, as provided. Existing law requires each council of governments, or the department for cities and counties without a council of governments, to adopt a final regional housing need plan that allocates a share of the regional housing need to each city, county, or city and county and that furthers specified objectives.

This bill would require the regional housing needs allocation plan to additionally further the objective of reducing *residential* development pressure within very high fire risk areas.

(4) Existing law requires the council of governments, or delegate subregion, as applicable, to develop a proposed methodology for distributing the existing and projected regional housing need and, to the extent that sufficient data is available as provided, to include specified factors to develop the methodology that allocates regional housing needs, including, among other factors, the rate of overcrowding.

This bill would additionally require the council of governments, or delegate subregion, as applicable, to include within those factors for the seventh and subsequent revisions of the housing element, the amount of land in each member jurisdiction that is within a very high fire risk area by allocating a lower proportion of housing if the council of governments or delegate subregion determines, based on specified factors, that it is likely that the jurisdiction would otherwise need to identify lands within a very high fire risk area as adequate sites in order to meet its housing need allocation.

For cities and counties without a council of governments, existing law requires the Department of Housing and Community Development to determine and distribute the existing and projected housing need, unless that responsibility is delegated as provided to cities and counties, based upon available data and in consultation with the cities and counties, taking into consideration, among other things, the availability of suitable sites and public facilities.

This bill would also require the department, for the seventh and subsequent revisions of the housing element, to take into consideration the amount of land in each city and each county that is within a very high fire risk area, as defined, by allocating a lower proportion of housing if the department determines, based on specified factors, that it is likely that the jurisdiction would otherwise need to identify lands within a very high fire risk area as adequate sites in order to meet its housing need allocation.

By increasing the duties of local officials, this bill would impose a state-mandated local program.

(5) Existing law requires the Office of Planning and Research to implement various long-range planning and research policies and goals that are intended to, among other things, encourage the formation and proper functioning of local entities and, in connection with those

responsibilities, to adopt guidelines for the preparation and content of the mandatory elements required in city and county general plans.

This bill would require the Office of Planning and Research, on or before January 1, 2023, in collaboration with cities and counties, to identify local ordinances, policies, and best practices relating to land use planning in very high fire risk areas, wildfire risk reduction, and wildfire preparedness and publish these resources on the above-described clearinghouse, as specified.

(6) Existing law requires, until the 2023–24 fiscal year, the amount of \$165,000,000 to be appropriated from the Greenhouse Gas Reduction Fund to the Department of Forestry and Fire Protection for healthy forest and fire prevention programs and projects that improve forest health and reduce greenhouse gas emissions caused by uncontrolled wildfires.

This bill would establish the Wildfire Risk Reduction Planning Support Grants Program, administered by the Department of Forestry and Fire Protection, for the purpose of providing small jurisdictions, as defined, containing very high fire hazard risk areas with grants for specified planning activities to enable those jurisdictions to meet the requirements set forth in the bill, as described above. Upon appropriation, the bill would require the department to distribute grant funds under the program via a noncompetitive, over-the-counter process, as provided, to small jurisdictions. The bill would require a recipient small jurisdiction to use the allocation solely for wildfire risk reduction planning activities, as specified. The bill would authorize the department to set aside up to 5% of any amount appropriated for these purposes for program administration.

(7) Existing law requires the State Board of Forestry and Fire Protection to adopt regulations implementing minimum fire safety standards that are applicable to lands classified and designated as very high fire hazard severity zones, and requires the regulations to apply to the perimeters and access to all residential, commercial, and industrial building construction within lands classified and designated as very high fire hazard severity zones, as defined, after July 1, 2021.

This bill would specify that the above-described regulations apply to the perimeters and access ~~from the perimeters~~ to all residential, commercial, and industrial building construction within lands classified and designated as very high fire hazard severity zones. The bill would also require the regulations to conform as nearly as practicable with specified existing regulations adopted by the State Fire Marshal.

(8) Existing law requires a common interest development within a very high fire severity zone to allow an owner to install or repair a roof with at least one type of fire retardant roof covering material that meets specified requirements.

This bill would require the one type of fire retardant roof covering material to additionally meet, at a minimum, class B standards, as specified in the International Building Code.

(9) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that no reimbursement is required by this act for a specified reason.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: yes.

The people of the State of California do enact as follows:

1 SECTION 1. Section 65007 of the Government Code is
2 amended to read:

3 65007. As used in Sections 65302.9, 65860.1, 65865.5, 65962,
4 and 66474.5, the following terms have the following meanings,
5 unless the context requires otherwise:

6 (a) “Adequate progress” means all of the following:

7 (1) The total project scope, schedule, and cost of the completed
8 flood protection system have been developed to meet the
9 appropriate standard of protection.

10 (2) (A) Revenues that are sufficient to fund each year of the
11 project schedule developed in paragraph (1) have been identified
12 and, in any given year and consistent with that schedule, at least
13 90 percent of the revenues scheduled to be received by that year
14 have been appropriated and are currently being expended.

15 (B) Notwithstanding subparagraph (A), for any year in which
16 state funding is not appropriated consistent with an agreement
17 between a state agency and a local flood management agency, the
18 Central Valley Flood Protection Board may find that the local
19 flood management agency is making adequate progress in working
20 toward the completion of the flood protection system.

21 (3) Critical features of the flood protection system are under
22 construction, and each critical feature is progressing as indicated
23 by the actual expenditure of the construction budget funds.

1 (4) The city or county has not been responsible for a significant
2 delay in the completion of the system.

3 (5) The local flood management agency shall provide the
4 Department of Water Resources and the Central Valley Flood
5 Protection Board with the information specified in this subdivision
6 sufficient to determine substantial completion of the required flood
7 protection. The local flood management agency shall annually
8 report to the Central Valley Flood Protection Board on the efforts
9 in working toward completion of the flood protection system.

10 (b) “Central Valley Flood Protection Plan” has the same
11 meaning as that set forth in Section 9612 of the Water Code.

12 (c) “Developed area” has the same meaning as that set forth in
13 Section 59.1 of Title 44 of the Code of Federal Regulations.

14 (d) “Flood hazard zone” means an area subject to flooding that
15 is delineated as either a special hazard area or an area of moderate
16 hazard on an official flood insurance rate map issued by the Federal
17 Emergency Management Agency (FEMA). The identification of
18 flood hazard zones does not imply that areas outside the flood
19 hazard zones, or uses permitted within flood hazard zones, will be
20 free from flooding or flood damage.

21 (e) “National Federal Emergency Management Agency standard
22 of flood protection” means the level of flood protection that is
23 necessary to withstand flooding that has a 1-in-100 chance of
24 occurring in any given year using criteria developed by FEMA for
25 application in the National Flood Insurance Program.

26 (f) “Nonurbanized area” means a developed area or an area
27 outside a developed area in which there are fewer than 10,000
28 residents that is not an urbanizing area.

29 (g) “Project levee” means any levee that is part of the facilities
30 of the State Plan of Flood Control.

31 (h) “Sacramento-San Joaquin Valley” means lands in the bed
32 or along or near the banks of the Sacramento River or San Joaquin
33 River, or their tributaries or connected therewith, or upon any land
34 adjacent thereto, or within the overflow basins thereof, or upon
35 land susceptible to overflow therefrom. The Sacramento-San
36 Joaquin Valley does not include lands lying within the Tulare Lake
37 basin, including the Kings River.

38 (i) “State Plan of Flood Control” has the same meaning as that
39 set forth in subdivision (j) of Section 5096.805 of the Public
40 Resources Code.

(j) “Tulare Lake basin” means the Tulare Lake Hydrologic Region as defined in the California Water Plan Update 2009, prepared by the Department of Water Resources pursuant to Chapter 1 (commencing with Section 10004) of Part 1.5 of Division 6 of the Water Code.

(k) “Undetermined risk area” means an urban or urbanizing area within a moderate flood hazard zone, as delineated on an official flood insurance rate map issued by FEMA, which has not been determined to have an urban level of protection.

(l) “Urban area” means a developed area in which there are 10,000 residents or more.

(m) “Urbanizing area” means a developed area or an area outside a developed area that is planned or anticipated to have 10,000 residents or more within the next 10 years.

(n) “Urban level of flood protection” means the level of protection that is necessary to withstand flooding that has a 1-in-200 chance of occurring in any given year using criteria consistent with, or developed by, the Department of Water Resources. “Urban level of flood protection” shall not mean shallow flooding or flooding from local drainage that meets the criteria of the national FEMA standard of flood protection.

(o) “Very high fire risk area” has the same meaning as defined in Section 65011.

SEC. 2. Section 65011 is added to the Government Code, to read:

65011. For the purposes of Sections 65012, 65013, 65302, 65302.11, 65860.2, 65865.6, 65962.3, and 66474.03, unless the context requires otherwise, the following terms have the following meanings:

(a) “Adequate progress” means the city or county is taking concrete steps reasonably calculated to achieve funding and implementation of the applicable standard with the timeframe specified in subdivision (b) of Section 65012.

(b) “Residential development” means a development that includes at least one residential dwelling unit.

~~(b)~~

(c) “Very high fire risk area” means any lands located within a very high fire hazard severity zone, as indicated on maps adopted by the Department of Forestry and Fire Protection pursuant to

1 Section 4202 of the Public Resources Code or as designated
2 pursuant to subdivisions (a) and (b) of Section 51179.

3 SEC. 3. Section 65012 is added to the Government Code, to
4 read:

5 65012. (a) For the purposes of Sections 65302.11, 65860.2,
6 65865.6, 65962.3, and 66474.03, “wildfire risk reduction standard”
7 means the following:

8 (1) For a *residential* development of any size:

9 (A) The regulations adopted by the State Board of Forestry and
10 Fire Protection, the State Fire Marshal, and the California Building
11 Standards Commission regarding defensible space, vegetation
12 management, fuel modification, and materials and construction
13 methods for exterior wildfire exposure, including, but not limited
14 to, all of the following, or the successor provisions:

15 (i) Chapter 7A of the California Building Code.

16 (ii) Chapter 49 of the California Fire Code.

17 (iii) Section R337 of the California Residential Code.

18 (iv) Chapter 12-7A of the California Referenced Standards
19 Code.

20 (v) Subchapter 2 (commencing with Section 1270) of Chapter
21 7 of Division 1.5 of Title 14 of the California Code of Regulations.

22 (vi) Article 3 (commencing with Section 1299.01) of Subchapter
23 3 of Chapter 7 of Division 1.5 of Title 14 of the California Code
24 of Regulations.

25 (B) A wildland fire hazard assessment and wildfire hazard
26 mitigation plan approved by the enforcing agency in accordance
27 with standards adopted by the State Fire Marshal pursuant to
28 Section 65013.

29 (C) An enforcement program established, funded, and
30 implemented to verify ongoing compliance of the defensible space,
31 vegetation management, and fuel modification requirements of
32 the regulations described in subparagraph (A), and with any
33 continuing obligations imposed under a fire protection plan or
34 wildfire hazard mitigation plan established for the project. The
35 enforcing agency may charge a fee sufficient to cover the costs of
36 administering the program and providing any inspections conducted
37 by the enforcing agency. The program shall ensure that compliance
38 is documented for each affected property or structure at least once
39 every three years. Acceptable methods of compliance inspection

1 and documentation shall be determined by the enforcing agency
2 and may include any of the following:

3 (i) The local, state, or federal fire authority or designee
4 authorized to enforce vegetation management requirements.

5 (ii) The enforcing agency.

6 (iii) Third-party inspection and certification authorized in
7 accordance with the regulations adopted by the State Fire Marshal
8 pursuant to Section 65013.

9 (D) The regulations relating to the organization and deployment
10 of fire suppression operations, fire protection infrastructure, water
11 supplies for fire fighting, and reducing ignition hazards from
12 wildland fire adopted by the State Fire Marshal pursuant to Section
13 65013.

14 (2) For a *residential* development of ~~nine units or more~~: *or more*
15 *residential units*:

16 (A) All of the standards set forth in paragraph (1).

17 (B) A fire protection plan setting forth reasonable site-specific
18 safety measures to ensure that the development as a whole is
19 planned and constructed to resist the encroachment of uncontrolled
20 fire. The fire protection plan may be combined with the wildfire
21 hazard mitigation plan prepared for the development in accordance
22 with subparagraph (B) of paragraph (1). The plan shall include,
23 but not be limited to, all of the following:

24 (i) A development layout that reduces wildfire risk to the greatest
25 extent practicable, through measures that may include, but are not
26 limited to, clustering of structures in the lowest risk areas on the
27 property, while still requiring all structures to be separated by a
28 safe distance to avoid the spread of fires from structure to structure,
29 the use of natural and manmade features as fire breaks, and the
30 establishment of community protection fire breaks on the perimeter
31 of the property.

32 (ii) Identification of a low-risk fire safety area where community
33 members can evacuate to and wait until emergency service
34 providers can reach them.

35 (iii) Mechanisms, including funding, to maintain common areas
36 and open spaces within the development so that ground fuels do
37 not promote the spread of wildfire and aerial fuels do not allow
38 the spread of a fire through the tree canopy.

39 (C) A condition on the development that all parcels within the
40 development containing *residential* structures are subject to an

1 ongoing, permanent fee, tax, or assessment, an assessment through
2 a homeowners' association, or a similar funding mechanism
3 sufficient to ensure that defensible space and vegetation
4 management maintenance is funded and occurs on a schedule so
5 as to comply with subparagraph (C) of paragraph (1), and other
6 requirements for maintaining defensible space and vegetation
7 management under law, including, but not limited to, Section 4291
8 of the Public Resources Code.

9 (D) The development shall not be approved unless the city or
10 county finds, based on substantial evidence in the record, that the
11 development can be reasonably accessed and served in the case
12 of a wildfire, with adequate ingress and egress, including, but not
13 limited to, primary and secondary routes and capacity for
14 evacuation and emergency response at the same time.

15 (3) For any *residential* development subject to this subdivision
16 that includes 100 or more residential dwelling units:

17 (A) All of the standards set forth in paragraphs (1) and (2).

18 (B) Additional wildfire risk reduction standards adopted by the
19 State Fire Marshal pursuant to clause (ii) of subparagraph (A) of
20 paragraph (1) of subdivision (a) of Section 65013, or conditions
21 imposed by the city or county that provide the same practical effect
22 as the standards and are at least the equivalent of the standards in
23 reducing the risk to life and property from catastrophic wildfire.

24 (b) For a period of five years following adoption of the zoning
25 ordinance amendment pursuant to Section 65860.2, a *residential*
26 development shall be deemed in compliance with the wildfire risk
27 reduction standards set forth in subparagraphs (C) and (D) of
28 paragraph (1) of subdivision (a) if the city or county finds, based
29 on substantial evidence in the record, that the responsible state and
30 local agencies have made adequate progress toward providing
31 protection from wildfire risk to the level set forth in those
32 standards, or wildfire protection standards adopted by the city or
33 county that meet or exceed those standards.

34 (c) Nothing in this section shall be construed to limit the existing
35 authority of the State Fire Marshal or any other public agency
36 under any other law from adopting standards that are more
37 protective of life and property from the risk of wildfire.

38 SEC. 4. Section 65013 is added to the Government Code, to
39 read:

65013. (a) By January 1, 2023, the Office of the State Fire Marshal, in consultation with the Office of Planning and Research and the State Board of Forestry and Fire Protection, shall do all of the following:

(1) Adopt wildfire risk reduction standards for *residential* developments in a very high fire risk area that meet all of the following requirements:

(A) (i) Account for differences in the size of proposed developments, consistent with the categories set forth in Section 65012.

(ii) When adopting standards for developments that include 100 or more residential dwelling units, the Office of the State Fire Marshal shall incorporate all applicable recommendations included in the Office of Planning and Research's 2015 publication of "Fire Hazard Planning—General Plan Technical Advice Series."

(B) Include standards for organization and development of fire suppression operations, fire protection infrastructure, water supplies for fire fighting, and reducing structure ignition hazards from wildland fire.

(C) Include any additional requirements for fire hardening or similar building standards applicable to structures located in areas without a secondary egress route that are identified in accordance with subdivision (a) of Section 4290.5 of the Public Resources Code.

(D) Establish community-scale risk reduction measures, including, but not limited to, both of the following:

(i) Community design and layout.

(ii) Location and construction of infrastructure to reduce ignition potential and ensure availability of water supplies essential for fire suppression during a wildfire.

(E) Are designed to reduce the risk of catastrophic loss due to wildfire based upon a risk model that uses current wildfire hazard severity information known for the very high fire risk areas. The Office of the State Fire Marshal shall utilize a risk model that meets both of the following requirements:

(i) The risk model is able to quantify the risk for a community or parcel in a very high fire risk area through the input of mitigating factors into the model.

(ii) The model uses the best available science and objective scientific methodologies.

1 (F) Are directly applicable to, and account for, California's
2 climate, weather, topography, and development patterns.

3 (2) Adopt standards for third-party inspection and certification
4 conducted pursuant to subparagraph (C) of paragraph (1) of
5 subdivision (a) of Section 65012.

6 (b) (1) By January 1, 2024, the Office of the State Fire Marshal
7 shall update the maps of the very high fire hazard severity zones
8 pursuant to Section 51178.

9 (2) In updating the maps pursuant to subparagraph (A), the State
10 Fire Marshal shall identify areas within very high fire hazard
11 severity zones where new residential development poses
12 exceptional risk to future occupants of the development and to fire
13 personnel and other public safety personnel that must access the
14 development during a wildfire.

15 (c) Standards adopted pursuant to this section, regulations and
16 rules of general applicability adopted pursuant to Section 65012,
17 and regulations and rules of general applicability adopted by state
18 or local agencies as necessary to implement those standards, shall
19 be reasonable, and shall be feasible and achievable for the majority
20 of developments in each category set forth in subdivision (a) of
21 Section 65012.

22 (d) In developing the standards required by this section, the
23 Office of the State Fire Marshal shall do both of the following:

24 (1) Convene a working group of stakeholders, including
25 representatives of urban, suburban, and rural counties and cities
26 to assist in this effort.

27 (2) Consider national standards, including, but not limited to,
28 the following:

29 (A) The ICC International Wildland-Urban Interface Code.

30 (B) NFPA 1141: Standard for Fire Protection Infrastructure for
31 Land Development and Wildland, Rural, and Suburban Areas.

32 (C) NFPA 1142: Standard on Water Supplies for Suburban and
33 Rural Fire Fighting.

34 (D) NFPA 1144: Standard for Reducing Structure Ignition
35 Hazards from Wildland Fire.

36 (E) NFPA 1720: Standards for the Organization and Deployment
37 of Fire Suppression Operations, Emergency Medical Operations,
38 and Special Operations to the Public by Volunteer Fire
39 Departments.

1 (e) The Office of the State Fire Marshal may incorporate some
2 or all of the wildfire risk reduction standards adopted pursuant to
3 this section into the building standards developed pursuant to
4 Section 13108.5 of the Health and Safety Code or the regulations
5 adopted pursuant to Section 4290 of the Public Resources Code.

6 (f) Standards adopted pursuant to this section shall be adopted
7 pursuant to the rulemaking provisions of the Administrative
8 Procedure Act (Chapter 3.5 (commencing with Section 11340) of
9 Part 1 of Division 3 of Title 2).

10 (g) Nothing in this section shall be construed to limit the existing
11 authority of the State Fire Marshal or any other state or local public
12 agency under any other law from adopting standards that are more
13 protective of life and property from the risk of wildfire.

14 (h) “Very high fire risk area” has the same meaning as defined
15 in Section 65011.

16 SEC. 5. Section 65040.18 is added to the Government Code,
17 to read:

18 65040.18. By January 1, 2023, the Office of Planning and
19 Research, in collaboration with cities and counties, shall identify
20 local ordinances, policies, and best practices relating to land use
21 planning in very high fire risk areas, wildfire risk reduction, and
22 wildfire preparedness and publish these resources on the
23 clearinghouse established pursuant to Section 71360 of the Public
24 Resources Code. The office shall include in the clearinghouse any
25 comprehensive retrofit strategies submitted pursuant to
26 subparagraph (E) of paragraph (6) of subdivision (g) of Section
27 65302. The office shall regularly update the clearinghouse materials
28 made available pursuant to this section. For purposes of this
29 section, “very high fire risk area” has the same meaning as defined
30 in Section 65011.

31 SEC. 6. Section 65302 of the Government Code, as amended
32 by Section 169 of Chapter 370 of the Statutes of 2020, is amended
33 to read:

34 65302. The general plan shall consist of a statement of
35 development policies and shall include a diagram or diagrams and
36 text setting forth objectives, principles, standards, and plan
37 proposals. The plan shall include the following elements:

38 (a) A land use element that designates the proposed general
39 distribution and general location and extent of the uses of the land
40 for housing, business, industry, open space, including agriculture,

1 natural resources, recreation, and enjoyment of scenic beauty,
2 education, public buildings and grounds, solid and liquid waste
3 disposal facilities, greenways, as defined in Section 816.52 of the
4 Civil Code, and other categories of public and private uses of land.
5 The location and designation of the extent of the uses of the land
6 for public and private uses shall consider the identification of land
7 and natural resources pursuant to paragraph (3) of subdivision (d).
8 The land use element shall include a statement of the standards of
9 population density and building intensity recommended for the
10 various districts and other territory covered by the plan. The land
11 use element shall identify and annually review those areas covered
12 by the plan that are subject to flooding identified by flood plain
13 mapping prepared by the Federal Emergency Management Agency
14 (FEMA) or the Department of Water Resources. The land use
15 element shall also do both of the following:

16 (1) Designate in a land use category that provides for timber
17 production those parcels of real property zoned for timberland
18 production pursuant to the California Timberland Productivity Act
19 of 1982 (Chapter 6.7 (commencing with Section 51100) of Part 1
20 of Division 1 of Title 5).

21 (2) Consider the impact of new growth on military readiness
22 activities carried out on military bases, installations, and operating
23 and training areas, when proposing zoning ordinances or
24 designating land uses covered by the general plan for land, or other
25 territory adjacent to military facilities, or underlying designated
26 military aviation routes and airspace.

27 (A) In determining the impact of new growth on military
28 readiness activities, information provided by military facilities
29 shall be considered. Cities and counties shall address military
30 impacts based on information from the military and other sources.

31 (B) The following definitions govern this paragraph:

32 (i) “Military readiness activities” mean all of the following:

33 (I) Training, support, and operations that prepare the members
34 of the military for combat.

35 (II) Operation, maintenance, and security of any military
36 installation.

37 (III) Testing of military equipment, vehicles, weapons, and
38 sensors for proper operation or suitability for combat use.

39 (ii) “Military installation” means a base, camp, post, station,
40 yard, center, homeport facility for any ship, or other activity under

1 the jurisdiction of the United States Department of Defense as
2 defined in paragraph (1) of subsection (g) of Section 2687 of Title
3 10 of the United States Code.

4 (b) (1) A circulation element consisting of the general location
5 and extent of existing and proposed major thoroughfares,
6 transportation routes, terminals, any military airports and ports,
7 and other local public utilities and facilities, all correlated with the
8 land use element of the plan.

9 (2) (A) Commencing January 1, 2011, upon any substantive
10 revision of the circulation element, the legislative body shall
11 modify the circulation element to plan for a balanced, multimodal
12 transportation network that meets the needs of all users of streets,
13 roads, and highways for safe and convenient travel in a manner
14 that is suitable to the rural, suburban, or urban context of the
15 general plan.

16 (B) For purposes of this paragraph, “users of streets, roads, and
17 highways” mean bicyclists, children, persons with disabilities,
18 motorists, movers of commercial goods, pedestrians, users of public
19 transportation, and seniors.

20 (c) A housing element as provided in Article 10.6 (commencing
21 with Section 65580).

22 (d) (1) A conservation element for the conservation,
23 development, and utilization of natural resources, including water
24 and its hydraulic force, forests, soils, rivers and other waters,
25 harbors, fisheries, wildlife, minerals, and other natural resources.
26 The conservation element shall consider the effect of development
27 within the jurisdiction, as described in the land use element, on
28 natural resources located on public lands, including military
29 installations. That portion of the conservation element including
30 waters shall be developed in coordination with any countywide
31 water agency and with all district and city agencies, including
32 flood management, water conservation, or groundwater agencies
33 that have developed, served, controlled, managed, or conserved
34 water of any type for any purpose in the county or city for which
35 the plan is prepared. Coordination shall include the discussion and
36 evaluation of any water supply and demand information described
37 in Section 65352.5, if that information has been submitted by the
38 water agency to the city or county.

39 (2) The conservation element may also cover all of the
40 following:

1 (A) The reclamation of land and waters.

2 (B) Prevention and control of the pollution of streams and other
3 waters.

4 (C) Regulation of the use of land in stream channels and other
5 areas required for the accomplishment of the conservation plan.

6 (D) Prevention, control, and correction of the erosion of soils,
7 beaches, and shores.

8 (E) Protection of watersheds.

9 (F) The location, quantity, and quality of the rock, sand, and
10 gravel resources.

11 (3) Upon the next revision of the housing element on or after
12 January 1, 2009, the conservation element shall identify rivers,
13 creeks, streams, flood corridors, riparian habitats, and land that
14 may accommodate floodwater for purposes of groundwater
15 recharge and stormwater management.

16 (e) An open-space element as provided in Article 10.5
17 (commencing with Section 65560).

18 (f) (1) A noise element that shall identify and appraise noise
19 problems in the community. The noise element shall analyze and
20 quantify, to the extent practicable, as determined by the legislative
21 body, current and projected noise levels for all of the following
22 sources:

23 (A) Highways and freeways.

24 (B) Primary arterials and major local streets.

25 (C) Passenger and freight online railroad operations and ground
26 rapid transit systems.

27 (D) Commercial, general aviation, heliport, helistop, and military
28 airport operations, aircraft overflights, jet engine test stands, and
29 all other ground facilities and maintenance functions related to
30 airport operation.

31 (E) Local industrial plants, including, but not limited to, railroad
32 classification yards.

33 (F) Other ground stationary noise sources, including, but not
34 limited to, military installations, identified by local agencies as
35 contributing to the community noise environment.

36 (2) Noise contours shall be shown for all of these sources and
37 stated in terms of community noise equivalent level (CNEL) or
38 day-night average sound level (L_{dn}). The noise contours shall be
39 prepared on the basis of noise monitoring or following generally

1 accepted noise modeling techniques for the various sources
2 identified in subparagraphs (A) to (F), inclusive, of paragraph (1).

3 (3) The noise contours shall be used as a guide for establishing
4 a pattern of land uses in the land use element that minimizes the
5 exposure of community residents to excessive noise.

6 (4) The noise element shall include implementation measures
7 and possible solutions that address existing and foreseeable noise
8 problems, if any. The adopted noise element shall serve as a
9 guideline for compliance with the state's noise insulation standards.

10 (g) (1) A safety element for the protection of the community
11 from any unreasonable risks associated with the effects of
12 seismically induced surface rupture, ground shaking, ground
13 failure, tsunami, seiche, and dam failure; slope instability leading
14 to mudslides and landslides; subsidence; liquefaction; and other
15 seismic hazards identified pursuant to Chapter 7.8 (commencing
16 with Section 2690) of Division 2 of the Public Resources Code,
17 and other geologic hazards known to the legislative body; flooding;
18 and wildland and urban fires. The safety element shall include
19 mapping of known seismic and other geologic hazards. It shall
20 also address evacuation routes, military installations, peakload
21 water supply requirements, and minimum road widths and
22 clearances around structures, as those items relate to identified fire
23 and geologic hazards.

24 (2) The safety element, upon the next revision of the housing
25 element on or after January 1, 2009, shall also do the following:

26 (A) Identify information regarding flood hazards, including,
27 but not limited to, the following:

28 (i) Flood hazard zones. As used in this subdivision, "flood
29 hazard zone" means an area subject to flooding that is delineated
30 as either a special hazard area or an area of moderate or minimal
31 hazard on an official flood insurance rate map issued by FEMA.
32 The identification of a flood hazard zone does not imply that areas
33 outside the flood hazard zones or uses permitted within flood
34 hazard zones will be free from flooding or flood damage.

35 (ii) National Flood Insurance Program maps published by
36 FEMA.

37 (iii) Information about flood hazards that is available from the
38 United States Army Corps of Engineers.

39 (iv) Designated floodway maps that are available from the
40 Central Valley Flood Protection Board.

1 (v) Dam failure inundation maps prepared pursuant to Section
2 6161 of the Water Code that are available from the Department of
3 Water Resources.

4 (vi) Awareness Floodplain Mapping Program maps and 200-year
5 flood plain maps that are or may be available from, or accepted
6 by, the Department of Water Resources.

7 (vii) Maps of levee protection zones.

8 (viii) Areas subject to inundation in the event of the failure of
9 project or nonproject levees or floodwalls.

10 (ix) Historical data on flooding, including locally prepared maps
11 of areas that are subject to flooding, areas that are vulnerable to
12 flooding after wildfires, and sites that have been repeatedly
13 damaged by flooding.

14 (x) Existing and planned development in flood hazard zones,
15 including structures, roads, utilities, and essential public facilities.

16 (xi) Local, state, and federal agencies with responsibility for
17 flood protection, including special districts and local offices of
18 emergency services.

19 (B) Establish a set of comprehensive goals, policies, and
20 objectives based on the information identified pursuant to
21 subparagraph (A), for the protection of the community from the
22 unreasonable risks of flooding, including, but not limited to:

23 (i) Avoiding or minimizing the risks of flooding to new
24 development.

25 (ii) Evaluating whether new development should be located in
26 flood hazard zones, and identifying construction methods or other
27 methods to minimize damage if new development is located in
28 flood hazard zones.

29 (iii) Maintaining the structural and operational integrity of
30 essential public facilities during flooding.

31 (iv) Locating, when feasible, new essential public facilities
32 outside of flood hazard zones, including hospitals and health care
33 facilities, emergency shelters, fire stations, emergency command
34 centers, and emergency communications facilities or identifying
35 construction methods or other methods to minimize damage if
36 these facilities are located in flood hazard zones.

37 (v) Establishing cooperative working relationships among public
38 agencies with responsibility for flood protection.

1 (C) Establish a set of feasible implementation measures designed
2 to carry out the goals, policies, and objectives established pursuant
3 to subparagraph (B).

4 (3) Upon the next revision of the housing element on or after
5 January 1, 2014, the safety element shall be reviewed and updated
6 as necessary to address the risk of fire for land classified as state
7 responsibility areas, as defined in Section 4102 of the Public
8 Resources Code, and land classified as very high fire hazard
9 severity zones, as defined in Section 51177. This review shall
10 consider the advice included in the Office of Planning and
11 Research's most recent publication of "Fire Hazard
12 Planning-General Plan Technical Advice Series" and shall also
13 include all of the following:

14 (A) Information regarding fire hazards, including, but not limited
15 to, all of the following:

16 (i) Fire hazard severity zone maps available from the Department
17 of Forestry and Fire Protection.

18 (ii) Any historical data on wildfires available from local agencies
19 or a reference to where the data can be found.

20 (iii) Information about wildfire hazard areas that may be
21 available from the United States Geological Survey.

22 (iv) General location and distribution of existing and planned
23 uses of land in very high fire hazard severity zones and in state
24 responsibility areas, including structures, roads, utilities, and
25 essential public facilities. The location and distribution of planned
26 uses of land shall not require defensible space compliance measures
27 required by state law or local ordinance to occur on publicly owned
28 lands or open space designations of homeowner associations.

29 (v) Local, state, and federal agencies with responsibility for fire
30 protection, including special districts and local offices of
31 emergency services.

32 (B) A set of goals, policies, and objectives based on the
33 information identified pursuant to subparagraph (A) for the
34 protection of the community from the unreasonable risk of wildfire.

35 (C) A set of feasible implementation measures designed to carry
36 out the goals, policies, and objectives based on the information
37 identified pursuant to subparagraph (B) including, but not limited
38 to, all of the following:

39 (i) Avoiding or minimizing the wildfire hazards associated with
40 new uses of land.

1 (ii) Locating, when feasible, new essential public facilities
2 outside of high fire risk areas, including, but not limited to,
3 hospitals and health care facilities, emergency shelters, emergency
4 command centers, and emergency communications facilities, or
5 identifying construction methods or other methods to minimize
6 damage if these facilities are located in a state responsibility area
7 or very high fire hazard severity zone.

8 (iii) Designing adequate infrastructure if a new development is
9 located in a state responsibility area or in a very high fire hazard
10 severity zone, including safe access for emergency response
11 vehicles, visible street signs, and water supplies for structural fire
12 suppression.

13 (iv) Working cooperatively with public agencies with
14 responsibility for fire protection.

15 (D) If a city or county has adopted a fire safety plan or document
16 separate from the general plan, an attachment of, or reference to,
17 a city or county's adopted fire safety plan or document that fulfills
18 commensurate goals and objectives and contains information
19 required pursuant to this paragraph.

20 (4) Upon the next revision of a local hazard mitigation plan,
21 adopted in accordance with the federal Disaster Mitigation Act of
22 2000 (Public Law 106-390), on or after January 1, 2017, or, if a
23 local jurisdiction has not adopted a local hazard mitigation plan,
24 beginning on or before January 1, 2022, the safety element shall
25 be reviewed and updated as necessary to address climate adaptation
26 and resiliency strategies applicable to the city or county. This
27 review shall consider advice provided in the Office of Planning
28 and Research's General Plan Guidelines and shall include all of
29 the following:

30 (A) (i) A vulnerability assessment that identifies the risks that
31 climate change poses to the local jurisdiction and the geographic
32 areas at risk from climate change impacts, including, but not limited
33 to, an assessment of how climate change may affect the risks
34 addressed pursuant to paragraphs (2) and (3).

35 (ii) Information that may be available from federal, state,
36 regional, and local agencies that will assist in developing the
37 vulnerability assessment and the adaptation policies and strategies
38 required pursuant to subparagraph (B), including, but not limited
39 to, all of the following:

40 (I) Information from the internet-based Cal-Adapt tool.

1 (II) Information from the most recent version of the California
2 Adaptation Planning Guide.

3 (III) Information from local agencies on the types of assets,
4 resources, and populations that will be sensitive to various climate
5 change exposures.

6 (IV) Information from local agencies on their current ability to
7 deal with the impacts of climate change.

8 (V) Historical data on natural events and hazards, including
9 locally prepared maps of areas subject to previous risk, areas that
10 are vulnerable, and sites that have been repeatedly damaged.

11 (VI) Existing and planned development in identified at-risk
12 areas, including structures, roads, utilities, and essential public
13 facilities.

14 (VII) Federal, state, regional, and local agencies with
15 responsibility for the protection of public health and safety and
16 the environment, including special districts and local offices of
17 emergency services.

18 (B) A set of adaptation and resilience goals, policies, and
19 objectives based on the information specified in subparagraph (A)
20 for the protection of the community.

21 (C) A set of feasible implementation measures designed to carry
22 out the goals, policies, and objectives identified pursuant to
23 subparagraph (B) including, but not limited to, all of the following:

24 (i) Feasible methods to avoid or minimize climate change
25 impacts associated with new uses of land.

26 (ii) The location, when feasible, of new essential public facilities
27 outside of at-risk areas, including, but not limited to, hospitals and
28 health care facilities, emergency shelters, emergency command
29 centers, and emergency communications facilities, or identifying
30 construction methods or other methods to minimize damage if
31 these facilities are located in at-risk areas.

32 (iii) The designation of adequate and feasible infrastructure
33 located in an at-risk area.

34 (iv) Guidelines for working cooperatively with relevant local,
35 regional, state, and federal agencies.

36 (v) The identification of natural infrastructure that may be used
37 in adaptation projects, where feasible. Where feasible, the plan
38 shall use existing natural features and ecosystem processes, or the
39 restoration of natural features and ecosystem processes, when
40 developing alternatives for consideration. For purposes of this

1 clause, “natural infrastructure” means using natural ecological
2 systems or processes to reduce vulnerability to climate change
3 related hazards, or other related climate change effects, while
4 increasing the long-term adaptive capacity of coastal and inland
5 areas by perpetuating or restoring ecosystem services. This
6 includes, but is not limited to, the conservation, preservation, or
7 sustainable management of any form of aquatic or terrestrial
8 vegetated open space, such as beaches, dunes, tidal marshes, reefs,
9 seagrass, parks, rain gardens, and urban tree canopies. It also
10 includes systems and practices that use or mimic natural processes,
11 such as permeable pavements, bioswales, and other engineered
12 systems, such as levees that are combined with restored natural
13 systems, to provide clean water, conserve ecosystem values and
14 functions, and provide a wide array of benefits to people and
15 wildlife.

16 (D) (i) If a city or county has adopted the local hazard
17 mitigation plan, or other climate adaptation plan or document that
18 fulfills commensurate goals and objectives and contains the
19 information required pursuant to this paragraph, separate from the
20 general plan, an attachment of, or reference to, the local hazard
21 mitigation plan or other climate adaptation plan or document.

22 (ii) Cities or counties that have an adopted hazard mitigation
23 plan, or other climate adaptation plan or document that substantially
24 complies with this section, or have substantially equivalent
25 provisions to this subdivision in their general plans, may use that
26 information in the safety element to comply with this subdivision,
27 and shall summarize and incorporate by reference into the safety
28 element the other general plan provisions, climate adaptation plan
29 or document, specifically showing how each requirement of this
30 subdivision has been met.

31 (5) Upon the next revision of the housing element on or after
32 January 1, 2020, the safety element shall be reviewed and updated
33 as necessary to identify residential developments in any hazard
34 area identified in the safety element that do not have at least two
35 emergency evacuation routes.

36 (6) Upon the next revision of the housing element or the hazard
37 mitigation plan, after July 1, 2024, whichever occurs first, the
38 safety element shall be reviewed and updated as necessary to
39 include a comprehensive retrofit strategy *for residential*
40 *developments* to reduce the risk of property loss and damage during

1 wildfires. The comprehensive retrofit strategy shall include, but
2 is not limited to, all of the following:

3 (A) A list of the types of retrofits needed in an area based on
4 fire risk.

5 (B) A process for identifying and inventorying *residential*
6 structures in need of retrofit for fire hardening. The strategy shall
7 prioritize the identification and inventorying of residential
8 structures in very high fire risk areas.

9 (C) Goals and milestones for completing needed retrofit work.

10 (D) Potential funding sources and financing strategies to pay
11 for needed retrofits on public and private property.

12 (E) Once adopted, the planning agency shall submit the adopted
13 comprehensive retrofit strategy to the Office of Planning and
14 Research for inclusion in the clearinghouse established pursuant
15 to Section 71360 of the Public Resources Code.

16 (7) After the initial revision of the safety element pursuant to
17 paragraphs (2), (3), (4), (5), and (6), the planning agency shall
18 review and, if necessary, revise the safety element upon each
19 revision of the housing element or local hazard mitigation plan,
20 but not less than once every eight years, to identify new information
21 relating to flood and fire hazards, climate adaptation and resiliency
22 strategies, and retrofit updates applicable to the city or county that
23 was not available during the previous revision of the safety
24 element.

25 (8) Cities and counties that have flood plain management
26 ordinances that have been approved by FEMA that substantially
27 comply with this section, or have substantially equivalent
28 provisions to this subdivision in their general plans, may use that
29 information in the safety element to comply with this subdivision,
30 and shall summarize and incorporate by reference into the safety
31 element the other general plan provisions or the flood plain
32 ordinance, specifically showing how each requirement of this
33 subdivision has been met.

34 (9) Before the periodic review of its general plan and before
35 preparing or revising its safety element, each city and county shall
36 consult the California Geological Survey of the Department of
37 Conservation, the Central Valley Flood Protection Board, if the
38 city or county is located within the boundaries of the Sacramento
39 and San Joaquin Drainage District, as set forth in Section 8501 of
40 the Water Code, and the Office of Emergency Services for the

1 purpose of including information known by and available to the
2 department, the agency, and the board required by this subdivision.

3 (10) To the extent that a county's safety element is sufficiently
4 detailed and contains appropriate policies and programs for
5 adoption by a city, a city may adopt that portion of the county's
6 safety element that pertains to the city's planning area in
7 satisfaction of the requirement imposed by this subdivision.

8 (h) (1) An environmental justice element, or related goals,
9 policies, and objectives integrated in other elements, that identifies
10 disadvantaged communities within the area covered by the general
11 plan of the city, county, or city and county, if the city, county, or
12 city and county has a disadvantaged community. The
13 environmental justice element, or related environmental justice
14 goals, policies, and objectives integrated in other elements, shall
15 do all of the following:

16 (A) Identify objectives and policies to reduce the unique or
17 compounded health risks in disadvantaged communities by means
18 that include, but are not limited to, the reduction of pollution
19 exposure, including the improvement of air quality, and the
20 promotion of public facilities, food access, safe and sanitary homes,
21 and physical activity.

22 (B) Identify objectives and policies to promote civic engagement
23 in the public decisionmaking process.

24 (C) Identify objectives and policies that prioritize improvements
25 and programs that address the needs of disadvantaged communities.

26 (2) A city, county, or city and county subject to this subdivision
27 shall adopt or review the environmental justice element, or the
28 environmental justice goals, policies, and objectives in other
29 elements, upon the adoption or next revision of two or more
30 elements concurrently on or after January 1, 2018.

31 (3) By adding this subdivision, the Legislature does not intend
32 to require a city, county, or city and county to take any action
33 prohibited by the United States Constitution or the California
34 Constitution.

35 (4) For purposes of this subdivision, the following terms shall
36 apply:

37 (A) "Disadvantaged communities" means an area identified by
38 the California Environmental Protection Agency pursuant to
39 Section 39711 of the Health and Safety Code or an area that is a
40 low-income area that is disproportionately affected by

1 environmental pollution and other hazards that can lead to negative
2 health effects, exposure, or environmental degradation.

3 (B) “Public facilities” includes public improvements, public
4 services, and community amenities, as defined in subdivision (d)
5 of Section 66000.

6 (C) “Low-income area” means an area with household incomes
7 at or below 80 percent of the statewide median income or with
8 household incomes at or below the threshold designated as low
9 income by the Department of Housing and Community
10 Development’s list of state income limits adopted pursuant to
11 Section 50093 of the Health and Safety Code.

12 SEC. 7. Section 65302.11 is added to the Government Code,
13 to read:

14 65302.11. (a) Upon each revision of the housing element on
15 or after July 1, 2024, each city or county that contains *residential*
16 *structures in* a very high fire risk area shall amend the land use
17 element of its general plan to contain all of the following with
18 respect to *residential* lands located within a very high fire risk
19 area:

20 (1) (A) The goals contained in the most recent Strategic Fire
21 Plan for California prepared by the Department of Forestry and
22 Fire Protection.

23 (B) The locations of all very high fire risk areas within the city
24 or county.

25 (C) The data and analysis described in the Office of Planning
26 and Research’s most recent publication of “Fire Hazard
27 Planning—General Plan Technical Advice Series.”

28 (D) The goals of any local hazard mitigation plan, community
29 wildfire protection plan, and climate adaptation plan that has been
30 adopted by the governing body of the city or county.

31 (2) Objectives and policies, based on the goals, data, and
32 analysis identified pursuant to paragraph (1), for the protection of
33 lives and property from unreasonable risk of wildfire. These
34 objectives and policies shall take into consideration, and be
35 consistent with, the information, goals, policies, objectives, and
36 implementation measures included in the safety element in
37 accordance with paragraph (3) of subdivision (g) of Section 65302.

38 (3) Feasible implementation measures designed to carry out the
39 goals, objectives, and policies established pursuant to this
40 subdivision.

1 (b) (1) After the initial amendment of the land use element
2 pursuant to subdivision (a), the governing body of the city or
3 county shall review all of the following upon each subsequent
4 revision of the housing element, but not less than once every eight
5 years:

6 (A) The implementation of the wildfire risk reduction standards,
7 as defined in Section 65012, within the jurisdiction. The governing
8 body shall make written findings, based upon substantial evidence,
9 regarding whether the city or county has implemented the wildfire
10 risk reduction standards during the preceding planning period, or
11 made adequate progress toward implementing the wildfire risk
12 reduction standards as provided in subdivision (b) of Section
13 65012.

14 (B) The designation of lands within the jurisdiction as very high
15 fire hazard severity zones pursuant to subdivision (b) of Section
16 51179. The governing body shall make written findings, based
17 upon substantial evidence, supporting the determinations made in
18 accordance with that subdivision.

19 (2) The draft findings required under this subdivision shall be
20 submitted to the State Board of Forestry and Fire Protection and
21 to every local agency that provides fire protection to territory in
22 the city or county at least 90 days prior to adoption by the
23 governing body.

24 (A) The State Board of Forestry and Fire Protection shall, and
25 a local agency may, review the draft findings and recommend
26 changes to the city or county within 60 days of its receipt regarding
27 both of the following:

28 (i) Whether the city or county has implemented the wildfire risk
29 reduction standards during the preceding planning period, or made
30 adequate progress toward implementing the wildfire risk reduction
31 standards as provided in subdivision (b) of Section 65012.

32 (ii) Whether the designation of lands within the jurisdiction as
33 very high fire hazard severity zones is appropriate.

34 (B) (i) Prior to the adoption of its draft findings, the governing
35 body shall consider the recommendations, if any, made by the
36 State Board of Forestry and Fire Protection and any local agency
37 that provides fire protection to territory in the city or county. If
38 the governing body determines not to accept all or some of the
39 recommendations, if any, made by the State Board of Forestry and
40 Fire Protection or the local agency, the governing body shall

1 communicate in writing to the State Board of Forestry and Fire
2 Protection or the local agency, its reasons for not accepting the
3 recommendations.

4 (ii) If the governing body proposes not to adopt the State Board
5 of Forestry and Fire Protection's recommendations concerning its
6 draft findings, the State Board of Forestry and Fire Protection,
7 within 15 days of receipt of the governing body's written response,
8 may request in writing a consultation with the governing body to
9 discuss the State Board of Forestry and Fire Protection's
10 recommendations and the governing body's response. The
11 consultation may be conducted in person, electronically, or
12 telephonically. If the State Board of Forestry and Fire Protection
13 requests a consultation pursuant to this subparagraph, the governing
14 body shall not approve the draft element or draft amendment until
15 after consulting with the State Board of Forestry and Fire
16 Protection. The consultation shall occur within 30 days after the
17 State Board of Forestry and Fire Protection's request.

18 (C) The State Board of Forestry and Fire Protection shall notify
19 the city or county and may notify the Office of the Attorney
20 General that the city or county is in violation of state law if the
21 State Board of Forestry and Fire Protection finds that the written
22 findings do not substantially comply with this section, or that the
23 city or county has otherwise failed to substantially comply with
24 this section or with Section 65860.2.

25 (3) Any interested person may bring an action to compel
26 compliance with the requirements of this subdivision. The action
27 shall be brought pursuant to Section 1085 of the Code of Civil
28 Procedure.

29 (c) For purposes of this section, "very high fire risk area" has
30 the same meaning as defined in Section 65011.

31 SEC. 8. Section 65584 of the Government Code is amended
32 to read:

33 65584. (a) (1) For the fourth and subsequent revisions of the
34 housing element pursuant to Section 65588, the department shall
35 determine the existing and projected need for housing for each
36 region pursuant to this article. For purposes of subdivision (a) of
37 Section 65583, the share of a city or county of the regional housing
38 need shall include that share of the housing need of persons at all
39 income levels within the area significantly affected by the general
40 plan of the city or county.

1 (2) It is the intent of the Legislature that cities, counties, and
2 cities and counties should undertake all necessary actions to
3 encourage, promote, and facilitate the development of housing to
4 accommodate the entire regional housing need, and reasonable
5 actions should be taken by local and regional governments to
6 ensure that future housing production meets, at a minimum, the
7 regional housing need established for planning purposes. These
8 actions shall include applicable reforms and incentives in Section
9 65582.1.

10 (3) The Legislature finds and declares that insufficient housing
11 in job centers hinders the state's environmental quality and runs
12 counter to the state's environmental goals. In particular, when
13 Californians seeking affordable housing are forced to drive longer
14 distances to work, an increased amount of greenhouse gases and
15 other pollutants is released and puts in jeopardy the achievement
16 of the state's climate goals, as established pursuant to Section
17 38566 of the Health and Safety Code, and clean air goals.

18 (b) The department, in consultation with each council of
19 governments, shall determine each region's existing and projected
20 housing need pursuant to Section 65584.01 at least two years prior
21 to the scheduled revision required pursuant to Section 65588. The
22 appropriate council of governments, or for cities and counties
23 without a council of governments, the department, shall adopt a
24 final regional housing need plan that allocates a share of the
25 regional housing need to each city, county, or city and county at
26 least one year prior to the scheduled revision for the region required
27 by Section 65588. The allocation plan prepared by a council of
28 governments shall be prepared pursuant to Sections 65584.04 and
29 65584.05.

30 (c) Notwithstanding any other provision of law, the due dates
31 for the determinations of the department or for the council of
32 governments, respectively, regarding the regional housing need
33 may be extended by the department by not more than 60 days if
34 the extension will enable access to more recent critical population
35 or housing data from a pending or recent release of the United
36 States Census Bureau or the Department of Finance. If the due
37 date for the determination of the department or the council of
38 governments is extended for this reason, the department shall
39 extend the corresponding housing element revision deadline
40 pursuant to Section 65588 by not more than 60 days.

(d) The regional housing needs allocation plan shall further all of the following objectives:

(1) Increasing the housing supply and the mix of housing types, tenure, and affordability in all cities and counties within the region in an equitable manner, which shall result in each jurisdiction receiving an allocation of units for low- and very low income households.

(2) Promoting infill development and socioeconomic equity, the protection of environmental and agricultural resources, the encouragement of efficient development patterns, and the achievement of the region's greenhouse gas reductions targets provided by the State Air Resources Board pursuant to Section 65080.

(3) Promoting an improved intraregional relationship between jobs and housing, including an improved balance between the number of low-wage jobs and the number of housing units affordable to low-wage workers in each jurisdiction.

(4) Allocating a lower proportion of housing need to an income category when a jurisdiction already has a disproportionately high share of households in that income category, as compared to the countywide distribution of households in that category from the most recent American Community Survey.

(5) Affirmatively furthering fair housing.

(6) Promoting resilient communities. Furthering this objective shall include reducing *residential* development pressure within very high fire risk areas. This paragraph shall apply only to the regional housing needs allocation plan for the seventh and subsequent revisions of the housing element.

(e) For purposes of this section, "affirmatively furthering fair housing" means taking meaningful actions, in addition to combating discrimination, that overcome patterns of segregation and foster inclusive communities free from barriers that restrict access to opportunity based on protected characteristics. Specifically, affirmatively furthering fair housing means taking meaningful actions that, taken together, address significant disparities in housing needs and in access to opportunity, replacing segregated living patterns with truly integrated and balanced living patterns, transforming racially and ethnically concentrated areas of poverty into areas of opportunity, and fostering and maintaining compliance with civil rights and fair housing laws.

1 (f) For purposes of this section, “household income levels” are
2 as determined by the department as of the most recent American
3 Community Survey pursuant to the following code sections:

4 (1) Very low incomes, as defined by Section 50105 of the Health
5 and Safety Code.

6 (2) Lower incomes, as defined by Section 50079.5 of the Health
7 and Safety Code.

8 (3) Moderate incomes, as defined by Section 50093 of the Health
9 and Safety Code.

10 (4) Above moderate incomes are those exceeding the
11 moderate-income level of Section 50093 of the Health and Safety
12 Code.

13 (g) Notwithstanding any other provision of law, determinations
14 made by the department, a council of governments, or a city or
15 county pursuant to this section or Section 65584.01, 65584.02,
16 65584.03, 65584.04, 65584.05, 65584.06, 65584.07, or 65584.08
17 are exempt from the California Environmental Quality Act
18 (Division 13 (commencing with Section 21000) of the Public
19 Resources Code).

20 SEC. 9. Section 65584.04 of the Government Code is amended
21 to read:

22 65584.04. (a) At least two years prior to a scheduled revision
23 required by Section 65588, each council of governments, or
24 delegate subregion as applicable, shall develop, in consultation
25 with the department, a proposed methodology for distributing the
26 existing and projected regional housing need to cities, counties,
27 and cities and counties within the region or within the subregion,
28 where applicable pursuant to this section. The methodology shall
29 further the objectives listed in subdivision (d) of Section 65584.

30 (b) (1) No more than six months before the development of a
31 proposed methodology for distributing the existing and projected
32 housing need, each council of governments shall survey each of
33 its member jurisdictions to request, at a minimum, information
34 regarding the factors listed in subdivision (e) that will allow the
35 development of a methodology based upon the factors established
36 in subdivision (e).

37 (2) With respect to the objective in paragraph (5) of subdivision
38 (d) of Section 65584, the survey shall review and compile
39 information that will allow the development of a methodology
40 based upon the issues, strategies, and actions that are included, as

1 available, in an Analysis of Impediments to Fair Housing Choice
2 or an Assessment of Fair Housing completed by any city or county
3 or the department that covers communities within the area served
4 by the council of governments, and in housing elements adopted
5 pursuant to this article by cities and counties within the area served
6 by the council of governments.

7 (3) The council of governments shall seek to obtain the
8 information in a manner and format that is comparable throughout
9 the region and utilize readily available data to the extent possible.

10 (4) The information provided by a local government pursuant
11 to this section shall be used, to the extent possible, by the council
12 of governments, or delegate subregion as applicable, as source
13 information for the methodology developed pursuant to this section.
14 The survey shall state that none of the information received may
15 be used as a basis for reducing the total housing need established
16 for the region pursuant to Section 65584.01.

17 (5) If the council of governments fails to conduct a survey
18 pursuant to this subdivision, a city, county, or city and county may
19 submit information related to the items listed in subdivision (e)
20 before the public comment period provided for in subdivision (d).

21 (c) The council of governments shall electronically report the
22 results of the survey of fair housing issues, strategies, and actions
23 compiled pursuant to paragraph (2) of subdivision (b). The report
24 shall describe common themes and effective strategies employed
25 by cities and counties within the area served by the council of
26 governments, including common themes and effective strategies
27 around avoiding the displacement of lower income households.
28 The council of governments shall also identify significant barriers
29 to affirmatively furthering fair housing at the regional level and
30 may recommend strategies or actions to overcome those barriers.
31 A council of governments or metropolitan planning organization,
32 as appropriate, may use this information for any other purpose,
33 including publication within a regional transportation plan adopted
34 pursuant to Section 65080 or to inform the land use assumptions
35 that are applied in the development of a regional transportation
36 plan.

37 (d) Public participation and access shall be required in the
38 development of the methodology and in the process of drafting
39 and adoption of the allocation of the regional housing needs.
40 Participation by organizations other than local jurisdictions and

1 councils of governments shall be solicited in a diligent effort to
2 achieve public participation of all economic segments of the
3 community as well as members of protected classes under Section
4 12955. The proposed methodology, along with any relevant
5 underlying data and assumptions, an explanation of how
6 information about local government conditions gathered pursuant
7 to subdivision (b) has been used to develop the proposed
8 methodology, how each of the factors listed in subdivision (e) is
9 incorporated into the methodology, and how the proposed
10 methodology furthers the objectives listed in subdivision (e) of
11 Section 65584, shall be distributed to all cities, counties, any
12 subregions, and members of the public who have made a written
13 or electronic request for the proposed methodology and published
14 on the council of governments', or delegate subregion's, internet
15 website. The council of governments, or delegate subregion, as
16 applicable, shall conduct at least one public hearing to receive oral
17 and written comments on the proposed methodology.

18 (e) To the extent that sufficient data is available from local
19 governments pursuant to subdivision (b) or other sources, each
20 council of governments, or delegate subregion as applicable, shall
21 include the following factors to develop the methodology that
22 allocates regional housing needs:

23 (1) Each member jurisdiction's existing and projected jobs and
24 housing relationship. This shall include an estimate based on
25 readily available data on the number of low-wage jobs within the
26 jurisdiction and how many housing units within the jurisdiction
27 are affordable to low-wage workers as well as an estimate based
28 on readily available data, of projected job growth and projected
29 household growth by income level within each member jurisdiction
30 during the planning period.

31 (2) The opportunities and constraints to development of
32 additional housing in each member jurisdiction, including all of
33 the following:

34 (A) Lack of capacity for sewer or water service due to federal
35 or state laws, regulations or regulatory actions, or supply and
36 distribution decisions made by a sewer or water service provider
37 other than the local jurisdiction that preclude the jurisdiction from
38 providing necessary infrastructure for additional development
39 during the planning period.

(B) The availability of land suitable for urban development or for conversion to residential use, the availability of underutilized land, and opportunities for infill development and increased residential densities. The council of governments may not limit its consideration of suitable housing sites or land suitable for urban development to existing zoning ordinances and land use restrictions of a locality, but shall consider the potential for increased residential development under alternative zoning ordinances and land use restrictions. The determination of available land suitable for urban development may exclude lands where the Federal Emergency Management Agency (FEMA) or the Department of Water Resources has determined that the flood management infrastructure designed to protect that land is not adequate to avoid the risk of flooding.

(C) Lands preserved or protected from urban development under existing federal or state programs, or both, designed to protect open space, farmland, environmental habitats, and natural resources on a long-term basis, including land zoned or designated for agricultural protection or preservation that is subject to a local ballot measure that was approved by the voters of that jurisdiction that prohibits or restricts conversion to nonagricultural uses.

(D) County policies to preserve prime agricultural land, as defined pursuant to Section 56064, within an unincorporated area and land within an unincorporated area zoned or designated for agricultural protection or preservation that is subject to a local ballot measure that was approved by the voters of that jurisdiction that prohibits or restricts its conversion to nonagricultural uses.

(3) The distribution of household growth assumed for purposes of a comparable period of regional transportation plans and opportunities to maximize the use of public transportation and existing transportation infrastructure.

(4) Agreements between a county and cities in a county to direct growth toward incorporated areas of the county and land within an unincorporated area zoned or designated for agricultural protection or preservation that is subject to a local ballot measure that was approved by the voters of the jurisdiction that prohibits or restricts conversion to nonagricultural uses.

(5) The loss of units contained in assisted housing developments, as defined in paragraph (9) of subdivision (a) of Section 65583,

1 that changed to non-low-income use through mortgage prepayment,
2 subsidy contract expirations, or termination of use restrictions.

3 (6) The percentage of existing households at each of the income
4 levels listed in subdivision (f) of Section 65584 that are paying
5 more than 30 percent and more than 50 percent of their income in
6 rent.

7 (7) The rate of overcrowding.

8 (8) The housing needs of farmworkers.

9 (9) The housing needs generated by the presence of a private
10 university or a campus of the California State University or the
11 University of California within any member jurisdiction.

12 (10) The housing needs of individuals and families experiencing
13 homelessness. If a council of governments has surveyed each of
14 its member jurisdictions pursuant to subdivision (b) on or before
15 January 1, 2020, this paragraph shall apply only to the development
16 of methodologies for the seventh and subsequent revisions of the
17 housing element.

18 (11) The loss of units during a state of emergency that was
19 declared by the Governor pursuant to the California Emergency
20 Services Act (Chapter 7 (commencing with Section 8550) of
21 Division 1 of Title 2), during the planning period immediately
22 preceding the relevant revision pursuant to Section 65588 that
23 have yet to be rebuilt or replaced at the time of the analysis.

24 (12) The region's greenhouse gas emissions targets provided
25 by the State Air Resources Board pursuant to Section 65080.

26 (13) The amount of land in each member jurisdiction that is
27 within a very high fire risk area, by allocating a lower proportion
28 of housing to a jurisdiction if it is likely that the jurisdiction would
29 otherwise need to identify lands within a very high fire risk area
30 as adequate sites pursuant to Section 65583 in order to meet its
31 housing need allocation. In determining whether it is likely the
32 jurisdiction would otherwise need to identify lands within a very
33 high fire risk area as adequate sites pursuant to Section 65583 in
34 order to meet its housing need allocation, the council of
35 governments, or delegate subregion as applicable, shall consider
36 factors that include, but are not limited to, the following:

37 (A) (i) The percentage of land described in subparagraph (B)
38 of paragraph (2) within the jurisdiction that includes a very high
39 fire risk area.

1 (ii) Whether suitable alternative sites exist outside the
2 jurisdiction, but within the region, to accommodate the remaining
3 regional housing need.

4 (B) Any determination by a council of governments, or delegate
5 subregions, as applicable, to establish, or not establish, a lower
6 allocation under this paragraph for a jurisdiction containing a very
7 high fire risk area shall be supported by a data-driven analysis
8 demonstrating that the reduced allocation is, or is not, appropriate,
9 including evidence-based consideration of the factors set forth in
10 clauses (i) and (ii) of subparagraph (A).

11 (C) This paragraph shall apply only to the development of
12 methodologies for the seventh and subsequent revisions of the
13 housing element.

14 (D) For the purposes of this paragraph, “very high fire risk area”
15 has the same meaning as defined in Section 65011.

16 (14) Any other factors adopted by the council of governments,
17 that further the objectives listed in subdivision (d) of Section
18 65584, provided that the council of governments specifies which
19 of the objectives each additional factor is necessary to further. The
20 council of governments may include additional factors unrelated
21 to furthering the objectives listed in subdivision (d) of Section
22 65584 so long as the additional factors do not undermine the
23 objectives listed in subdivision (d) of Section 65584 and are applied
24 equally across all household income levels as described in
25 subdivision (f) of Section 65584 and the council of governments
26 makes a finding that the factor is necessary to address significant
27 health and safety conditions.

28 (f) The council of governments, or delegate subregion, as
29 applicable, shall explain in writing how each of the factors
30 described in subdivision (e) was incorporated into the methodology
31 and how the methodology furthers the objectives listed in
32 subdivision (d) of Section 65584. The methodology may include
33 numerical weighting. This information, and any other supporting
34 materials used in determining the methodology, shall be posted
35 on the council of governments’, or delegate subregion’s, internet
36 website.

37 (g) The following criteria shall not be a justification for a
38 determination or a reduction in a jurisdiction’s share of the regional
39 housing need:

1 (1) Any ordinance, policy, voter-approved measure, or standard
2 of a city or county that directly or indirectly limits the number of
3 residential building permits issued by a city or county.

4 (2) Prior underproduction of housing in a city or county from
5 the previous regional housing need allocation, as determined by
6 each jurisdiction's annual production report submitted pursuant
7 to subparagraph (H) of paragraph (2) of subdivision (a) of Section
8 65400.

9 (3) Stable population numbers in a city or county from the
10 previous regional housing needs cycle.

11 (h) Following the conclusion of the public comment period
12 described in subdivision (d) on the proposed allocation
13 methodology, and after making any revisions deemed appropriate
14 by the council of governments, or delegate subregion, as applicable,
15 as a result of comments received during the public comment period,
16 and as a result of consultation with the department, each council
17 of governments, or delegate subregion, as applicable, shall publish
18 a draft allocation methodology on its internet website and submit
19 the draft allocation methodology, along with the information
20 required pursuant to subdivision (e), to the department.

21 (i) Within 60 days, the department shall review the draft
22 allocation methodology and report its written findings to the
23 council of governments, or delegate subregion, as applicable. In
24 its written findings the department shall determine whether the
25 methodology furthers the objectives listed in subdivision (d) of
26 Section 65584. If the department determines that the methodology
27 is not consistent with subdivision (d) of Section 65584, the council
28 of governments, or delegate subregion, as applicable, shall take
29 one of the following actions:

30 (1) Revise the methodology to further the objectives listed in
31 subdivision (d) of Section 65584 and adopt a final regional, or
32 subregional, housing need allocation methodology.

33 (2) Adopt the regional, or subregional, housing need allocation
34 methodology without revisions and include within its resolution
35 of adoption findings, supported by substantial evidence, as to why
36 the council of governments, or delegate subregion, believes that
37 the methodology furthers the objectives listed in subdivision (d)
38 of Section 65584 despite the findings of the department.

1 (j) If the department's findings are not available within the time
2 limits set by subdivision (i), the council of governments, or delegate
3 subregion, may act without them.

4 (k) Upon either action pursuant to subdivision (i), the council
5 of governments, or delegate subregion, shall provide notice of the
6 adoption of the methodology to the jurisdictions within the region,
7 or delegate subregion, as applicable, and to the department, and
8 shall publish the adopted allocation methodology, along with its
9 resolution and any adopted written findings, on its internet website.

10 (l) The department may, within 90 days, review the adopted
11 methodology and report its findings to the council of governments,
12 or delegate subregion.

13 (m) (1) It is the intent of the Legislature that housing planning
14 be coordinated and integrated with the regional transportation plan.
15 To achieve this goal, the allocation plan shall allocate housing
16 units within the region consistent with the development pattern
17 included in the sustainable communities strategy.

18 (2) The final allocation plan shall ensure that the total regional
19 housing need, by income category, as determined under Section
20 65584, is maintained, and that each jurisdiction in the region
21 receive an allocation of units for low- and very low income
22 households.

23 (3) The resolution approving the final housing need allocation
24 plan shall demonstrate that the plan is consistent with the
25 sustainable communities strategy in the regional transportation
26 plan and furthers the objectives listed in subdivision (d) of Section
27 65584.

28 SEC. 10. Section 65584.06 of the Government Code is amended
29 to read:

30 65584.06. (a) For cities and counties without a council of
31 governments, the department shall determine and distribute the
32 existing and projected housing need, in accordance with Section
33 65584 and this section. If the department determines that a county
34 or counties, supported by a resolution adopted by the board or
35 boards of supervisors, and a majority of cities within the county
36 or counties representing a majority of the population of the county
37 or counties, possess the capability and resources and has agreed
38 to accept the responsibility, with respect to its jurisdiction, for the
39 distribution of the regional housing need, the department shall
40 delegate this responsibility to the cities and county or counties.

(b) The distribution of regional housing need shall, based upon available data and in consultation with the cities and counties, take into consideration market demand for housing, the distribution of household growth within the county assumed in the regional transportation plan where applicable, employment opportunities and commuting patterns, the availability of suitable sites and public facilities, the needs of individuals and families experiencing homelessness, agreements between a county and cities in a county to direct growth toward incorporated areas of the county, or other considerations as may be requested by the affected cities or counties and agreed to by the department. As part of the allocation of the regional housing need, the department shall provide each city and county with data describing the assumptions and methodology used in calculating its share of the regional housing need. Consideration of suitable housing sites or land suitable for urban development is not limited to existing zoning ordinances and land use restrictions of a locality, but shall include consideration of the potential for increased residential development under alternative zoning ordinances and land use restrictions. The determination of available land suitable for urban development may exclude lands where the Federal Emergency Management Agency (FEMA) or the Department of Water Resources has determined that the flood management infrastructure designed to protect that land is not adequate to avoid the risk of flooding.

(c) (1) The distribution of regional housing need pursuant to this section shall also take into consideration the amount of land in each city and each county that is within a very high fire risk area, by allocating a lower proportion of housing to a jurisdiction if it is likely that the jurisdiction would otherwise need to identify lands within a very high fire risk area as adequate sites pursuant to Section 65583 in order to meet its housing need allocation. In determining whether it is likely the jurisdiction would otherwise need to identify lands within a very high fire risk area as adequate sites pursuant to Section 65583 in order to meet its housing need allocation, the department shall consider factors that include, but are not limited to, the following:

(A) The percentage of land described in subparagraph (B) of paragraph (2) of subdivision (e) of Section 65584.04 within the jurisdiction that includes a very high fire risk area.

1 (B) Whether suitable alternative sites exist outside the
2 jurisdiction, but within the region, to accommodate the remaining
3 regional housing need.

4 (2) Any determination to establish, or not establish, a lower
5 allocation under this paragraph for a jurisdiction containing a very
6 high fire risk area shall be supported by a data-driven analysis
7 demonstrating that the reduced allocation is, or is not, appropriate,
8 including evidence-based consideration of the factors set forth in
9 paragraph (1).

10 (3) This paragraph shall apply only to the development of
11 methodologies for the seventh and subsequent revisions of the
12 housing element.

13 (d) Within 90 days following the department's determination
14 of a draft distribution of the regional housing need to the cities and
15 the county, a city or county may propose to revise the determination
16 of its share of the regional housing need in accordance with criteria
17 set forth in the draft distribution. The proposed revised share shall
18 be based upon comparable data available for all affected
19 jurisdictions, and accepted planning methodology, and shall be
20 supported by adequate documentation.

21 (e) (1) Within 60 days after the end of the 90-day time period
22 for the revision by the cities or county, the department shall accept
23 the proposed revision, modify its earlier determination, or indicate
24 why the proposed revision is inconsistent with the regional housing
25 need.

26 (2) If the department does not accept the proposed revision,
27 then, within 30 days, the city or county may request a public
28 hearing to review the determination.

29 (3) The city or county shall be notified within 30 days by
30 certified mail, return receipt requested, of at least one public
31 hearing regarding the determination.

32 (4) The date of the hearing shall be at least 10 but not more than
33 15 days from the date of the notification.

34 (5) Before making its final determination, the department shall
35 consider all comments received and shall include a written response
36 to each request for revision received from a city or county.

37 (f) If the department accepts the proposed revision or modifies
38 its earlier determination, the city or county shall use that share. If
39 the department grants a revised allocation pursuant to subdivision
40 (d), the department shall ensure that the total regional housing

1 need is maintained. The department’s final determination shall be
2 in writing and shall include information explaining how its action
3 is consistent with this section. If the department indicates that the
4 proposed revision is inconsistent with the regional housing need,
5 the city or county shall use the share that was originally determined
6 by the department. The department, within its final determination,
7 may adjust the allocation of a city or county that was not the subject
8 of a request for revision of the draft distribution.

9 (g) The department shall issue a final regional housing need
10 allocation for all cities and counties within 45 days of the
11 completion of the local review period.

12 (h) Statutory changes enacted after the date the department
13 issued a final determination pursuant to this section shall not be a
14 basis for a revision of the final determination.

15 (i) For purposes of this section, “very high fire risk area” has
16 the same meaning as defined in Section 65011.

17 SEC. 11. Section 65860.2 is added to the Government Code,
18 to read:

19 65860.2. (a) Not more than 12 months following the
20 amendment of the land use element of a city’s or county’s general
21 plan pursuant to Section 65302.11, each city or county that contains
22 a very high fire risk area, as defined in Section 65011, shall adopt
23 a very high fire risk overlay zone or otherwise amend its zoning
24 ordinance so that it is consistent with the general plan, as amended.

25 (b) Notwithstanding any other law, the minimum requirements
26 set forth in this section shall apply to all cities, including charter
27 cities, and counties that contain a very high fire risk area. The
28 Legislature finds and declares that establishment of minimum
29 requirements for wildfire protection *for residential developments*
30 in very high fire risk areas is a matter of statewide concern and
31 not a municipal affair as that term is used in Section 5 of Article
32 XI of the California Constitution. Except as expressly stated, it is
33 not the intent of the Legislature to limit the ordinances, rules, or
34 regulations that a city or county may otherwise adopt and enforce
35 beyond the minimum requirements outlined in this section.

36 SEC. 12. Section 65865.6 is added to the Government Code,
37 to read:

38 65865.6. (a) Notwithstanding any other law and subject to
39 subdivision (b), after the amendments to the land use element of
40 the city’s or county’s general plan and zoning ordinances required

1 by Sections 65302.11 and 65860.2 have become effective, the
2 legislative body of a city or county that contains a very high fire
3 risk area, as defined in Section 65011, shall not enter into a
4 development agreement for ~~property~~ *a residential development*
5 that is located within such a very high fire risk area unless the city
6 or county finds, based on substantial evidence in the record that
7 the *residential development* project and all *residential* structures
8 within the project are protected from wildfire risk in accordance
9 with the wildfire risk reduction standards in effect at the time that
10 the development agreement is entered into, or wildfire protection
11 standards adopted by the city or county that meet or exceed the
12 wildfire risk reduction standards in effect at the time that the
13 development agreement is entered into.

14 (b) Subdivision (a) shall apply only to a development agreement
15 entered into on or after the date upon which the statutes of
16 limitation specified in subdivision (c) of Section 65009 have run
17 with respect to the amendments to a city's or county's general plan
18 and zoning ordinances required by Sections 65302.11 and 65860.2
19 or, if the amendments and any associated environmental documents
20 are challenged in court, the validity of the amendments and any
21 associated environmental documents has been upheld in a final
22 decision.

23 (c) For purposes of this section, "wildfire risk reduction
24 standards" means the wildfire risk reduction standards set forth in
25 Section 65012 that are adopted pursuant to Section 65013 or
26 implemented by the city or county pursuant to subparagraph (B)
27 or (C) of paragraph (1) or subparagraph (B), (C), or (D) of
28 paragraph (2) of subdivision (a) of Section 65012.

29 (d) This section shall not be interpreted to change or diminish
30 the requirements of any other law or ordinance relating to fire
31 protection. In the event of conflict among the wildfire risk
32 reduction standards, or between the wildfire risk reduction
33 standards and the requirements of any other law relating to fire
34 protection, such conflicts shall be resolved in a manner which on
35 balance is most protective against potential loss from wildfire
36 exposure. Nothing in this section shall be construed to limit the
37 existing authority of a city or county under any other law from
38 adopting ordinances, rules, or regulations beyond the minimum
39 requirements outlined in this section.

1 (e) For purposes of this section, “very high fire risk area” has
2 the same meaning as defined in Section 65011.

3 SEC. 13. Section 65962.3 is added to the Government Code,
4 to read:

5 65962.3. (a) Notwithstanding any other law, and subject to
6 subdivision (b), after the amendments to the land use element of
7 the city’s or county’s general plan and zoning ordinances required
8 by Sections 65302.11 and 65860.2 have become effective, a city
9 or county that contains a very high fire risk area, as defined in
10 Section 65011, shall not approve a discretionary permit or other
11 discretionary entitlement that would result in the construction of
12 a new *residential* building or construction that would result in an
13 increase in allowed occupancy for an existing *residential* building,
14 or a ministerial permit that would result in the construction of a
15 new residence, for a project that is located within such a very high
16 fire risk area unless the city or county finds, based on substantial
17 evidence in the record that the project and all structures within the
18 project are protected from wildfire risk in accordance with the
19 wildfire risk reduction standards defined in Section 65012, or
20 wildfire protection standards in effect at the time the application
21 for the permit or entitlement is deemed complete, adopted by the
22 city or county that meet or exceed the wildfire risk reduction
23 standards in effect at the time the application for the permit or
24 entitlement is deemed complete. Approval of a final map or parcel
25 map that conforms to a previously approved tentative map pursuant
26 to Section 66458 shall not constitute approval of a ministerial
27 permit for purposes of this section.

28 (b) Subdivision (a) shall only apply to a discretionary permit,
29 discretionary entitlement, or ministerial permit issued on or after
30 the date upon which the statutes of limitation specified in
31 subdivision (c) of Section 65009 have run with respect to the
32 amendments to a city’s or a county’s general plan and zoning
33 ordinances required by Sections 65302.11 and 65860.2 or, if the
34 amendments and any associated environmental documents are
35 challenged in court, the validity of the amendments and any
36 associated environmental documents has been upheld in a final
37 decision.

38 (c) This section shall not be interpreted to waive or reduce a
39 city or county’s obligation pursuant to Section 65863 to ensure
40 that its housing element inventory accommodates, at all times

1 throughout the housing element planning period, its remaining
2 share of its regional housing need.

3 (d) This section shall not be interpreted to change or diminish
4 the requirements of any other law or ordinance relating to fire
5 protection. In the event of conflict among the wildfire risk
6 reduction standards, or between the wildfire risk reduction
7 standards and the requirements of any other law relating to fire
8 protection, such conflicts shall be resolved in a manner which on
9 balance is most protective against potential loss from wildfire
10 exposure. Nothing in this section shall be construed to limit the
11 existing authority of a city or county under any other law from
12 adopting ordinances, rules, or regulations beyond the minimum
13 requirements outlined in this section.

14 (e) For purposes of this section, “wildfire risk reduction
15 standards” means those wildfire risk reduction standards set forth
16 in Section 65012 that are adopted pursuant to Section 65013 or
17 implemented by the city or county pursuant to subparagraph (B)
18 or (C) of paragraph (1) of or subparagraph (B), (C), or (D) of
19 paragraph (2) of subdivision (a) of Section 65012.

20 (f) For purposes of this section, “very high fire risk area” has
21 the same meaning as defined in Section 65011.

22 SEC. 14. Section 66474.03 is added to the Government Code,
23 to read:

24 66474.03. (a) Notwithstanding any other law and subject to
25 subdivision (b), after the amendments to the land use element of
26 the city’s or county’s general plan and zoning ordinances required
27 by Sections 65302.11 and 65860.2 have become effective, each
28 city and each county that contains a very high fire risk area, as
29 defined in Section 65011, shall deny approval of a tentative map,
30 or a parcel map for which a tentative map was not required, for a
31 *residential* subdivision that is located within such a very high fire
32 risk area unless, in addition to any findings required under Section
33 66474.02, the city or county finds, based on substantial evidence
34 in the record that the *residential development* project and all
35 *residential* structures within the project are protected from wildfire
36 risk in accordance with the wildfire risk reduction standards in
37 effect at the time the application for the tentative map or parcel
38 map is deemed complete, or wildfire protection standards adopted
39 by the city or county that meet or exceed the wildfire risk reduction

standards in effect at the time the application for the tentative map or parcel map is deemed complete.

(b) Subdivision (a) shall only apply to an approval of a tentative map, or a parcel map for which a tentative map was not required, on or after the date upon which the statutes of limitation specified in subdivision (c) of Section 65009 have run with respect to the amendments to the land use element of the city's or county's general plan and zoning ordinances required by Sections 65302.11 and 65860.2 or, if the amendments and any associated environmental documents are challenged in court, the validity of the amendments and any associated environmental documents has been upheld in a final decision.

(c) For purposes of this section, "wildfire risk reduction standards" means those wildfire risk reduction standards set forth in Section 65012 that are adopted pursuant to Section 65013 or implemented by the city or county pursuant to subparagraph (B) or (C) of paragraph (1) or subparagraph (B), (C), or (D) of paragraph (2) of subdivision (a) of Section 65012.

(d) This section shall not be interpreted to change or diminish the requirements of any other law or ordinance relating to fire protection. In the event of conflict among the wildfire risk reduction standards, or between the wildfire risk reduction standards and the requirements of any other law relating to fire protection, such conflicts shall be resolved in a manner which on balance is most protective against potential loss from wildfire exposure. Nothing in this section shall be construed to limit the existing authority of a city or county under any other law from adopting ordinances, rules, or regulations beyond the minimum requirements outlined in this section.

SEC. 15. Section 13132.7 of the Health and Safety Code is amended to read:

13132.7. (a) Within a very high fire hazard severity zone designated by the Director of Forestry and Fire Protection pursuant to Article 9 (commencing with Section 4201) of Chapter 1 of Part 2 of Division 4 of the Public Resources Code and within a very high fire hazard severity zone designated by a local agency pursuant to Chapter 6.8 (commencing with Section 51175) of Part 1 of Division 1 of Title 5 of the Government Code, the entire roof covering of every existing structure where more than 50 percent of the total roof area is replaced within any one-year period, every

1 new structure, and any roof covering applied in the alteration,
2 repair, or replacement of the roof of every existing structure, shall
3 be a fire retardant roof covering that is at least class B as defined
4 in the Uniform Building Code, as adopted and amended by the
5 State Building Standards Commission.

6 (b) In all other areas, the entire roof covering of every existing
7 structure where more than 50 percent of the total roof area is
8 replaced within any one-year period, every new structure, and any
9 roof covering applied in the alteration, repair, or replacement of
10 the roof of every existing structure, shall be a fire retardant roof
11 covering that is at least class C as defined in the Uniform Building
12 Code, as adopted and amended by the State Building Standards
13 Commission.

14 (c) Notwithstanding subdivision (b), within state responsibility
15 areas classified by the State Board of Forestry and Fire Protection
16 pursuant to Article 3 (commencing with Section 4125) of Chapter
17 1 of Part 2 of Division 4 of the Public Resources Code, except for
18 those state responsibility areas designated as moderate fire hazard
19 responsibility zones, the entire roof covering of every existing
20 structure where more than 50 percent of the total roof area is
21 replaced within any one-year period, every new structure, and any
22 roof covering applied in the alteration, repair, or replacement of
23 the roof of every existing structure, shall be a fire retardant roof
24 covering that is at least class B as defined in the Uniform Building
25 Code, as adopted and amended by the State Building Standards
26 Commission.

27 (d) (1) Notwithstanding subdivision (a), (b), or (c), within very
28 high fire hazard severity zones designated by the Director of
29 Forestry and Fire Protection pursuant to Article 9 (commencing
30 with Section 4201) of Chapter 1 of Part 2 of Division 4 of the
31 Public Resources Code or by a local agency pursuant to Chapter
32 6.8 (commencing with Section 51175) of Part 1 of Division 1 of
33 Title 5 of the Government Code, the entire roof covering of every
34 existing structure where more than 50 percent of the total roof area
35 is replaced within any one-year period, every new structure, and
36 any roof covering applied in the alteration, repair, or replacement
37 of the roof of every existing structure, shall be a fire retardant roof
38 covering that is at least class A as defined in the Uniform Building
39 Code, as adopted and amended by the State Building Standards
40 Commission.

(2) Paragraph (1) does not apply to any jurisdiction containing a very high fire hazard severity zone if the jurisdiction fulfills both of the following requirements:

(A) Adopts the model ordinance approved by the State Fire Marshal pursuant to Section 51189 of the Government Code or an ordinance that substantially conforms to the model ordinance of the State Fire Marshal.

(B) Transmits, upon adoption, a copy of the ordinance to the State Fire Marshal.

(e) The State Building Standards Commission shall incorporate the requirements set forth in subdivisions (a), (b), and (c) by publishing them as an amendment to the California Building Standards Code in accordance with Chapter 4 (commencing with Section 18935) of Part 2.5 of Division 13.

(f) Nothing in this section shall limit the authority of a city, county, city and county, or fire protection district in establishing more restrictive requirements, in accordance with current law, than those specified in this section.

(g) This section shall not affect the validity of an ordinance, adopted prior to the effective date for the relevant roofing standard specified in subdivisions (a) and (b), by a city, county, city and county, or fire protection district, unless the ordinance mandates a standard that is less stringent than the standards set forth in subdivision (a), in which case the ordinance shall not be valid on or after the effective date for the relevant roofing standard specified in subdivisions (a) and (b).

(h) Any qualified historical building or structure as defined in Section 18955 may, on a case-by-case basis, utilize alternative roof constructions as provided by the State Historical Building Code.

(i) The installer of the roof covering shall provide certification of the roof covering classification, as provided by the manufacturer or supplier, to the building owner and, when requested, to the agency responsible for enforcement of this part. The installer shall also install the roof covering in accordance with the manufacturer's listing.

(j) No wood roof covering materials shall be sold or applied in this state unless both of the following conditions are met:

(1) The materials have been approved and listed by the State Fire Marshal as complying with the requirements of this section.

(2) The materials have passed at least 5 years of the 10-year natural weathering test. The 10-year natural weathering test required by this subdivision shall be conducted in accordance with standard 15-2 of the 1994 edition of the Uniform Building Code at a testing facility recognized by the State Fire Marshal.

(k) The Insurance Commissioner shall accept the use of fire retardant wood roof covering material that complies with the requirements of this section, used in the partial repair or replacement of nonfire retardant wood roof covering material, as complying with the requirement in Section 2695.9 of Title 10 of the California Code of Regulations relative to matching replacement items in quality, color, and size.

(l) No common interest development, as defined in Section 4100 or 6534 of the Civil Code, may require an owner to install or repair a roof in a manner that is in violation of this section. The governing documents, as defined in Section 4150 or 6552 of the Civil Code, of a common interest development within a very high fire severity zone shall allow for at least one type of fire retardant roof covering material that meets the requirements of this section and that is, at a minimum, class B, as defined in the International Building Code.

SEC. 16. Section 4123.6 is added to the Public Resources Code, to read:

4123.6. (a) For purposes of this section:

(1) “Department” means the Department of Forestry and Fire Protection.

(2) “Program” means the Wildfire Risk Reduction Planning Support Grants Program established by this section.

(3) “Small jurisdiction” means either of the following:

(A) A county that had a population of less than 250,000 as of January 1, 2019.

(B) A city located within a county described in subparagraph (A) that contains a very high fire risk area.

(b) (1) The Wildfire Risk Reduction Planning Support Grants Program is hereby established for the purpose of providing small jurisdictions that contain very high fire risk areas with grants for planning activities to enable those jurisdictions to meet the requirements set forth in the act adding this section.

(2) Upon appropriation by the Legislature for purposes of this section, the department shall distribute grant funds under the program, in accordance with subdivision (e).

1 (c) The department shall administer the program and, consistent
2 with the requirements of this section, provide grants to jurisdictions
3 for the purposes described in paragraph (1) of subdivision (b).

4 (d) A small jurisdiction that receives an allocation of grant funds
5 pursuant to this section shall use that allocation solely for wildfire
6 risk reduction planning activities, including, but not limited to,
7 one or more of the following:

8 (1) Updating planning documents and zoning ordinances,
9 including general plans, community plans, specific plans, local
10 hazard mitigation plans, community wildfire protection plans,
11 climate adaptation plans, and local coastal programs to implement
12 Sections 65302.11 and 65860.2 of the Government Code.

13 (2) Developing and adopting a comprehensive retrofit strategy
14 in accordance with paragraph (6) of subdivision (g) of Section
15 65302 of the Government Code.

16 (3) Reviewing and updating the local designation of lands within
17 the jurisdiction as very high fire hazard severity zones pursuant to
18 subdivision (b) of Section 51179 of the Government Code.

19 (4) Implementing the wildfire risk reduction standards set forth
20 in Sections 65012 and 65013 of the Government Code or local
21 wildfire protection standards that meet or exceed those wildfire
22 risk reduction standards, including development and adoption of
23 any appropriate local ordinances, rules, or regulations.

24 (5) Establishing and initial funding of an enforcement program
25 in accordance with subparagraph (C) of paragraph (1) of
26 subdivision (a) of Section 65012 of the Government Code.

27 (6) Performing infrastructure planning, including for access
28 roads, water supplies providing fire protection, or other public
29 facilities necessary to support the wildfire risk reduction standards
30 set forth in Sections 65012 and 65013 of the Government Code.

31 (7) Partnering with other local entities to implement wildfire
32 risk reduction.

33 (8) Updating local planning processes to otherwise support
34 wildfire risk reduction.

35 (9) Completing any environmental review associated with the
36 activities described in paragraphs (1) to (8), inclusive.

37 (10) Covering the costs of temporary staffing or consulting
38 needs associated with the activities described in paragraphs (1) to
39 (9), inclusive.

(e) (1) The amount described in paragraph (2) of subdivision (b) shall be allocated in each year for which funding is made available for the program to small jurisdictions in accordance with this subdivision.

(2) The department shall administer a noncompetitive, over-the-counter application process for grants funded by the allocation specified in paragraph (1) for wildfire risk reduction planning activities, as described in subdivision (d), for small jurisdictions.

(3) The department shall award no more than three hundred fifty thousand dollars (\$350,000), and no less than two hundred fifty thousand dollars (\$250,000), to a qualifying small jurisdiction.

(4) Any qualifying small jurisdiction may submit an application for funding, in the form and manner prescribed by the department, in order to receive an allocation of funds pursuant to this subdivision. An application submitted pursuant to this paragraph shall include a description of the proposed uses of funds, in accordance with subdivision (d). The department shall verify whether each funding request meets the minimum criteria established by this subdivision and make awards on a continuous basis based on those criteria.

(f) Of any amount appropriated for purposes of this section, up to 5 percent of those funds may be set aside for program administration by the department.

(g) For purposes of this section, “very high fire risk area” has the same meaning as defined in Section 65011.

SEC. 17. Section 4290 of the Public Resources Code is amended to read:

4290. (a) The board shall adopt regulations implementing minimum fire safety standards related to defensible space that are applicable to state responsibility area lands under the authority of the department, and to lands classified and designated as very high fire hazard severity zones, as defined in subdivision (i) of Section 51177 of the Government Code. These regulations apply to the perimeters and access ~~from the perimeters~~ to all residential, commercial, and industrial building construction within state responsibility areas approved after January 1, 1991, and within lands classified and designated as very high fire hazard severity zones, as defined in subdivision (i) of Section 51177 of the Government Code after July 1, 2021. The regulations shall conform

as nearly as practicable with the regulations adopted by the State Fire Marshal pursuant to Section 65013. The board may not adopt building standards, as defined in Section 18909 of the Health and Safety Code, under the authority of this section. As an integral part of fire safety standards, the State Fire Marshal has the authority to adopt regulations for roof coverings and openings into the attic areas of buildings specified in Section 13108.5 of the Health and Safety Code. The regulations apply to the placement of mobile homes as defined by National Fire Protection Association standards. These regulations do not apply where an application for a building permit was filed prior to January 1, 1991, or to parcel or tentative maps or other developments approved prior to January 1, 1991, if the final map for the tentative map is approved within the time prescribed by the local ordinance. The regulations shall include all of the following:

- (1) Road standards for fire equipment access.
 - (2) Standards for signs identifying streets, roads, and buildings.
 - (3) Minimum private water supply reserves for emergency fire use.
 - (4) Fuel breaks and greenbelts.
- (b) The board shall, on and after July 1, 2021, periodically update regulations for fuel breaks and greenbelts near communities to provide greater fire safety for the perimeters to all residential, commercial, and industrial building construction within state responsibility areas and lands classified and designated as very high fire hazard severity zones, as defined in subdivision (i) of Section 51177 of the Government Code, after July 1, 2021. These regulations shall include measures to preserve undeveloped ridgelines to reduce fire risk and improve fire protection. The board shall, by regulation, define “ridgeline” for purposes of this subdivision.
- (c) These regulations do not supersede local regulations which equal or exceed minimum regulations adopted by the state.
- (d) The board may enter into contracts with technical experts to meet the requirements of this section.

SEC. 18. No reimbursement is required by this act pursuant to Section 6 of Article XIII B of the California Constitution because a local agency or school district has the authority to levy service charges, fees, or assessments sufficient to pay for the program or

- 1 level of service mandated by this act, within the meaning of Section
- 2 17556 of the Government Code.

O



TRINITY COUNTY

Board of Supervisors

P.O. BOX 1613, WEAVERVILLE, CALIFORNIA 96093-1613
PHONE (530) 623-1217 FAX (530) 623-8365

August 3, 2021

The Honorable Mike McGuire
Senator, District 2
1303 10th Street, Room 5061
Sacramento, California 95814

RE: Significant Concerns RE SB 12 – Local Government: planning and zoning: wildfires

Dear Senator McGuire,

On behalf of the Trinity County Board of Supervisors, I would like to express our significant concerns about SB12 and respectfully request that you make a simple and reasonable amendment to address our concerns.

Like other areas of California, Trinity County is experiencing a housing crisis. But, unlike wealthier areas of California, Trinity County lacks the resources to deal with this problem. SB12 would add additional costs to the already high cost of building new housing in Trinity County. Trinity County desperately needs affordable housing and our residents do not have the income to afford any additional unfunded mandates like SB12 that increase the cost to build.

As you know, Trinity County's population is among the poorest in California. It is worth noting that 77% of Trinity County's land mass is owned and managed by the federal government. The lack of meaningful land management on this federal land over the last 30 years is a major contributor to the fire danger that Trinity County residents live with. As currently written, SB12 would penalize the citizens of Trinity County for the federal government's failure to manage fuel loads and fire risk over the majority of the county. Trinity County has little, if any, ability to force better management practices on federally managed land.

I ask that you amend SB 12 so that it does not add this additional burden to our county and exacerbate our already desperate housing situation. A reasonable solution is to amend SB 12 to exempt development of 9 housing units or less from the requirements imposed by SB12 for all counties with a population of less than 50,000 people.

SB12 Significant Concerns

August 3, 2021

Page 2 of 2

Thank you for considering our position and I would be happy to answer questions. You can reach me at 530-623-1382, rkuhns@trinitycounty.org.

Sincerely,

Jeremy Brown, Chair
Trinity County Board of Supervisors

TRINITY COUNTY

Item Report 2.8

Meeting Date: 8/3/2021

Department:
General Services

Contact:
Mike Webster/Debbie Case

Phone:
530-623-1319 ext. 175/174

2.8 Budget Adjustment: Dept 8803

Requested Action:

Approve a budget adjustment for FY 20/21 for Motor Pool - Dept. 8803 decreasing revenues by \$52,000 and increasing Services & Supplies by \$6,000.

Fiscal Impact:

No impact to the General Fund; current cash balance in Motor Pool - Fund 803 is \$597,574.

Summary:

Revenues-Motor Pool saw a decrease in use from the majority of Motor Pool users due to lower travel from "work from home" environments and Covid-19.

Expenditures-Higher than anticipated cost of repairs. Increase in work needed for Sheriff, Code Enforcement, and Environmental Health due to the wildfires in Southern Trinity and high mileage with rugged terrain.

Discussion:

Cash Balance in Fund 803 is \$597,573.79 as of 07/16/2021.

Alternatives Including Financial Implications:

Departmental Recommendation:

It is the departments recommendation that the Board approve the Budget Adjustment, decreasing revenues in account 8891, in the amount of \$52,000 and increase expenditures in account 2140, in the amount of \$6,000 to cover the cost of repairs and maintenance for fiscal year end.

ATTACHMENTS:

Description

Budget Adjustment: Dept 8803

TRINITY COUNTY BUDGET ADJUSTMENT

Department: Working Capitol Motor PoolNumber: 8803

Justification for budget adjustment:

Approve a budget adjustment for WC Motor Pool fund 803, decreasing revenues in acct. 8891-Motor Pool Usage, in the amount of \$52,000 due to a decrease in travel from users caused by Covid-19 and work from home enviroments for FY 20-21. Approve a budget adjustment in expenditures, increasing acct. 2140-Mntc of Equipment, in the amount of \$6,000 from cash fund due to higher than anticipated cost of repairs. Cash balance as of 7.16.21 is \$597,573.79

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
8891	WC Motor Pool Usage	228,000	176,000	(52,000)
				0
				0
				0
				0
				0
				0
				0
				0
TOTAL REVENUE CHANGES				(52,000)

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2140	WC Motor Pool-Equipment Maintenance	40,000	46,000	6,000
				0
				0
				0
				0
				0
				0
				0
				0
TOTAL EXPENDITURE CHANGES				6,000

Preparer Signature Title: Acct. Tech Senior

Auditor Review _____

Date _____

REQUIRES BOARD ACTION ☐ YES ☐ NO

CAO Approval _____

Date _____

Approved by Board of Supervisors on: / /

BOS

CAO

AUD

TRINITY COUNTY

Item Report 2.9

Meeting Date: 8/3/2021

Department:
Grants

Contact:
Suzi Kochems

Phone:
530-228-7811

2.9 Agreement: Humboldt State University, CCRP (21-102)

Requested Action:

Approve an agreement with Humboldt State University, Sponsored Programs Foundation to conduct a cannabis equity assessment.

Fiscal Impact:

No impact to the General Fund; \$55,000 from Cannabis Equity Grant.

Summary:

The purpose of the Cannabis Equity Grants Program for Local Jurisdictions is to advance economic justice for populations and communities impacted by cannabis prohibition and the War on Drugs by providing support to local jurisdictions as they promote equity in California and eliminate barriers to enter the newly regulated cannabis industry for equity program applicants and licensees.

The first step in the process of establishing a Cannabis Equity Program in the County is to conduct a Cannabis Equity Assessment to evaluate the cannabis permitting, licensing and historical context necessary to examine cannabis criminalization, distribution and enforcement in the county.

The County and Humboldt State University submitted a collaborative application for Type 1 funding under the Cannabis Equity Grants program to facilitate the assessment component as the initial step in developing the program. The grant was awarded and will fund the efforts of the Humboldt State University in conducting such an assessment.

Departmental Recommendation:

The Cannabis Equity Program has been discussed for several years and with funding to support the development of the program, staff strongly recommends moving forward with the assessment process with Humboldt State University.

ATTACHMENTS:

Description

Cannabis Equity Agreement with Governor's Office
Agreement: Humboldt State University, CCRP



GOVERNOR'S OFFICE OF BUSINESS AND ECONOMIC DEVELOPMENT

STATE OF CALIFORNIA • OFFICE OF GOVERNOR GAVIN NEWSOM

CANNABIS EQUITY GRANTS PROGRAM FOR LOCAL JURISDICTIONS

GRANT AGREEMENT

This Cannabis Equity Grants Program for Local Jurisdictions Grant Agreement ("Agreement") is by and between the County of Trinity ("Grantee") and the California Governor's Office of Business and Economic Development ("GO-Biz"), hereinafter jointly referred to as the "Parties" or individually as the "Party." Unless otherwise specified in this Agreement, all definitions, rules, guidelines, and requirements specified in the Cannabis Equity Grants Program for Local Jurisdictions Grant Solicitation ("Grant Solicitation") issued on December 1, 2020, shall apply to this Agreement. The identification number for this Agreement is **CEG-2021-210**.

In consideration of the mutual covenants and promises in this Agreement, the Parties agree as follows:

1. **Authority.** This Agreement is authorized and entered into pursuant to the California Cannabis Equity Act as amended by AB 97 (Stats. 2019, Ch. 40) and an interagency agreement between the Bureau of Cannabis Control and GO-Biz, in which GO-Biz is authorized to provide grants to Eligible Local Jurisdictions to do either of the following:
 - a. Assist the Local Jurisdiction in the development of its Local Equity Program.
 - b. Assist Local Equity Applicants and/or Local Equity Licensees in the Local Jurisdiction to gain entry to, and to successfully operate in, the state's regulated cannabis marketplace.

The Bureau of Cannabis Control shall retain the powers and authority granted to it under California Business and Professions Code Section 26244, and nothing in this Agreement shall be construed to limit or impair its authority under that section.

2. **Grant Term.** The performance period of this Agreement shall be from April 15, 2021, or when this agreement is fully executed by all Parties, whichever is later, through October 31, 2022. Grant funds shall be expended only during the Grant Term.
3. **Grant Award.** Based on its grant application and the scoring criteria in the Grant Solicitation, and conditioned upon the requirements set forth in this Agreement, GO-Biz shall provide Grantee a grant award of seventy-five thousand dollars (75,000.00) for the term of this Agreement. In no event shall GO-Biz be obligated to pay any amount in excess of the grant award. Grantee waives any and all claims against GO-Biz, the Bureau of Cannabis Control, and the State of California for any costs that exceed the grant award.
4. **Grant Scope/Description.** Grantee agrees to use the grant award, in accordance with Exhibit A ("Budget"), for the purposes of developing its Local Equity Program.
5. **Grant Award Disbursement.** The grant award will be issued directly to Grantee in one disbursement, after execution of this Agreement by all parties, and Grantee providing to GO-Biz a copy of the resolution its governing body passed to provide Grantee the authorization to execute this Agreement.
6. **Unused Grant Funds.** Any amount of the grant award provided for under this Agreement that is not expended within the Grant Term, or at the termination of this Agreement, whichever is sooner, shall be returned to GO-

Biz. Grantee shall notify GO-Biz of such unused grant funds and GO-Biz shall provide Grantee with instructions as to how to return the funds.

7. **Eligible Uses.** Grant funds may only be used for the purposes of conducting an equity assessment and/or developing a Local Equity Program in accordance with the Budget, subject to the following conditions:
 - a. No more than forty thousand dollars (\$40,000) of the total grant award may be used by Grantee to conduct its cannabis equity assessment.
 - b. Eligible costs related to conducting a cannabis equity assessment include staff time to conduct the analysis and compile the report, or contracting with a consultant to conduct necessary research.
 - c. Eligible costs related to program development include staff or consultant time, and other necessary and reasonable expenses to adopt a Local Equity Program, and/or design and prepare to implement any new component(s) of an existing Local Equity Program which are not already operational.
 - d. Funds requested to assist with the development of a Local Equity Program may not include any costs associated with acquiring and/or improving land or buildings.
8. **Subcontractors.** No amount of the grant award may be used to subcontract any of the commitments contemplated in this Agreement to another entity or person, unless such amount is specifically identified as a subcontracted expense in the Budget.
9. **Funding Contingency Clause.** Grantee agrees that GO-Biz's obligation to pay any sum under this Agreement is contingent upon availability of funds disbursed to GO-Biz for such purposes. If there is insufficient funding, GO-Biz shall have the option to either: 1) terminate this Agreement, whereby no party shall have any further obligations or liabilities under this Agreement, or 2) negotiate an Agreement amendment with Grantee to reduce the grant award to be provided under this Agreement.
10. **Documentation and Reporting Requirements.**
 - (a) Grantee must be able to demonstrate to the satisfaction of GO-BIZ that the grant award was expended for eligible uses in accordance with the Budget.
 - (b) Grantee shall submit periodic reports to GO-Biz to document its progress in developing its Local Equity Program in accordance with the Budget. Grantee shall use the periodic performance report template available at www.business.ca.gov/CEG. Each periodic report shall be due in accordance with the chart below.

Period	Report Due Date
April – October 2021	November 30, 2021
November 2021 – January 2022	February 28, 2022
February – April 2022	May 31, 2022
May – July 2022	August 31, 2022
August – October 2022	November 30, 2022

- (c) In addition to the periodic reports referenced above, pursuant to California Business and Professions Code section 26244(c), Grantee shall submit an annual report to GO-Biz on or before January 1, 2022, and annually thereafter for each year grant funds are expended. No report shall be submitted prior to December 15, 2021. Grantee shall provide a report to GO-Biz notwithstanding whether or not the Grant Term has expired, or Grantee has expended the grant funds before the end of the Grant Term. At a minimum, the annual report to GO-Biz shall include all of the following information:
 - How Grantee disbursed the grant funds.

- How Grantee identified Local Equity Applicants and/or Local Equity Licensees, including how the Grantee determines who qualifies as a Local Equity Applicant or Local Equity Licensee.
- The number of Local Equity applicants and Local Equity Licensees that were served by the grant funds.
- Aggregate demographic data on Local Equity Applicants, Local Equity Licensees, and all other applicants and licensees in the jurisdiction, including, but not limited to, race, ethnicity, gender, sexual orientation, income level, education level, prior convictions, and veteran status. This information will be consolidated and reported without the individual's identifying information.
- If the Grantee requires Local Equity Applicants to become eligible through specific ownership percentages, a breakdown of Local Equity Applicants' and Local Equity Licensees' business ownership types and percentages of ownership.

(d) Grantee must maintain records detailing the expenditure of all grant funds for a period of seven (7) years after the end of the Grant Term, and shall provide this information to GO-Biz or the Bureau of Cannabis Control upon request.

11. Audit. The books, accounts, files, and other records of Grantee which are applicable to this Agreement shall be made available for inspection, review, and audit upon request by GO-Biz and its representatives to verify proper use of the grant award.

12. Termination of Agreement. This Agreement may be terminated by GO-Biz upon action, or inaction by Grantee that constitutes a material breach of this Agreement. A material breach includes, but is not limited to, refusal or inability to complete the commitments contemplated in this Agreement, improper expenditure of grant funds, failure to properly maintain records or allow GO-Biz access to records as required under this Agreement, and failure to timely complete and submit the reports required under this Agreement. GO-Biz will notify Grantee in writing if it intends to terminate the Agreement pursuant to this section and provide Grantee an opportunity to cure the breach within thirty (30) calendar days.

13. Assignment. This Agreement is not assignable by Grantee, either in whole or in part, without the consent of GO-Biz in the form of a written amendment.

14. Amendment. This Agreement may be amended or modified only in writing signed by all parties.

15. Grantee – Representations and Warranties. Grantee represents and warrants that:

- (a) It is an Eligible Local Jurisdiction as set forth in Grant Solicitation.
- (b) It is not a party to any agreement, written or oral, creating obligations that would prevent it from entering into this Agreement or satisfying the terms herein.
- (c) All of the information in its grant application and all materials submitted to GO-Biz are true and accurate.
- (d) Its governing body has authorized it to enter into this Agreement and has designated by title the individual authorized to sign the Agreement on behalf of it, through a resolution in the form of the Sample Resolution posted on GO-Biz's website at www.business.ca.gov/CEG.

16. Nondiscrimination. Grantee shall comply with all applicable federal and state laws and statutes related to nondiscrimination, including, but not limited to, race, color, national origin, gender, handicap or disability, sexual preference, drug addiction, and alcoholism.

17. Union Activities. Grantee acknowledges that Government Code Section 16645.2 applies to this Agreement. Pursuant to Government Code Section 16645.2, Grantee certifies that none of the grant award will be used to assist, promote, or deter union organizing. If Grantee makes expenditures to assist, promote, or deter union

organizing, it shall maintain records sufficient to show that no portion of the grant award was used for those expenditures. Grantee shall provide those records to the Attorney General upon request.

- 18. Media Release.** Grantee may elect to issue a press release related to this Agreement, but any release shall be approved by GO-Biz in writing prior to such release. Such approval shall not be unreasonably withheld.
- 19. Indemnification/Warranty and Disclaimer/Limitation of Liability.** Grantee shall defend, indemnify, and hold GO-Biz and its agents or assigns, harmless from and against all claims, damages, and liabilities (including reasonable attorneys' fees) arising from this Agreement due to Grantee's breach of this Agreement, or the result of Grantee's negligence or willful misconduct. UNDER NO CIRCUMSTANCES WILL THE STATE OF CALIFORNIA, THE BUREAU OF CANNABIS CONTROL, GO-BIZ, ITS AGENTS OR EMPLOYEES, BE LIABLE TO GRANTEE FOR ANY DIRECT, INDIRECT, INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES THAT ARISE FROM THIS AGREEMENT.
- 20. Force Majeure.** If by reason of force majeure Grantee's performance hereunder is delayed or prevented, then the performance by Grantee may be extended for the amount of time of such delay or prevention. The term "force majeure" shall mean any fire, flood, earthquake, or public disaster, strike, labor dispute or unrest, embargo, riot, war, insurrection or civil unrest, any act of God, any act of legally constituted authority, or any other cause beyond Grantee's control which would excuse Grantee's performance as a matter of law.
- 21. Notice of Force Majeure.** Grantee agrees to provide GO-Biz written notice of an event of force majeure under this Agreement within ten (10) days of the commencement of such event and within ten (10) days after the termination of such event, unless the force majeure prohibits Grantee from reasonably giving notice within this period. Grantee will give such notice at the earliest possible time following the event of force majeure.
- 22. Integration.** This Agreement (including the exhibits hereto and any written amendments hereof executed by the Parties) constitutes the entire Agreement between the Parties related to this grant award and supersedes all prior agreements and understandings, oral and written, between the Parties with respect to the grant award described herein.
- 23. Notice.** Within thirty calendar (30) days of the effective date of this Agreement, Grantee shall notify GO-Biz, in writing, of the name, address, phone number, and email of its contact person for future communication relating to this Agreement. In addition, Grantee agrees to immediately inform GO-Biz of any changes to the name, address, phone number, and email of its contact person. Unless otherwise specified in this Agreement, any notice required or permitted to be given under this Agreement to GO-Biz shall be emailed to CEG@gobiz.ca.gov.
- 24. Ambiguities.** Each Party has had the opportunity to seek the advice of counsel or has refused to seek the advice of counsel. Each Party and its counsel, if appropriate, have participated fully in the negotiation, drafting, review, and revision of this Agreement. Any rule of construction to the effect that ambiguities are to be resolved against the drafting Party shall not apply in interpreting this Agreement. The language in this Agreement shall be interpreted as to its fair meaning and not strictly for or against any Party.
- 25. Necessary Acts, Further Assurances.** The Parties shall at their own cost and expense execute and deliver any further documents and shall take such other actions as may be reasonably required or appropriate to carry out the intent and purposes of this Agreement.
- 26. Sections and Other Headings.** The section and other headings contained in this Agreement are for reference purposes only and shall not affect the meaning or interpretation of this Agreement.
- 27. Attorneys' Fees.** In the event of any litigation between the parties concerning the terms and provisions of this Agreement, the party prevailing in such dispute shall be entitled to collect from the other party all costs incurred in such dispute, including reasonable attorneys' fees.

- 28. Representation on Authority of Parties/Signatories.** Each person signing this Agreement represents and warrants that he or she is duly authorized and has legal capacity to execute and deliver this Agreement. Each Party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such Party's obligations hereunder have been duly authorized and that this Agreement is a valid and legal agreement binding on such Party and enforceable in accordance with its terms.
- 29. Severability.** If any portion of this Agreement is to any extent invalid, illegal, or incapable of being enforced, such portion shall be excluded to the extent of such invalidity, illegality, or unenforceability; all other terms hereof shall remain in full force and effect.
- 30. Governing Law and Consent to Jurisdiction.** This Agreement will be governed, construed, and enforced according to the laws of the State of California without regard to its conflict of laws rules. Each party hereby irrevocably consents to the exclusive jurisdiction and venue of any state court located within Sacramento County, State of California in connection with any matter arising out of this Agreement or the transactions contemplated under this Agreement.

Remainder of the page is intentionally left blank. Signature page immediately follows.

Governor's Office of Business and Economic Development

By:

Name: Will Koch

Title: Deputy Director

Date:

Grantee

County of Trinity

By: 
Name: Richard Kuhns

Title: County Administrative Officer

Date: March 23, 2021 | 08:01 PDT

Exhibit A Budget

Cannabis Equity Grants Program for Local Jurisdictions Cannabis Equity Assessment/Program Development Application Budget Detail - Funding Request Type 1				
JURISDICTION NAME:	County of Trinity			
Total Grant Amount Requested (may not exceed \$75,000):				\$ 75,000.00
Equity Assessment Costs (May not exceed \$40,000)				
Personnel Classifications	Role in Project	Annual Salary and Benefits	Percentage of Time	Total
		\$ -		\$ -
		\$ -		\$ -
Description of Other Costs				Amount
Subcontract to conduct Equity Assessment (Subcontracted)				\$ 40,000.00
				\$ -
				\$ -
Equity Assessment Costs Subtotal				\$ 40,000.00
Program Development Costs				
Personnel Classifications	Role in Project	Annual Salary and Benefits	Percentage of Time	Total
Grants Coordinator II	Provide stakeholder information and county-level cannabis related data, liaison with Board of Supervisors, grant management	\$ 20,000.00	100.0%	\$ 20,000.00
		\$ -		\$ -
		\$ -		\$ -
Description of Other Costs				Amount
Subcontract with California Center for Rural Policy for development of equity program manual (Subcontracted)				\$ 15,000.00
				\$ -
				\$ -
Program Development Costs Subtotal				\$ 35,000.00
Grand Total				\$ 75,000.00

**SERVICES AGREEMENT
BETWEEN
COUNTY OF TRINITY
AND THE
HUMBOLDT STATE UNIVERSITY, SPONSORED PROGRAMS FOUNDATION**

THIS AGREEMENT ("Agreement") is made and entered into this 20TH day of July, 2021, by and between the **County of Trinity** ("County"), and the **Humboldt State University Sponsored Programs Foundation, on behalf of the California Center for Rural Policy, a non-profit organization** ("Contractor").

WHEREAS, County desires to retain a firm to conduct a cannabis equity assessment, including research, assisting in establishing the County's cannabis equity program; and

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services; and

WHEREAS, the parties hereto wish to enter into agreement terms provided by Contractor which are attached hereto as Exhibit A; and

WHEREAS, the agreement terms provided by Contractor do not meet the requirements of the County's contracting policy; and

WHEREAS, the parties wish to supersede certain terms provided by Contractor with the below terms.

NOW, THEREFORE, the parties agree to the following:

- I. **MAXIMUM COST TO COUNTY:** Notwithstanding any other provision of this Agreement, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$55,000, including direct non-salary expenses.
- II. **INSURANCE:** Contractor shall procure and maintain for the duration of the Agreement insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage bodily injury and personal & advertising injury with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
P.O. Box 1613
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
P.O. Box 1613
Weaverville, CA 96093

Prior the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements signed by the insurer evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to obtain and provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Agreement, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- III. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Agreement and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.
- IV. **NONDISCRIMINATORY EMPLOYMENT:** In connection with the execution of this Agreement and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- V. **INTEREST OF PUBLIC OFFICIALS:** No officer, agent or employee of the County during their tenure or for one year thereafter shall have any interest, direct or indirect, in this Agreement or the proceeds thereof.
- VI. **SUBCONTRACTING AND ASSIGNMENT:** The rights, responsibilities and duties established under this Agreement are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- VII. **LICENSING AND PERMITS:** The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- VIII. **TERM OF AGREEMENT:** This Contract shall commence on July 20, 2021 and shall terminate on March 30, 2022, unless sooner terminated in accordance with the terms hereunder.

- IX. **RELATIONSHIP BETWEEN THE PARTIES:** It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.
- X. **AMENDMENT:** This Contract may be amended or modified only by written agreement of all parties.
- XI. **SEVERABILITY:** If any provision of this Contract is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Contract shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.
- XII. **INDEMNIFICATION:** Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from all acts or omissions to act of Contractor or its officers, agents, or employees in rendering services under this contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.
- XIII. **JURISDICTION AND VENUE:** This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.
- XIV. **COMPLIANCE WITH APPLICABLE LAWS:** The Contractor shall comply with any and all federal, state and local laws affecting the services covered by this Contract, including the Health Insurance Portability and Accountability Act.
- XV. **ATTORNEY'S FEES:** If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party or parties thereto reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.
- XVI. **EXHIBITS:** All "Exhibits" referred to below or attached to herein are by this reference incorporated into this Contract:

Exhibit A: Scope and Cost

[signature page to follow]

IN WITNESS WHEREOF, the parties hereunto have executed this Agreement on the date written below.

COUNTY OF TRINITY:

CONTRACTOR:

By _____
Jeremy Brown, Chairman
Trinity County Board of Supervisors

By _____
Name: _____
Title.: _____

Date: _____

Date: _____

Approved as to form:

By: _____
MARGARET E LONG
County Counsel

Risk Management Approval:

By: _____
Shelly Nelson
Human Resources/Risk Management
Director

EXHIBIT A

Work Plan – Trinity County Cannabis Equity Grant-Assessment and Program Development Prepared by the California Center for Rural Policy at Humboldt State University

Prepared by: California Center for Rural Policy (CCRP)	Submitted to: County of Trinity
Key Contacts: Dawn Arledge, Executive Director Address: Humboldt State University, 1 Harpst Street, Arcata, CA 95521 Phone: (707) 267-5815 E-mail: dawn.arledge@humboldt.edu	Attn: Suzi Kochems, County Administrative Office Address: PO Box 1613, Weaverville, CA 96093 Phone: (530) 228-7811 E-mail: skochems@trinitycounty.org
Project Summary	
Phase 1	Phase 2
Primary Deliverable: Trinity County Cannabis Equity Assessment	Primary Deliverable: Trinity County Local Equity Program Plan
Proposed Budget: \$40,000	Proposed Budget: \$15,000
Proposed Timeline: Months 1-6* July 2021-December 2021	Proposed Timeline: Months 4-8* October 2021-February 2022

*Please note that timelines can be adjusted if needed.

Phase 1. Trinity County Cannabis Equity Assessment			
Major Functions, Tasks, and Activities	Timeline*	Responsible Parties	Deliverable/Documentation
Review/summarize Trinity County's current status with regards to cannabis permitting, licensing, and any historical context necessary to examine cannabis criminalization in the county.	July 2021	CCRP with input from Trinity County	Summary of findings
Identify list of key cannabis stakeholders that can provide input as to the historical context of cannabis cultivation, distribution and enforcement in Trinity County.	July 2021	CCRP with input from Trinity County	List of key cannabis stakeholders
Conduct one-on-one interviews with key stakeholders.	August-November 2021	CCRP	Interview script.
Identify areas of focus and list of available data to include in equity assessment.	July 2021	CCRP with input from Trinity County	List of secondary data sources.
Collect and analyze data, including statistics on poverty, cannabis-related arrests and prosecutions, youth cannabis use, cannabis applications and permitting numbers, and election results on statewide and local cannabis propositions and/or measures. County will assist with requesting and gathering cannabis-related county-level data.	August-November 2021	CCRP & Trinity County	Raw data available upon request.

Present the draft equity assessment to Trinity County Board of Supervisors (BOS) and the community-at-large; request input.	Late November 2021	CCRP with input from Trinity County	Draft equity assessment
Incorporate BOS & community input and produce final report.	November-December 2021	CCRP	Final equity assessment
Trinity County formally adopts Cannabis Equity Assessment	December 2021	Trinity County	County resolution

Phase 2. Trinity County Local Equity Program Manual			
Major Functions, Tasks, and Activities	Time Line*	Responsible Parties	Deliverable/Documentation
Review/summarize components of other rural entities' cannabis equity plans.	October 2021	CCRP	Summary of findings
Review ordinance and current permitting process requirements in Trinity County to incorporate equity program components into existing processes.	November 2021	CCRP with input from Trinity County	Summary notes from review of current processes
Based on findings and recommendations from equity assessment & review of other entities' plans, draft Local Equity Plan for Trinity County	November-December 2021	CCRP with input from Trinity County	Draft local equity program manual
Present the draft local equity plan to Trinity County; request input	January (first week) 2022	CCRP with input from Trinity County	High level summary of proposed local equity program components
Incorporate feedback from Trinity County staff and stakeholders and produce final plan	January 2022	CCRP	Final local equity program manual
Trinity County Board of Supervisors formally adopts Local Equity Plan	January (fourth week) 2022	Trinity County	County resolution

TRINITY COUNTY

Item Report 2.10

Meeting Date: 8/3/2021

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
(530) 623-1265

2.10 Budget Adjustment: Depts 4402, 2350, 4100 and 5080

Requested Action:

Approve a budget adjustment for FY 20/21 for Health Department - Dept. 4402 increasing Prior Year Revenue and decreasing Inter-fund revenue by \$350, decreasing Services & Supplies by \$137,703, increasing Other Charges by \$6,000, Fixed Assets by \$7,570, and Transfer out by \$124,133; approve a budget adjustment for FY 20/21 for Animal Control - Dept. 2350 decreasing Intra-Fund Revenue and increasing Transfer In by \$120,000; approve a budget adjustment for FY 20/21 for Tobacco Program - Dept. 4100 decreasing revenues by \$52,843, Services and Supplies by \$54,286 and Inter-fund expenses by \$1,557; and approve a budget adjustment for FY 20/21 for Indigent Burial - Dept. 5080 increasing Revenues and Other Charges by \$2,690.

Fiscal Impact:

No net impact to the general fund; current cash balance for Health - Fund 402 is \$-1,569,863.90; for Tobacco Program - Fund 109 is \$150,464; and for Indigent Burial - Fund 111 is \$-160,366.27.

Summary:

Revenues and expenditures for five different department budgets are being adjusted to align as appropriate.

Discussion:

The Health budget (Dept. 4402) is making the following adjustments for year-end reconciliations which in turn affects four other departmental budgets:

- A revenue shift to account for one that is owed from FY19/20, not FY20/21;
- An expense correction as the Realignment payment for Animal Control is no longer an Intra-Fund transfer; this Transfer Out is mirrored in Transfer In revenues for department 2350
- Transfer Out is also increased to cover A-87 costs to department 4100 whose Transfer In revenue has been increased to match; these costs were originally budgeted to be paid from 4100's fund balance and were shown as a negative net
- The budgeted Realignment payment for Indigent Burial has fallen short in FY20/21; Transfer Out is increased to cover the excess cost, mirrored in Transfer In revenues for department 5080

In addition, a Fixed Asset expense is being added to the budget. This will allow for the correction of a warrant for a new telephone system installed in Health & Human Services this year. Originally budgeted and paid in full by Social Services, a portion of the fixed asset cost will be shifted to Public Health.

Alternatives Including Financial Implications:

Deny department 4402, 2350, 4100 and 5080 budget adjustments as presented and give further direction to staff.

Departmental Recommendation:

Denial of the proposed budget adjustments would impede expected payments and year-end reconciliation for these departments.

It is the staff's recommendation that the Board approve the item as presented.

ATTACHMENTS:

Description

Budget Adjustments: Depts 4402, 2350, 4100, 5080

Transfer In & Out Summary

TRINITY COUNTY BUDGET ADJUSTMENT

7/16/2021

Department: HEALTH DEPARTMENT

Number: 4402

Justification for budget adjustment:

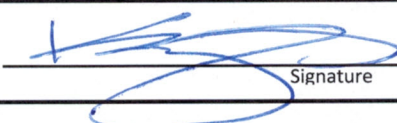
1. Shift of receivables to account for missed prior year revenue (Interfund from 8545/3699).
2. Shift of expenditures to account for fixed asset (HEALTH's portion of HHS phone system).
3. Shift of expenditures to correct transfer expense account and increase for payment transfers.
 \$120,000 to 2350/9800
 \$2,690 to 5080/9800
 \$1,443 to 4100/8900

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
8900	INTERFUND REVENUE	367,341	366,991	(350)
8999	PRIOR YEAR INTERFUND REVENUE	-	350	350
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2700	SPECIAL DEPARTMENTAL EXPENSE	636,611	618,908	(17,703)
2375	INTRAFUND PROFESSIONAL & SPECIALIZED	120,000	-	(120,000)
3135	DIRECT CHARGE - SUPPORT & CARE	6,000	12,000	6,000
4300	FIXED ASSET - EQUIPMENT	-	7,570	7,570
5500	TRANSFER OUT	596,395	720,528	124,133
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				-

Origin			BUSINESS MANAGER Title	
	Auditor Review _____		Date Reviewed: ____/____/____	
Auditor	REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO			
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____		_____ BOS _____ AUD	

7/16/2021

Justification for budget adjustment:

Revenue Changes

Expenditure Changes

TOTAL EXPENDITURE CHANGES

August 3, 2021 Page 126 of 555

TRINITY COUNTY BUDGET ADJUSTMENT

7/16/2021

Department: TOBACCO PROGRAM

Number: 4100

Justification for budget adjustment:

Adjustment of revenues and expenditures for EOY reconciliation. Expected deferred revenue from 19/20 removed from revenues after further guidance from Auditor and the transfer was not to be made.

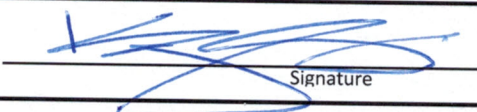
Transfer In from 4402/5500 to cover A-87 indirect costs; originally budgeted to be paid with cash in fund balance (\$3,000 difference).

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
7501	STATE AID TOBACCO	204,286	150,000	(54,286)
9800	TRANSFER IN	-	1,443	1,443
				-
				-
				-
TOTAL REVENUE CHANGES				(52,843)

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
2300	PROFESSIONAL & SPECIAL SERVICES	187,575	133,289	(54,286)
3290	INDIRECT COST COUNTY DEPARTMENT	3,000	1,443	(1,557)
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				(55,843)

Origin	 Signature _____		BUSINESS MANAGER Title _____	
Auditor	Auditor Review _____ REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: ____/____/____	
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____			
			BOS	AUD

TRINITY COUNTY BUDGET ADJUSTMENT

7/16/2021

Department: INDIGENT BURIAL
 Number: 5080

Justification for budget adjustment:

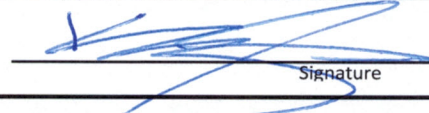
Adjustment of expenditures and revenues for EOY reconciliation (Transfer In from 4402/5500).

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
9800	TRANSFER IN	40,000	42,690	2,690
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				2,690

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
3103	INDIGENT BURIAL	20,000	22,690	2,690
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				2,690

Origin	 Signature		BUSINESS MANAGER Title	
Auditor	Auditor Review _____ Date Reviewed: ____/____/____			
CAO	CA0 Approval _____ Date: ____/____/____			
BOS	Approved by Board of Supervisors on: ____/____/____		BOS AUD	

20/21 EOY BUDGET ADJUSTMENTS

	<u>DEPT #</u>	<u>DEPARTMENT</u>	<u>TRANSFER IN</u>	<u>TRANSFER OUT</u>
SHERIFF	2350	ANIMAL CONTROL	\$ 120,000.00	
HEALTH	4402	HEALTH	\$ -	\$ 124,133.00
HEALTH	4100	TOBACCO	\$ 1,443.00	\$ -
WELFARE	5080	INDIGENT CARE	\$ 2,690.00	\$ -
			<hr/>	
			\$ 124,133.00	\$ 124,133.00

TRINITY COUNTY
Item Report 2.11

Meeting Date: 8/3/2021

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
530-623-1265

2.11 Agreement: California Department of Social Services (21-106)(21-5056)

Requested Action:

Approve an agreement with the California Department of Social Services to provide Resource Family Approval program services.

Fiscal Impact:

No impact to the General Fund; \$66,478 from the Child Welfare allocation.

Summary:

Should the Board approve the agreement with the California Department of Social Services for Resource Family Approval services, then Trinity County will remain compliant with the many aspects of the mandatory Resource Family Approval Program.

Discussion:

The State of California implemented mandatory changes to the approval of foster parents/resource families, effective January 2017. To assist counties to effectively administer the Resource Family Approval (RFA) program, the California Department of Social Services (CDSS) has offered to continue to provide essential RFA services.

CDSS legal consultation and representation will be crucial during any appeal hearing resulting from denial or rescission of approvals for resource family homes by Trinity County.

Requirements for the Resource Family Approval program includes a mandatory in-depth Family Evaluation for resource family applicants. The agreement with CDSS will ensure that all background assessments are completed thoroughly and timely.

CDSS will also provide complaint investigation services. These services are necessary especially in Trinity County where County staff may encounter barriers to perform thorough investigations while maintaining supportive relationships with resource families in Trinity County.

A teamed approach between the County and CDSS will continue to ensure that resource families and the County will be provided with the best services possible, which will increase the number of resource homes in Trinity County, keeping foster youth in the community rather than placing youth out of the County.

Alternatives Including Financial Implications:

Reject the agreement and provide further direction to staff.

Departmental Recommendation:

Rejection of the agreement would greatly limit the County's ability to comply fully with the Resource Family Approval program. Without the partnership with CDSS, the County would be required to hire additional, highly qualified and specialized staff in order to perform all of the duties and services described within the agreement. It is staff's recommendation that the Board approve the agreement as requested.

ATTACHMENTS:

Description

CDSS_Resource_Family_Approval_Services 21-5056

CDS RFA Cover Letter

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES

STANDARD AGREEMENT

STD 213 (Rev. 04/2020)

AGREEMENT NUMBER

21-5056

PURCHASING AUTHORITY NUMBER (If Applicable)

1. This Agreement is entered into between the Contracting Agency and the Contractor named below:

CONTRACTING AGENCY NAME

County of Trinity Health and Human Services Agency

CONTRACTOR NAME

California Department of Social Services

2. The term of this Agreement is:

START DATE

July 1, 2021

THROUGH END DATE

June 30, 2023

3. The maximum amount of this Agreement is:

\$66,478.00 Sixty Six Thousand Four Hundred Seventy Eight Dollars and 0/100

4. The parties agree to comply with the terms and conditions of the following exhibits, which are by this reference made a part of the Agreement.

Exhibits	Title	Pages
Exhibit A	Scope of Work	24
Exhibit A-1	General Terms and Conditions	8
Exhibit A-2	Information Security Requirements	2
+ - Exhibit A-3	PUBLIC LIABILITY AND WORKERS' COMPENSATION INSURANCE	1
+ - Exhibit A-4	Auto Insurance	1
+ - Exhibit B	Budget Detail and Payment Provisions	6

Items shown with an asterisk (*), are hereby incorporated by reference and made part of this agreement as if attached hereto.

These documents can be viewed at <https://www.dgs.ca.gov/OLS/Resources>

IN WITNESS WHEREOF, THIS AGREEMENT HAS BEEN EXECUTED BY THE PARTIES HERETO.

CONTRACTOR

CONTRACTOR NAME (if other than an individual, state whether a corporation, partnership, etc.)

California Department of Social Services

CONTRACTOR BUSINESS ADDRESS

744 P Street, M.S. 9-6-747

CITY

Sacramento

STATE

CA

ZIP

95814

PRINTED NAME OF PERSON SIGNING

Marissa Enos

TITLE

Chief, Non-IT Contracts, C&PB

CONTRACTOR AUTHORIZED SIGNATURE

DATE SIGNED

STATE OF CALIFORNIA - DEPARTMENT OF GENERAL SERVICES

STANDARD AGREEMENT

STD 213 (Rev. 04/2020)

AGREEMENT NUMBER

21-5056

PURCHASING AUTHORITY NUMBER (If Applicable)

STATE OF CALIFORNIA

CONTRACTING AGENCY NAME

CONTRACTING AGENCY ADDRESS

CITY

STATE

ZIP

PRINTED NAME OF PERSON SIGNING

TITLE

CONTRACTING AGENCY AUTHORIZED SIGNATURE

DATE SIGNED

CALIFORNIA DEPARTMENT OF GENERAL SERVICES APPROVAL

EXEMPTION (If Applicable)

EXHIBIT A
(Standard Agreement)

SCOPE OF WORK

This Agreement is entered into by and between the California Department of Social Services, hereinafter referred to as the CDSS, and the County of Trinity Health and Human Services Agency, hereinafter referred to as the County, for the purpose of establishing the responsibilities of the CDSS and the County in the provision and receipt of certain services, including legal consultation and legal representation in administrative action appeals as described within section III of this Agreement, associated with the Resource Family Approval (RFA) program of the County child welfare services agency and the State of California, pursuant to California Welfare and Institutions Code section 16519.5 et seq. Hereinafter, the County and CDSS may be referred to collectively as the "Parties", or individually as a "Party". If identified below in Section VII, the CDSS and County have agreed that certain services for the family evaluation, complaint investigations or home health and safety assessments shall be provided as described in Sections IV, V and VI of this Agreement.

I. Background

The RFA program was created to provide a unified, family-friendly, and child-centered process to replace the multiple processes for licensing foster homes, approving relatives and nonrelative extended family members as foster care providers, and approving adoptive families; establish a single set of standards for approvals which allow for the safety, permanence, and well-being needs of the children who have been victims of child abuse and neglect; reduce the use of congregate care placement settings; and decrease the length of time for each child to obtain permanency. Pursuant to Government Code section 30029.7, subdivision (a)(3), the County and CDSS may enter into an agreement for CDSS to provide services or activities related to RFA. The County and CDSS have identified certain services or activities to be provided by CDSS in order to expedite the delivery of services to children and nonminor dependents who reside or may reside in a resource family home.

II. Definitions

- A. "County" means the largest political division of the State having corporate powers, wherein the County's powers are exercised through its board of supervisors or through agents and officers acting under the authority of the board or authority conferred by law (Govt. Code § 23000 et seq.). As used in this Agreement, the County includes agents, officers, directors, and County employees who conduct RFA activities on behalf of the County, as described in Welfare and Institutions Code section 16519.5 et seq.
- B. "Resource Family Approval" or "RFA" program means the program wherein an applicant seeks to meet the home environment assessment and permanency

EXHIBIT A
(Standard Agreement)

assessment standards of the State of California as set forth by CDSS, with an approval provided by the County or applicable Foster Family Agency. This approval is in lieu of the existing foster care license, relative or nonrelative extended family member approval, and the adoption home study.

- C. "Respondent" means an applicant, resource family parent, or individual who has been served with a Notice of Action and is the subject of an administrative action. For matters that shall be heard by the CDSS State Hearings Division, a "Respondent" also means a "claimant," as defined in CDSS Manual of Policy and Procedures section 22-001.
- D. "Written Directives" (WDs)¹ means the written processes, standards, and requirements issued by the CDSS to implement the RFA Program. (See WDs section 3-01(a) (101). The WDs have the same force and effect as regulations; ensure that a county uses the same standards for RFA; and ensure that a county does not implement policies or procedures that conflict with or attempt to supersede the WDs; (WDs section 2-01.)

III. Legal Consultation and Legal Representation on Appeals/State Hearings Division (SHD) and Office of Administrative Hearings (OAH)

- A. Role of the CDSS Legal Division in the Provision of Legal Consultation and Legal Representation on Appeals:
 - 1. The CDSS Legal Division shall act as the sole legal representative on behalf of the County in the provision of legal consultations and legal representation on appeals to an RFA Notice of Action. The County is the client and is the final decision maker on decisions affecting the legal rights of the County.
 - a. The Parties shall maintain confidentiality in all communications in accordance with any applicable confidentiality laws, privacy laws, and laws governing attorney-client relationships.
 - (1) For the purposes of this section, the County shall ensure that the agents, directors, officers, and employees of the County who conduct RFA activities on behalf of the County, are familiar with and follow applicable laws for privacy and confidentiality, as well as protect and maintain the confidential nature of the communications created by attorney-client relationships, including, but not limited to, Evidence Code section 952 and applicable case law.

¹ Version 7 of the Written Directives was used as a reference in creating this Agreement. The Written Directives may be revised by CDSS during the term of this Agreement and shall be in effect from the date of revision.

EXHIBIT A
(Standard Agreement)

2. Except as otherwise provided in this section, the CDSS Legal Division will represent the County on all appeals to an RFA Notice of Action for denial or rescission of resource family approval, denial or rescission of a criminal record exemption, or exclusion of an individual and shall appear on behalf of the County at all proceedings related to such actions that are heard by the SHD or the OAH. Nothing in this section shall preclude a County representative from being present at an RFA hearing.
3. If the County chooses to represent itself on an appeal in an individual case, it shall not send a Statement of Facts as described in Section III(D) to the CDSS Legal Division to request representation and shall not seek legal advice or direction from the CDSS Legal Division. In those cases, the County hearing representative will receive legal advice and direction from County Counsel or their designee. The CDSS Legal Division will not provide legal representation or advice.
4. The Parties agree that CDSS Legal Division's scope of work shall not include legal consultation or representation regarding the following:
 - a. Writs or lawsuits or similar actions filed by or against the County, except that the CDSS Legal Division may be available to consult with the County on any such actions arising out of an RFA action as described herein;
 - b. Requests for information or documents from the County such as Public Records Act requests or subpoenas issued to the County;
 - c. Placement of a dependent child or nonminor dependent;
 - d. Relative or non-relative extended family member approvals pursuant to the "*Harris*" case;
 - e. Child Abuse Central Index grievance hearings;
 - f. Dependency or delinquency matters;
 - g. Assistance with issuing or serving an investigatory subpoena or warrant;
 - h. Hearings or proceedings regarding jurisdictional disputes where no Notice of Action for denial or rescission of resource family approval, or denial or rescission of a criminal record exemption, has been served;
 - i. Defending the county on a Temporary Suspension Order (TSO); and
 - j. Any other matter within the authority and direction of the County Counsel.

B. Duties of the County and the CDSS Legal Division Regarding Consultation:

1. In compliance with the WDs or regulations issued pursuant to Welfare and Institutions Code section 16519.5, the County is required to consult with legal counsel prior to service of a Notice of Action for denial or rescission of resource family approval, or denial or rescission of a criminal record exemption; and is required to consult with the CDSS Legal Division when recommending the exclusion of an individual.

EXHIBIT A
(Standard Agreement)

2. Pursuant to this Agreement, legal consultation for denials or rescissions for which the County seeks CDSS Legal Division representation shall be with the CDSS Legal Division, and not County Counsel.
3. The County may request a legal consultation with the CDSS Legal Division regarding legal or evidentiary issues related to an investigation, family evaluation or other matters affecting the approval.
4. If the County seeks a TSO against a resource family's approval, in addition to consulting with the CDSS Legal Division on the matter, the County shall consult with their County Counsel prior to service of a TSO. The County should follow its internal procedures for an RFA TSO.
5. Legal consultation shall not include technical assistance regarding program requirements or procedures, RFA implementation or statewide policies; these issues shall be referred to the CDSS RFA County Liaison, RFA Policy Analyst, or RFA Inbox.
6. The County shall work with the CDSS RFA County Liaison to schedule a regular monthly legal consult meeting, or as needed. If a matter is urgent, such as a situation warranting the immediate exclusion of an individual or a TSO, the County may contact their CDSS RFA County Liaison by phone, email or in-person and request an urgent consult with their assigned CDSS Legal Division consulting attorney.
7. Prior to a scheduled legal consult, the County shall obtain the evidence necessary to support the information contained in the legal consultation memo related to the County's finding, position, or action requested.
8. The County shall prepare a confidential legal consultation memo for each matter upon which legal advice is sought through a consult with the CDSS Legal Division. A copy of the RFA legal consult memo form can be obtained through the CDSS RFA County Liaison. Upon request, the CDSS RFA County Liaison will provide technical assistance to the County regarding the program requirements or procedures including but not limited to family evaluations, RFA implementation, statewide policies, legal consult procedures or how to draft the Notice of Action, legal consultation memo or statement of facts. Both Parties shall maintain the confidentiality of all attorney-client communications, including the legal consult memo.
9. Using a secure or encrypted format, or a secure file transfer protocol, the County shall send a properly completed legal consult memo, the draft Notice of Action, as well as relevant attachments related to the request for consult

EXHIBIT A
(Standard Agreement)

including, but not limited to, investigations, court records or arrest reports. These documents shall be sent to the CDSS RFA County Liaison and the consulting attorney at least five (5) business days prior to the date of the regularly scheduled consult.

10. The consult meeting is an opportunity for the CDSS Legal Division consulting attorney and CDSS RFA County Liaison to discuss the information in the consult memo provided by the County with the appropriate County staff. Accordingly, the County should make its best efforts to have the assigned County RFA worker or probation officer with knowledge of the facts described in the consult memo present at the consult. If the approval worker or probation officer cannot attend in person, the worker or probation officer should attend by teleconference. If that is not possible, the supervisor who is familiar with the facts of the matter shall attend.
11. If a matter to be discussed at the consult involves a recommendation for an exclusion action, a family evaluation conducted by CDSS, an investigation conducted by CDSS, or dual or multiple programs (e.g., RFA and a child care license), the County shall identify and request the appropriate CDSS RFA staff, CDSS adoptions staff or CDSS Community Care Licensing Division (CCLD) staff to attend or teleconference into the consult.
 - a. The County may request the assistance of the CDSS RFA County Liaison in arranging for the necessary CDSS staff to attend.
 - b. The County and CDSS shall share evidence and information regarding related investigations, assessments, or actions as required by the WDs.
 - c. Agents of the County who conduct activities as described in Welfare and Institutions Code section 16519.5 may be present during the portion of a consultation that is applicable to a matter for which the agent acted on behalf of the County, and for which the agent's presence is needed to discuss the information in the consult memo provided by the County. The County shall ensure that the agent of the County is aware of and complies with the confidentiality of the legal consult, the legal advice provided, and the confidentiality of any information shared, as required by law.
12. The CDSS Legal Division consulting attorney shall review the legal consult memo, the draft Notice of Action and attachments and shall advise the County regarding the Notice of Action, the proper hearing forum, and any other matter related to an investigation or proposed action. If the legal consult memo or draft Notice of Action are incomplete, said attorney may return them to the County to complete them or refer the County to the CDSS RFA County Liaison for technical assistance.

EXHIBIT A
(Standard Agreement)

13. The CDSS Legal Division consulting attorney shall document the legal advice in writing within 3 to 5 business days, or as agreed upon at the consult, and submit the documentation to the County and the CDSS RFA County Liaison. If the matter involves dual or multiple programs or an exclusion action, the CDSS Legal Division consulting attorney shall provide the relevant CCLD Regional Office staff (licensing action) or CDSS RFA County Liaison (RFA exclusion action) with a copy of the consult memo and legal advice.
14. If the advice of the CDSS Legal Division consulting attorney is to proceed with an action that affects the approval, the County should notify the child(ren)'s placement worker, as applicable.
15. If the County fails to comply with the requirements of this Section III(B), the County waives its right pursuant to this Agreement to have CDSS Legal Division representation on the appeal.

C. County Duties Regarding Processing the Notice of Action and Appeal (NOA)

1. The County shall serve the Notice of Action in accordance with Welfare and Institutions Code section 16519.6 and the WDs or regulations. The County shall ensure the file contains adequate documentation regarding service of the Notice of Action to the correct address, such as certified mail receipts, and/or a proof of service in accordance with WDs, Article 12: Due Process.
2. If the matter includes an exclusion action or CCLD action, the County shall coordinate administrative actions, including service of the Notices of Action, notice of a related licensing action by CCLD, an exclusion order, or the filing of formal pleadings, with CDSS. (WDs, Article 12.)
3. If an appeal is filed, the County is responsible to comply with the law, WDs or regulations, and internal procedures including, but not limited to, the following:
 - a. Date-stamp the appeal and envelope;
 - b. Update the appeal status in the Notice of Action database (in AARS);
 - c. For OAH cases, immediately send the acknowledgment of appeal to Respondent and begin preparing the case for the CDSS Legal Division as described in paragraph D;
 - d. For SHD cases, begin preparing the case to be sent to the CDSS Legal Division at the same time the appeal is forwarded to the SHD as described in paragraph D;
 - e. Obtain legal case number from CDSS RFA County Liaison and add number to Statement of Facts; and
 - f. Forward the appeal to SHD by uploading the NOA and appeal to SHD's Appeals Case Management System (ACMS).

EXHIBIT A
(Standard Agreement)

D. Preparing the Case to Send to the CDSS Legal Division After Receipt of an Appeal:

1. To obtain the CDSS Legal Division's representation on an RFA appeal, the County shall prepare a Statement of Facts using the current versions of the following confidential attorney-client forms:
 - a. Form RFA-9029: Statement of Facts Summary Sheet – Resource Family
 - b. Form RFA- 9029C: Complaint and Immediate Deficiencies Log Continuation
 - c. Form RFA-9029D: RFA Statement of Facts Dividers
 - d. Form RFA-9029W: Witnesses Continuation
2. For SHD cases, the County shall prepare the Statement of Facts, a draft position statement, and copies of all approval file documents within ten (10) business days of receipt of an appeal. The documents shall be sent electronically to the CDSS Legal Division by encrypted email or Secure File Transfer (in AARS) at the same time the appeal is forwarded to SHD (WDs, Article 12). The County shall maintain the confidentiality of the attorney-client privileged Statement of Facts forms during any transmission of the forms or in any files maintained by the County. The County shall use the draft position statement template provided by CDSS when drafting the position statement. The County shall comply with the WDs section 10-05 related to retention of the Resource Family File.
3. For OAH cases that involve a TSO or immediate exclusion action, the County shall prepare the Statement of Facts forms and copies of the RFA documents and evidence identified in the RFA 9029D: RFA Statement of Facts Dividers and send to the CDSS Legal Division and CDSS RFA County Liaison by encrypted email or Secure File Transfer within ten (10) business days of receipt of the appeal. Hard copies of the original documents shall also be sent by mail.
4. For all other OAH cases, the County shall prepare and mail to the CDSS RFA County Liaison the Statement of Facts forms and originals of all relevant documents within thirty (30) days of receipt of the appeal. The CDSS RFA County Liaison will review the documents, provide any technical assistance necessary, and then forward to the CDSS Legal Division.
5. The County shall make its best efforts to obtain certified court and law enforcement or other relevant records prior to sending the case to the CDSS Legal Division. If certified records are received after the case has been forwarded, then the County shall forward them to the CDSS Legal Division.

EXHIBIT A
(Standard Agreement)

6. Prior to finalizing the Statement of Facts, the County shall verify that the witness list contact information in Form RFA-9029: Witness List is current and updated, including the current placement and placement worker information for any child or nonminor dependent victim or witness.
- E. Duties of the County and CDSS Legal Division after the CDSS Legal Division Receives the Case:
1. Upon receipt of the case file, the CDSS Legal Division shall be responsible for the following:
 - a. Logging the case into the Legal Case Tracking System (LCTS) and immediately assigning the case to a CDSS Legal Division hearing attorney.
 - b. Preparing a new case memo identifying the hearing attorney and the hearing attorney's contact information and emailing it to the County staff identified on the Statement of Facts and the CDSS RFA County Liaison.
 2. The CDSS Legal Division hearing attorney will review the complete file to determine if the evidence is sufficient to go forward with the requested administrative action. If not, the County will be consulted, and the file may be closed without filing and sent back to the County for an informal resolution or to obtain more evidence.
 3. For cases to be heard at SHD, the CDSS Legal Division hearing attorney will review the draft Position Statement prepared by the County and work with the County to finalize it. Provided that the County provides the necessary and relevant information in a timely fashion, the CDSS Legal Division is responsible for filing the Position Statement and exhibits with SHD. The County shall be responsible for making available to Respondent all relevant documents in the County's possession in accordance with the WD's. Prior to disclosure to Respondent, the County shall withhold or redact documents that are confidential or privileged as required by law.
 4. For cases to be heard at OAH, the hearing attorney will prepare, sign and file the Accusation or Statement of Issues in accordance with the County's request in the Statement of Facts case summary and serve on the Respondent(s):
 - a. A copy of the filed Accusation or Statement of Issues will be provided to the County welfare director or chief probation officer or designee.
 - b. If there are any substantive changes to the allegations at issue that were identified in the Statement of Facts case summary provided by the

EXHIBIT A
(Standard Agreement)

County, the CDSS Legal Division shall consult the County welfare director, chief probation officer, or designee for approval prior to filing the Accusation or Statement of Issues.

- c. A CDSS Legal Division attorney may sign an amended Accusation or Statement of Issues on behalf of the County, if the amendment is approved by the welfare director, probation officer or designee. The CDSS Legal Division shall file a copy of the amended pleading with OAH, as applicable.
5. If a resolution is sought prior to hearing, the CDSS Legal Division will discuss settlement options with the County, Respondent, CCLD or CDSS Program if applicable, draft the settlement agreement, and supervise its finalization. The County shall have the final decision on whether to approve a settlement. If a Respondent seeks to withdraw the appeal or notice of defense, the CDSS Legal Division shall prepare a written withdrawal for Respondent to sign, and if the matter has been set for hearing, submit a copy to the Administrative Law Judge.
6. For OAH cases, the CDSS Legal Division will prepare and serve documents on Respondent in accordance with Government Code sections 11507.5 and 11507.6.
7. While the RFA administrative action is pending, the County shall keep the assigned CDSS Legal Division hearing attorney informed of new developments that occur prior to the hearing (e.g., new arrests or new evidence), and of any changes in the Respondent's address or other contact information. The County shall timely forward any phone calls or correspondence from Respondent, his or her authorized representative, or SHD to the CDSS Legal Division hearing attorney.
8. The County shall assist the CDSS Legal Division, if necessary, in locating witnesses, with the service of subpoenas for appearance at hearing, and with the transportation of witnesses to the hearing. The County shall notify the assigned CDSS Legal Division hearing attorney if there are concerns about the testimony of a child or similarly vulnerable witness at hearing as specified in WDs, Article 12. The County shall assist the CDSS Legal Division hearing attorney in providing information or facilitating contact with the witness's placement worker or treatment provider if a motion to protect the witness is determined to be necessary. The County shall provide for the use of one-way closed-circuit television or video in accordance with WDs, section 12-16 (Conduct of Hearing; Confidentiality and Procedures), as applicable.
9. The CDSS Legal Division will represent the County at the prehearing conference, settlement conference, and hearing before SHD or OAH, and

EXHIBIT A
(Standard Agreement)

- prepare any necessary motions, briefs, subpoenas, settlement documents or other hearing documents, including those related to the County's withdrawal of a NOA and defaults, as outlined in the Written Directives.
10. The County shall be responsible for the following hearing-related duties and costs, including but not limited to the following:
 - a. Reserving hearing rooms;
 - b. Interpreters;
 - c. Court reporters;
 - d. Witness and expert witness fees;
 - e. Security, if it is determined by the CDSS Legal Division hearing attorney, the county or an administrative law judge that a threat exists to the health and safety of those persons attending a hearing;
 - f. Obtaining records needed for hearing; and
 - g. Other hearing-related costs.
 11. Following the SHD or OAH hearing, a proposed decision is adopted or rejected by the CDSS Director or designee. If the decision is rejected, the CDSS shall review the record and prepare the final decision and order, in accordance with the established standard.
 12. The CDSS will serve the final decision and order on all parties, including the County.
 13. The CDSS Legal Division may represent the County in a request for reconsideration of the decision and order, a request for rehearing, or a request to set aside a default decision and order. If a conflict of interest exists, then representation by CDSS Legal Division shall be subject to the written consent of the parties and compliance with the Rules of Professional Conduct and paragraph G of this section.
 14. The CDSS Legal Division shall update the statewide data system (i.e., AARS) with the final order or resolution.

F. Conflict Resolution:

1. If the County and the CDSS Legal Division consulting or hearing attorney disagree with how to proceed on a matter, the matter shall be resolved as follows:
 - a. The matter shall be elevated to the County RFA supervisor and the CDSS Legal Division attorney's supervisor to meet and confer to resolve the matter.

EXHIBIT A
(Standard Agreement)

- b. If no agreement is reached, the matter shall be elevated to the next County supervisor or manager level, and for the CDSS Legal Division, to the Assistant Chief Counsel to meet and confer to resolve the matter.
 - c. If still no agreement is reached, the matter shall be elevated to the Senior Assistant Chief Counsel and the equivalent County RFA program manager level to meet and confer to resolve the matter.
- 2. The County has the final decision on how to proceed on a matter, which shall be consistent with the CDSS Legal Division attorney's ethical duties regarding the minimum standards of evidence necessary to proceed with an action and the considerations identified below in paragraph F.3. of this section.
 - 3. The resolution discussion shall include consideration of the minimum legal requirements for an action in the applicable statutes and WDs or regulations, any risks attendant to administrative litigation including a negative outcome at hearing, any risks to the health and safety of a child or nonminor dependent that may be caused by a failure to take action, and CDSS oversight responsibilities as mandated by law.
 - 4. Nothing in this section shall interfere with the Parties' termination rights and the right of the CDSS Legal Division to withdraw from representation pursuant to the terms of this Agreement or applicable law.

G. Professional Responsibility; Conflict of Interest in Representation

- 1. The County acknowledges that the attorneys within the CDSS Legal Division have an ethical and legal duty to avoid a conflict of interest or the appearance of a conflict of interest when providing legal services to the County.
- 2. Pursuant to the California Rules of Professional Conduct, the CDSS Legal Division's attorneys may not be permitted to represent a client when there is a conflict of interest. If applicable, the CDSS Legal Division attorney is required to take certain actions which may include, but are not limited to, withdrawal from representation for individual cases or obtaining informed written consent from each client for individual cases.
- 3. The Parties acknowledge that there exists an appearance of a conflict of interest or an actual conflict of interest due to the CDSS Legal Division representing both CDSS and the County in administrative actions falling within the jurisdiction of both agencies. By the signing of this Agreement, the Parties are providing their written consent to the CDSS Legal Division's dual representation of both CDSS and the County, where applicable.

EXHIBIT A
(Standard Agreement)

4. In all other matters in which there exists an appearance of a conflict of interest or an actual conflict of interest, the CDSS Legal Division consulting or hearing attorney shall report the conflict to the County in writing as soon as possible after discovering the conflict. Potential conflicts of interests that may arise in RFA matters include, but are not limited to, the following:
 - a. Dual program matters involving an RFA and licensing action where the County and CDSS disagree on how to proceed;
 - b. Conflicts regarding the CDSS oversight function over the County's RFA program;
 - c. Conflicts due to a lawsuit pending against CDSS or the County; and
 - d. A request by the County for reconsideration of a CDSS issued order.

H. Withdrawal from Representation

1. If a County fails to follow legal advice or fails to perform any of its duties as set forth in this Agreement, the CDSS Legal Division retains the right to withdraw on referred cases by sending a written notice identifying those case(s) from which it is withdrawing to the County as specified in Exhibit A, Attachment 1, page 4, Paragraph O (Notices), subparagraphs 2 (United States Mail) or 3 (Email).
2. The Parties acknowledge and agree that the CDSS Legal Division must decline or terminate representation on cases as required by the California Rules of Professional Conduct.

IV. Family Evaluation

A. Provision of Family Evaluation Services

1. If identified in Section VII that the County and CDSS agree that the CDSS Adoptions Services Bureau shall provide family evaluation services on behalf of the County, in part or in full, this Section IV provides the terms and conditions of such services.
2. In conducting the family evaluation services, the CDSS Adoptions Services Bureau will adhere to the requirements specified the Welfare and Institutions Code section 16519.5 and the RFA WDs sections: Definitions, 3-01; Forms, 3-02; County Reporting Requirements, 4-03; Implementation of Resource Family Approval Program by a County, 4-05; and Family Evaluation, 6-05.

- B. The CDSS Adoptions Services Bureau and County agree to coordinate efforts in the following areas:

EXHIBIT A
(Standard Agreement)

1. Exchange of information about resource family applicants and keeping each Party informed of general progress in the family evaluations and changes that may affect the evaluation. This exchange may include, but is not limited to, any information (e.g. complaints, concerns, adverse actions) that would reflect the suitability of the prospective resource family.
2. Communication regarding the general progress of the evaluation that may affect the work provided by each Party, including potential inability to complete the evaluation, as needed.
3. Establishing mutually agreed upon timelines for completing the family evaluation.
4. Complying with the applicable laws and the RFA WDs relevant to family evaluations.
5. Providing other appropriate and necessary coordination as needed.

C. Responsibilities of the County

1. The County will take the following actions:
 - a. Refer resource family applicants to the appropriate CDSS Adoptions Regional Office for a family evaluation.
 - b. Provide all necessary documents as they become available to the CDSS Adoptions Regional Office in order to conduct a family evaluation, including, but not limited to, RFA applications, home health and safety assessment, training records health history screening results, personal letters of references, whether criminal record clearances or exemptions were granted or denied, substantiated reports of child abuse and neglect, Department of Motor Vehicles (DMV) records, and employment verifications.
 - c. Notify resource family applicants that the County may share confidential information with CDSS to conduct a family evaluation and that CDSS will perform the family evaluation for the County.

D. Responsibilities of the CDSS

1. The CDSS will take the following actions:

EXHIBIT A
(Standard Agreement)

- a. An Adoptions Supervisor will assign each family evaluation within five business days to a CDSS Adoptions Specialist with a Master's degree in Social Work who may also be a Licensed Clinical Social Worker.
- b. Conduct an evaluation of resource family applicants according to the RFA WDs section 6-05: Family Evaluation. Evaluation to be initiated within two weeks of being assigned.
- c. Conduct a separate face-to-face interview of all persons living in the home as specified in RFA WDs section 6-05(a)(2).
- d. Request approval from the County to refer an applicant for a psychological evaluation, drug and alcohol assessment or testing, counseling, or other services during the evaluation as necessary. Associated costs of the services of the referrals shall be the responsibility of the County and paid by the County outside this Agreement to the applicable service provider.
- e. Prepare a written family evaluation that includes an evaluation of the information obtained during a family evaluation of the resource family applicant, including a risk assessment, and recommendations that RFA be approved or denied based on information gathered through the family evaluation.
- f. CDSS will provide the County with the written family evaluation report within sixty (60) days of receipt of the referral for the family evaluation, with priority for completed family evaluations for relatives with emergency placements, unless further information is needed to complete the evaluation.
- g. Ensure all records provided to CDSS by the County and all information obtained in order to conduct a family evaluation are kept confidential as specified in RFA WDs section 4-04: Confidentiality.
- h. Provide for a copy of the family evaluation file upon request of the County staff responsible for the provision of RFA services.
- i. Provide a CDSS Adoptions Specialist to testify as to the family evaluation if the results of a family evaluation are at issue during an administrative hearing.
- j. Absent pending litigation or other good cause identified by CDSS, the Adoptions Regional Office shall retain the records of the family evaluation for ninety (90) days after an evaluation is provided to the County. Thereafter, the family evaluation file shall be securely delivered to the County. The County shall retain the closed evaluation file in accordance with the retention policies of CDSS. Access to a copy of the family evaluation file shall be made available to CDSS (or its agents or representatives) upon request in the event of audit, or as required or permitted by law.

EXHIBIT A
(Standard Agreement)

- k. For each request, the County shall provide a copy within ten (10) business days, unless the request is identified as urgent. The County shall use its best efforts to provide a copy within the period identified by CDSS for an urgent request.

E. Conflict Resolution

- 1. The County and the CDSS will use customary and available problem-solving methods and resources in efforts to resolve differences. Any disagreements or conflicts regarding resource family evaluation services provided by the Parties for a particular individual will be resolved as follows:
 - a. The primary social worker from the County and the CDSS will meet and confer to resolve differences regarding a particular family evaluation.
 - b. If the primary social workers are unable to resolve differences, the County supervisor and the CDSS supervisor and primary social workers will meet and confer to resolve differences.
 - c. If the supervisors and social workers are unable to resolve differences, the County Program Manager and the CDSS Adoptions Regional Office Manager and their respective supervisors and social workers will meet and confer to resolve differences.
 - d. If the differences remain unresolved through the process specified above, the matter will be referred to the next higher level of management for each of the Parties until the matter is resolved.

F. Conflict of Interest

- 1. The CDSS Adoptions Regional Office staff conducting family evaluations shall be instructed to avoid a conflict of interest or the appearance of a conflict of interest when rendering services.
- 2. The CDSS shall direct CDSS Adoptions Specialists to RFA WDs section 4-02(g) to identify any conflict of interest. If there exists an appearance of a conflict of interest or an actual conflict of interest, the Adoptions Specialist shall report the conflict to his/her supervisor, who may transfer responsibility for the evaluation to another Adoptions Specialist.

V. Complaint Investigations

A. Agreement to Provide Complaint Investigation Services

- 1. The County and CDSS agree that the CDSS CCLD shall investigate on behalf of the County all complaint allegations, made against resource families, if

EXHIBIT A
(Standard Agreement)

these services are identified in Section VII; this Section V provides the terms and conditions agreed upon by the Parties for all such investigations.

2. In conducting complaint investigations, the CCLD Regional Office will adhere to the requirements specified in RFA WDs sections 3-01, 3-02, 4-03, 4-05, and 9-06A.

B. Coordination of Efforts

The CDSS and County agree to coordinate efforts in the following areas:

1. As necessary, exchange information about each resource family complaint investigation and keep each Party informed of general progress in the complaint investigation and changes that may affect the result. This exchange may include, but is not limited to, any information (e.g. concerns, post complaint events, or adverse actions) relevant to the complaint investigation.
2. As needed, communicate the general progress in the complaint investigation that may affect the work provided by each Party, including potential inability to complete the complaint investigation.
3. Establish mutually agreed upon timelines for providing requested information or responses for actions not specified in the RFA WDs or applicable law.
4. Provide other appropriate and necessary coordination as needed.

C. Complaint Referral to the CCLD

1. After the preliminary review specified in RFA WDs section 9-06A(c), the County will refer each complaint that requires an investigation to the appropriate CCLD Office within one (1) business day following receipt of the complaint as specified in RFA WDs section 4-03(e).
2. The referral must be in writing and include the physical address location of the County's file for the resource family, the contact information of the custodian of the resource family's file, the contact information of the complainant, and detailed information regarding the complaint allegation.

D. Complaint Assignment

EXHIBIT A
(Standard Agreement)

1. Upon receipt of the complaint referral, the CCLD Regional Office shall create a file and associated file complaint number in a CCLD database for each resource family complaint investigation.
2. Upon receipt of the referral of the complaint, the CCLD Regional Office will immediately assign the complaint to staff for investigation.
3. Upon assignment, the assigned CCLD Regional Office staff will contact the custodian of the resource family file and undertake a process to secure access to the resource family file or a copy of the file.
 - a. The County agrees to allow the CCLD Office staff to have access to the resource family's file or to be provided a copy, upon request. If a copy will be provided electronically, the County is responsible for securely transferring the file to the appropriate CCLD Regional Office staff.

E. File Review and Initial Complaint Investigation

1. Upon receipt of a copy of the resource family's file or access to the file, the CCLD Regional Office staff shall undertake the following:
 - a. Review the file for any conflicts of interest in order to comply with the conflict of interest provisions in RFA WDs section 9-06A(o) and (p).
 - (1) If a conflict exists or appears to exist, the CCLD Regional Office staff shall immediately report the conflict to his or her supervisor, who may transfer responsibility for the complaint investigation to another staff member.
 - b. Review the resource family's file and any related licensing files.
 - c. Confirm whether any adverse action against the resource family is currently in process by CDSS or the County, or previously undertaken or concluded by either Party. If such exist, documentation regarding the adverse action shall be made available by the County or other Division of CDSS.
 - (1) The additional documentation of any adverse actions shall be reviewed and made a part of the complaint investigation file.
2. Initial Investigation Activities
 - a. The CCLD Regional Office staff will interview the complainant, if known.

EXHIBIT A
(Standard Agreement)

- b. Witnesses of the alleged RFA violation may be contacted by the CCLD Regional Office during the initial investigation and throughout the period the complaint investigation remains open.
- c. Any documentation received during the complaint investigation shall be made a part of the complaint investigation file.

F. The Initial 10-Day Visit to the Resource Family Home

- 1. The CCLD Regional Office staff will conduct an unannounced visit to the resource family's home within ten (10) calendar days of receipt of the complaint referral, except as specified in RFA WDs section 9-06A(j), (k), and (o).
- 2. The initial 10-day visit shall be fully documented in the CCLD complaint investigation file.

G. New Allegations

The CCLD Regional Office staff shall immediately report any new allegation(s) disclosed during an investigation to the County.

H. RFA Deficiencies

The CCLD Regional Office staff shall report any known or potential deficiencies unrelated to the complaint to the County so the County RFA staff can take appropriate action in response.

I. Further Investigation Required

The CCLD Regional Office staff will notify the County if the complaint investigation cannot be completed within ninety (90) days after the initial 10-day visit because further investigation is required.

J. Complaint Investigation Report

- 1. The CCLD Regional Office staff will prepare a written complaint investigation report containing a finding for each allegation as either substantiated, inconclusive, or unfounded.

EXHIBIT A
(Standard Agreement)

2. The CCLD Regional Office staff will forward the written complaint investigation report to the County upon completion.
3. If the County disagrees with the CCLD Regional Office complaint investigation report findings, then it shall contact the CCLD Regional Office to discuss and/or to request additional clarification.

K. Notification to Resource Family and Complainant

1. Upon receipt of the complaint investigation report, the County shall deliver a copy of the complaint investigation report to the resource family.
2. Upon request by the County, the CCLD Regional Office staff responsible for the complaint investigation report will provide technical assistance.
3. The County shall notify the complainant, if known, of the findings of the complaint investigation.

L. Follow-Up

For substantiated findings, the County RFA staff shall develop a corrective action plan for the resource family to correct identified deficiencies, or may take other action as specified in the RFA WDs. Nevertheless, if a County determines that it is not possible to correct an identified deficiency, then the County shall document the deficiency and may proceed with the necessary administrative action as specified in the RFA WDs.

M. Cross-Reporting Investigation Results

The County shall report investigation results as specified in applicable law, RFA WDs sections 4-04 and 9-06C, or as required by this Agreement.

N. Records

1. Absent threatened or pending litigation or other good cause identified by CDSS, records related to the complaint investigation shall be held by the CCLD Regional Office for the duration of this Agreement and for three (3) years following the expiration or termination of this Agreement or three (3) years following the end date of the provision of complaint investigation services, whichever first occurs. Thereafter, the records for the complaint investigations specified in this Agreement shall be delivered to the County.

EXHIBIT A
(Standard Agreement)

2. Within ten (10) calendar days of the County's written request, the CCLD Regional Office shall provide a copy of any complaint investigation file created pursuant to this Agreement.

O. Reporting Complaints with Investigations Pending

The CCLD Regional Office shall provide to the County monthly written reports of complaint investigations open longer than ninety (90) days and subject to further investigation.

VI. Home Health and Safety Assessment

A. Provision of Home and Health Safety Assessment Services

1. If identified in Section VII that the County and CDSS agree that the CDSS Adoptions Services Bureau shall provide home health and safety assessment services on behalf of the County, in part or in full, this Section VI provides a description of the services and the responsibilities of the Parties.
2. In conducting the home health and safety assessment services as described in the Written Directives (WDs), Article 6, section 6-02: Home Environment Assessment, paragraph (a) (2), the CDSS Adoptions Services Bureau will adhere to the requirements specified in the Welfare and Institutions Code section 16519.5, the most recently published version of the RFA WDs, and the most recently published version of the Form RFA-03². Resource Family Home Health and Safety Assessment Checklist (hereinafter referred to as Form RFA-03). As appropriate CDSS shall refer to the WDs, to complete the Form RFA-03 and provide the required summary.

B. The CDSS Adoptions Services Bureau and the County agree to coordinate efforts in the following areas:

1. Exchange information about resource family applicants and keep each other informed of general progress in the home health and safety assessment and changes that may affect the assessment. This exchange may include, but is not limited to, any information (e.g. complaints, concerns, adverse actions) that would reflect the suitability of the prospective resource family applicant(s).
2. As needed communicate the general progress in the assessment that may affect the work provided by each Party, including facts or circumstances

² The RFA-03 form includes applicable instructions in the WDs sections 11-01 through 11-16 regarding First Aid supplies including but not limited to provisions regarding self-administering, storing and documenting.

EXHIBIT A
(Standard Agreement)

which may delay or prevent the completion of the assessment within sixty (60) days.

3. Establish mutually agreed upon timelines for completing the home health and safety assessment when such cannot be completed within sixty (60) days. Comply with the RFA WDs relevant to home health and safety assessments.
4. Provide other appropriate and necessary coordination as needed.

C. Responsibilities of the County

1. The County will take the following actions:
 - a. Refer resource family applicants to the appropriate CDSS Adoptions Regional Office for a home health and safety assessment.
 - b. Timely provide all necessary documents to the CDSS Adoptions Regional Office, using a secure or encrypted format, or a secure file transfer protocol, so that each home health and safety assessment may be completed within sixty (60) days.
 - c. Notify resource family applicants that CDSS will perform the home health and safety assessment for the County.
 - d. Conduct the background checks and related activities as described in the RFA WDs, section 6-03A.
 - e. For items identified as incomplete in the Home, Health and Safety Assessment provided by CDSS or form RFA 03 the County shall be responsible for verifying completion prior to approval of the resource family.

D. Responsibilities of the CDSS

1. The CDSS will take the following actions:
 - a. Assign a CDSS Adoptions Specialist with a Master's degree in Social Work who may also be bilingual and/or a Licensed Clinical Social Worker for each home health and safety assessment.
 - b. Conduct a home health and safety assessment according to the RFA WDs section 6-02(a)(2): that includes all of the following: A health and safety assessment of the home and grounds, outdoor activity space and storage areas of the applicant's home using form RFA-03: Resource Family Home Health and Safety Assessment Checklist, to determine compliance with certain sections of Article 11 of the WDs and, if applicable, section 11.1-07: Additional Home and Grounds Requirements for Specialized Resource Families.

EXHIBIT A
(Standard Agreement)

- c. Prepare a summary of the home health and safety assessment in a written format that includes an evaluation of the information obtained during a home health and safety assessment of the resource family applicant's home and property, e.g. if there are items that needed to be repaired or purchased.
- d. CDSS will provide the County with the written summary report, that also includes the completed original Form RFA 03, within sixty (60) days of receipt of the referral from the County for the home health and safety assessment.
- e. Ensure all records provided to CDSS by the County and all information obtained in order to conduct a home health and safety assessment are kept confidential as specified in RFA WDs section 4-04: Confidentiality.
- f. Provide for a copy of the home health and safety assessment file upon request of the County staff responsible for the provision of RFA services.
- g. Provide a CDSS Adoptions Specialist to testify in regards to the home health and safety assessment if the results of a home health and safety assessment are at issue during an administrative hearing.
- h. Absent pending litigation or other good cause identified by CDSS, the Adoptions Regional Office shall retain the records of the home health and safety assessment for ninety (90) days after an assessment is provided to the County. Thereafter, the home health and safety assessment file shall be securely delivered to the County. The County shall retain the closed assessment file in accordance with the retention policies set forth in Article 10, section 10-05 of the Written Directives. Access to a copy of the home health and safety assessment section of the resource family file shall be made available to CDSS (or its agents or representatives) upon request in the event of a review or audit, as permitted by law, or as required by court order.

E. Conflict Resolution

- 1. The County and the CDSS will act in good faith to resolve differences. Any disagreements or conflicts regarding resource family home health and safety assessments and how they are performed will be resolved as follows:
 - a. The primary social worker from the County and the CDSS will meet and confer to resolve differences regarding home health and safety assessments.
 - b. If the primary social workers are unable to resolve differences, the County supervisor and the CDSS supervisor and primary social workers will meet and confer to resolve differences.
 - c. If the supervisors and social workers are unable to resolve differences, the County Program Manager and the CDSS Adoptions Regional Office Manager and their respective supervisors and social workers will meet

EXHIBIT A
(Standard Agreement)

and confer to resolve differences. Requests shall be made by written communication such as email to /from the county to/from the relevant CDSS Adoptions Regional Office Manager. Response times between the parties will be no longer than seven calendar days. Communication may be in person or by telephone. Meetings will continue until the differences are resolved.

- d. If the differences remain unresolved through the process specified above, the matter will be referred to the next higher level of management for each of the Parties until the matter is resolved if appropriate.

F. Conflict of Interest

1. The CDSS Adoptions Regional Office staff conducting home health and safety assessments shall be instructed to avoid a conflict of interest or the appearance of a conflict of interest when rendering services.
2. The CDSS shall direct CDSS Adoptions Specialists to RFA WDs section 4-02(g) to identify any conflict of interest. If there exists an appearance of a conflict of interest or an actual conflict of interest, the Adoptions Specialist shall report the conflict to his/her supervisor, who may transfer responsibility for the home health and safety assessment to another Adoptions Specialist.

VII. Identification of Services

The Parties identify that in addition to the services of section III, Legal Consultation and Legal Representation on Appeals, the services described in Section IV, Section V and/or Section VI are a part of this Agreement, if checked below:

Section IV, Family Evaluation ☒

Section V, Complaint Investigations ☒

Section VI, Home Health and Safety Assessment ☒

In the event this Agreement expires or is terminated with open evaluations, investigations, assessments, or legal consultations or representation, CDSS may complete such services in accordance with the terms in this Agreement.

EXHIBIT A
(Standard Agreement)

VIII. Project Representatives

The Project Representatives during the term of this Agreement shall be:

CDSS

Name: Meryl Press
Title: RFA Policy Analyst
Address: 744 P Street, MS 8-13-552
Sacramento, CA 95814
Phone: (916) 651-9431
Email: <mailto:Meryl.press@dss.ca.gov>

County of Trinity

Name: Mario Angelone
Title: Program Manager
County of Trinity Health and Human Services
Agency
Address: 51 Industrial Park way, Building 2
Weaverville CA 96093
Phone: (530) 623-1314
Email: <mailto:mangelone@trinitycounty.org>

Either party may make changes to the Project Representative information by giving ten (10) calendar days written notice to the other Party. Said changes shall not require an amendment to this Agreement.

IX. Authority to Enter into This Agreement

Each Party entering into this Agreement represents the existence of the authority to enter into this Agreement.

GENERAL TERMS AND CONDITIONS

A. Term

The initial term of this Agreement shall commence on July 1, 2021 and shall terminate on June 30, 2023 (the “**Initial Term**”). This Agreement may be renewed by written amendment on a year-to-year basis for each one-year renewal period, upon its commencement, to constitute part of the “**Term**” for all purposes hereunder.

B. Termination

1. Termination without Cause: Each Party reserves the right to terminate this Agreement at any time and for any reason upon provision of ninety (90) days’ advance written notice to the other Party in accordance with paragraph O (Notices).
2. Termination for Cause: Each Party reserves the right to terminate the Agreement for cause. In addition, if either Party defaults under this agreement, the agreement may be terminated by the non-defaulting Party effective upon provision of forty-five (45) days advance written notice of termination provided to the defaulting Party in accordance with paragraph O (Notices).
3. Default Costs: In the event of termination of this Agreement due to a default by either Party, the non-defaulting Party shall not be liable for any costs incurred by the defaulting Party in connection with such termination.
4. Return of Materials: Upon the expiration or earlier termination of this Agreement, each Party shall return to the other Party any and all materials, equipment or documents provided by the other Party in connection with the activities governed by this Agreement within ten (10) business days of written demand therefor.

C. Ineligible for Federal Assistance

This Agreement is void or voidable if the either Party receives reliable information that the other Party has been debarred, suspended, proposed for debarment, excluded or disqualified under the non-procurement common rule, or otherwise declared ineligible from receiving Federal agreements, certain sub-agreements, and certain Federal assistance and benefits.

D. Amendments

This Agreement may be modified, amended, or supplemented only by a written amendment, signed by a Representative from each Party, who has the authority to

GENERAL TERMS AND CONDITIONS

act on behalf of their respective Party. Each Party is responsible for obtaining the necessary approval(s) before entering into any amendment.

E. Time

1. Time is of the essence for the performance of the services of this Agreement. Each Party shall promptly comply with the terms of this agreement and in the performance of the activities described in Exhibit A, Sections III, IV, V, and VI. If a Party is unable to comply with a term or requirement of this Agreement, it shall promptly notify the other Party's Project Representative of the inability to comply with the particular requirement or term.
2. Each Party to this Agreement shall devote such time to the performance of the activities described in Exhibit A as may be reasonably necessary for the satisfactory performance of the obligations of this Agreement.
3. The Party failing to meet the timelines described in the services in Exhibit A, Sections III, IV, V and VI of this Agreement shall be responsible for any fees or costs imposed by the applicable law which result due to the other Party.

F. Default

Neither party shall be considered to be in default of this agreement to the extent the performance is prevented or delayed by any cause, present or future, which is beyond the reasonable control of the Party.

G. Conflict of Interest

The Parties agree to enforce the requirements of the California Government Code, Section 1090 et seq. and Sections 87100 through 87105 to prevent a public officer or employee, including a subcontractor, from participating in an activity that would constitute a conflict of interest.

H. Nondiscrimination

The Parties shall not discriminate in the employment of persons necessary to perform this Agreement on any legally impermissible basis, including on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status.

GENERAL TERMS AND CONDITIONS

1. The Parties represent that each is aware and shall follow: a) Title VII of the Civil Rights Act of 1964, including subsequent amendments (42 U.S.C. § 2000e et seq.); b) the Age Discrimination Act of 1967 (29 U.S.C. § 621 et seq.); c) Title I of the Americans with Disabilities Act of 2008 (42 U.S.C. § 12101 et seq.); and d) the California Fair Employment and Housing Act (California Govt. Code, § 12900 et seq.), including the related regulations commencing at 2 CCR § 11006 et seq.
2. In the provision of services each Party shall be responsible for the actions of its employees, directors or officers so that employees and applicants for employment and any member of the public are free from any unlawful discrimination.
3. The Parties agree to include the non-discrimination and compliance provision of this paragraph in all sub-agreements, if any, to perform services under this Agreement.

I. Change in Statutes or Regulations

If there is a change of statute or regulations, including the Written Directives (WDs), applicable to the performance of this Agreement, both Parties agree to be governed by the new provisions, unless either party gives Notice to terminate pursuant paragraph O of this Agreement or identifies through written correspondence that the changes in law require negotiation of the responsibilities or terms of the Agreement.

J. Assignment

Except as specifically authorized within the Agreement, no rights may be assigned and no duties under this Agreement may be delegated by a Party without the prior written consent of the other, and any attempted assignment or delegation without such consent shall be void. Each successor or assignee of the applicable Party to this agreement shall be held jointly and severally liable under this agreement.

K. Responsibility of Project Representatives

All matters concerning the administration of this Agreement, which are within the responsibility of the Parties shall be under the direction of, or shall be submitted to, the respective Project Representative or the party's employee specified, in writing, by the Project Representative. A Party may, in its sole discretion, change its designation of its Project Representative upon providing written notice to the other Party at least ten days prior to such change in accordance with paragraph O (Notices). The Project Representatives for the Parties are specified in the Exhibit A, Page 25, Section VIII.

GENERAL TERMS AND CONDITIONS

L. Waiver

1. Any waiver shall be memorialized in writing, and signed by the Project Representative of each Party. However, neither Party may waive provision or right in the Agreement that is a required act specified in the WDs.
2. The failure of either Party to enforce any right or provision of this agreement shall not be construed as a waiver by the other Party of its rights under the agreement and shall not prevent the other Party from subsequently enforcing such right or provision.

M. Cumulative Rights

The rights and remedies of the Parties herein are cumulative and are in addition to any other rights or remedies that the Parties may have at law or in equity.

N. Severability

Should any part, term, portion, or provision of this agreement be finally decided by a court of competent jurisdiction to be in conflict with any law of the United States or the State of California, or otherwise be unenforceable or ineffectual, the validity of the remaining parts, terms, portions, or provisions will be deemed severable and will not be affected thereby, provided such remaining portions or provisions can be construed in substance to constitute the Agreement which the Parties intended to enter into in the first place.

O. Notices

A notice to the other Party in the administration of this Agreement shall be given to the Party's Project Representative by regular mail, or by email as more particularly specified in this paragraph. Any such notice will be deemed given on:

1. Personal Service: The day the notice is personally delivered to the Party's Project Representative.
2. United States Mail: Five days after the date the notice is deposited in the United States mail, addressed to a Party's Project Representative with first-class postage fully prepaid;
3. Email: On the day the notice is transmitted by email to the email address of the Party's Project Representative as specified in Section VIII, provided an original of such notice is deposited in the United States mail, addressed to the Party's Project Representative, on the same day as the email transmission.

GENERAL TERMS AND CONDITIONS

P. Compliance with Applicable Laws

The Parties shall comply with all applicable federal, state and local laws now, or hereafter, in force, and with any applicable regulations, in performing the work and providing the service specified in this agreement. This obligation includes, without limitation, the acquisition, and maintenance of any permits, licenses, or other entitlements necessary to perform the duties imposed expressly or impliedly under this Agreement.

Q. Negotiated Agreement

This Agreement was negotiated between the Parties. Neither Party is deemed to be the Party which prepared this Agreement within the meaning of California Civil Code, section 1654.

R. Independent Advice

Each Party represents that in executing this Agreement it does so with full knowledge of the rights and duties it may have with respect to the other Party. Each Party also represents that it has received independent legal advice from its attorney with respect to the matters set forth in this agreement and the rights and duties arising out of this Agreement, or that such Party willingly foregoes any such consultation.

S. Information Subject to a Business Associate Agreement

The Parties agree to identify for the other Party protected health information in the records that was provided through a business associate agreement of a covered entity, as required by 42 U.S.C 1320d and its implementing regulations at 45 CFR Parts 142, 160, 162, and 164, collectively referred to as the Health Insurance Portability and Accountability Act Privacy Rule.

T. Conflicting Disclosure Laws

The Parties agree to follow the requirements of the law for the disclosure of confidential records. When in doubt as to whether a record in its possession should be disclosed or withheld, each Party agrees to contact its Legal Counsel for direction.

U. Mailing of Confidential Information

The Parties may use the United States Postal Service to deliver records containing personal or confidential information to the other provided that the record(s) are double enveloped with the interior envelope identified as confidential with the name of the recipient of the mail on the interior envelope. Additionally, each shall require

GENERAL TERMS AND CONDITIONS

that the records being delivered shall only be delivered to the addressee with an acknowledgement of receipt. The Party sending the records is responsible for obtaining a copy of the signed receipt and maintaining it.

V. Transporting Records

The Parties agree that all records containing personal or confidential information shall be transported in a secure manner. When using a third party who is not a Party to this Agreement to transport records to the other Party, the Parties each agree to notify the other before sending records to the other containing personal or confidential information, as defined in law. Notice may be provided electronically, but receipt of the message must be confirmed before commencing the transport of the records to the other Party. Additionally, except for personal delivery by a representative of the Parties a bonded courier service shall be used. The records shall be securely double-enveloped or boxed with the interior envelope or box identified as confidential and properly addressed to the intended recipient/employee. Upon delivery, the courier shall obtain a signed acknowledgement of receipt from the entity receiving the documents. The Party sending the records is responsible for obtaining a copy of the signed receipt and maintaining it.

W. Indemnification

1. Claims Arising from Acts or Omissions of the County

The County hereby agrees to defend and indemnify the CDSS, its agents, officers, and employees (hereinafter collectively referred to as the CDSS), from any claim, action or proceeding against the CDSS arising from the County's negligence in the performance of the services and activities of this Agreement, including omissions to act. At its discretion, the CDSS may participate at its own expense in the defense of any claim, action or proceeding, but such participation shall not relieve the County of any obligation imposed by this Agreement. The CDSS shall notify the County promptly of any claim, action or proceeding and cooperate fully.

2. Claims Arising from Acts or Omissions of the CDSS

The CDSS hereby agrees to defend and indemnify the County, its agents, officers, and employees (hereinafter collectively referred to as the County), from any claim, action or proceeding against the County arising from CDSS' negligence in the performance of the services and activities of this Agreement, including omissions to act. At its discretion, the County may participate at its own expense in the defense of any claim, action or proceeding, but such participation shall not relieve the CDSS of any obligation imposed by this

GENERAL TERMS AND CONDITIONS

Agreement. The CDSS shall notify the County promptly of any claim action or proceeding and cooperate fully.

X. Relationship of the Parties

The CDSS is acting as a contractor for the delivery of the services; this is not a joint venture agreement between the Parties. It is understood by both Parties that this Agreement does not create an employer-employee relationship between the Parties. Each Party agrees that it shall not enter into agreements or make representations or promises on behalf of the other Party, except as identified in Exhibit A.

Y. Bankruptcy

The Parties shall immediately notify the other in the event that either ceases conducting business in the normal manner or becomes insolvent, makes a general assignment for the benefit of creditors, suffers or permits the appointment of a receiver for its business on assets, or avails itself of, or becomes subject to, any proceeding under the Federal Bankruptcy Act or any other statute of this state relating to insolvency or protection of the rights of creditors.

Z. Insurance Requirements

The CDSS is a self-insured public entity, which possesses the ability to cover liabilities, including general, professional, motor vehicle, and workers' compensation liabilities arising from or connection with the performance of services under this agreement by CDSS, its employees, officers, or directors. Evidence of self-insurance is provided with Exhibit A, Attachment 3. Evidence of CDSS' self-insurance for liabilities, from the use of motor vehicles includes owned, non-owned, and hired vehicles used by CDSS employees in the performance of services, is provided with Exhibit A, Attachment 4.

AA. Title to Documents; Copyrights

The reports, forms and other materials produced by the CDSS pursuant to this Agreement are the property of the CDSS and shall not be subject to any copyright claimed by the County, its employees, subcontractors or agents. However, the County may use for administrative purposes completed materials developed or produced by the CDSS. Incomplete documents or projects may not be used without the prior written consent of the CDSS. Records, reports, or documents containing personal or confidential information shall not be used for any commercial purpose and shall not be copyrighted by either Party, including the employees, officers, directors, or agents of each Party.

GENERAL TERMS AND CONDITIONS

BB. Venue

It is agreed by the Parties to this Agreement that, unless expressly waived by CDSS, any action brought to enforce provisions of this Agreement for declaratory relief shall be filed and remain in a court of competent jurisdiction in the County of Sacramento in the State of California.

CC. Controlling Law

The validity, interpretation and performance of this Agreement shall be construed under the laws of the State of California, or when applicable federal law.

DD. Entire Agreement

This Agreement is the entire Agreement of the Parties for the performance of the services described in Exhibit A. There are no understandings or agreements pertaining to this Agreement except as are expressly stated in writing in this Agreement or in any document attached hereto or incorporated by reference. It is the intention of the Parties hereto that this Agreement shall supersede any prior agreements, discussions, commitments, representations, agreements, written, or oral, between the Parties.

Information Security Requirements

I. Information Security Incidents and/or Breaches

- A. Discovery and Notification of Incidents and/or Breaches.** CDSS shall be responsible for facilitating the Incident and/or Breach response process as described in California Civil Code 1798.29(e), California Civil Code 1798.82(f), and SAM 5340, Incident Management. CDSS shall notify the CDSS Program Contract Manager and the County Information Security and/or Privacy Officer within one working day by telephone call and email upon the discovery of the Incident and/or Breach affecting the security of County Confidential, Sensitive, and/or Personal (CSP) Information if the County CSP was, or is reasonably believed to have been, acquired by an unauthorized person, or there is an intrusion, potential loss, or unauthorized use or disclosure of the County CSP is in violation of the Agreement, this provision, the law, or potential loss of the County CSP that is in violation of this Attachment 2. CDSS shall take:
1. Prompt corrective action to mitigate any risks or damages involved with the Incident and/or Breach and to protect the operating environment;
 2. Any action pertaining to such unauthorized disclosure required by applicable Federal and State laws and regulations.
- B. Isolation of System or Device.** A system or device, containing County CSP, compromised by an Incident and/or Breach involving an exploitation of a technical vulnerability, shall be promptly disconnected from CDSS' production environment with access to only individuals who are participating in the investigation, mitigation, and remediation of the Incident and/or Breach. Such system or device shall remain disconnected from the production environment until the risk from the exploited vulnerability has been adequately mitigated. The County must be contacted prior to placing the previously compromised system or device, containing County CSP, back in the production environment. The affected system or device, containing County CSP, shall not be returned to operation in the production environment until the County Information Security and/or Privacy Officer gives its approval.
- C. Investigation of Incidents and/or Breaches.** CDSS shall promptly investigate such Incidents and/or Breaches.
- D. Updates on Investigation.** CDSS shall provide regular (at least once a week) email updates on the progress of the Incident and/or Breach investigation to the CDSS Program Contract Manager and the County Information Security and/or Privacy Officer.

E. Written Report. CDSS shall provide a written report of the investigation to the CDSS Program Contract Manager and the County Information Security and/or Privacy Officer within fifteen (15) working days of the discovery of the Incident and/or Breach. To the extent CDSS has such information, the report shall include but not be limited to the following:

1. CDSS point of contact information;
2. Description of what happened, including the date of the Incident and/or Breach and the date of the discovery of the Incident and/or Breach, if known;
3. Description of the types of County CSP that were involved, and the extent of the information involved in the Incident and/or Breach;
4. A description of the unauthorized persons known or reasonably believed to have improperly used or disclosed County CSP;
5. A description of where the County CSP is believed to have been improperly transmitted, sent, or utilized;
6. A description of the probable causes of the improper use or disclosure;
7. Whether Civil Code sections 1798.29 or 1798.82 or any other federal or state laws requiring individual notifications of breaches are triggered; and
8. Full, detailed corrective action plan, including information on measures that were taken to halt and/or contain the Incident and/or Breach.

F. Notification of Individuals. CDSS shall notify individuals of the breach or unauthorized use or disclosure when notification is required under applicable state or federal law as determined by the County. CDSS shall pay any costs of such notifications, as well as any costs associated with the breach. The CDSS Program Contract Manager and the County Information Security and/or Privacy Officer shall promptly approve the time, manner and content of any such notifications, and such approval shall not be unreasonably withheld.



July 1, 2021

**STATE OF CALIFORNIA
PUBLIC LIABILITY AND WORKERS' COMPENSATION
INSURANCE FISCAL YEAR JULY 1, 2021 / JUNE 30, 2022**

Whom It May Concern:

In accordance with Government Code section 11007.4, the State of California has elected to be self-insured for liability exposures. Under this form of insurance, the State and its employees acting in the course and scope of their employment are insured for tort liability arising out of official State business. All claims against the State of California based on tort liability should be presented as a government claim to the Government Claims Program, P.O. Box 989052 MS 414, West Sacramento CA 95798-9052 (Gov. Code section 900, et. seq.) Internet link: <https://www.dgs.ca.gov/ORIM/Services/Page-Content/Office-of-Risk-and-Insurance-Management-Services-List-Folder/File-a-Government-Claim>

The State of California has also elected to be insured for its motor vehicle liability exposures through the State Motor Vehicle Liability Self-Insurance Program (VELSIP). This program provides liability coverage arising out of the operations of motor vehicles used by state employees for official state business (California Vehicle Code Sections 17000 and 17001). Motor vehicle liability claims against the State of California should be presented to the Office of Risk and Insurance Management, P.O. Box 989052 MS-403, West Sacramento, CA 95798- 9052, (800) 900-3634, Claims@dgs.ca.gov If your motor vehicle liability claim is not resolved within six months from the date of loss, California law requires you to file a formal claim with the Government Claims Program, P.O. Box 989052 **MS 414**, West Sacramento , CA 95798-9052 (Gov. Code section 900, et. seq.) Internet link: <https://www.dgs.ca.gov/ORIM/Services/Page-Content/Office-of-Risk-and-Insurance-Management-Services-List-Folder/File-a-Government-Claim>

The State of California has a Master Agreement with the State Compensation Insurance Fund regarding workers' compensation benefits for all state employees, as required by the Labor Code.

A handwritten signature in cursive script that reads 'Lynan Graf'.

Associate Risk Analyst
Office of Risk and Insurance Management
Phone : (916) 376-5290
Fax: (916) 376-5275
Lynan.graf@dgs.ca.gov



Governor Gavin Newsom

June 7, 2021

**STATE OF CALIFORNIA AUTOMOBILE
LIABILITY / PHYSICAL DAMAGE
FISCAL YEAR JULY 1, 2021 / JUNE 30, 2022**

To Whom It May Concern:

Please accept this letter as certification that the State of California has elected to be self-insured for liability and physical damage arising out of the ownership, maintenance, and operation of land motor vehicles.

Under this program, the Office of Risk and Insurance Management administers liability claims arising out of the operation of the vehicle. Physical Damage to such vehicle may be reimbursed by the Employing State Agency in accordance with State Administrative Manual (SAM) sections 2420 and 4116.

Sincerely,

A handwritten signature in black ink that reads "Lynan Graf". The signature is written in a cursive, flowing style.

Lynan Graf
Department of General Services
Associate Risk Analyst
(916) 376-5290
Lynan.Graf@dgs.ca.gov

EXHIBIT B
(Standard Agreement)

BUDGET DETAIL AND PAYMENT PROVISIONS

A. Invoicing and Payment

1. The maximum amount payable under this Agreement shall not exceed \$66,478.00. Shown below are the amounts that cannot be exceeded for each of the fiscal year(s):

21/22	\$33,239.00
22/23	\$33,239.00

2. For services satisfactorily rendered, and upon receipt and approval of the invoice(s), County agrees to pay CDSS for said services in accordance with the rates specified below:
 - a. Invoicing for Family Evaluations
 - i. If Family Evaluations were identified in Exhibit A, Section VII, as part of this Agreement, CDSS shall provide quarterly invoices in arrears for each quarter in which the Family Evaluation services were completed. The quarterly invoices shall include for each completed Family Evaluation the non-federal cost per case rate.
 - ii. The CDSS shall track each Family Evaluation and invoice for the non-federal share of \$1,683.00 per each Family Evaluation.¹ CDSS shall not invoice for the amount of the services involving the federal funds share. The non-federal share of costs for each fiscal year shall be subject to change based on the applicable federal discount rate for that year.
 - iii. The County shall pay CDSS quarterly for the completed Family Evaluations. For payment the County shall draw down funds from the General Fund RFA allocation. Once the total RFA allocation is exceeded, the County shall use its Local Revenue Fund (LRF) for subsequent payment(s).

¹ The estimated cost to complete each Family Evaluation is \$2,305.00. The federal funds share is \$622.00.

EXHIBIT B
(Standard Agreement)

- iv. If it is determined by CDSS that the average family evaluation greatly exceeds the estimated hours, CDSS shall provide the documentation regarding the number of hours to the County. For any extension of this Agreement or subsequent agreement for these services the amount paid to CDSS may be increased for the next fiscal year(s).
 - v. If the Exhibit A identifies that CDSS shall provide only a portion of the County's Family Evaluations, the cost of the Family Evaluation shall be the same as identified in section A, paragraph 2 (a) (ii), above.
- b. Invoicing for Complaint Investigations
- i. If Complaint Investigations were identified in Exhibit A, Section VII, as part of this Agreement, CDSS shall provide quarterly invoices in arrears for each quarter in which the Complaint Investigations were completed. The quarterly invoices shall include, for each completed complaint investigation, the non-federal cost per case rate.
 - ii. The CDSS shall track each Complaint Investigation and invoice for the non-federal cost of \$1,453.00.² CDSS shall not invoice for the amount of the services involving the federal funds share. The non-federal share of costs for each fiscal year shall be subject to change based on the applicable federal discount rate for that year.
 - iii. The County shall pay CDSS quarterly. For payment the County shall draw down funds from the General Fund RFA allocation. Once the total RFA allocation is exceeded, the County shall use its LRF for subsequent payment(s).
 - iv. If it is determined by CDSS that the average complaint investigation greatly exceeds the estimated hours, CDSS shall provide the documentation regarding the number of hours to the County. For any extension of this Agreement or subsequent agreement for these

² The estimated cost to complete each Complaint Investigation is \$1,991.00. The federal funds share is \$538.00.

EXHIBIT B
(Standard Agreement)

services the amount paid to CDSS may be increased for the next fiscal year(s).

- v. If the Exhibit A identifies that CDSS shall provide only a portion of the County's Complaint Investigations, the cost of the Complaint Investigation shall be the same as identified in this Exhibit B, section A, paragraph 2 (b)(ii), above.

c. Invoicing for Home Health and Safety Assessments

- i. If Home Health and Safety Assessments were identified in Exhibit A, Section VII, as part of this Agreement, CDSS shall provide quarterly invoices in arrears for each quarter in which the Home Health and Safety Assessments services were completed. The quarterly invoices shall include, for each open Home Health and Safety Assessment, the non-federal cost per case rate.
- ii. The CDSS shall track each Home Health and Safety Assessment and invoice for the non-federal share of cost of \$474.00 per each Home Health and Safety Assessment.³ CDSS shall not invoice for the amount of the services involving the federal funds share. The non-federal share of costs for each fiscal shall be subject to change based on the applicable federal discount rate for that year.
- iii. The County shall pay CDSS quarterly. For Payment the County shall draw down funds from the General Fund RFA allocation. Once the total RFA allocation is exceeded, the County shall use its Local Revenue Fund (LRF) for subsequent payment(s).
- iv. If it is determined by CDSS that the average Home Health and Safety Assessment greatly exceeds the estimated hours, CDSS shall provide the documentation regarding the number of hours to the County. For any extension of this Agreement or subsequent agreement for these services the amount paid to CDSS may be increased for the next fiscal year(s).

³ The estimated cost to complete each Home, Health and Safety Assessment is \$649.00. The federal funds share is \$175.00.

EXHIBIT B
(Standard Agreement)

- v. If the Exhibit A identifies that CDSS shall provide only a portion of the County's Home Health and Safety Assessments, the cost of the Home Health and Safety Assessments shall be the same as identified in this Exhibit B, section A, paragraph 2 (c)(ii), above.
3. The County shall be responsible for payment of the contracted services and activities provided by CDSS in accordance with rates above from the following sources and in the following order:
 - * General Fund Resource Family Approval allocation (if such exists in the State Budget);
 - * the County's 2011 Realignment LRF; and
 - * other County funds.
4. Continuation of Services

In the event this Agreement expires or is terminated with open Family Evaluations, Complaint Investigations, Home Health and Safety Assessments or Legal Consultations or Legal Representation on Appeals/SHD and OAH Hearings, CDSS may complete such actions in accordance with the terms of this Agreement; submit invoices as identified in this Exhibit B, withhold a corresponding portion of the RFA Allocation to complete such activities from a current or subsequent fiscal year, and receive payment from the County from its LRF for a current or subsequent fiscal year.
5. Cost Increase

During the term of this Agreement, and as the Budget Act allows, CDSS and the County may approve increases in the service levels for each of the services provided by CDSS and increase the amount that the County shall pay CDSS from the County's General Fund RFA allocation and the LRF.
6. Invoices shall include the Agreement No. 21-5056 and Index Code 2552 and shall be submitted in triplicate or as otherwise requested by the County nor more frequently than quarterly in arrears to:

EXHIBIT B
(Standard Agreement)

County of Trinity
Health and Human Services Agency
Address: 51 Industrial Park Way, Building 2
Weaverville, CA 96093
Attn: Mario Angelone

7. Should the County receive services in excess of \$750,000 in federal assistance, Invoices shall include the CFDA number: 93.658 and the CFDA Program Title: Resource Family Approval.
Any invoices submitted without the above referenced information may be returned to CDSS for reprocessing.
8. For each invoice, the County shall route to the appropriate personnel responsible for the prompt review and payment. For disputed invoices, if any, the County shall specifically identify those services which are in dispute, for which additional information is necessary, in its subsequent correspondence with CDSS.
9. Undisputed invoices shall be paid promptly, and no later than 45 days from receipt of the original invoice. The County shall also pay for those services which are undisputed within 45 days of receipt of the original invoice.

B. State Budget Contingency Clause

1. It is mutually agreed that if the Budget Act of the current year and/or any subsequent years covered under this Agreement does not appropriate sufficient funds for the program, this Agreement shall be of no further force and effect. In this event, CDSS shall have no liability to pay any funds whatsoever to Contractor or to furnish any other considerations under this Agreement and Contractor shall not be obligated to perform any provisions of this Agreement.
2. If funding for any fiscal year is reduced or deleted by the Budget Act for purposes of this program, CDSS shall have the option to either cancel this Agreement with no liability occurring to the State, or offer an Agreement amendment to Contractor to reflect the reduced amount.

C. For Contracts with Federal Funds

1. It is mutually understood between the parties that this Agreement may have been written before ascertaining the availability of Congressional appropriation of funds, for the mutual benefit of both parties, in order to avoid

EXHIBIT B
(Standard Agreement)

program and fiscal delays which would occur if the Agreement were executed after that determination was made.

2. This Agreement is valid and enforceable only if sufficient funds are made available to the State by the United States Government for the term of this Agreement for the purposes of this program. In addition, this Agreement is subject to any additional restrictions, limitations, or conditions enacted by the Congress or any statute enacted by the Congress which may affect the provisions, terms, or funding of this Agreement in any manner.
3. It is mutually agreed that if the Congress does not appropriate sufficient funds for the program, this Agreement shall be amended to reflect any reduction in funds.
4. CDSS, at its option, may terminate this Agreement upon 30-days notice, or to amend the Agreement to reflect any reduction in Federal funds.

D. Review

Each party reserves the right to review service levels and billing procedures as they impact charges against this Agreement.



KIM JOHNSON
DIRECTOR

STATE OF CALIFORNIA—HEALTH AND HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
744 P Street • Sacramento, CA 95814 • www.cdss.ca.gov



GAVIN NEWSOM
GOVERNOR

July 2, 2021

51 Industrial Park Way, Building 2
Weaverville CA, 96093
Attention: Mario Angelone

SUBJECT: AGREEMENT 21-5056

Dear Contractor:

Please complete the following checked item(s) and return to my attention at:

**California Department of Social Services
744 P Street, MS 9-6-747
Sacramento, CA 95814
Attn: Robert Stanton**

Please note in the enclosed Agreement that the General Terms and Conditions are available on the Internet site [https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language?search=standard language](https://www.dgs.ca.gov/OLS/Resources/Page-Content/Office-of-Legal-Services-Resources-List-Folder/Standard-Contract-Language?search=standard+language) and may be downloaded and printed for your files. If you do not have Internet capabilities, please call me for a hard copy of the document.

- ☒ **Print single sided and return one copy of the Std. 213. Please use blue ink.**
- ☒ **Resolution from the Board of Supervisors (or appropriate governing body) authorizing the designated official to enter into and sign this agreement.**
- ☐ A copy of your **insurance certification**, in accordance with Exhibit E, which includes the State of California, its officers, agents, and employees as additionally insured.
- ☐ Print and sign the **California Civil Rights Laws Certification (attached)**. Effective 1/1/17, pursuant to Public Contracting Code Section 2010, a vendor must complete and sign the CA Civil Rights Laws Certifications for agreements over \$100,000.00. The CDSS will request the form be signed and submitted during execution of new, renewal or amendment agreements.
- ☐ Std. 204, Payee Data Record. No payment can be made unless this form is completed and returned.
- ☐ **CCC 04/2017, Contractor Certification Clauses (attached)**. Revisions effective 4/4/17. It is available on the above referenced Internet site. Please sign and return page one. Failure to do so will prohibit the State of California from doing business with your company.
- ☐ Voluntary Statistical Data Reporting Form. The completion of this form is strictly voluntary.
- ☐ **The enclosed fully executed Agreement is for your records.**

This Agreement cannot be considered binding on either party until approved by appropriate authorized State agencies. No services should be provided prior to approval, as the State is not obligated to make any payments on any agreement prior to final approval. Expeditious handling of this Agreement is appreciated. *No alteration of these documents will be accepted without prior State approval.* If you need further information, please call me at (916) 653-1434.

Robert Stanton, Contracts Analyst
Contracts and Purchasing Bureau

Enclosure(s)

TRINITY COUNTY

Item Report 2.12

Meeting Date: 8/3/2021

Department:
Human Resources

Contact:
Shelly Nelson

Phone:
(530) 623-1325

2.12 Resolution: Alphabetical Listing of Classifications - New Department Head Ranges

Requested Action:

Adopt a resolution approving a revised Alphabetical Listing of Classifications for Trinity County employees retroactively effective July 1, 2021.

Fiscal Impact:

No fiscal impact.

Summary:

On June 2, 2021, the Board adopted Resolution No. 2021-057 with some of the bargaining units and non-represented classifications within the County, which included Exhibit A (Alphabetical Listing of Classifications).

The Board recently adopted Resolution No. 2021-078 on July 20, 2021. This resolution increased any Department Heads' salary to be no less than 15% above the C step salary of that assigned to their second in command (Deputies/Assistants) to eliminate existing compaction issues, effective July 1, 2021.

The attached Alphabetical Listing of Classifications reflects those changes to the following Department Head classifications:

AG COMMISSIONER/SEALER WEIGHTS & MEASURES
AUDITOR/CONTROLLER
COUNTY CLERK/RECORDER/ASSESSOR
DIRECTOR OF PLANNING
DISTRICT ATTORNEY/CORONER
SHERIFF/CORONER
TREASURER/TAX COLLECTOR

Additionally, this Alphabetical Listing of Classifications also erroneously listed the classification of Jail Cook as G163, which should have been G164. The change is also reflected on the attached.

It is requested that the Board adopt the revised Exhibit A - Alphabetical Listing of Classifications retroactively effective July 1, 2021.

Alternatives Including Financial Implications:

Deny adoption as presented and direct staff.

Departmental Recommendation:

It is staff's recommendation to adopt a Resolution approving a revised Alphabetical Listing of Classifications (B) for Trinity County employees retroactively effective July 1, 2021.

ATTACHMENTS:

Description

CCR Title 2 section 570.5

Resolution 2021-057

Resolution

Exhibit A - Alphabetical Listing of Classifications Effective 07/01/2021

THOMSON REUTERS

WESTLAW California Code of Regulations[Home](#) [Table of Contents](#)**§ 570.5. Requirement for a Publicly Available Pay Schedule.**

2 CA ADC § 570.5

BARCLAYS OFFICIAL CALIFORNIA CODE OF REGULATIONS

Barclays Official California Code of Regulations [Currentness](#)

Title 2. Administration

Division 1. Administrative Personnel

Chapter 2. Board of Administration of Public Employees' Retirement System

Subchapter 1. Employees' Retirement System Regulations

Article 4. Contracts

2 CCR § 570.5

§ 570.5. Requirement for a Publicly Available Pay Schedule.

(a) For purposes of determining the amount of "compensation earnable" pursuant to Government Code Sections 20630, 20636, and 20636.1, payrate shall be limited to the amount listed on a pay schedule that meets all of the following requirements:

- (1) Has been duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- (2) Identifies the position title for every employee position;
- (3) Shows the payrate for each identified position, which may be stated as a single amount or as multiple amounts within a range;
- (4) Indicates the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- (6) Indicates an effective date and date of any revisions;
- (7) Is retained by the employer and available for public inspection for not less than five years; and
- (8) Does not reference another document in lieu of disclosing the payrate.

(b) Whenever an employer fails to meet the requirements of subdivision (a) above, the Board, in its sole discretion, may determine an amount that will be considered to be payrate, taking into consideration all information it deems relevant including, but not limited to, the following:

- (1) Documents approved by the employer's governing body in accordance with requirements of public meetings laws and maintained by the employer;
- (2) Last payrate listed on a pay schedule that conforms to the requirements of subdivision (a) with the same employer for the position at issue;
- (3) Last payrate for the member that is listed on a pay schedule that conforms with the requirements of subdivision (a) with the same employer for a different position;
- (4) Last payrate for the member in a position that was held by the member and that is listed on a pay schedule that conforms with the requirements of subdivision (a) of a former CalPERS employer.

Note: Authority cited: Sections 20120 and 20121, Government Code. Reference: Sections 20630, 20636 and 20636.1, Government Code.

HISTORY

1. New section filed 7-11-2011; operative 8-10-2011 (Register 2011, No. 28).

This database is current through 2/28/20 Register 2020, No. 9

2 CCR § 570.5, 2 CA ADC § 570.5

END OF DOCUMENT

© 2020 Thomson Reuters. No claim to original U.S. Government Works.

© 2020 Thomson Reuters

RESOLUTION NO. 2021-057

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
APPROVING SALARY SCHEDULES FOR TRINITY COUNTY EMPLOYEES**

WHEREAS, this resolution supersedes Resolution No. 2021-012 adopted by the Board on February 2, 2021; and

WHEREAS, the Board previously approved Memorandums of Understanding (MOU) with the General Unit, Management & Confidential Unit, Skilled Trades Unit, Resolutions with the Non-Represented General and Non-Represented Management classifications and the Department Heads, which allowed for salary and/or Cost of Living Adjustment (COLA) increases effective July 1, 2021; and

WHEREAS, the salary schedule adopted on February 2, 2021 (retroactively effective January 1, 2021) needed to be corrected; and

WHEREAS, California Code of Regulations, Title 2 § 570.5 requires the County adopt a publicly available pay schedule that identifies the position title and pay rate for every employee position.

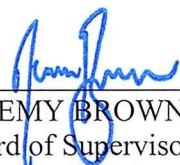
NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors (BOS) of the County of Trinity adopts this resolution superseding Resolution No. 2021-012; and

BE IT FURTHER RESOLVED that the BOS approves the revised alphabetical listing of classifications effective July 1, 2021 through current attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED that the BOS approves the revised salary schedule for all Trinity County Employees effective July 1, 2021 through current attached hereto as Exhibit B; and

DULY PASSED AND ADOPTED this 2nd day of June, 2021 by the Board of Supervisors of the County of Trinity by motion, second (Groves/Gogan), and the following vote:

AYES: Supervisors Gogan, Groves, Cox, Frasier, and Brown
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None



JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By: _____
Deputy

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
ACCOUNT CLERK I	G163
ACCOUNT CLERK II	G173
ACCOUNTANT I	G197
ACCOUNTANT II	G207
ACCOUNTANT III	M236
ACCOUNTING BENEFITS TECHNICIAN	G183
ACCOUNTING BENEFITS TECHNICIAN - NR	N183
ACCOUNTING TECHNICIAN I	G173
ACCOUNTING TECHNICIAN II	G183
ACCOUNTING TECHNICIAN, SENIOR	G193
ADMINISTRATIVE CLERK I	G163
ADMINISTRATIVE CLERK I - NR	N163
ADMINISTRATIVE CLERK II	G173
ADMINISTRATIVE CLERK II - NR	N173
ADMINISTRATIVE CLERK SENIOR	G183
ADMINISTRATIVE COORDINATOR I	G170
ADMINISTRATIVE COORDINATOR I - NR	N170
ADMINISTRATIVE COORDINATOR II	G180
ADMINISTRATIVE COORDINATOR II - NR	N180
ADMINISTRATIVE SERVICES OFFICER	M233
AG COMMISSIONER/SEALER WEIGHTS & MEASURES	D040
AGRICULTURAL BIOLOGIST I	G204
AGRICULTURAL BIOLOGIST II	G214
AGRICULTURAL FIELD AIDE	G172
AGRICULTURAL PROGRAM ASSOCIATE I	G180
AGRICULTURAL PROGRAM ASSOCIATE II	G190
ANIMAL CARE ATTENDANT	G163
ANIMAL CONTROL OFFICER	S135
ANIMAL CONTROL OFFICER/SHELTER SUPERVISOR	S148
APPRAISER I	G194
APPRAISER II	G203
ASSESSMENT TECHNICIAN I	G163
ASSESSMENT TECHNICIAN II	G173
ASSISTANT AUDITOR/CONTROL - ACCOUNTANT	M253
ASSISTANT CHIEF PROBATION OFFICER (Management)	O248
ASSISTANT PLANNER	G203
ASSISTANT TREASURER/TAX COLLECTOR	M240
ASSOCIATE ENGINEER I	T241
ASSOCIATE ENGINEER II	T251
ASSOCIATE PLANNER	G215
AUDITOR/CONTROLLER	D037
BEHAVIORAL HEALTH ADMINISTRATIVE SPECIALIST	G183
BEHAVIORAL HEALTH ASSISTANT DIRECTOR	M238

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
BEHAVIORAL HEALTH CASE MANAGER I	G188
BEHAVIORAL HEALTH CASE MANAGER II	G197
BEHAVIORAL HEALTH COMPLIANCE OFFICER	M235
BEHAVIORAL HEALTH DEPUTY DIRECTOR - QUALITY ASSURANCE	M258
BEHAVIORAL HEALTH TRIAGE MANAGER	M237
BOARD OF SUPERVISOR	D901
BUILDING & GROUNDS MAINTENANCE LEADWORKER	G181
BUILDING & GROUNDS MAINTENANCE WORKER I	G163
BUILDING & GROUNDS MAINTENANCE WORKER II	G171
BUILDING INSPECTOR I	G193
BUILDING INSPECTOR II	G202
BUILDING INSPECTOR III	M236
BUSINESS MANAGER - NR	X236
BUSINESS MANAGER	M236
CHIEF APPRAISER	M232
CHIEF PROBATION OFFICER	D069
CHIEF INFORMATION AND SOCIAL MEDIA OFFICER	D032
CODE COMPLIANCE SPECIALIST I	G202
CODE COMPLIANCE SPECIALIST II	G212
CODE COMPLIANCE SPECIALIST LEADWORKER	G217
COMMUNITY HEALTH NURSE I	G219
COMMUNITY HEALTH NURSE II	G229
COMMUNITY HEALTH WORKER I	G168
COMMUNITY HEALTH WORKER II	G178
COMMUNITY MENTAL HEALTH NURSE I	G222
COMMUNITY MENTAL HEALTH NURSE II	G232
CORRECTIONAL DEPUTY SHERIFF SERGEANT	S169
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER I	S101
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER II	S111
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER III	S121
COUNTY CLERK/RECORDER/ASSESSOR	D034
COUNTY LIBRARIAN	M249
CUSTODIAN	G163
CUSTODIAN/OFFICE MAINTENANCE WORKER	G168
DEPUTY AGRICULTURE COMMISSIONER/SEALER OF WEIGHTS-MEASURES	M250
DEPUTY CHIEF PROBATION OFFICER/COURT SCHOOL TEACHER	O238
DEPUTY CLERK/RECORDER/ASSESSOR	M249
DEPUTY COUNTY ADMINISTRATIVE OFFICER	X254
DEPUTY COUNTY CLERK/RECORDER I	G163
DEPUTY COUNTY CLERK/RECORDER II	G173
DEPUTY COUNTY CLERK/RECORDER III	G183
DEPUTY DIRECTOR BEHAVIORAL HEALTH BUSINESS SERVICES	M258
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES	M261

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
DEPUTY DIRECTOR OF PLANNING	M259
DEPUTY DIRECTOR OF TRANSPORTATION-ENGINEERING	M267
DEPUTY DIRECTOR OF TRANSPORTATION-OPERATIONS	M252
DEPUTY DIRECTOR SOLID WASTE	M236
DEPUTY DIRECTOR, CLINICAL SERVICES-BEHAVIORAL HEALTH	M258
DEPUTY DISTRICT ATTORNEY I	M236
DEPUTY DISTRICT ATTORNEY II	M246
DEPUTY DISTRICT ATTORNEY III	M260
DEPUTY DISTRICT ATTORNEY IV	M270
DEPUTY PROBATION OFFICER I	O179
DEPUTY PROBATION OFFICER II	O189
DEPUTY PROBATION OFFICER III	O199
DEPUTY SHERIFF I	S135
DEPUTY SHERIFF II	S145
DEPUTY SHERIFF III	S155
DIRECTOR OF BEHAVIORAL HEALTH	D060
DIRECTOR OF HEALTH & HUMAN SERVICES	D070
DIRECTOR OF HUMAN RESOURCES	D033
DIRECTOR OF INFORMATION SERVICES	N252
DIRECTOR OF PLANNING	D033
DIRECTOR OF TRANSPORTATION BUILDING DEVELOPMENT	D074
DISTRICT ATTORNEY INVESTIGATOR I	O211
DISTRICT ATTORNEY INVESTIGATOR II (Management)	O221
DISTRICT ATTORNEY/CORONER	D060
ELIGIBILITY SPECIALIST I	G171
ELIGIBILITY SPECIALIST II	G181
ELIGIBILITY SPECIALIST III	G191
ELIGIBILITY SPECIALIST SUPERVISOR	M236
ELIGIBILITY SPECIALIST TRAINEE	G166
EMERGENCY OPERATIONS MANAGER	M243
EMPLOYMENT & TRAINING SUPERVISOR	M236
EMPLOYMENT & TRAINING WORKER I	G173
EMPLOYMENT & TRAINING WORKER II	G183
EMPLOYMENT & TRAINING WORKER III	G193
ENGINEER ASSISTANT	T222
ENGINEER JUNOR	T212
ENGINEER SENIOR	M257
ENGINEERING AIDE	T180
ENGINEERING AIDE SENIOR	T190
ENGINEERING TECHNICIAN I	T197
ENGINEERING TECHNICIAN II	T207
ENGINEERING TECHNICIAN III	T217
ENVIRONMENTAL COMPLIANCE SPECIALIST	T235

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
ENVIRONMENTAL COMPLIANCE SPECIALIST, SENIOR	T244
ENVIRONMENTAL HEALTH DIRECTOR	M238
ENVIRONMENTAL HEALTH SPECIALIST I	G209
ENVIRONMENTAL HEALTH SPECIALIST II	G219
EQUIPMENT SHOP SUPERVISOR	T219
EVIDENCE TECHNICIAN I	S125
EVIDENCE TECHNICIAN II	S135
EVIDENCE TECHNICIAN III	S145
FACILITIES OPERATIONS SUPERINTENDENT	M236
FACILITIES OPERATIONS SUPERVISOR	G201
FOOD SERVICES MANAGER - CORRECTIONS	M236
GATE ATTENDANT I	G163
GATE ATTENDANT II	G168
GRANTS CORDINATOR I	N215
GRANTS CORDINATOR II	N225
HEALTH EDUCATION SPECIALIST I	G177
HEALTH EDUCATION SPECIALIST II	G187
HEALTH EDUCATION SPECIALIST SUPERVISOR	M236
HEALTH PROGRAM COORDINATOR I	G196
HEALTH PROGRAM COORDINATOR II	G206
HEALTH PROGRAM COORDINATOR III (LEADWORKER)	G216
HOUSING PROGRAM CORDINATOR	N183
HUMAN SERVICES FRAUD INVESTIGATOR I	G191
HUMAN SERVICES FRAUD INVESTIGATOR II	G201
INFORMATION SYSTEMS SPECIALIST I	N185
INFORMATION SYSTEMS SPECIALIST II	N199
INFORMATION SYSTEMS SPECIALIST III	N214
INFORMATION SYSTEMS SPECIALIST, SENIOR	N229
JAIL COOK	G163
LEGAL SECRETARY - SENIOR	M233
LEGAL SECRETARY I	G168
LEGAL SECRETARY II	G178
LEGAL SECRETARY III	M231
LIBRARY ASSISTANT I	G163
LIBRARY ASSISTANT II	G173
LIBRARY ASSISTANT III	G183
LOSS PREVENTION SPECIALIST I	N189
LOSS PREVENTION SPECIALIST II	N199
MAINTANCE WORKER/CUSTODIAN	G163
MECHANIC APPRENTICE	T170
MECHANIC I	T184
MECHANIC II	T194
MECHANIC III	T204

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

UNIT KEY

APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
MEDICAL RECORDS COORDINATOR	G193
MENTAL HEALTH CLINICIAN I	G216
MENTAL HEALTH CLINICIAN II	G225
MENTAL HEALTH CLINICIAN III	G235
MENTAL HEALTH SERVICES ACT COORDINATOR I	M236
MENTAL HEALTH SERVICES ACT COORDINATOR II	M245
MENTAL HEALTH SERVICES ACT COORDINATOR III	M255
NETWORK ADMINISTRATOR	X238
PEER SPECIALIST	G180
PERSONNEL ANALYST I	X234
PERSONNEL ANALYST II	X242
PERSONNEL TECHNICIAN	N192
PRINCIPAL PLANNER	M230
PROBATION ASSISTANCE	O178
PROBATION CORRECTIONS COUNSELOR - SENIOR	O177
PROBATION CORRECTIONS COUNSELOR I	O157
PROBATION CORRECTIONS COUNSELOR II	O167
PROGRAM MANAGER I - NON MASTERS	M237
PROGRAM MANAGER II - MASTERS	M247
PROPERTY ROOM TECHNICIAN	G204
PUBLIC HEALTH ANALYST I	G193
PUBLIC HEALTH ANALYST II	G203
PUBLIC HEALTH BRANCH DIRECTOR	M258
PUBLIC HEALTH NURSE I	G222
PUBLIC HEALTH NURSE II	G232
PUBLIC HEALTH NURSE III	G237
PUBLIC HEALTH NURSING DIRECTOR	M256
PUBLIC HEALTH NURSING SUPERVISOR	M239
QUALITY ASSURANCE COORDINATOR I	M225
QUALITY ASSURANCE COORDINATOR II	M235
REVENUE RECOVERY OFFICER I	G172
REVENUE RECOVERY OFFICER II	G182
REVENUE RECOVERY OFFICER, SENIOR	G192
RISK & LOSS PREVENTION MANAGER	X242
ROAD MAINTENANCE CREW SUPERVISOR II	T219
ROAD MAINTENANCE CREW SUPERVISOR III	T231
ROAD MAINTENANCE LEADWORKER I	T192
ROAD MAINTENANCE LEADWORKER II	T202
ROAD MAINTENANCE WORKER I	T167
ROAD MAINTENANCE WORKER II	T177
ROAD MAINTENANCE WORKER III	T187
ROAD MAINTENANCE WORKER IV	T197
ROAD SUPERINTENDENT	M236

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

UNIT KEY

APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
SENIOR FINANCIAL ANALYST	M251
SENIOR FINANCIAL ANALYST - NR	X251
SENIOR PLANNER	M236
SENIOR TRAFFICE AIDE	T190
SHERIFF LIEUTENANT/DEPUTY DIRECTOR OF OES (Management)	S181
SHERIFF RECORDS TECHNICIAN I	G166
SHERIFF RECORDS TECHNICIAN II	G176
SHERIFF RECORDS TECHNICIAN III	G186
SHERIFF SERGEANT	S169
SHERIFF/CORONER	D054
SOCIAL SERVICES AIDE	G164
SOCIAL WORKER I	G180
SOCIAL WORKER II	G190
SOCIAL WORKER III	G200
SOCIAL WORKER IV	G210
SOCIAL WORKER SUPERVISOR II (MASTERS)	M241
SOCIAL WORKER SUPERVISOR I (NON-MASTERS)	M236
SOLID WASTE ANALYST	M236
SOLID WASTE EQUIPMENT OPERATOR/DRIVER I	G174
SOLID WASTE EQUIPMENT OPERATOR/DRIVER II	G183
SOLID WASTE EQUIPMENT OPERATOR/DRIVER III	G193
SOLID WASTE TECHNCIAN I	G193
SOLID WASTE TECHNICIAN II	M229
SOLID WASTE TECHNICIAN III	M239
STAFF SERVICES ANALYST I	G199
STAFF SERVICES ANALYST II	G209
STAFF SERVICES MANAGER	M241
STOREKEEPER	T178
STOREKEEPER SENIOR	T188
SUBSTANCE ABUSE SPECIALIST I	G181
SUBSTANCE ABUSE SPECIALIST II	G191
SUBSTANCE ABUSE SPECIALIST III	G206
SUBSTANCE USE DISORDERS PROGRAM MANAGER	M237
SUPERVISING ACCOUNT TECHNICIAN - PAYROLL	M236
SUPERVISING DEPUTY PROBATION OFFICER (Management)	O224
SUPERVISING JUVENILE COUNSELOR	O191
TRAFFIC AIDE	T180
TRANSIT COORDINATOR	G193
TRANSIT DRIVER	G165
TRANSPORTATION AIDE	G164
TRANSPORTATION AIDE/CUSTODIAN	G169
TRANSPORTATION COORDINATOR	G174
TRANSPORTATION PLANNER ASSISTANT	T200

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on _____

	<u>UNIT KEY</u>	
APPOINTED & ELECTED OFFICIALS	DXXX	
GENERAL UNIT CLASSIFICATIONS	GXXX	
MANAGEMENT CLASSIFICATIONS	MXXX	
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX	
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX	
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX	
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX	
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX	
CLASSIFICATION TITLE		SALARY RANGE
TRANSPORTATION PLANNER ASSOCIATE		T210
TRANSPORTATION PLANNER SENIOR		T220
TRANSPORTATION PLANNER TECHNICIAN		T183
TREASURER/TAX COLLECTOR		D032
UNDERSHERIFF (Management)		S194
VEHICLE ABATEMENT OFFICER		G168
VETERANS SERVICES OFFICER		X234
VICTIM WITNESS ADVOCATE I		G178
VICTIM WITNESS ADVOCATE II		G188
VICTIM WITNESS COORDINATOR		G198
VOCATIONAL ASSISTANT		G173
VOCATIONAL TRAINEE		G163
WIC PROGRAM COORDINATOR		G202
WORK CREW LEADER		G171

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
UNIT					
D900	Board of Supervisors (Chair)	A	36,209.89	3,017.49	17.40860
		B	37,960.39	3,163.37	18.25019
		C	39,798.41	3,316.53	19.13385
		D	41,728.33	3,477.36	20.06170
		E	43,754.74	3,646.23	21.03594
		F	45,882.48	3,823.54	22.05889
		G	48,116.61	4,009.72	23.13298
D901	Board of Supervisors	A	35,009.89	2,917.49	16.83168
		B	36,760.39	3,063.37	17.67326
		C	38,598.41	3,216.53	18.55693
		D	40,528.33	3,377.36	19.48477
		E	42,554.75	3,546.23	20.45901
		F	44,682.48	3,723.54	21.48196
		G	46,916.61	3,909.72	22.55606

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Department Heads					
D020		A	72,369.96	6,030.83	34.79325
		B	75,988.46	6,332.37	36.53291
		C	79,787.88	6,648.99	38.35956
		D	83,777.27	6,981.44	40.27754
		E	87,966.14	7,330.51	42.29141
		F	92,364.45	7,697.04	44.40598
		G	96,982.67	8,081.89	46.62628
D021		A	73,093.66	6,091.14	35.14118
		B	76,748.34	6,395.70	36.89824
		C	80,585.76	6,715.48	38.74315
		D	84,615.05	7,051.25	40.68031
		E	88,845.80	7,403.82	42.71433
		F	93,288.09	7,774.01	44.85004
		G	97,952.49	8,162.71	47.09255
D022		A	73,824.60	6,152.05	35.49259
		B	77,515.83	6,459.65	37.26722
		C	81,391.62	6,782.63	39.13059
		D	85,461.20	7,121.77	41.08711
		E	89,734.26	7,477.85	43.14147
		F	94,220.97	7,851.75	45.29854
		G	98,932.02	8,244.33	47.56347
D023		A	74,562.84	6,213.57	35.84752
		B	78,290.98	6,524.25	37.63990
		C	82,205.53	6,850.46	39.52189
		D	86,315.81	7,192.98	41.49799
		E	90,631.60	7,552.63	43.57288
		F	95,163.18	7,930.26	45.75153
		G	99,921.34	8,326.78	48.03911
D024		A	75,308.47	6,275.71	36.20600
		B	79,073.89	6,589.49	38.01630
		C	83,027.59	6,918.97	39.91711
		D	87,178.97	7,264.91	41.91297
		E	91,537.92	7,628.16	44.00861
		F	96,114.81	8,009.57	46.20904
		G	100,920.55	8,410.05	48.51950
D025		A	76,061.56	6,338.46	36.56806
		B	79,864.63	6,655.39	38.39646
		C	83,857.86	6,988.16	40.31628
		D	88,050.76	7,337.56	42.33210
		E	92,453.30	7,704.44	44.44870
		F	97,075.96	8,089.66	46.67113
		G	101,929.76	8,494.15	49.00469
D026		A	76,822.17	6,401.85	36.93374
		B	80,663.28	6,721.94	38.78042
		C	84,696.44	7,058.04	40.71944
		D	88,931.27	7,410.94	42.75542
		E	93,377.83	7,781.49	44.89319
		F	98,046.72	8,170.56	47.13785
		G	102,949.06	8,579.09	49.49474
D027		A	77,590.39	6,465.87	37.30307
		B	81,469.91	6,789.16	39.16823
		C	85,543.41	7,128.62	41.12664
		D	89,820.58	7,485.05	43.18297
		E	94,311.61	7,859.30	45.34212
		F	99,027.19	8,252.27	47.60922
		G	103,978.55	8,664.88	49.98969
D028		A	78,366.30	6,530.52	37.67610
		B	82,284.61	6,857.05	39.55991
		C	86,398.84	7,199.90	41.53790
		D	90,718.78	7,559.90	43.61480
		E	95,254.72	7,937.89	45.79554
		F	100,017.46	8,334.79	48.08532
		G	105,018.33	8,751.53	50.48958
D029		A	79,149.96	6,595.83	38.05287
		B	83,107.46	6,925.62	39.95551
		C	87,262.83	7,271.90	41.95328
		D	91,625.97	7,635.50	44.05095
		E	96,207.27	8,017.27	46.25350
		F	101,017.63	8,418.14	48.56617
		G	106,068.52	8,839.04	50.99448

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D030		A	79,941.46	6,661.79	38.43339
		B	83,938.53	6,994.88	40.35506
		C	88,135.46	7,344.62	42.37282
		D	92,542.23	7,711.85	44.49146
		E	97,169.34	8,097.45	46.71603
		F	102,027.81	8,502.32	49.05183
		G	107,129.20	8,927.43	51.50442
D031		A	80,740.87	6,728.41	38.81773
		B	84,777.92	7,064.83	40.75861
		C	89,016.81	7,418.07	42.79654
		D	93,467.65	7,788.97	44.93637
		E	98,141.04	8,178.42	47.18319
		F	103,048.09	8,587.34	49.54235
		G	108,200.49	9,016.71	52.01947
D032		A	81,548.28	6,795.69	39.20590
		B	85,625.70	7,135.47	41.16620
		C	89,906.98	7,492.25	43.22451
		D	94,402.33	7,866.86	45.38574
		E	99,122.45	8,260.20	47.65502
		F	104,078.57	8,673.21	50.03777
		G	109,282.50	9,106.87	52.53966
D033		A	82,363.77	6,863.65	39.59796
		B	86,481.95	7,206.83	41.57786
		C	90,806.05	7,567.17	43.65676
		D	95,346.35	7,945.53	45.83959
		E	100,113.67	8,342.81	48.13157
		F	105,119.35	8,759.95	50.53815
		G	110,375.32	9,197.94	53.06506
D034		A	83,187.40	6,932.28	39.99394
		B	87,346.77	7,278.90	41.99364
		C	91,714.11	7,642.84	44.09332
		D	96,299.82	8,024.98	46.29799
		E	101,114.81	8,426.23	48.61289
		F	106,170.55	8,847.55	51.04353
		G	111,479.08	9,289.92	53.59571
D035		A	84,019.28	7,001.61	40.39388
		B	88,220.24	7,351.69	42.41358
		C	92,631.25	7,719.27	44.53426
		D	97,262.82	8,105.23	46.76097
		E	102,125.96	8,510.50	49.09902
		F	107,232.25	8,936.02	51.55397
		G	112,593.87	9,382.82	54.13167
D036		A	84,859.47	7,071.62	40.79782
		B	89,102.44	7,425.20	42.83771
		C	93,557.57	7,796.46	44.97960
		D	98,235.44	8,186.29	47.22858
		E	103,147.22	8,595.60	49.59001
		F	108,304.58	9,025.38	52.06951
		G	113,719.81	9,476.65	54.67298
D037		A	85,708.06	7,142.34	41.20580
		B	89,993.47	7,499.46	43.26609
		C	94,493.14	7,874.43	45.42939
		D	99,217.80	8,268.15	47.70086
		E	104,178.69	8,681.56	50.08591
		F	109,387.62	9,115.64	52.59020
		G	114,857.00	9,571.42	55.21971
D038		A	86,565.14	7,213.76	41.61786
		B	90,893.40	7,574.45	43.69875
		C	95,438.07	7,953.17	45.88369
		D	100,209.98	8,350.83	48.17787
		E	105,220.47	8,768.37	50.58677
		F	110,481.50	9,206.79	53.11611
		G	116,005.57	9,667.13	55.77191
D039		A	87,430.80	7,285.90	42.03404
		B	91,802.34	7,650.19	44.13574
		C	96,392.45	8,032.70	46.34253
		D	101,212.08	8,434.34	48.65965
		E	106,272.68	8,856.06	51.09263
		F	111,586.31	9,298.86	53.64727
		G	117,165.63	9,763.80	56.32963
D040		A	88,305.10	7,358.76	42.45438

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	92,720.36	7,726.70	44.57710
		C	97,356.38	8,113.03	46.80595
		D	102,224.20	8,518.68	49.14625
		E	107,335.41	8,944.62	51.60356
		F	112,702.18	9,391.85	54.18374
		G	118,337.29	9,861.44	56.89293
D041		A	89,188.16	7,432.35	42.87892
		B	93,647.56	7,803.96	45.02287
		C	98,329.94	8,194.16	47.27401
		D	103,246.44	8,603.87	49.63771
		E	108,408.76	9,034.06	52.11960
		F	113,829.20	9,485.77	54.72558
		G	119,520.66	9,960.05	57.46185
D042		A	90,080.04	7,506.67	43.30771
		B	94,584.04	7,882.00	45.47310
		C	99,313.24	8,276.10	47.74675
		D	104,278.90	8,689.91	50.13409
		E	109,492.85	9,124.40	52.64079
		F	114,967.49	9,580.62	55.27283
		G	120,715.86	10,059.66	58.03647
D043		A	90,980.84	7,581.74	43.74079
		B	95,529.88	7,960.82	45.92783
		C	100,306.37	8,358.86	48.22422
		D	105,321.69	8,776.81	50.63543
		E	110,587.78	9,215.65	53.16720
		F	116,117.17	9,676.43	55.82556
		G	121,923.02	10,160.25	58.61684
D044		A	91,890.65	7,657.55	44.17820
		B	96,485.18	8,040.43	46.38710
		C	101,309.44	8,442.45	48.70646
		D	106,374.91	8,864.58	51.14178
		E	111,693.65	9,307.80	53.69887
		F	117,278.34	9,773.19	56.38382
		G	123,142.25	10,261.85	59.20301
D045		A	92,809.55	7,734.13	44.61998
		B	97,450.03	8,120.84	46.85098
		C	102,322.53	8,526.88	49.19352
		D	107,438.66	8,953.22	51.65320
		E	112,810.59	9,400.88	54.23586
		F	118,451.12	9,870.93	56.94765
		G	124,373.68	10,364.47	59.79504
D046		A	93,737.65	7,811.47	45.06618
		B	98,424.53	8,202.04	47.31949
		C	103,345.76	8,612.15	49.68546
		D	108,513.04	9,042.75	52.16973
		E	113,938.70	9,494.89	54.77822
		F	119,635.63	9,969.64	57.51713
		G	125,617.41	10,468.12	60.39299
D047		A	94,675.02	7,889.59	45.51684
		B	99,408.78	8,284.06	47.79268
		C	104,379.21	8,698.27	50.18231
		D	109,598.17	9,133.18	52.69143
		E	115,078.08	9,589.84	55.32600
		F	120,831.99	10,069.33	58.09230
		G	126,873.59	10,572.80	60.99692
D048		A	95,621.77	7,968.48	45.97201
		B	100,402.86	8,366.91	48.27061
		C	105,423.01	8,785.25	50.68414
		D	110,694.16	9,224.51	53.21834
		E	116,228.86	9,685.74	55.87926
		F	122,040.31	10,170.03	58.67322
		G	128,142.32	10,678.53	61.60689
D049		A	96,577.99	8,048.17	46.43173
		B	101,406.89	8,450.57	48.75331
		C	106,477.24	8,873.10	51.19098
		D	111,801.10	9,316.76	53.75053
		E	117,391.15	9,782.60	56.43805
		F	123,260.71	10,271.73	59.25996
		G	129,423.75	10,785.31	62.22295

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D050		A	97,543.77	8,128.65	46.89604
		B	102,420.96	8,535.08	49.24085
		C	107,542.01	8,961.83	51.70289
		D	112,919.11	9,409.93	54.28803
		E	118,565.06	9,880.42	57.00243
		F	124,493.32	10,374.44	59.85256
		G	130,717.98	10,893.17	62.84518
D051		A	98,519.21	8,209.93	47.36500
		B	103,445.17	8,620.43	49.73325
		C	108,617.43	9,051.45	52.21992
		D	114,048.30	9,504.02	54.83091
		E	119,750.72	9,979.23	57.57246
		F	125,738.25	10,478.19	60.45108
		G	132,025.16	11,002.10	63.47364
D052		A	99,504.40	8,292.03	47.83865
		B	104,479.62	8,706.63	50.23059
		C	109,703.60	9,141.97	52.74212
		D	115,188.78	9,599.07	55.37922
		E	120,948.22	10,079.02	58.14818
		F	126,995.63	10,582.97	61.05559
		G	133,345.42	11,112.12	64.10837
D053		A	100,499.45	8,374.95	48.31704
		B	105,524.42	8,793.70	50.73289
		C	110,800.64	9,233.39	53.26954
		D	116,340.67	9,695.06	55.93301
		E	122,157.70	10,179.81	58.72967
		F	128,265.59	10,688.80	61.66615
		G	134,678.87	11,223.24	64.74946
D054		A	101,504.44	8,458.70	48.80021
		B	106,579.66	8,881.64	51.24022
		C	111,908.65	9,325.72	53.80223
		D	117,504.08	9,792.01	56.49235
		E	123,379.28	10,281.61	59.31696
		F	129,548.25	10,795.69	62.28281
		G	136,025.66	11,335.47	65.39695
D055		A	102,519.48	8,543.29	49.28821
		B	107,645.46	8,970.45	51.75262
		C	113,027.73	9,418.98	54.34026
		D	118,679.12	9,889.93	57.05727
		E	124,613.07	10,384.42	59.91013
		F	130,843.73	10,903.64	62.90564
		G	137,385.91	11,448.83	66.05092
D056		A	103,544.68	8,628.72	49.78110
		B	108,721.91	9,060.16	52.27015
		C	114,158.01	9,513.17	54.88366
		D	119,865.91	9,988.83	57.62784
		E	125,859.21	10,488.27	60.50923
		F	132,152.17	11,012.68	63.53469
		G	138,759.77	11,563.31	66.71143
D057		A	104,580.13	8,715.01	50.27891
		B	109,809.13	9,150.76	52.79285
		C	115,299.59	9,608.30	55.43249
		D	121,064.57	10,088.71	58.20412
		E	127,117.80	10,593.15	61.11433
		F	133,473.69	11,122.81	64.17004
		G	140,147.37	11,678.95	67.37854
D058		A	105,625.93	8,802.16	50.78170
		B	110,907.22	9,242.27	53.32078
		C	116,452.59	9,704.38	55.98682
		D	122,275.21	10,189.60	58.78616
		E	128,388.98	10,699.08	61.72547
		F	134,808.42	11,234.04	64.81174
		G	141,548.85	11,795.74	68.05233
D059		A	106,682.19	8,890.18	51.28951
		B	112,016.30	9,334.69	53.85399
		C	117,617.11	9,801.43	56.54669
		D	123,497.97	10,291.50	59.37402
		E	129,672.87	10,806.07	62.34272
		F	136,156.51	11,346.38	65.45986
		G	142,964.33	11,913.69	68.73285
D060		A	107,749.01	8,979.08	51.80241

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	113,136.46	9,428.04	54.39253
		C	118,793.28	9,899.44	57.11215
		D	124,732.95	10,394.41	59.96776
		E	130,969.59	10,914.13	62.96615
		F	137,518.07	11,459.84	66.11446
		G	144,393.98	12,032.83	69.42018
D061		A	108,826.50	9,068.87	52.32043
		B	114,267.82	9,522.32	54.93645
		C	119,981.22	9,998.43	57.68328
		D	125,980.28	10,498.36	60.56744
		E	132,279.29	11,023.27	63.59581
		F	138,893.25	11,574.44	66.77560
		G	145,837.92	12,153.16	70.11438
D062		A	109,914.76	9,159.56	52.84364
		B	115,410.50	9,617.54	55.48582
		C	121,181.03	10,098.42	58.26011
		D	127,240.08	10,603.34	61.17311
		E	133,602.08	11,133.51	64.23177
		F	140,282.19	11,690.18	67.44336
		G	147,296.30	12,274.69	70.81553
D063		A	111,013.91	9,251.16	53.37207
		B	116,564.61	9,713.72	56.04068
		C	122,392.84	10,199.40	58.84271
		D	128,512.48	10,709.37	61.78485
		E	134,938.10	11,244.84	64.87409
		F	141,685.01	11,807.08	68.11779
		G	148,769.26	12,397.44	71.52368
D064		A	112,124.05	9,343.67	53.90579
		B	117,730.25	9,810.85	56.60108
		C	123,616.77	10,301.40	59.43114
		D	129,797.60	10,816.47	62.40269
		E	136,287.48	11,357.29	65.52283
		F	143,101.86	11,925.15	68.79897
		G	150,256.95	12,521.41	72.23892
D065		A	113,245.29	9,437.11	54.44485
		B	118,907.56	9,908.96	57.16709
		C	124,852.93	10,404.41	60.02545
		D	131,095.58	10,924.63	63.02672
		E	137,650.36	11,470.86	66.17806
		F	144,532.88	12,044.41	69.48696
		G	151,759.52	12,646.63	72.96131
D066		A	114,377.74	9,531.48	54.98930
		B	120,096.63	10,008.05	57.73877
		C	126,101.46	10,508.46	60.62570
		D	132,406.54	11,033.88	63.65699
		E	139,026.86	11,585.57	66.83984
		F	145,978.21	12,164.85	70.18183
		G	153,277.12	12,773.09	73.69092
D067		A	115,521.52	9,626.79	55.53919
		B	121,297.60	10,108.13	58.31615
		C	127,362.48	10,613.54	61.23196
		D	133,730.60	11,144.22	64.29356
		E	140,417.13	11,701.43	67.50824
		F	147,437.99	12,286.50	70.88365
		G	154,809.89	12,900.82	74.42783
D068		A	116,676.74	9,723.06	56.09458
		B	122,510.57	10,209.21	58.89931
		C	128,636.10	10,719.67	61.84428
		D	135,067.91	11,255.66	64.93649
		E	141,821.30	11,818.44	68.18332
		F	148,912.37	12,409.36	71.59248
		G	156,357.99	13,029.83	75.17211
D069		A	117,843.50	9,820.29	56.65553
		B	123,735.68	10,311.31	59.48831
		C	129,922.46	10,826.87	62.46272
		D	136,418.59	11,368.22	65.58586
		E	143,239.52	11,936.63	68.86515
		F	150,401.49	12,533.46	72.30841
		G	157,921.57	13,160.13	75.92383

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D070		A	119,021.94	9,918.49	57.22209
		B	124,973.04	10,414.42	60.08319
		C	131,221.69	10,935.14	63.08735
		D	137,782.77	11,481.90	66.24172
		E	144,671.91	12,055.99	69.55380
		F	151,905.51	12,658.79	73.03149
		G	159,500.78	13,291.73	76.68307
D071		A	120,212.16	10,017.68	57.79431
		B	126,222.77	10,518.56	60.68402
		C	132,533.90	11,044.49	63.71822
		D	139,160.60	11,596.72	66.90413
		E	146,118.63	12,176.55	70.24934
		F	153,424.56	12,785.38	73.76181
		G	161,095.79	13,424.65	77.44990
D072		A	121,414.28	10,117.86	58.37225
		B	127,484.99	10,623.75	61.29086
		C	133,859.24	11,154.94	64.35541
		D	140,552.21	11,712.68	67.57318
		E	147,579.82	12,298.32	70.95183
		F	154,958.81	12,913.23	74.49943
		G	162,706.75	13,558.90	78.22440
D073		A	122,628.42	10,219.04	58.95597
		B	128,759.84	10,729.99	61.90377
		C	135,197.84	11,266.49	64.99896
		D	141,957.73	11,829.81	68.24891
		E	149,055.61	12,421.30	71.66135
		F	156,508.40	13,042.37	75.24442
		G	164,333.81	13,694.48	79.00664
D074		A	123,854.71	10,321.23	59.54553
		B	130,047.44	10,837.29	62.52281
		C	136,549.81	11,379.15	65.64895
		D	143,377.31	11,948.11	68.93140
		E	150,546.17	12,545.51	72.37797
		F	158,073.48	13,172.79	75.99686
		G	165,977.15	13,831.43	79.79671
D075		A	125,093.25	10,424.44	60.14099
		B	131,347.92	10,945.66	63.14804
		C	137,915.31	11,492.94	66.30544
		D	144,811.08	12,067.59	69.62071
		E	152,051.63	12,670.97	73.10175
		F	159,654.21	13,304.52	76.75683
		G	167,636.92	13,969.74	80.59468
D076		A	126,344.19	10,528.68	60.74240
		B	132,661.40	11,055.12	63.77952
		C	139,294.47	11,607.87	66.96849
		D	146,259.19	12,188.27	70.31692
		E	153,572.15	12,797.68	73.83276
		F	161,250.76	13,437.56	77.52440
		G	169,313.29	14,109.44	81.40062
D077		A	127,607.63	10,633.97	61.34982
		B	133,988.01	11,165.67	64.41731
		C	140,687.41	11,723.95	67.63818
		D	147,721.78	12,310.15	71.02009
		E	155,107.87	12,925.66	74.57109
		F	162,863.26	13,571.94	78.29965
		G	171,006.43	14,250.54	82.21463
D078		A	128,883.70	10,740.31	61.96332
		B	135,327.89	11,277.32	65.06149
		C	142,094.28	11,841.19	68.31456
		D	149,199.00	12,433.25	71.73029
		E	156,658.95	13,054.91	75.31680
		F	164,491.90	13,707.66	79.08264
		G	172,716.49	14,393.04	83.03677
D079		A	130,172.54	10,847.71	62.58295
		B	136,681.17	11,390.10	65.71210
		C	143,515.23	11,959.60	68.99771
		D	150,690.99	12,557.58	72.44759
		E	158,225.54	13,185.46	76.06997
		F	166,136.82	13,844.73	79.87347
		G	174,443.66	14,536.97	83.86714

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D080		A	131,474.27	10,956.19	63.20878
		B	138,047.98	11,504.00	66.36922
		C	144,950.38	12,079.20	69.68768
		D	152,197.90	12,683.16	73.17207
		E	159,807.79	13,317.32	76.83067
		F	167,798.18	13,983.18	80.67220
		G	176,188.09	14,682.34	84.70581
D081		A	132,789.01	11,065.75	63.84087
		B	139,428.46	11,619.04	67.03291
		C	146,399.88	12,199.99	70.38456
		D	153,719.88	12,809.99	73.90379
		E	161,405.87	13,450.49	77.59898
		F	169,476.17	14,123.01	81.47893
		G	177,949.97	14,829.16	85.55287
D082		A	134,116.90	11,176.41	64.47928
		B	140,822.75	11,735.23	67.70324
		C	147,863.88	12,321.99	71.08841
		D	155,257.08	12,938.09	74.64283
		E	163,019.93	13,584.99	78.37497
		F	171,170.93	14,264.24	82.29371
		G	179,729.47	14,977.46	86.40840
D083		A	135,458.07	11,288.17	65.12407
		B	142,230.97	11,852.58	68.38028
		C	149,342.52	12,445.21	71.79929
		D	156,809.65	13,067.47	75.38925
		E	164,650.13	13,720.84	79.15872
		F	172,882.64	14,406.89	83.11665
		G	181,526.77	15,127.23	87.27248
D084		A	136,812.65	11,401.05	65.77531
		B	143,653.28	11,971.11	69.06408
		C	150,835.95	12,569.66	72.51728
		D	158,377.74	13,198.15	76.14315
		E	166,296.63	13,858.05	79.95030
		F	174,611.46	14,550.95	83.94782
		G	183,342.04	15,278.50	88.14521
D085		A	138,180.78	11,515.06	66.43307
		B	145,089.82	12,090.82	69.75472
		C	152,344.31	12,695.36	73.24245
		D	159,961.52	13,330.13	76.90458
		E	167,959.60	13,996.63	80.74981
		F	176,357.58	14,696.46	84.78730
		G	185,175.46	15,431.29	89.02666
D086		A	139,562.58	11,630.22	67.09740
		B	146,540.71	12,211.73	70.45227
		C	153,867.75	12,822.31	73.97488
		D	161,561.14	13,463.43	77.67362
		E	169,639.19	14,136.60	81.55730
		F	178,121.15	14,843.43	85.63517
		G	187,027.21	15,585.60	89.91693
D087		A	140,958.21	11,746.52	67.76837
		B	148,006.12	12,333.84	71.15679
		C	155,406.43	12,950.54	74.71463
		D	163,176.75	13,598.06	78.45036
		E	171,335.59	14,277.97	82.37288
		F	179,902.36	14,991.86	86.49152
		G	188,897.48	15,741.46	90.81610
D088		A	142,367.79	11,863.98	68.44605
		B	149,486.18	12,457.18	71.86836
		C	156,960.49	13,080.04	75.46177
		D	164,808.52	13,734.04	79.23486
		E	173,048.94	14,420.74	83.19661
		F	181,701.39	15,141.78	87.35644
		G	190,786.46	15,898.87	91.72426
D089		A	143,791.47	11,982.62	69.13051
		B	150,981.04	12,581.75	72.58704
		C	158,530.10	13,210.84	76.21639
		D	166,456.60	13,871.38	80.02721
		E	174,779.43	14,564.95	84.02857
		F	183,518.40	15,293.20	88.23000
		G	192,694.32	16,057.86	92.64150

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
D090		A	145,229.38	12,102.45	69.82182
		B	152,490.85	12,707.57	73.31291
		C	160,115.40	13,342.95	76.97856
		D	168,121.17	14,010.10	80.82748
		E	176,527.22	14,710.60	84.86886
		F	185,353.59	15,446.13	89.11230
		G	194,621.27	16,218.44	93.56792
D091		A	146,681.68	12,223.47	70.52004
		B	154,015.76	12,834.65	74.04604
		C	161,716.55	13,476.38	77.74834
		D	169,802.38	14,150.20	81.63576
		E	178,292.50	14,857.71	85.71755
		F	187,207.12	15,600.59	90.00342
		G	196,567.48	16,380.62	94.50360
D092		A	148,148.50	12,345.71	71.22524
		B	155,555.92	12,962.99	74.78650
		C	163,333.72	13,611.14	78.52583
		D	171,500.40	14,291.70	82.45212
		E	180,075.42	15,006.28	86.57472
		F	189,079.19	15,756.60	90.90346
		G	198,533.15	16,544.43	95.44863
D093		A	149,629.98	12,469.16	71.93749
		B	157,111.48	13,092.62	75.53437
		C	164,967.05	13,747.25	79.31108
		D	173,215.41	14,434.62	83.27664
		E	181,876.18	15,156.35	87.44047
		F	190,969.99	15,914.17	91.81249
		G	200,518.48	16,709.87	96.40312
D094		A	151,126.28	12,593.86	72.65687
		B	158,682.59	13,223.55	76.28971
		C	166,616.72	13,884.73	80.10419
		D	174,947.56	14,578.96	84.10940
		E	183,694.94	15,307.91	88.31487
		F	192,879.68	16,073.31	92.73062
		G	202,523.67	16,876.97	97.36715
D095		A	152,637.54	12,719.79	73.38343
		B	160,269.42	13,355.78	77.05261
		C	168,282.89	14,023.57	80.90524
		D	176,697.04	14,724.75	84.95050
		E	185,531.89	15,460.99	89.19802
		F	194,808.48	16,234.04	93.65792
		G	204,548.91	17,045.74	98.34082
D096		A	154,163.92	12,846.99	74.11727
		B	161,872.11	13,489.34	77.82313
		C	169,965.72	14,163.81	81.71429
		D	178,464.01	14,872.00	85.80000
		E	187,387.21	15,615.60	90.09000
		F	196,756.57	16,396.38	94.59450
		G	206,594.39	17,216.20	99.32423
D097		A	155,705.56	12,975.46	74.85844
		B	163,490.84	13,624.24	78.60136
		C	171,665.38	14,305.45	82.53143
		D	180,248.65	15,020.72	86.65800
		E	189,261.08	15,771.76	90.99090
		F	198,724.13	16,560.34	95.54045
		G	208,660.34	17,388.36	100.31747
D098		A	157,262.61	13,105.22	75.60703
		B	165,125.74	13,760.48	79.38738
		C	173,382.03	14,448.50	83.35675
		D	182,051.13	15,170.93	87.52458
		E	191,153.69	15,929.47	91.90081
		F	200,711.37	16,725.95	96.49585
		G	210,746.94	17,562.24	101.32065
D099		A	158,835.24	13,236.27	76.36310
		B	166,777.00	13,898.08	80.18125
		C	175,115.85	14,592.99	84.19031
		D	183,871.64	15,322.64	88.39983
		E	193,065.23	16,088.77	92.81982
		F	202,718.49	16,893.21	97.46081
		G	212,854.41	17,737.87	102.33385

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
General Unit					
G111	General	A	18,647.62	1,553.97	8.96520
		B	19,580.00	1,631.67	9.41346
		C	20,559.00	1,713.25	9.88413
		D	21,586.95	1,798.91	10.37834
		E	22,666.29	1,888.86	10.89726
		F	23,799.61	1,983.30	11.44212
		G	24,989.59	2,082.47	12.01423
G112	General	A	18,834.09	1,569.51	9.05485
		B	19,775.80	1,647.98	9.50759
		C	20,764.59	1,730.38	9.98297
		D	21,802.82	1,816.90	10.48212
		E	22,892.96	1,907.75	11.00623
		F	24,037.60	2,003.13	11.55654
		G	25,239.48	2,103.29	12.13437
G113	General	A	19,022.43	1,585.20	9.14540
		B	19,973.55	1,664.46	9.60267
		C	20,972.23	1,747.69	10.08280
		D	22,020.84	1,835.07	10.58694
		E	23,121.89	1,926.82	11.11629
		F	24,277.98	2,023.17	11.67211
		G	25,491.88	2,124.32	12.25571
G114	General	A	19,212.66	1,601.05	9.23685
		B	20,173.29	1,681.11	9.69870
		C	21,181.95	1,765.16	10.18363
		D	22,241.05	1,853.42	10.69281
		E	23,353.11	1,946.09	11.22745
		F	24,520.76	2,043.40	11.78883
		G	25,746.80	2,145.57	12.37827
G115	General	A	19,404.78	1,617.07	9.32922
		B	20,375.02	1,697.92	9.79568
		C	21,393.77	1,782.81	10.28547
		D	22,463.46	1,871.96	10.79974
		E	23,586.64	1,965.55	11.33973
		F	24,765.97	2,063.83	11.90672
		G	26,004.27	2,167.02	12.50205
G116	General	A	19,598.83	1,633.24	9.42252
		B	20,578.77	1,714.90	9.89364
		C	21,607.71	1,800.64	10.38832
		D	22,688.10	1,890.67	10.90774
		E	23,822.50	1,985.21	11.45313
		F	25,013.63	2,084.47	12.02578
		G	26,264.31	2,188.69	12.62707
G117	General	A	19,794.82	1,649.57	9.51674
		B	20,784.56	1,732.05	9.99258
		C	21,823.79	1,818.65	10.49221
		D	22,914.98	1,909.58	11.01682
		E	24,060.73	2,005.06	11.56766
		F	25,263.76	2,105.31	12.14604
		G	26,526.95	2,210.58	12.75334
G118	General	A	19,992.77	1,666.06	9.61191
		B	20,992.41	1,749.37	10.09250
		C	22,042.03	1,836.84	10.59713
		D	23,144.13	1,928.68	11.12698
		E	24,301.33	2,025.11	11.68333
		F	25,516.40	2,126.37	12.26750
		G	26,792.22	2,232.69	12.88088
G119	General	A	20,192.70	1,682.72	9.70803
		B	21,202.33	1,766.86	10.19343
		C	22,262.45	1,855.20	10.70310
		D	23,375.57	1,947.96	11.23825
		E	24,544.35	2,045.36	11.80017
		F	25,771.57	2,147.63	12.39018
		G	27,060.14	2,255.01	13.00968
G120	General	A	20,394.62	1,699.55	9.80511
		B	21,414.35	1,784.53	10.29536
		C	22,485.07	1,873.76	10.81013
		D	23,609.33	1,967.44	11.35064
		E	24,789.79	2,065.82	11.91817
		F	26,029.28	2,169.11	12.51408
		G	27,330.75	2,277.56	13.13978

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G121	General	A	20,598.57	1,716.55	9.90316
		B	21,628.50	1,802.37	10.39832
		C	22,709.92	1,892.49	10.91823
		D	23,845.42	1,987.12	11.46414
		E	25,037.69	2,086.47	12.03735
		F	26,289.57	2,190.80	12.63922
		G	27,604.05	2,300.34	13.27118
G122	General	A	20,804.55	1,733.71	10.00219
		B	21,844.78	1,820.40	10.50230
		C	22,937.02	1,911.42	11.02741
		D	24,083.87	2,006.99	11.57879
		E	25,288.07	2,107.34	12.15772
		F	26,552.47	2,212.71	12.76561
		G	27,880.09	2,323.34	13.40389
G123	General	A	21,012.60	1,751.05	10.10221
		B	22,063.23	1,838.60	10.60732
		C	23,166.39	1,930.53	11.13769
		D	24,324.71	2,027.06	11.69457
		E	25,540.95	2,128.41	12.27930
		F	26,817.99	2,234.83	12.89327
		G	28,158.89	2,346.57	13.53793
G124	General	A	21,222.73	1,768.56	10.20323
		B	22,283.86	1,856.99	10.71340
		C	23,398.06	1,949.84	11.24907
		D	24,567.96	2,047.33	11.81152
		E	25,796.36	2,149.70	12.40209
		F	27,086.17	2,257.18	13.02220
		G	28,440.48	2,370.04	13.67331
G125	General	A	21,434.95	1,786.25	10.30527
		B	22,506.70	1,875.56	10.82053
		C	23,632.04	1,969.34	11.36156
		D	24,813.64	2,067.80	11.92963
		E	26,054.32	2,171.19	12.52612
		F	27,357.04	2,279.75	13.15242
		G	28,724.89	2,393.74	13.81004
G126	General	A	21,649.30	1,804.11	10.40832
		B	22,731.77	1,894.31	10.92873
		C	23,868.36	1,989.03	11.47517
		D	25,061.77	2,088.48	12.04893
		E	26,314.86	2,192.91	12.65138
		F	27,630.61	2,302.55	13.28395
		G	29,012.14	2,417.68	13.94814
G127	General	A	21,865.80	1,822.15	10.51240
		B	22,959.09	1,913.26	11.03802
		C	24,107.04	2,008.92	11.58992
		D	25,312.39	2,109.37	12.16942
		E	26,578.01	2,214.83	12.77789
		F	27,906.91	2,325.58	13.41678
		G	29,302.26	2,441.85	14.08762
G128	General	A	22,084.45	1,840.37	10.61753
		B	23,188.68	1,932.39	11.14840
		C	24,348.11	2,029.01	11.70582
		D	25,565.52	2,130.46	12.29111
		E	26,843.79	2,236.98	12.90567
		F	28,185.98	2,348.83	13.55095
		G	29,595.28	2,466.27	14.22850
G129	General	A	22,305.30	1,858.77	10.72370
		B	23,420.56	1,951.71	11.25989
		C	24,591.59	2,049.30	11.82288
		D	25,821.17	2,151.76	12.41402
		E	27,112.23	2,259.35	13.03473
		F	28,467.84	2,372.32	13.68646
		G	29,891.23	2,490.94	14.37079
G130	General	A	22,528.35	1,877.36	10.83094
		B	23,654.77	1,971.23	11.37249
		C	24,837.51	2,069.79	11.94111
		D	26,079.38	2,173.28	12.53817
		E	27,383.35	2,281.95	13.16507
		F	28,752.52	2,396.04	13.82333
		G	30,190.15	2,515.85	14.51449
G131	General	A	22,753.64	1,896.14	10.93925

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	23,891.32	1,990.94	11.48621
		C	25,085.88	2,090.49	12.06052
		D	26,340.18	2,195.01	12.66355
		E	27,657.19	2,304.77	13.29672
		F	29,040.05	2,420.00	13.96156
		G	30,492.05	2,541.00	14.65964
G132	General	A	22,981.17	1,915.10	11.04864
		B	24,130.23	2,010.85	11.60107
		C	25,336.74	2,111.40	12.18113
		D	26,603.58	2,216.96	12.79018
		E	27,933.76	2,327.81	13.42969
		F	29,330.45	2,444.20	14.10118
		G	30,796.97	2,566.41	14.80623
G133	General	A	23,210.98	1,934.25	11.15913
		B	24,371.53	2,030.96	11.71708
		C	25,590.11	2,132.51	12.30294
		D	26,869.61	2,239.13	12.91808
		E	28,213.10	2,351.09	13.56399
		F	29,623.75	2,468.65	14.24219
		G	31,104.94	2,592.08	14.95430
G134	General	A	23,443.09	1,953.59	11.27072
		B	24,615.25	2,051.27	11.83425
		C	25,846.01	2,153.83	12.42597
		D	27,138.31	2,261.53	13.04726
		E	28,495.23	2,374.60	13.69963
		F	29,919.99	2,493.33	14.38461
		G	31,415.99	2,618.00	15.10384
G135	General	A	23,677.52	1,973.13	11.38343
		B	24,861.40	2,071.78	11.95260
		C	26,104.47	2,175.37	12.55023
		D	27,409.69	2,284.14	13.17774
		E	28,780.18	2,398.35	13.83662
		F	30,219.19	2,518.27	14.52846
		G	31,730.15	2,644.18	15.25488
G136	General	A	23,914.30	1,992.86	11.49726
		B	25,110.01	2,092.50	12.07212
		C	26,365.52	2,197.13	12.67573
		D	27,683.79	2,306.98	13.30951
		E	29,067.98	2,422.33	13.97499
		F	30,521.38	2,543.45	14.67374
		G	32,047.45	2,670.62	15.40743
G137	General	A	24,153.44	2,012.79	11.61223
		B	25,361.11	2,113.43	12.19284
		C	26,629.17	2,219.10	12.80249
		D	27,960.63	2,330.05	13.44261
		E	29,358.66	2,446.55	14.11474
		F	30,826.59	2,568.88	14.82048
		G	32,367.92	2,697.33	15.56150
G138	General	A	24,394.98	2,032.91	11.72835
		B	25,614.73	2,134.56	12.31477
		C	26,895.46	2,241.29	12.93051
		D	28,240.24	2,353.35	13.57704
		E	29,652.25	2,471.02	14.25589
		F	31,134.86	2,594.57	14.96868
		G	32,691.60	2,724.30	15.71712
G139	General	A	24,638.93	2,053.24	11.84564
		B	25,870.87	2,155.91	12.43792
		C	27,164.42	2,263.70	13.05982
		D	28,522.64	2,376.89	13.71281
		E	29,948.77	2,495.73	14.39845
		F	31,446.21	2,620.52	15.11837
		G	33,018.52	2,751.54	15.87429
G140	General	A	24,885.32	2,073.78	11.96409
		B	26,129.58	2,177.47	12.56230
		C	27,436.06	2,286.34	13.19041
		D	28,807.86	2,400.66	13.84993
		E	30,248.26	2,520.69	14.54243
		F	31,760.67	2,646.72	15.26955
		G	33,348.70	2,779.06	16.03303

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G141	General	A	25,134.17	2,094.51	12.08374
		B	26,390.88	2,199.24	12.68792
		C	27,710.42	2,309.20	13.32232
		D	29,095.94	2,424.66	13.98843
		E	30,550.74	2,545.89	14.68786
		F	32,078.28	2,673.19	15.42225
		G	33,682.19	2,806.85	16.19336
G142	General	A	25,385.51	2,115.46	12.20457
		B	26,654.79	2,221.23	12.81480
		C	27,987.53	2,332.29	13.45554
		D	29,386.90	2,448.91	14.12832
		E	30,856.25	2,571.35	14.83473
		F	32,399.06	2,699.92	15.57647
		G	34,019.01	2,834.92	16.35529
G143	General	A	25,639.37	2,136.61	12.32662
		B	26,921.33	2,243.44	12.94295
		C	28,267.40	2,355.62	13.59010
		D	29,680.77	2,473.40	14.26960
		E	31,164.81	2,597.07	14.98308
		F	32,723.05	2,726.92	15.73224
		G	34,359.20	2,863.27	16.51885
G144	General	A	25,895.76	2,157.98	12.44988
		B	27,190.55	2,265.88	13.07238
		C	28,550.07	2,379.17	13.72600
		D	29,977.58	2,498.13	14.41230
		E	31,476.46	2,623.04	15.13291
		F	33,050.28	2,754.19	15.88956
		G	34,702.79	2,891.90	16.68404
G145	General	A	26,154.72	2,179.56	12.57438
		B	27,462.45	2,288.54	13.20310
		C	28,835.58	2,402.96	13.86326
		D	30,277.35	2,523.11	14.55642
		E	31,791.22	2,649.27	15.28424
		F	33,380.78	2,781.73	16.04845
		G	35,049.82	2,920.82	16.85088
G146	General	A	26,416.26	2,201.36	12.70013
		B	27,737.08	2,311.42	13.33513
		C	29,123.93	2,426.99	14.00189
		D	30,580.13	2,548.34	14.70198
		E	32,109.13	2,675.76	15.43708
		F	33,714.59	2,809.55	16.20894
		G	35,400.32	2,950.03	17.01938
G147	General	A	26,680.43	2,223.37	12.82713
		B	28,014.45	2,334.54	13.46848
		C	29,415.17	2,451.26	14.14191
		D	30,885.93	2,573.83	14.84900
		E	32,430.23	2,702.52	15.59145
		F	34,051.74	2,837.64	16.37103
		G	35,754.32	2,979.53	17.18958
G148	General	A	26,947.23	2,245.60	12.95540
		B	28,294.59	2,357.88	13.60317
		C	29,709.32	2,475.78	14.28333
		D	31,194.79	2,599.57	14.99749
		E	32,754.53	2,729.54	15.74737
		F	34,392.25	2,866.02	16.53474
		G	36,111.87	3,009.32	17.36147
G149	General	A	27,216.70	2,268.06	13.08495
		B	28,577.54	2,381.46	13.73920
		C	30,006.42	2,500.53	14.42616
		D	31,506.74	2,625.56	15.14747
		E	33,082.07	2,756.84	15.90484
		F	34,736.18	2,894.68	16.70008
		G	36,472.99	3,039.42	17.53509
G150	General	A	27,488.87	2,290.74	13.21580
		B	28,863.31	2,405.28	13.87659
		C	30,306.48	2,525.54	14.57042
		D	31,821.80	2,651.82	15.29894
		E	33,412.89	2,784.41	16.06389
		F	35,083.54	2,923.63	16.86709
		G	36,837.72	3,069.81	17.71044

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G151	General	A	27,763.76	2,313.65	13.34796
		B	29,151.95	2,429.33	14.01536
		C	30,609.54	2,550.80	14.71613
		D	32,140.02	2,678.34	15.45193
		E	33,747.02	2,812.25	16.22453
		F	35,434.37	2,952.86	17.03576
		G	37,206.09	3,100.51	17.88754
G152	General	A	28,041.40	2,336.78	13.48144
		B	29,443.47	2,453.62	14.15551
		C	30,915.64	2,576.30	14.86329
		D	32,461.42	2,705.12	15.60645
		E	34,084.49	2,840.37	16.38678
		F	35,788.72	2,982.39	17.20611
		G	37,578.15	3,131.51	18.06642
G153	General	A	28,321.81	2,360.15	13.61626
		B	29,737.90	2,478.16	14.29707
		C	31,224.80	2,602.07	15.01192
		D	32,786.04	2,732.17	15.76252
		E	34,425.34	2,868.78	16.55064
		F	36,146.60	3,012.22	17.37818
		G	37,953.94	3,162.83	18.24708
G154	General	A	28,605.03	2,383.75	13.75242
		B	30,035.28	2,502.94	14.44004
		C	31,537.04	2,628.09	15.16204
		D	33,113.90	2,759.49	15.92014
		E	34,769.59	2,897.47	16.71615
		F	36,508.07	3,042.34	17.55196
		G	38,333.47	3,194.46	18.42956
G155	General	A	28,891.08	2,407.59	13.88994
		B	30,335.63	2,527.97	14.58444
		C	31,852.41	2,654.37	15.31366
		D	33,445.04	2,787.09	16.07934
		E	35,117.29	2,926.44	16.88331
		F	36,873.15	3,072.76	17.72748
		G	38,716.81	3,226.40	18.61385
G156	General	A	29,179.99	2,431.67	14.02884
		B	30,638.99	2,553.25	14.73028
		C	32,170.94	2,680.91	15.46680
		D	33,779.49	2,814.96	16.24014
		E	35,468.46	2,955.70	17.05214
		F	37,241.88	3,103.49	17.90475
		G	39,103.98	3,258.66	18.79999
G157	General	A	29,471.79	2,455.98	14.16913
		B	30,945.38	2,578.78	14.87759
		C	32,492.65	2,707.72	15.62147
		D	34,117.28	2,843.11	16.40254
		E	35,823.14	2,985.26	17.22267
		F	37,614.30	3,134.53	18.08380
		G	39,495.02	3,291.25	18.98799
G158	General	A	29,766.51	2,480.54	14.31082
		B	31,254.83	2,604.57	15.02636
		C	32,817.57	2,734.80	15.77768
		D	34,458.45	2,871.54	16.56656
		E	36,181.38	3,015.11	17.39489
		F	37,990.44	3,165.87	18.26464
		G	39,889.97	3,324.16	19.17787
G159	General	A	30,064.17	2,505.35	14.45393
		B	31,567.38	2,630.62	15.17663
		C	33,145.75	2,762.15	15.93546
		D	34,803.04	2,900.25	16.73223
		E	36,543.19	3,045.27	17.56884
		F	38,370.35	3,197.53	18.44728
		G	40,288.87	3,357.41	19.36965
G160	General	A	30,364.81	2,530.40	14.59847
		B	31,883.06	2,656.92	15.32839
		C	33,477.21	2,789.77	16.09481
		D	35,151.07	2,929.26	16.89955
		E	36,908.62	3,075.72	17.74453
		F	38,754.05	3,229.50	18.63176
		G	40,691.76	3,390.98	19.56334

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G161	General	A	30,668.46	2,555.71	14.74445
		B	32,201.89	2,683.49	15.48168
		C	33,811.98	2,817.66	16.25576
		D	35,502.58	2,958.55	17.06855
		E	37,277.71	3,106.48	17.92198
		F	39,141.59	3,261.80	18.81807
		G	41,098.67	3,424.89	19.75898
G162	General	A	30,975.15	2,581.26	14.89190
		B	32,523.90	2,710.33	15.63649
		C	34,150.10	2,845.84	16.41832
		D	35,857.60	2,988.13	17.23923
		E	37,650.49	3,137.54	18.10119
		F	39,533.01	3,294.42	19.00625
		G	41,509.66	3,459.14	19.95657
G163	General	A	31,284.90	2,607.07	15.04082
		B	32,849.14	2,737.43	15.79286
		C	34,491.60	2,874.30	16.58250
		D	36,216.18	3,018.02	17.41163
		E	38,026.99	3,168.92	18.28221
		F	39,928.34	3,327.36	19.19632
		G	41,924.76	3,493.73	20.15613
G164	General	A	31,597.75	2,633.15	15.19122
		B	33,177.64	2,764.80	15.95079
		C	34,836.52	2,903.04	16.74833
		D	36,578.34	3,048.20	17.58574
		E	38,407.26	3,200.60	18.46503
		F	40,327.62	3,360.64	19.38828
		G	42,344.00	3,528.67	20.35769
G165	General	A	31,913.73	2,659.48	15.34314
		B	33,509.41	2,792.45	16.11029
		C	35,184.88	2,932.07	16.91581
		D	36,944.13	3,078.68	17.76160
		E	38,791.33	3,232.61	18.64968
		F	40,730.90	3,394.24	19.58216
		G	42,767.44	3,563.95	20.56127
G166	General	A	32,232.86	2,686.07	15.49657
		B	33,844.51	2,820.38	16.27140
		C	35,536.73	2,961.39	17.08497
		D	37,313.57	3,109.46	17.93922
		E	39,179.25	3,264.94	18.83618
		F	41,138.21	3,428.18	19.77798
		G	43,195.12	3,599.59	20.76688
G167	General	A	32,555.19	2,712.93	15.65153
		B	34,182.95	2,848.58	16.43411
		C	35,892.10	2,991.01	17.25582
		D	37,686.70	3,140.56	18.11861
		E	39,571.04	3,297.59	19.02454
		F	41,549.59	3,462.47	19.97576
		G	43,627.07	3,635.59	20.97455
G168	General	A	32,880.74	2,740.06	15.80805
		B	34,524.78	2,877.06	16.59845
		C	36,251.02	3,020.92	17.42837
		D	38,063.57	3,171.96	18.29979
		E	39,966.75	3,330.56	19.21478
		F	41,965.09	3,497.09	20.17552
		G	44,063.34	3,671.94	21.18430
G169	General	A	33,209.55	2,767.46	15.96613
		B	34,870.03	2,905.84	16.76444
		C	36,613.53	3,051.13	17.60266
		D	38,444.21	3,203.68	18.48279
		E	40,366.42	3,363.87	19.40693
		F	42,384.74	3,532.06	20.37728
		G	44,503.97	3,708.66	21.39614
G170	General	A	33,541.65	2,795.14	16.12579
		B	35,218.73	2,934.89	16.93208
		C	36,979.66	3,081.64	17.77868
		D	38,828.65	3,235.72	18.66762
		E	40,770.08	3,397.51	19.60100
		F	42,808.58	3,567.38	20.58105
		G	44,949.01	3,745.75	21.61010

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G171	General	A	33,877.06	2,823.09	16.28705
		B	35,570.92	2,964.24	17.10140
		C	37,349.46	3,112.46	17.95647
		D	39,216.93	3,268.08	18.85430
		E	41,177.78	3,431.48	19.79701
		F	43,236.67	3,603.06	20.78686
		G	45,398.50	3,783.21	21.82620
G172	General	A	34,215.83	2,851.32	16.44992
		B	35,926.62	2,993.89	17.27242
		C	37,722.96	3,143.58	18.13604
		D	39,609.10	3,300.76	19.04284
		E	41,589.56	3,465.80	19.99498
		F	43,669.04	3,639.09	20.99473
		G	45,852.49	3,821.04	22.04447
G173	General	A	34,557.99	2,879.83	16.61442
		B	36,285.89	3,023.82	17.44514
		C	38,100.19	3,175.02	18.31740
		D	40,005.19	3,333.77	19.23327
		E	42,005.45	3,500.45	20.19493
		F	44,105.73	3,675.48	21.20468
		G	46,311.01	3,859.25	22.26491
G174	General	A	34,903.57	2,908.63	16.78056
		B	36,648.75	3,054.06	17.61959
		C	38,481.19	3,206.77	18.50057
		D	40,405.25	3,367.10	19.42560
		E	42,425.51	3,535.46	20.39688
		F	44,546.78	3,712.23	21.41672
		G	46,774.12	3,897.84	22.48756
G175	General	A	35,252.61	2,937.72	16.94837
		B	37,015.24	3,084.60	17.79579
		C	38,866.00	3,238.83	18.68558
		D	40,809.30	3,400.77	19.61986
		E	42,849.76	3,570.81	20.60085
		F	44,992.25	3,749.35	21.63089
		G	47,241.86	3,936.82	22.71244
G176	General	A	35,605.13	2,967.09	17.11785
		B	37,385.39	3,115.45	17.97375
		C	39,254.66	3,271.22	18.87243
		D	41,217.39	3,434.78	19.81605
		E	43,278.26	3,606.52	20.80686
		F	45,442.17	3,786.85	21.84720
		G	47,714.28	3,976.19	22.93956
G177	General	A	35,961.18	2,996.77	17.28903
		B	37,759.24	3,146.60	18.15348
		C	39,647.21	3,303.93	19.06116
		D	41,629.57	3,469.13	20.01421
		E	43,711.04	3,642.59	21.01493
		F	45,896.60	3,824.72	22.06567
		G	48,191.43	4,015.95	23.16896
G178	General	A	36,320.80	3,026.73	17.46192
		B	38,136.84	3,178.07	18.33502
		C	40,043.68	3,336.97	19.25177
		D	42,045.86	3,503.82	20.21436
		E	44,148.15	3,679.01	21.22507
		F	46,355.56	3,862.96	22.28633
		G	48,673.34	4,056.11	23.40064
G179	General	A	36,684.00	3,057.00	17.63654
		B	38,518.20	3,209.85	18.51837
		C	40,444.11	3,370.34	19.44429
		D	42,466.32	3,538.86	20.41650
		E	44,589.64	3,715.80	21.43733
		F	46,819.12	3,901.59	22.50919
		G	49,160.07	4,096.67	23.63465
G180	General	A	37,050.84	3,087.57	17.81291
		B	38,903.39	3,241.95	18.70355
		C	40,848.56	3,404.05	19.63873
		D	42,890.98	3,574.25	20.62067
		E	45,035.53	3,752.96	21.65170
		F	47,287.31	3,940.61	22.73428
		G	49,651.67	4,137.64	23.87100

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G181	General	A	37,421.35	3,118.45	17.99103
		B	39,292.42	3,274.37	18.89059
		C	41,257.04	3,438.09	19.83512
		D	43,319.89	3,609.99	20.82687
		E	45,485.89	3,790.49	21.86822
		F	47,760.18	3,980.02	22.96163
		G	50,148.19	4,179.02	24.10971
G182	General	A	37,795.57	3,149.63	18.17095
		B	39,685.34	3,307.11	19.07949
		C	41,669.61	3,472.47	20.03347
		D	43,753.09	3,646.09	21.03514
		E	45,940.75	3,828.40	22.08690
		F	48,237.78	4,019.82	23.19124
		G	50,649.67	4,220.81	24.35080
G183	General	A	38,173.52	3,181.13	18.35265
		B	40,082.20	3,340.18	19.27029
		C	42,086.31	3,507.19	20.23380
		D	44,190.62	3,682.55	21.24549
		E	46,400.15	3,866.68	22.30777
		F	48,720.16	4,060.01	23.42315
		G	51,156.17	4,263.01	24.59431
G184	General	A	38,555.26	3,212.94	18.53618
		B	40,483.02	3,373.58	19.46299
		C	42,507.17	3,542.26	20.43614
		D	44,632.53	3,719.38	21.45795
		E	46,864.16	3,905.35	22.53084
		F	49,207.36	4,100.61	23.65739
		G	51,667.73	4,305.64	24.84026
G185	General	A	38,940.81	3,245.07	18.72154
		B	40,887.85	3,407.32	19.65762
		C	42,932.24	3,577.69	20.64050
		D	45,078.85	3,756.57	21.67253
		E	47,332.80	3,944.40	22.75615
		F	49,699.44	4,141.62	23.89396
		G	52,184.41	4,348.70	25.08866
G186	General	A	39,330.22	3,277.52	18.90876
		B	41,296.73	3,441.39	19.85420
		C	43,361.57	3,613.46	20.84691
		D	45,529.64	3,794.14	21.88925
		E	47,806.13	3,983.84	22.98371
		F	50,196.43	4,183.04	24.13290
		G	52,706.25	4,392.19	25.33954
G187	General	A	39,723.52	3,310.29	19.09785
		B	41,709.70	3,475.81	20.05274
		C	43,795.18	3,649.60	21.05538
		D	45,984.94	3,832.08	22.10814
		E	48,284.19	4,023.68	23.21355
		F	50,698.40	4,224.87	24.37423
		G	53,233.32	4,436.11	25.59294
G188	General	A	40,120.76	3,343.40	19.28882
		B	42,126.79	3,510.57	20.25327
		C	44,233.13	3,686.09	21.26593
		D	46,444.79	3,870.40	22.32923
		E	48,767.03	4,063.92	23.44569
		F	51,205.38	4,267.11	24.61797
		G	53,765.65	4,480.47	25.84887
G189	General	A	40,521.96	3,376.83	19.48171
		B	42,548.06	3,545.67	20.45580
		C	44,675.46	3,722.96	21.47859
		D	46,909.24	3,909.10	22.55252
		E	49,254.70	4,104.56	23.68014
		F	51,717.43	4,309.79	24.86415
		G	54,303.31	4,525.28	26.10736
G190	General	A	40,927.18	3,410.60	19.67653
		B	42,973.54	3,581.13	20.66036
		C	45,122.22	3,760.18	21.69337
		D	47,378.33	3,948.19	22.77804
		E	49,747.25	4,145.60	23.91695
		F	52,234.61	4,352.88	25.11279
		G	54,846.34	4,570.53	26.36843

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G191	General	A	41,336.45	3,444.70	19.87330
		B	43,403.28	3,616.94	20.86696
		C	45,573.44	3,797.79	21.91031
		D	47,852.11	3,987.68	23.00582
		E	50,244.72	4,187.06	24.15611
		F	52,756.95	4,396.41	25.36392
		G	55,394.80	4,616.23	26.63212
G192	General	A	41,749.82	3,479.15	20.07203
		B	43,837.31	3,653.11	21.07563
		C	46,029.18	3,835.76	22.12941
		D	48,330.63	4,027.55	23.23588
		E	50,747.17	4,228.93	24.39768
		F	53,284.52	4,440.38	25.61756
		G	55,948.75	4,662.40	26.89844
G193	General	A	42,167.32	3,513.94	20.27275
		B	44,275.68	3,689.64	21.28639
		C	46,489.47	3,874.12	22.35071
		D	48,813.94	4,067.83	23.46824
		E	51,254.64	4,271.22	24.64165
		F	53,817.37	4,484.78	25.87374
		G	56,508.24	4,709.02	27.16742
G194	General	A	42,588.99	3,549.08	20.47548
		B	44,718.44	3,726.54	21.49925
		C	46,954.36	3,912.86	22.57421
		D	49,302.08	4,108.51	23.70292
		E	51,767.18	4,313.93	24.88807
		F	54,355.54	4,529.63	26.13247
		G	57,073.32	4,756.11	27.43910
G195	General	A	43,014.88	3,584.57	20.68023
		B	45,165.62	3,763.80	21.71424
		C	47,423.91	3,951.99	22.79995
		D	49,795.10	4,149.59	23.93995
		E	52,284.86	4,357.07	25.13695
		F	54,899.10	4,574.92	26.39380
		G	57,644.05	4,803.67	27.71349
G196	General	A	43,445.03	3,620.42	20.88703
		B	45,617.28	3,801.44	21.93138
		C	47,898.14	3,991.51	23.02795
		D	50,293.05	4,191.09	24.17935
		E	52,807.70	4,400.64	25.38832
		F	55,448.09	4,620.67	26.65774
		G	58,220.49	4,851.71	27.99062
G197	General	A	43,879.48	3,656.62	21.09590
		B	46,073.45	3,839.45	22.15070
		C	48,377.13	4,031.43	23.25823
		D	50,795.98	4,233.00	24.42115
		E	53,335.78	4,444.65	25.64220
		F	56,002.57	4,666.88	26.92431
		G	58,802.70	4,900.22	28.27053
G198	General	A	44,318.27	3,693.19	21.30686
		B	46,534.19	3,877.85	22.37221
		C	48,860.90	4,071.74	23.49082
		D	51,303.94	4,275.33	24.66536
		E	53,869.14	4,489.09	25.89862
		F	56,562.60	4,713.55	27.19356
		G	59,390.73	4,949.23	28.55323
G199	General	A	44,761.46	3,730.12	21.51993
		B	46,999.53	3,916.63	22.59593
		C	49,349.51	4,112.46	23.72572
		D	51,816.98	4,318.08	24.91201
		E	54,407.83	4,533.99	26.15761
		F	57,128.22	4,760.69	27.46549
		G	59,984.63	4,998.72	28.83877
G200	General	A	45,209.07	3,767.42	21.73513
		B	47,469.52	3,955.79	22.82189
		C	49,843.00	4,153.58	23.96298
		D	52,335.15	4,361.26	25.16113
		E	54,951.91	4,579.33	26.41919
		F	57,699.50	4,808.29	27.74015
		G	60,584.48	5,048.71	29.12715

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G201	General	A	45,661.16	3,805.10	21.95248
		B	47,944.22	3,995.35	23.05011
		C	50,341.43	4,195.12	24.20261
		D	52,858.50	4,404.88	25.41274
		E	55,501.43	4,625.12	26.68338
		F	58,276.50	4,856.37	28.01755
		G	61,190.32	5,099.19	29.41842
G202	General	A	46,117.77	3,843.15	22.17201
		B	48,423.66	4,035.31	23.28061
		C	50,844.85	4,237.07	24.44464
		D	53,387.09	4,448.92	25.66687
		E	56,056.44	4,671.37	26.95021
		F	58,859.26	4,904.94	28.29772
		G	61,802.23	5,150.19	29.71261
G203	General	A	46,578.95	3,881.58	22.39373
		B	48,907.90	4,075.66	23.51341
		C	51,353.29	4,279.44	24.68908
		D	53,920.96	4,493.41	25.92354
		E	56,617.01	4,718.08	27.21971
		F	59,447.86	4,953.99	28.58070
		G	62,420.25	5,201.69	30.00974
G204	General	A	47,044.74	3,920.39	22.61766
		B	49,396.98	4,116.41	23.74855
		C	51,866.83	4,322.24	24.93597
		D	54,460.17	4,538.35	26.18277
		E	57,183.18	4,765.26	27.49191
		F	60,042.34	5,003.53	28.86651
		G	63,044.45	5,253.70	30.30983
G205	General	A	47,515.19	3,959.60	22.84384
		B	49,890.95	4,157.58	23.98603
		C	52,385.49	4,365.46	25.18533
		D	55,004.77	4,583.73	26.44460
		E	57,755.01	4,812.92	27.76683
		F	60,642.76	5,053.56	29.15517
		G	63,674.90	5,306.24	30.61293
G206	General	A	47,990.34	3,999.19	23.07228
		B	50,389.86	4,199.15	24.22589
		C	52,909.35	4,409.11	25.43719
		D	55,554.82	4,629.57	26.70905
		E	58,332.56	4,861.05	28.04450
		F	61,249.19	5,104.10	29.44672
		G	64,311.65	5,359.30	30.91906
G207	General	A	48,470.24	4,039.19	23.30300
		B	50,893.76	4,241.15	24.46815
		C	53,438.44	4,453.20	25.69156
		D	56,110.37	4,675.86	26.97614
		E	58,915.88	4,909.66	28.32494
		F	61,861.68	5,155.14	29.74119
		G	64,954.76	5,412.90	31.22825
G208	General	A	48,954.95	4,079.58	23.53603
		B	51,402.69	4,283.56	24.71283
		C	53,972.83	4,497.74	25.94847
		D	56,671.47	4,722.62	27.24590
		E	59,505.04	4,958.75	28.60819
		F	62,480.29	5,206.69	30.03860
		G	65,604.31	5,467.03	31.54053
G209	General	A	49,444.50	4,120.37	23.77139
		B	51,916.72	4,326.39	24.95996
		C	54,512.56	4,542.71	26.20796
		D	57,238.18	4,769.85	27.51836
		E	60,100.09	5,008.34	28.89428
		F	63,105.10	5,258.76	30.33899
		G	66,260.35	5,521.70	31.85594
G210	General	A	49,938.94	4,161.58	24.00911
		B	52,435.89	4,369.66	25.20956
		C	55,057.68	4,588.14	26.47004
		D	57,810.57	4,817.55	27.79354
		E	60,701.09	5,058.42	29.18322
		F	63,736.15	5,311.35	30.64238
		G	66,922.96	5,576.91	32.17450

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G211	General	A	50,438.33	4,203.19	24.24920
		B	52,960.25	4,413.35	25.46166
		C	55,608.26	4,634.02	26.73474
		D	58,388.67	4,865.72	28.07148
		E	61,308.10	5,109.01	29.47505
		F	64,373.51	5,364.46	30.94880
		G	67,592.19	5,632.68	32.49624
G212	General	A	50,942.71	4,245.23	24.49169
		B	53,489.85	4,457.49	25.71627
		C	56,164.34	4,680.36	27.00209
		D	58,972.56	4,914.38	28.35219
		E	61,921.19	5,160.10	29.76980
		F	65,017.25	5,418.10	31.25829
		G	68,268.11	5,689.01	32.82121
G213	General	A	51,452.14	4,287.68	24.73661
		B	54,024.75	4,502.06	25.97344
		C	56,725.98	4,727.17	27.27211
		D	59,562.28	4,963.52	28.63571
		E	62,540.40	5,211.70	30.06750
		F	65,667.42	5,472.28	31.57087
		G	68,950.79	5,745.90	33.14942
G214	General	A	51,966.66	4,330.56	24.98397
		B	54,564.99	4,547.08	26.23317
		C	57,293.24	4,774.44	27.54483
		D	60,157.91	5,013.16	28.92207
		E	63,165.80	5,263.82	30.36817
		F	66,324.09	5,527.01	31.88658
		G	69,640.30	5,803.36	33.48091
G215	General	A	52,486.33	4,373.86	25.23381
		B	55,110.64	4,592.55	26.49550
		C	57,866.18	4,822.18	27.82028
		D	60,759.49	5,063.29	29.21129
		E	63,797.46	5,316.45	30.67186
		F	66,987.33	5,582.28	32.20545
		G	70,336.70	5,861.39	33.81572
G216	General	A	53,011.19	4,417.60	25.48615
		B	55,661.75	4,638.48	26.76046
		C	58,444.84	4,870.40	28.09848
		D	61,367.08	5,113.92	29.50340
		E	64,435.43	5,369.62	30.97857
		F	67,657.21	5,638.10	32.52750
		G	71,040.07	5,920.01	34.15388
G217	General	A	53,541.30	4,461.78	25.74101
		B	56,218.37	4,684.86	27.02806
		C	59,029.29	4,919.11	28.37946
		D	61,980.75	5,165.06	29.79844
		E	65,079.79	5,423.32	31.28836
		F	68,333.78	5,694.48	32.85278
		G	71,750.47	5,979.21	34.49542
G218	General	A	54,076.72	4,506.39	25.99842
		B	56,780.55	4,731.71	27.29834
		C	59,619.58	4,968.30	28.66326
		D	62,600.56	5,216.71	30.09642
		E	65,730.59	5,477.55	31.60124
		F	69,017.12	5,751.43	33.18131
		G	72,467.97	6,039.00	34.84037
G219	General	A	54,617.48	4,551.46	26.25841
		B	57,348.36	4,779.03	27.57133
		C	60,215.78	5,017.98	28.94989
		D	63,226.56	5,268.88	30.39739
		E	66,387.89	5,532.32	31.91726
		F	69,707.29	5,808.94	33.51312
		G	73,192.65	6,099.39	35.18877
G220	General	A	55,163.66	4,596.97	26.52099
		B	57,921.84	4,826.82	27.84704
		C	60,817.93	5,068.16	29.23939
		D	63,858.83	5,321.57	30.70136
		E	67,051.77	5,587.65	32.23643
		F	70,404.36	5,867.03	33.84825
		G	73,924.58	6,160.38	35.54066

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G221	General	A	55,715.29	4,642.94	26.78620
		B	58,501.06	4,875.09	28.12551
		C	61,426.11	5,118.84	29.53178
		D	64,497.42	5,374.78	31.00837
		E	67,722.29	5,643.52	32.55879
		F	71,108.40	5,925.70	34.18673
		G	74,663.82	6,221.99	35.89607
G222	General	A	56,272.45	4,689.37	27.05406
		B	59,086.07	4,923.84	28.40676
		C	62,040.37	5,170.03	29.82710
		D	65,142.39	5,428.53	31.31846
		E	68,399.51	5,699.96	32.88438
		F	71,819.49	5,984.96	34.52860
		G	75,410.46	6,284.21	36.25503
G223	General	A	56,835.17	4,736.26	27.32460
		B	59,676.93	4,973.08	28.69083
		C	62,660.78	5,221.73	30.12537
		D	65,793.82	5,482.82	31.63164
		E	69,083.51	5,756.96	33.21322
		F	72,537.68	6,044.81	34.87389
		G	76,164.57	6,347.05	36.61758
G224	General	A	57,403.52	4,783.63	27.59785
		B	60,273.70	5,022.81	28.97774
		C	63,287.39	5,273.95	30.42663
		D	66,451.75	5,537.65	31.94796
		E	69,774.34	5,814.53	33.54536
		F	73,263.06	6,105.25	35.22262
		G	76,926.21	6,410.52	36.98376
G225	General	A	57,977.56	4,831.46	27.87383
		B	60,876.44	5,073.04	29.26752
		C	63,920.26	5,326.69	30.73089
		D	67,116.27	5,593.02	32.26744
		E	70,472.09	5,872.67	33.88081
		F	73,995.69	6,166.31	35.57485
		G	77,695.47	6,474.62	37.35359
G226	General	A	58,557.33	4,879.78	28.15256
		B	61,485.20	5,123.77	29.56019
		C	64,559.46	5,379.96	31.03820
		D	67,787.43	5,648.95	32.59011
		E	71,176.81	5,931.40	34.21962
		F	74,735.65	6,227.97	35.93060
		G	78,472.43	6,539.37	37.72713
G227	General	A	59,142.91	4,928.58	28.43409
		B	62,100.05	5,175.00	29.85580
		C	65,205.06	5,433.75	31.34858
		D	68,465.31	5,705.44	32.91601
		E	71,888.57	5,990.71	34.56181
		F	75,483.00	6,290.25	36.28991
		G	79,257.15	6,604.76	38.10440
G228	General	A	59,734.34	4,977.86	28.71843
		B	62,721.05	5,226.75	30.15435
		C	65,857.11	5,488.09	31.66207
		D	69,149.96	5,762.50	33.24517
		E	72,607.46	6,050.62	34.90743
		F	76,237.83	6,353.15	36.65280
		G	80,049.73	6,670.81	38.48544
G229	General	A	60,331.68	5,027.64	29.00562
		B	63,348.26	5,279.02	30.45590
		C	66,515.68	5,542.97	31.97869
		D	69,841.46	5,820.12	33.57763
		E	73,333.53	6,111.13	35.25651
		F	77,000.21	6,416.68	37.01933
		G	80,850.22	6,737.52	38.87030
G230	General	A	60,935.00	5,077.92	29.29567
		B	63,981.75	5,331.81	30.76046
		C	67,180.83	5,598.40	32.29848
		D	70,539.88	5,878.32	33.91340
		E	74,066.87	6,172.24	35.60907
		F	77,770.21	6,480.85	37.38953
		G	81,658.72	6,804.89	39.25900

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G231	General	A	61,544.35	5,128.70	29.58863
		B	64,621.56	5,385.13	31.06806
		C	67,852.64	5,654.39	32.62146
		D	71,245.28	5,937.11	34.25254
		E	74,807.54	6,233.96	35.96516
		F	78,547.92	6,545.66	37.76342
		G	82,475.31	6,872.94	39.65159
G232	General	A	62,159.79	5,179.98	29.88451
		B	65,267.78	5,438.98	31.37874
		C	68,531.17	5,710.93	32.94768
		D	71,957.73	5,996.48	34.59506
		E	75,555.61	6,296.30	36.32481
		F	79,333.40	6,611.12	38.14106
		G	83,300.06	6,941.67	40.04811
G233	General	A	62,781.39	5,231.78	30.18336
		B	65,920.46	5,493.37	31.69253
		C	69,216.48	5,768.04	33.27715
		D	72,677.31	6,056.44	34.94101
		E	76,311.17	6,359.26	36.68806
		F	80,126.73	6,677.23	38.52247
		G	84,133.07	7,011.09	40.44859
G234	General	A	63,409.20	5,284.10	30.48519
		B	66,579.66	5,548.31	32.00945
		C	69,908.65	5,825.72	33.60993
		D	73,404.08	6,117.01	35.29042
		E	77,074.28	6,422.86	37.05494
		F	80,928.00	6,744.00	38.90769
		G	84,974.40	7,081.20	40.85308
G235	General	A	64,043.29	5,336.94	30.79005
		B	67,245.46	5,603.79	32.32955
		C	70,607.73	5,883.98	33.94603
		D	74,138.12	6,178.18	35.64333
		E	77,845.03	6,487.09	37.42549
		F	81,737.28	6,811.44	39.29677
		G	85,824.14	7,152.01	41.26161
G236	General	A	64,683.73	5,390.31	31.09795
		B	67,917.91	5,659.83	32.65284
		C	71,313.81	5,942.82	34.28549
		D	74,879.50	6,239.96	35.99976
		E	78,623.48	6,551.96	37.79975
		F	82,554.65	6,879.55	39.68974
		G	86,682.38	7,223.53	41.67422
G237	General	A	65,330.56	5,444.21	31.40893
		B	68,597.09	5,716.42	32.97937
		C	72,026.95	6,002.25	34.62834
		D	75,628.30	6,302.36	36.35976
		E	79,409.71	6,617.48	38.17775
		F	83,380.20	6,948.35	40.08663
		G	87,549.21	7,295.77	42.09096
G238	General	A	65,983.87	5,498.66	31.72301
		B	69,283.06	5,773.59	33.30917
		C	72,747.22	6,062.27	34.97462
		D	76,384.58	6,365.38	36.72335
		E	80,203.81	6,683.65	38.55952
		F	84,214.00	7,017.83	40.48750
		G	88,424.70	7,368.72	42.51187
G239	General	A	66,643.71	5,553.64	32.04024
		B	69,975.89	5,831.32	33.64226
		C	73,474.69	6,122.89	35.32437
		D	77,148.42	6,429.04	37.09059
		E	81,005.85	6,750.49	38.94512
		F	85,056.14	7,088.01	40.89237
		G	89,308.94	7,442.41	42.93699
G240	General	A	67,310.15	5,609.18	32.36065
		B	70,675.65	5,889.64	33.97868
		C	74,209.44	6,184.12	35.67761
		D	77,919.91	6,493.33	37.46149
		E	81,815.90	6,817.99	39.33457
		F	85,906.70	7,158.89	41.30130
		G	90,202.03	7,516.84	43.36636

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G241	General	A	67,983.25	5,665.27	32.68425
		B	71,382.41	5,948.53	34.31847
		C	74,951.53	6,245.96	36.03439
		D	78,699.11	6,558.26	37.83611
		E	82,634.06	6,886.17	39.72791
		F	86,765.77	7,230.48	41.71431
		G	91,104.05	7,592.00	43.80003
G242	General	A	68,663.08	5,721.92	33.01110
		B	72,096.23	6,008.02	34.66165
		C	75,701.05	6,308.42	36.39473
		D	79,486.10	6,623.84	38.21447
		E	83,460.40	6,955.03	40.12519
		F	87,633.42	7,302.79	42.13145
		G	92,015.09	7,667.92	44.23803
G243	General	A	69,349.71	5,779.14	33.34121
		B	72,817.20	6,068.10	35.00827
		C	76,458.06	6,371.50	36.75868
		D	80,280.96	6,690.08	38.59662
		E	84,295.01	7,024.58	40.52645
		F	88,509.76	7,375.81	42.55277
		G	92,935.25	7,744.60	44.68041
G244	General	A	70,043.21	5,836.93	33.67462
		B	73,545.37	6,128.78	35.35835
		C	77,222.64	6,435.22	37.12627
		D	81,083.77	6,756.98	38.98258
		E	85,137.96	7,094.83	40.93171
		F	89,394.86	7,449.57	42.97830
		G	93,864.60	7,822.05	45.12721
G245	General	A	70,743.64	5,895.30	34.01137
		B	74,280.82	6,190.07	35.71193
		C	77,994.86	6,499.57	37.49753
		D	81,894.61	6,824.55	39.37241
		E	85,989.34	7,165.78	41.34103
		F	90,288.80	7,524.07	43.40808
		G	94,803.24	7,900.27	45.57848
G246	General	A	71,451.08	5,954.26	34.35148
		B	75,023.63	6,251.97	36.06905
		C	78,774.81	6,564.57	37.87251
		D	82,713.55	6,892.80	39.76613
		E	86,849.23	7,237.44	41.75444
		F	91,191.69	7,599.31	43.84216
		G	95,751.28	7,979.27	46.03427
G247	General	A	72,165.59	6,013.80	34.69499
		B	75,773.87	6,314.49	36.42974
		C	79,562.56	6,630.21	38.25123
		D	83,540.69	6,961.72	40.16379
		E	87,717.72	7,309.81	42.17198
		F	92,103.61	7,675.30	44.28058
		G	96,708.79	8,059.07	46.49461
G248	General	A	72,887.24	6,073.94	35.04194
		B	76,531.61	6,377.63	36.79404
		C	80,358.19	6,696.52	38.63374
		D	84,376.10	7,031.34	40.56543
		E	88,594.90	7,382.91	42.59370
		F	93,024.64	7,752.05	44.72339
		G	97,675.88	8,139.66	46.95956
G249	General	A	73,616.12	6,134.68	35.39236
		B	77,296.92	6,441.41	37.16198
		C	81,161.77	6,763.48	39.02008
		D	85,219.86	7,101.65	40.97108
		E	89,480.85	7,456.74	43.01964
		F	93,954.89	7,829.57	45.17062
		G	98,652.64	8,221.05	47.42915
G250	General	A	74,352.28	6,196.02	35.74629
		B	78,069.89	6,505.82	37.53360
		C	81,973.39	6,831.12	39.41028
		D	86,072.05	7,172.67	41.38080
		E	90,375.66	7,531.30	43.44984
		F	94,894.44	7,907.87	45.62233
		G	99,639.16	8,303.26	47.90344

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G251	General	A	75,095.80	6,257.98	36.10375
		B	78,850.59	6,570.88	37.90894
		C	82,793.12	6,899.43	39.80438
		D	86,932.78	7,244.40	41.79460
		E	91,279.41	7,606.62	43.88433
		F	95,843.38	7,986.95	46.07855
		G	100,635.55	8,386.30	48.38248
G252	General	A	75,846.76	6,320.56	36.46479
		B	79,639.10	6,636.59	38.28803
		C	83,621.05	6,968.42	40.20243
		D	87,802.10	7,316.84	42.21255
		E	92,192.21	7,682.68	44.32318
		F	96,801.82	8,066.82	46.53934
		G	101,641.91	8,470.16	48.86630
G253	General	A	76,605.23	6,383.77	36.82944
		B	80,435.49	6,702.96	38.67091
		C	84,457.26	7,038.10	40.60445
		D	88,680.12	7,390.01	42.63468
		E	93,114.13	7,759.51	44.76641
		F	97,769.84	8,147.49	47.00473
		G	102,658.33	8,554.86	49.35497
G254	General	A	77,371.28	6,447.61	37.19773
		B	81,239.84	6,769.99	39.05762
		C	85,301.83	7,108.49	41.01050
		D	89,566.93	7,463.91	43.06102
		E	94,045.27	7,837.11	45.21407
		F	98,747.54	8,228.96	47.47478
		G	103,684.91	8,640.41	49.84852
G255	General	A	78,144.99	6,512.08	37.56971
		B	82,052.24	6,837.69	39.44819
		C	86,154.85	7,179.57	41.42060
		D	90,462.59	7,538.55	43.49163
		E	94,985.72	7,915.48	45.66621
		F	99,735.01	8,311.25	47.94952
		G	104,721.76	8,726.81	50.34700
G256	General	A	78,926.44	6,577.20	37.94540
		B	82,872.76	6,906.06	39.84267
		C	87,016.40	7,251.37	41.83481
		D	91,367.22	7,613.93	43.92655
		E	95,935.58	7,994.63	46.12288
		F	100,732.36	8,394.36	48.42902
		G	105,768.98	8,814.08	50.85047
G257	General	A	79,715.70	6,642.98	38.32486
		B	83,701.49	6,975.12	40.24110
		C	87,886.56	7,323.88	42.25316
		D	92,280.89	7,690.07	44.36581
		E	96,894.94	8,074.58	46.58410
		F	101,739.68	8,478.31	48.91331
		G	106,826.67	8,902.22	51.35898
G258	General	A	80,512.86	6,709.41	38.70811
		B	84,538.50	7,044.88	40.64351
		C	88,765.43	7,397.12	42.67569
		D	93,203.70	7,766.97	44.80947
		E	97,863.89	8,155.32	47.04995
		F	102,757.08	8,563.09	49.40244
		G	107,894.94	8,991.24	51.87256
G259	General	A	81,317.99	6,776.50	39.09519
		B	85,383.89	7,115.32	41.04995
		C	89,653.08	7,471.09	43.10244
		D	94,135.74	7,844.64	45.25757
		E	98,842.53	8,236.88	47.52044
		F	103,784.65	8,648.72	49.89647
		G	108,973.88	9,081.16	52.39129
G260	General	A	82,131.17	6,844.26	39.48614
		B	86,237.73	7,186.48	41.46045
		C	90,549.62	7,545.80	43.53347
		D	95,077.10	7,923.09	45.71014
		E	99,830.95	8,319.25	47.99565
		F	104,822.50	8,735.21	50.39543
		G	110,063.62	9,171.97	52.91520

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G261	General	A	82,952.48	6,912.71	39.88100
		B	87,100.11	7,258.34	41.87505
		C	91,455.11	7,621.26	43.96880
		D	96,027.87	8,002.32	46.16724
		E	100,829.26	8,402.44	48.47561
		F	105,870.72	8,822.56	50.89939
		G	111,164.26	9,263.69	53.44436
G262	General	A	83,782.01	6,981.83	40.27981
		B	87,971.11	7,330.93	42.29380
		C	92,369.66	7,697.47	44.40849
		D	96,988.15	8,082.35	46.62892
		E	101,837.55	8,486.46	48.96036
		F	106,929.43	8,910.79	51.40838
		G	112,275.90	9,356.32	53.97880
G263	General	A	84,619.83	7,051.65	40.68261
		B	88,850.82	7,404.23	42.71674
		C	93,293.36	7,774.45	44.85258
		D	97,958.03	8,163.17	47.09521
		E	102,855.93	8,571.33	49.44997
		F	107,998.72	8,999.89	51.92246
		G	113,398.66	9,449.89	54.51859
G264	General	A	85,466.03	7,122.17	41.08944
		B	89,739.33	7,478.28	43.14391
		C	94,226.29	7,852.19	45.30110
		D	98,937.61	8,244.80	47.56616
		E	103,884.49	8,657.04	49.94447
		F	109,078.71	9,089.89	52.44169
		G	114,532.65	9,544.39	55.06377
G265	General	A	86,320.69	7,193.39	41.50033
		B	90,636.72	7,553.06	43.57535
		C	95,168.56	7,930.71	45.75411
		D	99,926.98	8,327.25	48.04182
		E	104,923.33	8,743.61	50.44391
		F	110,169.50	9,180.79	52.96611
		G	115,677.97	9,639.83	55.61441
G266	General	A	87,183.89	7,265.32	41.91533
		B	91,543.09	7,628.59	44.01110
		C	96,120.24	8,010.02	46.21165
		D	100,926.25	8,410.52	48.52224
		E	105,972.57	8,831.05	50.94835
		F	111,271.19	9,272.60	53.49577
		G	116,834.75	9,736.23	56.17055
G267	General	A	88,055.73	7,337.98	42.33449
		B	92,458.52	7,704.88	44.45121
		C	97,081.44	8,090.12	46.67377
		D	101,935.52	8,494.63	49.00746
		E	107,032.29	8,919.36	51.45783
		F	112,383.91	9,365.33	54.03072
		G	118,003.10	9,833.59	56.73226
G268	General	A	88,936.29	7,411.36	42.75783
		B	93,383.10	7,781.93	44.89572
		C	98,052.26	8,171.02	47.14051
		D	102,954.87	8,579.57	49.49753
		E	108,102.61	9,008.55	51.97241
		F	113,507.75	9,458.98	54.57103
		G	119,183.13	9,931.93	57.29958
G269	General	A	89,825.65	7,485.47	43.18541
		B	94,316.93	7,859.74	45.34468
		C	99,032.78	8,252.73	47.61191
		D	103,984.42	8,665.37	49.99251
		E	109,183.64	9,098.64	52.49213
		F	114,642.82	9,553.57	55.11674
		G	120,374.96	10,031.25	57.87258
G270	General	A	90,723.91	7,560.33	43.61726
		B	95,260.10	7,938.34	45.79813
		C	100,023.11	8,335.26	48.08803
		D	105,024.26	8,752.02	50.49243
		E	110,275.48	9,189.62	53.01706
		F	115,789.25	9,649.10	55.66791
		G	121,578.71	10,131.56	58.45130

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G271	General	A	91,631.15	7,635.93	44.05344
		B	96,212.70	8,017.73	46.25611
		C	101,023.34	8,418.61	48.56891
		D	106,074.51	8,839.54	50.99736
		E	111,378.23	9,281.52	53.54723
		F	116,947.14	9,745.60	56.22459
		G	122,794.50	10,232.87	59.03582
G272	General	A	92,547.46	7,712.29	44.49397
		B	97,174.83	8,097.90	46.71867
		C	102,033.57	8,502.80	49.05460
		D	107,135.25	8,927.94	51.50733
		E	112,492.01	9,374.33	54.08270
		F	118,116.61	9,843.05	56.78683
		G	124,022.45	10,335.20	59.62618
G273	General	A	93,472.93	7,789.41	44.93891
		B	98,146.58	8,178.88	47.18586
		C	103,053.91	8,587.83	49.54515
		D	108,206.60	9,017.22	52.02241
		E	113,616.93	9,468.08	54.62353
		F	119,297.78	9,941.48	57.35470
		G	125,262.67	10,438.56	60.22244
G274	General	A	94,407.66	7,867.31	45.38830
		B	99,128.05	8,260.67	47.65771
		C	104,084.45	8,673.70	50.04060
		D	109,288.67	9,107.39	52.54263
		E	114,753.10	9,562.76	55.16976
		F	120,490.76	10,040.90	57.92825
		G	126,515.30	10,542.94	60.82466
G275	General	A	95,351.74	7,945.98	45.84218
		B	100,119.33	8,343.28	48.13429
		C	105,125.29	8,760.44	50.54101
		D	110,381.56	9,198.46	53.06806
		E	115,900.63	9,658.39	55.72146
		F	121,695.67	10,141.31	58.50753
		G	127,780.45	10,648.37	61.43291
G276	General	A	96,305.26	8,025.44	46.30060
		B	101,120.52	8,426.71	48.61563
		C	106,176.55	8,848.05	51.04642
		D	111,485.37	9,290.45	53.59874
		E	117,059.64	9,754.97	56.27867
		F	122,912.62	10,242.72	59.09261
		G	129,058.25	10,754.85	62.04724
G277	General	A	97,268.31	8,105.69	46.76361
		B	102,131.72	8,510.98	49.10179
		C	107,238.31	8,936.53	51.55688
		D	112,600.23	9,383.35	54.13472
		E	118,230.24	9,852.52	56.84146
		F	124,141.75	10,345.15	59.68353
		G	130,348.84	10,862.40	62.66771
G278	General	A	98,240.99	8,186.75	47.23125
		B	103,153.04	8,596.09	49.59281
		C	108,310.69	9,025.89	52.07245
		D	113,726.23	9,477.19	54.67607
		E	119,412.54	9,951.04	57.40987
		F	125,383.17	10,448.60	60.28037
		G	131,652.33	10,971.03	63.29439
G279	General	A	99,223.40	8,268.62	47.70356
		B	104,184.57	8,682.05	50.08874
		C	109,393.80	9,116.15	52.59317
		D	114,863.49	9,571.96	55.22283
		E	120,606.67	10,050.56	57.98397
		F	126,637.00	10,553.08	60.88317
		G	132,968.85	11,080.74	63.92733
G280	General	A	100,215.64	8,351.30	48.18059
		B	105,226.42	8,768.87	50.58962
		C	110,487.74	9,207.31	53.11911
		D	116,012.13	9,667.68	55.77506
		E	121,812.73	10,151.06	58.56381
		F	127,903.37	10,658.61	61.49200
		G	134,298.54	11,191.54	64.56660

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G281	General	A	101,217.79	8,434.82	48.66240
		B	106,278.68	8,856.56	51.09552
		C	111,592.62	9,299.38	53.65030
		D	117,172.25	9,764.35	56.33281
		E	123,030.86	10,252.57	59.14945
		F	129,182.40	10,765.20	62.10692
		G	135,641.52	11,303.46	65.21227
G282	General	A	102,229.97	8,519.16	49.14902
		B	107,341.47	8,945.12	51.60648
		C	112,708.54	9,392.38	54.18680
		D	118,343.97	9,862.00	56.89614
		E	124,261.17	10,355.10	59.74095
		F	130,474.23	10,872.85	62.72799
		G	136,997.94	11,416.49	65.86439
G283	General	A	103,252.27	8,604.36	49.64051
		B	108,414.88	9,034.57	52.12254
		C	113,835.63	9,486.30	54.72867
		D	119,527.41	9,960.62	57.46510
		E	125,503.78	10,458.65	60.33836
		F	131,778.97	10,981.58	63.35527
		G	138,367.92	11,530.66	66.52304
G284	General	A	104,284.79	8,690.40	50.13692
		B	109,499.03	9,124.92	52.64377
		C	114,973.98	9,581.17	55.27595
		D	120,722.68	10,060.22	58.03975
		E	126,758.82	10,563.23	60.94174
		F	133,096.76	11,091.40	63.98883
		G	139,751.60	11,645.97	67.18827
G285	General	A	105,327.64	8,777.30	50.63829
		B	110,594.02	9,216.17	53.17020
		C	116,123.72	9,676.98	55.82871
		D	121,929.91	10,160.83	58.62015
		E	128,026.41	10,668.87	61.55116
		F	134,427.73	11,202.31	64.62871
		G	141,149.11	11,762.43	67.86015
G286	General	A	106,380.92	8,865.08	51.14467
		B	111,699.96	9,308.33	53.70191
		C	117,284.96	9,773.75	56.38700
		D	123,149.21	10,262.43	59.20635
		E	129,306.67	10,775.56	62.16667
		F	135,772.00	11,314.33	65.27500
		G	142,560.60	11,880.05	68.53875
G287	General	A	107,444.73	8,953.73	51.65612
		B	112,816.96	9,401.41	54.23892
		C	118,457.81	9,871.48	56.95087
		D	124,380.70	10,365.06	59.79841
		E	130,599.74	10,883.31	62.78833
		F	137,129.72	11,427.48	65.92775
		G	143,986.21	11,998.85	69.22414
G288	General	A	108,519.17	9,043.26	52.17268
		B	113,945.13	9,495.43	54.78131
		C	119,642.39	9,970.20	57.52038
		D	125,624.51	10,468.71	60.39640
		E	131,905.73	10,992.14	63.41622
		F	138,501.02	11,541.75	66.58703
		G	145,426.07	12,118.84	69.91638
G289	General	A	109,604.37	9,133.70	52.69441
		B	115,084.58	9,590.38	55.32913
		C	120,838.81	10,069.90	58.09558
		D	126,880.75	10,573.40	61.00036
		E	133,224.79	11,102.07	64.05038
		F	139,886.03	11,657.17	67.25290
		G	146,880.33	12,240.03	70.61554
G290	General	A	110,700.41	9,225.03	53.22135
		B	116,235.43	9,686.29	55.88242
		C	122,047.20	10,170.60	58.67654
		D	128,149.56	10,679.13	61.61037
		E	134,557.04	11,213.09	64.69088
		F	141,284.89	11,773.74	67.92543
		G	148,349.14	12,362.43	71.32170

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
G291	General	A	111,807.41	9,317.28	53.75356
		B	117,397.78	9,783.15	56.44124
		C	123,267.67	10,272.31	59.26330
		D	129,431.06	10,785.92	62.22647
		E	135,902.61	11,325.22	65.33779
		F	142,697.74	11,891.48	68.60468
		G	149,832.63	12,486.05	72.03492
G292	General	A	112,925.49	9,410.46	54.29110
		B	118,571.76	9,880.98	57.00565
		C	124,500.35	10,375.03	59.85594
		D	130,725.37	10,893.78	62.84873
		E	137,261.64	11,438.47	65.99117
		F	144,124.72	12,010.39	69.29073
		G	151,330.95	12,610.91	72.75527
G293	General	A	114,054.74	9,504.56	54.83401
		B	119,757.48	9,979.79	57.57571
		C	125,745.35	10,478.78	60.45450
		D	132,032.62	11,002.72	63.47722
		E	138,634.25	11,552.85	66.65108
		F	145,565.96	12,130.50	69.98364
		G	152,844.26	12,737.02	73.48282
G294	General	A	115,195.29	9,599.61	55.38235
		B	120,955.05	10,079.59	58.15147
		C	127,002.81	10,583.57	61.05904
		D	133,352.95	11,112.75	64.11199
		E	140,020.59	11,668.38	67.31759
		F	147,021.62	12,251.80	70.68347
		G	154,372.70	12,864.39	74.21765
G295	General	A	116,347.24	9,695.60	55.93617
		B	122,164.60	10,180.38	58.73298
		C	128,272.83	10,689.40	61.66963
		D	134,686.48	11,223.87	64.75311
		E	141,420.80	11,785.07	67.99077
		F	148,491.84	12,374.32	71.39031
		G	155,916.43	12,993.04	74.95982
G296	General	A	117,510.71	9,792.56	56.49554
		B	123,386.25	10,282.19	59.32031
		C	129,555.56	10,796.30	62.28633
		D	136,033.34	11,336.11	65.40064
		E	142,835.01	11,902.92	68.67068
		F	149,976.76	12,498.06	72.10421
		G	157,475.60	13,122.97	75.70942
G297	General	A	118,685.82	9,890.48	57.06049
		B	124,620.11	10,385.01	59.91352
		C	130,851.12	10,904.26	62.90919
		D	137,393.67	11,449.47	66.05465
		E	144,263.36	12,021.95	69.35738
		F	151,476.53	12,623.04	72.82525
		G	159,050.35	13,254.20	76.46652
G298	General	A	119,872.68	9,989.39	57.63110
		B	125,866.31	10,488.86	60.51265
		C	132,159.63	11,013.30	63.53828
		D	138,767.61	11,563.97	66.71520
		E	145,705.99	12,142.17	70.05096
		F	152,991.29	12,749.27	73.55351
		G	160,640.86	13,386.74	77.23118
G299	General	A	121,071.41	10,089.28	58.20741
		B	127,124.98	10,593.75	61.11778
		C	133,481.23	11,123.44	64.17367
		D	140,155.29	11,679.61	67.38235
		E	147,163.05	12,263.59	70.75147
		F	154,521.20	12,876.77	74.28904
		G	162,247.26	13,520.61	78.00349
G300	General	A	122,282.12	10,190.18	58.78948
		B	128,396.23	10,699.69	61.72896
		C	134,816.04	11,234.67	64.81540
		D	141,556.84	11,796.40	68.05617
		E	148,634.68	12,386.22	71.45898
		F	156,066.42	13,005.53	75.03193
		G	163,869.74	13,655.81	78.78353

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Non-Represented General Classifications					
N111	Non-Represented General	A	18,717.36	1,559.78	8.99873
		B	19,653.23	1,637.77	9.44867
		C	20,635.89	1,719.66	9.92110
		D	21,667.68	1,805.64	10.41715
		E	22,751.07	1,895.92	10.93801
		F	23,888.62	1,990.72	11.48491
		G	25,083.05	2,090.25	12.05916
N112	Non-Represented General	A	18,904.53	1,575.38	9.08872
		B	19,849.76	1,654.15	9.54315
		C	20,842.25	1,736.85	10.02031
		D	21,884.36	1,823.70	10.52133
		E	22,978.58	1,914.88	11.04739
		F	24,127.51	2,010.63	11.59976
		G	25,333.88	2,111.16	12.17975
N113	Non-Represented General	A	19,093.58	1,591.13	9.17960
		B	20,048.26	1,670.69	9.63858
		C	21,050.67	1,754.22	10.12051
		D	22,103.20	1,841.93	10.62654
		E	23,208.36	1,934.03	11.15787
		F	24,368.78	2,030.73	11.71576
		G	25,587.22	2,132.27	12.30155
N114	Non-Represented General	A	19,284.51	1,607.04	9.27140
		B	20,248.74	1,687.39	9.73497
		C	21,261.18	1,771.76	10.22172
		D	22,324.23	1,860.35	10.73281
		E	23,440.45	1,953.37	11.26945
		F	24,612.47	2,051.04	11.83292
		G	25,843.09	2,153.59	12.42456
N115	Non-Represented General	A	19,477.36	1,623.11	9.36411
		B	20,451.23	1,704.27	9.83232
		C	21,473.79	1,789.48	10.32394
		D	22,547.48	1,878.96	10.84013
		E	23,674.85	1,972.90	11.38214
		F	24,858.59	2,071.55	11.95125
		G	26,101.52	2,175.13	12.54881
N116	Non-Represented General	A	19,672.13	1,639.34	9.45776
		B	20,655.74	1,721.31	9.93064
		C	21,688.53	1,807.38	10.42718
		D	22,772.95	1,897.75	10.94853
		E	23,911.60	1,992.63	11.49596
		F	25,107.18	2,092.26	12.07076
		G	26,362.54	2,196.88	12.67430
N117	Non-Represented General	A	19,868.85	1,655.74	9.55233
		B	20,862.30	1,738.52	10.02995
		C	21,905.41	1,825.45	10.53145
		D	23,000.68	1,916.72	11.05802
		E	24,150.72	2,012.56	11.61092
		F	25,358.25	2,113.19	12.19147
		G	26,626.16	2,218.85	12.80104
N118	Non-Represented General	A	20,067.54	1,672.30	9.64786
		B	21,070.92	1,755.91	10.13025
		C	22,124.46	1,843.71	10.63676
		D	23,230.69	1,935.89	11.16860
		E	24,392.22	2,032.69	11.72703
		F	25,611.83	2,134.32	12.31338
		G	26,892.43	2,241.04	12.92905
N119	Non-Represented General	A	20,268.22	1,689.02	9.74434
		B	21,281.63	1,773.47	10.23155
		C	22,345.71	1,862.14	10.74313
		D	23,462.99	1,955.25	11.28029
		E	24,636.14	2,053.01	11.84430
		F	25,867.95	2,155.66	12.43652
		G	27,161.35	2,263.45	13.05834
N120	Non-Represented General	A	20,470.90	1,705.91	9.84178
		B	21,494.44	1,791.20	10.33387
		C	22,569.17	1,880.76	10.85056
		D	23,697.62	1,974.80	11.39309
		E	24,882.51	2,073.54	11.96274
		F	26,126.63	2,177.22	12.56088
		G	27,432.96	2,286.08	13.18892

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N121	Non-Represented General	A	20,675.61	1,722.97	9.94020
		B	21,709.39	1,809.12	10.43721
		C	22,794.86	1,899.57	10.95907
		D	23,934.60	1,994.55	11.50702
		E	25,131.33	2,094.28	12.08237
		F	26,387.90	2,198.99	12.68649
		G	27,707.29	2,308.94	13.32081
N122	Non-Represented General	A	20,882.36	1,740.20	10.03960
		B	21,926.48	1,827.21	10.54158
		C	23,022.81	1,918.57	11.06866
		D	24,173.95	2,014.50	11.62209
		E	25,382.64	2,115.22	12.20319
		F	26,651.78	2,220.98	12.81335
		G	27,984.37	2,332.03	13.45402
N123	Non-Represented General	A	21,091.19	1,757.60	10.13999
		B	22,145.75	1,845.48	10.64699
		C	23,253.03	1,937.75	11.17934
		D	24,415.69	2,034.64	11.73831
		E	25,636.47	2,136.37	12.32523
		F	26,918.29	2,243.19	12.94149
		G	28,264.21	2,355.35	13.58856
N124	Non-Represented General	A	21,302.10	1,775.17	10.24139
		B	22,367.20	1,863.93	10.75346
		C	23,485.57	1,957.13	11.29114
		D	24,659.84	2,054.99	11.85569
		E	25,892.84	2,157.74	12.44848
		F	27,187.48	2,265.62	13.07090
		G	28,546.85	2,378.90	13.72445
N125	Non-Represented General	A	21,515.12	1,792.93	10.34381
		B	22,590.88	1,882.57	10.86100
		C	23,720.42	1,976.70	11.40405
		D	24,906.44	2,075.54	11.97425
		E	26,151.76	2,179.31	12.57296
		F	27,459.35	2,288.28	13.20161
		G	28,832.32	2,402.69	13.86169
N126	Non-Represented General	A	21,730.27	1,810.86	10.44725
		B	22,816.79	1,901.40	10.96961
		C	23,957.62	1,996.47	11.51809
		D	25,155.51	2,096.29	12.09399
		E	26,413.28	2,201.11	12.69869
		F	27,733.95	2,311.16	13.33363
		G	29,120.64	2,426.72	14.00031
N127	Non-Represented General	A	21,947.57	1,828.96	10.55172
		B	23,044.95	1,920.41	11.07930
		C	24,197.20	2,016.43	11.63327
		D	25,407.06	2,117.26	12.21493
		E	26,677.41	2,223.12	12.82568
		F	28,011.28	2,334.27	13.46696
		G	29,411.85	2,450.99	14.14031
N128	Non-Represented General	A	22,167.05	1,847.25	10.65724
		B	23,275.40	1,939.62	11.19010
		C	24,439.17	2,036.60	11.74960
		D	25,661.13	2,138.43	12.33708
		E	26,944.19	2,245.35	12.95394
		F	28,291.40	2,357.62	13.60163
		G	29,705.97	2,475.50	14.28172
N129	Non-Represented General	A	22,388.72	1,865.73	10.76381
		B	23,508.16	1,959.01	11.30200
		C	24,683.56	2,056.96	11.86710
		D	25,917.74	2,159.81	12.46045
		E	27,213.63	2,267.80	13.08348
		F	28,574.31	2,381.19	13.73765
		G	30,003.03	2,500.25	14.42453
N130	Non-Represented General	A	22,612.61	1,884.38	10.87145
		B	23,743.24	1,978.60	11.41502
		C	24,930.40	2,077.53	11.98577
		D	26,176.92	2,181.41	12.58506
		E	27,485.77	2,290.48	13.21431
		F	28,860.05	2,405.00	13.87503
		G	30,303.06	2,525.25	14.56878
N131	Non-Represented General	A	22,838.73	1,903.23	10.98016

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	23,980.67	1,998.39	11.52917
		C	25,179.70	2,098.31	12.10563
		D	26,438.69	2,203.22	12.71091
		E	27,760.62	2,313.39	13.34645
		F	29,148.66	2,429.05	14.01378
		G	30,606.09	2,550.51	14.71447
N132	Non-Represented General	A	23,067.12	1,922.26	11.08996
		B	24,220.48	2,018.37	11.64446
		C	25,431.50	2,119.29	12.22668
		D	26,703.08	2,225.26	12.83802
		E	28,038.23	2,336.52	13.47992
		F	29,440.14	2,453.35	14.15391
		G	30,912.15	2,576.01	14.86161
N133	Non-Represented General	A	23,297.79	1,941.48	11.20086
		B	24,462.68	2,038.56	11.76091
		C	25,685.82	2,140.48	12.34895
		D	26,970.11	2,247.51	12.96640
		E	28,318.61	2,359.88	13.61472
		F	29,734.54	2,477.88	14.29545
		G	31,221.27	2,601.77	15.01023
N134	Non-Represented General	A	23,530.77	1,960.90	11.31287
		B	24,707.31	2,058.94	11.87851
		C	25,942.67	2,161.89	12.47244
		D	27,239.81	2,269.98	13.09606
		E	28,601.80	2,383.48	13.75086
		F	30,031.89	2,502.66	14.43841
		G	31,533.48	2,627.79	15.16033
N135	Non-Represented General	A	23,766.08	1,980.51	11.42600
		B	24,954.38	2,079.53	11.99730
		C	26,202.10	2,183.51	12.59716
		D	27,512.21	2,292.68	13.22702
		E	28,887.82	2,407.32	13.88837
		F	30,332.21	2,527.68	14.58279
		G	31,848.82	2,654.07	15.31193
N136	Non-Represented General	A	24,003.74	2,000.31	11.54026
		B	25,203.93	2,100.33	12.11727
		C	26,464.12	2,205.34	12.72314
		D	27,787.33	2,315.61	13.35929
		E	29,176.70	2,431.39	14.02726
		F	30,635.53	2,552.96	14.72862
		G	32,167.31	2,680.61	15.46505
N137	Non-Represented General	A	24,243.78	2,020.31	11.65566
		B	25,455.97	2,121.33	12.23844
		C	26,728.76	2,227.40	12.85037
		D	28,065.20	2,338.77	13.49289
		E	29,468.46	2,455.71	14.16753
		F	30,941.89	2,578.49	14.87591
		G	32,488.98	2,707.41	15.61970
N138	Non-Represented General	A	24,486.21	2,040.52	11.77222
		B	25,710.53	2,142.54	12.36083
		C	26,996.05	2,249.67	12.97887
		D	28,345.85	2,362.15	13.62781
		E	29,763.15	2,480.26	14.30921
		F	31,251.30	2,604.28	15.02467
		G	32,813.87	2,734.49	15.77590
N139	Non-Represented General	A	24,731.08	2,060.92	11.88994
		B	25,967.63	2,163.97	12.48444
		C	27,266.01	2,272.17	13.10866
		D	28,629.31	2,385.78	13.76409
		E	30,060.78	2,505.06	14.45230
		F	31,563.82	2,630.32	15.17491
		G	33,142.01	2,761.83	15.93366
N140	Non-Represented General	A	24,978.39	2,081.53	12.00884
		B	26,227.31	2,185.61	12.60928
		C	27,538.67	2,294.89	13.23975
		D	28,915.61	2,409.63	13.90173
		E	30,361.39	2,530.12	14.59682
		F	31,879.46	2,656.62	15.32666
		G	33,473.43	2,789.45	16.09299

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N141	Non-Represented General	A	25,228.17	2,102.35	12.12893
		B	26,489.58	2,207.46	12.73537
		C	27,814.06	2,317.84	13.37214
		D	29,204.76	2,433.73	14.04075
		E	30,665.00	2,555.42	14.74279
		F	32,198.25	2,683.19	15.47993
		G	33,808.16	2,817.35	16.25392
N142	Non-Represented General	A	25,480.45	2,123.37	12.25022
		B	26,754.48	2,229.54	12.86273
		C	28,092.20	2,341.02	13.50587
		D	29,496.81	2,458.07	14.18116
		E	30,971.65	2,580.97	14.89022
		F	32,520.23	2,710.02	15.63473
		G	34,146.24	2,845.52	16.41646
N143	Non-Represented General	A	25,735.26	2,144.60	12.37272
		B	27,022.02	2,251.83	12.99136
		C	28,373.12	2,364.43	13.64092
		D	29,791.78	2,482.65	14.32297
		E	31,281.37	2,606.78	15.03912
		F	32,845.43	2,737.12	15.79107
		G	34,487.71	2,873.98	16.58063
N144	Non-Represented General	A	25,992.61	2,166.05	12.49645
		B	27,292.24	2,274.35	13.12127
		C	28,656.85	2,388.07	13.77733
		D	30,089.70	2,507.47	14.46620
		E	31,594.18	2,632.85	15.18951
		F	33,173.89	2,764.49	15.94899
		G	34,832.58	2,902.72	16.74643
N145	Non-Represented General	A	26,252.54	2,187.71	12.62141
		B	27,565.16	2,297.10	13.25248
		C	28,943.42	2,411.95	13.91511
		D	30,390.59	2,532.55	14.61086
		E	31,910.12	2,659.18	15.34140
		F	33,505.63	2,792.14	16.10847
		G	35,180.91	2,931.74	16.91390
N146	Non-Represented General	A	26,515.06	2,209.59	12.74763
		B	27,840.81	2,320.07	13.38501
		C	29,232.86	2,436.07	14.05426
		D	30,694.50	2,557.87	14.75697
		E	32,229.22	2,685.77	15.49482
		F	33,840.68	2,820.06	16.26956
		G	35,532.72	2,961.06	17.08304
N147	Non-Represented General	A	26,780.21	2,231.68	12.87510
		B	28,119.22	2,343.27	13.51886
		C	29,525.18	2,460.43	14.19480
		D	31,001.44	2,583.45	14.90454
		E	32,551.52	2,712.63	15.64977
		F	34,179.09	2,848.26	16.43226
		G	35,888.05	2,990.67	17.25387
N148	Non-Represented General	A	27,048.01	2,254.00	13.00385
		B	28,400.41	2,366.70	13.65405
		C	29,820.44	2,485.04	14.33675
		D	31,311.46	2,609.29	15.05359
		E	32,877.03	2,739.75	15.80626
		F	34,520.88	2,876.74	16.59658
		G	36,246.93	3,020.58	17.42641
N149	Non-Represented General	A	27,318.49	2,276.54	13.13389
		B	28,684.42	2,390.37	13.79059
		C	30,118.64	2,509.89	14.48012
		D	31,624.57	2,635.38	15.20412
		E	33,205.80	2,767.15	15.96433
		F	34,866.09	2,905.51	16.76254
		G	36,609.40	3,050.78	17.60067
N150	Non-Represented General	A	27,591.68	2,299.31	13.26523
		B	28,971.26	2,414.27	13.92849
		C	30,419.83	2,534.99	14.62492
		D	31,940.82	2,661.73	15.35616
		E	33,537.86	2,794.82	16.12397
		F	35,214.75	2,934.56	16.93017
		G	36,975.49	3,081.29	17.77668

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N151	Non-Represented General	A	27,867.60	2,322.30	13.39788
		B	29,260.98	2,438.41	14.06778
		C	30,724.02	2,560.34	14.77117
		D	32,260.23	2,688.35	15.50972
		E	33,873.24	2,822.77	16.28521
		F	35,566.90	2,963.91	17.09947
		G	37,345.24	3,112.10	17.95444
N152	Non-Represented General	A	28,146.27	2,345.52	13.53186
		B	29,553.59	2,462.80	14.20845
		C	31,031.26	2,585.94	14.91888
		D	32,582.83	2,715.24	15.66482
		E	34,211.97	2,851.00	16.44806
		F	35,922.57	2,993.55	17.27047
		G	37,718.70	3,143.22	18.13399
N153	Non-Represented General	A	28,427.73	2,368.98	13.66718
		B	29,849.12	2,487.43	14.35054
		C	31,341.58	2,611.80	15.06807
		D	32,908.66	2,742.39	15.82147
		E	34,554.09	2,879.51	16.61254
		F	36,281.79	3,023.48	17.44317
		G	38,095.88	3,174.66	18.31533
N154	Non-Represented General	A	28,712.01	2,392.67	13.80385
		B	30,147.61	2,512.30	14.49404
		C	31,654.99	2,637.92	15.21875
		D	33,237.74	2,769.81	15.97968
		E	34,899.63	2,908.30	16.77867
		F	36,644.61	3,053.72	17.61760
		G	38,476.84	3,206.40	18.49848
N155	Non-Represented General	A	28,999.13	2,416.59	13.94189
		B	30,449.09	2,537.42	14.63899
		C	31,971.54	2,664.30	15.37093
		D	33,570.12	2,797.51	16.13948
		E	35,248.63	2,937.39	16.94646
		F	37,011.06	3,084.25	17.79378
		G	38,861.61	3,238.47	18.68347
N156	Non-Represented General	A	29,289.12	2,440.76	14.08131
		B	30,753.58	2,562.80	14.78537
		C	32,291.26	2,690.94	15.52464
		D	33,905.82	2,825.49	16.30088
		E	35,601.11	2,966.76	17.11592
		F	37,381.17	3,115.10	17.97172
		G	39,250.23	3,270.85	18.87030
N157	Non-Represented General	A	29,582.01	2,465.17	14.22212
		B	31,061.12	2,588.43	14.93323
		C	32,614.17	2,717.85	15.67989
		D	34,244.88	2,853.74	16.46388
		E	35,957.12	2,996.43	17.28708
		F	37,754.98	3,146.25	18.15143
		G	39,642.73	3,303.56	19.05900
N158	Non-Represented General	A	29,877.83	2,489.82	14.36434
		B	31,371.73	2,614.31	15.08256
		C	32,940.31	2,745.03	15.83669
		D	34,587.33	2,882.28	16.62852
		E	36,316.70	3,026.39	17.45995
		F	38,132.53	3,177.71	18.33295
		G	40,039.16	3,336.60	19.24959
N159	Non-Represented General	A	30,176.61	2,514.72	14.50799
		B	31,685.44	2,640.45	15.23339
		C	33,269.72	2,772.48	15.99506
		D	34,933.20	2,911.10	16.79481
		E	36,679.86	3,056.66	17.63455
		F	38,513.86	3,209.49	18.51628
		G	40,439.55	3,369.96	19.44209
N160	Non-Represented General	A	30,478.38	2,539.86	14.65307
		B	32,002.30	2,666.86	15.38572
		C	33,602.41	2,800.20	16.15501
		D	35,282.53	2,940.21	16.96276
		E	37,046.66	3,087.22	17.81089
		F	38,898.99	3,241.58	18.70144
		G	40,843.94	3,403.66	19.63651

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N161	Non-Represented General	A	30,783.16	2,565.26	14.79960
		B	32,322.32	2,693.53	15.53958
		C	33,938.44	2,828.20	16.31656
		D	35,635.36	2,969.61	17.13238
		E	37,417.13	3,118.09	17.98900
		F	39,287.98	3,274.00	18.88845
		G	41,252.38	3,437.70	19.83288
N162	Non-Represented General	A	31,090.99	2,590.92	14.94759
		B	32,645.54	2,720.46	15.69497
		C	34,277.82	2,856.49	16.47972
		D	35,991.71	2,999.31	17.30371
		E	37,791.30	3,149.27	18.16889
		F	39,680.86	3,306.74	19.07734
		G	41,664.91	3,472.08	20.03121
N163	Non-Represented General	A	31,401.90	2,616.83	15.09707
		B	32,972.00	2,747.67	15.85192
		C	34,620.60	2,885.05	16.64452
		D	36,351.63	3,029.30	17.47675
		E	38,169.21	3,180.77	18.35058
		F	40,077.67	3,339.81	19.26811
		G	42,081.56	3,506.80	20.23152
N164	Non-Represented General	A	31,715.92	2,642.99	15.24804
		B	33,301.72	2,775.14	16.01044
		C	34,966.81	2,913.90	16.81096
		D	36,715.15	3,059.60	17.65151
		E	38,550.90	3,212.58	18.53409
		F	40,478.45	3,373.20	19.46079
		G	42,502.37	3,541.86	20.43383
N165	Non-Represented General	A	32,033.08	2,669.42	15.40052
		B	33,634.74	2,802.89	16.17055
		C	35,316.47	2,943.04	16.97907
		D	37,082.30	3,090.19	17.82803
		E	38,936.41	3,244.70	18.71943
		F	40,883.23	3,406.94	19.65540
		G	42,927.40	3,577.28	20.63817
N166	Non-Represented General	A	32,353.41	2,696.12	15.55453
		B	33,971.08	2,830.92	16.33225
		C	35,669.64	2,972.47	17.14886
		D	37,453.12	3,121.09	18.00631
		E	39,325.78	3,277.15	18.90662
		F	41,292.07	3,441.01	19.85195
		G	43,356.67	3,613.06	20.84455
N167	Non-Represented General	A	32,676.95	2,723.08	15.71007
		B	34,310.80	2,859.23	16.49557
		C	36,026.34	3,002.19	17.32035
		D	37,827.65	3,152.30	18.18637
		E	39,719.03	3,309.92	19.09569
		F	41,704.99	3,475.42	20.05047
		G	43,790.24	3,649.19	21.05300
N168	Non-Represented General	A	33,003.72	2,750.31	15.86717
		B	34,653.90	2,887.83	16.66053
		C	36,386.60	3,032.22	17.49356
		D	38,205.93	3,183.83	18.36823
		E	40,116.22	3,343.02	19.28665
		F	42,122.04	3,510.17	20.25098
		G	44,228.14	3,685.68	21.26353
N169	Non-Represented General	A	33,333.75	2,777.81	16.02584
		B	35,000.44	2,916.70	16.82714
		C	36,750.46	3,062.54	17.66849
		D	38,587.99	3,215.67	18.55192
		E	40,517.39	3,376.45	19.47951
		F	42,543.26	3,545.27	20.45349
		G	44,670.42	3,722.53	21.47616
N170	Non-Represented General	A	33,667.09	2,805.59	16.18610
		B	35,350.45	2,945.87	16.99541
		C	37,117.97	3,093.16	17.84518
		D	38,973.87	3,247.82	18.73744
		E	40,922.56	3,410.21	19.67431
		F	42,968.69	3,580.72	20.65802
		G	45,117.12	3,759.76	21.69092

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N171	Non-Represented General	A	34,003.76	2,833.65	16.34796
		B	35,703.95	2,975.33	17.16536
		C	37,489.15	3,124.10	18.02363
		D	39,363.61	3,280.30	18.92481
		E	41,331.79	3,444.32	19.87105
		F	43,398.38	3,616.53	20.86460
		G	45,568.29	3,797.36	21.90783
N172	Non-Represented General	A	34,343.80	2,861.98	16.51144
		B	36,060.99	3,005.08	17.33701
		C	37,864.04	3,155.34	18.20387
		D	39,757.24	3,313.10	19.11406
		E	41,745.10	3,478.76	20.06976
		F	43,832.36	3,652.70	21.07325
		G	46,023.98	3,835.33	22.12691
N173	Non-Represented General	A	34,687.24	2,890.60	16.67656
		B	36,421.60	3,035.13	17.51038
		C	38,242.68	3,186.89	18.38590
		D	40,154.81	3,346.23	19.30520
		E	42,162.56	3,513.55	20.27046
		F	44,270.68	3,689.22	21.28398
		G	46,484.22	3,873.68	22.34818
N174	Non-Represented General	A	35,034.11	2,919.51	16.84332
		B	36,785.82	3,065.48	17.68549
		C	38,625.11	3,218.76	18.56976
		D	40,556.36	3,379.70	19.49825
		E	42,584.18	3,548.68	20.47316
		F	44,713.39	3,726.12	21.49682
		G	46,949.06	3,912.42	22.57166
N175	Non-Represented General	A	35,384.45	2,948.70	17.01176
		B	37,153.67	3,096.14	17.86234
		C	39,011.36	3,250.95	18.75546
		D	40,961.93	3,413.49	19.69323
		E	43,010.02	3,584.17	20.67790
		F	45,160.52	3,763.38	21.71179
		G	47,418.55	3,951.55	22.79738
N176	Non-Represented General	A	35,738.30	2,978.19	17.18187
		B	37,525.21	3,127.10	18.04097
		C	39,401.47	3,283.46	18.94302
		D	41,371.55	3,447.63	19.89017
		E	43,440.12	3,620.01	20.88467
		F	45,612.13	3,801.01	21.92891
		G	47,892.74	3,991.06	23.02535
N177	Non-Represented General	A	36,095.68	3,007.97	17.35369
		B	37,900.46	3,158.37	18.22138
		C	39,795.49	3,316.29	19.13245
		D	41,785.26	3,482.11	20.08907
		E	43,874.52	3,656.21	21.09352
		F	46,068.25	3,839.02	22.14820
		G	48,371.66	4,030.97	23.25561
N178	Non-Represented General	A	36,456.64	3,038.05	17.52723
		B	38,279.47	3,189.96	18.40359
		C	40,193.44	3,349.45	19.32377
		D	42,203.11	3,516.93	20.28996
		E	44,313.27	3,692.77	21.30446
		F	46,528.93	3,877.41	22.36968
		G	48,855.38	4,071.28	23.48816
N179	Non-Represented General	A	36,821.20	3,068.43	17.70250
		B	38,662.26	3,221.86	18.58763
		C	40,595.38	3,382.95	19.51701
		D	42,625.15	3,552.10	20.49286
		E	44,756.40	3,729.70	21.51750
		F	46,994.22	3,916.19	22.59338
		G	49,343.93	4,111.99	23.72305
N180	Non-Represented General	A	37,189.42	3,099.12	17.87953
		B	39,048.89	3,254.07	18.77350
		C	41,001.33	3,416.78	19.71218
		D	43,051.40	3,587.62	20.69779
		E	45,203.97	3,767.00	21.73268
		F	47,464.16	3,955.35	22.81931
		G	49,837.37	4,153.11	23.96028

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N181	Non-Represented General	A	37,561.31	3,130.11	18.05832
		B	39,439.37	3,286.61	18.96124
		C	41,411.34	3,450.95	19.90930
		D	43,481.91	3,623.49	20.90476
		E	45,656.01	3,804.67	21.95000
		F	47,938.81	3,994.90	23.04750
		G	50,335.75	4,194.65	24.19988
N182	Non-Represented General	A	37,936.92	3,161.41	18.23890
		B	39,833.77	3,319.48	19.15085
		C	41,825.46	3,485.45	20.10839
		D	43,916.73	3,659.73	21.11381
		E	46,112.57	3,842.71	22.16950
		F	48,418.19	4,034.85	23.27798
		G	50,839.10	4,236.59	24.44188
N183	Non-Represented General	A	38,316.29	3,193.02	18.42129
		B	40,232.11	3,352.68	19.34236
		C	42,243.71	3,520.31	20.30948
		D	44,355.90	3,696.32	21.32495
		E	46,573.69	3,881.14	22.39120
		F	48,902.38	4,075.20	23.51076
		G	51,347.50	4,278.96	24.68630
N184	Non-Represented General	A	38,699.45	3,224.95	18.60551
		B	40,634.43	3,386.20	19.53578
		C	42,666.15	3,555.51	20.51257
		D	44,799.46	3,733.29	21.53820
		E	47,039.43	3,919.95	22.61511
		F	49,391.40	4,115.95	23.74587
		G	51,860.97	4,321.75	24.93316
N185	Non-Represented General	A	39,086.45	3,257.20	18.79156
		B	41,040.77	3,420.06	19.73114
		C	43,092.81	3,591.07	20.71770
		D	45,247.45	3,770.62	21.75358
		E	47,509.82	3,959.15	22.84126
		F	49,885.31	4,157.11	23.98332
		G	52,379.58	4,364.96	25.18249
N186	Non-Represented General	A	39,477.31	3,289.78	18.97948
		B	41,451.18	3,454.26	19.92845
		C	43,523.74	3,626.98	20.92487
		D	45,699.92	3,808.33	21.97112
		E	47,984.92	3,998.74	23.06967
		F	50,384.17	4,198.68	24.22316
		G	52,903.38	4,408.61	25.43432
N187	Non-Represented General	A	39,872.09	3,322.67	19.16927
		B	41,865.69	3,488.81	20.12774
		C	43,958.98	3,663.25	21.13412
		D	46,156.92	3,846.41	22.19083
		E	48,464.77	4,038.73	23.30037
		F	50,888.01	4,240.67	24.46539
		G	53,432.41	4,452.70	25.68866
N188	Non-Represented General	A	40,270.81	3,355.90	19.36097
		B	42,284.35	3,523.70	20.32901
		C	44,398.57	3,699.88	21.34546
		D	46,618.49	3,884.87	22.41274
		E	48,949.42	4,079.12	23.53337
		F	51,396.89	4,283.07	24.71004
		G	53,966.73	4,497.23	25.94554
N189	Non-Represented General	A	40,673.52	3,389.46	19.55457
		B	42,707.19	3,558.93	20.53230
		C	44,842.55	3,736.88	21.55892
		D	47,084.68	3,923.72	22.63686
		E	49,438.91	4,119.91	23.76871
		F	51,910.86	4,325.90	24.95714
		G	54,506.40	4,542.20	26.20500
N190	Non-Represented General	A	41,080.25	3,423.35	19.75012
		B	43,134.26	3,594.52	20.73763
		C	45,290.98	3,774.25	21.77451
		D	47,555.53	3,962.96	22.86323
		E	49,933.30	4,161.11	24.00639
		F	52,429.97	4,369.16	25.20671
		G	55,051.46	4,587.62	26.46705

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N191	Non-Represented General	A	41,491.05	3,457.59	19.94762
		B	43,565.61	3,630.47	20.94500
		C	45,743.89	3,811.99	21.99225
		D	48,031.08	4,002.59	23.09187
		E	50,432.63	4,202.72	24.24646
		F	52,954.27	4,412.86	25.45878
		G	55,601.98	4,633.50	26.73172
N192	Non-Represented General	A	41,905.96	3,492.16	20.14710
		B	44,001.26	3,666.77	21.15445
		C	46,201.33	3,850.11	22.21218
		D	48,511.39	4,042.62	23.32278
		E	50,936.96	4,244.75	24.48892
		F	53,483.81	4,456.98	25.71337
		G	56,158.00	4,679.83	26.99904
N193	Non-Represented General	A	42,325.02	3,527.09	20.34857
		B	44,441.27	3,703.44	21.36600
		C	46,663.34	3,888.61	22.43430
		D	48,996.51	4,083.04	23.55601
		E	51,446.33	4,287.19	24.73381
		F	54,018.65	4,501.55	25.97050
		G	56,719.58	4,726.63	27.26903
N194	Non-Represented General	A	42,748.27	3,562.36	20.55205
		B	44,885.69	3,740.47	21.57966
		C	47,129.97	3,927.50	22.65864
		D	49,486.47	4,123.87	23.79157
		E	51,960.79	4,330.07	24.98115
		F	54,558.83	4,546.57	26.23021
		G	57,286.78	4,773.90	27.54172
N195	Non-Represented General	A	43,175.76	3,597.98	20.75758
		B	45,334.54	3,777.88	21.79545
		C	47,601.27	3,966.77	22.88523
		D	49,981.33	4,165.11	24.02949
		E	52,480.40	4,373.37	25.23096
		F	55,104.42	4,592.04	26.49251
		G	57,859.64	4,821.64	27.81714
N196	Non-Represented General	A	43,607.51	3,633.96	20.96515
		B	45,787.89	3,815.66	22.01341
		C	48,077.28	4,006.44	23.11408
		D	50,481.15	4,206.76	24.26978
		E	53,005.21	4,417.10	25.48327
		F	55,655.47	4,637.96	26.75744
		G	58,438.24	4,869.85	28.09531
N197	Non-Represented General	A	44,043.59	3,670.30	21.17480
		B	46,245.77	3,853.81	22.23354
		C	48,558.06	4,046.50	23.34522
		D	50,985.96	4,248.83	24.51248
		E	53,535.26	4,461.27	25.73810
		F	56,212.02	4,684.33	27.02501
		G	59,022.62	4,918.55	28.37626
N198	Non-Represented General	A	44,484.02	3,707.00	21.38655
		B	46,708.23	3,892.35	22.45588
		C	49,043.64	4,086.97	23.57867
		D	51,495.82	4,291.32	24.75761
		E	54,070.61	4,505.88	25.99549
		F	56,774.14	4,731.18	27.29526
		G	59,612.85	4,967.74	28.66002
N199	Non-Represented General	A	44,928.87	3,744.07	21.60042
		B	47,175.31	3,931.28	22.68044
		C	49,534.07	4,127.84	23.81446
		D	52,010.78	4,334.23	25.00518
		E	54,611.32	4,550.94	26.25544
		F	57,341.88	4,778.49	27.56821
		G	60,208.98	5,017.41	28.94662
N200	Non-Represented General	A	45,378.15	3,781.51	21.81642
		B	47,647.06	3,970.59	22.90724
		C	50,029.41	4,169.12	24.05260
		D	52,530.89	4,377.57	25.25523
		E	55,157.43	4,596.45	26.51799
		F	57,915.30	4,826.27	27.84389
		G	60,811.07	5,067.59	29.23609

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N201	Non-Represented General	A	45,831.94	3,819.33	22.03458
		B	48,123.53	4,010.29	23.13631
		C	50,529.71	4,210.81	24.29313
		D	53,056.19	4,421.35	25.50779
		E	55,709.00	4,642.42	26.78317
		F	58,494.45	4,874.54	28.12233
		G	61,419.18	5,118.26	29.52845
N202	Non-Represented General	A	46,290.25	3,857.52	22.25493
		B	48,604.77	4,050.40	23.36768
		C	51,035.01	4,252.92	24.53606
		D	53,586.76	4,465.56	25.76286
		E	56,266.09	4,688.84	27.05101
		F	59,079.40	4,923.28	28.40356
		G	62,033.37	5,169.45	29.82373
N203	Non-Represented General	A	46,753.16	3,896.10	22.47748
		B	49,090.82	4,090.90	23.60135
		C	51,545.36	4,295.45	24.78142
		D	54,122.62	4,510.22	26.02049
		E	56,828.75	4,735.73	27.32152
		F	59,670.19	4,972.52	28.68759
		G	62,653.70	5,221.14	30.12197
N204	Non-Represented General	A	47,220.69	3,935.06	22.70225
		B	49,581.72	4,131.81	23.83737
		C	52,060.81	4,338.40	25.02924
		D	54,663.85	4,555.32	26.28070
		E	57,397.04	4,783.09	27.59473
		F	60,266.89	5,022.24	28.97447
		G	63,280.24	5,273.35	30.42319
N205	Non-Represented General	A	47,692.90	3,974.41	22.92928
		B	50,077.54	4,173.13	24.07574
		C	52,581.42	4,381.78	25.27953
		D	55,210.49	4,600.87	26.54350
		E	57,971.01	4,830.92	27.87068
		F	60,869.56	5,072.46	29.26421
		G	63,913.04	5,326.09	30.72742
N206	Non-Represented General	A	48,169.82	4,014.15	23.15857
		B	50,578.32	4,214.86	24.31650
		C	53,107.23	4,425.60	25.53232
		D	55,762.59	4,646.88	26.80894
		E	58,550.72	4,879.23	28.14939
		F	61,478.26	5,123.19	29.55686
		G	64,552.17	5,379.35	31.03470
N207	Non-Represented General	A	48,651.52	4,054.29	23.39016
		B	51,084.10	4,257.01	24.55966
		C	53,638.30	4,469.86	25.78765
		D	56,320.22	4,693.35	27.07703
		E	59,136.23	4,928.02	28.43088
		F	62,093.04	5,174.42	29.85242
		G	65,197.69	5,433.14	31.34505
N208	Non-Represented General	A	49,138.04	4,094.84	23.62406
		B	51,594.94	4,299.58	24.80526
		C	54,174.69	4,514.56	26.04552
		D	56,883.42	4,740.29	27.34780
		E	59,727.59	4,977.30	28.71519
		F	62,713.97	5,226.16	30.15095
		G	65,849.67	5,487.47	31.65850
N209	Non-Represented General	A	49,629.42	4,135.78	23.86030
		B	52,110.89	4,342.57	25.05331
		C	54,716.43	4,559.70	26.30598
		D	57,452.26	4,787.69	27.62128
		E	60,324.87	5,027.07	29.00234
		F	63,341.11	5,278.43	30.45246
		G	66,508.17	5,542.35	31.97508
N210	Non-Represented General	A	50,125.71	4,177.14	24.09890
		B	52,632.00	4,386.00	25.30385
		C	55,263.60	4,605.30	26.56904
		D	58,026.78	4,835.56	27.89749
		E	60,928.12	5,077.34	29.29236
		F	63,974.52	5,331.21	30.75698
		G	67,173.25	5,597.77	32.29483

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N211	Non-Represented General	A	50,626.97	4,218.91	24.33989
		B	53,158.32	4,429.86	25.55688
		C	55,816.23	4,651.35	26.83473
		D	58,607.05	4,883.92	28.17646
		E	61,537.40	5,128.12	29.58529
		F	64,614.27	5,384.52	31.06455
		G	67,844.98	5,653.75	32.61778
N212	Non-Represented General	A	51,133.24	4,261.10	24.58329
		B	53,689.90	4,474.16	25.81245
		C	56,374.40	4,697.87	27.10308
		D	59,193.12	4,932.76	28.45823
		E	62,152.77	5,179.40	29.88114
		F	65,260.41	5,438.37	31.37520
		G	68,523.43	5,710.29	32.94396
N213	Non-Represented General	A	51,644.57	4,303.71	24.82912
		B	54,226.80	4,518.90	26.07058
		C	56,938.14	4,744.84	27.37411
		D	59,785.05	4,982.09	28.74281
		E	62,774.30	5,231.19	30.17995
		F	65,913.01	5,492.75	31.68895
		G	69,208.67	5,767.39	33.27340
N214	Non-Represented General	A	52,161.02	4,346.75	25.07741
		B	54,769.07	4,564.09	26.33128
		C	57,507.52	4,792.29	27.64785
		D	60,382.90	5,031.91	29.03024
		E	63,402.04	5,283.50	30.48175
		F	66,572.15	5,547.68	32.00584
		G	69,900.75	5,825.06	33.60613
N215	Non-Represented General	A	52,682.63	4,390.22	25.32819
		B	55,316.76	4,609.73	26.59460
		C	58,082.60	4,840.22	27.92433
		D	60,986.73	5,082.23	29.32054
		E	64,036.06	5,336.34	30.78657
		F	67,237.87	5,603.16	32.32590
		G	70,599.76	5,883.31	33.94219
N216	Non-Represented General	A	53,209.45	4,434.12	25.58147
		B	55,869.93	4,655.83	26.86054
		C	58,663.42	4,888.62	28.20357
		D	61,596.59	5,133.05	29.61375
		E	64,676.42	5,389.70	31.09443
		F	67,910.25	5,659.19	32.64916
		G	71,305.76	5,942.15	34.28161
N217	Non-Represented General	A	53,741.55	4,478.46	25.83728
		B	56,428.63	4,702.39	27.12915
		C	59,250.06	4,937.50	28.48560
		D	62,212.56	5,184.38	29.90988
		E	65,323.19	5,443.60	31.40538
		F	68,589.35	5,715.78	32.97565
		G	72,018.82	6,001.57	34.62443
N218	Non-Represented General	A	54,278.96	4,523.25	26.09566
		B	56,992.91	4,749.41	27.40044
		C	59,842.56	4,986.88	28.77046
		D	62,834.69	5,236.22	30.20898
		E	65,976.42	5,498.03	31.71943
		F	69,275.24	5,772.94	33.30540
		G	72,739.00	6,061.58	34.97067
N219	Non-Represented General	A	54,821.75	4,568.48	26.35661
		B	57,562.84	4,796.90	27.67444
		C	60,440.98	5,036.75	29.05817
		D	63,463.03	5,288.59	30.51107
		E	66,636.18	5,553.02	32.03663
		F	69,967.99	5,830.67	33.63846
		G	73,466.39	6,122.20	35.32038
N220	Non-Represented General	A	55,369.97	4,614.16	26.62018
		B	58,138.47	4,844.87	27.95119
		C	61,045.39	5,087.12	29.34875
		D	64,097.66	5,341.47	30.81618
		E	67,302.55	5,608.55	32.35699
		F	70,667.67	5,888.97	33.97484
		G	74,201.06	6,183.42	35.67359

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N221	Non-Represented General	A	55,923.67	4,660.31	26.88638
		B	58,719.85	4,893.32	28.23070
		C	61,655.85	5,137.99	29.64223
		D	64,738.64	5,394.89	31.12435
		E	67,975.57	5,664.63	32.68056
		F	71,374.35	5,947.86	34.31459
		G	74,943.07	6,245.26	36.03032
N222	Non-Represented General	A	56,482.91	4,706.91	27.15524
		B	59,307.05	4,942.25	28.51301
		C	62,272.41	5,189.37	29.93866
		D	65,386.03	5,448.84	31.43559
		E	68,655.33	5,721.28	33.00737
		F	72,088.09	6,007.34	34.65774
		G	75,692.50	6,307.71	36.39062
N223	Non-Represented General	A	57,047.74	4,753.98	27.42680
		B	59,900.12	4,991.68	28.79814
		C	62,895.13	5,241.26	30.23804
		D	66,039.89	5,503.32	31.74995
		E	69,341.88	5,778.49	33.33744
		F	72,808.97	6,067.41	35.00431
		G	76,449.42	6,370.79	36.75453
N224	Non-Represented General	A	57,618.21	4,801.52	27.70106
		B	60,499.12	5,041.59	29.08612
		C	63,524.08	5,293.67	30.54042
		D	66,700.29	5,558.36	32.06744
		E	70,035.30	5,836.27	33.67082
		F	73,537.06	6,128.09	35.35436
		G	77,213.92	6,434.49	37.12208
N225	Non-Represented General	A	58,194.40	4,849.53	27.97808
		B	61,104.12	5,092.01	29.37698
		C	64,159.32	5,346.61	30.84583
		D	67,367.29	5,613.94	32.38812
		E	70,735.65	5,894.64	34.00753
		F	74,272.44	6,189.37	35.70790
		G	77,986.06	6,498.84	37.49330
N226	Non-Represented General	A	58,776.34	4,898.03	28.25786
		B	61,715.16	5,142.93	29.67075
		C	64,800.92	5,400.08	31.15429
		D	68,040.96	5,670.08	32.71200
		E	71,443.01	5,953.58	34.34760
		F	75,015.16	6,251.26	36.06498
		G	78,765.92	6,563.83	37.86823
N227	Non-Represented General	A	59,364.10	4,947.01	28.54043
		B	62,332.31	5,194.36	29.96746
		C	65,448.92	5,454.08	31.46583
		D	68,721.37	5,726.78	33.03912
		E	72,157.44	6,013.12	34.69108
		F	75,765.31	6,313.78	36.42563
		G	79,553.58	6,629.46	38.24691
N228	Non-Represented General	A	59,957.74	4,996.48	28.82584
		B	62,955.63	5,246.30	30.26713
		C	66,103.41	5,508.62	31.78049
		D	69,408.58	5,784.05	33.36951
		E	72,879.01	6,073.25	35.03799
		F	76,522.96	6,376.91	36.78989
		G	80,349.11	6,695.76	38.62938
N229	Non-Represented General	A	60,557.32	5,046.44	29.11410
		B	63,585.19	5,298.77	30.56980
		C	66,764.45	5,563.70	32.09829
		D	70,102.67	5,841.89	33.70321
		E	73,607.80	6,133.98	35.38837
		F	77,288.19	6,440.68	37.15779
		G	81,152.60	6,762.72	39.01567
N230	Non-Represented General	A	61,162.90	5,096.91	29.40524
		B	64,221.04	5,351.75	30.87550
		C	67,432.09	5,619.34	32.41928
		D	70,803.70	5,900.31	34.04024
		E	74,343.88	6,195.32	35.74225
		F	78,061.08	6,505.09	37.52936
		G	81,964.13	6,830.34	39.40583

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N231	Non-Represented General	A	61,774.52	5,147.88	29.69929
		B	64,863.25	5,405.27	31.18426
		C	68,106.41	5,675.53	32.74347
		D	71,511.73	5,959.31	34.38064
		E	75,087.32	6,257.28	36.09967
		F	78,841.69	6,570.14	37.90466
		G	82,783.77	6,898.65	39.79989
N232	Non-Represented General	A	62,392.27	5,199.36	29.99628
		B	65,511.88	5,459.32	31.49610
		C	68,787.48	5,732.29	33.07090
		D	72,226.85	6,018.90	34.72445
		E	75,838.19	6,319.85	36.46067
		F	79,630.10	6,635.84	38.28370
		G	83,611.61	6,967.63	40.19789
N233	Non-Represented General	A	63,016.19	5,251.35	30.29625
		B	66,167.00	5,513.92	31.81106
		C	69,475.35	5,789.61	33.40161
		D	72,949.12	6,079.09	35.07169
		E	76,596.58	6,383.05	36.82528
		F	80,426.40	6,702.20	38.66654
		G	84,447.72	7,037.31	40.59987
N234	Non-Represented General	A	63,646.35	5,303.86	30.59921
		B	66,828.67	5,569.06	32.12917
		C	70,170.11	5,847.51	33.73563
		D	73,678.61	6,139.88	35.42241
		E	77,362.54	6,446.88	37.19353
		F	81,230.67	6,769.22	39.05321
		G	85,292.20	7,107.68	41.00587
N235	Non-Represented General	A	64,282.82	5,356.90	30.90520
		B	67,496.96	5,624.75	32.45046
		C	70,871.81	5,905.98	34.07298
		D	74,415.40	6,201.28	35.77663
		E	78,136.17	6,511.35	37.56546
		F	82,042.98	6,836.91	39.44374
		G	86,145.12	7,178.76	41.41592
N236	Non-Represented General	A	64,925.65	5,410.47	31.21425
		B	68,171.93	5,680.99	32.77497
		C	71,580.52	5,965.04	34.41371
		D	75,159.55	6,263.30	36.13440
		E	78,917.53	6,576.46	37.94112
		F	82,863.40	6,905.28	39.83818
		G	87,006.58	7,250.55	41.83008
N237	Non-Represented General	A	65,574.90	5,464.58	31.52640
		B	68,853.65	5,737.80	33.10272
		C	72,296.33	6,024.69	34.75785
		D	75,911.15	6,325.93	36.49574
		E	79,706.70	6,642.23	38.32053
		F	83,692.04	6,974.34	40.23656
		G	87,876.64	7,323.05	42.24839
N238	Non-Represented General	A	66,230.65	5,519.22	31.84166
		B	69,542.18	5,795.18	33.43374
		C	73,019.29	6,084.94	35.10543
		D	76,670.26	6,389.19	36.86070
		E	80,503.77	6,708.65	38.70374
		F	84,528.96	7,044.08	40.63892
		G	88,755.41	7,396.28	42.67087
N239	Non-Represented General	A	66,892.96	5,574.41	32.16008
		B	70,237.61	5,853.13	33.76808
		C	73,749.49	6,145.79	35.45648
		D	77,436.96	6,453.08	37.22931
		E	81,308.81	6,775.73	39.09077
		F	85,374.25	7,114.52	41.04531
		G	89,642.96	7,470.25	43.09758
N240	Non-Represented General	A	67,561.89	5,630.16	32.48168
		B	70,939.98	5,911.67	34.10576
		C	74,486.98	6,207.25	35.81105
		D	78,211.33	6,517.61	37.60160
		E	82,121.90	6,843.49	39.48168
		F	86,227.99	7,185.67	41.45577
		G	90,539.39	7,544.95	43.52855

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N241	Non-Represented General	A	68,237.51	5,686.46	32.80649
		B	71,649.38	5,970.78	34.44682
		C	75,231.85	6,269.32	36.16916
		D	78,993.44	6,582.79	37.97762
		E	82,943.12	6,911.93	39.87650
		F	87,090.27	7,257.52	41.87032
		G	91,444.78	7,620.40	43.96384
N242	Non-Represented General	A	68,919.88	5,743.32	33.13456
		B	72,365.88	6,030.49	34.79129
		C	75,984.17	6,332.01	36.53085
		D	79,783.38	6,648.61	38.35739
		E	83,772.55	6,981.05	40.27526
		F	87,961.17	7,330.10	42.28903
		G	92,359.23	7,696.60	44.40348
N243	Non-Represented General	A	69,609.08	5,800.76	33.46590
		B	73,089.53	6,090.79	35.13920
		C	76,744.01	6,395.33	36.89616
		D	80,581.21	6,715.10	38.74097
		E	84,610.27	7,050.86	40.67802
		F	88,840.79	7,403.40	42.71192
		G	93,282.83	7,773.57	44.84751
N244	Non-Represented General	A	70,305.17	5,858.76	33.80056
		B	73,820.43	6,151.70	35.49059
		C	77,511.45	6,459.29	37.26512
		D	81,387.02	6,782.25	39.12838
		E	85,456.37	7,121.36	41.08480
		F	89,729.19	7,477.43	43.13904
		G	94,215.65	7,851.30	45.29599
N245	Non-Represented General	A	71,008.22	5,917.35	34.13857
		B	74,558.63	6,213.22	35.84550
		C	78,286.57	6,523.88	37.63777
		D	82,200.89	6,850.07	39.51966
		E	86,310.94	7,192.58	41.49564
		F	90,626.49	7,552.21	43.57043
		G	95,157.81	7,929.82	45.74895
N246	Non-Represented General	A	71,718.31	5,976.53	34.47995
		B	75,304.22	6,275.35	36.20395
		C	79,069.43	6,589.12	38.01415
		D	83,022.90	6,918.58	39.91486
		E	87,174.05	7,264.50	41.91060
		F	91,532.75	7,627.73	44.00613
		G	96,109.39	8,009.12	46.20644
N247	Non-Represented General	A	72,435.49	6,036.29	34.82475
		B	76,057.26	6,338.11	36.56599
		C	79,860.13	6,655.01	38.39429
		D	83,853.13	6,987.76	40.31401
		E	88,045.79	7,337.15	42.32971
		F	92,448.08	7,704.01	44.44619
		G	97,070.48	8,089.21	46.66850
N248	Non-Represented General	A	73,159.84	6,096.65	35.17300
		B	76,817.84	6,401.49	36.93165
		C	80,658.73	6,721.56	38.77823
		D	84,691.66	7,057.64	40.71715
		E	88,926.25	7,410.52	42.75300
		F	93,372.56	7,781.05	44.89065
		G	98,041.19	8,170.10	47.13519
N249	Non-Represented General	A	73,891.44	6,157.62	35.52473
		B	77,586.01	6,465.50	37.30097
		C	81,465.31	6,788.78	39.16602
		D	85,538.58	7,128.21	41.12432
		E	89,815.51	7,484.63	43.18053
		F	94,306.28	7,858.86	45.33956
		G	99,021.60	8,251.80	47.60654
N250	Non-Represented General	A	74,630.36	6,219.20	35.87998
		B	78,361.87	6,530.16	37.67398
		C	82,279.97	6,856.66	39.55768
		D	86,393.97	7,199.50	41.53556
		E	90,713.66	7,559.47	43.61234
		F	95,249.35	7,937.45	45.79296
		G	100,011.81	8,334.32	48.08260

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N251	Non-Represented General	A	75,376.66	6,281.39	36.23878
		B	79,145.49	6,595.46	38.05072
		C	83,102.77	6,925.23	39.95325
		D	87,257.91	7,271.49	41.95092
		E	91,620.80	7,635.07	44.04846
		F	96,201.84	8,016.82	46.25088
		G	101,011.93	8,417.66	48.56343
N252	Non-Represented General	A	76,130.43	6,344.20	36.60117
		B	79,936.95	6,661.41	38.43122
		C	83,933.79	6,994.48	40.35279
		D	88,130.48	7,344.21	42.37043
		E	92,537.01	7,711.42	44.48895
		F	97,163.86	8,096.99	46.71339
		G	102,022.05	8,501.84	49.04906
N253	Non-Represented General	A	76,891.73	6,407.64	36.96718
		B	80,736.32	6,728.03	38.81554
		C	84,773.13	7,064.43	40.75631
		D	89,011.79	7,417.65	42.79413
		E	93,462.38	7,788.53	44.93384
		F	98,135.50	8,177.96	47.18053
		G	103,042.27	8,586.86	49.53955
N254	Non-Represented General	A	77,660.65	6,471.72	37.33685
		B	81,543.68	6,795.31	39.20369
		C	85,620.86	7,135.07	41.16388
		D	89,901.91	7,491.83	43.22207
		E	94,397.00	7,866.42	45.38317
		F	99,116.85	8,259.74	47.65233
		G	104,072.70	8,672.72	50.03495
N255	Non-Represented General	A	78,437.25	6,536.44	37.71022
		B	82,359.12	6,863.26	39.59573
		C	86,477.07	7,206.42	41.57552
		D	90,800.93	7,566.74	43.65429
		E	95,340.97	7,945.08	45.83701
		F	100,108.02	8,342.33	48.12886
		G	105,113.42	8,759.45	50.53530
N256	Non-Represented General	A	79,221.63	6,601.80	38.08732
		B	83,182.71	6,931.89	39.99169
		C	87,341.84	7,278.49	41.99127
		D	91,708.94	7,642.41	44.09083
		E	96,294.38	8,024.53	46.29538
		F	101,109.10	8,425.76	48.61014
		G	106,164.56	8,847.05	51.04065
N257	Non-Represented General	A	80,013.84	6,667.82	38.46819
		B	84,014.53	7,001.21	40.39160
		C	88,215.26	7,351.27	42.41118
		D	92,626.02	7,718.84	44.53174
		E	97,257.33	8,104.78	46.75833
		F	102,120.19	8,510.02	49.09625
		G	107,226.20	8,935.52	51.55106
N258	Non-Represented General	A	80,813.98	6,734.50	38.85288
		B	84,854.68	7,071.22	40.79552
		C	89,097.41	7,424.78	42.83530
		D	93,552.29	7,796.02	44.97706
		E	98,229.90	8,185.82	47.22591
		F	103,141.39	8,595.12	49.58721
		G	108,298.46	9,024.87	52.06657
N259	Non-Represented General	A	81,622.12	6,801.84	39.24140
		B	85,703.23	7,141.94	41.20347
		C	89,988.39	7,499.03	43.26365
		D	94,487.81	7,873.98	45.42683
		E	99,212.20	8,267.68	47.69817
		F	104,172.81	8,681.07	50.08308
		G	109,381.45	9,115.12	52.58723
N260	Non-Represented General	A	82,438.34	6,869.86	39.63382
		B	86,560.26	7,213.35	41.61551
		C	90,888.27	7,574.02	43.69628
		D	95,432.69	7,952.72	45.88110
		E	100,204.32	8,350.36	48.17515
		F	105,214.54	8,767.88	50.58391
		G	110,475.26	9,206.27	53.11311

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N261	Non-Represented General	A	83,262.73	6,938.56	40.03016
		B	87,425.86	7,285.49	42.03166
		C	91,797.16	7,649.76	44.13325
		D	96,387.01	8,032.25	46.33991
		E	101,206.36	8,433.86	48.65691
		F	106,266.68	8,855.56	51.08975
		G	111,580.02	9,298.33	53.64424
N262	Non-Represented General	A	84,095.35	7,007.95	40.43046
		B	88,300.12	7,358.34	42.45198
		C	92,715.13	7,726.26	44.57458
		D	97,350.88	8,112.57	46.80331
		E	102,218.43	8,518.20	49.14347
		F	107,329.35	8,944.11	51.60065
		G	112,695.82	9,391.32	54.18068
N263	Non-Represented General	A	84,936.31	7,078.03	40.83476
		B	89,183.12	7,431.93	42.87650
		C	93,642.28	7,803.52	45.02033
		D	98,324.39	8,193.70	47.27134
		E	103,240.61	8,603.38	49.63491
		F	108,402.64	9,033.55	52.11665
		G	113,822.77	9,485.23	54.72249
N264	Non-Represented General	A	85,785.67	7,148.81	41.24311
		B	90,074.95	7,506.25	43.30527
		C	94,578.70	7,881.56	45.47053
		D	99,307.64	8,275.64	47.74406
		E	104,273.02	8,689.42	50.13126
		F	109,486.67	9,123.89	52.63782
		G	114,961.00	9,580.08	55.26971
N265	Non-Represented General	A	86,643.53	7,220.29	41.65554
		B	90,975.70	7,581.31	43.73832
		C	95,524.49	7,960.37	45.92523
		D	100,300.71	8,358.39	48.22150
		E	105,315.75	8,776.31	50.63257
		F	110,581.54	9,215.13	53.16420
		G	116,110.61	9,675.88	55.82241
N266	Non-Represented General	A	87,509.96	7,292.50	42.07210
		B	91,885.46	7,657.12	44.17570
		C	96,479.73	8,039.98	46.38449
		D	101,303.72	8,441.98	48.70371
		E	106,368.91	8,864.08	51.13890
		F	111,687.35	9,307.28	53.69584
		G	117,271.72	9,772.64	56.38063
N267	Non-Represented General	A	88,385.06	7,365.42	42.49282
		B	92,804.31	7,733.69	44.61746
		C	97,444.53	8,120.38	46.84833
		D	102,316.76	8,526.40	49.19075
		E	107,432.59	8,952.72	51.65029
		F	112,804.22	9,400.35	54.23280
		G	118,444.44	9,870.37	56.94444
N268	Non-Represented General	A	89,268.91	7,439.08	42.91775
		B	93,732.36	7,811.03	45.06363
		C	98,418.98	8,201.58	47.31681
		D	103,339.92	8,611.66	49.68266
		E	108,506.92	9,042.24	52.16679
		F	113,932.27	9,494.36	54.77513
		G	119,628.88	9,969.07	57.51388
N269	Non-Represented General	A	90,161.60	7,513.47	43.34692
		B	94,669.68	7,889.14	45.51427
		C	99,403.16	8,283.60	47.78998
		D	104,373.32	8,697.78	50.17948
		E	109,591.99	9,132.67	52.68846
		F	115,071.59	9,589.30	55.32288
		G	120,825.17	10,068.76	58.08902
N270	Non-Represented General	A	91,063.22	7,588.60	43.78039
		B	95,616.38	7,968.03	45.96941
		C	100,397.20	8,366.43	48.26788
		D	105,417.06	8,784.75	50.68128
		E	110,687.91	9,223.99	53.21534
		F	116,222.30	9,685.19	55.87611
		G	122,033.42	10,169.45	58.66991

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N271	Non-Represented General	A	91,973.85	7,664.49	44.21820
		B	96,572.54	8,047.71	46.42911
		C	101,401.17	8,450.10	48.75056
		D	106,471.23	8,872.60	51.18809
		E	111,794.79	9,316.23	53.74749
		F	117,384.53	9,782.04	56.43487
		G	123,253.75	10,271.15	59.25661
N272	Non-Represented General	A	92,893.59	7,741.13	44.66038
		B	97,538.27	8,128.19	46.89340
		C	102,415.18	8,534.60	49.23807
		D	107,535.94	8,961.33	51.69997
		E	112,912.74	9,409.39	54.28497
		F	118,558.37	9,879.86	56.99922
		G	124,486.29	10,373.86	59.84918
N273	Non-Represented General	A	93,822.52	7,818.54	45.10698
		B	98,513.65	8,209.47	47.36233
		C	103,439.33	8,619.94	49.73045
		D	108,611.30	9,050.94	52.21697
		E	114,041.86	9,503.49	54.82782
		F	119,743.96	9,978.66	57.56921
		G	125,731.15	10,477.60	60.44767
N274	Non-Represented General	A	94,760.75	7,896.73	45.55805
		B	99,498.79	8,291.57	47.83595
		C	104,473.73	8,706.14	50.22775
		D	109,697.41	9,141.45	52.73914
		E	115,182.28	9,598.52	55.37610
		F	120,941.40	10,078.45	58.14490
		G	126,988.47	10,582.37	61.05215
N275	Non-Represented General	A	95,708.36	7,975.70	46.01363
		B	100,493.77	8,374.48	48.31431
		C	105,518.46	8,793.21	50.73003
		D	110,794.39	9,232.87	53.26653
		E	116,334.10	9,694.51	55.92986
		F	122,150.81	10,179.23	58.72635
		G	128,258.35	10,688.20	61.66267
N276	Non-Represented General	A	96,665.44	8,055.45	46.47377
		B	101,498.71	8,458.23	48.79746
		C	106,573.65	8,881.14	51.23733
		D	111,902.33	9,325.19	53.79920
		E	117,497.45	9,791.45	56.48916
		F	123,372.32	10,281.03	59.31361
		G	129,540.93	10,795.08	62.27930
N277	Non-Represented General	A	97,632.09	8,136.01	46.93851
		B	102,513.70	8,542.81	49.28543
		C	107,639.38	8,969.95	51.74970
		D	113,021.35	9,418.45	54.33719
		E	118,672.42	9,889.37	57.05405
		F	124,606.04	10,383.84	59.90675
		G	130,836.34	10,903.03	62.90209
N278	Non-Represented General	A	98,608.41	8,217.37	47.40789
		B	103,538.84	8,628.24	49.77829
		C	108,715.78	9,059.65	52.26720
		D	114,151.57	9,512.63	54.88056
		E	119,859.14	9,988.26	57.62459
		F	125,852.10	10,487.67	60.50582
		G	132,144.71	11,012.06	63.53111
N279	Non-Represented General	A	99,594.50	8,299.54	47.88197
		B	104,574.22	8,714.52	50.27607
		C	109,802.94	9,150.24	52.78987
		D	115,293.08	9,607.76	55.42937
		E	121,057.74	10,088.14	58.20083
		F	127,110.62	10,592.55	61.11088
		G	133,466.15	11,122.18	64.16642
N280	Non-Represented General	A	100,590.44	8,382.54	48.36079
		B	105,619.97	8,801.66	50.77883
		C	110,900.96	9,241.75	53.31777
		D	116,446.01	9,703.83	55.98366
		E	122,268.31	10,189.03	58.78284
		F	128,381.73	10,698.48	61.72199
		G	134,800.82	11,233.40	64.80808

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N281	Non-Represented General	A	101,596.35	8,466.36	48.84440
		B	106,676.17	8,889.68	51.28662
		C	112,009.97	9,334.16	53.85095
		D	117,610.47	9,800.87	56.54350
		E	123,491.00	10,290.92	59.37067
		F	129,665.55	10,805.46	62.33921
		G	136,148.82	11,345.74	65.45617
N282	Non-Represented General	A	102,612.31	8,551.03	49.33284
		B	107,742.93	8,978.58	51.79948
		C	113,130.07	9,427.51	54.38946
		D	118,786.58	9,898.88	57.10893
		E	124,725.91	10,393.83	59.96438
		F	130,962.20	10,913.52	62.96260
		G	137,510.31	11,459.19	66.11073
N283	Non-Represented General	A	103,638.44	8,636.54	49.82617
		B	108,820.36	9,068.36	52.31748
		C	114,261.37	9,521.78	54.93335
		D	119,974.44	9,997.87	57.68002
		E	125,973.17	10,497.76	60.56402
		F	132,271.82	11,022.65	63.59222
		G	138,885.42	11,573.78	66.77183
N284	Non-Represented General	A	104,674.82	8,722.90	50.32443
		B	109,908.56	9,159.05	52.84065
		C	115,403.99	9,617.00	55.48269
		D	121,174.19	10,097.85	58.25682
		E	127,232.90	10,602.74	61.16966
		F	133,594.54	11,132.88	64.22815
		G	140,274.27	11,689.52	67.43955
N285	Non-Represented General	A	105,721.57	8,810.13	50.82768
		B	111,007.65	9,250.64	53.36906
		C	116,558.03	9,713.17	56.03751
		D	122,385.93	10,198.83	58.83939
		E	128,505.23	10,708.77	61.78136
		F	134,930.49	11,244.21	64.87043
		G	141,677.01	11,806.42	68.11395
N286	Non-Represented General	A	106,778.78	8,898.23	51.33595
		B	112,117.72	9,343.14	53.90275
		C	117,723.61	9,810.30	56.59789
		D	123,609.79	10,300.82	59.42778
		E	129,790.28	10,815.86	62.39917
		F	136,279.79	11,356.65	65.51913
		G	143,093.78	11,924.48	68.79509
N287	Non-Represented General	A	107,846.57	8,987.21	51.84931
		B	113,238.90	9,436.57	54.44178
		C	118,900.84	9,908.40	57.16387
		D	124,845.89	10,403.82	60.02206
		E	131,088.18	10,924.01	63.02316
		F	137,642.59	11,470.22	66.17432
		G	144,524.72	12,043.73	69.48304
N288	Non-Represented General	A	108,925.04	9,077.09	52.36781
		B	114,371.29	9,530.94	54.98620
		C	120,089.85	10,007.49	57.73551
		D	126,094.35	10,507.86	60.62228
		E	132,399.06	11,033.26	63.65340
		F	139,019.02	11,584.92	66.83607
		G	145,969.97	12,164.16	70.17787
N289	Non-Represented General	A	110,014.29	9,167.86	52.89148
		B	115,515.00	9,626.25	55.53606
		C	121,290.75	10,107.56	58.31286
		D	127,355.29	10,612.94	61.22850
		E	133,723.05	11,143.59	64.28993
		F	140,409.21	11,700.77	67.50443
		G	147,429.67	12,285.81	70.87965
N290	Non-Represented General	A	111,114.43	9,259.54	53.42040
		B	116,670.15	9,722.51	56.09142
		C	122,503.66	10,208.64	58.89599
		D	128,628.84	10,719.07	61.84079
		E	135,060.28	11,255.02	64.93283
		F	141,813.30	11,817.77	68.17947
		G	148,903.96	12,408.66	71.58844

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
N291	Non-Represented General	A	112,225.57	9,352.13	53.95460
		B	117,836.85	9,819.74	56.65233
		C	123,728.70	10,310.72	59.48495
		D	129,915.13	10,826.26	62.45920
		E	136,410.89	11,367.57	65.58216
		F	143,231.43	11,935.95	68.86127
		G	150,393.00	12,532.75	72.30433
N292	Non-Represented General	A	113,347.83	9,445.65	54.49415
		B	119,015.22	9,917.93	57.21886
		C	124,965.98	10,413.83	60.07980
		D	131,214.28	10,934.52	63.08379
		E	137,775.00	11,481.25	66.23798
		F	144,663.75	12,055.31	69.54988
		G	151,896.93	12,658.08	73.02737
N293	Non-Represented General	A	114,481.31	9,540.11	55.03909
		B	120,205.37	10,017.11	57.79105
		C	126,215.64	10,517.97	60.68060
		D	132,526.42	11,043.87	63.71463
		E	139,152.75	11,596.06	66.90036
		F	146,110.38	12,175.87	70.24538
		G	153,415.90	12,784.66	73.75765
N294	Non-Represented General	A	115,626.12	9,635.51	55.58948
		B	121,407.43	10,117.29	58.36896
		C	127,477.80	10,623.15	61.28740
		D	133,851.69	11,154.31	64.35177
		E	140,544.27	11,712.02	67.56936
		F	147,571.49	12,297.62	70.94783
		G	154,950.06	12,912.50	74.49522
N295	Non-Represented General	A	116,782.38	9,731.87	56.14538
		B	122,621.50	10,218.46	58.95265
		C	128,752.58	10,729.38	61.90028
		D	135,190.21	11,265.85	64.99529
		E	141,949.72	11,829.14	68.24506
		F	149,047.20	12,420.60	71.65731
		G	156,499.56	13,041.63	75.24017
N296	Non-Represented General	A	117,950.21	9,829.18	56.70683
		B	123,847.72	10,320.64	59.54217
		C	130,040.10	10,836.68	62.51928
		D	136,542.11	11,378.51	65.64524
		E	143,369.21	11,947.43	68.92751
		F	150,537.67	12,544.81	72.37388
		G	158,064.56	13,172.05	75.99258
N297	Non-Represented General	A	119,129.71	9,927.48	57.27390
		B	125,086.19	10,423.85	60.13759
		C	131,340.50	10,945.04	63.14447
		D	137,907.53	11,492.29	66.30170
		E	144,802.91	12,066.91	69.61678
		F	152,043.05	12,670.25	73.09762
		G	159,645.20	13,303.77	76.75250
N298	Non-Represented General	A	120,321.01	10,026.75	57.84664
		B	126,337.06	10,528.09	60.73897
		C	132,653.91	11,054.49	63.77592
		D	139,286.60	11,607.22	66.96471
		E	146,250.93	12,187.58	70.31295
		F	153,563.48	12,796.96	73.82860
		G	161,241.66	13,436.80	77.52003
N299	Non-Represented General	A	121,524.22	10,127.02	58.42510
		B	127,600.43	10,633.37	61.34636
		C	133,980.45	11,165.04	64.41368
		D	140,679.47	11,723.29	67.63436
		E	147,713.44	12,309.45	71.01608
		F	155,099.12	12,924.93	74.56688
		G	162,854.07	13,571.17	78.29523
N300	Non-Represented General	A	122,739.46	10,228.29	59.00935
		B	128,876.43	10,739.70	61.95982
		C	135,320.25	11,276.69	65.05781
		D	142,086.27	11,840.52	68.31070
		E	149,190.58	12,432.55	71.72624
		F	156,650.11	13,054.18	75.31255
		G	164,482.61	13,706.88	79.07818

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Management Unit					
M113	Management	A	18,780.69	1,565.06	9.02918
		B	19,719.73	1,643.31	9.48064
		C	20,705.72	1,725.48	9.95467
		D	21,741.00	1,811.75	10.45240
		E	22,828.05	1,902.34	10.97502
		F	23,969.45	1,997.45	11.52378
		G	25,167.93	2,097.33	12.09996
M114	Management	A	18,968.50	1,580.71	9.11947
		B	19,916.93	1,659.74	9.57545
		C	20,912.77	1,742.73	10.05422
		D	21,958.41	1,829.87	10.55693
		E	23,056.33	1,921.36	11.08477
		F	24,209.15	2,017.43	11.63901
		G	25,419.61	2,118.30	12.22096
M115	Management	A	19,158.19	1,596.52	9.21067
		B	20,116.10	1,676.34	9.67120
		C	21,121.90	1,760.16	10.15476
		D	22,178.00	1,848.17	10.66250
		E	23,286.90	1,940.57	11.19562
		F	24,451.24	2,037.60	11.75540
		G	25,673.80	2,139.48	12.34317
M116	Management	A	19,349.77	1,612.48	9.30277
		B	20,317.26	1,693.10	9.76791
		C	21,333.12	1,777.76	10.25631
		D	22,399.78	1,866.65	10.76912
		E	23,519.76	1,959.98	11.30758
		F	24,695.75	2,057.98	11.87296
		G	25,930.54	2,160.88	12.46661
M117	Management	A	19,543.27	1,628.61	9.39580
		B	20,520.43	1,710.04	9.86559
		C	21,546.45	1,795.54	10.35887
		D	22,623.77	1,885.31	10.87681
		E	23,754.96	1,979.58	11.42065
		F	24,942.71	2,078.56	11.99169
		G	26,189.85	2,182.49	12.59127
M118	Management	A	19,738.70	1,644.89	9.48976
		B	20,725.63	1,727.14	9.96425
		C	21,761.92	1,813.49	10.46246
		D	22,850.01	1,904.17	10.98558
		E	23,992.51	1,999.38	11.53486
		F	25,192.14	2,099.34	12.11160
		G	26,451.74	2,204.31	12.71718
M119	Management	A	19,936.09	1,661.34	9.58466
		B	20,932.89	1,744.41	10.06389
		C	21,979.53	1,831.63	10.56708
		D	23,078.51	1,923.21	11.09544
		E	24,232.44	2,019.37	11.65021
		F	25,444.06	2,120.34	12.23272
		G	26,716.26	2,226.36	12.84436
M120	Management	A	20,135.45	1,677.95	9.68050
		B	21,142.22	1,761.85	10.16453
		C	22,199.33	1,849.94	10.67275
		D	23,309.30	1,942.44	11.20639
		E	24,474.76	2,039.56	11.76671
		F	25,698.50	2,141.54	12.35505
		G	26,983.42	2,248.62	12.97280
M121	Management	A	20,336.80	1,694.73	9.77731
		B	21,353.64	1,779.47	10.26617
		C	22,421.32	1,868.44	10.77948
		D	23,542.39	1,961.87	11.31846
		E	24,719.51	2,059.96	11.88438
		F	25,955.48	2,162.96	12.47860
		G	27,253.26	2,271.10	13.10253
M122	Management	A	20,540.17	1,711.68	9.87508
		B	21,567.18	1,797.26	10.36884
		C	22,645.54	1,887.13	10.88728
		D	23,777.81	1,981.48	11.43164
		E	24,966.70	2,080.56	12.00322
		F	26,215.04	2,184.59	12.60338
		G	27,525.79	2,293.82	13.23355

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M123	Management	A	20,745.57	1,728.80	9.97383
		B	21,782.85	1,815.24	10.47252
		C	22,871.99	1,906.00	10.99615
		D	24,015.59	2,001.30	11.54596
		E	25,216.37	2,101.36	12.12326
		F	26,477.19	2,206.43	12.72942
		G	27,801.05	2,316.75	13.36589
M124	Management	A	20,953.03	1,746.09	10.07357
		B	22,000.68	1,833.39	10.57725
		C	23,100.71	1,925.06	11.10611
		D	24,255.75	2,021.31	11.66142
		E	25,468.53	2,122.38	12.24449
		F	26,741.96	2,228.50	12.85671
		G	28,079.06	2,339.92	13.49955
M125	Management	A	21,162.56	1,763.55	10.17431
		B	22,220.68	1,851.72	10.68302
		C	23,331.72	1,944.31	11.21717
		D	24,498.30	2,041.53	11.77803
		E	25,723.22	2,143.60	12.36693
		F	27,009.38	2,250.78	12.98528
		G	28,359.85	2,363.32	13.63454
M126	Management	A	21,374.18	1,781.18	10.27605
		B	22,442.89	1,870.24	10.78985
		C	23,565.04	1,963.75	11.32934
		D	24,743.29	2,061.94	11.89581
		E	25,980.45	2,165.04	12.49060
		F	27,279.47	2,273.29	13.11513
		G	28,643.45	2,386.95	13.77089
M127	Management	A	21,587.92	1,798.99	10.37881
		B	22,667.32	1,888.94	10.89775
		C	23,800.69	1,983.39	11.44264
		D	24,990.72	2,082.56	12.01477
		E	26,240.26	2,186.69	12.61551
		F	27,552.27	2,296.02	13.24628
		G	28,929.88	2,410.82	13.90860
M128	Management	A	21,803.80	1,816.98	10.48260
		B	22,893.99	1,907.83	11.00673
		C	24,038.69	2,003.22	11.55706
		D	25,240.63	2,103.39	12.13492
		E	26,502.66	2,208.55	12.74166
		F	27,827.79	2,318.98	13.37875
		G	29,219.18	2,434.93	14.04768
M129	Management	A	22,021.84	1,835.15	10.58742
		B	23,122.93	1,926.91	11.11679
		C	24,279.08	2,023.26	11.67263
		D	25,493.03	2,124.42	12.25627
		E	26,767.69	2,230.64	12.86908
		F	28,106.07	2,342.17	13.51253
		G	29,511.37	2,459.28	14.18816
M130	Management	A	22,242.06	1,853.50	10.69330
		B	23,354.16	1,946.18	11.22796
		C	24,521.87	2,043.49	11.78936
		D	25,747.96	2,145.66	12.37883
		E	27,035.36	2,252.95	12.99777
		F	28,387.13	2,365.59	13.64766
		G	29,806.49	2,483.87	14.33004
M131	Management	A	22,464.48	1,872.04	10.80023
		B	23,587.70	1,965.64	11.34024
		C	24,767.09	2,063.92	11.90725
		D	26,005.44	2,167.12	12.50262
		E	27,305.72	2,275.48	13.12775
		F	28,671.00	2,389.25	13.78414
		G	30,104.55	2,508.71	14.47334
M132	Management	A	22,689.13	1,890.76	10.90823
		B	23,823.58	1,985.30	11.45364
		C	25,014.76	2,084.56	12.02633
		D	26,265.50	2,188.79	12.62764
		E	27,578.77	2,298.23	13.25903
		F	28,957.71	2,413.14	13.92198
		G	30,405.60	2,533.80	14.61808
M133	Management	A	22,916.02	1,909.67	11.01732

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	24,061.82	2,005.15	11.56818
		C	25,264.91	2,105.41	12.14659
		D	26,528.15	2,210.68	12.75392
		E	27,854.56	2,321.21	13.39162
		F	29,247.29	2,437.27	14.06120
		G	30,709.65	2,559.14	14.76426
M134	Management	A	23,145.18	1,928.76	11.12749
		B	24,302.44	2,025.20	11.68386
		C	25,517.56	2,126.46	12.26806
		D	26,793.43	2,232.79	12.88146
		E	28,133.11	2,344.43	13.52553
		F	29,539.76	2,461.65	14.20181
		G	31,016.75	2,584.73	14.91190
M135	Management	A	23,376.63	1,948.05	11.23876
		B	24,545.46	2,045.45	11.80070
		C	25,772.73	2,147.73	12.39074
		D	27,061.37	2,255.11	13.01027
		E	28,414.44	2,367.87	13.66079
		F	29,835.16	2,486.26	14.34383
		G	31,326.92	2,610.58	15.06102
M136	Management	A	23,610.39	1,967.53	11.35115
		B	24,790.91	2,065.91	11.91871
		C	26,030.46	2,169.20	12.51464
		D	27,331.98	2,277.67	13.14038
		E	28,698.58	2,391.55	13.79740
		F	30,133.51	2,511.13	14.48726
		G	31,640.19	2,636.68	15.21163
M137	Management	A	23,846.50	1,987.21	11.46466
		B	25,038.82	2,086.57	12.03790
		C	26,290.76	2,190.90	12.63979
		D	27,605.30	2,300.44	13.27178
		E	28,985.57	2,415.46	13.93537
		F	30,434.85	2,536.24	14.63214
		G	31,956.59	2,663.05	15.36374
M138	Management	A	24,084.96	2,007.08	11.57931
		B	25,289.21	2,107.43	12.15827
		C	26,553.67	2,212.81	12.76619
		D	27,881.36	2,323.45	13.40450
		E	29,275.42	2,439.62	14.07472
		F	30,739.19	2,561.60	14.77846
		G	32,276.15	2,689.68	15.51738
M139	Management	A	24,325.81	2,027.15	11.69510
		B	25,542.10	2,128.51	12.27986
		C	26,819.21	2,234.93	12.89385
		D	28,160.17	2,346.68	13.53854
		E	29,568.18	2,464.01	14.21547
		F	31,046.59	2,587.22	14.92624
		G	32,598.92	2,716.58	15.67256
M140	Management	A	24,569.07	2,047.42	11.81205
		B	25,797.52	2,149.79	12.40266
		C	27,087.40	2,257.28	13.02279
		D	28,441.77	2,370.15	13.67393
		E	29,863.86	2,488.65	14.35762
		F	31,357.05	2,613.09	15.07551
		G	32,924.91	2,743.74	15.82928
M141	Management	A	24,814.76	2,067.90	11.93017
		B	26,055.50	2,171.29	12.52668
		C	27,358.27	2,279.86	13.15302
		D	28,726.19	2,393.85	13.81067
		E	30,162.50	2,513.54	14.50120
		F	31,670.62	2,639.22	15.22626
		G	33,254.15	2,771.18	15.98757
M142	Management	A	25,062.91	2,088.58	12.04948
		B	26,316.05	2,193.00	12.65195
		C	27,631.86	2,302.65	13.28455
		D	29,013.45	2,417.79	13.94877
		E	30,464.12	2,538.68	14.64621
		F	31,987.33	2,665.61	15.37852
		G	33,586.70	2,798.89	16.14745

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M143	Management	A	25,313.54	2,109.46	12.16997
		B	26,579.22	2,214.93	12.77847
		C	27,908.18	2,325.68	13.41739
		D	29,303.59	2,441.97	14.08826
		E	30,768.76	2,564.06	14.79268
		F	32,307.20	2,692.27	15.53231
		G	33,922.56	2,826.88	16.30892
M144	Management	A	25,566.67	2,130.56	12.29167
		B	26,845.01	2,237.08	12.90625
		C	28,187.26	2,348.94	13.55157
		D	29,596.62	2,466.39	14.22914
		E	31,076.45	2,589.70	14.94060
		F	32,630.27	2,719.19	15.68763
		G	34,261.79	2,855.15	16.47201
M145	Management	A	25,822.34	2,151.86	12.41459
		B	27,113.46	2,259.45	13.03532
		C	28,469.13	2,372.43	13.68708
		D	29,892.59	2,491.05	14.37144
		E	31,387.22	2,615.60	15.09001
		F	32,956.58	2,746.38	15.84451
		G	34,604.41	2,883.70	16.63673
M146	Management	A	26,080.56	2,173.38	12.53873
		B	27,384.59	2,282.05	13.16567
		C	28,753.82	2,396.15	13.82395
		D	30,191.51	2,515.96	14.51515
		E	31,701.09	2,641.76	15.24091
		F	33,286.14	2,773.85	16.00295
		G	34,950.45	2,912.54	16.80310
M147	Management	A	26,341.37	2,195.11	12.66412
		B	27,658.44	2,304.87	13.29733
		C	29,041.36	2,420.11	13.96219
		D	30,493.43	2,541.12	14.66030
		E	32,018.10	2,668.17	15.39332
		F	33,619.00	2,801.58	16.16298
		G	35,299.95	2,941.66	16.97113
M148	Management	A	26,604.78	2,217.07	12.79076
		B	27,935.02	2,327.92	13.43030
		C	29,331.77	2,444.31	14.10181
		D	30,798.36	2,566.53	14.80691
		E	32,338.28	2,694.86	15.54725
		F	33,955.19	2,829.60	16.32461
		G	35,652.95	2,971.08	17.14084
M149	Management	A	26,870.83	2,239.24	12.91867
		B	28,214.37	2,351.20	13.56460
		C	29,625.09	2,468.76	14.24283
		D	31,106.35	2,592.20	14.95497
		E	32,661.66	2,721.81	15.70272
		F	34,294.75	2,857.90	16.48786
		G	36,009.48	3,000.79	17.31225
M150	Management	A	27,139.54	2,261.63	13.04786
		B	28,496.52	2,374.71	13.70025
		C	29,921.34	2,493.45	14.38526
		D	31,417.41	2,618.12	15.10452
		E	32,988.28	2,749.02	15.85975
		F	34,637.69	2,886.47	16.65274
		G	36,369.58	3,030.80	17.48537
M151	Management	A	27,410.93	2,284.24	13.17833
		B	28,781.48	2,398.46	13.83725
		C	30,220.56	2,518.38	14.52911
		D	31,731.58	2,644.30	15.25557
		E	33,318.16	2,776.51	16.01835
		F	34,984.07	2,915.34	16.81926
		G	36,733.27	3,061.11	17.66023
M152	Management	A	27,685.04	2,307.09	13.31012
		B	29,069.30	2,422.44	13.97562
		C	30,522.76	2,543.56	14.67440
		D	32,048.90	2,670.74	15.40812
		E	33,651.34	2,804.28	16.17853
		F	35,333.91	2,944.49	16.98746
		G	37,100.61	3,091.72	17.83683

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M153	Management	A	27,961.89	2,330.16	13.44322
		B	29,359.99	2,446.67	14.11538
		C	30,827.99	2,569.00	14.82115
		D	32,369.39	2,697.45	15.56221
		E	33,987.86	2,832.32	16.34032
		F	35,687.25	2,973.94	17.15733
		G	37,471.61	3,122.63	18.01520
M154	Management	A	28,241.51	2,353.46	13.57765
		B	29,653.59	2,471.13	14.25653
		C	31,136.27	2,594.69	14.96936
		D	32,693.08	2,724.42	15.71783
		E	34,327.74	2,860.64	16.50372
		F	36,044.12	3,003.68	17.32891
		G	37,846.33	3,153.86	18.19535
M155	Management	A	28,523.93	2,376.99	13.71343
		B	29,950.13	2,495.84	14.39910
		C	31,447.63	2,620.64	15.11905
		D	33,020.01	2,751.67	15.87501
		E	34,671.01	2,889.25	16.66876
		F	36,404.56	3,033.71	17.50219
		G	38,224.79	3,185.40	18.37730
M156	Management	A	28,809.17	2,400.76	13.85056
		B	30,249.63	2,520.80	14.54309
		C	31,762.11	2,646.84	15.27024
		D	33,350.21	2,779.18	16.03376
		E	35,017.72	2,918.14	16.83544
		F	36,768.61	3,064.05	17.67722
		G	38,607.04	3,217.25	18.56108
M157	Management	A	29,097.26	2,424.77	13.98907
		B	30,552.12	2,546.01	14.68852
		C	32,079.73	2,673.31	15.42295
		D	33,683.72	2,806.98	16.19409
		E	35,367.90	2,947.33	17.00380
		F	37,136.30	3,094.69	17.85399
		G	38,993.11	3,249.43	18.74669
M158	Management	A	29,388.23	2,449.02	14.12896
		B	30,857.64	2,571.47	14.83541
		C	32,400.53	2,700.04	15.57718
		D	34,020.55	2,835.05	16.35603
		E	35,721.58	2,976.80	17.17384
		F	37,507.66	3,125.64	18.03253
		G	39,383.04	3,281.92	18.93415
M159	Management	A	29,682.11	2,473.51	14.27025
		B	31,166.22	2,597.18	14.98376
		C	32,724.53	2,727.04	15.73295
		D	34,360.76	2,863.40	16.51960
		E	36,078.80	3,006.57	17.34558
		F	37,882.74	3,156.89	18.21285
		G	39,776.87	3,314.74	19.12350
M160	Management	A	29,978.94	2,498.24	14.41295
		B	31,477.88	2,623.16	15.13360
		C	33,051.78	2,754.31	15.89028
		D	34,704.37	2,892.03	16.68479
		E	36,439.58	3,036.63	17.51903
		F	38,261.56	3,188.46	18.39498
		G	40,174.64	3,347.89	19.31473
M161	Management	A	30,278.73	2,523.23	14.55708
		B	31,792.66	2,649.39	15.28493
		C	33,382.29	2,781.86	16.04918
		D	35,051.41	2,920.95	16.85164
		E	36,803.98	3,067.00	17.69422
		F	38,644.18	3,220.35	18.57893
		G	40,576.39	3,381.37	19.50788
M162	Management	A	30,581.51	2,548.46	14.70265
		B	32,110.59	2,675.88	15.43778
		C	33,716.12	2,809.68	16.20967
		D	35,401.92	2,950.16	17.02016
		E	37,172.02	3,097.67	17.87116
		F	39,030.62	3,252.55	18.76472
		G	40,982.15	3,415.18	19.70296

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M163	Management	A	30,887.33	2,573.94	14.84968
		B	32,431.69	2,702.64	15.59216
		C	34,053.28	2,837.77	16.37177
		D	35,755.94	2,979.66	17.19036
		E	37,543.74	3,128.64	18.04987
		F	39,420.93	3,285.08	18.95237
		G	41,391.97	3,449.33	19.89999
M164	Management	A	31,196.20	2,599.68	14.99817
		B	32,756.01	2,729.67	15.74808
		C	34,393.81	2,866.15	16.53549
		D	36,113.50	3,009.46	17.36226
		E	37,919.18	3,159.93	18.23037
		F	39,815.14	3,317.93	19.14189
		G	41,805.89	3,483.82	20.09899
M165	Management	A	31,508.16	2,625.68	15.14816
		B	33,083.57	2,756.96	15.90556
		C	34,737.75	2,894.81	16.70084
		D	36,474.64	3,039.55	17.53588
		E	38,298.37	3,191.53	18.41268
		F	40,213.29	3,351.11	19.33331
		G	42,223.95	3,518.66	20.29998
M166	Management	A	31,823.24	2,651.94	15.29964
		B	33,414.41	2,784.53	16.06462
		C	35,085.13	2,923.76	16.86785
		D	36,839.38	3,069.95	17.71124
		E	38,681.35	3,223.45	18.59680
		F	40,615.42	3,384.62	19.52664
		G	42,646.19	3,553.85	20.50298
M167	Management	A	32,141.48	2,678.46	15.45263
		B	33,748.55	2,812.38	16.22526
		C	35,435.98	2,953.00	17.03653
		D	37,207.78	3,100.65	17.88835
		E	39,068.17	3,255.68	18.78277
		F	41,021.57	3,418.46	19.72191
		G	43,072.65	3,589.39	20.70801
M168	Management	A	32,462.89	2,705.24	15.60716
		B	34,086.04	2,840.50	16.38752
		C	35,790.34	2,982.53	17.20689
		D	37,579.86	3,131.65	18.06724
		E	39,458.85	3,288.24	18.97060
		F	41,431.79	3,452.65	19.91913
		G	43,503.38	3,625.28	20.91509
M169	Management	A	32,787.52	2,732.29	15.76323
		B	34,426.90	2,868.91	16.55139
		C	36,148.24	3,012.35	17.37896
		D	37,955.65	3,162.97	18.24791
		E	39,853.44	3,321.12	19.16031
		F	41,846.11	3,487.18	20.11832
		G	43,938.41	3,661.53	21.12424
M170	Management	A	33,115.40	2,759.62	15.92086
		B	34,771.17	2,897.60	16.71691
		C	36,509.72	3,042.48	17.55275
		D	38,335.21	3,194.60	18.43039
		E	40,251.97	3,354.33	19.35191
		F	42,264.57	3,522.05	20.31950
		G	44,377.80	3,698.15	21.33548
M171	Management	A	33,446.55	2,787.21	16.08007
		B	35,118.88	2,926.57	16.88408
		C	36,874.82	3,072.90	17.72828
		D	38,718.56	3,226.55	18.61469
		E	40,654.49	3,387.87	19.54543
		F	42,687.21	3,557.27	20.52270
		G	44,821.58	3,735.13	21.54883
M172	Management	A	33,781.02	2,815.08	16.24087
		B	35,470.07	2,955.84	17.05292
		C	37,243.57	3,103.63	17.90556
		D	39,105.75	3,258.81	18.80084
		E	41,061.04	3,421.75	19.74088
		F	43,114.09	3,592.84	20.72793
		G	45,269.79	3,772.48	21.76432

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M173	Management	A	34,118.83	2,843.24	16.40328
		B	35,824.77	2,985.40	17.22345
		C	37,616.01	3,134.67	18.08462
		D	39,496.81	3,291.40	18.98885
		E	41,471.65	3,455.97	19.93829
		F	43,545.23	3,628.77	20.93521
		G	45,722.49	3,810.21	21.98197
M174	Management	A	34,460.01	2,871.67	16.56731
		B	36,183.01	3,015.25	17.39568
		C	37,992.17	3,166.01	18.26546
		D	39,891.77	3,324.31	19.17874
		E	41,886.36	3,490.53	20.13767
		F	43,980.68	3,665.06	21.14456
		G	46,179.71	3,848.31	22.20179
M175	Management	A	34,804.61	2,900.38	16.73299
		B	36,544.84	3,045.40	17.56964
		C	38,372.09	3,197.67	18.44812
		D	40,290.69	3,357.56	19.37052
		E	42,305.23	3,525.44	20.33905
		F	44,420.49	3,701.71	21.35600
		G	46,641.51	3,886.79	22.42380
M176	Management	A	35,152.66	2,929.39	16.90032
		B	36,910.29	3,075.86	17.74533
		C	38,755.81	3,229.65	18.63260
		D	40,693.60	3,391.13	19.56423
		E	42,728.28	3,560.69	20.54244
		F	44,864.69	3,738.72	21.56956
		G	47,107.93	3,925.66	22.64804
M177	Management	A	35,504.19	2,958.68	17.06932
		B	37,279.40	3,106.62	17.92279
		C	39,143.37	3,261.95	18.81893
		D	41,100.53	3,425.04	19.75987
		E	43,155.56	3,596.30	20.74787
		F	45,313.34	3,776.11	21.78526
		G	47,579.01	3,964.92	22.87452
M178	Management	A	35,859.23	2,988.27	17.24001
		B	37,652.19	3,137.68	18.10201
		C	39,534.80	3,294.57	19.00712
		D	41,511.54	3,459.29	19.95747
		E	43,587.12	3,632.26	20.95534
		F	45,766.47	3,813.87	22.00311
		G	48,054.80	4,004.57	23.10327
M179	Management	A	36,217.82	3,018.15	17.41241
		B	38,028.71	3,169.06	18.28303
		C	39,930.15	3,327.51	19.19719
		D	41,926.65	3,493.89	20.15705
		E	44,022.99	3,668.58	21.16490
		F	46,224.14	3,852.01	22.22314
		G	48,535.34	4,044.61	23.33430
M180	Management	A	36,580.00	3,048.33	17.58654
		B	38,409.00	3,200.75	18.46586
		C	40,329.45	3,360.79	19.38916
		D	42,345.92	3,528.83	20.35862
		E	44,463.22	3,705.27	21.37655
		F	46,686.38	3,890.53	22.44537
		G	49,020.70	4,085.06	23.56764
M181	Management	A	36,945.80	3,078.82	17.76240
		B	38,793.09	3,232.76	18.65052
		C	40,732.74	3,394.40	19.58305
		D	42,769.38	3,564.11	20.56220
		E	44,907.85	3,742.32	21.59031
		F	47,153.24	3,929.44	22.66983
		G	49,510.90	4,125.91	23.80332
M182	Management	A	37,315.26	3,109.60	17.94003
		B	39,181.02	3,265.08	18.83703
		C	41,140.07	3,428.34	19.77888
		D	43,197.07	3,599.76	20.76782
		E	45,356.93	3,779.74	21.80622
		F	47,624.77	3,968.73	22.89653
		G	50,006.01	4,167.17	24.04135

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M183	Management	A	37,688.41	3,140.70	18.11943
		B	39,572.83	3,297.74	19.02540
		C	41,551.47	3,462.62	19.97667
		D	43,629.05	3,635.75	20.97550
		E	45,810.50	3,817.54	22.02428
		F	48,101.02	4,008.42	23.12549
		G	50,506.07	4,208.84	24.28177
M184	Management	A	38,065.29	3,172.11	18.30062
		B	39,968.56	3,330.71	19.21565
		C	41,966.99	3,497.25	20.17644
		D	44,065.34	3,672.11	21.18526
		E	46,268.60	3,855.72	22.24452
		F	48,582.03	4,048.50	23.35675
		G	51,011.13	4,250.93	24.52458
M185	Management	A	38,445.95	3,203.83	18.48363
		B	40,368.24	3,364.02	19.40781
		C	42,386.66	3,532.22	20.37820
		D	44,505.99	3,708.83	21.39711
		E	46,731.29	3,894.27	22.46697
		F	49,067.85	4,088.99	23.59031
		G	51,521.25	4,293.44	24.76983
M186	Management	A	38,830.41	3,235.87	18.66846
		B	40,771.93	3,397.66	19.60189
		C	42,810.52	3,567.54	20.58198
		D	44,951.05	3,745.92	21.61108
		E	47,198.60	3,933.22	22.69164
		F	49,558.53	4,129.88	23.82622
		G	52,036.46	4,336.37	25.01753
M187	Management	A	39,218.71	3,268.23	18.85515
		B	41,179.65	3,431.64	19.79791
		C	43,238.63	3,603.22	20.78780
		D	45,400.56	3,783.38	21.82719
		E	47,670.59	3,972.55	22.91855
		F	50,054.12	4,171.18	24.06448
		G	52,556.82	4,379.74	25.26770
M188	Management	A	39,610.90	3,300.91	19.04370
		B	41,591.44	3,465.95	19.99589
		C	43,671.01	3,639.25	20.99568
		D	45,854.56	3,821.21	22.04546
		E	48,147.29	4,012.27	23.14774
		F	50,554.66	4,212.89	24.30512
		G	53,082.39	4,423.53	25.52038
M189	Management	A	40,007.01	3,333.92	19.23414
		B	42,007.36	3,500.61	20.19584
		C	44,107.72	3,675.64	21.20564
		D	46,313.11	3,859.43	22.26592
		E	48,628.77	4,052.40	23.37921
		F	51,060.20	4,255.02	24.54818
		G	53,613.21	4,467.77	25.77558
M190	Management	A	40,407.08	3,367.26	19.42648
		B	42,427.43	3,535.62	20.39780
		C	44,548.80	3,712.40	21.41769
		D	46,776.24	3,898.02	22.48858
		E	49,115.05	4,092.92	23.61301
		F	51,570.81	4,297.57	24.79366
		G	54,149.35	4,512.45	26.03334
M191	Management	A	40,811.15	3,400.93	19.62074
		B	42,851.70	3,570.98	20.60178
		C	44,994.29	3,749.52	21.63187
		D	47,244.00	3,937.00	22.71346
		E	49,606.20	4,133.85	23.84914
		F	52,086.51	4,340.54	25.04159
		G	54,690.84	4,557.57	26.29367
M192	Management	A	41,219.26	3,434.94	19.81695
		B	43,280.22	3,606.69	20.80780
		C	45,444.23	3,787.02	21.84819
		D	47,716.44	3,976.37	22.94060
		E	50,102.27	4,175.19	24.08763
		F	52,607.38	4,383.95	25.29201
		G	55,237.75	4,603.15	26.55661

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M193	Management	A	41,631.45	3,469.29	20.01512
		B	43,713.02	3,642.75	21.01588
		C	45,898.67	3,824.89	22.06667
		D	48,193.61	4,016.13	23.17000
		E	50,603.29	4,216.94	24.32850
		F	53,133.45	4,427.79	25.54493
		G	55,790.13	4,649.18	26.82218
M194	Management	A	42,047.77	3,503.98	20.21527
		B	44,150.15	3,679.18	21.22604
		C	46,357.66	3,863.14	22.28734
		D	48,675.54	4,056.30	23.40170
		E	51,109.32	4,259.11	24.57179
		F	53,664.79	4,472.07	25.80038
		G	56,348.03	4,695.67	27.09040
M195	Management	A	42,468.24	3,539.02	20.41742
		B	44,591.66	3,715.97	21.43830
		C	46,821.24	3,901.77	22.51021
		D	49,162.30	4,096.86	23.63572
		E	51,620.42	4,301.70	24.81751
		F	54,201.44	4,516.79	26.05838
		G	56,911.51	4,742.63	27.36130
M196	Management	A	42,892.93	3,574.41	20.62160
		B	45,037.57	3,753.13	21.65268
		C	47,289.45	3,940.79	22.73531
		D	49,653.92	4,137.83	23.87208
		E	52,136.62	4,344.72	25.06568
		F	54,743.45	4,561.95	26.31897
		G	57,480.62	4,790.05	27.63491
M197	Management	A	43,321.85	3,610.15	20.82781
		B	45,487.95	3,790.66	21.86921
		C	47,762.35	3,980.20	22.96267
		D	50,150.46	4,179.21	24.11080
		E	52,657.99	4,388.17	25.31634
		F	55,290.88	4,607.57	26.58216
		G	58,055.43	4,837.95	27.91126
M198	Management	A	43,755.07	3,646.26	21.03609
		B	45,942.83	3,828.57	22.08790
		C	48,239.97	4,020.00	23.19229
		D	50,651.97	4,221.00	24.35191
		E	53,184.57	4,432.05	25.56950
		F	55,843.79	4,653.65	26.84798
		G	58,635.98	4,886.33	28.19038
M199	Management	A	44,192.62	3,682.72	21.24645
		B	46,402.26	3,866.85	22.30878
		C	48,722.37	4,060.20	23.42422
		D	51,158.49	4,263.21	24.59543
		E	53,716.41	4,476.37	25.82520
		F	56,402.23	4,700.19	27.11646
		G	59,222.34	4,935.20	28.47228
M200	Management	A	44,634.55	3,719.55	21.45892
		B	46,866.28	3,905.52	22.53186
		C	49,209.59	4,100.80	23.65846
		D	51,670.07	4,305.84	24.84138
		E	54,253.58	4,521.13	26.08345
		F	56,966.25	4,747.19	27.38762
		G	59,814.57	4,984.55	28.75700
M201	Management	A	45,080.90	3,756.74	21.67351
		B	47,334.94	3,944.58	22.75718
		C	49,701.69	4,141.81	23.89504
		D	52,186.77	4,348.90	25.08979
		E	54,796.11	4,566.34	26.34428
		F	57,535.92	4,794.66	27.66150
		G	60,412.71	5,034.39	29.04457
M202	Management	A	45,531.70	3,794.31	21.89024
		B	47,808.29	3,984.02	22.98475
		C	50,198.70	4,183.23	24.13399
		D	52,708.64	4,392.39	25.34069
		E	55,344.07	4,612.01	26.60773
		F	58,111.28	4,842.61	27.93811
		G	61,016.84	5,084.74	29.33502

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M203	Management	A	45,987.02	3,832.25	22.10915
		B	48,286.37	4,023.86	23.21460
		C	50,700.69	4,225.06	24.37533
		D	53,235.73	4,436.31	25.59410
		E	55,897.51	4,658.13	26.87380
		F	58,692.39	4,891.03	28.21749
		G	61,627.01	5,135.58	29.62837
M204	Management	A	46,446.89	3,870.57	22.33024
		B	48,769.24	4,064.10	23.44675
		C	51,207.70	4,267.31	24.61909
		D	53,768.08	4,480.67	25.85004
		E	56,456.49	4,704.71	27.14254
		F	59,279.31	4,939.94	28.49967
		G	62,243.28	5,186.94	29.92465
M205	Management	A	46,911.36	3,909.28	22.55354
		B	49,256.93	4,104.74	23.68122
		C	51,719.78	4,309.98	24.86528
		D	54,305.76	4,525.48	26.10854
		E	57,021.05	4,751.75	27.41397
		F	59,872.11	4,989.34	28.78467
		G	62,865.71	5,238.81	30.22390
M206	Management	A	47,380.47	3,948.37	22.77907
		B	49,749.50	4,145.79	23.91803
		C	52,236.97	4,353.08	25.11393
		D	54,848.82	4,570.74	26.36963
		E	57,591.26	4,799.27	27.68811
		F	60,470.83	5,039.24	29.07251
		G	63,494.37	5,291.20	30.52614
M207	Management	A	47,854.28	3,987.86	23.00687
		B	50,246.99	4,187.25	24.15721
		C	52,759.34	4,396.61	25.36507
		D	55,397.31	4,616.44	26.63332
		E	58,167.18	4,847.26	27.96499
		F	61,075.53	5,089.63	29.36324
		G	64,129.31	5,344.11	30.83140
M208	Management	A	48,332.82	4,027.74	23.23693
		B	50,749.46	4,229.12	24.39878
		C	53,286.94	4,440.58	25.61872
		D	55,951.28	4,662.61	26.89966
		E	58,748.85	4,895.74	28.24464
		F	61,686.29	5,140.52	29.65687
		G	64,770.60	5,397.55	31.13971
M209	Management	A	48,816.15	4,068.01	23.46930
		B	51,256.96	4,271.41	24.64277
		C	53,819.81	4,484.98	25.87491
		D	56,510.80	4,709.23	27.16865
		E	59,336.34	4,944.69	28.52708
		F	62,303.15	5,191.93	29.95344
		G	65,418.31	5,451.53	31.45111
M210	Management	A	49,304.31	4,108.69	23.70400
		B	51,769.53	4,314.13	24.88920
		C	54,358.00	4,529.83	26.13366
		D	57,075.90	4,756.33	27.44034
		E	59,929.70	4,994.14	28.81236
		F	62,926.18	5,243.85	30.25297
		G	66,072.49	5,506.04	31.76562
M211	Management	A	49,797.36	4,149.78	23.94104
		B	52,287.22	4,357.27	25.13809
		C	54,901.58	4,575.13	26.39499
		D	57,646.66	4,803.89	27.71474
		E	60,529.00	5,044.08	29.10048
		F	63,555.45	5,296.29	30.55550
		G	66,733.22	5,561.10	32.08328
M212	Management	A	50,295.33	4,191.28	24.18045
		B	52,810.10	4,400.84	25.38947
		C	55,450.60	4,620.88	26.65894
		D	58,223.13	4,851.93	27.99189
		E	61,134.29	5,094.52	29.39148
		F	64,191.00	5,349.25	30.86106
		G	67,400.55	5,616.71	32.40411

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M213	Management	A	50,798.28	4,233.19	24.42225
		B	53,338.20	4,444.85	25.64336
		C	56,005.11	4,667.09	26.92553
		D	58,805.36	4,900.45	28.27181
		E	61,745.63	5,145.47	29.68540
		F	64,832.91	5,402.74	31.16967
		G	68,074.56	5,672.88	32.72815
M214	Management	A	51,306.26	4,275.52	24.66647
		B	53,871.58	4,489.30	25.89980
		C	56,565.16	4,713.76	27.19479
		D	59,393.41	4,949.45	28.55453
		E	62,363.09	5,196.92	29.98225
		F	65,481.24	5,456.77	31.48137
		G	68,755.30	5,729.61	33.05543
M215	Management	A	51,819.33	4,318.28	24.91314
		B	54,410.29	4,534.19	26.15880
		C	57,130.81	4,760.90	27.46673
		D	59,987.35	4,998.95	28.84007
		E	62,986.72	5,248.89	30.28208
		F	66,136.05	5,511.34	31.79618
		G	69,442.85	5,786.90	33.38599
M216	Management	A	52,337.52	4,361.46	25.16227
		B	54,954.40	4,579.53	26.42038
		C	57,702.12	4,808.51	27.74140
		D	60,587.22	5,048.94	29.12847
		E	63,616.58	5,301.38	30.58490
		F	66,797.41	5,566.45	32.11414
		G	70,137.28	5,844.77	33.71985
M217	Management	A	52,860.90	4,405.07	25.41389
		B	55,503.94	4,625.33	26.68459
		C	58,279.14	4,856.59	28.01882
		D	61,193.09	5,099.42	29.41976
		E	64,252.75	5,354.40	30.89074
		F	67,465.39	5,622.12	32.43528
		G	70,838.66	5,903.22	34.05705
M218	Management	A	53,389.50	4,449.13	25.66803
		B	56,058.98	4,671.58	26.95143
		C	58,861.93	4,905.16	28.29900
		D	61,805.03	5,150.42	29.71395
		E	64,895.28	5,407.94	31.19965
		F	68,140.04	5,678.34	32.75963
		G	71,547.04	5,962.25	34.39762
M219	Management	A	53,923.40	4,493.62	25.92471
		B	56,619.57	4,718.30	27.22095
		C	59,450.55	4,954.21	28.58199
		D	62,423.08	5,201.92	30.01109
		E	65,544.23	5,462.02	31.51165
		F	68,821.44	5,735.12	33.08723
		G	72,262.51	6,021.88	34.74159
M220	Management	A	54,462.63	4,538.55	26.18396
		B	57,185.77	4,765.48	27.49316
		C	60,045.05	5,003.75	28.86781
		D	63,047.31	5,253.94	30.31121
		E	66,199.67	5,516.64	31.82677
		F	69,509.66	5,792.47	33.41810
		G	72,985.14	6,082.09	35.08901
M221	Management	A	55,007.26	4,583.94	26.44580
		B	57,757.62	4,813.14	27.76809
		C	60,645.50	5,053.79	29.15649
		D	63,677.78	5,306.48	30.61432
		E	66,861.67	5,571.81	32.14503
		F	70,204.75	5,850.40	33.75228
		G	73,714.99	6,142.92	35.43990
M222	Management	A	55,557.33	4,629.78	26.71026
		B	58,335.20	4,861.27	28.04577
		C	61,251.96	5,104.33	29.44806
		D	64,314.56	5,359.55	30.92046
		E	67,530.29	5,627.52	32.46648
		F	70,906.80	5,908.90	34.08981
		G	74,452.14	6,204.34	35.79430

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M223	Management	A	56,112.91	4,676.08	26.97736
		B	58,918.55	4,909.88	28.32623
		C	61,864.48	5,155.37	29.74254
		D	64,957.70	5,413.14	31.22966
		E	68,205.59	5,683.80	32.79115
		F	71,615.87	5,967.99	34.43071
		G	75,196.66	6,266.39	36.15224
M224	Management	A	56,674.04	4,722.84	27.24713
		B	59,507.74	4,958.98	28.60949
		C	62,483.12	5,206.93	30.03996
		D	65,607.28	5,467.27	31.54196
		E	68,887.64	5,740.64	33.11906
		F	72,332.03	6,027.67	34.77501
		G	75,948.63	6,329.05	36.51376
M225	Management	A	57,240.78	4,770.06	27.51960
		B	60,102.81	5,008.57	28.89558
		C	63,107.96	5,259.00	30.34036
		D	66,263.35	5,521.95	31.85738
		E	69,576.52	5,798.04	33.45025
		F	73,055.35	6,087.95	35.12276
		G	76,708.11	6,392.34	36.87890
M226	Management	A	57,813.18	4,817.77	27.79480
		B	60,703.84	5,058.65	29.18454
		C	63,739.03	5,311.59	30.64377
		D	66,925.99	5,577.17	32.17595
		E	70,272.29	5,856.02	33.78475
		F	73,785.90	6,148.82	35.47399
		G	77,475.19	6,456.27	37.24769
M227	Management	A	58,391.32	4,865.94	28.07275
		B	61,310.88	5,109.24	29.47639
		C	64,376.42	5,364.70	30.95020
		D	67,595.25	5,632.94	32.49771
		E	70,975.01	5,914.58	34.12260
		F	74,523.76	6,210.31	35.82873
		G	78,249.95	6,520.83	37.62017
M228	Management	A	58,975.23	4,914.60	28.35348
		B	61,923.99	5,160.33	29.77115
		C	65,020.19	5,418.35	31.25971
		D	68,271.20	5,689.27	32.82269
		E	71,684.76	5,973.73	34.46383
		F	75,269.00	6,272.42	36.18702
		G	79,032.45	6,586.04	37.99637
M229	Management	A	59,564.98	4,963.75	28.63701
		B	62,543.23	5,211.94	30.06886
		C	65,670.39	5,472.53	31.57230
		D	68,953.91	5,746.16	33.15092
		E	72,401.61	6,033.47	34.80846
		F	76,021.69	6,335.14	36.54889
		G	79,822.77	6,651.90	38.37633
M230	Management	A	60,160.63	5,013.39	28.92338
		B	63,168.66	5,264.06	30.36955
		C	66,327.10	5,527.26	31.88803
		D	69,643.45	5,803.62	33.48243
		E	73,125.62	6,093.80	35.15655
		F	76,781.90	6,398.49	36.91438
		G	80,621.00	6,718.42	38.76010
M231	Management	A	60,762.24	5,063.52	29.21261
		B	63,800.35	5,316.70	30.67324
		C	66,990.37	5,582.53	32.20691
		D	70,339.88	5,861.66	33.81725
		E	73,856.88	6,154.74	35.50811
		F	77,549.72	6,462.48	37.28352
		G	81,427.21	6,785.60	39.14770
M232	Management	A	61,369.86	5,114.15	29.50474
		B	64,438.35	5,369.86	30.97998
		C	67,660.27	5,638.36	32.52898
		D	71,043.28	5,920.27	34.15542
		E	74,595.45	6,216.29	35.86320
		F	78,325.22	6,527.10	37.65636
		G	82,241.48	6,853.46	39.53917

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M233	Management	A	61,983.56	5,165.30	29.79979
		B	65,082.74	5,423.56	31.28978
		C	68,336.87	5,694.74	32.85427
		D	71,753.72	5,979.48	34.49698
		E	75,341.40	6,278.45	36.22183
		F	79,108.47	6,592.37	38.03292
		G	83,063.90	6,921.99	39.93457
M234	Management	A	62,603.39	5,216.95	30.09779
		B	65,733.56	5,477.80	31.60267
		C	69,020.24	5,751.69	33.18281
		D	72,471.25	6,039.27	34.84195
		E	76,094.82	6,341.23	36.58405
		F	79,899.56	6,658.30	38.41325
		G	83,894.53	6,991.21	40.33391
M235	Management	A	63,229.43	5,269.12	30.39876
		B	66,390.90	5,532.57	31.91870
		C	69,710.44	5,809.20	33.51464
		D	73,195.97	6,099.66	35.19037
		E	76,855.76	6,404.65	36.94989
		F	80,698.55	6,724.88	38.79738
		G	84,733.48	7,061.12	40.73725
M236	Management	A	63,861.72	5,321.81	30.70275
		B	67,054.81	5,587.90	32.23789
		C	70,407.55	5,867.30	33.84978
		D	73,927.93	6,160.66	35.54227
		E	77,624.32	6,468.69	37.31939
		F	81,505.54	6,792.13	39.18535
		G	85,580.81	7,131.73	41.14462
M237	Management	A	64,500.34	5,375.03	31.00978
		B	67,725.36	5,643.78	32.56027
		C	71,111.62	5,925.97	34.18828
		D	74,667.20	6,222.27	35.89769
		E	78,400.56	6,533.38	37.69258
		F	82,320.59	6,860.05	39.57721
		G	86,436.62	7,203.05	41.55607
M238	Management	A	65,145.34	5,428.78	31.31988
		B	68,402.61	5,700.22	32.88587
		C	71,822.74	5,985.23	34.53016
		D	75,413.88	6,284.49	36.25667
		E	79,184.57	6,598.71	38.06951
		F	83,143.80	6,928.65	39.97298
		G	87,300.99	7,275.08	41.97163
M239	Management	A	65,796.80	5,483.07	31.63307
		B	69,086.64	5,757.22	33.21473
		C	72,540.97	6,045.08	34.87546
		D	76,168.02	6,347.33	36.61924
		E	79,976.42	6,664.70	38.45020
		F	83,975.24	6,997.94	40.37271
		G	88,174.00	7,347.83	42.39135
M240	Management	A	66,454.76	5,537.90	31.94941
		B	69,777.50	5,814.79	33.54688
		C	73,266.38	6,105.53	35.22422
		D	76,929.70	6,410.81	36.98543
		E	80,776.18	6,731.35	38.83470
		F	84,814.99	7,067.92	40.77644
		G	89,055.74	7,421.31	42.81526
M241	Management	A	67,119.31	5,593.28	32.26890
		B	70,475.28	5,872.94	33.88234
		C	73,999.04	6,166.59	35.57646
		D	77,698.99	6,474.92	37.35528
		E	81,583.94	6,798.66	39.22305
		F	85,663.14	7,138.59	41.18420
		G	89,946.30	7,495.52	43.24341
M242	Management	A	67,790.50	5,649.21	32.59159
		B	71,180.03	5,931.67	34.22117
		C	74,739.03	6,228.25	35.93223
		D	78,475.98	6,539.67	37.72884
		E	82,399.78	6,866.65	39.61528
		F	86,519.77	7,209.98	41.59604
		G	90,845.76	7,570.48	43.67585

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M243	Management	A	68,468.41	5,705.70	32.91750
		B	71,891.83	5,990.99	34.56338
		C	75,486.42	6,290.53	36.29155
		D	79,260.74	6,605.06	38.10613
		E	83,223.78	6,935.31	40.01143
		F	87,384.97	7,282.08	42.01200
		G	91,754.22	7,646.18	44.11260
M244	Management	A	69,153.09	5,762.76	33.24668
		B	72,610.75	6,050.90	34.90901
		C	76,241.29	6,353.44	36.65446
		D	80,053.35	6,671.11	38.48719
		E	84,056.02	7,004.67	40.41155
		F	88,258.82	7,354.90	42.43212
		G	92,671.76	7,722.65	44.55373
M245	Management	A	69,844.62	5,820.39	33.57915
		B	73,336.86	6,111.40	35.25810
		C	77,003.70	6,416.97	37.02101
		D	80,853.88	6,737.82	38.87206
		E	84,896.58	7,074.71	40.81566
		F	89,141.41	7,428.45	42.85645
		G	93,598.48	7,799.87	44.99927
M246	Management	A	70,543.07	5,878.59	33.91494
		B	74,070.22	6,172.52	35.61068
		C	77,773.74	6,481.14	37.39122
		D	81,662.42	6,805.20	39.26078
		E	85,745.54	7,145.46	41.22382
		F	90,032.82	7,502.73	43.28501
		G	94,534.46	7,877.87	45.44926
M247	Management	A	71,248.50	5,937.37	34.25409
		B	74,810.93	6,234.24	35.96679
		C	78,551.47	6,545.96	37.76513
		D	82,479.05	6,873.25	39.65339
		E	86,603.00	7,216.92	41.63606
		F	90,933.15	7,577.76	43.71786
		G	95,479.81	7,956.65	45.90375
M248	Management	A	71,960.99	5,996.75	34.59663
		B	75,559.04	6,296.59	36.32646
		C	79,336.99	6,611.42	38.14278
		D	83,303.84	6,941.99	40.04992
		E	87,469.03	7,289.09	42.05242
		F	91,842.48	7,653.54	44.15504
		G	96,434.60	8,036.22	46.36279
M249	Management	A	72,680.60	6,056.72	34.94259
		B	76,314.63	6,359.55	36.68972
		C	80,130.36	6,677.53	38.52421
		D	84,136.88	7,011.41	40.45042
		E	88,343.72	7,361.98	42.47294
		F	92,760.90	7,730.08	44.59659
		G	97,398.95	8,116.58	46.82642
M250	Management	A	73,407.40	6,117.28	35.29202
		B	77,077.77	6,423.15	37.05662
		C	80,931.66	6,744.30	38.90945
		D	84,978.24	7,081.52	40.85492
		E	89,227.16	7,435.60	42.89767
		F	93,688.51	7,807.38	45.04255
		G	98,372.94	8,197.74	47.29468
M251	Management	A	74,141.48	6,178.46	35.64494
		B	77,848.55	6,487.38	37.42719
		C	81,740.98	6,811.75	39.29855
		D	85,828.03	7,152.34	41.26347
		E	90,119.43	7,509.95	43.32665
		F	94,625.40	7,885.45	45.49298
		G	99,356.67	8,279.72	47.76763
M252	Management	A	74,882.89	6,240.24	36.00139
		B	78,627.04	6,552.25	37.80146
		C	82,558.39	6,879.87	39.69153
		D	86,686.31	7,223.86	41.67611
		E	91,020.62	7,585.05	43.75991
		F	95,571.65	7,964.30	45.94791
		G	100,350.24	8,362.52	48.24531

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M253	Management	A	75,631.72	6,302.64	36.36140
		B	79,413.31	6,617.78	38.17947
		C	83,383.97	6,948.66	40.08845
		D	87,553.17	7,296.10	42.09287
		E	91,930.83	7,660.90	44.19751
		F	96,527.37	8,043.95	46.40739
		G	101,353.74	8,446.14	48.72776
M254	Management	A	76,388.04	6,365.67	36.72502
		B	80,207.44	6,683.95	38.56127
		C	84,217.81	7,018.15	40.48933
		D	88,428.70	7,369.06	42.51380
		E	92,850.14	7,737.51	44.63949
		F	97,492.64	8,124.39	46.87146
		G	102,367.28	8,530.61	49.21504
M255	Management	A	77,151.92	6,429.33	37.09227
		B	81,009.51	6,750.79	38.94688
		C	85,059.99	7,088.33	40.89423
		D	89,312.99	7,442.75	42.93894
		E	93,778.64	7,814.89	45.08588
		F	98,467.57	8,205.63	47.34018
		G	103,390.95	8,615.91	49.70719
M256	Management	A	77,923.44	6,493.62	37.46319
		B	81,819.61	6,818.30	39.33635
		C	85,910.59	7,159.22	41.30317
		D	90,206.12	7,517.18	43.36833
		E	94,716.42	7,893.04	45.53674
		F	99,452.25	8,287.69	47.81358
		G	104,424.86	8,702.07	50.20426
M257	Management	A	78,702.67	6,558.56	37.83782
		B	82,637.80	6,886.48	39.72971
		C	86,769.69	7,230.81	41.71620
		D	91,108.18	7,592.35	43.80201
		E	95,663.59	7,971.97	45.99211
		F	100,446.77	8,370.56	48.29172
		G	105,469.11	8,789.09	50.70630
M258	Management	A	79,489.70	6,624.14	38.21620
		B	83,464.18	6,955.35	40.12701
		C	87,637.39	7,303.12	42.13336
		D	92,019.26	7,668.27	44.24003
		E	96,620.22	8,051.69	46.45203
		F	101,451.24	8,454.27	48.77463
		G	106,523.80	8,876.98	51.21336
M259	Management	A	80,284.59	6,690.38	38.59836
		B	84,298.82	7,024.90	40.52828
		C	88,513.77	7,376.15	42.55469
		D	92,939.45	7,744.95	44.68243
		E	97,586.43	8,132.20	46.91655
		F	102,465.75	8,538.81	49.26238
		G	107,589.04	8,965.75	51.72550
M260	Management	A	81,087.44	6,757.29	38.98435
		B	85,141.81	7,095.15	40.93356
		C	89,398.90	7,449.91	42.98024
		D	93,868.85	7,822.40	45.12925
		E	98,562.29	8,213.52	47.38572
		F	103,490.41	8,624.20	49.75500
		G	108,664.93	9,055.41	52.24275
M261	Management	A	81,898.31	6,824.86	39.37419
		B	85,993.23	7,166.10	41.34290
		C	90,292.89	7,524.41	43.41004
		D	94,807.54	7,900.63	45.58055
		E	99,547.91	8,295.66	47.85957
		F	104,525.31	8,710.44	50.25255
		G	109,751.57	9,145.96	52.76518
M262	Management	A	82,717.30	6,893.11	39.76793
		B	86,853.16	7,237.76	41.75633
		C	91,195.82	7,599.65	43.84414
		D	95,755.61	7,979.63	46.03635
		E	100,543.39	8,378.62	48.33817
		F	105,570.56	8,797.55	50.75508
		G	110,849.09	9,237.42	53.29283

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M263	Management	A	83,544.47	6,962.04	40.16561
		B	87,721.69	7,310.14	42.17389
		C	92,107.78	7,675.65	44.28259
		D	96,713.17	8,059.43	46.49672
		E	101,548.83	8,462.40	48.82155
		F	106,626.27	8,885.52	51.26263
		G	111,957.58	9,329.80	53.82576
M264	Management	A	84,379.92	7,031.66	40.56727
		B	88,598.91	7,383.24	42.59563
		C	93,028.86	7,752.40	44.72541
		D	97,680.30	8,140.02	46.96168
		E	102,564.31	8,547.03	49.30977
		F	107,692.53	8,974.38	51.77526
		G	113,077.16	9,423.10	54.36402
M265	Management	A	85,223.71	7,101.98	40.97294
		B	89,484.90	7,457.07	43.02159
		C	93,959.15	7,829.93	45.17267
		D	98,657.10	8,221.43	47.43130
		E	103,589.96	8,632.50	49.80286
		F	108,769.46	9,064.12	52.29301
		G	114,207.93	9,517.33	54.90766
M266	Management	A	86,075.95	7,173.00	41.38267
		B	90,379.75	7,531.65	43.45180
		C	94,898.74	7,908.23	45.62439
		D	99,643.67	8,303.64	47.90561
		E	104,625.86	8,718.82	50.30089
		F	109,857.15	9,154.76	52.81594
		G	115,350.01	9,612.50	55.45673
M267	Management	A	86,936.71	7,244.73	41.79650
		B	91,283.55	7,606.96	43.88632
		C	95,847.72	7,987.31	46.08064
		D	100,640.11	8,386.68	48.38467
		E	105,672.12	8,806.01	50.80390
		F	110,955.72	9,246.31	53.34410
		G	116,503.51	9,708.63	56.01130
M268	Management	A	87,806.08	7,317.17	42.21446
		B	92,196.38	7,683.03	44.32518
		C	96,806.20	8,067.18	46.54144
		D	101,646.51	8,470.54	48.86852
		E	106,728.84	8,894.07	51.31194
		F	112,065.28	9,338.77	53.87754
		G	117,668.54	9,805.71	56.57141
M269	Management	A	88,684.14	7,390.34	42.63661
		B	93,118.35	7,759.86	44.76844
		C	97,774.26	8,147.86	47.00686
		D	102,662.98	8,555.25	49.35720
		E	107,796.13	8,983.01	51.82506
		F	113,185.93	9,432.16	54.41631
		G	118,845.23	9,903.77	57.13713
M270	Management	A	89,570.98	7,464.25	43.06297
		B	94,049.53	7,837.46	45.21612
		C	98,752.01	8,229.33	47.47693
		D	103,689.61	8,640.80	49.85077
		E	108,874.09	9,072.84	52.34331
		F	114,317.79	9,526.48	54.96048
		G	120,033.68	10,002.81	57.70850
M271	Management	A	90,466.69	7,538.89	43.49360
		B	94,990.03	7,915.84	45.66828
		C	99,739.53	8,311.63	47.95170
		D	104,726.50	8,727.21	50.34928
		E	109,962.83	9,163.57	52.86674
		F	115,460.97	9,621.75	55.51008
		G	121,234.02	10,102.83	58.28559
M272	Management	A	91,371.36	7,614.28	43.92854
		B	95,939.93	7,994.99	46.12496
		C	100,736.92	8,394.74	48.43121
		D	105,773.77	8,814.48	50.85277
		E	111,062.46	9,255.20	53.39541
		F	116,615.58	9,717.96	56.06518
		G	122,446.36	10,203.86	58.86844

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M273	Management	A	92,285.07	7,690.42	44.36782
		B	96,899.32	8,074.94	46.58621
		C	101,744.29	8,478.69	48.91552
		D	106,831.51	8,902.63	51.36130
		E	112,173.08	9,347.76	53.92937
		F	117,781.73	9,815.14	56.62583
		G	123,670.82	10,305.90	59.45713
M274	Management	A	93,207.92	7,767.33	44.81150
		B	97,868.32	8,155.69	47.05208
		C	102,761.73	8,563.48	49.40468
		D	107,899.82	8,991.65	51.87491
		E	113,294.81	9,441.23	54.46866
		F	118,959.55	9,913.30	57.19209
		G	124,907.53	10,408.96	60.05170
M275	Management	A	94,140.00	7,845.00	45.25962
		B	98,847.00	8,237.25	47.52260
		C	103,789.35	8,649.11	49.89873
		D	108,978.82	9,081.57	52.39366
		E	114,427.76	9,535.65	55.01335
		F	120,149.15	10,012.43	57.76401
		G	126,156.60	10,513.05	60.65221
M276	Management	A	95,081.40	7,923.45	45.71221
		B	99,835.47	8,319.62	47.99782
		C	104,827.24	8,735.60	50.39771
		D	110,068.61	9,172.38	52.91760
		E	115,572.04	9,631.00	55.56348
		F	121,350.64	10,112.55	58.34165
		G	127,418.17	10,618.18	61.25874
M277	Management	A	96,032.22	8,002.68	46.16933
		B	100,833.83	8,402.82	48.47780
		C	105,875.52	8,822.96	50.90169
		D	111,169.29	9,264.11	53.44678
		E	116,727.76	9,727.31	56.11911
		F	122,564.15	10,213.68	58.92507
		G	128,692.35	10,724.36	61.87132
M278	Management	A	96,992.54	8,082.71	46.63103
		B	101,842.16	8,486.85	48.96258
		C	106,934.27	8,911.19	51.41071
		D	112,280.99	9,356.75	53.98124
		E	117,895.04	9,824.59	56.68031
		F	123,789.79	10,315.82	59.51432
		G	129,979.28	10,831.61	62.49004
M279	Management	A	97,962.46	8,163.54	47.09734
		B	102,860.59	8,571.72	49.45220
		C	108,003.61	9,000.30	51.92481
		D	113,403.80	9,450.32	54.52106
		E	119,073.99	9,922.83	57.24711
		F	125,027.68	10,418.97	60.10946
		G	131,279.07	10,939.92	63.11494
M280	Management	A	98,942.09	8,245.17	47.56831
		B	103,889.19	8,657.43	49.94673
		C	109,083.65	9,090.30	52.44406
		D	114,537.83	9,544.82	55.06627
		E	120,264.73	10,022.06	57.81958
		F	126,277.96	10,523.16	60.71056
		G	132,591.86	11,049.32	63.74609
M281	Management	A	99,931.51	8,327.63	48.04399
		B	104,928.08	8,744.01	50.44619
		C	110,174.49	9,181.21	52.96850
		D	115,683.21	9,640.27	55.61693
		E	121,467.37	10,122.28	58.39778
		F	127,540.74	10,628.39	61.31766
		G	133,917.78	11,159.81	64.38355
M282	Management	A	100,930.82	8,410.90	48.52443
		B	105,977.36	8,831.45	50.95066
		C	111,276.23	9,273.02	53.49819
		D	116,840.04	9,736.67	56.17310
		E	122,682.05	10,223.50	58.98175
		F	128,816.15	10,734.68	61.93084
		G	135,256.96	11,271.41	65.02738

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M283	Management	A	101,940.13	8,495.01	49.00968
		B	107,037.14	8,919.76	51.46016
		C	112,388.99	9,365.75	54.03317
		D	118,008.44	9,834.04	56.73483
		E	123,908.87	10,325.74	59.57157
		F	130,104.31	10,842.03	62.55015
		G	136,609.53	11,384.13	65.67766
M284	Management	A	102,959.53	8,579.96	49.49978
		B	108,107.51	9,008.96	51.97476
		C	113,512.88	9,459.41	54.57350
		D	119,188.53	9,932.38	57.30218
		E	125,147.96	10,429.00	60.16729
		F	131,405.35	10,950.45	63.17565
		G	137,975.62	11,497.97	66.33443
M285	Management	A	103,989.13	8,665.76	49.99477
		B	109,188.58	9,099.05	52.49451
		C	114,648.01	9,554.00	55.11924
		D	120,380.41	10,031.70	57.87520
		E	126,399.44	10,533.29	60.76896
		F	132,719.41	11,059.95	63.80741
		G	139,355.38	11,612.95	66.99778
M286	Management	A	105,029.02	8,752.42	50.49472
		B	110,280.47	9,190.04	53.01946
		C	115,794.49	9,649.54	55.67043
		D	121,584.22	10,132.02	58.45395
		E	127,663.43	10,638.62	61.37665
		F	134,046.60	11,170.55	64.44548
		G	140,748.93	11,729.08	67.66776
M287	Management	A	106,079.31	8,839.94	50.99967
		B	111,383.27	9,281.94	53.54965
		C	116,952.44	9,746.04	56.22713
		D	122,800.06	10,233.34	59.03849
		E	128,940.06	10,745.01	61.99042
		F	135,387.07	11,282.26	65.08994
		G	142,156.42	11,846.37	68.34443
M288	Management	A	107,140.10	8,928.34	51.50966
		B	112,497.11	9,374.76	54.08515
		C	118,121.96	9,843.50	56.78941
		D	124,028.06	10,335.67	59.62888
		E	130,229.46	10,852.46	62.61032
		F	136,740.94	11,395.08	65.74084
		G	143,577.98	11,964.83	69.02788
M289	Management	A	108,211.50	9,017.63	52.02476
		B	113,622.08	9,468.51	54.62600
		C	119,303.18	9,941.93	57.35730
		D	125,268.34	10,439.03	60.22516
		E	131,531.76	10,960.98	63.23642
		F	138,108.35	11,509.03	66.39824
		G	145,013.76	12,084.48	69.71816
M290	Management	A	109,293.62	9,107.80	52.54501
		B	114,758.30	9,563.19	55.17226
		C	120,496.21	10,041.35	57.93087
		D	126,521.03	10,543.42	60.82742
		E	132,847.08	11,070.59	63.86879
		F	139,489.43	11,624.12	67.06223
		G	146,463.90	12,205.32	70.41534
M291	Management	A	110,386.55	9,198.88	53.07046
		B	115,905.88	9,658.82	55.72398
		C	121,701.18	10,141.76	58.51018
		D	127,786.24	10,648.85	61.43569
		E	134,175.55	11,181.30	64.50747
		F	140,884.32	11,740.36	67.73285
		G	147,928.54	12,327.38	71.11949
M292	Management	A	111,490.42	9,290.87	53.60116
		B	117,064.94	9,755.41	56.28122
		C	122,918.19	10,243.18	59.09528
		D	129,064.10	10,755.34	62.05005
		E	135,517.30	11,293.11	65.15255
		F	142,293.17	11,857.76	68.41018
		G	149,407.83	12,450.65	71.83069

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
M293	Management	A	112,605.32	9,383.78	54.13718
		B	118,235.59	9,852.97	56.84403
		C	124,147.37	10,345.61	59.68624
		D	130,354.74	10,862.89	62.67055
		E	136,872.48	11,406.04	65.80407
		F	143,716.10	11,976.34	69.09428
		G	150,901.90	12,575.16	72.54899
M294	Management	A	113,731.38	9,477.61	54.67855
		B	119,417.95	9,951.50	57.41247
		C	125,388.84	10,449.07	60.28310
		D	131,658.29	10,971.52	63.29725
		E	138,241.20	11,520.10	66.46212
		F	145,153.26	12,096.10	69.78522
		G	152,410.92	12,700.91	73.27448
M295	Management	A	114,868.69	9,572.39	55.22533
		B	120,612.13	10,051.01	57.98660
		C	126,642.73	10,553.56	60.88593
		D	132,974.87	11,081.24	63.93023
		E	139,623.61	11,635.30	67.12674
		F	146,604.79	12,217.07	70.48307
		G	153,935.03	12,827.92	74.00723
M296	Management	A	116,017.38	9,668.11	55.77759
		B	121,818.25	10,151.52	58.56647
		C	127,909.16	10,659.10	61.49479
		D	134,304.62	11,192.05	64.56953
		E	141,019.85	11,751.65	67.79800
		F	148,070.84	12,339.24	71.18790
		G	155,474.38	12,956.20	74.74730
M297	Management	A	117,177.55	9,764.80	56.33536
		B	123,036.43	10,253.04	59.15213
		C	129,188.25	10,765.69	62.10974
		D	135,647.66	11,303.97	65.21522
		E	142,430.05	11,869.17	68.47598
		F	149,551.55	12,462.63	71.89978
		G	157,029.13	13,085.76	75.49477
M298	Management	A	118,349.33	9,862.44	56.89872
		B	124,266.79	10,355.57	59.74365
		C	130,480.13	10,873.34	62.73083
		D	137,004.14	11,417.01	65.86738
		E	143,854.35	11,987.86	69.16074
		F	151,047.07	12,587.26	72.61878
		G	158,599.42	13,216.62	76.24972
M299	Management	A	119,532.82	9,961.07	57.46770
		B	125,509.46	10,459.12	60.34109
		C	131,784.94	10,982.08	63.35814
		D	138,374.18	11,531.18	66.52605
		E	145,292.89	12,107.74	69.85235
		F	152,557.54	12,713.13	73.34497
		G	160,185.41	13,348.78	77.01222
M300	Management	A	120,728.15	10,060.68	58.04238
		B	126,764.56	10,563.71	60.94450
		C	133,102.78	11,091.90	63.99172
		D	139,757.92	11,646.49	67.19131
		E	146,745.82	12,228.82	70.55088
		F	154,083.11	12,840.26	74.07842
		G	161,787.27	13,482.27	77.78234
M301	Management	A	121,935.43	10,161.29	58.62280
		B	128,032.20	10,669.35	61.55394
		C	134,433.81	11,202.82	64.63164
		D	141,155.50	11,762.96	67.86322
		E	148,213.28	12,351.11	71.25638
		F	155,623.94	12,968.66	74.81920
		G	163,405.14	13,617.09	78.56016

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Non-Represented Management Classifications					
X111	Non-Represented Management	A	18,813.68	1,567.81	9.04504
		B	19,754.37	1,646.20	9.49729
		C	20,742.09	1,728.51	9.97216
		D	21,779.19	1,814.93	10.47076
		E	22,868.15	1,905.68	10.99430
		F	24,011.56	2,000.96	11.54402
		G	25,212.13	2,101.01	12.12122
X112	Non-Represented Management	A	19,001.82	1,583.48	9.13549
		B	19,951.91	1,662.66	9.59226
		C	20,949.51	1,745.79	10.07188
		D	21,996.98	1,833.08	10.57547
		E	23,096.83	1,924.74	11.10425
		F	24,251.67	2,020.97	11.65946
		G	25,464.26	2,122.02	12.24243
X113	Non-Represented Management	A	19,191.84	1,599.32	9.22685
		B	20,151.43	1,679.29	9.68819
		C	21,159.00	1,763.25	10.17260
		D	22,216.95	1,851.41	10.68123
		E	23,327.80	1,943.98	11.21529
		F	24,494.19	2,041.18	11.77605
		G	25,718.90	2,143.24	12.36486
X114	Non-Represented Management	A	19,383.76	1,615.31	9.31911
		B	20,352.94	1,696.08	9.78507
		C	21,370.59	1,780.88	10.27432
		D	22,439.12	1,869.93	10.78804
		E	23,561.08	1,963.42	11.32744
		F	24,739.13	2,061.59	11.89381
		G	25,976.09	2,164.67	12.48850
X115	Non-Represented Management	A	19,577.59	1,631.47	9.41230
		B	20,556.47	1,713.04	9.88292
		C	21,584.30	1,798.69	10.37707
		D	22,663.51	1,888.63	10.89592
		E	23,796.69	1,983.06	11.44072
		F	24,986.52	2,082.21	12.01275
		G	26,235.85	2,186.32	12.61339
X116	Non-Represented Management	A	19,773.37	1,647.78	9.50643
		B	20,762.04	1,730.17	9.98175
		C	21,800.14	1,816.68	10.48084
		D	22,890.15	1,907.51	11.00488
		E	24,034.65	2,002.89	11.55512
		F	25,236.39	2,103.03	12.13288
		G	26,498.21	2,208.18	12.73952
X117	Non-Represented Management	A	19,971.10	1,664.26	9.60149
		B	20,969.66	1,747.47	10.08157
		C	22,018.14	1,834.85	10.58565
		D	23,119.05	1,926.59	11.11493
		E	24,275.00	2,022.92	11.67067
		F	25,488.75	2,124.06	12.25421
		G	26,763.19	2,230.27	12.86692
X118	Non-Represented Management	A	20,170.81	1,680.90	9.69751
		B	21,179.36	1,764.95	10.18238
		C	22,238.32	1,853.19	10.69150
		D	23,350.24	1,945.85	11.22608
		E	24,517.75	2,043.15	11.78738
		F	25,743.64	2,145.30	12.37675
		G	27,030.82	2,252.57	12.99559
X119	Non-Represented Management	A	20,372.52	1,697.71	9.79448
		B	21,391.15	1,782.60	10.28421
		C	22,460.71	1,871.73	10.79842
		D	23,583.74	1,965.31	11.33834
		E	24,762.93	2,063.58	11.90525
		F	26,001.08	2,166.76	12.50052
		G	27,301.13	2,275.09	13.12554
X120	Non-Represented Management	A	20,576.25	1,714.69	9.89243
		B	21,605.06	1,800.42	10.38705
		C	22,685.31	1,890.44	10.90640
		D	23,819.58	1,984.96	11.45172
		E	25,010.56	2,084.21	12.02431
		F	26,261.09	2,188.42	12.62552
		G	27,574.14	2,297.85	13.25680

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X121	Non-Represented Management	A	20,782.01	1,731.83	9.99135
		B	21,821.11	1,818.43	10.49092
		C	22,912.17	1,909.35	11.01546
		D	24,057.78	2,004.81	11.56624
		E	25,260.66	2,105.06	12.14455
		F	26,523.70	2,210.31	12.75178
		G	27,849.88	2,320.82	13.38937
X122	Non-Represented Management	A	20,989.83	1,749.15	10.09126
		B	22,039.32	1,836.61	10.59583
		C	23,141.29	1,928.44	11.12562
		D	24,298.35	2,024.86	11.68190
		E	25,513.27	2,126.11	12.26600
		F	26,788.93	2,232.41	12.87930
		G	28,128.38	2,344.03	13.52326
X123	Non-Represented Management	A	21,199.73	1,766.64	10.19218
		B	22,259.72	1,854.98	10.70179
		C	23,372.70	1,947.73	11.23688
		D	24,541.34	2,045.11	11.79872
		E	25,768.40	2,147.37	12.38866
		F	27,056.82	2,254.74	13.00809
		G	28,409.66	2,367.47	13.65849
X124	Non-Represented Management	A	21,411.73	1,784.31	10.29410
		B	22,482.31	1,873.53	10.80880
		C	23,606.43	1,967.20	11.34924
		D	24,786.75	2,065.56	11.91671
		E	26,026.09	2,168.84	12.51254
		F	27,327.39	2,277.28	13.13817
		G	28,693.76	2,391.15	13.79508
X125	Non-Represented Management	A	21,625.84	1,802.15	10.39704
		B	22,707.14	1,892.26	10.91689
		C	23,842.49	1,986.87	11.46274
		D	25,034.62	2,086.22	12.03587
		E	26,286.35	2,190.53	12.63767
		F	27,600.67	2,300.06	13.26955
		G	28,980.70	2,415.06	13.93303
X126	Non-Represented Management	A	21,842.10	1,820.18	10.50101
		B	22,934.21	1,911.18	11.02606
		C	24,080.92	2,006.74	11.57736
		D	25,284.96	2,107.08	12.15623
		E	26,549.21	2,212.43	12.76404
		F	27,876.67	2,323.06	13.40225
		G	29,270.51	2,439.21	14.07236
X127	Non-Represented Management	A	22,060.52	1,838.38	10.60602
		B	23,163.55	1,930.30	11.13632
		C	24,321.73	2,026.81	11.69314
		D	25,537.81	2,128.15	12.27779
		E	26,814.70	2,234.56	12.89168
		F	28,155.44	2,346.29	13.53627
		G	29,563.21	2,463.60	14.21308
X128	Non-Represented Management	A	22,281.13	1,856.76	10.71208
		B	23,395.18	1,949.60	11.24769
		C	24,564.94	2,047.08	11.81007
		D	25,793.19	2,149.43	12.40057
		E	27,082.85	2,256.90	13.02060
		F	28,436.99	2,369.75	13.67163
		G	29,858.84	2,488.24	14.35521
X129	Non-Represented Management	A	22,503.94	1,875.33	10.81920
		B	23,629.14	1,969.09	11.36016
		C	24,810.59	2,067.55	11.92817
		D	26,051.12	2,170.93	12.52458
		E	27,353.68	2,279.47	13.15081
		F	28,721.36	2,393.45	13.80835
		G	30,157.43	2,513.12	14.49877
X130	Non-Represented Management	A	22,728.98	1,894.08	10.92739
		B	23,865.43	1,988.79	11.47376
		C	25,058.70	2,088.22	12.04745
		D	26,311.63	2,192.64	12.64982
		E	27,627.22	2,302.27	13.28232
		F	29,008.58	2,417.38	13.94643
		G	30,459.01	2,538.25	14.64375
X131	Non-Represented Management	A	22,956.27	1,913.02	11.03667

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	24,104.08	2,008.67	11.58850
		C	25,309.29	2,109.11	12.16793
		D	26,574.75	2,214.56	12.77632
		E	27,903.49	2,325.29	13.41514
		F	29,298.66	2,441.56	14.08590
		G	30,763.60	2,563.63	14.79019
X132	Non-Represented Management	A	23,185.83	1,932.15	11.14703
		B	24,345.12	2,028.76	11.70439
		C	25,562.38	2,130.20	12.28961
		D	26,840.50	2,236.71	12.90409
		E	28,182.52	2,348.54	13.54929
		F	29,591.65	2,465.97	14.22675
		G	31,071.23	2,589.27	14.93809
X133	Non-Represented Management	A	23,417.69	1,951.47	11.25850
		B	24,588.57	2,049.05	11.82143
		C	25,818.00	2,151.50	12.41250
		D	27,108.90	2,259.08	13.03313
		E	28,464.35	2,372.03	13.68478
		F	29,887.57	2,490.63	14.36902
		G	31,381.94	2,615.16	15.08747
X134	Non-Represented Management	A	23,651.87	1,970.99	11.37109
		B	24,834.46	2,069.54	11.93964
		C	26,076.18	2,173.02	12.53663
		D	27,379.99	2,281.67	13.16346
		E	28,748.99	2,395.75	13.82163
		F	30,186.44	2,515.54	14.51271
		G	31,695.76	2,641.31	15.23835
X135	Non-Represented Management	A	23,888.39	1,990.70	11.48480
		B	25,082.80	2,090.23	12.05904
		C	26,336.94	2,194.75	12.66199
		D	27,653.79	2,304.48	13.29509
		E	29,036.48	2,419.71	13.95985
		F	30,488.31	2,540.69	14.65784
		G	32,012.72	2,667.73	15.39073
X136	Non-Represented Management	A	24,127.27	2,010.61	11.59965
		B	25,333.63	2,111.14	12.17963
		C	26,600.31	2,216.69	12.78861
		D	27,930.33	2,327.53	13.42804
		E	29,326.85	2,443.90	14.09945
		F	30,793.19	2,566.10	14.80442
		G	32,332.85	2,694.40	15.54464
X137	Non-Represented Management	A	24,368.54	2,030.71	11.71565
		B	25,586.97	2,132.25	12.30143
		C	26,866.32	2,238.86	12.91650
		D	28,209.63	2,350.80	13.56232
		E	29,620.12	2,468.34	14.24044
		F	31,101.12	2,591.76	14.95246
		G	32,656.18	2,721.35	15.70009
X138	Non-Represented Management	A	24,612.23	2,051.02	11.83280
		B	25,842.84	2,153.57	12.42444
		C	27,134.98	2,261.25	13.04566
		D	28,491.73	2,374.31	13.69795
		E	29,916.32	2,493.03	14.38284
		F	31,412.13	2,617.68	15.10199
		G	32,982.74	2,748.56	15.85709
X139	Non-Represented Management	A	24,858.35	2,071.53	11.95113
		B	26,101.27	2,175.11	12.54869
		C	27,406.33	2,283.86	13.17612
		D	28,776.65	2,398.05	13.83493
		E	30,215.48	2,517.96	14.52667
		F	31,726.25	2,643.85	15.25301
		G	33,312.57	2,776.05	16.01566
X140	Non-Represented Management	A	25,106.93	2,092.24	12.07064
		B	26,362.28	2,196.86	12.67417
		C	27,680.39	2,306.70	13.30788
		D	29,064.41	2,422.03	13.97328
		E	30,517.63	2,543.14	14.67194
		F	32,043.52	2,670.29	15.40554
		G	33,645.69	2,803.81	16.17581

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X141	Non-Represented Management	A	25,358.00	2,113.17	12.19135
		B	26,625.90	2,218.83	12.80091
		C	27,957.20	2,329.77	13.44096
		D	29,355.06	2,446.25	14.11301
		E	30,822.81	2,568.57	14.81866
		F	32,363.95	2,697.00	15.55959
		G	33,982.15	2,831.85	16.33757
X142	Non-Represented Management	A	25,611.58	2,134.30	12.31326
		B	26,892.16	2,241.01	12.92892
		C	28,236.77	2,353.06	13.57537
		D	29,648.61	2,470.72	14.25414
		E	31,131.04	2,594.25	14.96685
		F	32,687.59	2,723.97	15.71519
		G	34,321.97	2,860.16	16.50095
X143	Non-Represented Management	A	25,867.70	2,155.64	12.43639
		B	27,161.08	2,263.42	13.05821
		C	28,519.14	2,376.59	13.71112
		D	29,945.09	2,495.42	14.39668
		E	31,442.35	2,620.20	15.11651
		F	33,014.47	2,751.21	15.87234
		G	34,665.19	2,888.77	16.66596
X144	Non-Represented Management	A	26,126.38	2,177.20	12.56076
		B	27,432.69	2,286.06	13.18880
		C	28,804.33	2,400.36	13.84823
		D	30,244.55	2,520.38	14.54065
		E	31,756.77	2,646.40	15.26768
		F	33,344.61	2,778.72	16.03106
		G	35,011.84	2,917.65	16.83262
X145	Non-Represented Management	A	26,387.64	2,198.97	12.68636
		B	27,707.02	2,308.92	13.32068
		C	29,092.37	2,424.36	13.98672
		D	30,546.99	2,545.58	14.68605
		E	32,074.34	2,672.86	15.42036
		F	33,678.06	2,806.50	16.19137
		G	35,361.96	2,946.83	17.00094
X146	Non-Represented Management	A	26,651.52	2,220.96	12.81323
		B	27,984.09	2,332.01	13.45389
		C	29,383.30	2,448.61	14.12658
		D	30,852.46	2,571.04	14.83291
		E	32,395.08	2,699.59	15.57456
		F	34,014.84	2,834.57	16.35329
		G	35,715.58	2,976.30	17.17095
X147	Non-Represented Management	A	26,918.03	2,243.17	12.94136
		B	28,263.93	2,355.33	13.58843
		C	29,677.13	2,473.09	14.26785
		D	31,160.99	2,596.75	14.98124
		E	32,719.03	2,726.59	15.73031
		F	34,354.99	2,862.92	16.51682
		G	36,072.74	3,006.06	17.34266
X148	Non-Represented Management	A	27,187.21	2,265.60	13.07077
		B	28,546.57	2,378.88	13.72431
		C	29,973.90	2,497.82	14.41053
		D	31,472.60	2,622.72	15.13106
		E	33,046.22	2,753.85	15.88761
		F	34,698.54	2,891.54	16.68199
		G	36,433.46	3,036.12	17.51609
X149	Non-Represented Management	A	27,459.08	2,288.26	13.20148
		B	28,832.04	2,402.67	13.86156
		C	30,273.64	2,522.80	14.55463
		D	31,787.32	2,648.94	15.28237
		E	33,376.69	2,781.39	16.04648
		F	35,045.52	2,920.46	16.84881
		G	36,797.80	3,066.48	17.69125
X150	Non-Represented Management	A	27,733.67	2,311.14	13.33350
		B	29,120.36	2,426.70	14.00017
		C	30,576.38	2,548.03	14.70018
		D	32,105.19	2,675.43	15.43519
		E	33,710.45	2,809.20	16.20695
		F	35,395.98	2,949.66	17.01730
		G	37,165.78	3,097.15	17.86816

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X151	Non-Represented Management	A	28,011.01	2,334.25	13.46683
		B	29,411.56	2,450.96	14.14017
		C	30,882.14	2,573.51	14.84718
		D	32,426.25	2,702.19	15.58954
		E	34,047.56	2,837.30	16.36902
		F	35,749.94	2,979.16	17.18747
		G	37,537.43	3,128.12	18.04684
X152	Non-Represented Management	A	28,291.12	2,357.59	13.60150
		B	29,705.68	2,475.47	14.28158
		C	31,190.96	2,599.25	14.99565
		D	32,750.51	2,729.21	15.74544
		E	34,388.03	2,865.67	16.53271
		F	36,107.44	3,008.95	17.35934
		G	37,912.81	3,159.40	18.22731
X153	Non-Represented Management	A	28,574.03	2,381.17	13.73752
		B	30,002.73	2,500.23	14.42439
		C	31,502.87	2,625.24	15.14561
		D	33,078.01	2,756.50	15.90289
		E	34,731.91	2,894.33	16.69804
		F	36,468.51	3,039.04	17.53294
		G	38,291.94	3,190.99	18.40958
X154	Non-Represented Management	A	28,859.77	2,404.98	13.87489
		B	30,302.76	2,525.23	14.56864
		C	31,817.90	2,651.49	15.29707
		D	33,408.79	2,784.07	16.06192
		E	35,079.23	2,923.27	16.86502
		F	36,833.20	3,069.43	17.70827
		G	38,674.85	3,222.90	18.59368
X155	Non-Represented Management	A	29,148.37	2,429.03	14.01364
		B	30,605.79	2,550.48	14.71432
		C	32,136.08	2,678.01	15.45004
		D	33,742.88	2,811.91	16.22254
		E	35,430.03	2,952.50	17.03367
		F	37,201.53	3,100.13	17.88535
		G	39,061.60	3,255.13	18.77962
X156	Non-Represented Management	A	29,439.85	2,453.32	14.15378
		B	30,911.85	2,575.99	14.86146
		C	32,457.44	2,704.79	15.60454
		D	34,080.31	2,840.03	16.38476
		E	35,784.33	2,982.03	17.20400
		F	37,573.54	3,131.13	18.06420
		G	39,452.22	3,287.68	18.96741
X157	Non-Represented Management	A	29,734.25	2,477.85	14.29531
		B	31,220.96	2,601.75	15.01008
		C	32,782.01	2,731.83	15.76058
		D	34,421.11	2,868.43	16.54861
		E	36,142.17	3,011.85	17.37604
		F	37,949.28	3,162.44	18.24485
		G	39,846.74	3,320.56	19.15709
X158	Non-Represented Management	A	30,031.59	2,502.63	14.43827
		B	31,533.17	2,627.76	15.16018
		C	33,109.83	2,759.15	15.91819
		D	34,765.32	2,897.11	16.71410
		E	36,503.59	3,041.97	17.54980
		F	38,328.77	3,194.06	18.42729
		G	40,245.21	3,353.77	19.34866
X159	Non-Represented Management	A	30,331.91	2,527.66	14.58265
		B	31,848.51	2,654.04	15.31178
		C	33,440.93	2,786.74	16.07737
		D	35,112.98	2,926.08	16.88124
		E	36,868.63	3,072.39	17.72530
		F	38,712.06	3,226.00	18.61157
		G	40,647.66	3,387.31	19.54214
X160	Non-Represented Management	A	30,635.23	2,552.94	14.72848
		B	32,166.99	2,680.58	15.46490
		C	33,775.34	2,814.61	16.23814
		D	35,464.11	2,955.34	17.05005
		E	37,237.31	3,103.11	17.90255
		F	39,099.18	3,258.26	18.79768
		G	41,054.14	3,421.18	19.73757

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X161	Non-Represented Management	A	30,941.58	2,578.47	14.87576
		B	32,488.66	2,707.39	15.61955
		C	34,113.09	2,842.76	16.40053
		D	35,818.75	2,984.90	17.22055
		E	37,609.69	3,134.14	18.08158
		F	39,490.17	3,290.85	18.98566
		G	41,464.68	3,455.39	19.93494
X162	Non-Represented Management	A	31,251.00	2,604.25	15.02452
		B	32,813.55	2,734.46	15.77574
		C	34,454.23	2,871.19	16.56453
		D	36,176.94	3,014.74	17.39276
		E	37,985.78	3,165.48	18.26240
		F	39,885.07	3,323.76	19.17552
		G	41,879.33	3,489.94	20.13429
X163	Non-Represented Management	A	31,563.51	2,630.29	15.17476
		B	33,141.68	2,761.81	15.93350
		C	34,798.77	2,899.90	16.73018
		D	36,538.71	3,044.89	17.56669
		E	38,365.64	3,197.14	18.44502
		F	40,283.92	3,356.99	19.36727
		G	42,298.12	3,524.84	20.33563
X164	Non-Represented Management	A	31,879.14	2,656.60	15.32651
		B	33,473.10	2,789.42	16.09284
		C	35,146.76	2,928.90	16.89748
		D	36,904.09	3,075.34	17.74235
		E	38,749.30	3,229.11	18.62947
		F	40,686.76	3,390.56	19.56094
		G	42,721.10	3,560.09	20.53899
X165	Non-Represented Management	A	32,197.93	2,683.16	15.47978
		B	33,807.83	2,817.32	16.25376
		C	35,498.22	2,958.19	17.06645
		D	37,273.13	3,106.09	17.91978
		E	39,136.79	3,261.40	18.81576
		F	41,093.63	3,424.47	19.75655
		G	43,148.31	3,595.69	20.74438
X166	Non-Represented Management	A	32,519.91	2,709.99	15.63457
		B	34,145.91	2,845.49	16.41630
		C	35,853.20	2,987.77	17.23712
		D	37,645.87	3,137.16	18.09897
		E	39,528.16	3,294.01	19.00392
		F	41,504.57	3,458.71	19.95412
		G	43,579.79	3,631.65	20.95182
X167	Non-Represented Management	A	32,845.11	2,737.09	15.79092
		B	34,487.37	2,873.95	16.58047
		C	36,211.74	3,017.64	17.40949
		D	38,022.32	3,168.53	18.27996
		E	39,923.44	3,326.95	19.19396
		F	41,919.61	3,493.30	20.15366
		G	44,015.59	3,667.97	21.16134
X168	Non-Represented Management	A	33,173.56	2,764.46	15.94883
		B	34,832.24	2,902.69	16.74627
		C	36,573.85	3,047.82	17.58358
		D	38,402.55	3,200.21	18.46276
		E	40,322.67	3,360.22	19.38590
		F	42,338.81	3,528.23	20.35520
		G	44,455.75	3,704.65	21.37296
X169	Non-Represented Management	A	33,505.30	2,792.11	16.10832
		B	35,180.56	2,931.71	16.91373
		C	36,939.59	3,078.30	17.75942
		D	38,786.57	3,232.21	18.64739
		E	40,725.90	3,393.83	19.57976
		F	42,762.20	3,563.52	20.55875
		G	44,900.31	3,741.69	21.58669
X170	Non-Represented Management	A	33,840.35	2,820.03	16.26940
		B	35,532.37	2,961.03	17.08287
		C	37,308.99	3,109.08	17.93701
		D	39,174.44	3,264.54	18.83386
		E	41,133.16	3,427.76	19.77556
		F	43,189.82	3,599.15	20.76434
		G	45,349.31	3,779.11	21.80255

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X171	Non-Represented Management	A	34,178.76	2,848.23	16.43209
		B	35,887.69	2,990.64	17.25370
		C	37,682.08	3,140.17	18.11638
		D	39,566.18	3,297.18	19.02220
		E	41,544.49	3,462.04	19.97331
		F	43,621.72	3,635.14	20.97198
		G	45,802.80	3,816.90	22.02058
X172	Non-Represented Management	A	34,520.54	2,876.71	16.59642
		B	36,246.57	3,020.55	17.42624
		C	38,058.90	3,171.57	18.29755
		D	39,961.84	3,330.15	19.21243
		E	41,959.94	3,496.66	20.17305
		F	44,057.93	3,671.49	21.18170
		G	46,260.83	3,855.07	22.24078
X173	Non-Represented Management	A	34,865.75	2,905.48	16.76238
		B	36,609.04	3,050.75	17.60050
		C	38,439.49	3,203.29	18.48052
		D	40,361.46	3,363.46	19.40455
		E	42,379.54	3,531.63	20.37478
		F	44,498.51	3,708.21	21.39352
		G	46,723.44	3,893.62	22.46319
X174	Non-Represented Management	A	35,214.41	2,934.53	16.93000
		B	36,975.13	3,081.26	17.77650
		C	38,823.88	3,235.32	18.66533
		D	40,765.08	3,397.09	19.59859
		E	42,803.33	3,566.94	20.57852
		F	44,943.50	3,745.29	21.60745
		G	47,190.67	3,932.56	22.68782
X175	Non-Represented Management	A	35,566.55	2,963.88	17.09930
		B	37,344.88	3,112.07	17.95427
		C	39,212.12	3,267.68	18.85198
		D	41,172.73	3,431.06	19.79458
		E	43,231.36	3,602.61	20.78431
		F	45,392.93	3,782.74	21.82353
		G	47,662.58	3,971.88	22.91470
X176	Non-Represented Management	A	35,922.22	2,993.52	17.27030
		B	37,718.33	3,143.19	18.13381
		C	39,604.24	3,300.35	19.04050
		D	41,584.46	3,465.37	19.99253
		E	43,663.68	3,638.64	20.99215
		F	45,846.86	3,820.57	22.04176
		G	48,139.21	4,011.60	23.14385
X177	Non-Represented Management	A	36,281.44	3,023.45	17.44300
		B	38,095.51	3,174.63	18.31515
		C	40,000.29	3,333.36	19.23091
		D	42,000.30	3,500.02	20.19245
		E	44,100.32	3,675.03	21.20207
		F	46,305.33	3,858.78	22.26218
		G	48,620.60	4,051.72	23.37529
X178	Non-Represented Management	A	36,644.25	3,053.69	17.61743
		B	38,476.47	3,206.37	18.49830
		C	40,400.29	3,366.69	19.42322
		D	42,420.30	3,535.03	20.39438
		E	44,541.32	3,711.78	21.41410
		F	46,768.38	3,897.37	22.48480
		G	49,106.80	4,092.23	23.60904
X179	Non-Represented Management	A	37,010.70	3,084.22	17.79360
		B	38,861.23	3,238.44	18.68328
		C	40,804.29	3,400.36	19.61745
		D	42,844.51	3,570.38	20.59832
		E	44,986.73	3,748.89	21.62824
		F	47,236.07	3,936.34	22.70965
		G	49,597.87	4,133.16	23.84513
X180	Non-Represented Management	A	37,380.80	3,115.07	17.97154
		B	39,249.84	3,270.82	18.87012
		C	41,212.33	3,434.36	19.81362
		D	43,272.95	3,606.08	20.80430
		E	45,436.60	3,786.38	21.84452
		F	47,708.43	3,975.70	22.93674
		G	50,093.85	4,174.49	24.08358

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X181	Non-Represented Management	A	37,754.61	3,146.22	18.15125
		B	39,642.34	3,303.53	19.05882
		C	41,624.46	3,468.70	20.01176
		D	43,705.68	3,642.14	21.01235
		E	45,890.96	3,824.25	22.06296
		F	48,185.51	4,015.46	23.16611
		G	50,594.79	4,216.23	24.32442
X182	Non-Represented Management	A	38,132.16	3,177.68	18.33277
		B	40,038.76	3,336.56	19.24941
		C	42,040.70	3,503.39	20.21188
		D	44,142.74	3,678.56	21.22247
		E	46,349.87	3,862.49	22.28359
		F	48,667.37	4,055.61	23.39777
		G	51,100.74	4,258.39	24.56766
X183	Non-Represented Management	A	38,513.48	3,209.46	18.51610
		B	40,439.15	3,369.93	19.44190
		C	42,461.11	3,538.43	20.41399
		D	44,584.16	3,715.35	21.43469
		E	46,813.37	3,901.11	22.50643
		F	49,154.04	4,096.17	23.63175
		G	51,611.74	4,300.98	24.81334
X184	Non-Represented Management	A	38,898.61	3,241.55	18.70126
		B	40,843.54	3,403.63	19.63632
		C	42,885.72	3,573.81	20.61813
		D	45,030.01	3,752.50	21.64904
		E	47,281.51	3,940.13	22.73149
		F	49,645.58	4,137.13	23.86807
		G	52,127.86	4,343.99	25.06147
X185	Non-Represented Management	A	39,287.60	3,273.97	18.88827
		B	41,251.98	3,437.66	19.83268
		C	43,314.58	3,609.55	20.82432
		D	45,480.31	3,790.03	21.86553
		E	47,754.32	3,979.53	22.95881
		F	50,142.04	4,178.50	24.10675
		G	52,649.14	4,387.43	25.31209
X186	Non-Represented Management	A	39,680.47	3,306.71	19.07715
		B	41,664.50	3,472.04	20.03101
		C	43,747.72	3,645.64	21.03256
		D	45,935.11	3,827.93	22.08419
		E	48,231.87	4,019.32	23.18840
		F	50,643.46	4,220.29	24.34782
		G	53,175.63	4,431.30	25.56521
X187	Non-Represented Management	A	40,077.28	3,339.77	19.26792
		B	42,081.14	3,506.76	20.23132
		C	44,185.20	3,682.10	21.24288
		D	46,394.46	3,866.20	22.30503
		E	48,714.18	4,059.52	23.42028
		F	51,149.89	4,262.49	24.59129
		G	53,707.39	4,475.62	25.82086
X188	Non-Represented Management	A	40,478.05	3,373.17	19.46060
		B	42,501.95	3,541.83	20.43363
		C	44,627.05	3,718.92	21.45531
		D	46,858.41	3,904.87	22.52808
		E	49,201.33	4,100.11	23.65448
		F	51,661.39	4,305.12	24.83721
		G	54,244.46	4,520.37	26.07907
X189	Non-Represented Management	A	40,882.83	3,406.90	19.65521
		B	42,926.97	3,577.25	20.63797
		C	45,073.32	3,756.11	21.66987
		D	47,326.99	3,943.92	22.75336
		E	49,693.34	4,141.11	23.89103
		F	52,178.01	4,348.17	25.08558
		G	54,786.91	4,565.58	26.33986
X190	Non-Represented Management	A	41,291.66	3,440.97	19.85176
		B	43,356.24	3,613.02	20.84435
		C	45,524.06	3,793.67	21.88657
		D	47,800.26	3,983.35	22.98089
		E	50,190.27	4,182.52	24.12994
		F	52,699.79	4,391.65	25.33644
		G	55,334.78	4,611.23	26.60326

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X191	Non-Represented Management	A	41,704.58	3,475.38	20.05028
		B	43,789.81	3,649.15	21.05279
		C	45,979.30	3,831.61	22.10543
		D	48,278.26	4,023.19	23.21070
		E	50,692.18	4,224.35	24.37124
		F	53,226.78	4,435.57	25.58980
		G	55,888.12	4,657.34	26.86929
X192	Non-Represented Management	A	42,121.62	3,510.14	20.25078
		B	44,227.70	3,685.64	21.26332
		C	46,439.09	3,869.92	22.32649
		D	48,761.04	4,063.42	23.44281
		E	51,199.10	4,266.59	24.61495
		F	53,759.05	4,479.92	25.84570
		G	56,447.00	4,703.92	27.13798
X193	Non-Represented Management	A	42,542.84	3,545.24	20.45329
		B	44,669.98	3,722.50	21.47595
		C	46,903.48	3,908.62	22.54975
		D	49,248.65	4,104.05	23.67724
		E	51,711.09	4,309.26	24.86110
		F	54,296.64	4,524.72	26.10415
		G	57,011.47	4,750.96	27.40936
X194	Non-Represented Management	A	42,968.27	3,580.69	20.65782
		B	45,116.68	3,759.72	21.69071
		C	47,372.52	3,947.71	22.77525
		D	49,741.14	4,145.10	23.91401
		E	52,228.20	4,352.35	25.10971
		F	54,839.61	4,569.97	26.36520
		G	57,581.59	4,798.47	27.68346
X195	Non-Represented Management	A	43,397.95	3,616.50	20.86440
		B	45,567.85	3,797.32	21.90762
		C	47,846.24	3,987.19	23.00300
		D	50,238.55	4,186.55	24.15315
		E	52,750.48	4,395.87	25.36081
		F	55,388.00	4,615.67	26.62885
		G	58,157.40	4,846.45	27.96029
X196	Non-Represented Management	A	43,831.93	3,652.66	21.07304
		B	46,023.53	3,835.29	22.12670
		C	48,324.70	4,027.06	23.23303
		D	50,740.94	4,228.41	24.39468
		E	53,277.99	4,439.83	25.61442
		F	55,941.88	4,661.82	26.89514
		G	58,738.98	4,894.91	28.23989
X197	Non-Represented Management	A	44,270.25	3,689.19	21.28377
		B	46,483.76	3,873.65	22.34796
		C	48,807.95	4,067.33	23.46536
		D	51,248.35	4,270.70	24.63863
		E	53,810.77	4,484.23	25.87056
		F	56,501.30	4,708.44	27.16409
		G	59,326.37	4,943.86	28.52229
X198	Non-Represented Management	A	44,712.95	3,726.08	21.49661
		B	46,948.60	3,912.38	22.57144
		C	49,296.03	4,108.00	23.70001
		D	51,760.83	4,313.40	24.88502
		E	54,348.87	4,529.07	26.12927
		F	57,066.32	4,755.53	27.43573
		G	59,919.63	4,993.30	28.80752
X199	Non-Represented Management	A	45,160.08	3,763.34	21.71158
		B	47,418.09	3,951.51	22.79716
		C	49,788.99	4,149.08	23.93701
		D	52,278.44	4,356.54	25.13387
		E	54,892.36	4,574.36	26.39056
		F	57,636.98	4,803.08	27.71009
		G	60,518.83	5,043.24	29.09559
X200	Non-Represented Management	A	45,611.68	3,800.97	21.92869
		B	47,892.27	3,991.02	23.02513
		C	50,286.88	4,190.57	24.17638
		D	52,801.22	4,400.10	25.38520
		E	55,441.29	4,620.11	26.65446
		F	58,213.35	4,851.11	27.98719
		G	61,124.02	5,093.67	29.38655

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X201	Non-Represented Management	A	46,067.80	3,838.98	22.14798
		B	48,371.19	4,030.93	23.25538
		C	50,789.75	4,232.48	24.41815
		D	53,329.24	4,444.10	25.63906
		E	55,995.70	4,666.31	26.92101
		F	58,795.48	4,899.62	28.26706
		G	61,735.26	5,144.60	29.68041
X202	Non-Represented Management	A	46,528.48	3,877.37	22.36946
		B	48,854.90	4,071.24	23.48793
		C	51,297.65	4,274.80	24.66233
		D	53,862.53	4,488.54	25.89545
		E	56,555.66	4,712.97	27.19022
		F	59,383.44	4,948.62	28.54973
		G	62,352.61	5,196.05	29.97722
X203	Non-Represented Management	A	46,993.76	3,916.15	22.59315
		B	49,343.45	4,111.95	23.72281
		C	51,810.62	4,317.55	24.90895
		D	54,401.15	4,533.43	26.15440
		E	57,121.21	4,760.10	27.46212
		F	59,977.27	4,998.11	28.83523
		G	62,976.14	5,248.01	30.27699
X204	Non-Represented Management	A	47,463.70	3,955.31	22.81909
		B	49,836.88	4,153.07	23.96004
		C	52,328.73	4,360.73	25.15804
		D	54,945.17	4,578.76	26.41594
		E	57,692.42	4,807.70	27.73674
		F	60,577.04	5,048.09	29.12358
		G	63,605.90	5,300.49	30.57976
X205	Non-Represented Management	A	47,938.34	3,994.86	23.04728
		B	50,335.25	4,194.60	24.19964
		C	52,852.02	4,404.33	25.40962
		D	55,494.62	4,624.55	26.68010
		E	58,269.35	4,855.78	28.01411
		F	61,182.82	5,098.57	29.41482
		G	64,241.96	5,353.50	30.88556
X206	Non-Represented Management	A	48,417.72	4,034.81	23.27775
		B	50,838.61	4,236.55	24.44164
		C	53,380.54	4,448.38	25.66372
		D	56,049.56	4,670.80	26.94691
		E	58,852.04	4,904.34	28.29425
		F	61,794.64	5,149.55	29.70896
		G	64,884.38	5,407.03	31.19441
X207	Non-Represented Management	A	48,901.90	4,075.16	23.51053
		B	51,346.99	4,278.92	24.68605
		C	53,914.34	4,492.86	25.92036
		D	56,610.06	4,717.50	27.21637
		E	59,440.56	4,953.38	28.57719
		F	62,412.59	5,201.05	30.00605
		G	65,533.22	5,461.10	31.50636
X208	Non-Represented Management	A	49,390.92	4,115.91	23.74563
		B	51,860.46	4,321.71	24.93291
		C	54,453.49	4,537.79	26.17956
		D	57,176.16	4,764.68	27.48854
		E	60,034.97	5,002.91	28.86297
		F	63,036.72	5,253.06	30.30611
		G	66,188.55	5,515.71	31.82142
X209	Non-Represented Management	A	49,884.83	4,157.07	23.98309
		B	52,379.07	4,364.92	25.18224
		C	54,998.02	4,583.17	26.44136
		D	57,747.92	4,812.33	27.76342
		E	60,635.32	5,052.94	29.15159
		F	63,667.08	5,305.59	30.60917
		G	66,850.44	5,570.87	32.13963
X210	Non-Represented Management	A	50,383.67	4,198.64	24.22292
		B	52,902.86	4,408.57	25.43407
		C	55,548.00	4,629.00	26.70577
		D	58,325.40	4,860.45	28.04106
		E	61,241.67	5,103.47	29.44311
		F	64,303.75	5,358.65	30.91527
		G	67,518.94	5,626.58	32.46103

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X211	Non-Represented Management	A	50,887.51	4,240.63	24.46515
		B	53,431.89	4,452.66	25.68841
		C	56,103.48	4,675.29	26.97283
		D	58,908.65	4,909.05	28.32147
		E	61,854.09	5,154.51	29.73754
		F	64,946.79	5,412.23	31.22442
		G	68,194.13	5,682.84	32.78564
X212	Non-Represented Management	A	51,396.39	4,283.03	24.70980
		B	53,966.20	4,497.18	25.94529
		C	56,664.52	4,722.04	27.24256
		D	59,497.74	4,958.14	28.60468
		E	62,472.63	5,206.05	30.03492
		F	65,596.26	5,466.35	31.53666
		G	68,876.07	5,739.67	33.11350
X213	Non-Represented Management	A	51,910.35	4,325.86	24.95690
		B	54,505.87	4,542.16	26.20474
		C	57,231.16	4,769.26	27.51498
		D	60,092.72	5,007.73	28.89073
		E	63,097.35	5,258.11	30.33527
		F	66,252.22	5,521.02	31.85203
		G	69,564.83	5,797.07	33.44463
X214	Non-Represented Management	A	52,429.45	4,369.12	25.20647
		B	55,050.93	4,587.58	26.46679
		C	57,803.47	4,816.96	27.79013
		D	60,693.65	5,057.80	29.17964
		E	63,728.33	5,310.69	30.63862
		F	66,914.74	5,576.23	32.17055
		G	70,260.48	5,855.04	33.77908
X215	Non-Represented Management	A	52,953.75	4,412.81	25.45853
		B	55,601.43	4,633.45	26.73146
		C	58,381.51	4,865.13	28.06803
		D	61,300.58	5,108.38	29.47143
		E	64,365.61	5,363.80	30.94501
		F	67,583.89	5,631.99	32.49226
		G	70,963.09	5,913.59	34.11687
X216	Non-Represented Management	A	53,483.28	4,456.94	25.71312
		B	56,157.45	4,679.79	26.99877
		C	58,965.32	4,913.78	28.34871
		D	61,913.59	5,159.47	29.76615
		E	65,009.27	5,417.44	31.25446
		F	68,259.73	5,688.31	32.81718
		G	71,672.72	5,972.73	34.45804
X217	Non-Represented Management	A	54,018.12	4,501.51	25.97025
		B	56,719.02	4,726.59	27.26876
		C	59,554.97	4,962.91	28.63220
		D	62,532.72	5,211.06	30.06381
		E	65,659.36	5,471.61	31.56700
		F	68,942.33	5,745.19	33.14535
		G	72,389.44	6,032.45	34.80262
X218	Non-Represented Management	A	54,558.30	4,546.52	26.22995
		B	57,286.21	4,773.85	27.54145
		C	60,150.52	5,012.54	28.91852
		D	63,158.05	5,263.17	30.36445
		E	66,315.95	5,526.33	31.88267
		F	69,631.75	5,802.65	33.47680
		G	73,113.34	6,092.78	35.15064
X219	Non-Represented Management	A	55,103.88	4,591.99	26.49225
		B	57,859.08	4,821.59	27.81686
		C	60,752.03	5,062.67	29.20771
		D	63,789.63	5,315.80	30.66809
		E	66,979.11	5,581.59	32.20150
		F	70,328.07	5,860.67	33.81157
		G	73,844.47	6,153.71	35.50215
X220	Non-Represented Management	A	55,654.92	4,637.91	26.75717
		B	58,437.67	4,869.81	28.09503
		C	61,359.55	5,113.30	29.49978
		D	64,427.53	5,368.96	30.97477
		E	67,648.90	5,637.41	32.52351
		F	71,031.35	5,919.28	34.14969
		G	74,582.92	6,215.24	35.85717

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X221	Non-Represented Management	A	56,211.47	4,684.29	27.02475
		B	59,022.04	4,918.50	28.37598
		C	61,973.15	5,164.43	29.79478
		D	65,071.80	5,422.65	31.28452
		E	68,325.39	5,693.78	32.84875
		F	71,741.66	5,978.47	34.49118
		G	75,328.75	6,277.40	36.21574
X222	Non-Represented Management	A	56,773.58	4,731.13	27.29499
		B	59,612.26	4,967.69	28.65974
		C	62,592.88	5,216.07	30.09273
		D	65,722.52	5,476.88	31.59737
		E	69,008.65	5,750.72	33.17723
		F	72,459.08	6,038.26	34.83610
		G	76,082.03	6,340.17	36.57790
X223	Non-Represented Management	A	57,341.32	4,778.44	27.56794
		B	60,208.39	5,017.37	28.94634
		C	63,218.81	5,268.23	30.39366
		D	66,379.75	5,531.65	31.91334
		E	69,698.73	5,808.23	33.50901
		F	73,183.67	6,098.64	35.18446
		G	76,842.85	6,403.57	36.94368
X224	Non-Represented Management	A	57,914.73	4,826.23	27.84362
		B	60,810.47	5,067.54	29.23580
		C	63,850.99	5,320.92	30.69759
		D	67,043.54	5,586.96	32.23247
		E	70,395.72	5,866.31	33.84410
		F	73,915.51	6,159.63	35.53630
		G	77,611.28	6,467.61	37.31312
X225	Non-Represented Management	A	58,493.88	4,874.49	28.12206
		B	61,418.58	5,118.21	29.52816
		C	64,489.50	5,374.13	31.00457
		D	67,713.98	5,642.83	32.55480
		E	71,099.68	5,924.97	34.18254
		F	74,654.66	6,221.22	35.89166
		G	78,387.40	6,532.28	37.68625
X226	Non-Represented Management	A	59,078.82	4,923.23	28.40328
		B	62,032.76	5,169.40	29.82344
		C	65,134.40	5,427.87	31.31461
		D	68,391.12	5,699.26	32.88035
		E	71,810.67	5,984.22	34.52436
		F	75,401.21	6,283.43	36.25058
		G	79,171.27	6,597.61	38.06311
X227	Non-Represented Management	A	59,669.61	4,972.47	28.68731
		B	62,653.09	5,221.09	30.12168
		C	65,785.74	5,482.15	31.62776
		D	69,075.03	5,756.25	33.20915
		E	72,528.78	6,044.07	34.86961
		F	76,155.22	6,346.27	36.61309
		G	79,962.98	6,663.58	38.44374
X228	Non-Represented Management	A	60,266.30	5,022.19	28.97418
		B	63,279.62	5,273.30	30.42289
		C	66,443.60	5,536.97	31.94404
		D	69,765.78	5,813.81	33.54124
		E	73,254.07	6,104.51	35.21830
		F	76,916.77	6,409.73	36.97922
		G	80,762.61	6,730.22	38.82818
X229	Non-Represented Management	A	60,868.97	5,072.41	29.26393
		B	63,912.42	5,326.03	30.72712
		C	67,108.04	5,592.34	32.26348
		D	70,463.44	5,871.95	33.87665
		E	73,986.61	6,165.55	35.57049
		F	77,685.94	6,473.83	37.34901
		G	81,570.24	6,797.52	39.21646
X230	Non-Represented Management	A	61,477.66	5,123.14	29.55657
		B	64,551.54	5,379.29	31.03439
		C	67,779.12	5,648.26	32.58611
		D	71,168.07	5,930.67	34.21542
		E	74,726.48	6,227.21	35.92619
		F	78,462.80	6,538.57	37.72250
		G	82,385.94	6,865.49	39.60863

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X231	Non-Represented Management	A	62,092.43	5,174.37	29.85213
		B	65,197.06	5,433.09	31.34474
		C	68,456.91	5,704.74	32.91197
		D	71,879.75	5,989.98	34.55757
		E	75,473.74	6,289.48	36.28545
		F	79,247.43	6,603.95	38.09973
		G	83,209.80	6,934.15	40.00471
X232	Non-Represented Management	A	62,713.36	5,226.11	30.15065
		B	65,849.03	5,487.42	31.65819
		C	69,141.48	5,761.79	33.24109
		D	72,598.55	6,049.88	34.90315
		E	76,228.48	6,352.37	36.64831
		F	80,039.90	6,669.99	38.48072
		G	84,041.90	7,003.49	40.40476
X233	Non-Represented Management	A	63,340.49	5,278.37	30.45216
		B	66,507.52	5,542.29	31.97477
		C	69,832.89	5,819.41	33.57351
		D	73,324.54	6,110.38	35.25218
		E	76,990.76	6,415.90	37.01479
		F	80,840.30	6,736.69	38.86553
		G	84,882.32	7,073.53	40.80881
X234	Non-Represented Management	A	63,973.90	5,331.16	30.75668
		B	67,172.59	5,597.72	32.29451
		C	70,531.22	5,877.60	33.90924
		D	74,057.78	6,171.48	35.60470
		E	77,760.67	6,480.06	37.38494
		F	81,648.70	6,804.06	39.25418
		G	85,731.14	7,144.26	41.21689
X235	Non-Represented Management	A	64,613.64	5,384.47	31.06425
		B	67,844.32	5,653.69	32.61746
		C	71,236.53	5,936.38	34.24833
		D	74,798.36	6,233.20	35.96075
		E	78,538.28	6,544.86	37.75879
		F	82,465.19	6,872.10	39.64673
		G	86,588.45	7,215.70	41.62906
X236	Non-Represented Management	A	65,259.77	5,438.31	31.37489
		B	68,522.76	5,710.23	32.94363
		C	71,948.90	5,995.74	34.59082
		D	75,546.34	6,295.53	36.32036
		E	79,323.66	6,610.30	38.13638
		F	83,289.84	6,940.82	40.04319
		G	87,454.34	7,287.86	42.04535
X237	Non-Represented Management	A	65,912.37	5,492.70	31.68864
		B	69,207.99	5,767.33	33.27307
		C	72,668.39	6,055.70	34.93672
		D	76,301.81	6,358.48	36.68356
		E	80,116.90	6,676.41	38.51774
		F	84,122.74	7,010.23	40.44363
		G	88,328.88	7,360.74	42.46581
X238	Non-Represented Management	A	66,571.49	5,547.62	32.00553
		B	69,900.07	5,825.01	33.60580
		C	73,395.07	6,116.26	35.28609
		D	77,064.82	6,422.07	37.05040
		E	80,918.07	6,743.17	38.90292
		F	84,963.97	7,080.33	40.84806
		G	89,212.17	7,434.35	42.89047
X239	Non-Represented Management	A	67,237.21	5,603.10	32.32558
		B	70,599.07	5,883.26	33.94186
		C	74,129.02	6,177.42	35.63895
		D	77,835.47	6,486.29	37.42090
		E	81,727.25	6,810.60	39.29195
		F	85,813.61	7,151.13	41.25654
		G	90,104.29	7,508.69	43.31937
X240	Non-Represented Management	A	67,909.58	5,659.13	32.64884
		B	71,305.06	5,942.09	34.28128
		C	74,870.31	6,239.19	35.99534
		D	78,613.83	6,551.15	37.79511
		E	82,544.52	6,878.71	39.68486
		F	86,671.74	7,222.65	41.66911
		G	91,005.33	7,583.78	43.75256

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X241	Non-Represented Management	A	68,588.68	5,715.72	32.97532
		B	72,018.11	6,001.51	34.62409
		C	75,619.02	6,301.58	36.35530
		D	79,399.97	6,616.66	38.17306
		E	83,369.96	6,947.50	40.08171
		F	87,538.46	7,294.87	42.08580
		G	91,915.39	7,659.62	44.19009
X242	Non-Represented Management	A	69,274.56	5,772.88	33.30508
		B	72,738.29	6,061.52	34.97033
		C	76,375.21	6,364.60	36.71885
		D	80,193.97	6,682.83	38.55479
		E	84,203.66	7,016.97	40.48253
		F	88,413.85	7,367.82	42.50666
		G	92,834.54	7,736.21	44.63199
X243	Non-Represented Management	A	69,967.31	5,830.61	33.63813
		B	73,465.67	6,122.14	35.32004
		C	77,138.96	6,428.25	37.08604
		D	80,995.91	6,749.66	38.94034
		E	85,045.70	7,087.14	40.88736
		F	89,297.99	7,441.50	42.93172
		G	93,762.88	7,813.57	45.07831
X244	Non-Represented Management	A	70,666.98	5,888.91	33.97451
		B	74,200.33	6,183.36	35.67324
		C	77,910.35	6,492.53	37.45690
		D	81,805.86	6,817.16	39.32974
		E	85,896.16	7,158.01	41.29623
		F	90,190.97	7,515.91	43.36104
		G	94,700.51	7,891.71	45.52909
X245	Non-Represented Management	A	71,373.65	5,947.80	34.31426
		B	74,942.33	6,245.19	36.02997
		C	78,689.45	6,557.45	37.83147
		D	82,623.92	6,885.33	39.72304
		E	86,755.12	7,229.59	41.70919
		F	91,092.87	7,591.07	43.79465
		G	95,647.52	7,970.63	45.98438
X246	Non-Represented Management	A	72,087.39	6,007.28	34.65740
		B	75,691.76	6,307.65	36.39027
		C	79,476.34	6,623.03	38.20978
		D	83,450.16	6,954.18	40.12027
		E	87,622.67	7,301.89	42.12628
		F	92,003.80	7,666.98	44.23260
		G	96,603.99	8,050.33	46.44423
X247	Non-Represented Management	A	72,808.26	6,067.36	35.00397
		B	76,448.67	6,370.72	36.75417
		C	80,271.11	6,689.26	38.59188
		D	84,284.66	7,023.72	40.52147
		E	88,498.90	7,374.91	42.54755
		F	92,923.84	7,743.65	44.67492
		G	97,570.03	8,130.84	46.90867
X248	Non-Represented Management	A	73,536.34	6,128.03	35.35401
		B	77,213.16	6,434.43	37.12171
		C	81,073.82	6,756.15	38.97780
		D	85,127.51	7,093.96	40.92669
		E	89,383.89	7,448.66	42.97302
		F	93,853.08	7,821.09	45.12167
		G	98,545.73	8,212.14	47.37776
X249	Non-Represented Management	A	74,271.71	6,189.31	35.70755
		B	77,985.29	6,498.77	37.49293
		C	81,884.56	6,823.71	39.36758
		D	85,978.79	7,164.90	41.33595
		E	90,277.72	7,523.14	43.40275
		F	94,791.61	7,899.30	45.57289
		G	99,531.19	8,294.27	47.85153
X250	Non-Represented Management	A	75,014.42	6,251.20	36.06463
		B	78,765.15	6,563.76	37.86786
		C	82,703.40	6,891.95	39.76125
		D	86,838.57	7,236.55	41.74931
		E	91,180.50	7,598.38	43.83678
		F	95,739.53	7,978.29	46.02862
		G	100,526.50	8,377.21	48.33005

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X251	Non-Represented Management	A	75,764.57	6,313.71	36.42527
		B	79,552.80	6,629.40	38.24654
		C	83,530.44	6,960.87	40.15886
		D	87,706.96	7,308.91	42.16681
		E	92,092.31	7,674.36	44.27515
		F	96,696.92	8,058.08	46.48890
		G	101,531.77	8,460.98	48.81335
X252	Non-Represented Management	A	76,522.21	6,376.85	36.78953
		B	80,348.33	6,695.69	38.62900
		C	84,365.74	7,030.48	40.56045
		D	88,584.03	7,382.00	42.58848
		E	93,013.23	7,751.10	44.71790
		F	97,663.89	8,138.66	46.95379
		G	102,547.09	8,545.59	49.30148
X253	Non-Represented Management	A	77,287.44	6,440.62	37.15742
		B	81,151.81	6,762.65	39.01529
		C	85,209.40	7,100.78	40.96606
		D	89,469.87	7,455.82	43.01436
		E	93,943.36	7,828.61	45.16508
		F	98,640.53	8,220.04	47.42333
		G	103,572.56	8,631.05	49.79450
X254	Non-Represented Management	A	78,060.31	6,505.03	37.52900
		B	81,963.33	6,830.28	39.40545
		C	86,061.49	7,171.79	41.37572
		D	90,364.57	7,530.38	43.44450
		E	94,882.80	7,906.90	45.61673
		F	99,626.94	8,302.24	47.89757
		G	104,608.28	8,717.36	50.29244
X255	Non-Represented Management	A	78,840.91	6,570.08	37.90429
		B	82,782.96	6,898.58	39.79950
		C	86,922.11	7,243.51	41.78947
		D	91,268.21	7,605.68	43.87895
		E	95,831.62	7,985.97	46.07290
		F	100,623.21	8,385.27	48.37654
		G	105,654.37	8,804.53	50.79537
X256	Non-Represented Management	A	79,629.32	6,635.78	38.28333
		B	83,610.79	6,967.57	40.19749
		C	87,791.33	7,315.94	42.20737
		D	92,180.90	7,681.74	44.31774
		E	96,789.94	8,065.83	46.53363
		F	101,629.44	8,469.12	48.86031
		G	106,710.91	8,892.58	51.30332
X257	Non-Represented Management	A	80,425.62	6,702.13	38.66616
		B	84,446.90	7,037.24	40.59947
		C	88,669.24	7,389.10	42.62944
		D	93,102.70	7,758.56	44.76092
		E	97,757.84	8,146.49	46.99896
		F	102,645.73	8,553.81	49.34891
		G	107,778.02	8,981.50	51.81635
X258	Non-Represented Management	A	81,229.87	6,769.16	39.05282
		B	85,291.37	7,107.61	41.00546
		C	89,555.93	7,462.99	43.05574
		D	94,033.73	7,836.14	45.20852
		E	98,735.42	8,227.95	47.46895
		F	103,672.19	8,639.35	49.84240
		G	108,855.80	9,071.32	52.33452
X259	Non-Represented Management	A	82,042.17	6,836.85	39.44335
		B	86,144.28	7,178.69	41.41552
		C	90,451.49	7,537.62	43.48630
		D	94,974.07	7,914.51	45.66061
		E	99,722.77	8,310.23	47.94364
		F	104,708.91	8,725.74	50.34082
		G	109,944.36	9,162.03	52.85786
X260	Non-Represented Management	A	82,862.59	6,905.22	39.83779
		B	87,005.72	7,250.48	41.82967
		C	91,356.01	7,613.00	43.92116
		D	95,923.81	7,993.65	46.11722
		E	100,720.00	8,393.33	48.42308
		F	105,756.00	8,813.00	50.84423
		G	111,043.80	9,253.65	53.38644

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X261	Non-Represented Management	A	83,691.22	6,974.27	40.23616
		B	87,875.78	7,322.98	42.24797
		C	92,269.57	7,689.13	44.36037
		D	96,883.05	8,073.59	46.57839
		E	101,727.20	8,477.27	48.90731
		F	106,813.56	8,901.13	51.35267
		G	112,154.24	9,346.19	53.92031
X262	Non-Represented Management	A	84,528.13	7,044.01	40.63852
		B	88,754.54	7,396.21	42.67045
		C	93,192.26	7,766.02	44.80397
		D	97,851.88	8,154.32	47.04417
		E	102,744.47	8,562.04	49.39638
		F	107,881.70	8,990.14	51.86620
		G	113,275.78	9,439.65	54.45951
X263	Non-Represented Management	A	85,373.41	7,114.45	41.04491
		B	89,642.08	7,470.17	43.09716
		C	94,124.19	7,843.68	45.25201
		D	98,830.40	8,235.87	47.51461
		E	103,771.92	8,647.66	49.89034
		F	108,960.51	9,080.04	52.38486
		G	114,408.54	9,534.04	55.00410
X264	Non-Represented Management	A	86,227.15	7,185.60	41.45536
		B	90,538.50	7,544.88	43.52813
		C	95,065.43	7,922.12	45.70453
		D	99,818.70	8,318.22	47.98976
		E	104,809.64	8,734.14	50.38925
		F	110,050.12	9,170.84	52.90871
		G	115,552.62	9,629.39	55.55415
X265	Non-Represented Management	A	87,089.42	7,257.45	41.86991
		B	91,443.89	7,620.32	43.96341
		C	96,016.08	8,001.34	46.16158
		D	100,816.89	8,401.41	48.46966
		E	105,857.73	8,821.48	50.89314
		F	111,150.62	9,262.55	53.43780
		G	116,708.15	9,725.68	56.10969
X266	Non-Represented Management	A	87,960.31	7,330.03	42.28861
		B	92,358.33	7,696.53	44.40304
		C	96,976.24	8,081.35	46.62319
		D	101,825.06	8,485.42	48.95435
		E	106,916.31	8,909.69	51.40207
		F	112,262.12	9,355.18	53.97218
		G	117,875.23	9,822.94	56.67078
X267	Non-Represented Management	A	88,839.92	7,403.33	42.71150
		B	93,281.91	7,773.49	44.84707
		C	97,946.01	8,162.17	47.08943
		D	102,843.31	8,570.28	49.44390
		E	107,985.47	8,998.79	51.91609
		F	113,384.75	9,448.73	54.51190
		G	119,053.98	9,921.17	57.23749
X268	Non-Represented Management	A	89,728.31	7,477.36	43.13861
		B	94,214.73	7,851.23	45.29554
		C	98,925.47	8,243.79	47.56032
		D	103,871.74	8,655.98	49.93834
		E	109,065.33	9,088.78	52.43525
		F	114,518.59	9,543.22	55.05702
		G	120,244.52	10,020.38	57.80987
X269	Non-Represented Management	A	90,625.60	7,552.13	43.57000
		B	95,156.88	7,929.74	45.74850
		C	99,914.72	8,326.23	48.03592
		D	104,910.46	8,742.54	50.43772
		E	110,155.98	9,179.66	52.95961
		F	115,663.78	9,638.65	55.60759
		G	121,446.97	10,120.58	58.38797
X270	Non-Represented Management	A	91,531.85	7,627.65	44.00570
		B	96,108.45	8,009.04	46.20598
		C	100,913.87	8,409.49	48.51628
		D	105,959.56	8,829.96	50.94210
		E	111,257.54	9,271.46	53.48920
		F	116,820.42	9,735.03	56.16366
		G	122,661.44	10,221.79	58.97185

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X271	Non-Represented Management	A	92,447.17	7,703.93	44.44576
		B	97,069.53	8,089.13	46.66804
		C	101,923.01	8,493.58	49.00145
		D	107,019.16	8,918.26	51.45152
		E	112,370.12	9,364.18	54.02409
		F	117,988.62	9,832.38	56.72530
		G	123,888.05	10,324.00	59.56156
X272	Non-Represented Management	A	93,371.64	7,780.97	44.89021
		B	98,040.23	8,170.02	47.13472
		C	102,942.24	8,578.52	49.49146
		D	108,089.35	9,007.45	51.96603
		E	113,493.82	9,457.82	54.56434
		F	119,168.51	9,930.71	57.29255
		G	125,126.93	10,427.24	60.15718
X273	Non-Represented Management	A	94,305.36	7,858.78	45.33912
		B	99,020.63	8,251.72	47.60607
		C	103,971.66	8,664.30	49.98637
		D	109,170.24	9,097.52	52.48569
		E	114,628.76	9,552.40	55.10998
		F	120,360.19	10,030.02	57.86548
		G	126,378.20	10,531.52	60.75875
X274	Non-Represented Management	A	95,248.41	7,937.37	45.79251
		B	100,010.83	8,334.24	48.08213
		C	105,011.38	8,750.95	50.48624
		D	110,261.95	9,188.50	53.01055
		E	115,775.04	9,647.92	55.66108
		F	121,563.79	10,130.32	58.44413
		G	127,641.98	10,636.83	61.36634
X275	Non-Represented Management	A	96,200.90	8,016.74	46.25043
		B	101,010.94	8,417.58	48.56295
		C	106,061.49	8,838.46	50.99110
		D	111,364.56	9,280.38	53.54066
		E	116,932.79	9,744.40	56.21769
		F	122,779.43	10,231.62	59.02857
		G	128,918.40	10,743.20	61.98000
X276	Non-Represented Management	A	97,162.91	8,096.91	46.71294
		B	102,021.05	8,501.75	49.04858
		C	107,122.11	8,926.84	51.50101
		D	112,478.21	9,373.18	54.07606
		E	118,102.12	9,841.84	56.77987
		F	124,007.23	10,333.94	59.61886
		G	130,207.59	10,850.63	62.59980
X277	Non-Represented Management	A	98,134.54	8,177.88	47.18007
		B	103,041.26	8,586.77	49.53907
		C	108,193.33	9,016.11	52.01602
		D	113,602.99	9,466.92	54.61682
		E	119,283.14	9,940.26	57.34766
		F	125,247.30	10,437.27	60.21505
		G	131,509.66	10,959.14	63.22580
X278	Non-Represented Management	A	99,115.88	8,259.66	47.65187
		B	104,071.68	8,672.64	50.03446
		C	109,275.26	9,106.27	52.53618
		D	114,739.02	9,561.59	55.16299
		E	120,475.97	10,039.66	57.92114
		F	126,499.77	10,541.65	60.81720
		G	132,824.76	11,068.73	63.85806
X279	Non-Represented Management	A	100,107.04	8,342.25	48.12838
		B	105,112.39	8,759.37	50.53480
		C	110,368.01	9,197.33	53.06154
		D	115,886.41	9,657.20	55.71462
		E	121,680.73	10,140.06	58.50035
		F	127,764.77	10,647.06	61.42537
		G	134,153.01	11,179.42	64.49664
X280	Non-Represented Management	A	101,108.11	8,425.68	48.60967
		B	106,163.52	8,846.96	51.04015
		C	111,471.69	9,289.31	53.59216
		D	117,045.28	9,753.77	56.27177
		E	122,897.54	10,241.46	59.08536
		F	129,042.42	10,753.53	62.03962
		G	135,494.54	11,291.21	65.14161

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X281	Non-Represented Management	A	102,119.19	8,509.93	49.09577
		B	107,225.15	8,935.43	51.55055
		C	112,586.41	9,382.20	54.12808
		D	118,215.73	9,851.31	56.83449
		E	124,126.52	10,343.88	59.67621
		F	130,332.84	10,861.07	62.66002
		G	136,849.48	11,404.12	65.79302
X282	Non-Represented Management	A	103,140.38	8,595.03	49.58672
		B	108,297.40	9,024.78	52.06606
		C	113,712.27	9,476.02	54.66936
		D	119,397.89	9,949.82	57.40283
		E	125,367.78	10,447.31	60.27297
		F	131,636.17	10,969.68	63.28662
		G	138,217.98	11,518.16	66.45095
X283	Non-Represented Management	A	104,171.79	8,680.98	50.08259
		B	109,380.38	9,115.03	52.58672
		C	114,849.40	9,570.78	55.21606
		D	120,591.87	10,049.32	57.97686
		E	126,621.46	10,551.79	60.87570
		F	132,952.53	11,079.38	63.91949
		G	139,600.16	11,633.35	67.11546
X284	Non-Represented Management	A	105,213.51	8,767.79	50.58342
		B	110,474.18	9,206.18	53.11259
		C	115,997.89	9,666.49	55.76822
		D	121,797.78	10,149.82	58.55663
		E	127,887.67	10,657.31	61.48446
		F	134,282.06	11,190.17	64.55868
		G	140,996.16	11,749.68	67.78662
X285	Non-Represented Management	A	106,265.64	8,855.47	51.08925
		B	111,578.92	9,298.24	53.64371
		C	117,157.87	9,763.16	56.32590
		D	123,015.76	10,251.31	59.14219
		E	129,166.55	10,763.88	62.09930
		F	135,624.88	11,302.07	65.20427
		G	142,406.12	11,867.18	68.46448
X286	Non-Represented Management	A	107,328.30	8,944.02	51.60014
		B	112,694.71	9,391.23	54.18015
		C	118,329.45	9,860.79	56.88916
		D	124,245.92	10,353.83	59.73362
		E	130,458.22	10,871.52	62.72030
		F	136,981.13	11,415.09	65.85631
		G	143,830.18	11,985.85	69.14913
X287	Non-Represented Management	A	108,401.58	9,033.46	52.11614
		B	113,821.66	9,485.14	54.72195
		C	119,512.74	9,959.39	57.45805
		D	125,488.38	10,457.36	60.33095
		E	131,762.80	10,980.23	63.34750
		F	138,350.94	11,529.24	66.51487
		G	145,268.48	12,105.71	69.84062
X288	Non-Represented Management	A	109,485.60	9,123.80	52.63731
		B	114,959.88	9,579.99	55.26917
		C	120,707.87	10,058.99	58.03263
		D	126,743.26	10,561.94	60.93426
		E	133,080.43	11,090.04	63.98097
		F	139,734.45	11,644.54	67.18002
		G	146,721.17	12,226.76	70.53902
X289	Non-Represented Management	A	110,580.45	9,215.04	53.16368
		B	116,109.47	9,675.79	55.82186
		C	121,914.95	10,159.58	58.61296
		D	128,010.70	10,667.56	61.54360
		E	134,411.23	11,200.94	64.62078
		F	141,131.79	11,760.98	67.85182
		G	148,188.38	12,349.03	71.24441
X290	Non-Represented Management	A	111,686.26	9,307.19	53.69532
		B	117,270.57	9,772.55	56.38008
		C	123,134.10	10,261.17	59.19909
		D	129,290.80	10,774.23	62.15904
		E	135,755.34	11,312.94	65.26699
		F	142,543.11	11,878.59	68.53034
		G	149,670.27	12,472.52	71.95686

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
X291	Non-Represented Management	A	112,803.12	9,400.26	54.23227
		B	118,443.27	9,870.27	56.94388
		C	124,365.44	10,363.79	59.79108
		D	130,583.71	10,881.98	62.78063
		E	137,112.90	11,426.07	65.91966
		F	143,968.54	11,997.38	69.21564
		G	151,166.97	12,597.25	72.67643
X292	Non-Represented Management	A	113,931.15	9,494.26	54.77459
		B	119,627.71	9,968.98	57.51332
		C	125,609.09	10,467.42	60.38899
		D	131,889.55	10,990.80	63.40844
		E	138,484.02	11,540.34	66.57886
		F	145,408.23	12,117.35	69.90780
		G	152,678.64	12,723.22	73.40319
X293	Non-Represented Management	A	115,070.46	9,589.20	55.32234
		B	120,823.98	10,068.67	58.08845
		C	126,865.18	10,572.10	60.99288
		D	133,208.44	11,100.70	64.04252
		E	139,868.87	11,655.74	67.24465
		F	146,862.31	12,238.53	70.60688
		G	154,205.42	12,850.45	74.13722
X294	Non-Represented Management	A	116,221.17	9,685.10	55.87556
		B	122,032.22	10,169.35	58.66934
		C	128,133.84	10,677.82	61.60281
		D	134,540.53	11,211.71	64.68295
		E	141,267.55	11,772.30	67.91709
		F	148,330.93	12,360.91	71.31295
		G	155,747.48	12,978.96	74.87860
X295	Non-Represented Management	A	117,383.38	9,781.95	56.43432
		B	123,252.55	10,271.05	59.25603
		C	129,415.17	10,784.60	62.21883
		D	135,885.93	11,323.83	65.32978
		E	142,680.23	11,890.02	68.59626
		F	149,814.24	12,484.52	72.02608
		G	157,304.95	13,108.75	75.62738
X296	Non-Represented Management	A	118,557.21	9,879.77	56.99866
		B	124,485.07	10,373.76	59.84859
		C	130,709.33	10,892.44	62.84102
		D	137,244.79	11,437.07	65.98307
		E	144,107.03	12,008.92	69.28223
		F	151,312.38	12,609.37	72.74634
		G	158,878.00	13,239.83	76.38366
X297	Non-Represented Management	A	119,742.78	9,978.57	57.56865
		B	125,729.92	10,477.49	60.44708
		C	132,016.42	11,001.37	63.46943
		D	138,617.24	11,551.44	66.64290
		E	145,548.10	12,129.01	69.97505
		F	152,825.51	12,735.46	73.47380
		G	160,466.78	13,372.23	77.14749
X298	Non-Represented Management	A	120,940.21	10,078.35	58.14433
		B	126,987.22	10,582.27	61.05155
		C	133,336.58	11,111.38	64.10413
		D	140,003.41	11,666.95	67.30933
		E	147,003.58	12,250.30	70.67480
		F	154,353.76	12,862.81	74.20854
		G	162,071.45	13,505.95	77.91897
X299	Non-Represented Management	A	122,149.61	10,179.13	58.72578
		B	128,257.09	10,688.09	61.66206
		C	134,669.95	11,222.50	64.74517
		D	141,403.45	11,783.62	67.98243
		E	148,473.62	12,372.80	71.38155
		F	155,897.30	12,991.44	74.95062
		G	163,692.16	13,641.01	78.69816
X300	Non-Represented Management	A	123,371.11	10,280.93	59.31303
		B	129,539.67	10,794.97	62.27869
		C	136,016.65	11,334.72	65.39262
		D	142,817.48	11,901.46	68.66225
		E	149,958.36	12,496.53	72.09536
		F	157,456.27	13,121.36	75.70013
		G	165,329.09	13,777.42	79.48514

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Probation Peace Officers Association					
O109	Peace Officers	A	19,329.16	1,610.76	9.29286
		B	20,295.61	1,691.30	9.75751
		C	21,310.39	1,775.87	10.24538
		D	22,375.91	1,864.66	10.75765
		E	23,494.71	1,957.89	11.29553
		F	24,669.44	2,055.79	11.86031
		G	25,902.92	2,158.58	12.45333
O110	Peace Officers	A	19,522.45	1,626.87	9.38579
		B	20,498.57	1,708.21	9.85508
		C	21,523.50	1,793.62	10.34784
		D	22,599.67	1,883.31	10.86523
		E	23,729.66	1,977.47	11.40849
		F	24,916.14	2,076.34	11.97891
		G	26,161.95	2,180.16	12.57786
O111	Peace Officers	A	19,717.67	1,643.14	9.47965
		B	20,703.55	1,725.30	9.95363
		C	21,738.73	1,811.56	10.45131
		D	22,825.67	1,902.14	10.97388
		E	23,966.95	1,997.25	11.52257
		F	25,165.30	2,097.11	12.09870
		G	26,423.57	2,201.96	12.70364
O112	Peace Officers	A	19,914.85	1,659.57	9.57445
		B	20,910.59	1,742.55	10.05317
		C	21,956.12	1,829.68	10.55583
		D	23,053.93	1,921.16	11.08362
		E	24,206.62	2,017.22	11.63780
		F	25,416.95	2,118.08	12.21969
		G	26,687.80	2,223.98	12.83067
O113	Peace Officers	A	20,114.00	1,676.17	9.67019
		B	21,119.70	1,759.97	10.15370
		C	22,175.68	1,847.97	10.66139
		D	23,284.46	1,940.37	11.19445
		E	24,448.69	2,037.39	11.75418
		F	25,671.12	2,139.26	12.34189
		G	26,954.68	2,246.22	12.95898
O114	Peace Officers	A	20,315.14	1,692.93	9.76689
		B	21,330.89	1,777.57	10.25524
		C	22,397.44	1,866.45	10.76800
		D	23,517.31	1,959.78	11.30640
		E	24,693.18	2,057.76	11.87172
		F	25,927.83	2,160.65	12.46530
		G	27,224.23	2,268.69	13.08857
O115	Peace Officers	A	20,518.29	1,709.86	9.86456
		B	21,544.20	1,795.35	10.35779
		C	22,621.41	1,885.12	10.87568
		D	23,752.48	1,979.37	11.41946
		E	24,940.11	2,078.34	11.99044
		F	26,187.11	2,182.26	12.58996
		G	27,496.47	2,291.37	13.21946
O116	Peace Officers	A	20,723.47	1,726.96	9.96321
		B	21,759.64	1,813.30	10.46137
		C	22,847.63	1,903.97	10.98444
		D	23,990.01	1,999.17	11.53366
		E	25,189.51	2,099.13	12.11034
		F	26,448.98	2,204.08	12.71586
		G	27,771.43	2,314.29	13.35165
O117	Peace Officers	A	20,930.71	1,744.23	10.06284
		B	21,977.24	1,831.44	10.56598
		C	23,076.10	1,923.01	11.09428
		D	24,229.91	2,019.16	11.64899
		E	25,441.40	2,120.12	12.23144
		F	26,713.47	2,226.12	12.84302
		G	28,049.15	2,337.43	13.48517
O118	Peace Officers	A	21,140.01	1,761.67	10.16347
		B	22,197.01	1,849.75	10.67164
		C	23,306.86	1,942.24	11.20522
		D	24,472.21	2,039.35	11.76548
		E	25,695.82	2,141.32	12.35376
		F	26,980.61	2,248.38	12.97145
		G	28,329.64	2,360.80	13.62002

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O119	Peace Officers	A	21,351.41	1,779.28	10.26510
		B	22,418.98	1,868.25	10.77836
		C	23,539.93	1,961.66	11.31728
		D	24,716.93	2,059.74	11.88314
		E	25,952.78	2,162.73	12.47730
		F	27,250.41	2,270.87	13.10116
		G	28,612.93	2,384.41	13.75622
O120	Peace Officers	A	21,564.93	1,797.08	10.36775
		B	22,643.17	1,886.93	10.88614
		C	23,775.33	1,981.28	11.43045
		D	24,964.10	2,080.34	12.00197
		E	26,212.30	2,184.36	12.60207
		F	27,522.92	2,293.58	13.23217
		G	28,899.06	2,408.26	13.89378
O121	Peace Officers	A	21,780.58	1,815.05	10.47143
		B	22,869.60	1,905.80	10.99500
		C	24,013.08	2,001.09	11.54475
		D	25,213.74	2,101.14	12.12199
		E	26,474.43	2,206.20	12.72809
		F	27,798.15	2,316.51	13.36449
		G	29,188.05	2,432.34	14.03272
O122	Peace Officers	A	21,998.38	1,833.20	10.57614
		B	23,098.30	1,924.86	11.10495
		C	24,253.22	2,021.10	11.66020
		D	25,465.88	2,122.16	12.24321
		E	26,739.17	2,228.26	12.85537
		F	28,076.13	2,339.68	13.49814
		G	29,479.94	2,456.66	14.17305
O123	Peace Officers	A	22,218.37	1,851.53	10.68191
		B	23,329.28	1,944.11	11.21600
		C	24,495.75	2,041.31	11.77680
		D	25,720.54	2,143.38	12.36564
		E	27,006.56	2,250.55	12.98392
		F	28,356.89	2,363.07	13.63312
		G	29,774.73	2,481.23	14.31478
O124	Peace Officers	A	22,440.55	1,870.05	10.78873
		B	23,562.58	1,963.55	11.32816
		C	24,740.71	2,061.73	11.89457
		D	25,977.74	2,164.81	12.48930
		E	27,276.63	2,273.05	13.11376
		F	28,640.46	2,386.70	13.76945
		G	30,072.48	2,506.04	14.45792
O125	Peace Officers	A	22,664.95	1,888.75	10.89661
		B	23,798.20	1,983.18	11.44144
		C	24,988.11	2,082.34	12.01352
		D	26,237.52	2,186.46	12.61419
		E	27,549.39	2,295.78	13.24490
		F	28,926.86	2,410.57	13.90715
		G	30,373.21	2,531.10	14.60250
O126	Peace Officers	A	22,891.60	1,907.63	11.00558
		B	24,036.18	2,003.02	11.55586
		C	25,237.99	2,103.17	12.13365
		D	26,499.89	2,208.32	12.74033
		E	27,824.89	2,318.74	13.37735
		F	29,216.13	2,434.68	14.04622
		G	30,676.94	2,556.41	14.74853
O127	Peace Officers	A	23,120.52	1,926.71	11.11563
		B	24,276.55	2,023.05	11.67142
		C	25,490.37	2,124.20	12.25499
		D	26,764.89	2,230.41	12.86774
		E	28,103.14	2,341.93	13.51112
		F	29,508.29	2,459.02	14.18668
		G	30,983.71	2,581.98	14.89601
O128	Peace Officers	A	23,351.73	1,945.98	11.22679
		B	24,519.31	2,043.28	11.78813
		C	25,745.28	2,145.44	12.37754
		D	27,032.54	2,252.71	12.99641
		E	28,384.17	2,365.35	13.64623
		F	29,803.38	2,483.61	14.32855
		G	31,293.55	2,607.80	15.04497
O129	Peace Officers	A	23,585.24	1,965.44	11.33906

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	24,764.50	2,063.71	11.90601
		C	26,002.73	2,166.89	12.50131
		D	27,302.87	2,275.24	13.12638
		E	28,668.01	2,389.00	13.78270
		F	30,101.41	2,508.45	14.47183
		G	31,606.48	2,633.87	15.19542
O130	Peace Officers	A	23,821.09	1,985.09	11.45245
		B	25,012.15	2,084.35	12.02507
		C	26,262.76	2,188.56	12.62633
		D	27,575.89	2,297.99	13.25764
		E	28,954.69	2,412.89	13.92052
		F	30,402.42	2,533.54	14.61655
		G	31,922.55	2,660.21	15.34738
O131	Peace Officers	A	24,059.31	2,004.94	11.56697
		B	25,262.27	2,105.19	12.14532
		C	26,525.38	2,210.45	12.75259
		D	27,851.65	2,320.97	13.39022
		E	29,244.24	2,437.02	14.05973
		F	30,706.45	2,558.87	14.76272
		G	32,241.77	2,686.81	15.50085
O132	Peace Officers	A	24,299.90	2,024.99	11.68264
		B	25,514.89	2,126.24	12.26678
		C	26,790.64	2,232.55	12.88011
		D	28,130.17	2,344.18	13.52412
		E	29,536.68	2,461.39	14.20033
		F	31,013.51	2,584.46	14.91034
		G	32,564.19	2,713.68	15.65586
O133	Peace Officers	A	24,542.90	2,045.24	11.79947
		B	25,770.04	2,147.50	12.38944
		C	27,058.54	2,254.88	13.00892
		D	28,411.47	2,367.62	13.65936
		E	29,832.05	2,486.00	14.34233
		F	31,323.65	2,610.30	15.05945
		G	32,889.83	2,740.82	15.81242
O134	Peace Officers	A	24,788.33	2,065.69	11.91746
		B	26,027.74	2,168.98	12.51334
		C	27,329.13	2,277.43	13.13900
		D	28,695.59	2,391.30	13.79596
		E	30,130.37	2,510.86	14.48575
		F	31,636.88	2,636.41	15.21004
		G	33,218.73	2,768.23	15.97054
O135	Peace Officers	A	25,036.21	2,086.35	12.03664
		B	26,288.02	2,190.67	12.63847
		C	27,602.42	2,300.20	13.27040
		D	28,982.54	2,415.21	13.93391
		E	30,431.67	2,535.97	14.63061
		F	31,953.25	2,662.77	15.36214
		G	33,550.92	2,795.91	16.13025
O136	Peace Officers	A	25,286.57	2,107.21	12.15701
		B	26,550.90	2,212.58	12.76486
		C	27,878.45	2,323.20	13.40310
		D	29,272.37	2,439.36	14.07325
		E	30,735.99	2,561.33	14.77692
		F	32,272.79	2,689.40	15.51576
		G	33,886.43	2,823.87	16.29155
O137	Peace Officers	A	25,539.44	2,128.29	12.27858
		B	26,816.41	2,234.70	12.89250
		C	28,157.23	2,346.44	13.53713
		D	29,565.09	2,463.76	14.21399
		E	31,043.35	2,586.95	14.92469
		F	32,595.51	2,716.29	15.67092
		G	34,225.29	2,852.11	16.45447
O138	Peace Officers	A	25,794.83	2,149.57	12.40136
		B	27,084.57	2,257.05	13.02143
		C	28,438.80	2,369.90	13.67250
		D	29,860.74	2,488.40	14.35613
		E	31,353.78	2,612.81	15.07393
		F	32,921.47	2,743.46	15.82763
		G	34,567.54	2,880.63	16.61901

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O139	Peace Officers	A	26,052.78	2,171.07	12.52538
		B	27,355.42	2,279.62	13.15164
		C	28,723.19	2,393.60	13.80923
		D	30,159.35	2,513.28	14.49969
		E	31,667.32	2,638.94	15.22467
		F	33,250.68	2,770.89	15.98591
		G	34,913.22	2,909.43	16.78520
O140	Peace Officers	A	26,313.31	2,192.78	12.65063
		B	27,628.97	2,302.41	13.28316
		C	29,010.42	2,417.54	13.94732
		D	30,460.94	2,538.41	14.64468
		E	31,983.99	2,665.33	15.37692
		F	33,583.19	2,798.60	16.14576
		G	35,262.35	2,938.53	16.95305
O141	Peace Officers	A	26,576.44	2,214.70	12.77714
		B	27,905.26	2,325.44	13.41599
		C	29,300.53	2,441.71	14.08679
		D	30,765.55	2,563.80	14.79113
		E	32,303.83	2,691.99	15.53069
		F	33,919.02	2,826.59	16.30722
		G	35,614.97	2,967.91	17.12258
O142	Peace Officers	A	26,842.21	2,236.85	12.90491
		B	28,184.32	2,348.69	13.55015
		C	29,593.53	2,466.13	14.22766
		D	31,073.21	2,589.43	14.93904
		E	32,626.87	2,718.91	15.68599
		F	34,258.21	2,854.85	16.47029
		G	35,971.12	2,997.59	17.29381
O143	Peace Officers	A	27,110.63	2,259.22	13.03396
		B	28,466.16	2,372.18	13.68565
		C	29,889.47	2,490.79	14.36994
		D	31,383.94	2,615.33	15.08843
		E	32,953.14	2,746.09	15.84285
		F	34,600.79	2,883.40	16.63500
		G	36,330.83	3,027.57	17.46675
O144	Peace Officers	A	27,381.73	2,281.81	13.16430
		B	28,750.82	2,395.90	13.82251
		C	30,188.36	2,515.70	14.51364
		D	31,697.78	2,641.48	15.23932
		E	33,282.67	2,773.56	16.00128
		F	34,946.80	2,912.23	16.80135
		G	36,694.14	3,057.85	17.64141
O145	Peace Officers	A	27,655.55	2,304.63	13.29594
		B	29,038.33	2,419.86	13.96074
		C	30,490.25	2,540.85	14.65877
		D	32,014.76	2,667.90	15.39171
		E	33,615.50	2,801.29	16.16130
		F	35,296.27	2,941.36	16.96936
		G	37,061.08	3,088.42	17.81783
O146	Peace Officers	A	27,932.11	2,327.68	13.42890
		B	29,328.71	2,444.06	14.10034
		C	30,795.15	2,566.26	14.80536
		D	32,334.91	2,694.58	15.54563
		E	33,951.65	2,829.30	16.32291
		F	35,649.23	2,970.77	17.13905
		G	37,431.70	3,119.31	17.99601
O147	Peace Officers	A	28,211.43	2,350.95	13.56319
		B	29,622.00	2,468.50	14.24135
		C	31,103.10	2,591.92	14.95341
		D	32,658.25	2,721.52	15.70108
		E	34,291.17	2,857.60	16.48614
		F	36,005.73	3,000.48	17.31045
		G	37,806.01	3,150.50	18.17597
O148	Peace Officers	A	28,493.54	2,374.46	13.69882
		B	29,918.22	2,493.18	14.38376
		C	31,414.13	2,617.84	15.10295
		D	32,984.84	2,748.74	15.85809
		E	34,634.08	2,886.17	16.65100
		F	36,365.78	3,030.48	17.48355
		G	38,184.07	3,182.01	18.35773

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O149	Peace Officers	A	28,778.48	2,398.21	13.83581
		B	30,217.40	2,518.12	14.52760
		C	31,728.27	2,644.02	15.25398
		D	33,314.69	2,776.22	16.01668
		E	34,980.42	2,915.03	16.81751
		F	36,729.44	3,060.79	17.65838
		G	38,565.91	3,213.83	18.54130
O150	Peace Officers	A	29,066.26	2,422.19	13.97416
		B	30,519.58	2,543.30	14.67287
		C	32,045.55	2,670.46	15.40652
		D	33,647.83	2,803.99	16.17684
		E	35,330.22	2,944.19	16.98568
		F	37,096.74	3,091.39	17.83497
		G	38,951.57	3,245.96	18.72672
O151	Peace Officers	A	29,356.93	2,446.41	14.11391
		B	30,824.77	2,568.73	14.81960
		C	32,366.01	2,697.17	15.56058
		D	33,984.31	2,832.03	16.33861
		E	35,683.53	2,973.63	17.15554
		F	37,467.70	3,122.31	18.01332
		G	39,341.09	3,278.42	18.91398
O152	Peace Officers	A	29,650.49	2,470.87	14.25505
		B	31,133.02	2,594.42	14.96780
		C	32,689.67	2,724.14	15.71619
		D	34,324.15	2,860.35	16.50200
		E	36,040.36	3,003.36	17.32710
		F	37,842.38	3,153.53	18.19345
		G	39,734.50	3,311.21	19.10312
O153	Peace Officers	A	29,947.00	2,495.58	14.39760
		B	31,444.35	2,620.36	15.11748
		C	33,016.57	2,751.38	15.87335
		D	34,667.40	2,888.95	16.66702
		E	36,400.77	3,033.40	17.50037
		F	38,220.80	3,185.07	18.37539
		G	40,131.84	3,344.32	19.29416
O154	Peace Officers	A	30,246.47	2,520.54	14.54157
		B	31,758.79	2,646.57	15.26865
		C	33,346.73	2,778.89	16.03208
		D	35,014.07	2,917.84	16.83369
		E	36,764.77	3,063.73	17.67537
		F	38,603.01	3,216.92	18.55914
		G	40,533.16	3,377.76	19.48710
O155	Peace Officers	A	30,548.93	2,545.74	14.68699
		B	32,076.38	2,673.03	15.42134
		C	33,680.20	2,806.68	16.19240
		D	35,364.21	2,947.02	17.00202
		E	37,132.42	3,094.37	17.85213
		F	38,989.04	3,249.09	18.74473
		G	40,938.49	3,411.54	19.68197
O156	Peace Officers	A	30,854.42	2,571.20	14.83386
		B	32,397.14	2,699.76	15.57555
		C	34,017.00	2,834.75	16.35433
		D	35,717.85	2,976.49	17.17204
		E	37,503.74	3,125.31	18.03065
		F	39,378.93	3,281.58	18.93218
		G	41,347.88	3,445.66	19.87879
O157	Peace Officers	A	31,162.97	2,596.91	14.98220
		B	32,721.12	2,726.76	15.73131
		C	34,357.17	2,863.10	16.51787
		D	36,075.03	3,006.25	17.34376
		E	37,878.78	3,156.57	18.21095
		F	39,772.72	3,314.39	19.12150
		G	41,761.36	3,480.11	20.07758
O158	Peace Officers	A	31,474.60	2,622.88	15.13202
		B	33,048.33	2,754.03	15.88862
		C	34,700.74	2,891.73	16.68305
		D	36,435.78	3,036.32	17.51720
		E	38,257.57	3,188.13	18.39306
		F	40,170.45	3,347.54	19.31272
		G	42,178.97	3,514.91	20.27835

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O159	Peace Officers	A	31,789.34	2,649.11	15.28334
		B	33,378.81	2,781.57	16.04751
		C	35,047.75	2,920.65	16.84988
		D	36,800.14	3,066.68	17.69237
		E	38,640.15	3,220.01	18.57699
		F	40,572.15	3,381.01	19.50584
		G	42,600.76	3,550.06	20.48113
O160	Peace Officers	A	32,107.24	2,675.60	15.43617
		B	33,712.60	2,809.38	16.20798
		C	35,398.23	2,949.85	17.01838
		D	37,168.14	3,097.34	17.86930
		E	39,026.55	3,252.21	18.76276
		F	40,977.87	3,414.82	19.70090
		G	43,026.77	3,585.56	20.68595
O161	Peace Officers	A	32,428.31	2,702.36	15.59053
		B	34,049.72	2,837.48	16.37006
		C	35,752.21	2,979.35	17.18856
		D	37,539.82	3,128.32	18.04799
		E	39,416.81	3,284.73	18.95039
		F	41,387.65	3,448.97	19.89791
		G	43,457.04	3,621.42	20.89281
O162	Peace Officers	A	32,752.59	2,729.38	15.74644
		B	34,390.22	2,865.85	16.53376
		C	36,109.73	3,009.14	17.36045
		D	37,915.22	3,159.60	18.22847
		E	39,810.98	3,317.58	19.13989
		F	41,801.53	3,483.46	20.09689
		G	43,891.61	3,657.63	21.10173
O163	Peace Officers	A	33,080.12	2,756.68	15.90390
		B	34,734.12	2,894.51	16.69910
		C	36,470.83	3,039.24	17.53405
		D	38,294.37	3,191.20	18.41076
		E	40,209.09	3,350.76	19.33129
		F	42,219.55	3,518.30	20.29786
		G	44,330.52	3,694.21	21.31275
O164	Peace Officers	A	33,410.92	2,784.24	16.06294
		B	35,081.47	2,923.46	16.86609
		C	36,835.54	3,069.63	17.70939
		D	38,677.32	3,223.11	18.59486
		E	40,611.18	3,384.27	19.52461
		F	42,641.74	3,553.48	20.50084
		G	44,773.83	3,731.15	21.52588
O165	Peace Officers	A	33,745.03	2,812.09	16.22357
		B	35,432.28	2,952.69	17.03475
		C	37,203.89	3,100.32	17.88649
		D	39,064.09	3,255.34	18.78081
		E	41,017.29	3,418.11	19.71985
		F	43,068.16	3,589.01	20.70585
		G	45,221.57	3,768.46	21.74114
O166	Peace Officers	A	34,082.48	2,840.21	16.38581
		B	35,786.60	2,982.22	17.20510
		C	37,575.93	3,131.33	18.06535
		D	39,454.73	3,287.89	18.96862
		E	41,427.47	3,452.29	19.91705
		F	43,498.84	3,624.90	20.91290
		G	45,673.78	3,806.15	21.95855
O167	Peace Officers	A	34,423.30	2,868.61	16.54967
		B	36,144.47	3,012.04	17.37715
		C	37,951.69	3,162.64	18.24601
		D	39,849.28	3,320.77	19.15831
		E	41,841.74	3,486.81	20.11622
		F	43,933.83	3,661.15	21.12203
		G	46,130.52	3,844.21	22.17813
O168	Peace Officers	A	34,767.54	2,897.29	16.71516
		B	36,505.91	3,042.16	17.55092
		C	38,331.21	3,194.27	18.42847
		D	40,247.77	3,353.98	19.34989
		E	42,260.16	3,521.68	20.31738
		F	44,373.17	3,697.76	21.33325
		G	46,591.82	3,882.65	22.39992

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O169	Peace Officers	A	35,115.21	2,926.27	16.88231
		B	36,870.97	3,072.58	17.72643
		C	38,714.52	3,226.21	18.61275
		D	40,650.25	3,387.52	19.54339
		E	42,682.76	3,556.90	20.52056
		F	44,816.90	3,734.74	21.54659
		G	47,057.74	3,921.48	22.62391
O170	Peace Officers	A	35,466.36	2,955.53	17.05114
		B	37,239.68	3,103.31	17.90369
		C	39,101.67	3,258.47	18.79888
		D	41,056.75	3,421.40	19.73882
		E	43,109.59	3,592.47	20.72576
		F	45,265.07	3,772.09	21.76205
		G	47,528.32	3,960.69	22.85015
O171	Peace Officers	A	35,821.03	2,985.09	17.22165
		B	37,612.08	3,134.34	18.08273
		C	39,492.68	3,291.06	18.98687
		D	41,467.32	3,455.61	19.93621
		E	43,540.68	3,628.39	20.93302
		F	45,717.72	3,809.81	21.97967
		G	48,003.60	4,000.30	23.07866
O172	Peace Officers	A	36,179.24	3,014.94	17.39386
		B	37,988.20	3,165.68	18.26356
		C	39,887.61	3,323.97	19.17674
		D	41,881.99	3,490.17	20.13557
		E	43,976.09	3,664.67	21.14235
		F	46,174.89	3,847.91	22.19947
		G	48,483.64	4,040.30	23.30944
O173	Peace Officers	A	36,541.03	3,045.09	17.56780
		B	38,368.08	3,197.34	18.44619
		C	40,286.49	3,357.21	19.36850
		D	42,300.81	3,525.07	20.33693
		E	44,415.85	3,701.32	21.35377
		F	46,636.64	3,886.39	22.42146
		G	48,968.48	4,080.71	23.54254
O174	Peace Officers	A	36,906.44	3,075.54	17.74348
		B	38,751.76	3,229.31	18.63066
		C	40,689.35	3,390.78	19.56219
		D	42,723.82	3,560.32	20.54030
		E	44,860.01	3,738.33	21.56731
		F	47,103.01	3,925.25	22.64568
		G	49,458.16	4,121.51	23.77796
O175	Peace Officers	A	37,275.51	3,106.29	17.92092
		B	39,139.28	3,261.61	18.81696
		C	41,096.24	3,424.69	19.75781
		D	43,151.06	3,595.92	20.74570
		E	45,308.61	3,775.72	21.78299
		F	47,574.04	3,964.50	22.87213
		G	49,952.74	4,162.73	24.01574
O176	Peace Officers	A	37,648.26	3,137.35	18.10013
		B	39,530.67	3,294.22	19.00513
		C	41,507.21	3,458.93	19.95539
		D	43,582.57	3,631.88	20.95316
		E	45,761.70	3,813.47	22.00082
		F	48,049.78	4,004.15	23.10086
		G	50,452.27	4,204.36	24.25590
O177	Peace Officers	A	38,024.74	3,168.73	18.28113
		B	39,925.98	3,327.16	19.19518
		C	41,922.28	3,493.52	20.15494
		D	44,018.39	3,668.20	21.16269
		E	46,219.31	3,851.61	22.22082
		F	48,530.28	4,044.19	23.33186
		G	50,956.79	4,246.40	24.49846
O178	Peace Officers	A	38,404.99	3,200.42	18.46394
		B	40,325.24	3,360.44	19.38713
		C	42,341.50	3,528.46	20.35649
		D	44,458.58	3,704.88	21.37432
		E	46,681.51	3,890.13	22.44303
		F	49,015.58	4,084.63	23.56518
		G	51,466.36	4,288.86	24.74344

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O179	Peace Officers	A	38,789.04	3,232.42	18.64858
		B	40,728.49	3,394.04	19.58101
		C	42,764.92	3,563.74	20.56006
		D	44,903.16	3,741.93	21.58806
		E	47,148.32	3,929.03	22.66746
		F	49,505.74	4,125.48	23.80084
		G	51,981.02	4,331.75	24.99088
O180	Peace Officers	A	39,176.93	3,264.74	18.83506
		B	41,135.78	3,427.98	19.77682
		C	43,192.57	3,599.38	20.76566
		D	45,352.19	3,779.35	21.80394
		E	47,619.80	3,968.32	22.89414
		F	50,000.79	4,166.73	24.03884
		G	52,500.83	4,375.07	25.24079
O181	Peace Officers	A	39,568.70	3,297.39	19.02341
		B	41,547.13	3,462.26	19.97458
		C	43,624.49	3,635.37	20.97331
		D	45,805.72	3,817.14	22.02198
		E	48,096.00	4,008.00	23.12308
		F	50,500.80	4,208.40	24.27923
		G	53,025.84	4,418.82	25.49319
O182	Peace Officers	A	39,964.39	3,330.37	19.21365
		B	41,962.61	3,496.88	20.17433
		C	44,060.74	3,671.73	21.18305
		D	46,263.77	3,855.31	22.24220
		E	48,576.96	4,048.08	23.35431
		F	51,005.81	4,250.48	24.52202
		G	53,556.10	4,463.01	25.74813
O183	Peace Officers	A	40,364.03	3,363.67	19.40578
		B	42,382.23	3,531.85	20.37607
		C	44,501.34	3,708.45	21.39488
		D	46,726.41	3,893.87	22.46462
		E	49,062.73	4,088.56	23.58785
		F	51,515.87	4,292.99	24.76724
		G	54,091.66	4,507.64	26.00561
O184	Peace Officers	A	40,767.67	3,397.31	19.59984
		B	42,806.05	3,567.17	20.57983
		C	44,946.36	3,745.53	21.60883
		D	47,193.68	3,932.81	22.68927
		E	49,553.36	4,129.45	23.82373
		F	52,031.03	4,335.92	25.01492
		G	54,632.58	4,552.71	26.26566
O185	Peace Officers	A	41,175.35	3,431.28	19.79584
		B	43,234.12	3,602.84	20.78563
		C	45,395.82	3,782.99	21.82491
		D	47,665.61	3,972.13	22.91616
		E	50,048.89	4,170.74	24.06197
		F	52,551.34	4,379.28	25.26507
		G	55,178.90	4,598.24	26.52832
O186	Peace Officers	A	41,587.10	3,465.59	19.99380
		B	43,666.46	3,638.87	20.99349
		C	45,849.78	3,820.81	22.04316
		D	48,142.27	4,011.86	23.14532
		E	50,549.38	4,212.45	24.30259
		F	53,076.85	4,423.07	25.51772
		G	55,730.69	4,644.22	26.79360
O187	Peace Officers	A	42,002.97	3,500.25	20.19374
		B	44,103.12	3,675.26	21.20342
		C	46,308.28	3,859.02	22.26359
		D	48,623.69	4,051.97	23.37677
		E	51,054.88	4,254.57	24.54561
		F	53,607.62	4,467.30	25.77289
		G	56,288.00	4,690.67	27.06154
O188	Peace Officers	A	42,423.00	3,535.25	20.39567
		B	44,544.15	3,712.01	21.41546
		C	46,771.36	3,897.61	22.48623
		D	49,109.93	4,092.49	23.61054
		E	51,565.42	4,297.12	24.79107
		F	54,143.70	4,511.97	26.03062
		G	56,850.88	4,737.57	27.33215

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O189	Peace Officers	A	42,847.23	3,570.60	20.59963
		B	44,989.59	3,749.13	21.62961
		C	47,239.07	3,936.59	22.71109
		D	49,601.03	4,133.42	23.84665
		E	52,081.08	4,340.09	25.03898
		F	54,685.13	4,557.09	26.29093
		G	57,419.39	4,784.95	27.60548
O190	Peace Officers	A	43,275.70	3,606.31	20.80563
		B	45,439.49	3,786.62	21.84591
		C	47,711.46	3,975.96	22.93820
		D	50,097.04	4,174.75	24.08511
		E	52,601.89	4,383.49	25.28937
		F	55,231.98	4,602.67	26.55384
		G	57,993.58	4,832.80	27.88153
O191	Peace Officers	A	43,708.46	3,642.37	21.01368
		B	45,893.88	3,824.49	22.06437
		C	48,188.58	4,015.71	23.16759
		D	50,598.01	4,216.50	24.32597
		E	53,127.91	4,427.33	25.54226
		F	55,784.30	4,648.69	26.81938
		G	58,573.52	4,881.13	28.16035
O192	Peace Officers	A	44,145.55	3,678.80	21.22382
		B	46,352.82	3,862.74	22.28501
		C	48,670.46	4,055.87	23.39926
		D	51,103.99	4,258.67	24.56922
		E	53,659.19	4,471.60	25.79769
		F	56,342.15	4,695.18	27.08757
		G	59,159.25	4,929.94	28.44195
O193	Peace Officers	A	44,587.00	3,715.58	21.43606
		B	46,816.35	3,901.36	22.50786
		C	49,157.17	4,096.43	23.63325
		D	51,615.03	4,301.25	24.81492
		E	54,195.78	4,516.31	26.05566
		F	56,905.57	4,742.13	27.35845
		G	59,750.85	4,979.24	28.72637
O194	Peace Officers	A	45,032.87	3,752.74	21.65042
		B	47,284.52	3,940.38	22.73294
		C	49,648.74	4,137.39	23.86959
		D	52,131.18	4,344.26	25.06307
		E	54,737.74	4,561.48	26.31622
		F	57,474.62	4,789.55	27.63203
		G	60,348.35	5,029.03	29.01363
O195	Peace Officers	A	45,483.20	3,790.27	21.86692
		B	47,757.36	3,979.78	22.96027
		C	50,145.23	4,178.77	24.10828
		D	52,652.49	4,387.71	25.31370
		E	55,285.11	4,607.09	26.57938
		F	58,049.37	4,837.45	27.90835
		G	60,951.84	5,079.32	29.30377
O196	Peace Officers	A	45,938.03	3,828.17	22.08559
		B	48,234.93	4,019.58	23.18987
		C	50,646.68	4,220.56	24.34937
		D	53,179.01	4,431.58	25.56683
		E	55,837.97	4,653.16	26.84518
		F	58,629.86	4,885.82	28.18743
		G	61,561.36	5,130.11	29.59681
O197	Peace Officers	A	46,397.41	3,866.45	22.30645
		B	48,717.28	4,059.77	23.42177
		C	51,153.15	4,262.76	24.59286
		D	53,710.80	4,475.90	25.82250
		E	56,396.35	4,699.70	27.11363
		F	59,216.16	4,934.68	28.46931
		G	62,176.97	5,181.41	29.89277
O198	Peace Officers	A	46,861.39	3,905.12	22.52951
		B	49,204.46	4,100.37	23.65599
		C	51,664.68	4,305.39	24.83879
		D	54,247.91	4,520.66	26.08073
		E	56,960.31	4,746.69	27.38476
		F	59,808.32	4,984.03	28.75400
		G	62,798.74	5,233.23	30.19170

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O199	Peace Officers	A	47,330.00	3,944.17	22.75481
		B	49,696.50	4,141.37	23.89255
		C	52,181.33	4,348.44	25.08718
		D	54,790.39	4,565.87	26.34153
		E	57,529.91	4,794.16	27.65861
		F	60,406.41	5,033.87	29.04154
		G	63,426.73	5,285.56	30.49362
O200	Peace Officers	A	47,803.30	3,983.61	22.98236
		B	50,193.47	4,182.79	24.13147
		C	52,703.14	4,391.93	25.33805
		D	55,338.30	4,611.52	26.60495
		E	58,105.21	4,842.10	27.93520
		F	61,010.47	5,084.21	29.33196
		G	64,060.99	5,338.42	30.79856
O201	Peace Officers	A	48,281.33	4,023.44	23.21218
		B	50,695.40	4,224.62	24.37279
		C	53,230.17	4,435.85	25.59143
		D	55,891.68	4,657.64	26.87100
		E	58,686.26	4,890.52	28.21455
		F	61,620.58	5,135.05	29.62528
		G	64,701.60	5,391.80	31.10654
O202	Peace Officers	A	48,764.15	4,063.68	23.44430
		B	51,202.35	4,266.86	24.61652
		C	53,762.47	4,480.21	25.84734
		D	56,450.60	4,704.22	27.13971
		E	59,273.13	4,939.43	28.49669
		F	62,236.78	5,186.40	29.92153
		G	65,348.62	5,445.72	31.41761
O203	Peace Officers	A	49,251.79	4,104.32	23.67874
		B	51,714.38	4,309.53	24.86268
		C	54,300.10	4,525.01	26.10582
		D	57,015.10	4,751.26	27.41111
		E	59,865.86	4,988.82	28.78166
		F	62,859.15	5,238.26	30.22074
		G	66,002.11	5,500.18	31.73178
O204	Peace Officers	A	49,744.31	4,145.36	23.91553
		B	52,231.52	4,352.63	25.11131
		C	54,843.10	4,570.26	26.36687
		D	57,585.25	4,798.77	27.68522
		E	60,464.52	5,038.71	29.06948
		F	63,487.74	5,290.64	30.52295
		G	66,662.13	5,555.18	32.04910
O205	Peace Officers	A	50,241.75	4,186.81	24.15469
		B	52,753.84	4,396.15	25.36242
		C	55,391.53	4,615.96	26.63054
		D	58,161.11	4,846.76	27.96207
		E	61,069.16	5,089.10	29.36017
		F	64,122.62	5,343.55	30.82818
		G	67,328.75	5,610.73	32.36959
O206	Peace Officers	A	50,744.17	4,228.68	24.39623
		B	53,281.38	4,440.11	25.61605
		C	55,945.44	4,662.12	26.89685
		D	58,742.72	4,895.23	28.24169
		E	61,679.85	5,139.99	29.65377
		F	64,763.84	5,396.99	31.13646
		G	68,002.04	5,666.84	32.69329
O207	Peace Officers	A	51,251.61	4,270.97	24.64020
		B	53,814.19	4,484.52	25.87221
		C	56,504.90	4,708.74	27.16582
		D	59,330.14	4,944.18	28.52411
		E	62,296.65	5,191.39	29.95031
		F	65,411.48	5,450.96	31.44783
		G	68,682.06	5,723.50	33.02022
O208	Peace Officers	A	51,764.12	4,313.68	24.88660
		B	54,352.33	4,529.36	26.13093
		C	57,069.95	4,755.83	27.43747
		D	59,923.44	4,993.62	28.80935
		E	62,919.62	5,243.30	30.24982
		F	66,065.60	5,505.47	31.76231
		G	69,368.88	5,780.74	33.35042

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Q209	Peace Officers	A	52,281.77	4,356.81	25.13546
		B	54,895.85	4,574.65	26.39224
		C	57,640.65	4,803.39	27.71185
		D	60,522.68	5,043.56	29.09744
		E	63,548.81	5,295.73	30.55231
		F	66,726.25	5,560.52	32.07993
		G	70,062.57	5,838.55	33.68393
Q210	Peace Officers	A	52,804.58	4,400.38	25.38682
		B	55,444.81	4,620.40	26.65616
		C	58,217.05	4,851.42	27.98897
		D	61,127.91	5,093.99	29.38842
		E	64,184.30	5,348.69	30.85784
		F	67,393.52	5,616.13	32.40073
		G	70,763.19	5,896.93	34.02077
Q211	Peace Officers	A	53,332.63	4,444.39	25.64069
		B	55,999.26	4,666.60	26.92272
		C	58,799.22	4,899.94	28.26886
		D	61,739.19	5,144.93	29.68230
		E	64,826.14	5,402.18	31.16642
		F	68,067.45	5,672.29	32.72474
		G	71,470.82	5,955.90	34.36097
Q212	Peace Officers	A	53,865.96	4,488.83	25.89709
		B	56,559.25	4,713.27	27.19195
		C	59,387.22	4,948.93	28.55155
		D	62,356.58	5,196.38	29.97912
		E	65,474.41	5,456.20	31.47808
		F	68,748.13	5,729.01	33.05198
		G	72,185.53	6,015.46	34.70458
Q213	Peace Officers	A	54,404.62	4,533.72	26.15607
		B	57,124.85	4,760.40	27.46387
		C	59,981.09	4,998.42	28.83706
		D	62,980.14	5,248.35	30.27891
		E	66,129.15	5,510.76	31.79286
		F	69,435.61	5,786.30	33.38250
		G	72,907.39	6,075.62	35.05163
Q214	Peace Officers	A	54,948.66	4,579.06	26.41763
		B	57,696.09	4,808.01	27.73851
		C	60,580.90	5,048.41	29.12543
		D	63,609.94	5,300.83	30.58170
		E	66,790.44	5,565.87	32.11079
		F	70,129.96	5,844.16	33.71633
		G	73,636.46	6,136.37	35.40214
Q215	Peace Officers	A	55,498.15	4,624.85	26.68180
		B	58,273.06	4,856.09	28.01589
		C	61,186.71	5,098.89	29.41669
		D	64,246.04	5,353.84	30.88752
		E	67,458.35	5,621.53	32.43190
		F	70,831.26	5,902.61	34.05349
		G	74,372.83	6,197.74	35.75617
Q216	Peace Officers	A	56,053.13	4,671.09	26.94862
		B	58,855.79	4,904.65	28.29605
		C	61,798.58	5,149.88	29.71085
		D	64,888.50	5,407.38	31.19640
		E	68,132.93	5,677.74	32.75622
		F	71,539.58	5,961.63	34.39403
		G	75,116.55	6,259.71	36.11373
Q217	Peace Officers	A	56,613.66	4,717.80	27.21811
		B	59,444.34	4,953.70	28.57901
		C	62,416.56	5,201.38	30.00796
		D	65,537.39	5,461.45	31.50836
		E	68,814.26	5,734.52	33.08378
		F	72,254.97	6,021.25	34.73797
		G	75,867.72	6,322.31	36.47487
Q218	Peace Officers	A	57,179.80	4,764.98	27.49029
		B	60,038.79	5,003.23	28.86480
		C	63,040.73	5,253.39	30.30804
		D	66,192.76	5,516.06	31.82344
		E	69,502.40	5,791.87	33.41462
		F	72,977.52	6,081.46	35.08535
		G	76,626.40	6,385.53	36.83961

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O219	Peace Officers	A	57,751.60	4,812.63	27.76519
		B	60,639.18	5,053.26	29.15345
		C	63,671.13	5,305.93	30.61112
		D	66,854.69	5,571.22	32.14168
		E	70,197.43	5,849.79	33.74876
		F	73,707.30	6,142.27	35.43620
		G	77,392.66	6,449.39	37.20801
O220	Peace Officers	A	58,329.11	4,860.76	28.04284
		B	61,245.57	5,103.80	29.44498
		C	64,307.85	5,358.99	30.91723
		D	67,523.24	5,626.94	32.46309
		E	70,899.40	5,908.28	34.08625
		F	74,444.37	6,203.70	35.79056
		G	78,166.59	6,513.88	37.58009
O221	Peace Officers	A	58,912.40	4,909.37	28.32327
		B	61,858.02	5,154.84	29.73943
		C	64,950.92	5,412.58	31.22641
		D	68,198.47	5,683.21	32.78773
		E	71,608.39	5,967.37	34.42711
		F	75,188.81	6,265.73	36.14847
		G	78,948.25	6,579.02	37.95589
O222	Peace Officers	A	59,501.53	4,958.46	28.60650
		B	62,476.60	5,206.38	30.03683
		C	65,600.43	5,466.70	31.53867
		D	68,880.45	5,740.04	33.11560
		E	72,324.48	6,027.04	34.77138
		F	75,940.70	6,328.39	36.50995
		G	79,737.74	6,644.81	38.33545
O223	Peace Officers	A	60,096.54	5,008.05	28.89257
		B	63,101.37	5,258.45	30.33720
		C	66,256.44	5,521.37	31.85406
		D	69,569.26	5,797.44	33.44676
		E	73,047.72	6,087.31	35.11910
		F	76,700.11	6,391.68	36.87505
		G	80,535.11	6,711.26	38.71880
O224	Peace Officers	A	60,697.51	5,058.13	29.18149
		B	63,732.38	5,311.03	30.64057
		C	66,919.00	5,576.58	32.17260
		D	70,264.95	5,855.41	33.78123
		E	73,778.20	6,148.18	35.47029
		F	77,467.11	6,455.59	37.24380
		G	81,340.46	6,778.37	39.10599
O225	Peace Officers	A	61,304.48	5,108.71	29.47331
		B	64,369.71	5,364.14	30.94697
		C	67,588.19	5,632.35	32.49432
		D	70,967.60	5,913.97	34.11904
		E	74,515.98	6,209.66	35.82499
		F	78,241.78	6,520.15	37.61624
		G	82,153.87	6,846.16	39.49705
O226	Peace Officers	A	61,917.53	5,159.79	29.76804
		B	65,013.40	5,417.78	31.25644
		C	68,264.07	5,688.67	32.81927
		D	71,677.28	5,973.11	34.46023
		E	75,261.14	6,271.76	36.18324
		F	79,024.20	6,585.35	37.99240
		G	82,975.41	6,914.62	39.89202
O227	Peace Officers	A	62,536.70	5,211.39	30.06572
		B	65,663.54	5,471.96	31.56901
		C	68,946.71	5,745.56	33.14746
		D	72,394.05	6,032.84	34.80483
		E	76,013.75	6,334.48	36.54507
		F	79,814.44	6,651.20	38.37233
		G	83,805.16	6,983.76	40.29094
O228	Peace Officers	A	63,162.07	5,263.51	30.36638
		B	66,320.17	5,526.68	31.88470
		C	69,636.18	5,803.02	33.47893
		D	73,117.99	6,093.17	35.15288
		E	76,773.89	6,397.82	36.91052
		F	80,612.58	6,717.72	38.75605
		G	84,643.21	7,053.60	40.69385

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O229	Peace Officers	A	63,793.69	5,316.14	30.67004
		B	66,983.37	5,581.95	32.20355
		C	70,332.54	5,861.05	33.81372
		D	73,849.17	6,154.10	35.50441
		E	77,541.63	6,461.80	37.27963
		F	81,418.71	6,784.89	39.14361
		G	85,489.65	7,124.14	41.10079
O230	Peace Officers	A	64,431.63	5,369.30	30.97674
		B	67,653.21	5,637.77	32.52558
		C	71,035.87	5,919.66	34.15186
		D	74,587.66	6,215.64	35.85945
		E	78,317.05	6,526.42	37.65243
		F	82,232.90	6,852.74	39.53505
		G	86,344.54	7,195.38	41.51180
O231	Peace Officers	A	65,075.94	5,423.00	31.28651
		B	68,329.74	5,694.14	32.85084
		C	71,746.23	5,978.85	34.49338
		D	75,333.54	6,277.79	36.21805
		E	79,100.22	6,591.68	38.02895
		F	83,055.23	6,921.27	39.93040
		G	87,207.99	7,267.33	41.92692
O232	Peace Officers	A	65,726.70	5,477.23	31.59938
		B	69,013.04	5,751.09	33.17935
		C	72,463.69	6,038.64	34.83831
		D	76,086.87	6,340.57	36.58023
		E	79,891.22	6,657.60	38.40924
		F	83,885.78	6,990.48	40.32970
		G	88,080.07	7,340.01	42.34619
O233	Peace Officers	A	66,383.97	5,532.00	31.91537
		B	69,703.17	5,808.60	33.51114
		C	73,188.33	6,099.03	35.18670
		D	76,847.74	6,403.98	36.94603
		E	80,690.13	6,724.18	38.79333
		F	84,724.64	7,060.39	40.73300
		G	88,960.87	7,413.41	42.76965
O234	Peace Officers	A	67,047.81	5,587.32	32.23452
		B	70,400.20	5,866.68	33.84625
		C	73,920.21	6,160.02	35.53856
		D	77,616.22	6,468.02	37.31549
		E	81,497.03	6,791.42	39.18127
		F	85,571.88	7,130.99	41.14033
		G	89,850.48	7,487.54	43.19734
O235	Peace Officers	A	67,718.29	5,643.19	32.55687
		B	71,104.20	5,925.35	34.18471
		C	74,659.41	6,221.62	35.89395
		D	78,392.38	6,532.70	37.68865
		E	82,312.00	6,859.33	39.57308
		F	86,427.60	7,202.30	41.55173
		G	90,748.98	7,562.41	43.62932
O236	Peace Officers	A	68,395.47	5,699.62	32.88244
		B	71,815.24	5,984.60	34.52656
		C	75,406.01	6,283.83	36.25289
		D	79,176.31	6,598.03	38.06553
		E	83,135.12	6,927.93	39.96881
		F	87,291.88	7,274.32	41.96725
		G	91,656.47	7,638.04	44.06561
O237	Peace Officers	A	69,079.42	5,756.62	33.21126
		B	72,533.40	6,044.45	34.87183
		C	76,160.07	6,346.67	36.61542
		D	79,968.07	6,664.01	38.44619
		E	83,966.47	6,997.21	40.36850
		F	88,164.80	7,347.07	42.38692
		G	92,573.04	7,714.42	44.50627
O238	Peace Officers	A	69,770.22	5,814.18	33.54337
		B	73,258.73	6,104.89	35.22054
		C	76,921.67	6,410.14	36.98157
		D	80,767.75	6,730.65	38.83065
		E	84,806.14	7,067.18	40.77218
		F	89,046.44	7,420.54	42.81079
		G	93,498.77	7,791.56	44.95133

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O239	Peace Officers	A	70,467.92	5,872.33	33.87881
		B	73,991.32	6,165.94	35.57275
		C	77,690.88	6,474.24	37.35139
		D	81,575.43	6,797.95	39.21896
		E	85,654.20	7,137.85	41.17990
		F	89,936.91	7,494.74	43.23890
		G	94,433.75	7,869.48	45.40084
O240	Peace Officers	A	71,172.60	5,931.05	34.21760
		B	74,731.23	6,227.60	35.92848
		C	78,467.79	6,538.98	37.72490
		D	82,391.18	6,865.93	39.61115
		E	86,510.74	7,209.23	41.59170
		F	90,836.28	7,569.69	43.67129
		G	95,378.09	7,948.17	45.85485
O241	Peace Officers	A	71,884.33	5,990.36	34.55977
		B	75,478.54	6,289.88	36.28776
		C	79,252.47	6,604.37	38.10215
		D	83,215.09	6,934.59	40.00726
		E	87,375.85	7,281.32	42.00762
		F	91,744.64	7,645.39	44.10800
		G	96,331.87	8,027.66	46.31340
O242	Peace Officers	A	72,603.17	6,050.26	34.90537
		B	76,233.33	6,352.78	36.65064
		C	80,044.99	6,670.42	38.48317
		D	84,047.24	7,003.94	40.40733
		E	88,249.61	7,354.13	42.42770
		F	92,662.09	7,721.84	44.54908
		G	97,295.19	8,107.93	46.77653
O243	Peace Officers	A	73,329.20	6,110.77	35.25442
		B	76,995.66	6,416.31	37.01715
		C	80,845.44	6,737.12	38.86800
		D	84,887.72	7,073.98	40.81140
		E	89,132.10	7,427.68	42.85197
		F	93,588.71	7,799.06	44.99457
		G	98,268.14	8,189.01	47.24430
O244	Peace Officers	A	74,062.49	6,171.87	35.60697
		B	77,765.62	6,480.47	37.38732
		C	81,653.90	6,804.49	39.25668
		D	85,736.59	7,144.72	41.21952
		E	90,023.42	7,501.95	43.28049
		F	94,524.60	7,877.05	45.44452
		G	99,250.82	8,270.90	47.71674
O245	Peace Officers	A	74,803.12	6,233.59	35.96304
		B	78,543.27	6,545.27	37.76119
		C	82,470.44	6,872.54	39.64925
		D	86,593.96	7,216.16	41.63171
		E	90,923.66	7,576.97	43.71330
		F	95,469.84	7,955.82	45.89896
		G	100,243.33	8,353.61	48.19391
O246	Peace Officers	A	75,551.15	6,295.93	36.32267
		B	79,328.71	6,610.73	38.13880
		C	83,295.14	6,941.26	40.04574
		D	87,459.90	7,288.32	42.04803
		E	91,832.89	7,652.74	44.15043
		F	96,424.54	8,035.38	46.35795
		G	101,245.77	8,437.15	48.67585
O247	Peace Officers	A	76,306.66	6,358.89	36.68589
		B	80,121.99	6,676.83	38.52019
		C	84,128.09	7,010.67	40.44620
		D	88,334.50	7,361.21	42.46851
		E	92,751.22	7,729.27	44.59193
		F	97,388.78	8,115.73	46.82153
		G	102,258.22	8,521.52	49.16261
O248	Peace Officers	A	77,069.73	6,422.48	37.05275
		B	80,923.21	6,743.60	38.90539
		C	84,969.37	7,080.78	40.85066
		D	89,217.84	7,434.82	42.89319
		E	93,678.74	7,806.56	45.03785
		F	98,362.67	8,196.89	47.28975
		G	103,280.81	8,606.73	49.65423

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O249	Peace Officers	A	77,840.43	6,486.70	37.42328
		B	81,732.45	6,811.04	39.29445
		C	85,819.07	7,151.59	41.25917
		D	90,110.02	7,509.17	43.32213
		E	94,615.52	7,884.63	45.48823
		F	99,346.30	8,278.86	47.76264
		G	104,313.61	8,692.80	50.15078
O250	Peace Officers	A	78,618.83	6,551.57	37.79751
		B	82,549.77	6,879.15	39.68739
		C	86,677.26	7,223.10	41.67176
		D	91,011.12	7,584.26	43.75535
		E	95,561.68	7,963.47	45.94311
		F	100,339.76	8,361.65	48.24027
		G	105,356.75	8,779.73	50.65228
O251	Peace Officers	A	79,405.02	6,617.08	38.17549
		B	83,375.27	6,947.94	40.08426
		C	87,544.03	7,295.34	42.08848
		D	91,921.23	7,660.10	44.19290
		E	96,517.30	8,043.11	46.40255
		F	101,343.16	8,445.26	48.72267
		G	106,410.32	8,867.53	51.15881
O252	Peace Officers	A	80,199.07	6,683.26	38.55724
		B	84,209.02	7,017.42	40.48511
		C	88,419.47	7,368.29	42.50936
		D	92,840.45	7,736.70	44.63483
		E	97,482.47	8,123.54	46.86657
		F	102,356.59	8,529.72	49.20990
		G	107,474.42	8,956.20	51.67039
O253	Peace Officers	A	81,001.06	6,750.09	38.94282
		B	85,051.11	7,087.59	40.88996
		C	89,303.67	7,441.97	42.93446
		D	93,768.85	7,814.07	45.08118
		E	98,457.29	8,204.77	47.33524
		F	103,380.16	8,615.01	49.70200
		G	108,549.17	9,045.76	52.18710
O254	Peace Officers	A	81,811.07	6,817.59	39.33224
		B	85,901.62	7,158.47	41.29886
		C	90,196.70	7,516.39	43.36380
		D	94,706.54	7,892.21	45.53199
		E	99,441.87	8,286.82	47.80859
		F	104,413.96	8,701.16	50.19902
		G	109,634.66	9,136.22	52.70897
O255	Peace Officers	A	82,629.18	6,885.76	39.72557
		B	86,760.64	7,230.05	41.71185
		C	91,098.67	7,591.56	43.79744
		D	95,653.60	7,971.13	45.98731
		E	100,436.28	8,369.69	48.28668
		F	105,458.10	8,788.17	50.70101
		G	110,731.00	9,227.58	53.23606
O256	Peace Officers	A	83,455.47	6,954.62	40.12282
		B	87,628.25	7,302.35	42.12896
		C	92,009.66	7,667.47	44.23541
		D	96,610.14	8,050.84	46.44718
		E	101,440.65	8,453.39	48.76954
		F	106,512.68	8,876.06	51.20802
		G	111,838.31	9,319.86	53.76842
O257	Peace Officers	A	84,290.03	7,024.17	40.52405
		B	88,504.53	7,375.38	42.55025
		C	92,929.75	7,744.15	44.67777
		D	97,576.24	8,131.35	46.91165
		E	102,455.05	8,537.92	49.25724
		F	107,577.81	8,964.82	51.72010
		G	112,956.70	9,413.06	54.30610
O258	Peace Officers	A	85,132.93	7,094.41	40.92929
		B	89,389.57	7,449.13	42.97576
		C	93,859.05	7,821.59	45.12454
		D	98,552.00	8,212.67	47.38077
		E	103,479.60	8,623.30	49.74981
		F	108,653.58	9,054.47	52.23730
		G	114,086.26	9,507.19	54.84917

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O259	Peace Officers	A	85,984.26	7,165.35	41.33858
		B	90,283.47	7,523.62	43.40551
		C	94,797.64	7,899.80	45.57579
		D	99,537.52	8,294.79	47.85458
		E	104,514.40	8,709.53	50.24731
		F	109,740.12	9,145.01	52.75967
		G	115,227.13	9,602.26	55.39766
O260	Peace Officers	A	86,844.10	7,237.01	41.75197
		B	91,186.30	7,598.86	43.83957
		C	95,745.62	7,978.80	46.03155
		D	100,532.90	8,377.74	48.33312
		E	105,559.54	8,796.63	50.74978
		F	110,837.52	9,236.46	53.28727
		G	116,379.40	9,698.28	55.95163
O261	Peace Officers	A	87,712.54	7,309.38	42.16949
		B	92,098.17	7,674.85	44.27796
		C	96,703.07	8,058.59	46.49186
		D	101,538.23	8,461.52	48.81646
		E	106,615.14	8,884.59	51.25728
		F	111,945.90	9,328.82	53.82014
		G	117,543.19	9,795.27	56.51115
O262	Peace Officers	A	88,589.66	7,382.47	42.59118
		B	93,019.15	7,751.60	44.72074
		C	97,670.11	8,139.18	46.95678
		D	102,553.61	8,546.13	49.30462
		E	107,681.29	8,973.44	51.76985
		F	113,065.36	9,422.11	54.35834
		G	118,718.62	9,893.22	57.07626
O263	Peace Officers	A	89,475.56	7,456.30	43.01710
		B	93,949.34	7,829.11	45.16795
		C	98,646.81	8,220.57	47.42635
		D	103,579.15	8,631.60	49.79767
		E	108,758.10	9,063.18	52.28755
		F	114,196.01	9,516.33	54.90193
		G	119,905.81	9,992.15	57.64702
O264	Peace Officers	A	90,370.32	7,530.86	43.44727
		B	94,888.83	7,907.40	45.61963
		C	99,633.27	8,302.77	47.90061
		D	104,614.94	8,717.91	50.29564
		E	109,845.69	9,153.81	52.81043
		F	115,337.97	9,611.50	55.45095
		G	121,104.87	10,092.07	58.22349
O265	Peace Officers	A	91,274.02	7,606.17	43.88174
		B	95,837.72	7,986.48	46.07583
		C	100,629.61	8,385.80	48.37962
		D	105,661.09	8,805.09	50.79860
		E	110,944.14	9,245.34	53.33853
		F	116,491.35	9,707.61	56.00546
		G	122,315.92	10,192.99	58.80573
O266	Peace Officers	A	92,186.76	7,682.23	44.32056
		B	96,796.10	8,066.34	46.53659
		C	101,635.90	8,469.66	48.86342
		D	106,717.70	8,893.14	51.30659
		E	112,053.58	9,337.80	53.87192
		F	117,656.26	9,804.69	56.56551
		G	123,539.08	10,294.92	59.39379
O267	Peace Officers	A	93,108.63	7,759.05	44.76376
		B	97,764.06	8,147.00	47.00195
		C	102,652.26	8,554.36	49.35205
		D	107,784.88	8,982.07	51.81965
		E	113,174.12	9,431.18	54.41063
		F	118,832.83	9,902.74	57.13117
		G	124,774.47	10,397.87	59.98772
O268	Peace Officers	A	94,039.71	7,836.64	45.21140
		B	98,741.70	8,228.47	47.47197
		C	103,678.79	8,639.90	49.84557
		D	108,862.72	9,071.89	52.33785
		E	114,305.86	9,525.49	54.95474
		F	120,021.15	10,001.76	57.70248
		G	126,022.21	10,501.85	60.58760

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O269	Peace Officers	A	94,980.11	7,915.01	45.66352
		B	99,729.12	8,310.76	47.94669
		C	104,715.57	8,726.30	50.34403
		D	109,951.35	9,162.61	52.86123
		E	115,448.92	9,620.74	55.50429
		F	121,221.37	10,101.78	58.27950
		G	127,282.43	10,606.87	61.19348
O270	Peace Officers	A	95,929.91	7,994.16	46.12015
		B	100,726.41	8,393.87	48.42616
		C	105,762.73	8,813.56	50.84747
		D	111,050.87	9,254.24	53.38984
		E	116,603.41	9,716.95	56.05933
		F	122,433.58	10,202.80	58.86230
		G	128,555.26	10,712.94	61.80541
O271	Peace Officers	A	96,889.21	8,074.10	46.58135
		B	101,733.67	8,477.81	48.91042
		C	106,820.36	8,901.70	51.35594
		D	112,161.37	9,346.78	53.92374
		E	117,769.44	9,814.12	56.61992
		F	123,657.91	10,304.83	59.45092
		G	129,840.81	10,820.07	62.42347
O272	Peace Officers	A	97,858.10	8,154.84	47.04717
		B	102,751.01	8,562.58	49.39952
		C	107,888.56	8,990.71	51.86950
		D	113,282.99	9,440.25	54.46297
		E	118,947.14	9,912.26	57.18612
		F	124,894.49	10,407.87	60.04543
		G	131,139.22	10,928.27	63.04770
O273	Peace Officers	A	98,836.68	8,236.39	47.51764
		B	103,778.52	8,648.21	49.89352
		C	108,967.45	9,080.62	52.38819
		D	114,415.82	9,534.65	55.00760
		E	120,136.61	10,011.38	57.75798
		F	126,143.44	10,511.95	60.64588
		G	132,450.61	11,037.55	63.67818
O274	Peace Officers	A	99,825.05	8,318.75	47.99281
		B	104,816.30	8,734.69	50.39245
		C	110,057.12	9,171.43	52.91208
		D	115,559.98	9,630.00	55.55768
		E	121,337.97	10,111.50	58.33556
		F	127,404.87	10,617.07	61.25234
		G	133,775.12	11,147.93	64.31496
O275	Peace Officers	A	100,823.30	8,401.94	48.47274
		B	105,864.47	8,822.04	50.89638
		C	111,157.69	9,263.14	53.44120
		D	116,715.58	9,726.30	56.11326
		E	122,551.35	10,212.61	58.91892
		F	128,678.92	10,723.24	61.86487
		G	135,112.87	11,259.41	64.95811
O276	Peace Officers	A	101,831.54	8,485.96	48.95747
		B	106,923.11	8,910.26	51.40534
		C	112,269.27	9,355.77	53.97561
		D	117,882.73	9,823.56	56.67439
		E	123,776.87	10,314.74	59.50811
		F	129,965.71	10,830.48	62.48351
		G	136,464.00	11,372.00	65.60769
O277	Peace Officers	A	102,849.85	8,570.82	49.44704
		B	107,992.34	8,999.36	51.91940
		C	113,391.96	9,449.33	54.51537
		D	119,061.56	9,921.80	57.24113
		E	125,014.64	10,417.89	60.10319
		F	131,265.37	10,938.78	63.10835
		G	137,828.64	11,485.72	66.26377
O278	Peace Officers	A	103,878.35	8,656.53	49.94151
		B	109,072.27	9,089.36	52.43859
		C	114,525.88	9,543.82	55.06052
		D	120,252.17	10,021.01	57.81355
		E	126,264.78	10,522.07	60.70422
		F	132,578.02	11,048.17	63.73943
		G	139,206.92	11,600.58	66.92641

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O279	Peace Officers	A	104,917.13	8,743.09	50.44093
		B	110,162.99	9,180.25	52.96298
		C	115,671.14	9,639.26	55.61112
		D	121,454.70	10,121.22	58.39168
		E	127,527.43	10,627.29	61.31126
		F	133,903.80	11,158.65	64.37683
		G	140,598.99	11,716.58	67.59567
O280	Peace Officers	A	105,966.30	8,830.53	50.94534
		B	111,264.62	9,272.05	53.49261
		C	116,827.85	9,735.65	56.16724
		D	122,669.24	10,222.44	58.97560
		E	128,802.70	10,733.56	61.92438
		F	135,242.84	11,270.24	65.02060
		G	142,004.98	11,833.75	68.27163
O281	Peace Officers	A	107,025.97	8,918.83	51.45479
		B	112,377.27	9,364.77	54.02753
		C	117,996.13	9,833.01	56.72891
		D	123,895.93	10,324.66	59.56535
		E	130,090.73	10,840.89	62.54362
		F	136,595.27	11,382.94	65.67080
		G	143,425.03	11,952.09	68.95434
O282	Peace Officers	A	108,096.23	9,008.02	51.96934
		B	113,501.04	9,458.42	54.56781
		C	119,176.09	9,931.34	57.29620
		D	125,134.89	10,427.91	60.16101
		E	131,391.64	10,949.30	63.16906
		F	137,961.22	11,496.77	66.32751
		G	144,859.28	12,071.61	69.64389
O283	Peace Officers	A	109,177.19	9,098.10	52.48903
		B	114,636.05	9,553.00	55.11348
		C	120,367.85	10,030.65	57.86916
		D	126,386.24	10,532.19	60.76262
		E	132,705.56	11,058.80	63.80075
		F	139,340.83	11,611.74	66.99079
		G	146,307.87	12,192.32	70.34032
O284	Peace Officers	A	110,268.96	9,189.08	53.01392
		B	115,782.41	9,648.53	55.66462
		C	121,571.53	10,130.96	58.44785
		D	127,650.11	10,637.51	61.37024
		E	134,032.61	11,169.38	64.43876
		F	140,734.24	11,727.85	67.66069
		G	147,770.95	12,314.25	71.04373
O285	Peace Officers	A	111,371.65	9,280.97	53.54406
		B	116,940.23	9,745.02	56.22127
		C	122,787.24	10,232.27	59.03233
		D	128,926.61	10,743.88	61.98395
		E	135,372.94	11,281.08	65.08314
		F	142,141.58	11,845.13	68.33730
		G	149,248.66	12,437.39	71.75416
O286	Peace Officers	A	112,485.37	9,373.78	54.07950
		B	118,109.64	9,842.47	56.78348
		C	124,015.12	10,334.59	59.62265
		D	130,215.87	10,851.32	62.60379
		E	136,726.67	11,393.89	65.73397
		F	143,563.00	11,963.58	69.02067
		G	150,741.15	12,561.76	72.47171
O287	Peace Officers	A	113,610.22	9,467.52	54.62030
		B	119,290.73	9,940.89	57.35131
		C	125,255.27	10,437.94	60.21888
		D	131,518.03	10,959.84	63.22982
		E	138,093.93	11,507.83	66.39131
		F	144,998.63	12,083.22	69.71088
		G	152,248.56	12,687.38	73.19642
O288	Peace Officers	A	114,746.32	9,562.19	55.16650
		B	120,483.64	10,040.30	57.92483
		C	126,507.82	10,542.32	60.82107
		D	132,833.21	11,069.43	63.86212
		E	139,474.87	11,622.91	67.05523
		F	146,448.62	12,204.05	70.40799
		G	153,771.05	12,814.25	73.92839

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O289	Peace Officers	A	115,893.79	9,657.82	55.71817
		B	121,688.48	10,140.71	58.50407
		C	127,772.90	10,647.74	61.42928
		D	134,161.54	11,180.13	64.50074
		E	140,869.62	11,739.13	67.72578
		F	147,913.10	12,326.09	71.11207
		G	155,308.76	12,942.40	74.66767
O290	Peace Officers	A	117,052.72	9,754.39	56.27535
		B	122,905.36	10,242.11	59.08912
		C	129,050.63	10,754.22	62.04357
		D	135,503.16	11,291.93	65.14575
		E	142,278.32	11,856.53	68.40304
		F	149,392.23	12,449.35	71.82319
		G	156,861.84	13,071.82	75.41435
O291	Peace Officers	A	118,223.25	9,851.94	56.83810
		B	124,134.41	10,344.53	59.68001
		C	130,341.13	10,861.76	62.66401
		D	136,858.19	11,404.85	65.79721
		E	143,701.10	11,975.09	69.08707
		F	150,886.16	12,573.85	72.54142
		G	158,430.46	13,202.54	76.16849
O292	Peace Officers	A	119,405.48	9,950.46	57.40648
		B	125,375.76	10,447.98	60.27681
		C	131,644.55	10,970.38	63.29065
		D	138,226.77	11,518.90	66.45518
		E	145,138.11	12,094.84	69.77794
		F	152,395.02	12,699.58	73.26684
		G	160,014.77	13,334.56	76.93018
O293	Peace Officers	A	120,599.54	10,049.96	57.98055
		B	126,629.52	10,552.46	60.87957
		C	132,960.99	11,080.08	63.92355
		D	139,609.04	11,634.09	67.11973
		E	146,589.49	12,215.79	70.47572
		F	153,918.97	12,826.58	73.99950
		G	161,614.92	13,467.91	77.69948
O294	Peace Officers	A	121,805.53	10,150.46	58.56035
		B	127,895.81	10,657.98	61.48837
		C	134,290.60	11,190.88	64.56279
		D	141,005.13	11,750.43	67.79093
		E	148,055.39	12,337.95	71.18047
		F	155,458.16	12,954.85	74.73950
		G	163,231.06	13,602.59	78.47647
O295	Peace Officers	A	123,023.59	10,251.97	59.14596
		B	129,174.77	10,764.56	62.10325
		C	135,633.51	11,302.79	65.20842
		D	142,415.18	11,867.93	68.46884
		E	149,535.94	12,461.33	71.89228
		F	157,012.74	13,084.39	75.48689
		G	164,863.38	13,738.61	79.26124
O296	Peace Officers	A	124,253.83	10,354.49	59.73742
		B	130,466.52	10,872.21	62.72429
		C	136,989.84	11,415.82	65.86050
		D	143,839.33	11,986.61	69.15353
		E	151,031.30	12,585.94	72.61120
		F	158,582.87	13,215.24	76.24176
		G	166,512.01	13,876.00	80.05385
O297	Peace Officers	A	125,496.36	10,458.03	60.33479
		B	131,771.18	10,980.93	63.35153
		C	138,359.74	11,529.98	66.51911
		D	145,277.73	12,106.48	69.84506
		E	152,541.61	12,711.80	73.33731
		F	160,168.69	13,347.39	77.00418
		G	168,177.13	14,014.76	80.85439
O298	Peace Officers	A	126,751.33	10,562.61	60.93814
		B	133,088.89	11,090.74	63.98504
		C	139,743.34	11,645.28	67.18430
		D	146,730.50	12,227.54	70.54351
		E	154,067.03	12,838.92	74.07069
		F	161,770.38	13,480.86	77.77422
		G	169,858.90	14,154.91	81.66293

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
O299	Peace Officers	A	128,018.84	10,668.24	61.54752
		B	134,419.78	11,201.65	64.62490
		C	141,140.77	11,761.73	67.85614
		D	148,197.81	12,349.82	71.24895
		E	155,607.70	12,967.31	74.81139
		F	163,388.09	13,615.67	78.55196
		G	171,557.49	14,296.46	82.47956
O300	Peace Officers	A	129,299.03	10,774.92	62.16299
		B	135,763.98	11,313.66	65.27114
		C	142,552.18	11,879.35	68.53470
		D	149,679.79	12,473.32	71.96144
		E	157,163.78	13,096.98	75.55951
		F	165,021.97	13,751.83	79.33748
		G	173,273.06	14,439.42	83.30436

			Annual Salary	Monthly Salary	Hourly Rate
P724	PROJECT SPECIALIST I (\$11.00)	A	22,880.00	1,906.67	11.00000
P725	PROJECT SPECIALIST I (\$11.25)	A	23,400.00	1,950.00	11.25000
P726	PROJECT SPECIALIST I (\$11.50)	A	23,920.00	1,993.33	11.50000
P727	PROJECT SPECIALIST I (\$11.75)	A	24,440.00	2,036.67	11.75000
P728	PROJECT SPECIALIST I (\$12.00)	A	24,960.00	2,080.00	12.00000
P729	PROJECT SPECIALIST I (\$12.25)	A	25,480.00	2,123.33	12.25000
P730	PROJECT SPECIALIST I (\$12.50)	A	26,000.00	2,166.67	12.50000
		B	27,300.00	2,275.00	13.12500
P731	PROJECT SPECIALIST I (\$12.75)	A	26,520.00	2,210.00	12.75000
P732	PROJECT SPECIALIST I (\$13.00)	A	27,040.00	2,253.33	13.00000
P733	PROJECT SPECIALIST I (\$13.25)	A	27,560.00	2,296.67	13.25000
P734	PROJECT SPECIALIST I (\$13.50)	A	28,080.00	2,340.00	13.50000
P735	PROJECT SPECIALIST I (\$13.75)	A	28,600.00	2,383.33	13.75000
P736	PROJECT SPECIALIST I (\$14.00)	A	29,120.00	2,426.67	14.00000
P737	PROJECT SPECIALIST I (\$14.25)	A	29,640.00	2,470.00	14.25000
P738	PROJECT SPECIALIST I (\$14.50)	A	30,160.00	2,513.33	14.50000
P739	PROJECT SPECIALIST I (\$14.75)	A	30,680.00	2,556.67	14.75000
P740	PROJECT SPECIALIST II (\$15.00)	A	31,200.00	2,600.00	15.00000
P741	PROJECT SPECIALIST II (\$15.25)	A	31,720.00	2,643.33	15.25000
P742	PROJECT SPECIALIST II (\$15.50)	A	32,240.00	2,686.67	15.50000
P743	PROJECT SPECIALIST II (\$15.75)	A	32,760.00	2,730.00	15.75000
P744	PROJECT SPECIALIST II (\$16.00)	A	33,280.00	2,773.33	16.00000
P745	PROJECT SPECIALIST II (\$16.25)	A	33,800.00	2,816.67	16.25000
P746	PROJECT SPECIALIST II (\$16.50)	A	34,320.00	2,860.00	16.50000
P747	PROJECT SPECIALIST II (\$16.75)	A	34,840.00	2,903.33	16.75000
P748	PROJECT SPECIALIST II (\$17.00)	A	35,360.00	2,946.67	17.00000
P749	Project Specialist II (\$17.25)	A	35,880.00	2,990.00	17.25000
P750	Project Specialist II (\$17.50)	A	36,400.00	3,033.33	17.50000
P751	Project Specialist II (\$17.75)	A	36,920.00	3,076.67	17.75000
P752	Project Specialist II (\$18.00)	A	37,440.00	3,120.00	18.00000
P753	Project Specialist II (18.25)	A	37,960.00	3,163.33	18.25000
P754	Project Specialist II (18.50)	A	38,480.00	3,206.67	18.50000
P755	Project Specialist II (18.75)	A	39,000.00	3,250.00	18.75000
P756	Project Specialist II (19.00)	A	39,520.00	3,293.33	19.00000
P757	Project Specialist II (19.25)	A	40,040.00	3,336.67	19.25000
P758	Project Specialist II (19.50)	A	40,560.00	3,380.00	19.50000
P759	Project Specialist II (19.75)	A	41,080.00	3,423.33	19.75000
P760	Project Specialist II (20.00)	A	41,600.00	3,466.67	20.00000
P761	Project Specialist II (20.25)	A	42,120.00	3,510.00	20.25000
P762	Project Specialist II (20.50)	A	42,640.00	3,553.33	20.50000
P763	Project Specialist II (20.75)	A	43,160.00	3,596.67	20.75000
P764	Project Specialist II (21.00)	A	43,680.00	3,640.00	21.00000

			Annual Salary	Monthly Salary	Hourly Rate
P765	Project Specialist II (21.25)	A	44,200.00	3,683.33	21.25000
P766	Project Specialist II (21.50)	A	44,720.00	3,726.67	21.50000
P767	Project Specialist II (21.75)	A	45,240.00	3,770.00	21.75000
P768	Project Specialist II (22.00)	A	45,760.00	3,813.33	22.00000
P769	Project Specialist II (22.25)	A	46,280.00	3,856.67	22.25000
P770	Project Specialist II (22.50)	A	46,800.00	3,900.00	22.50000
P771	Project Specialist II (22.75)	A	47,320.00	3,943.33	22.75000
P772	Project Specialist II (23.00)	A	47,840.00	3,986.67	23.00000
P773	Project Specialist II (23.25)	A	48,360.00	4,030.00	23.25000
P774	Project Specialist II (23.50)	A	48,880.00	4,073.33	23.50000
P775	Project Specialist II (23.75)	A	49,400.00	4,116.67	23.75000
P776	Project Specialist II (24.00)	A	49,920.00	4,160.00	24.00000
P777	Project Specialist II (24.25)	A	50,440.00	4,203.33	24.25000
P778	Project Specialist II (24.50)	A	50,960.00	4,246.67	24.50000
P779	Project Specialist II (24.75)	A	51,480.00	4,290.00	24.75000
P780	Project Specialist II (25.00)	A	52,000.00	4,333.33	25.00000
P781	Project Specialist II (25.25)	A	52,520.00	4,376.67	25.25000
P782	Project Specialist II (25.50)	A	53,040.00	4,420.00	25.50000
P783	Project Specialist II (25.75)	A	53,560.00	4,463.33	25.75000
P784	Project Specialist II (26.00)	A	54,080.00	4,506.67	26.00000
P785	Project Specialist II (26.25)	A	54,600.00	4,550.00	26.25000
P786	Project Specialist II (26.50)	A	55,120.00	4,593.33	26.50000
P787	Project Specialist II (26.75)	A	55,640.00	4,636.67	26.75000
P788	Project Specialist II(\$27.00)	A	56,160.00	4,680.00	27.00000
P789	Project Specialist II(\$27.25)	A	56,680.00	4,723.33	27.25000
P790	Project Specialist II(\$27.50)	A	57,200.00	4,766.67	27.50000
P791	Project Specialist II(\$27.75)	A	57,720.00	4,810.00	27.75000
P792	Project Specialist II(\$28.00)	A	58,240.00	4,853.33	28.00000
P793	Project Specialist II(\$28.25)	A	58,760.00	4,896.67	28.25000
P794	Project Specialist II(\$28.50)	A	59,280.00	4,940.00	28.50000
P795	Project Specialist II(\$28.75)	A	59,800.00	4,983.33	28.75000
P796	Project Specialist II(\$29.00)	A	60,320.00	5,026.67	29.00000
P797	Project Specialist II (\$29.25)	A	60,840.00	5,070.00	29.25000
P798	Project Specialist II (\$29.50)	A	61,360.00	5,113.33	29.50000
P799	Project Specialist II (\$29.75)	A	61,880.00	5,156.67	29.75000
P800	Project Specialist III(\$30.00)	A	62,400.00	5,200.00	30.00000
P808	Project Specialist III(\$32.00)	A	66,560.00	5,546.67	32.00000
P810	Project Specialist III (\$75.00)	A	156,000.00	13,000.00	75.00000
P820	Project Specialist III (\$35.00)	A	72,798.60	6,066.55	34.99933
P821	Project Specialist III(35.25)	A	73,320.00	6,110.00	35.25000
P822	Project Specialist III (65.00)	A	135,200.04	11,266.67	65.00002

			Annual Salary	Monthly Salary	Hourly Rate
P825	Project Specialist III (36.25)	A	75,399.96	6,283.33	36.24998
P826	Project Specialist III (39.00)	A	81,120.00	6,760.00	39.00000
P838	Project Specialist III (39.50)	A	82,159.92	6,846.66	39.49996
P839	Project Specialist III (39.75)	A	82,680.00	6,890.00	39.75000
P840	Project Specialist III (\$40.00)	A	83,200.00	6,933.33	40.00000
P842	Project Specialist III (\$40.00)	A	84,240.00	7,020.00	40.50000
P843	Project Specialist III (\$41.00)	A	85,279.92	7,106.66	40.99996

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Deputy Sheriffs' Association					
S101	Safety	A	34,170.26	2,847.52	16.42801
		B	35,878.85	2,989.90	17.24945
		C	37,676.58	3,139.71	18.11374
		D	39,556.28	3,296.36	19.01744
		E	41,534.12	3,461.18	19.96833
		F	43,610.89	3,634.24	20.96677
		G	45,791.36	3,815.95	22.01508
S102	Safety	A	34,511.96	2,876.00	16.59229
		B	36,237.56	3,019.80	17.42190
		C	38,049.44	3,170.79	18.29300
		D	39,951.91	3,329.33	19.20765
		E	41,949.51	3,495.79	20.16803
		F	44,046.98	3,670.58	21.17643
		G	46,249.33	3,854.11	22.23525
S103	Safety	A	34,857.08	2,904.76	16.75821
		B	36,599.94	3,049.99	17.59612
		C	38,429.93	3,202.49	18.47593
		D	40,351.43	3,362.62	19.39973
		E	42,369.00	3,530.75	20.36971
		F	44,487.45	3,707.29	21.38820
		G	46,711.82	3,892.65	22.45761
S104	Safety	A	35,205.65	2,933.80	16.92579
		B	36,965.93	3,080.49	17.77208
		C	38,814.23	3,234.52	18.66069
		D	40,754.94	3,396.25	19.59372
		E	42,792.69	3,566.06	20.57341
		F	44,932.32	3,744.36	21.60208
		G	47,178.94	3,931.58	22.68218
S105	Safety	A	35,557.71	2,963.14	17.09505
		B	37,335.59	3,111.30	17.94980
		C	39,202.37	3,266.86	18.84730
		D	41,162.49	3,430.21	19.78966
		E	43,220.62	3,601.72	20.77914
		F	45,381.65	3,781.80	21.81810
		G	47,650.73	3,970.89	22.90901
S106	Safety	A	35,913.29	2,992.77	17.26600
		B	37,708.95	3,142.41	18.12930
		C	39,594.40	3,299.53	19.03577
		D	41,574.12	3,464.51	19.98756
		E	43,652.82	3,637.74	20.98693
		F	45,835.46	3,819.62	22.03628
		G	48,127.24	4,010.60	23.13810
S107	Safety	A	36,272.42	3,022.70	17.43866
		B	38,086.04	3,173.84	18.31060
		C	39,990.34	3,332.53	19.22613
		D	41,989.86	3,499.15	20.18743
		E	44,089.35	3,674.11	21.19680
		F	46,293.82	3,857.82	22.25664
		G	48,608.51	4,050.71	23.36948

S108	Safety	A	36,635.14	3,052.93	17.61305
		B	38,466.90	3,205.57	18.49370
		C	40,390.24	3,365.85	19.41839
		D	42,409.76	3,534.15	20.38931
		E	44,530.25	3,710.85	21.40877
		F	46,756.76	3,896.40	22.47921
		G	49,094.60	4,091.22	23.60317
S109	Safety	A	37,001.49	3,083.46	17.78918
		B	38,851.57	3,237.63	18.67864
		C	40,794.15	3,399.51	19.61257
		D	42,833.85	3,569.49	20.59320
		E	44,975.55	3,747.96	21.62286
		F	47,224.32	3,935.36	22.70400
		G	49,585.54	4,132.13	23.83920
S110	Safety	A	37,371.51	3,114.29	17.96707
		B	39,240.08	3,270.01	18.86543
		C	41,202.09	3,433.51	19.80870
		D	43,262.19	3,605.18	20.79913
		E	45,425.30	3,785.44	21.83909
		F	47,696.57	3,974.71	22.93104
		G	50,081.40	4,173.45	24.07759
S111	Safety	A	37,371.44	3,114.29	17.96704
		B	39,240.01	3,270.00	18.86539
		C	41,202.01	3,433.50	19.80866
		D	43,262.11	3,605.18	20.79909
		E	45,425.21	3,785.43	21.83905
		F	47,696.48	3,974.71	22.93100
		G	50,081.30	4,173.44	24.07755
S112	Safety	A	37,745.15	3,145.43	18.14671
		B	39,632.41	3,302.70	19.05404
		C	41,614.03	3,467.84	20.00674
		D	43,694.73	3,641.23	21.00708
		E	45,879.47	3,823.29	22.05744
		F	48,173.44	4,014.45	23.16031
		G	50,582.11	4,215.18	24.31832
S113	Safety	A	38,122.60	3,176.88	18.32817
		B	40,028.73	3,335.73	19.24458
		C	42,030.17	3,502.51	20.20681
		D	44,131.68	3,677.64	21.21715
		E	46,338.26	3,861.52	22.27801
		F	48,655.17	4,054.60	23.39191
		G	51,087.93	4,257.33	24.56151
S114	Safety	A	38,503.83	3,208.65	18.51146
		B	40,429.02	3,369.08	19.43703
		C	42,450.47	3,537.54	20.40888
		D	44,572.99	3,714.42	21.42932
		E	46,801.64	3,900.14	22.50079
		F	49,141.73	4,095.14	23.62583
		G	51,598.81	4,299.90	24.80712

S115	Safety	A	38,888.87	3,240.74	18.69657
		B	40,833.31	3,402.78	19.63140
		C	42,874.98	3,572.91	20.61297
		D	45,018.72	3,751.56	21.64362
		E	47,269.66	3,939.14	22.72580
		F	49,633.14	4,136.10	23.86209
		G	52,114.80	4,342.90	25.05519
S116	Safety	A	39,277.76	3,273.15	18.88354
		B	41,241.64	3,436.80	19.82771
		C	43,303.73	3,608.64	20.81910
		D	45,468.91	3,789.08	21.86005
		E	47,742.36	3,978.53	22.95306
		F	50,129.47	4,177.46	24.10071
		G	52,635.95	4,386.33	25.30574
S117	Safety	A	39,670.53	3,305.88	19.07237
		B	41,654.06	3,471.17	20.02599
		C	43,736.76	3,644.73	21.02729
		D	45,923.60	3,826.97	22.07865
		E	48,219.78	4,018.32	23.18259
		F	50,630.77	4,219.23	24.34172
		G	53,162.31	4,430.19	25.55880
S118	Safety	A	40,067.24	3,338.94	19.26310
		B	42,070.60	3,505.88	20.22625
		C	44,174.13	3,681.18	21.23756
		D	46,382.84	3,865.24	22.29944
		E	48,701.98	4,058.50	23.41441
		F	51,137.08	4,261.42	24.58513
		G	53,693.93	4,474.49	25.81439
S119	Safety	A	40,467.91	3,372.33	19.45573
		B	42,491.31	3,540.94	20.42851
		C	44,615.87	3,717.99	21.44994
		D	46,846.66	3,903.89	22.52244
		E	49,189.00	4,099.08	23.64856
		F	51,648.45	4,304.04	24.83098
		G	54,230.87	4,519.24	26.07253
S120	Safety	A	40,872.59	3,406.05	19.65028
		B	42,916.22	3,576.35	20.63280
		C	45,062.03	3,755.17	21.66444
		D	47,315.13	3,942.93	22.74766
		E	49,680.89	4,140.07	23.88504
		F	52,164.93	4,347.08	25.07929
		G	54,773.18	4,564.43	26.33326
S121	Safety	A	43,387.07	3,615.59	20.85917
		B	45,556.42	3,796.37	21.90213
		C	47,834.24	3,986.19	22.99723
		D	50,225.96	4,185.50	24.14709
		E	52,737.25	4,394.77	25.35445
		F	55,374.12	4,614.51	26.62217
		G	58,142.82	4,845.24	27.95328

S122	Safety	A	43,820.94	3,651.75	21.06776
		B	46,011.99	3,834.33	22.12115
		C	48,312.59	4,026.05	23.22721
		D	50,728.22	4,227.35	24.38857
		E	53,284.63	4,438.72	25.60799
		F	55,927.86	4,660.65	26.88839
		G	58,724.25	4,893.69	28.23281
S123	Safety	A	44,259.15	3,688.26	21.27844
		B	46,472.11	3,872.68	22.34236
		C	48,795.71	4,066.31	23.45948
		D	51,235.50	4,269.62	24.63245
		E	53,797.27	4,483.11	25.86407
		F	56,487.14	4,707.26	27.15728
		G	59,311.49	4,942.62	28.51514
S124	Safety	A	44,701.74	3,725.15	21.49122
		B	46,936.83	3,911.40	22.56578
		C	49,283.67	4,106.97	23.69407
		D	51,747.85	4,312.32	24.87878
		E	54,335.25	4,527.94	26.12271
		F	57,052.01	4,754.33	27.42885
		G	59,904.61	4,992.05	28.80029
S125	Safety	A	45,148.76	3,762.40	21.70613
		B	47,406.20	3,950.52	22.79144
		C	49,776.51	4,148.04	23.93101
		D	52,265.33	4,355.44	25.12756
		E	54,878.60	4,573.22	26.38394
		F	57,622.53	4,801.88	27.70314
		G	60,503.65	5,041.97	29.08830
S126	Safety	A	45,600.25	3,800.02	21.92320
		B	47,880.26	3,990.02	23.01936
		C	50,274.27	4,189.52	24.17032
		D	52,787.99	4,399.00	25.37884
		E	55,427.38	4,618.95	26.64778
		F	58,198.75	4,849.90	27.98017
		G	61,108.69	5,092.39	29.37918
S127	Safety	A	46,056.25	3,838.02	22.14243
		B	48,359.06	4,029.92	23.24955
		C	50,777.01	4,231.42	24.41203
		D	53,315.86	4,442.99	25.63263
		E	55,981.66	4,665.14	26.91426
		F	58,780.74	4,898.40	28.25997
		G	61,719.78	5,143.31	29.67297
S128	Safety	A	46,516.81	3,876.40	22.36385
		B	48,842.65	4,070.22	23.48204
		C	51,284.78	4,273.73	24.65615
		D	53,849.02	4,487.42	25.88895
		E	56,541.47	4,711.79	27.18340
		F	59,368.55	4,947.38	28.54257
		G	62,336.98	5,194.75	29.96970

S129	Safety	A	46,981.98	3,915.16	22.58749
		B	49,331.08	4,110.92	23.71686
		C	51,797.63	4,316.47	24.90271
		D	54,387.51	4,532.29	26.14784
		E	57,106.89	4,758.91	27.45524
		F	59,962.23	4,996.85	28.82800
		G	62,960.35	5,246.70	30.26940
S130	Safety	A	47,451.80	3,954.32	22.81336
		B	49,824.39	4,152.03	23.95403
		C	52,315.61	4,359.63	25.15173
		D	54,931.39	4,577.62	26.40932
		E	57,677.96	4,806.50	27.72979
		F	60,561.86	5,046.82	29.11628
		G	63,589.95	5,299.16	30.57209
S131	Safety	A	47,926.32	3,993.86	23.04150
		B	50,322.63	4,193.55	24.19357
		C	52,838.76	4,403.23	25.40325
		D	55,480.70	4,623.39	26.67341
		E	58,254.74	4,854.56	28.00709
		F	61,167.47	5,097.29	29.40744
		G	64,225.85	5,352.15	30.87781
S132	Safety	A	48,405.58	4,033.80	23.27191
		B	50,825.86	4,235.49	24.43551
		C	53,367.15	4,447.26	25.65728
		D	56,035.51	4,669.63	26.94015
		E	58,837.29	4,903.11	28.28716
		F	61,779.15	5,148.26	29.70151
		G	64,868.11	5,405.68	31.18659
S133	Safety	A	48,889.64	4,074.14	23.50463
		B	51,334.12	4,277.84	24.67986
		C	53,900.82	4,491.74	25.91386
		D	56,595.87	4,716.32	27.20955
		E	59,425.66	4,952.14	28.57003
		F	62,396.94	5,199.75	29.99853
		G	65,516.79	5,459.73	31.49846
S134	Safety	A	49,378.53	4,114.88	23.73968
		B	51,847.46	4,320.62	24.92666
		C	54,439.83	4,536.65	26.17300
		D	57,161.82	4,763.49	27.48165
		E	60,019.91	5,001.66	28.85573
		F	63,020.91	5,251.74	30.29851
		G	66,171.96	5,514.33	31.81344
S135	Safety	A	42,540.55	3,545.05	20.45219
		B	44,667.56	3,722.30	21.47479
		C	46,900.94	3,908.41	22.54853
		D	49,245.98	4,103.83	23.67595
		E	51,708.30	4,309.02	24.85976
		F	54,293.63	4,524.47	26.10271
		G	57,008.33	4,750.69	27.40785

S136	Safety	A	42,965.89	3,580.49	20.65668
		B	45,114.24	3,759.52	21.68954
		C	47,369.86	3,947.49	22.77397
		D	49,738.36	4,144.86	23.91267
		E	52,225.33	4,352.11	25.10833
		F	54,836.54	4,569.71	26.36372
		G	57,578.33	4,798.19	27.68189
S137	Safety	A	43,395.62	3,616.30	20.86328
		B	45,565.30	3,797.11	21.90639
		C	47,843.62	3,986.97	23.00174
		D	50,235.72	4,186.31	24.15179
		E	52,747.52	4,395.63	25.35938
		F	55,384.90	4,615.41	26.62736
		G	58,154.23	4,846.19	27.95876
S138	Safety	A	43,829.44	3,652.45	21.07184
		B	46,021.05	3,835.09	22.12551
		C	48,322.07	4,026.84	23.23176
		D	50,738.08	4,228.17	24.39331
		E	53,275.14	4,439.60	25.61305
		F	55,938.86	4,661.57	26.89368
		G	58,735.72	4,894.64	28.23833
S139	Safety	A	44,267.79	3,688.98	21.28259
		B	46,481.20	3,873.43	22.34673
		C	48,805.21	4,067.10	23.46404
		D	51,245.58	4,270.47	24.63730
		E	53,807.76	4,483.98	25.86912
		F	56,498.26	4,708.19	27.16262
		G	59,323.12	4,943.59	28.52073
S140	Safety	A	44,710.53	3,725.88	21.49545
		B	46,946.03	3,912.17	22.57021
		C	49,293.35	4,107.78	23.69872
		D	51,757.93	4,313.16	24.88362
		E	54,345.98	4,528.83	26.12788
		F	57,063.26	4,755.27	27.43426
		G	59,916.42	4,993.03	28.80597
S141	Safety	A	45,157.51	3,763.13	21.71034
		B	47,415.40	3,951.28	22.79587
		C	49,786.17	4,148.85	23.93566
		D	52,275.57	4,356.30	25.13249
		E	54,889.35	4,574.11	26.38911
		F	57,633.71	4,802.81	27.70851
		G	60,515.46	5,042.96	29.09397
S142	Safety	A	45,609.18	3,800.76	21.92749
		B	47,889.62	3,990.80	23.02385
		C	50,284.14	4,190.35	24.17507
		D	52,798.36	4,399.86	25.38383
		E	55,438.16	4,619.85	26.65296
		F	58,210.06	4,850.84	27.98561
		G	61,120.72	5,093.39	29.38496

S143	Safety	A	46,065.24	3,838.77	22.14675
		B	48,368.52	4,030.71	23.25410
		C	50,786.95	4,232.25	24.41681
		D	53,326.29	4,443.86	25.63764
		E	55,992.57	4,666.05	26.91951
		F	58,792.16	4,899.35	28.26546
		G	61,731.87	5,144.32	29.67878
S144	Safety	A	46,525.83	3,877.15	22.36819
		B	48,852.27	4,071.02	23.48667
		C	51,294.76	4,274.56	24.66094
		D	53,859.51	4,488.29	25.89400
		E	56,552.58	4,712.72	27.18874
		F	59,380.16	4,948.35	28.54816
		G	62,349.22	5,195.77	29.97559
S145	Safety	A	46,991.12	3,915.93	22.59188
		B	49,340.71	4,111.73	23.72149
		C	51,807.71	4,317.31	24.90755
		D	54,398.19	4,533.18	26.15297
		E	57,118.04	4,759.84	27.46059
		F	59,973.92	4,997.83	28.83361
		G	62,972.63	5,247.72	30.27530
S146	Safety	A	47,461.10	3,955.09	22.81784
		B	49,834.14	4,152.84	23.95872
		C	52,325.81	4,360.48	25.15664
		D	54,942.16	4,578.51	26.41450
		E	57,689.24	4,807.44	27.73521
		F	60,573.72	5,047.81	29.12198
		G	63,602.40	5,300.20	30.57808
S147	Safety	A	47,935.61	3,994.63	23.04597
		B	50,332.41	4,194.37	24.19827
		C	52,849.05	4,404.09	25.40820
		D	55,491.57	4,624.30	26.67864
		E	58,266.20	4,855.52	28.01260
		F	61,179.43	5,098.29	29.41319
		G	64,238.37	5,353.20	30.88383
S148	Safety	A	48,414.97	4,034.58	23.27643
		B	50,835.83	4,236.32	24.44030
		C	53,377.58	4,448.13	25.66230
		D	56,046.44	4,670.54	26.94540
		E	58,848.90	4,904.08	28.29274
		F	61,791.33	5,149.28	29.70737
		G	64,880.84	5,406.74	31.19271
S149	Safety	A	48,899.18	4,074.93	23.50922
		B	51,344.09	4,278.67	24.68466
		C	53,911.26	4,492.61	25.91888
		D	56,606.90	4,717.24	27.21486
		E	59,437.21	4,953.10	28.57558
		F	62,409.14	5,200.76	30.00440
		G	65,529.52	5,460.79	31.50458

S150	Safety	A	49,388.22	4,115.68	23.74434
		B	51,857.64	4,321.47	24.93156
		C	54,450.54	4,537.55	26.17815
		D	57,172.96	4,764.41	27.48700
		E	60,031.72	5,002.64	28.86140
		F	63,033.31	5,252.78	30.30448
		G	66,185.01	5,515.42	31.81971
S151	Safety	A	49,882.10	4,156.84	23.98178
		B	52,376.19	4,364.68	25.18086
		C	54,994.97	4,582.91	26.43989
		D	57,744.77	4,812.06	27.76191
		E	60,631.98	5,052.66	29.14999
		F	63,663.53	5,305.29	30.60747
		G	66,846.70	5,570.56	32.13784
S152	Safety	A	50,380.83	4,198.40	24.22155
		B	52,899.89	4,408.32	25.43264
		C	55,544.99	4,628.75	26.70432
		D	58,322.18	4,860.18	28.03951
		E	61,238.29	5,103.19	29.44148
		F	64,300.25	5,358.35	30.91358
		G	67,515.20	5,626.27	32.45923
S153	Safety	A	50,884.70	4,240.39	24.46380
		B	53,429.03	4,452.42	25.68703
		C	56,100.46	4,675.04	26.97137
		D	58,905.50	4,908.79	28.31995
		E	61,850.65	5,154.22	29.73589
		F	64,943.18	5,411.93	31.22268
		G	68,190.36	5,682.53	32.78382
S154	Safety	A	51,393.57	4,282.80	24.70845
		B	53,963.16	4,496.93	25.94383
		C	56,661.37	4,721.78	27.24105
		D	59,494.41	4,957.87	28.60308
		E	62,469.22	5,205.77	30.03328
		F	65,592.62	5,466.05	31.53491
		G	68,872.17	5,739.35	33.11162
S155	Safety	A	51,907.43	4,325.62	24.95549
		B	54,502.90	4,541.91	26.20332
		C	57,228.04	4,769.00	27.51348
		D	60,089.52	5,007.46	28.88919
		E	63,093.99	5,257.83	30.33365
		F	66,248.56	5,520.71	31.85027
		G	69,561.10	5,796.76	33.44284
S156	Safety	A	52,426.58	4,368.88	25.20509
		B	55,047.92	4,587.33	26.46535
		C	57,800.31	4,816.69	27.78861
		D	60,690.23	5,057.52	29.17800
		E	63,724.81	5,310.40	30.63693
		F	66,911.01	5,575.92	32.16875
		G	70,256.68	5,854.72	33.77725

S157	Safety	A	52,950.73	4,412.56	25.45708
		B	55,598.40	4,633.20	26.73000
		C	58,378.32	4,864.86	28.06650
		D	61,297.15	5,108.10	29.46978
		E	64,362.14	5,363.51	30.94334
		F	67,580.26	5,631.69	32.49051
		G	70,959.23	5,913.27	34.11501
S158	Safety	A	53,480.32	4,456.69	25.71169
		B	56,154.32	4,679.53	26.99727
		C	58,962.09	4,913.51	28.34716
		D	61,910.12	5,159.18	29.76448
		E	65,005.67	5,417.14	31.25273
		F	68,255.87	5,687.99	32.81532
		G	71,668.74	5,972.39	34.45612
S159	Safety	A	54,015.06	4,501.26	25.96878
		B	56,715.85	4,726.32	27.26723
		C	59,551.75	4,962.65	28.63065
		D	62,529.29	5,210.77	30.06216
		E	65,655.71	5,471.31	31.56525
		F	68,938.45	5,744.87	33.14348
		G	72,385.51	6,032.13	34.80072
S160	Safety	A	54,555.25	4,546.27	26.22849
		B	57,283.12	4,773.59	27.53996
		C	60,147.17	5,012.26	28.91691
		D	63,154.51	5,262.88	30.36275
		E	66,312.26	5,526.02	31.88089
		F	69,627.98	5,802.33	33.47499
		G	73,109.23	6,092.44	35.14867
S161	Safety	A	55,100.88	4,591.74	26.49081
		B	57,855.84	4,821.32	27.81531
		C	60,748.64	5,062.39	29.20608
		D	63,786.09	5,315.51	30.66639
		E	66,975.46	5,581.29	32.19974
		F	70,324.17	5,860.35	33.80970
		G	73,840.38	6,153.36	35.50018
S162	Safety	A	55,651.81	4,637.65	26.75568
		B	58,434.46	4,869.54	28.09349
		C	61,356.16	5,113.01	29.49815
		D	64,424.03	5,368.67	30.97309
		E	67,645.18	5,637.10	32.52172
		F	71,027.47	5,918.96	34.14782
		G	74,578.94	6,214.91	35.85526
S163	Safety	A	56,208.34	4,684.03	27.02324
		B	59,018.83	4,918.24	28.37444
		C	61,969.73	5,164.14	29.79314
		D	65,068.17	5,422.35	31.28277
		E	68,321.70	5,693.47	32.84697
		F	71,737.73	5,978.14	34.48930
		G	75,324.61	6,277.05	36.21375

S164	Safety	A	56,770.47	4,730.87	27.29350
		B	59,608.95	4,967.41	28.65815
		C	62,589.36	5,215.78	30.09104
		D	65,718.81	5,476.57	31.59558
		E	69,004.87	5,750.41	33.17542
		F	72,455.11	6,037.93	34.83419
		G	76,077.84	6,339.82	36.57589
S165	Safety	A	57,338.20	4,778.18	27.56644
		B	60,205.12	5,017.09	28.94477
		C	63,215.34	5,267.94	30.39199
		D	66,376.11	5,531.34	31.91159
		E	69,694.86	5,807.90	33.50714
		F	73,179.75	6,098.31	35.18257
		G	76,838.64	6,403.22	36.94166
S166	Safety	A	57,911.52	4,825.96	27.84208
		B	60,807.20	5,067.27	29.23423
		C	63,847.52	5,320.63	30.69593
		D	67,039.92	5,586.66	32.23073
		E	70,391.96	5,866.00	33.84229
		F	73,911.50	6,159.29	35.53437
		G	77,607.01	6,467.25	37.31106
S167	Safety	A	58,490.60	4,874.22	28.12048
		B	61,415.17	5,117.93	29.52652
		C	64,485.91	5,373.83	31.00284
		D	67,710.24	5,642.52	32.55300
		E	71,095.87	5,924.66	34.18070
		F	74,650.51	6,220.88	35.88967
		G	78,383.09	6,531.92	37.68418
S168	Safety	A	59,075.57	4,922.96	28.40172
		B	62,029.35	5,169.11	29.82180
		C	65,130.81	5,427.57	31.31289
		D	68,387.37	5,698.95	32.87854
		E	71,806.73	5,983.89	34.52247
		F	75,397.09	6,283.09	36.24860
		G	79,166.89	6,597.24	38.06101
S169	Safety	A	59,666.30	4,972.19	28.68572
		B	62,649.58	5,220.80	30.11999
		C	65,782.21	5,481.85	31.62606
		D	69,071.30	5,755.94	33.20736
		E	72,524.86	6,043.74	34.86772
		F	76,151.08	6,345.92	36.61109
		G	79,958.56	6,663.21	38.44162
S170	Safety	A	60,263.07	5,021.92	28.97263
		B	63,276.17	5,273.01	30.42123
		C	66,439.97	5,536.66	31.94229
		D	69,762.04	5,813.50	33.53944
		E	73,250.11	6,104.18	35.21640
		F	76,912.48	6,409.37	36.97716
		G	80,758.25	6,729.85	38.82608

S171	Safety	A	60,865.60	5,072.13	29.26231
		B	63,908.96	5,325.75	30.72546
		C	67,104.38	5,592.03	32.26172
		D	70,459.59	5,871.63	33.87481
		E	73,982.61	6,165.22	35.56856
		F	77,681.76	6,473.48	37.34700
		G	81,565.81	6,797.15	39.21433
S172	Safety	A	61,474.33	5,122.86	29.55497
		B	64,547.95	5,379.00	31.03267
		C	67,775.46	5,647.95	32.58435
		D	71,164.26	5,930.35	34.21359
		E	74,722.38	6,226.87	35.92422
		F	78,458.60	6,538.22	37.72048
		G	82,381.54	6,865.13	39.60651
S173	Safety	A	62,088.97	5,174.08	29.85046
		B	65,193.45	5,432.79	31.34301
		C	68,453.19	5,704.43	32.91019
		D	71,875.88	5,989.66	34.55571
		E	75,469.56	6,289.13	36.28344
		F	79,243.00	6,603.58	38.09760
		G	83,205.28	6,933.77	40.00254
S174	Safety	A	62,709.95	5,225.83	30.14902
		B	65,845.46	5,487.12	31.65647
		C	69,137.73	5,761.48	33.23929
		D	72,594.62	6,049.55	34.90126
		E	76,224.31	6,352.03	36.64630
		F	80,035.58	6,669.63	38.47864
		G	84,037.35	7,003.11	40.40257
S175	Safety	A	63,337.00	5,278.08	30.45048
		B	66,503.82	5,541.99	31.97299
		C	69,829.07	5,819.09	33.57167
		D	73,320.47	6,110.04	35.25022
		E	76,986.63	6,415.55	37.01280
		F	80,835.87	6,736.32	38.86340
		G	84,877.59	7,073.13	40.80654
S176	Safety	A	63,970.39	5,330.87	30.75500
		B	67,168.99	5,597.42	32.29279
		C	70,527.38	5,877.28	33.90740
		D	74,053.73	6,171.14	35.60275
		E	77,756.51	6,479.71	37.38294
		F	81,644.19	6,803.68	39.25201
		G	85,726.46	7,143.87	41.21464
S177	Safety	A	64,610.14	5,384.18	31.06257
		B	67,840.67	5,653.39	32.61571
		C	71,232.65	5,936.05	34.24647
		D	74,794.25	6,232.85	35.95878
		E	78,533.95	6,544.50	37.75671
		F	82,460.67	6,871.72	39.64455
		G	86,583.65	7,215.30	41.62675

S178	Safety	A	65,256.25	5,438.02	31.37320
		B	68,519.01	5,709.92	32.94183
		C	71,945.03	5,995.42	34.58896
		D	75,542.19	6,295.18	36.31836
		E	79,319.27	6,609.94	38.13426
		F	83,285.33	6,940.44	40.04102
		G	87,449.61	7,287.47	42.04308
S179	Safety	A	65,908.71	5,492.39	31.68688
		B	69,204.15	5,767.01	33.27123
		C	72,664.37	6,055.36	34.93480
		D	76,297.70	6,358.14	36.68159
		E	80,112.45	6,676.04	38.51560
		F	84,118.15	7,009.85	40.44142
		G	88,324.05	7,360.34	42.46348
S180	Safety	A	66,567.83	5,547.32	32.00376
		B	69,896.26	5,824.69	33.60397
		C	73,391.13	6,115.93	35.28420
		D	77,060.62	6,421.72	37.04837
		E	80,913.65	6,742.80	38.90079
		F	84,959.30	7,079.94	40.84582
		G	89,207.26	7,433.94	42.88811
S181	Safety	A	67,233.45	5,602.79	32.32378
		B	70,595.17	5,882.93	33.93999
		C	74,125.00	6,177.08	35.63702
		D	77,831.26	6,485.94	37.41887
		E	81,722.72	6,810.23	39.28977
		F	85,808.92	7,150.74	41.25429
		G	90,099.40	7,508.28	43.31702
S182	Safety	A	67,905.89	5,658.82	32.64706
		B	71,301.20	5,941.77	34.27942
		C	74,866.28	6,238.86	35.99340
		D	78,609.46	6,550.79	37.79301
		E	82,539.96	6,878.33	39.68267
		F	86,667.02	7,222.25	41.66684
		G	91,000.32	7,583.36	43.75015
S183	Safety	A	68,584.83	5,715.40	32.97348
		B	72,014.18	6,001.18	34.62220
		C	75,614.82	6,301.24	36.35328
		D	79,395.68	6,616.31	38.17100
		E	83,365.37	6,947.11	40.07951
		F	87,533.59	7,294.47	42.08346
		G	91,910.31	7,659.19	44.18765
S184	Safety	A	69,270.73	5,772.56	33.30324
		B	72,734.28	6,061.19	34.96840
		C	76,370.93	6,364.24	36.71680
		D	80,189.62	6,682.47	38.55270
		E	84,198.95	7,016.58	40.48027
		F	88,408.93	7,367.41	42.50429
		G	92,829.39	7,735.78	44.62951

S185	Safety	A	69,963.44	5,830.29	33.63627
		B	73,461.64	6,121.80	35.31810
		C	77,134.61	6,427.88	37.08395
		D	80,991.42	6,749.29	38.93818
		E	85,041.01	7,086.75	40.88510
		F	89,293.05	7,441.09	42.92935
		G	93,757.69	7,813.14	45.07581
S186	Safety	A	70,663.11	5,888.59	33.97265
		B	74,196.27	6,183.02	35.67128
		C	77,906.00	6,492.17	37.45481
		D	81,801.40	6,816.78	39.32760
		E	85,891.39	7,157.62	41.29394
		F	90,185.95	7,515.50	43.35863
		G	94,695.23	7,891.27	45.52655
S187	Safety	A	71,369.74	5,947.48	34.31238
		B	74,938.15	6,244.85	36.02796
		C	78,685.11	6,557.09	37.82938
		D	82,619.40	6,884.95	39.72087
		E	86,750.39	7,229.20	41.70692
		F	91,087.93	7,590.66	43.79227
		G	95,642.29	7,970.19	45.98187
S188	Safety	A	72,083.48	6,006.96	34.65552
		B	75,687.61	6,307.30	36.38827
		C	79,471.94	6,622.66	38.20766
		D	83,445.57	6,953.80	40.11806
		E	87,617.87	7,301.49	42.12398
		F	91,998.83	7,666.57	44.23021
		G	96,598.74	8,049.90	46.44170
S189	Safety	A	72,804.19	6,067.02	35.00201
		B	76,444.47	6,370.37	36.75215
		C	80,266.64	6,688.89	38.58973
		D	84,280.06	7,023.34	40.51926
		E	88,494.12	7,374.51	42.54525
		F	92,918.81	7,743.23	44.67251
		G	97,564.72	8,130.39	46.90612
S190	Safety	A	73,532.31	6,127.69	35.35207
		B	77,208.91	6,434.08	37.11967
		C	81,069.35	6,755.78	38.97565
		D	85,122.87	7,093.57	40.92446
		E	89,379.00	7,448.25	42.97067
		F	93,847.87	7,820.66	45.11917
		G	98,540.24	8,211.69	47.37511
S191	Safety	A	74,267.53	6,188.96	35.70555
		B	77,981.06	6,498.42	37.49089
		C	81,880.09	6,823.34	39.36543
		D	85,974.01	7,164.50	41.33366
		E	90,272.80	7,522.73	43.40039
		F	94,786.47	7,898.87	45.57042
		G	99,525.74	8,293.81	47.84891

S192	Safety	A	75,010.33	6,250.86	36.06266
		B	78,760.77	6,563.40	37.86575
		C	82,698.84	6,891.57	39.75906
		D	86,833.77	7,236.15	41.74700
		E	91,175.54	7,597.96	43.83439
		F	95,734.29	7,977.86	46.02610
		G	100,520.92	8,376.74	48.32737
S193	Safety	A	75,760.39	6,313.37	36.42326
		B	79,548.35	6,629.03	38.24440
		C	83,525.76	6,960.48	40.15662
		D	87,702.00	7,308.50	42.16442
		E	92,087.20	7,673.93	44.27269
		F	96,691.50	8,057.62	46.48630
		G	101,526.09	8,460.51	48.81062
S194	Safety	A	81,131.14	6,760.93	39.00536
		B	85,187.59	7,098.97	40.95557
		C	89,446.98	7,453.92	43.00336
		D	93,919.44	7,826.62	45.15358
		E	98,615.38	8,217.95	47.41124
		F	103,546.20	8,628.85	49.78182
		G	108,723.44	9,060.29	52.27089
S195	Safety	A	81,942.40	6,828.53	39.39538
		B	86,039.53	7,169.96	41.36516
		C	90,341.52	7,528.46	43.43342
		D	94,858.60	7,904.88	45.60510
		E	99,601.56	8,300.13	47.88537
		F	104,581.60	8,715.13	50.27962
		G	109,810.68	9,150.89	52.79360
S196	Safety	A	82,761.84	6,896.82	39.78934
		B	86,899.90	7,241.66	41.77880
		C	91,244.90	7,603.74	43.86774
		D	95,807.16	7,983.93	46.06113
		E	100,597.50	8,383.13	48.36418
		F	105,627.36	8,802.28	50.78239
		G	110,908.72	9,242.39	53.32150
S197	Safety	A	83,589.45	6,965.79	40.18724
		B	87,768.90	7,314.07	42.19659
		C	92,157.36	7,679.78	44.30643
		D	96,765.23	8,063.77	46.52174
		E	101,603.46	8,466.95	48.84782
		F	106,683.61	8,890.30	51.29020
		G	112,017.85	9,334.82	53.85473
S198	Safety	A	84,425.31	7,035.44	40.58909
		B	88,646.63	7,387.22	42.61857
		C	93,078.96	7,756.58	44.74950
		D	97,732.92	8,144.41	46.98698
		E	102,619.56	8,551.63	49.33633
		F	107,750.56	8,979.21	51.80315
		G	113,138.06	9,428.17	54.39330

S199	Safety	A	85,269.61	7,105.80	40.99501
		B	89,533.09	7,461.09	43.04475
		C	94,009.74	7,834.14	45.19699
		D	98,710.24	8,225.85	47.45684
		E	103,645.73	8,637.14	49.82968
		F	108,828.03	9,069.00	52.32117
		G	114,269.43	9,522.45	54.93723
S200	Safety	A	86,122.31	7,176.86	41.40496
		B	90,428.42	7,535.70	43.47520
		C	94,949.87	7,912.49	45.64898
		D	99,697.35	8,308.11	47.93142
		E	104,682.22	8,723.52	50.32799
		F	109,916.33	9,159.69	52.84439
		G	115,412.15	9,617.68	55.48661
S201	Safety	A	86,983.52	7,248.63	41.81900
		B	91,332.70	7,611.06	43.90995
		C	95,899.34	7,991.61	46.10545
		D	100,694.30	8,391.19	48.41072
		E	105,729.02	8,810.75	50.83126
		F	111,015.47	9,251.29	53.37282
		G	116,566.25	9,713.85	56.04147
S202	Safety	A	87,853.35	7,321.11	42.23719
		B	92,246.02	7,687.17	44.34905
		C	96,858.36	8,071.53	46.56652
		D	101,701.26	8,475.10	48.89484
		E	106,786.35	8,898.86	51.33959
		F	112,125.66	9,343.80	53.90657
		G	117,731.93	9,810.99	56.60189
S203	Safety	A	88,731.88	7,394.32	42.65956
		B	93,168.49	7,764.04	44.79255
		C	97,826.91	8,152.24	47.03217
		D	102,718.26	8,559.85	49.38378
		E	107,854.15	8,987.85	51.85296
		F	113,246.87	9,437.24	54.44561
		G	118,909.22	9,909.10	57.16789
S204	Safety	A	89,619.21	7,468.27	43.08616
		B	94,100.20	7,841.68	45.24048
		C	98,805.20	8,233.77	47.50250
		D	103,745.46	8,645.45	49.87762
		E	108,932.70	9,077.73	52.37149
		F	114,379.33	9,531.61	54.99006
		G	120,098.30	10,008.19	57.73957
S205	Safety	A	90,515.40	7,542.95	43.51702
		B	95,041.16	7,920.10	45.69287
		C	99,793.21	8,316.10	47.97751
		D	104,782.88	8,731.91	50.37639
		E	110,022.03	9,168.50	52.89521
		F	115,523.17	9,626.93	55.53998
		G	121,299.31	10,108.28	58.31697

S206	Safety	A	91,420.55	7,618.38	43.95219
		B	95,991.59	7,999.30	46.14980
		C	100,791.16	8,399.26	48.45729
		D	105,830.73	8,819.23	50.88016
		E	111,122.26	9,260.19	53.42416
		F	116,678.40	9,723.20	56.09538
		G	122,512.32	10,209.36	58.90015
S207	Safety	A	92,334.77	7,694.56	44.39171
		B	96,951.49	8,079.29	46.61129
		C	101,799.06	8,483.25	48.94185
		D	106,889.01	8,907.42	51.38895
		E	112,233.50	9,352.79	53.95841
		F	117,845.17	9,820.43	56.65633
		G	123,737.44	10,311.45	59.48915
S208	Safety	A	93,258.12	7,771.51	44.83564
		B	97,921.01	8,160.08	47.07741
		C	102,817.06	8,568.09	49.43128
		D	107,957.90	8,996.49	51.90284
		E	113,355.81	9,446.32	54.49798
		F	119,023.60	9,918.63	57.22288
		G	124,974.76	10,414.56	60.08402
S209	Safety	A	94,190.67	7,849.22	45.28397
		B	98,900.22	8,241.68	47.54818
		C	103,845.26	8,653.77	49.92561
		D	109,037.52	9,086.46	52.42188
		E	114,489.38	9,540.78	55.04297
		F	120,213.84	10,017.82	57.79512
		G	126,224.57	10,518.71	60.68489
S210	Safety	A	95,132.60	7,927.72	45.73683
		B	99,889.21	8,324.10	48.02366
		C	104,883.69	8,740.31	50.42485
		D	110,127.90	9,177.33	52.94611
		E	115,634.32	9,636.19	55.59342
		F	121,416.04	10,118.00	58.37309
		G	127,486.84	10,623.90	61.29175
S211	Safety	A	96,083.91	8,006.99	46.19419
		B	100,888.10	8,407.34	48.50390
		C	105,932.51	8,827.71	50.92909
		D	111,229.13	9,269.09	53.47554
		E	116,790.58	9,732.55	56.14932
		F	122,630.09	10,219.17	58.95677
		G	128,761.59	10,730.13	61.90461
S212	Safety	A	97,044.76	8,087.06	46.65613
		B	101,897.00	8,491.42	48.98894
		C	106,991.85	8,915.99	51.43839
		D	112,341.43	9,361.79	54.01030
		E	117,958.50	9,829.87	56.71082
		F	123,856.46	10,321.37	59.54637
		G	130,049.27	10,837.44	62.52369

S213	Safety	A	98,015.18	8,167.93	47.12268
		B	102,915.91	8,576.33	49.47880
		C	108,061.74	9,005.14	51.95276
		D	113,464.81	9,455.40	54.55039
		E	119,138.08	9,928.17	57.27792
		F	125,095.00	10,424.58	60.14183
		G	131,349.73	10,945.81	63.14891
S214	Safety	A	98,995.33	8,249.61	47.59391
		B	103,945.09	8,662.09	49.97360
		C	109,142.30	9,095.19	52.47226
		D	114,599.44	9,549.95	55.09588
		E	120,329.43	10,027.45	57.85069
		F	126,345.90	10,528.83	60.74322
		G	132,663.22	11,055.27	63.78039
S215	Safety	A	99,985.29	8,332.11	48.06985
		B	104,984.55	8,748.71	50.47334
		C	110,233.79	9,186.15	52.99702
		D	115,745.46	9,645.46	55.64686
		E	121,532.75	10,127.73	58.42921
		F	127,609.36	10,634.11	61.35065
		G	133,989.87	11,165.82	64.41821
S216	Safety	A	100,985.15	8,415.43	48.55055
		B	106,034.40	8,836.20	50.97808
		C	111,336.12	9,278.01	53.52698
		D	116,902.92	9,741.91	56.20333
		E	122,748.08	10,229.01	59.01350
		F	128,885.47	10,740.46	61.96417
		G	135,329.77	11,277.48	65.06239
S217	Safety	A	101,995.00	8,499.58	49.03606
		B	107,094.74	8,924.56	51.48786
		C	112,449.46	9,370.79	54.06224
		D	118,071.95	9,839.33	56.76536
		E	123,975.57	10,331.30	59.60364
		F	130,174.33	10,847.86	62.58381
		G	136,683.05	11,390.25	65.71301
S218	Safety	A	103,014.94	8,584.58	49.52641
		B	108,165.71	9,013.81	52.00275
		C	113,573.99	9,464.50	54.60288
		D	119,252.69	9,937.72	57.33302
		E	125,215.33	10,434.61	60.19968
		F	131,476.09	10,956.34	63.20966
		G	138,049.86	11,504.15	66.37012
S219	Safety	A	104,045.10	8,670.42	50.02168
		B	109,247.34	9,103.95	52.52276
		C	114,709.73	9,559.14	55.14891
		D	120,445.24	10,037.10	57.90637
		E	126,467.47	10,538.96	60.80167
		F	132,790.85	11,065.90	63.84176
		G	139,430.40	11,619.20	67.03385

S220	Safety	A	105,085.53	8,757.13	50.52189
		B	110,339.83	9,194.99	53.04799
		C	115,856.82	9,654.74	55.70039
		D	121,649.66	10,137.47	58.48541
		E	127,732.17	10,644.35	61.40970
		F	134,118.79	11,176.57	64.48019
		G	140,824.73	11,735.39	67.70420
S221	Safety	A	106,136.40	8,844.70	51.02711
		B	111,443.23	9,286.94	53.57848
		C	117,015.42	9,751.28	56.25741
		D	122,866.16	10,238.85	59.07027
		E	129,009.50	10,750.79	62.02380
		F	135,459.98	11,288.33	65.12499
		G	142,232.96	11,852.75	68.38123
S222	Safety	A	107,197.81	8,933.15	51.53741
		B	112,557.70	9,379.81	54.11428
		C	118,185.55	9,848.80	56.81998
		D	124,094.81	10,341.23	59.66097
		E	130,299.55	10,858.30	62.64401
		F	136,814.57	11,401.21	65.77624
		G	143,655.28	11,971.27	69.06504
S223	Safety	A	108,269.77	9,022.48	52.05277
		B	113,683.23	9,473.60	54.65540
		C	119,367.40	9,947.28	57.38817
		D	125,335.75	10,444.65	60.25757
		E	131,602.54	10,966.88	63.27045
		F	138,182.64	11,515.22	66.43396
		G	145,091.76	12,090.98	69.75565
S224	Safety	A	109,352.48	9,112.71	52.57331
		B	114,820.10	9,568.34	55.20197
		C	120,561.09	10,046.76	57.96206
		D	126,589.14	10,549.09	60.86016
		E	132,918.61	11,076.55	63.90318
		F	139,564.55	11,630.38	67.09834
		G	146,542.78	12,211.90	70.45326
S225	Safety	A	110,445.98	9,203.83	53.09903
		B	115,968.27	9,664.02	55.75398
		C	121,766.71	10,147.23	58.54169
		D	127,855.05	10,654.59	61.46877
		E	134,247.79	11,187.32	64.54221
		F	140,960.19	11,746.68	67.76932
		G	148,008.18	12,334.01	71.15778
S226	Safety	A	111,550.43	9,295.87	53.63001
		B	117,127.92	9,760.66	56.31150
		C	122,984.32	10,248.69	59.12708
		D	129,133.56	10,761.13	62.08344
		E	135,590.24	11,299.19	65.18761
		F	142,369.76	11,864.15	68.44700
		G	149,488.25	12,457.35	71.86935

S227	Safety	A	112,665.92	9,388.83	54.16631
		B	118,299.23	9,858.27	56.87463
		C	124,214.19	10,351.18	59.71836
		D	130,424.92	10,868.74	62.70429
		E	136,946.15	11,412.18	65.83950
		F	143,793.46	11,982.79	69.13147
		G	150,983.14	12,581.93	72.58805
S228	Safety	A	113,792.59	9,482.72	54.70798
		B	119,482.22	9,956.85	57.44337
		C	125,456.32	10,454.69	60.31554
		D	131,729.12	10,977.43	63.33131
		E	138,315.60	11,526.30	66.49789
		F	145,231.39	12,102.62	69.82278
		G	152,492.96	12,707.75	73.31392
S229	Safety	A	114,930.51	9,577.54	55.25505
		B	120,677.04	10,056.42	58.01781
		C	126,710.89	10,559.24	60.91870
		D	133,046.43	11,087.20	63.96463
		E	139,698.73	11,641.56	67.16285
		F	146,683.68	12,223.64	70.62100
		G	154,017.88	12,834.82	74.04706
S230	Safety	A	116,079.84	9,673.32	55.80761
		B	121,883.81	10,156.98	58.59799
		C	127,977.97	10,664.83	61.52787
		D	134,376.88	11,198.07	64.60427
		E	141,095.73	11,757.98	67.83449
		F	148,150.51	12,345.88	71.22621
		G	155,558.05	12,963.17	74.78752
S231	Safety	A	117,240.61	9,770.05	56.36568
		B	123,102.64	10,258.55	59.18396
		C	129,257.78	10,771.48	62.14316
		D	135,720.66	11,310.05	65.25032
		E	142,506.69	11,875.56	68.51283
		F	149,632.02	12,469.34	71.93847
		G	157,113.61	13,092.80	75.53539
S232	Safety	A	118,413.02	9,867.75	56.92934
		B	124,333.66	10,361.14	59.77580
		C	130,550.36	10,879.20	62.76460
		D	137,077.89	11,423.16	65.90283
		E	143,931.77	11,994.31	69.19797
		F	151,128.39	12,594.03	72.65788
		G	158,684.78	13,223.73	76.29076
S233	Safety	A	119,597.18	9,966.43	57.49864
		B	125,577.04	10,464.75	60.37358
		C	131,855.88	10,987.99	63.39225
		D	138,448.67	11,537.39	66.56186
		E	145,371.10	12,114.26	69.88995
		F	152,639.62	12,719.97	73.38443
		G	160,271.64	13,355.97	77.05367

S234	Safety	A	120,793.12	10,066.09	58.07361
		B	126,832.77	10,569.40	60.97729
		C	133,174.40	11,097.87	64.02615
		D	139,833.12	11,652.76	67.22746
		E	146,824.81	12,235.40	70.58885
		F	154,166.02	12,847.17	74.11828
		G	161,874.33	13,489.53	77.82420
S235	Safety	A	122,001.05	10,166.75	58.65435
		B	128,101.10	10,675.09	61.58707
		C	134,506.19	11,208.85	64.66644
		D	141,231.49	11,769.29	67.89975
		E	148,293.08	12,357.76	71.29475
		F	155,707.71	12,975.64	74.85947
		G	163,493.11	13,624.43	78.60246
S236	Safety	A	123,221.05	10,268.42	59.24089
		B	129,382.11	10,781.84	62.20294
		C	135,851.24	11,320.94	65.31309
		D	142,643.79	11,886.98	68.57874
		E	149,775.96	12,481.33	72.00767
		F	157,264.78	13,105.40	75.60807
		G	165,127.98	13,760.67	79.38845
S237	Safety	A	124,453.29	10,371.11	59.83331
		B	130,675.94	10,889.66	62.82497
		C	137,209.74	11,434.14	65.96622
		D	144,070.21	12,005.85	69.26453
		E	151,273.72	12,606.14	72.72775
		F	158,837.42	13,236.45	76.36415
		G	166,779.28	13,898.27	80.18234
S238	Safety	A	125,697.78	10,474.82	60.43163
		B	131,982.68	10,998.56	63.45321
		C	138,581.85	11,548.49	66.62589
		D	145,510.90	12,125.91	69.95716
		E	152,786.45	12,732.20	73.45502
		F	160,425.75	13,368.81	77.12776
		G	168,447.05	14,037.25	80.98416
S239	Safety	A	126,954.77	10,579.56	61.03595
		B	133,302.51	11,108.54	64.08774
		C	139,967.60	11,663.97	67.29212
		D	146,966.02	12,247.17	70.65674
		E	154,314.33	12,859.53	74.18958
		F	162,030.06	13,502.50	77.89907
		G	170,131.57	14,177.63	81.79402
S240	Safety	A	128,224.32	10,685.36	61.64631
		B	134,635.53	11,219.63	64.72862
		C	141,367.34	11,780.61	67.96507
		D	148,435.71	12,369.64	71.36332
		E	155,857.51	12,988.13	74.93150
		F	163,650.40	13,637.53	78.67808
		G	171,832.91	14,319.41	82.61197

S241	Safety	A	129,506.58	10,792.22	62.26278
		B	135,981.91	11,331.83	65.37592
		C	142,781.02	11,898.42	68.64472
		D	149,920.06	12,493.34	72.07695
		E	157,416.09	13,118.01	75.68081
		F	165,286.89	13,773.91	79.46485
		G	173,551.24	14,462.60	83.43809
S242	Safety	A	130,801.64	10,900.14	62.88541
		B	137,341.71	11,445.14	66.02967
		C	144,208.80	12,017.40	69.33116
		D	151,419.26	12,618.27	72.79772
		E	158,990.23	13,249.19	76.43761
		F	166,939.73	13,911.64	80.25948
		G	175,286.73	14,607.23	84.27247
S243	Safety	A	132,109.66	11,009.14	63.51426
		B	138,715.13	11,559.59	66.68996
		C	145,650.92	12,137.58	70.02448
		D	152,933.45	12,744.45	73.52570
		E	160,580.11	13,381.68	77.20198
		F	168,609.17	14,050.76	81.06210
		G	177,039.61	14,753.30	85.11520
S244	Safety	A	133,430.76	11,119.23	64.14941
		B	140,102.26	11,675.19	67.35686
		C	147,107.37	12,258.95	70.72470
		D	154,462.74	12,871.90	74.26093
		E	162,185.91	13,515.49	77.97399
		F	170,295.16	14,191.26	81.87267
		G	178,809.97	14,900.83	85.96633
S245	Safety	A	134,765.04	11,230.42	64.79088
		B	141,503.32	11,791.94	68.03044
		C	148,578.49	12,381.54	71.43196
		D	156,007.40	13,000.62	75.00356
		E	163,807.80	13,650.65	78.75375
		F	171,998.18	14,333.18	82.69143
		G	180,598.10	15,049.84	86.82601
S246	Safety	A	136,112.73	11,342.73	65.43881
		B	142,918.34	11,909.86	68.71074
		C	150,064.25	12,505.35	72.14627
		D	157,567.47	13,130.62	75.75359
		E	165,445.87	13,787.16	79.54128
		F	173,718.18	14,476.52	83.51836
		G	182,404.08	15,200.34	87.69427
S247	Safety	A	137,473.83	11,456.15	66.09319
		B	144,347.51	12,028.96	69.39784
		C	151,564.89	12,630.41	72.86774
		D	159,143.15	13,261.93	76.51113
		E	167,100.32	13,925.03	80.33669
		F	175,455.36	14,621.28	84.35354
		G	184,228.12	15,352.34	88.57121

S248	Safety	A	138,848.58	11,570.72	66.75413
		B	145,790.99	12,149.25	70.09182
		C	153,080.53	12,756.71	73.59641
		D	160,734.60	13,394.55	77.27625
		E	168,771.31	14,064.28	81.14005
		F	177,209.91	14,767.49	85.19707
		G	186,070.39	15,505.87	89.45692
S249	Safety	A	140,237.04	11,686.42	67.42165
		B	147,248.92	12,270.74	70.79275
		C	154,611.37	12,884.28	74.33239
		D	162,341.92	13,528.49	78.04900
		E	170,459.02	14,204.92	81.95145
		F	178,981.96	14,915.16	86.04902
		G	187,931.05	15,660.92	90.35146
S250	Safety	A	141,639.42	11,803.29	68.09588
		B	148,721.42	12,393.45	71.50068
		C	156,157.46	13,013.12	75.07570
		D	163,965.34	13,663.78	78.82949
		E	172,163.58	14,346.96	82.77095
		F	180,771.76	15,064.31	86.90950
		G	189,810.33	15,817.53	91.25497
S251	Safety	A	143,055.84	11,921.32	68.77684
		B	150,208.61	12,517.38	72.21568
		C	157,719.00	13,143.25	75.82644
		D	165,604.97	13,800.41	79.61777
		E	173,885.25	14,490.44	83.59868
		F	182,579.53	15,214.96	87.77862
		G	191,708.48	15,975.71	92.16754
S252	Safety	A	144,486.37	12,040.53	69.46460
		B	151,710.68	12,642.56	72.93783
		C	159,296.22	13,274.68	76.58472
		D	167,261.06	13,938.42	80.41397
		E	175,624.11	14,635.34	84.43467
		F	184,405.31	15,367.11	88.65640
		G	193,625.56	16,135.46	93.08921
S253	Safety	A	145,931.22	12,160.94	70.15924
		B	153,227.78	12,768.98	73.66720
		C	160,889.20	13,407.43	77.35058
		D	168,933.65	14,077.80	81.21810
		E	177,380.37	14,781.70	85.27902
		F	186,249.36	15,520.78	89.54296
		G	195,561.86	16,296.82	94.02012
S254	Safety	A	147,390.56	12,282.55	70.86084
		B	154,760.07	12,896.67	74.40388
		C	162,498.06	13,541.51	78.12407
		D	170,622.97	14,218.58	82.03027
		E	179,154.13	14,929.51	86.13179
		F	188,111.83	15,675.99	90.43838
		G	197,517.43	16,459.79	94.96030

S262	Safety	A	159,602.89	13,300.24	76.73216
		B	167,583.00	13,965.25	80.56875
		C	175,962.15	14,663.51	84.59719
		D	184,760.26	15,396.69	88.82705
		E	193,998.25	16,166.52	93.26839
		F	203,698.18	16,974.85	97.93182
		G	213,883.07	17,823.59	102.82840
S263	Safety	A	161,198.88	13,433.24	77.49946
		B	169,258.84	14,104.90	81.37444
		C	177,721.80	14,810.15	85.44317
		D	186,607.88	15,550.66	89.71533
		E	195,938.25	16,328.19	94.20108
		F	205,735.20	17,144.60	98.91115
		G	216,021.95	18,001.83	103.85671
S264	Safety	A	162,810.91	13,567.58	78.27448
		B	170,951.42	14,245.95	82.18818
		C	179,498.98	14,958.25	86.29759
		D	188,473.91	15,706.16	90.61246
		E	197,897.66	16,491.47	95.14311
		F	207,792.52	17,316.04	99.90025
		G	218,182.13	18,181.84	104.89525
S265	Safety	A	164,438.99	13,703.25	79.05721
		B	172,660.97	14,388.41	83.01008
		C	181,293.99	15,107.83	87.16057
		D	190,358.70	15,863.22	91.51861
		E	199,876.64	16,656.39	96.09454
		F	209,870.50	17,489.21	100.89928
		G	220,364.01	18,363.67	105.94424
S266	Safety	A	166,083.39	13,840.28	79.84778
		B	174,387.56	14,532.30	83.84017
		C	183,106.92	15,258.91	88.03217
		D	192,262.26	16,021.86	92.43378
		E	201,875.40	16,822.95	97.05548
		F	211,969.15	17,664.10	101.90825
		G	222,567.60	18,547.30	107.00365
S267	Safety	A	167,744.24	13,978.69	80.64627
		B	176,131.45	14,677.62	84.67858
		C	184,938.02	15,411.50	88.91251
		D	194,184.93	16,182.08	93.35814
		E	203,894.18	16,991.18	98.02605
		F	214,088.91	17,840.74	102.92736
		G	224,793.33	18,732.78	108.07372
S268	Safety	A	169,421.63	14,118.47	81.45271
		B	177,892.75	14,824.40	85.52536
		C	186,787.38	15,565.62	89.80163
		D	196,126.76	16,343.90	94.29171
		E	205,933.11	17,161.09	99.00630
		F	216,229.77	18,019.15	103.95662
		G	227,041.28	18,920.11	109.15446

S269	Safety	A	171,115.85	14,259.65	82.26724
		B	179,671.68	14,972.64	86.38062
		C	188,655.28	15,721.27	90.69965
		D	198,088.04	16,507.34	95.23464
		E	207,992.43	17,332.70	99.99636
		F	218,392.06	18,199.34	104.99618
		G	229,311.64	19,109.30	110.24598
S270	Safety	A	172,827.02	14,402.25	83.08991
		B	181,468.37	15,122.36	87.24441
		C	190,541.80	15,878.48	91.60663
		D	200,068.91	16,672.41	96.18698
		E	210,072.34	17,506.03	100.99632
		F	220,575.97	18,381.33	106.04614
		G	231,604.81	19,300.40	111.34847
S271	Safety	A	174,555.28	14,546.27	83.92081
		B	183,283.06	15,273.59	88.11686
		C	192,447.22	16,037.27	92.52270
		D	202,069.59	16,839.13	97.14884
		E	212,173.07	17,681.09	102.00628
		F	222,781.76	18,565.15	107.10661
		G	233,920.84	19,493.40	112.46194
S272	Safety	A	176,300.85	14,691.74	84.76003
		B	185,115.88	15,426.32	88.99802
		C	194,371.69	16,197.64	93.44793
		D	204,090.29	17,007.52	98.12033
		E	214,294.82	17,857.90	103.02636
		F	225,009.55	18,750.80	108.17767
		G	236,260.00	19,688.33	113.58654
S273	Safety	A	178,063.85	14,838.65	85.60762
		B	186,967.06	15,580.59	89.88801
		C	196,315.39	16,359.62	94.38240
		D	206,131.20	17,177.60	99.10154
		E	216,437.74	18,036.48	104.05661
		F	227,259.66	18,938.31	109.25945
		G	238,622.61	19,885.22	114.72241
S274	Safety	A	179,844.48	14,987.04	86.46369
		B	188,836.69	15,736.39	90.78687
		C	198,278.59	16,523.22	95.32624
		D	208,192.50	17,349.37	100.09255
		E	218,602.12	18,216.84	105.09717
		F	229,532.23	19,127.69	110.35203
		G	241,008.83	20,084.07	115.86963
S275	Safety	A	181,642.96	15,136.91	87.32835
		B	190,725.11	15,893.76	91.69476
		C	200,261.35	16,688.45	96.27950
		D	210,274.42	17,522.87	101.09347
		E	220,788.12	18,399.01	106.14813
		F	231,827.54	19,318.96	111.45555
		G	243,418.90	20,284.91	117.02832

S276	Safety	A	183,459.37	15,288.28	88.20162
		B	192,632.37	16,052.70	92.61172
		C	202,264.00	16,855.33	97.24231
		D	212,377.18	17,698.10	102.10441
		E	222,996.06	18,583.00	107.20964
		F	234,145.87	19,512.16	112.57013
		G	245,853.17	20,487.76	118.19864
S277	Safety	A	185,294.00	15,441.17	89.08365
		B	194,558.88	16,213.22	93.53783
		C	204,286.65	17,023.89	98.21473
		D	214,500.97	17,875.08	103.12547
		E	225,226.04	18,768.84	108.28175
		F	236,487.34	19,707.28	113.69584
		G	248,311.72	20,692.64	119.38064
S278	Safety	A	187,146.95	15,595.58	89.97449
		B	196,504.27	16,375.36	94.47320
		C	206,329.47	17,194.12	99.19686
		D	216,645.95	18,053.83	104.15671
		E	227,478.27	18,956.52	109.36455
		F	238,852.14	19,904.34	114.83276
		G	250,794.79	20,899.57	120.57442
S279	Safety	A	189,018.42	15,751.54	90.87424
		B	198,469.32	16,539.11	95.41794
		C	208,392.80	17,366.07	100.18885
		D	218,812.44	18,234.37	105.19829
		E	229,753.05	19,146.09	110.45820
		F	241,240.73	20,103.39	115.98112
		G	253,302.76	21,108.56	121.78017
S280	Safety	A	190,908.59	15,909.05	91.78298
		B	200,454.03	16,704.50	96.37213
		C	210,478.73	17,539.73	101.19074
		D	221,000.55	18,416.71	106.25026
		E	232,050.59	19,337.55	111.56279
		F	243,653.14	20,304.43	117.14093
		G	255,835.75	21,319.65	122.99796
S281	Safety	A	192,817.69	16,068.14	92.70081
		B	202,458.58	16,871.55	97.33586
		C	212,581.50	17,715.12	102.20264
		D	223,210.60	18,600.88	107.31279
		E	234,371.12	19,530.93	112.67842
		F	246,089.68	20,507.47	118.31235
		G	258,394.18	21,532.85	124.22797
S282	Safety	A	194,745.84	16,228.82	93.62781
		B	204,483.14	17,040.26	98.30920
		C	214,707.34	17,892.28	103.22468
		D	225,442.72	18,786.89	108.38592
		E	236,714.85	19,726.24	113.80522
		F	248,550.57	20,712.55	119.49547
		G	260,978.11	21,748.18	125.47025

S283	Safety	A	196,693.29	16,391.11	94.56408
		B	206,527.98	17,210.66	99.29230
		C	216,854.34	18,071.20	104.25689
		D	227,697.08	18,974.76	109.46975
		E	239,081.92	19,923.49	114.94323
		F	251,036.03	20,919.67	120.69040
		G	263,587.86	21,965.66	126.72493
S284	Safety	A	198,660.23	16,555.02	95.50973
		B	208,593.28	17,382.77	100.28523
		C	219,022.93	18,251.91	105.29949
		D	229,974.08	19,164.51	110.56446
		E	241,472.78	20,122.73	116.09268
		F	253,546.42	21,128.87	121.89732
		G	266,223.77	22,185.31	127.99220
S285	Safety	A	200,646.84	16,720.57	96.46483
		B	210,679.19	17,556.60	101.28807
		C	221,213.15	18,434.43	106.35248
		D	232,273.81	19,356.15	111.67010
		E	243,887.51	20,323.96	117.25361
		F	256,081.88	21,340.16	123.11629
		G	268,885.98	22,407.17	129.27211
S286	Safety	A	202,653.29	16,887.77	97.42947
		B	212,785.97	17,732.16	102.30095
		C	223,425.29	18,618.77	107.41600
		D	234,596.51	19,549.71	112.78679
		E	246,326.36	20,527.20	118.42614
		F	258,642.64	21,553.55	124.34742
		G	271,574.82	22,631.24	130.56482
S287	Safety	A	204,679.86	17,056.65	98.40378
		B	214,913.85	17,909.49	103.32397
		C	225,659.55	18,804.96	108.49017
		D	236,942.52	19,745.21	113.91467
		E	248,789.67	20,732.47	119.61042
		F	261,229.14	21,769.10	125.59093
		G	274,290.59	22,857.55	131.87048
S288	Safety	A	206,726.67	17,227.22	99.38782
		B	217,063.00	18,088.58	104.35721
		C	227,916.15	18,993.01	109.57507
		D	239,311.96	19,942.66	115.05383
		E	251,277.53	20,939.79	120.80650
		F	263,841.41	21,986.78	126.84683
		G	277,033.51	23,086.13	133.18919
S289	Safety	A	208,793.91	17,399.49	100.38169
		B	219,233.61	18,269.47	105.40077
		C	230,195.29	19,182.94	110.67081
		D	241,705.11	20,142.09	116.20438
		E	253,790.35	21,149.20	122.01459
		F	266,479.89	22,206.66	128.11533
		G	279,803.88	23,316.99	134.52110

S290	Safety	A	210,881.86	17,573.49	101.38551
		B	221,425.92	18,452.16	106.45477
		C	232,497.23	19,374.77	111.77752
		D	244,122.10	20,343.51	117.36640
		E	256,328.20	21,360.68	123.23471
		F	269,144.60	22,428.72	129.39644
		G	282,601.83	23,550.15	135.86626
S291	Safety	A	212,990.67	17,749.22	102.39936
		B	223,640.22	18,636.68	107.51934
		C	234,822.21	19,568.52	112.89529
		D	246,563.33	20,546.94	118.54006
		E	258,891.48	21,574.29	124.46706
		F	271,836.05	22,653.00	130.69041
		G	285,427.84	23,785.65	137.22493
S292	Safety	A	215,120.56	17,926.71	103.42334
		B	225,876.59	18,823.05	108.59452
		C	237,170.43	19,764.20	114.02425
		D	249,028.96	20,752.41	119.72546
		E	261,480.42	21,790.04	125.71174
		F	274,554.44	22,879.54	131.99733
		G	288,282.16	24,023.51	138.59719
S293	Safety	A	217,271.78	18,105.98	104.45759
		B	228,135.36	19,011.28	109.68046
		C	239,542.11	19,961.84	115.16447
		D	251,519.21	20,959.93	120.92270
		E	264,095.17	22,007.93	126.96883
		F	277,299.93	23,108.33	133.31727
		G	291,164.93	24,263.74	139.98314
S294	Safety	A	219,444.49	18,287.04	105.50216
		B	230,416.68	19,201.39	110.77725
		C	241,937.55	20,161.46	116.31613
		D	254,034.44	21,169.54	122.13194
		E	266,736.15	22,228.01	128.23853
		F	280,072.96	23,339.41	134.65046
		G	294,076.59	24,506.38	141.38297
S295	Safety	A	221,638.96	18,469.91	106.55719
		B	232,720.92	19,393.41	111.88506
		C	244,356.95	20,363.08	117.47930
		D	256,574.82	21,381.24	123.35328
		E	269,403.56	22,450.30	129.52094
		F	282,873.71	23,572.81	135.99698
		G	297,017.41	24,751.45	142.79683
S296	Safety	A	223,855.35	18,654.61	107.62276
		B	235,048.10	19,587.34	113.00389
		C	246,800.50	20,566.71	118.65409
		D	259,140.54	21,595.05	124.58680
		E	272,097.60	22,674.80	130.81615
		F	285,702.48	23,808.54	137.35696
		G	299,987.60	24,998.97	144.22481

S297	Safety	A	226,093.93	18,841.16	108.69900
		B	237,398.61	19,783.22	114.13395
		C	249,268.53	20,772.38	119.84064
		D	261,731.99	21,811.00	125.83269
		E	274,818.60	22,901.55	132.12432
		F	288,559.50	24,046.63	138.73053
		G	302,987.47	25,248.96	145.66705
S298	Safety	A	228,354.86	19,029.57	109.78599
		B	239,772.56	19,981.05	115.27527
		C	251,761.20	20,980.10	121.03904
		D	264,349.26	22,029.10	127.09099
		E	277,566.72	23,130.56	133.44554
		F	291,445.08	24,287.09	140.11782
		G	306,017.29	25,501.44	147.12370
S299	Safety	A	230,638.35	19,219.86	110.88382
		B	242,170.32	20,180.86	116.42804
		C	254,278.82	21,189.90	122.24943
		D	266,992.76	22,249.40	128.36191
		E	280,342.39	23,361.87	134.78000
		F	294,359.52	24,529.96	141.51900
		G	309,077.54	25,756.46	148.59497
S300	Safety	A	232,944.75	19,412.06	111.99267
		B	244,591.99	20,382.67	117.59230
		C	256,821.60	21,401.80	123.47192
		D	269,662.66	22,471.89	129.64551
		E	283,145.80	23,595.48	136.12779
		F	297,303.07	24,775.26	142.93417
		G	312,168.26	26,014.02	150.08089

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
Skilled Trades Unit					
T115	Skilled Trades	A	19,055.44	1,587.95	9.16127
		B	20,008.21	1,667.35	9.61933
		C	21,008.62	1,750.72	10.10030
		D	22,059.06	1,838.25	10.60532
		E	23,162.01	1,930.17	11.13558
		F	24,320.11	2,026.68	11.69236
		G	25,536.11	2,128.01	12.27698
T116	Skilled Trades	A	19,246.00	1,603.83	9.25288
		B	20,208.30	1,684.02	9.71553
		C	21,218.71	1,768.23	10.20130
		D	22,279.65	1,856.64	10.71137
		E	23,393.63	1,949.47	11.24694
		F	24,563.31	2,046.94	11.80928
		G	25,791.48	2,149.29	12.39975
T117	Skilled Trades	A	19,438.46	1,619.87	9.34541
		B	20,410.38	1,700.86	9.81268
		C	21,430.90	1,785.91	10.30332
		D	22,502.44	1,875.20	10.81848
		E	23,627.56	1,968.96	11.35941
		F	24,808.94	2,067.41	11.92738
		G	26,049.39	2,170.78	12.52375
T118	Skilled Trades	A	19,632.84	1,636.07	9.43887
		B	20,614.48	1,717.87	9.91081
		C	21,645.21	1,803.77	10.40635
		D	22,727.47	1,893.96	10.92667
		E	23,863.84	1,988.65	11.47300
		F	25,057.03	2,088.09	12.04665
		G	26,309.88	2,192.49	12.64898
T119	Skilled Trades	A	19,829.17	1,652.43	9.53325
		B	20,820.63	1,735.05	10.00992
		C	21,861.66	1,821.80	10.51041
		D	22,954.74	1,912.90	11.03593
		E	24,102.48	2,008.54	11.58773
		F	25,307.60	2,108.97	12.16712
		G	26,572.98	2,214.42	12.77547
T120	Skilled Trades	A	20,027.46	1,668.96	9.62859
		B	21,028.83	1,752.40	10.11002
		C	22,080.28	1,840.02	10.61552
		D	23,184.29	1,932.02	11.14629
		E	24,343.50	2,028.63	11.70361
		F	25,560.68	2,130.06	12.28879
		G	26,838.71	2,236.56	12.90323
T121	Skilled Trades	A	20,227.74	1,685.64	9.72487
		B	21,239.12	1,769.93	10.21112
		C	22,301.08	1,858.42	10.72167
		D	23,416.13	1,951.34	11.25776
		E	24,586.94	2,048.91	11.82064
		F	25,816.29	2,151.36	12.41168
		G	27,107.10	2,258.92	13.03226
T122	Skilled Trades	A	20,430.01	1,702.50	9.82212
		B	21,451.51	1,787.63	10.31323
		C	22,524.09	1,877.01	10.82889
		D	23,650.29	1,970.86	11.37033
		E	24,832.81	2,069.40	11.93885
		F	26,074.45	2,172.87	12.53579
		G	27,378.17	2,281.51	13.16258
T123	Skilled Trades	A	20,634.31	1,719.53	9.92034
		B	21,666.03	1,805.50	10.41636
		C	22,749.33	1,895.78	10.93718
		D	23,886.80	1,990.57	11.48404
		E	25,081.14	2,090.09	12.05824
		F	26,335.19	2,194.60	12.66115
		G	27,651.95	2,304.33	13.29421
T124	Skilled Trades	A	20,840.66	1,736.72	10.01955
		B	21,882.69	1,823.56	10.52052
		C	22,976.82	1,914.74	11.04655
		D	24,125.66	2,010.47	11.59888
		E	25,331.95	2,111.00	12.17882
		F	26,598.54	2,216.55	12.78776
		G	27,928.47	2,327.37	13.42715

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T125	Skilled Trades	A	21,049.06	1,754.09	10.11974
		B	22,101.52	1,841.79	10.62573
		C	23,206.59	1,933.88	11.15702
		D	24,366.92	2,030.58	11.71487
		E	25,585.27	2,132.11	12.30061
		F	26,864.53	2,238.71	12.91564
		G	28,207.76	2,350.65	13.56142
T126	Skilled Trades	A	21,259.55	1,771.63	10.22094
		B	22,322.53	1,860.21	10.73199
		C	23,438.66	1,953.22	11.26859
		D	24,610.59	2,050.88	11.83201
		E	25,841.12	2,153.43	12.42362
		F	27,133.18	2,261.10	13.04480
		G	28,489.83	2,374.15	13.69704
T127	Skilled Trades	A	21,472.15	1,789.35	10.32315
		B	22,545.76	1,878.81	10.83931
		C	23,673.04	1,972.75	11.38127
		D	24,856.70	2,071.39	11.95033
		E	26,099.53	2,174.96	12.54785
		F	27,404.51	2,283.71	13.17524
		G	28,774.73	2,397.89	13.83401
T128	Skilled Trades	A	21,686.87	1,807.24	10.42638
		B	22,771.21	1,897.60	10.94770
		C	23,909.77	1,992.48	11.49508
		D	25,105.26	2,092.11	12.06984
		E	26,360.53	2,196.71	12.67333
		F	27,678.55	2,306.55	13.30700
		G	29,062.48	2,421.87	13.97235
T129	Skilled Trades	A	21,903.74	1,825.31	10.53064
		B	22,998.93	1,916.58	11.05718
		C	24,148.87	2,012.41	11.61003
		D	25,356.32	2,113.03	12.19054
		E	26,624.13	2,218.68	12.80006
		F	27,955.34	2,329.61	13.44007
		G	29,353.10	2,446.09	14.11207
T130	Skilled Trades	A	22,122.78	1,843.56	10.63595
		B	23,228.91	1,935.74	11.16775
		C	24,390.36	2,032.53	11.72613
		D	25,609.88	2,134.16	12.31244
		E	26,890.37	2,240.86	12.92806
		F	28,234.89	2,352.91	13.57447
		G	29,646.64	2,470.55	14.25319
T131	Skilled Trades	A	22,344.00	1,862.00	10.74231
		B	23,461.20	1,955.10	11.27943
		C	24,634.26	2,052.86	11.84340
		D	25,865.98	2,155.50	12.43557
		E	27,159.28	2,263.27	13.05734
		F	28,517.24	2,376.44	13.71021
		G	29,943.10	2,495.26	14.39572
T132	Skilled Trades	A	22,567.44	1,880.62	10.84973
		B	23,695.82	1,974.65	11.39222
		C	24,880.61	2,073.38	11.96183
		D	26,124.64	2,177.05	12.55992
		E	27,430.87	2,285.91	13.18792
		F	28,802.41	2,400.20	13.84731
		G	30,242.53	2,520.21	14.53968
T133	Skilled Trades	A	22,793.12	1,899.43	10.95823
		B	23,932.77	1,994.40	11.50614
		C	25,129.41	2,094.12	12.08145
		D	26,385.88	2,198.82	12.68552
		E	27,705.18	2,308.76	13.31980
		F	29,090.44	2,424.20	13.98579
		G	30,544.96	2,545.41	14.68508
T134	Skilled Trades	A	23,021.05	1,918.42	11.06781
		B	24,172.10	2,014.34	11.62120
		C	25,380.71	2,115.06	12.20226
		D	26,649.74	2,220.81	12.81238
		E	27,982.23	2,331.85	13.45300
		F	29,381.34	2,448.45	14.12564
		G	30,850.41	2,570.87	14.83193
T135	Skilled Trades	A	23,251.26	1,937.60	11.17849

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
		B	24,413.82	2,034.49	11.73741
		C	25,634.51	2,136.21	12.32429
		D	26,916.24	2,243.02	12.94050
		E	28,262.05	2,355.17	13.58752
		F	29,675.15	2,472.93	14.26690
		G	31,158.91	2,596.58	14.98025
T136	Skilled Trades	A	23,483.77	1,956.98	11.29028
		B	24,657.96	2,054.83	11.85479
		C	25,890.86	2,157.57	12.44753
		D	27,185.40	2,265.45	13.06990
		E	28,544.67	2,378.72	13.72340
		F	29,971.91	2,497.66	14.40957
		G	31,470.50	2,622.54	15.13005
T137	Skilled Trades	A	23,718.61	1,976.55	11.40318
		B	24,904.54	2,075.38	11.97334
		C	26,149.77	2,179.15	12.57200
		D	27,457.26	2,288.10	13.20060
		E	28,830.12	2,402.51	13.86063
		F	30,271.63	2,522.64	14.55367
		G	31,785.21	2,648.77	15.28135
T138	Skilled Trades	A	23,955.80	1,996.32	11.51721
		B	25,153.59	2,096.13	12.09307
		C	26,411.27	2,200.94	12.69772
		D	27,731.83	2,310.99	13.33261
		E	29,118.42	2,426.53	13.99924
		F	30,574.34	2,547.86	14.69920
		G	32,103.06	2,675.25	15.43416
T139	Skilled Trades	A	24,195.35	2,016.28	11.63238
		B	25,405.12	2,117.09	12.21400
		C	26,675.38	2,222.95	12.82470
		D	28,009.15	2,334.10	13.46594
		E	29,409.60	2,450.80	14.13923
		F	30,880.08	2,573.34	14.84619
		G	32,424.09	2,702.01	15.58850
T140	Skilled Trades	A	24,437.31	2,036.44	11.74871
		B	25,659.17	2,138.26	12.33614
		C	26,942.13	2,245.18	12.95295
		D	28,289.24	2,357.44	13.60060
		E	29,703.70	2,475.31	14.28063
		F	31,188.89	2,599.07	14.99466
		G	32,748.33	2,729.03	15.74439
T141	Skilled Trades	A	24,681.68	2,056.81	11.86619
		B	25,915.77	2,159.65	12.45950
		C	27,211.55	2,267.63	13.08248
		D	28,572.13	2,381.01	13.73660
		E	30,000.74	2,500.06	14.42343
		F	31,500.77	2,625.06	15.14460
		G	33,075.81	2,756.32	15.90183
T142	Skilled Trades	A	24,928.50	2,077.37	11.98485
		B	26,174.92	2,181.24	12.58410
		C	27,483.67	2,290.31	13.21330
		D	28,857.85	2,404.82	13.87397
		E	30,300.74	2,525.06	14.56767
		F	31,815.78	2,651.32	15.29605
		G	33,406.57	2,783.88	16.06085
T143	Skilled Trades	A	25,177.78	2,098.15	12.10470
		B	26,436.67	2,203.06	12.70994
		C	27,758.51	2,313.21	13.34544
		D	29,146.43	2,428.87	14.01271
		E	30,603.75	2,550.31	14.71334
		F	32,133.94	2,677.83	15.44901
		G	33,740.64	2,811.72	16.22146
T144	Skilled Trades	A	25,429.56	2,119.13	12.22575
		B	26,701.04	2,225.09	12.83704
		C	28,036.09	2,336.34	13.47889
		D	29,437.90	2,453.16	14.15283
		E	30,909.79	2,575.82	14.86048
		F	32,455.28	2,704.61	15.60350
		G	34,078.04	2,839.84	16.38367

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T145	Skilled Trades	A	25,683.86	2,140.32	12.34801
		B	26,968.05	2,247.34	12.96541
		C	28,316.45	2,359.70	13.61368
		D	29,732.27	2,477.69	14.29436
		E	31,218.89	2,601.57	15.00908
		F	32,779.83	2,731.65	15.75953
		G	34,418.82	2,868.24	16.54751
T146	Skilled Trades	A	25,940.69	2,161.72	12.47149
		B	27,237.73	2,269.81	13.09506
		C	28,599.62	2,383.30	13.74982
		D	30,029.60	2,502.47	14.43731
		E	31,531.08	2,627.59	15.15917
		F	33,107.63	2,758.97	15.91713
		G	34,763.01	2,896.92	16.71299
T147	Skilled Trades	A	26,200.10	2,183.34	12.59620
		B	27,510.11	2,292.51	13.22601
		C	28,885.61	2,407.13	13.88731
		D	30,329.89	2,527.49	14.58168
		E	31,846.39	2,653.87	15.31076
		F	33,438.71	2,786.56	16.07630
		G	35,110.64	2,925.89	16.88012
T148	Skilled Trades	A	26,462.10	2,205.18	12.72216
		B	27,785.21	2,315.43	13.35827
		C	29,174.47	2,431.21	14.02619
		D	30,633.19	2,552.77	14.72750
		E	32,164.85	2,680.40	15.46387
		F	33,773.09	2,814.42	16.23706
		G	35,461.75	2,955.15	17.04892
T149	Skilled Trades	A	26,726.72	2,227.23	12.84939
		B	28,063.06	2,338.59	13.49186
		C	29,466.21	2,455.52	14.16645
		D	30,939.52	2,578.29	14.87477
		E	32,486.50	2,707.21	15.61851
		F	34,110.82	2,842.57	16.39944
		G	35,816.37	2,984.70	17.21941
T150	Skilled Trades	A	26,993.99	2,249.50	12.97788
		B	28,343.69	2,361.97	13.62677
		C	29,760.88	2,480.07	14.30811
		D	31,248.92	2,604.08	15.02352
		E	32,811.36	2,734.28	15.77469
		F	34,451.93	2,870.99	16.56343
		G	36,174.53	3,014.54	17.39160
T151	Skilled Trades	A	27,263.93	2,271.99	13.10766
		B	28,627.13	2,385.59	13.76304
		C	30,058.48	2,504.87	14.45119
		D	31,561.41	2,630.12	15.17375
		E	33,139.48	2,761.62	15.93244
		F	34,796.45	2,899.70	16.72906
		G	36,536.28	3,044.69	17.56552
T152	Skilled Trades	A	27,536.57	2,294.71	13.23874
		B	28,913.40	2,409.45	13.90067
		C	30,359.07	2,529.92	14.59571
		D	31,877.02	2,656.42	15.32549
		E	33,470.87	2,789.24	16.09177
		F	35,144.42	2,928.70	16.89635
		G	36,901.64	3,075.14	17.74117
T153	Skilled Trades	A	27,811.94	2,317.66	13.37112
		B	29,202.53	2,433.54	14.03968
		C	30,662.66	2,555.22	14.74166
		D	32,195.79	2,682.98	15.47875
		E	33,805.58	2,817.13	16.25268
		F	35,495.86	2,957.99	17.06532
		G	37,270.65	3,105.89	17.91858
T154	Skilled Trades	A	28,090.06	2,340.84	13.50483
		B	29,494.56	2,457.88	14.18008
		C	30,969.29	2,580.77	14.88908
		D	32,517.75	2,709.81	15.63353
		E	34,143.64	2,845.30	16.41521
		F	35,850.82	2,987.57	17.23597
		G	37,643.36	3,136.95	18.09777

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T155	Skilled Trades	A	28,370.96	2,364.25	13.63988
		B	29,789.50	2,482.46	14.32188
		C	31,278.98	2,606.58	15.03797
		D	32,842.93	2,736.91	15.78987
		E	34,485.07	2,873.76	16.57936
		F	36,209.33	3,017.44	17.40833
		G	38,019.79	3,168.32	18.27875
T156	Skilled Trades	A	28,654.67	2,387.89	13.77628
		B	30,087.40	2,507.28	14.46510
		C	31,591.77	2,632.65	15.18835
		D	33,171.36	2,764.28	15.94777
		E	34,829.92	2,902.49	16.74516
		F	36,571.42	3,047.62	17.58241
		G	38,399.99	3,200.00	18.46153
T157	Skilled Trades	A	28,941.21	2,411.77	13.91404
		B	30,388.27	2,532.36	14.60975
		C	31,907.69	2,658.97	15.34023
		D	33,503.07	2,791.92	16.10725
		E	35,178.22	2,931.52	16.91261
		F	36,937.14	3,078.09	17.75824
		G	38,783.99	3,232.00	18.64615
T158	Skilled Trades	A	29,230.62	2,435.89	14.05318
		B	30,692.16	2,557.68	14.75584
		C	32,226.76	2,685.56	15.49364
		D	33,838.10	2,819.84	16.26832
		E	35,530.01	2,960.83	17.08173
		F	37,306.51	3,108.88	17.93582
		G	39,171.83	3,264.32	18.83261
T159	Skilled Trades	A	29,522.93	2,460.24	14.19372
		B	30,999.08	2,583.26	14.90340
		C	32,549.03	2,712.42	15.64857
		D	34,176.48	2,848.04	16.43100
		E	35,885.31	2,990.44	17.25255
		F	37,679.57	3,139.96	18.11518
		G	39,563.55	3,296.96	19.02094
T160	Skilled Trades	A	29,818.16	2,484.85	14.33565
		B	31,309.07	2,609.09	15.05244
		C	32,874.52	2,739.54	15.80506
		D	34,518.25	2,876.52	16.59531
		E	36,244.16	3,020.35	17.42508
		F	38,056.37	3,171.36	18.29633
		G	39,959.19	3,329.93	19.21115
T161	Skilled Trades	A	30,116.34	2,509.70	14.47901
		B	31,622.16	2,635.18	15.20296
		C	33,203.27	2,766.94	15.96311
		D	34,863.43	2,905.29	16.76126
		E	36,606.60	3,050.55	17.59933
		F	38,436.93	3,203.08	18.47929
		G	40,358.78	3,363.23	19.40326
T162	Skilled Trades	A	30,417.50	2,534.79	14.62380
		B	31,938.38	2,661.53	15.35499
		C	33,535.30	2,794.61	16.12274
		D	35,212.06	2,934.34	16.92888
		E	36,972.67	3,081.06	17.77532
		F	38,821.30	3,235.11	18.66409
		G	40,762.37	3,396.86	19.59729
T163	Skilled Trades	A	30,721.68	2,560.14	14.77004
		B	32,257.76	2,688.15	15.50854
		C	33,870.65	2,822.55	16.28397
		D	35,564.18	2,963.68	17.09817
		E	37,342.39	3,111.87	17.95307
		F	39,209.51	3,267.46	18.85073
		G	41,169.99	3,430.83	19.79326
T164	Skilled Trades	A	31,028.90	2,585.74	14.91774
		B	32,580.34	2,715.03	15.66363
		C	34,209.36	2,850.78	16.44681
		D	35,919.83	2,993.32	17.26915
		E	37,715.82	3,142.98	18.13260
		F	39,601.61	3,300.13	19.03923
		G	41,581.69	3,465.14	19.99120

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T165	Skilled Trades	A	31,339.19	2,611.60	15.06692
		B	32,906.14	2,742.18	15.82026
		C	34,551.45	2,879.29	16.61128
		D	36,279.02	3,023.25	17.44184
		E	38,092.98	3,174.41	18.31393
		F	39,997.62	3,333.14	19.22963
		G	41,997.51	3,499.79	20.19111
T166	Skilled Trades	A	31,652.58	2,637.71	15.21759
		B	33,235.21	2,769.60	15.97846
		C	34,896.97	2,908.08	16.77739
		D	36,641.82	3,053.48	17.61626
		E	38,473.91	3,206.16	18.49707
		F	40,397.60	3,366.47	19.42192
		G	42,417.48	3,534.79	20.39302
T167	Skilled Trades	A	31,969.10	2,664.09	15.36976
		B	33,567.56	2,797.30	16.13825
		C	35,245.94	2,937.16	16.94516
		D	37,008.23	3,084.02	17.79242
		E	38,858.64	3,238.22	18.68204
		F	40,801.58	3,400.13	19.61614
		G	42,841.66	3,570.14	20.59695
T168	Skilled Trades	A	32,288.79	2,690.73	15.52346
		B	33,903.23	2,825.27	16.29963
		C	35,598.40	2,966.53	17.11461
		D	37,378.32	3,114.86	17.97034
		E	39,247.23	3,270.60	18.86886
		F	41,209.59	3,434.13	19.81230
		G	43,270.07	3,605.84	20.80292
T169	Skilled Trades	A	32,611.68	2,717.64	15.67869
		B	34,242.27	2,853.52	16.46263
		C	35,954.38	2,996.20	17.28576
		D	37,752.10	3,146.01	18.15005
		E	39,639.70	3,303.31	19.05755
		F	41,621.69	3,468.47	20.01043
		G	43,702.77	3,641.90	21.01095
T170	Skilled Trades	A	32,937.80	2,744.82	15.83548
		B	34,584.69	2,882.06	16.62725
		C	36,313.92	3,026.16	17.45862
		D	38,129.62	3,177.47	18.33155
		E	40,036.10	3,336.34	19.24813
		F	42,037.91	3,503.16	20.21053
		G	44,139.80	3,678.32	21.22106
T171	Skilled Trades	A	33,267.18	2,772.26	15.99384
		B	34,930.54	2,910.88	16.79353
		C	36,677.06	3,056.42	17.63320
		D	38,510.92	3,209.24	18.51486
		E	40,436.46	3,369.71	19.44061
		F	42,458.28	3,538.19	20.41264
		G	44,581.20	3,715.10	21.43327
T172	Skilled Trades	A	33,599.85	2,799.99	16.15377
		B	35,279.84	2,939.99	16.96146
		C	37,043.83	3,086.99	17.80954
		D	38,896.02	3,241.34	18.70001
		E	40,840.83	3,403.40	19.63501
		F	42,882.87	3,573.57	20.61676
		G	45,027.01	3,752.25	21.64760
T173	Skilled Trades	A	33,935.85	2,827.99	16.31531
		B	35,632.64	2,969.39	17.13108
		C	37,414.27	3,117.86	17.98763
		D	39,284.99	3,273.75	18.88701
		E	41,249.23	3,437.44	19.83136
		F	43,311.70	3,609.31	20.82293
		G	45,477.28	3,789.77	21.86408
T174	Skilled Trades	A	34,275.21	2,856.27	16.47846
		B	35,988.97	2,999.08	17.30239
		C	37,788.41	3,149.03	18.16751
		D	39,677.84	3,306.49	19.07588
		E	41,661.73	3,471.81	20.02968
		F	43,744.81	3,645.40	21.03116
		G	45,932.05	3,827.67	22.08272

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T175	Skilled Trades	A	34,617.96	2,884.83	16.64325
		B	36,348.86	3,029.07	17.47541
		C	38,166.30	3,180.52	18.34918
		D	40,074.61	3,339.55	19.26664
		E	42,078.34	3,506.53	20.22997
		F	44,182.26	3,681.86	21.24147
		G	46,391.37	3,865.95	22.30355
T176	Skilled Trades	A	34,964.14	2,913.68	16.80968
		B	36,712.34	3,059.36	17.65017
		C	38,547.96	3,212.33	18.53267
		D	40,475.36	3,372.95	19.45931
		E	42,499.13	3,541.59	20.43227
		F	44,624.08	3,718.67	21.45389
		G	46,855.29	3,904.61	22.52658
T177	Skilled Trades	A	35,313.78	2,942.81	16.97778
		B	37,079.47	3,089.96	17.82667
		C	38,933.44	3,244.45	18.71800
		D	40,880.11	3,406.68	19.65390
		E	42,924.12	3,577.01	20.63660
		F	45,070.32	3,755.86	21.66843
		G	47,323.84	3,943.65	22.75185
T178	Skilled Trades	A	35,666.92	2,972.24	17.14756
		B	37,450.26	3,120.86	18.00493
		C	39,322.78	3,276.90	18.90518
		D	41,288.91	3,440.74	19.85044
		E	43,353.36	3,612.78	20.84296
		F	45,521.03	3,793.42	21.88511
		G	47,797.08	3,983.09	22.97937
T179	Skilled Trades	A	36,023.59	3,001.97	17.31903
		B	37,824.77	3,152.06	18.18498
		C	39,716.00	3,309.67	19.09423
		D	41,701.80	3,475.15	20.04894
		E	43,786.89	3,648.91	21.05139
		F	45,976.24	3,831.35	22.10396
		G	48,275.05	4,022.92	23.20916
T180	Skilled Trades	A	36,383.82	3,031.99	17.49222
		B	38,203.01	3,183.58	18.36683
		C	40,113.16	3,342.76	19.28517
		D	42,118.82	3,509.90	20.24943
		E	44,224.76	3,685.40	21.26191
		F	46,436.00	3,869.67	22.32500
		G	48,757.80	4,063.15	23.44125
T181	Skilled Trades	A	36,747.66	3,062.30	17.66714
		B	38,585.04	3,215.42	18.55050
		C	40,514.29	3,376.19	19.47803
		D	42,540.01	3,545.00	20.45193
		E	44,667.01	3,722.25	21.47452
		F	46,900.36	3,908.36	22.54825
		G	49,245.38	4,103.78	23.67566
T182	Skilled Trades	A	37,115.14	3,092.93	17.84382
		B	38,970.89	3,247.57	18.73601
		C	40,919.44	3,409.95	19.67281
		D	42,965.41	3,580.45	20.65645
		E	45,113.68	3,759.47	21.68927
		F	47,369.36	3,947.45	22.77373
		G	49,737.83	4,144.82	23.91242
T183	Skilled Trades	A	37,486.29	3,123.86	18.02225
		B	39,360.60	3,280.05	18.92337
		C	41,328.63	3,444.05	19.86953
		D	43,395.06	3,616.26	20.86301
		E	45,564.82	3,797.07	21.90616
		F	47,843.06	3,986.92	23.00147
		G	50,235.21	4,186.27	24.15154
T184	Skilled Trades	A	37,861.15	3,155.10	18.20248
		B	39,754.21	3,312.85	19.11260
		C	41,741.92	3,478.49	20.06823
		D	43,829.01	3,652.42	21.07164
		E	46,020.47	3,835.04	22.12522
		F	48,321.49	4,026.79	23.23148
		G	50,737.56	4,228.13	24.39306

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T185	Skilled Trades	A	38,239.76	3,186.65	18.38450
		B	40,151.75	3,345.98	19.30373
		C	42,159.34	3,513.28	20.26891
		D	44,267.30	3,688.94	21.28236
		E	46,480.67	3,873.39	22.34648
		F	48,804.70	4,067.06	23.46380
		G	51,244.94	4,270.41	24.63699
T186	Skilled Trades	A	38,622.16	3,218.51	18.56835
		B	40,553.27	3,379.44	19.49676
		C	42,580.93	3,548.41	20.47160
		D	44,709.98	3,725.83	21.49518
		E	46,945.48	3,912.12	22.56994
		F	49,292.75	4,107.73	23.69844
		G	51,757.39	4,313.12	24.88336
T187	Skilled Trades	A	39,008.38	3,250.70	18.75403
		B	40,958.80	3,413.23	19.69173
		C	43,006.74	3,583.89	20.67632
		D	45,157.08	3,763.09	21.71013
		E	47,414.83	3,951.24	22.79564
		F	49,785.68	4,148.81	23.93542
		G	52,274.96	4,356.25	25.13219
T188	Skilled Trades	A	39,398.47	3,283.21	18.94157
		B	41,368.39	3,447.37	19.88865
		C	43,436.81	3,619.73	20.88308
		D	45,608.65	3,800.72	21.92723
		E	47,889.08	3,990.76	23.02360
		F	50,283.53	4,190.29	24.17478
		G	52,797.71	4,399.81	25.38352
T189	Skilled Trades	A	39,792.45	3,316.04	19.13099
		B	41,782.07	3,481.84	20.08753
		C	43,871.18	3,655.93	21.09191
		D	46,064.73	3,838.73	22.14651
		E	48,367.97	4,030.66	23.25383
		F	50,786.37	4,232.20	24.41652
		G	53,325.69	4,443.81	25.63735
T190	Skilled Trades	A	40,190.37	3,349.20	19.32230
		B	42,199.89	3,516.66	20.28841
		C	44,309.89	3,692.49	21.30283
		D	46,525.38	3,877.12	22.36797
		E	48,851.65	4,070.97	23.48637
		F	51,294.23	4,274.52	24.66069
		G	53,858.95	4,488.25	25.89372
T191	Skilled Trades	A	40,592.28	3,382.69	19.51552
		B	42,621.89	3,551.82	20.49129
		C	44,752.99	3,729.42	21.51586
		D	46,990.64	3,915.89	22.59165
		E	49,340.17	4,111.68	23.72123
		F	51,807.18	4,317.26	24.90730
		G	54,397.53	4,533.13	26.15266
T192	Skilled Trades	A	40,998.20	3,416.52	19.71067
		B	43,048.11	3,587.34	20.69621
		C	45,200.52	3,766.71	21.73102
		D	47,460.54	3,955.05	22.81757
		E	49,833.57	4,152.80	23.95845
		F	52,325.25	4,360.44	25.15637
		G	54,941.51	4,578.46	26.41419
T193	Skilled Trades	A	41,408.18	3,450.68	19.90778
		B	43,478.59	3,623.22	20.90317
		C	45,652.52	3,804.38	21.94833
		D	47,935.15	3,994.60	23.04574
		E	50,331.91	4,194.33	24.19803
		F	52,848.50	4,404.04	25.40793
		G	55,490.93	4,624.24	26.67833
T194	Skilled Trades	A	41,822.26	3,485.19	20.10686
		B	43,913.38	3,659.45	21.11220
		C	46,109.05	3,842.42	22.16781
		D	48,414.50	4,034.54	23.27620
		E	50,835.22	4,236.27	24.44001
		F	53,376.99	4,448.08	25.66201
		G	56,045.83	4,670.49	26.94511

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T195	Skilled Trades	A	42,240.49	3,520.04	20.30793
		B	44,352.51	3,696.04	21.32332
		C	46,570.14	3,880.84	22.38949
		D	48,898.64	4,074.89	23.50896
		E	51,343.58	4,278.63	24.68441
		F	53,910.76	4,492.56	25.91863
		G	56,606.29	4,717.19	27.21456
T196	Skilled Trades	A	42,662.89	3,555.24	20.51101
		B	44,796.04	3,733.00	21.53656
		C	47,035.84	3,919.65	22.61338
		D	49,387.63	4,115.64	23.74405
		E	51,857.01	4,321.42	24.93126
		F	54,449.86	4,537.49	26.17782
		G	57,172.36	4,764.36	27.48671
T197	Skilled Trades	A	43,089.52	3,590.79	20.71612
		B	45,244.00	3,770.33	21.75192
		C	47,506.20	3,958.85	22.83952
		D	49,881.51	4,156.79	23.98149
		E	52,375.58	4,364.63	25.18057
		F	54,994.36	4,582.86	26.43960
		G	57,744.08	4,812.01	27.76158
T198	Skilled Trades	A	43,520.42	3,626.70	20.92328
		B	45,696.44	3,808.04	21.96944
		C	47,981.26	3,998.44	23.06791
		D	50,380.32	4,198.36	24.22131
		E	52,899.34	4,408.28	25.43237
		F	55,544.31	4,628.69	26.70399
		G	58,321.52	4,860.13	28.03919
T199	Skilled Trades	A	43,955.62	3,662.97	21.13251
		B	46,153.40	3,846.12	22.18914
		C	48,461.07	4,038.42	23.29859
		D	50,884.13	4,240.34	24.46352
		E	53,428.33	4,452.36	25.68670
		F	56,099.75	4,674.98	26.97103
		G	58,904.74	4,908.73	28.31958
T200	Skilled Trades	A	44,395.18	3,699.60	21.34383
		B	46,614.94	3,884.58	22.41103
		C	48,945.68	4,078.81	23.53158
		D	51,392.97	4,282.75	24.70816
		E	53,962.61	4,496.88	25.94356
		F	56,660.75	4,721.73	27.24074
		G	59,493.78	4,957.82	28.60278
T201	Skilled Trades	A	44,839.13	3,736.59	21.55727
		B	47,081.08	3,923.42	22.63514
		C	49,435.14	4,119.59	23.76689
		D	51,906.90	4,325.57	24.95524
		E	54,502.24	4,541.85	26.20300
		F	57,227.35	4,768.95	27.51315
		G	60,088.72	5,007.39	28.88881
T202	Skilled Trades	A	45,287.52	3,773.96	21.77285
		B	47,551.90	3,962.66	22.86149
		C	49,929.49	4,160.79	24.00456
		D	52,425.97	4,368.83	25.20479
		E	55,047.26	4,587.27	26.46503
		F	57,799.63	4,816.64	27.78828
		G	60,689.61	5,057.47	29.17770
T203	Skilled Trades	A	45,740.39	3,811.70	21.99057
		B	48,027.41	4,002.28	23.09010
		C	50,428.79	4,202.40	24.24461
		D	52,950.22	4,412.52	25.45684
		E	55,597.74	4,633.14	26.72968
		F	58,377.62	4,864.80	28.06616
		G	61,296.50	5,108.04	29.46947
T204	Skilled Trades	A	46,197.80	3,849.82	22.21048
		B	48,507.69	4,042.31	23.32100
		C	50,933.07	4,244.42	24.48705
		D	53,479.73	4,456.64	25.71141
		E	56,153.71	4,679.48	26.99698
		F	58,961.40	4,913.45	28.34683
		G	61,909.47	5,159.12	29.76417

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T205	Skilled Trades	A	46,659.78	3,888.31	22.43259
		B	48,992.77	4,082.73	23.55421
		C	51,442.40	4,286.87	24.73193
		D	54,014.52	4,501.21	25.96852
		E	56,715.25	4,726.27	27.26695
		F	59,551.01	4,962.58	28.63029
		G	62,528.56	5,210.71	30.06181
T206	Skilled Trades	A	47,126.37	3,927.20	22.65691
		B	49,482.69	4,123.56	23.78976
		C	51,956.83	4,329.74	24.97924
		D	54,554.67	4,546.22	26.22821
		E	57,282.40	4,773.53	27.53962
		F	60,146.52	5,012.21	28.91660
		G	63,153.85	5,262.82	30.36243
T207	Skilled Trades	A	47,597.64	3,966.47	22.88348
		B	49,977.52	4,164.79	24.02765
		C	52,476.40	4,373.03	25.22904
		D	55,100.22	4,591.68	26.49049
		E	57,855.23	4,821.27	27.81501
		F	60,747.99	5,062.33	29.20576
		G	63,785.39	5,315.45	30.66605
T208	Skilled Trades	A	48,073.61	4,006.13	23.11231
		B	50,477.30	4,206.44	24.26793
		C	53,001.16	4,416.76	25.48133
		D	55,651.22	4,637.60	26.75539
		E	58,433.78	4,869.48	28.09316
		F	61,355.47	5,112.96	29.49782
		G	64,423.24	5,368.60	30.97271
T209	Skilled Trades	A	48,554.35	4,046.20	23.34344
		B	50,982.07	4,248.51	24.51061
		C	53,531.17	4,460.93	25.73614
		D	56,207.73	4,683.98	27.02295
		E	59,018.12	4,918.18	28.37409
		F	61,969.02	5,164.09	29.79280
		G	65,067.47	5,422.29	31.28244
T210	Skilled Trades	A	49,039.89	4,086.66	23.57687
		B	51,491.89	4,290.99	24.75572
		C	54,066.48	4,505.54	25.99350
		D	56,769.81	4,730.82	27.29318
		E	59,608.30	4,967.36	28.65784
		F	62,588.71	5,215.73	30.09073
		G	65,718.15	5,476.51	31.59526
T211	Skilled Trades	A	49,530.29	4,127.52	23.81264
		B	52,006.81	4,333.90	25.00327
		C	54,607.15	4,550.60	26.25344
		D	57,337.51	4,778.13	27.56611
		E	60,204.38	5,017.03	28.94441
		F	63,214.60	5,267.88	30.39163
		G	66,375.33	5,531.28	31.91122
T212	Skilled Trades	A	50,025.60	4,168.80	24.05077
		B	52,526.88	4,377.24	25.25331
		C	55,153.22	4,596.10	26.51597
		D	57,910.88	4,825.91	27.84177
		E	60,806.43	5,067.20	29.23386
		F	63,846.75	5,320.56	30.69555
		G	67,039.08	5,586.59	32.23033
T213	Skilled Trades	A	50,525.85	4,210.49	24.29128
		B	53,052.14	4,421.01	25.50584
		C	55,704.75	4,642.06	26.78113
		D	58,489.99	4,874.17	28.12019
		E	61,414.49	5,117.87	29.52620
		F	64,485.21	5,373.77	31.00251
		G	67,709.47	5,642.46	32.55263
T214	Skilled Trades	A	51,031.11	4,252.59	24.53419
		B	53,582.67	4,465.22	25.76090
		C	56,261.80	4,688.48	27.04894
		D	59,074.89	4,922.91	28.40139
		E	62,028.63	5,169.05	29.82146
		F	65,130.07	5,427.51	31.31253
		G	68,386.57	5,698.88	32.87816

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T215	Skilled Trades	A	51,541.42	4,295.12	24.77953
		B	54,118.49	4,509.87	26.01851
		C	56,824.42	4,735.37	27.31943
		D	59,665.64	4,972.14	28.68540
		E	62,648.92	5,220.74	30.11967
		F	65,781.37	5,481.78	31.62566
		G	69,070.43	5,755.87	33.20694
T216	Skilled Trades	A	52,056.84	4,338.07	25.02733
		B	54,659.68	4,554.97	26.27869
		C	57,392.66	4,782.72	27.59263
		D	60,262.29	5,021.86	28.97226
		E	63,275.41	5,272.95	30.42087
		F	66,439.18	5,536.60	31.94191
		G	69,761.14	5,813.43	33.53901
T217	Skilled Trades	A	52,577.40	4,381.45	25.27760
		B	55,206.27	4,600.52	26.54148
		C	57,966.59	4,830.55	27.86855
		D	60,864.92	5,072.08	29.26198
		E	63,908.16	5,325.68	30.72508
		F	67,103.57	5,591.96	32.26133
		G	70,458.75	5,871.56	33.87440
T218	Skilled Trades	A	53,103.18	4,425.26	25.53037
		B	55,758.34	4,646.53	26.80689
		C	58,546.25	4,878.85	28.14724
		D	61,473.57	5,122.80	29.55460
		E	64,547.25	5,378.94	31.03233
		F	67,774.61	5,647.88	32.58395
		G	71,163.34	5,930.28	34.21314
T219	Skilled Trades	A	53,634.21	4,469.52	25.78568
		B	56,315.92	4,692.99	27.07496
		C	59,131.72	4,927.64	28.42871
		D	62,088.30	5,174.03	29.85015
		E	65,192.72	5,432.73	31.34265
		F	68,452.35	5,704.36	32.90979
		G	71,874.97	5,989.58	34.55527
T220	Skilled Trades	A	54,170.55	4,514.21	26.04353
		B	56,879.08	4,739.92	27.34571
		C	59,723.03	4,976.92	28.71300
		D	62,709.19	5,225.77	30.14865
		E	65,844.65	5,487.05	31.65608
		F	69,136.88	5,761.41	33.23888
		G	72,593.72	6,049.48	34.90083
T221	Skilled Trades	A	54,712.26	4,559.35	26.30397
		B	57,447.87	4,787.32	27.61917
		C	60,320.26	5,026.69	29.00013
		D	63,336.28	5,278.02	30.45013
		E	66,503.09	5,541.92	31.97264
		F	69,828.25	5,819.02	33.57127
		G	73,319.66	6,109.97	35.24984
T222	Skilled Trades	A	55,259.38	4,604.95	26.56701
		B	58,022.35	4,835.20	27.89536
		C	60,923.47	5,076.96	29.29013
		D	63,969.64	5,330.80	30.75463
		E	67,168.12	5,597.34	32.29237
		F	70,526.53	5,877.21	33.90698
		G	74,052.86	6,171.07	35.60233
T223	Skilled Trades	A	55,811.97	4,651.00	26.83268
		B	58,602.57	4,883.55	28.17431
		C	61,532.70	5,127.73	29.58303
		D	64,609.34	5,384.11	31.06218
		E	67,839.80	5,653.32	32.61529
		F	71,231.79	5,935.98	34.24605
		G	74,793.38	6,232.78	35.95836
T224	Skilled Trades	A	56,370.09	4,697.51	27.10101
		B	59,188.60	4,932.38	28.45606
		C	62,148.03	5,179.00	29.87886
		D	65,255.43	5,437.95	31.37280
		E	68,518.20	5,709.85	32.94144
		F	71,944.11	5,995.34	34.58852
		G	75,541.32	6,295.11	36.31794

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T225	Skilled Trades	A	56,933.80	4,744.48	27.37202
		B	59,780.48	4,981.71	28.74062
		C	62,769.51	5,230.79	30.17765
		D	65,907.98	5,492.33	31.68653
		E	69,203.38	5,766.95	33.27086
		F	72,663.55	6,055.30	34.93440
		G	76,296.73	6,358.06	36.68112
T226	Skilled Trades	A	57,503.13	4,791.93	27.64574
		B	60,378.29	5,031.52	29.02802
		C	63,397.20	5,283.10	30.47943
		D	66,567.06	5,547.26	32.00340
		E	69,895.42	5,824.62	33.60357
		F	73,390.19	6,115.85	35.28374
		G	77,059.70	6,421.64	37.04793
T227	Skilled Trades	A	58,078.16	4,839.85	27.92219
		B	60,982.07	5,081.84	29.31830
		C	64,031.18	5,335.93	30.78422
		D	67,232.74	5,602.73	32.32343
		E	70,594.37	5,882.86	33.93960
		F	74,124.09	6,177.01	35.63658
		G	77,830.29	6,485.86	37.41841
T228	Skilled Trades	A	58,658.95	4,888.25	28.20142
		B	61,591.89	5,132.66	29.61149
		C	64,671.49	5,389.29	31.09206
		D	67,905.06	5,658.76	32.64666
		E	71,300.32	5,941.69	34.27900
		F	74,865.33	6,238.78	35.99295
		G	78,608.60	6,550.72	37.79260
T229	Skilled Trades	A	59,245.54	4,937.13	28.48343
		B	62,207.81	5,183.98	29.90760
		C	65,318.20	5,443.18	31.40298
		D	68,584.11	5,715.34	32.97313
		E	72,013.32	6,001.11	34.62179
		F	75,613.98	6,301.17	36.35288
		G	79,394.68	6,616.22	38.17052
T230	Skilled Trades	A	59,837.99	4,986.50	28.76826
		B	62,829.89	5,235.82	30.20668
		C	65,971.38	5,497.62	31.71701
		D	69,269.95	5,772.50	33.30286
		E	72,733.45	6,061.12	34.96801
		F	76,370.12	6,364.18	36.71641
		G	80,188.63	6,682.39	38.55223
T231	Skilled Trades	A	60,436.37	5,036.36	29.05595
		B	63,458.19	5,288.18	30.50874
		C	66,631.10	5,552.59	32.03418
		D	69,962.65	5,830.22	33.63589
		E	73,460.79	6,121.73	35.31769
		F	77,133.83	6,427.82	37.08357
		G	80,990.52	6,749.21	38.93775
T232	Skilled Trades	A	61,040.73	5,086.73	29.34651
		B	64,092.77	5,341.06	30.81383
		C	67,297.41	5,608.12	32.35452
		D	70,662.28	5,888.52	33.97225
		E	74,195.39	6,182.95	35.67086
		F	77,905.16	6,492.10	37.45441
		G	81,800.42	6,816.70	39.32713
T233	Skilled Trades	A	61,651.14	5,137.60	29.63997
		B	64,733.70	5,394.47	31.12197
		C	67,970.38	5,664.20	32.67807
		D	71,368.90	5,947.41	34.31197
		E	74,937.35	6,244.78	36.02757
		F	78,684.22	6,557.02	37.82895
		G	82,618.43	6,884.87	39.72040
T234	Skilled Trades	A	62,267.65	5,188.97	29.93637
		B	65,381.04	5,448.42	31.43319
		C	68,650.09	5,720.84	33.00485
		D	72,082.59	6,006.88	34.65509
		E	75,686.72	6,307.23	36.38785
		F	79,471.06	6,622.59	38.20724
		G	83,444.61	6,953.72	40.11760

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T235	Skilled Trades	A	62,890.33	5,240.86	30.23574
		B	66,034.85	5,502.90	31.74752
		C	69,336.59	5,778.05	33.33490
		D	72,803.42	6,066.95	35.00164
		E	76,443.59	6,370.30	36.75173
		F	80,265.77	6,688.81	38.58931
		G	84,279.06	7,023.25	40.51878
T236	Skilled Trades	A	63,519.23	5,293.27	30.53809
		B	66,695.19	5,557.93	32.06500
		C	70,029.95	5,835.83	33.66825
		D	73,531.45	6,127.62	35.35166
		E	77,208.02	6,434.00	37.11924
		F	81,068.43	6,755.70	38.97520
		G	85,121.85	7,093.49	40.92397
T237	Skilled Trades	A	64,154.43	5,346.20	30.84347
		B	67,362.15	5,613.51	32.38565
		C	70,730.25	5,894.19	34.00493
		D	74,266.77	6,188.90	35.70518
		E	77,980.10	6,498.34	37.49044
		F	81,879.11	6,823.26	39.36496
		G	85,973.07	7,164.42	41.33320
T238	Skilled Trades	A	64,795.97	5,399.66	31.15191
		B	68,035.77	5,669.65	32.70950
		C	71,437.56	5,953.13	34.34498
		D	75,009.43	6,250.79	36.06223
		E	78,759.91	6,563.33	37.86534
		F	82,697.90	6,891.49	39.75861
		G	86,832.80	7,236.07	41.74654
T239	Skilled Trades	A	65,443.93	5,453.66	31.46343
		B	68,716.13	5,726.34	33.03660
		C	72,151.93	6,012.66	34.68843
		D	75,759.53	6,313.29	36.42285
		E	79,547.51	6,628.96	38.24399
		F	83,524.88	6,960.41	40.15619
		G	87,701.12	7,308.43	42.16400
T240	Skilled Trades	A	66,098.37	5,508.20	31.77806
		B	69,403.29	5,783.61	33.36696
		C	72,873.45	6,072.79	35.03531
		D	76,517.12	6,376.43	36.78708
		E	80,342.98	6,695.25	38.62643
		F	84,360.13	7,030.01	40.55775
		G	88,578.14	7,381.51	42.58564
T241	Skilled Trades	A	66,759.35	5,563.28	32.09584
		B	70,097.32	5,841.44	33.70063
		C	73,602.19	6,133.52	35.38567
		D	77,282.30	6,440.19	37.15495
		E	81,146.41	6,762.20	39.01270
		F	85,203.73	7,100.31	40.96333
		G	89,463.92	7,455.33	43.01150
T242	Skilled Trades	A	67,426.95	5,618.91	32.41680
		B	70,798.29	5,899.86	34.03764
		C	74,338.21	6,194.85	35.73952
		D	78,055.12	6,504.59	37.52650
		E	81,957.87	6,829.82	39.40282
		F	86,055.77	7,171.31	41.37297
		G	90,358.56	7,529.88	43.44161
T243	Skilled Trades	A	68,101.22	5,675.10	32.74097
		B	71,506.28	5,958.86	34.37802
		C	75,081.59	6,256.80	36.09692
		D	78,835.67	6,569.64	37.90176
		E	82,777.45	6,898.12	39.79685
		F	86,916.33	7,243.03	41.78669
		G	91,262.14	7,605.18	43.87603
T244	Skilled Trades	A	68,782.23	5,731.85	33.06838
		B	72,221.34	6,018.44	34.72180
		C	75,832.41	6,319.37	36.45789
		D	79,624.03	6,635.34	38.28078
		E	83,605.23	6,967.10	40.19482
		F	87,785.49	7,315.46	42.20456
		G	92,174.76	7,681.23	44.31479

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T245	Skilled Trades	A	69,470.05	5,789.17	33.39906
		B	72,943.55	6,078.63	35.06902
		C	76,590.73	6,382.56	36.82247
		D	80,420.27	6,701.69	38.66359
		E	84,441.28	7,036.77	40.59677
		F	88,663.34	7,388.61	42.62661
		G	93,096.51	7,758.04	44.75794
T246	Skilled Trades	A	70,164.75	5,847.06	33.73305
		B	73,672.99	6,139.42	35.41971
		C	77,356.64	6,446.39	37.19069
		D	81,224.47	6,768.71	39.05023
		E	85,285.69	7,107.14	41.00274
		F	89,549.98	7,462.50	43.05287
		G	94,027.48	7,835.62	45.20552
T247	Skilled Trades	A	70,866.40	5,905.53	34.07038
		B	74,409.72	6,200.81	35.77390
		C	78,130.20	6,510.85	37.56260
		D	82,036.71	6,836.39	39.44073
		E	86,138.55	7,178.21	41.41276
		F	90,445.48	7,537.12	43.48340
		G	94,967.75	7,913.98	45.65757
T248	Skilled Trades	A	71,575.06	5,964.59	34.41109
		B	75,153.81	6,262.82	36.13164
		C	78,911.51	6,575.96	37.93822
		D	82,857.08	6,904.76	39.83513
		E	86,999.93	7,249.99	41.82689
		F	91,349.93	7,612.49	43.91824
		G	95,917.43	7,993.12	46.11415
T249	Skilled Trades	A	72,290.81	6,024.23	34.75520
		B	75,905.35	6,325.45	36.49296
		C	79,700.62	6,641.72	38.31761
		D	83,685.65	6,973.80	40.23349
		E	87,869.93	7,322.49	42.24516
		F	92,263.43	7,688.62	44.35742
		G	96,876.60	8,073.05	46.57529
T250	Skilled Trades	A	73,013.72	6,084.48	35.10275
		B	76,664.41	6,388.70	36.85789
		C	80,497.63	6,708.14	38.70078
		D	84,522.51	7,043.54	40.63582
		E	88,748.63	7,395.72	42.66761
		F	93,186.07	7,765.51	44.80099
		G	97,845.37	8,153.78	47.04104
T251	Skilled Trades	A	73,743.86	6,145.32	35.45378
		B	77,431.05	6,452.59	37.22647
		C	81,302.60	6,775.22	39.08779
		D	85,367.73	7,113.98	41.04218
		E	89,636.12	7,469.68	43.09429
		F	94,117.93	7,843.16	45.24900
		G	98,823.82	8,235.32	47.51145
T252	Skilled Trades	A	74,481.30	6,206.77	35.80832
		B	78,205.36	6,517.11	37.59873
		C	82,115.63	6,842.97	39.47867
		D	86,221.41	7,185.12	41.45260
		E	90,532.48	7,544.37	43.52523
		F	95,059.11	7,921.59	45.70149
		G	99,812.06	8,317.67	47.98657
T253	Skilled Trades	A	75,226.11	6,268.84	36.16640
		B	78,987.41	6,582.28	37.97472
		C	82,936.79	6,911.40	39.87345
		D	87,083.62	7,256.97	41.86713
		E	91,437.81	7,619.82	43.96048
		F	96,009.70	8,000.81	46.15851
		G	100,810.18	8,400.85	48.46643
T254	Skilled Trades	A	75,978.37	6,331.53	36.52806
		B	79,777.29	6,648.11	38.35447
		C	83,766.15	6,980.51	40.27219
		D	87,954.46	7,329.54	42.28580
		E	92,352.18	7,696.02	44.40009
		F	96,969.79	8,080.82	46.62009
		G	101,818.28	8,484.86	48.95110

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T255	Skilled Trades	A	76,738.15	6,394.85	36.89334
		B	80,575.06	6,714.59	38.73801
		C	84,603.81	7,050.32	40.67491
		D	88,834.01	7,402.83	42.70866
		E	93,275.71	7,772.98	44.84409
		F	97,939.49	8,161.62	47.08629
		G	102,836.47	8,569.71	49.44061
T256	Skilled Trades	A	77,505.54	6,458.79	37.26228
		B	81,380.81	6,781.73	39.12539
		C	85,449.85	7,120.82	41.08166
		D	89,722.35	7,476.86	43.13574
		E	94,208.46	7,850.71	45.29253
		F	98,918.89	8,243.24	47.55716
		G	103,864.83	8,655.40	49.93501
T257	Skilled Trades	A	78,280.59	6,523.38	37.63490
		B	82,194.62	6,849.55	39.51664
		C	86,304.35	7,192.03	41.49248
		D	90,619.57	7,551.63	43.56710
		E	95,150.55	7,929.21	45.74546
		F	99,908.07	8,325.67	48.03273
		G	104,903.48	8,741.96	50.43436
T258	Skilled Trades	A	79,063.40	6,588.62	38.01125
		B	83,016.57	6,918.05	39.91181
		C	87,167.39	7,263.95	41.90740
		D	91,525.76	7,627.15	44.00277
		E	96,102.05	8,008.50	46.20291
		F	100,907.16	8,408.93	48.51306
		G	105,952.51	8,829.38	50.93871
T259	Skilled Trades	A	79,854.03	6,654.50	38.39136
		B	83,846.73	6,987.23	40.31093
		C	88,039.07	7,336.59	42.32648
		D	92,441.02	7,703.42	44.44280
		E	97,063.07	8,088.59	46.66494
		F	101,916.23	8,493.02	48.99819
		G	107,012.04	8,917.67	51.44810
T260	Skilled Trades	A	80,652.57	6,721.05	38.77527
		B	84,685.20	7,057.10	40.71404
		C	88,919.46	7,409.95	42.74974
		D	93,365.43	7,780.45	44.88723
		E	98,033.70	8,169.48	47.13159
		F	102,935.39	8,577.95	49.48817
		G	108,082.16	9,006.85	51.96258
T261	Skilled Trades	A	81,459.10	6,788.26	39.16303
		B	85,532.05	7,127.67	41.12118
		C	89,808.65	7,484.05	43.17724
		D	94,299.09	7,858.26	45.33610
		E	99,014.04	8,251.17	47.60290
		F	103,964.74	8,663.73	49.98305
		G	109,162.98	9,096.91	52.48220
T262	Skilled Trades	A	82,273.69	6,856.14	39.55466
		B	86,387.37	7,198.95	41.53239
		C	90,706.74	7,558.89	43.60901
		D	95,242.08	7,936.84	45.78946
		E	100,004.18	8,333.68	48.07893
		F	105,004.39	8,750.37	50.48288
		G	110,254.61	9,187.88	53.00702
T263	Skilled Trades	A	83,096.42	6,924.70	39.95020
		B	87,251.25	7,270.94	41.94771
		C	91,613.81	7,634.48	44.04510
		D	96,194.50	8,016.21	46.24736
		E	101,004.22	8,417.02	48.55972
		F	106,054.43	8,837.87	50.98771
		G	111,357.16	9,279.76	53.53709
T264	Skilled Trades	A	83,927.39	6,993.95	40.34971
		B	88,123.76	7,343.65	42.36719
		C	92,529.95	7,710.83	44.48555
		D	97,156.44	8,096.37	46.70983
		E	102,014.27	8,501.19	49.04532
		F	107,114.98	8,926.25	51.49759
		G	112,470.73	9,372.56	54.07247

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T265	Skilled Trades	A	84,766.66	7,063.89	40.75320
		B	89,005.00	7,417.08	42.79086
		C	93,455.25	7,787.94	44.93041
		D	98,128.01	8,177.33	47.17693
		E	103,034.41	8,586.20	49.53577
		F	108,186.13	9,015.51	52.01256
		G	113,595.44	9,466.29	54.61319
T266	Skilled Trades	A	85,614.33	7,134.53	41.16074
		B	89,895.05	7,491.25	43.21877
		C	94,389.80	7,865.82	45.37971
		D	99,109.29	8,259.11	47.64870
		E	104,064.75	8,672.06	50.03113
		F	109,267.99	9,105.67	52.53269
		G	114,731.39	9,560.95	55.15932
T267	Skilled Trades	A	86,470.47	7,205.87	41.57234
		B	90,794.00	7,566.17	43.65096
		C	95,333.70	7,944.47	45.83351
		D	100,100.38	8,341.70	48.12518
		E	105,105.40	8,758.78	50.53144
		F	110,360.67	9,196.72	53.05801
		G	115,878.70	9,656.56	55.71092
T268	Skilled Trades	A	87,335.18	7,277.93	41.98807
		B	91,701.94	7,641.83	44.08747
		C	96,287.03	8,023.92	46.29184
		D	101,101.38	8,425.12	48.60643
		E	106,156.45	8,846.37	51.03676
		F	111,464.28	9,288.69	53.58859
		G	117,037.49	9,753.12	56.26802
T269	Skilled Trades	A	88,208.53	7,350.71	42.40795
		B	92,618.96	7,718.25	44.52834
		C	97,249.90	8,104.16	46.75476
		D	102,112.40	8,509.37	49.09250
		E	107,218.02	8,934.83	51.54712
		F	112,578.92	9,381.58	54.12448
		G	118,207.87	9,850.66	56.83070
T270	Skilled Trades	A	89,090.61	7,424.22	42.83203
		B	93,545.15	7,795.43	44.97363
		C	98,222.40	8,185.20	47.22231
		D	103,133.52	8,594.46	49.58342
		E	108,290.20	9,024.18	52.06260
		F	113,704.71	9,475.39	54.66573
		G	119,389.94	9,949.16	57.39901
T271	Skilled Trades	A	89,981.52	7,498.46	43.26035
		B	94,480.60	7,873.38	45.42336
		C	99,204.63	8,267.05	47.69453
		D	104,164.86	8,680.40	50.07926
		E	109,373.10	9,114.42	52.58322
		F	114,841.76	9,570.15	55.21238
		G	120,583.84	10,048.65	57.97300
T272	Skilled Trades	A	90,881.34	7,573.44	43.69295
		B	95,425.40	7,952.12	45.87760
		C	100,196.67	8,349.72	48.17148
		D	105,206.51	8,767.21	50.58005
		E	110,466.83	9,205.57	53.10905
		F	115,990.17	9,665.85	55.76451
		G	121,789.68	10,149.14	58.55273
T273	Skilled Trades	A	91,790.15	7,649.18	44.12988
		B	96,379.66	8,031.64	46.33637
		C	101,198.64	8,433.22	48.65319
		D	106,258.57	8,854.88	51.08585
		E	111,571.50	9,297.62	53.64014
		F	117,150.07	9,762.51	56.32215
		G	123,007.58	10,250.63	59.13826
T274	Skilled Trades	A	92,708.05	7,725.67	44.57118
		B	97,343.45	8,111.95	46.79974
		C	102,210.63	8,517.55	49.13972
		D	107,321.16	8,943.43	51.59671
		E	112,687.21	9,390.60	54.17655
		F	118,321.58	9,860.13	56.88537
		G	124,237.65	10,353.14	59.72964

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T275	Skilled Trades	A	93,635.13	7,802.93	45.01689
		B	98,316.89	8,193.07	47.26773
		C	103,232.73	8,602.73	49.63112
		D	108,394.37	9,032.86	52.11268
		E	113,814.09	9,484.51	54.71831
		F	119,504.79	9,958.73	57.45423
		G	125,480.03	10,456.67	60.32694
T276	Skilled Trades	A	94,571.48	7,880.96	45.46706
		B	99,300.06	8,275.00	47.74041
		C	104,265.06	8,688.75	50.12743
		D	109,478.31	9,123.19	52.63380
		E	114,952.23	9,579.35	55.26549
		F	120,699.84	10,058.32	58.02877
		G	126,734.83	10,561.24	60.93021
T277	Skilled Trades	A	95,517.20	7,959.77	45.92173
		B	100,293.06	8,357.75	48.21782
		C	105,307.71	8,775.64	50.62871
		D	110,573.10	9,214.42	53.16014
		E	116,101.75	9,675.15	55.81815
		F	121,906.84	10,158.90	58.60906
		G	128,002.18	10,666.85	61.53951
T278	Skilled Trades	A	96,472.37	8,039.36	46.38095
		B	101,295.99	8,441.33	48.69999
		C	106,360.79	8,863.40	51.13499
		D	111,678.83	9,306.57	53.69174
		E	117,262.77	9,771.90	56.37633
		F	123,125.91	10,260.49	59.19515
		G	129,282.20	10,773.52	62.15490
T279	Skilled Trades	A	97,437.09	8,119.76	46.84476
		B	102,308.95	8,525.75	49.18699
		C	107,424.39	8,952.03	51.64634
		D	112,795.61	9,399.63	54.22866
		E	118,435.40	9,869.62	56.94009
		F	124,357.17	10,363.10	59.78710
		G	130,575.02	10,881.25	62.77645
T280	Skilled Trades	A	98,411.46	8,200.96	47.31320
		B	103,332.04	8,611.00	49.67886
		C	108,498.64	9,041.55	52.16281
		D	113,923.57	9,493.63	54.77095
		E	119,619.75	9,968.31	57.50949
		F	125,600.74	10,466.73	60.38497
		G	131,880.77	10,990.06	63.40422
T281	Skilled Trades	A	99,395.58	8,282.96	47.78634
		B	104,365.36	8,697.11	50.17565
		C	109,583.63	9,131.97	52.68444
		D	115,062.81	9,588.57	55.31866
		E	120,815.95	10,068.00	58.08459
		F	126,856.74	10,571.40	60.98882
		G	133,199.58	11,099.96	64.03826
T282	Skilled Trades	A	100,389.53	8,365.79	48.26420
		B	105,409.01	8,784.08	50.67741
		C	110,679.46	9,223.29	53.21128
		D	116,213.43	9,684.45	55.87184
		E	122,024.11	10,168.68	58.66544
		F	128,125.31	10,677.11	61.59871
		G	134,531.58	11,210.96	64.67864
T283	Skilled Trades	A	101,393.43	8,449.45	48.74684
		B	106,463.10	8,871.92	51.18418
		C	111,786.26	9,315.52	53.74339
		D	117,375.57	9,781.30	56.43056
		E	123,244.35	10,270.36	59.25209
		F	129,406.56	10,783.88	62.21469
		G	135,876.89	11,323.07	65.32543
T284	Skilled Trades	A	102,407.36	8,533.95	49.23431
		B	107,527.73	8,960.64	51.69603
		C	112,904.12	9,408.68	54.28083
		D	118,549.32	9,879.11	56.99487
		E	124,476.79	10,373.07	59.84461
		F	130,700.63	10,891.72	62.83684
		G	137,235.66	11,436.30	65.97868

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T285	Skilled Trades	A	103,431.44	8,619.29	49.72665
		B	108,603.01	9,050.25	52.21299
		C	114,033.16	9,502.76	54.82363
		D	119,734.82	9,977.90	57.56482
		E	125,721.56	10,476.80	60.44306
		F	132,007.64	11,000.64	63.46521
		G	138,608.02	11,550.67	66.63847
T286	Skilled Trades	A	104,465.75	8,705.48	50.22392
		B	109,689.04	9,140.75	52.73512
		C	115,173.49	9,597.79	55.37187
		D	120,932.17	10,077.68	58.14046
		E	126,978.77	10,581.56	61.04749
		F	133,327.71	11,110.64	64.09986
		G	139,994.10	11,666.17	67.30486
T287	Skilled Trades	A	105,510.41	8,792.53	50.72616
		B	110,785.93	9,232.16	53.26247
		C	116,325.23	9,693.77	55.92559
		D	122,141.49	10,178.46	58.72187
		E	128,248.56	10,687.38	61.65796
		F	134,660.99	11,221.75	64.74086
		G	141,394.04	11,782.84	67.97790
T288	Skilled Trades	A	106,565.51	8,880.46	51.23342
		B	111,893.79	9,324.48	53.79509
		C	117,488.48	9,790.71	56.48485
		D	123,362.90	10,280.24	59.30909
		E	129,531.05	10,794.25	62.27454
		F	136,007.60	11,333.97	65.38827
		G	142,807.98	11,900.66	68.65768
T289	Skilled Trades	A	107,631.17	8,969.26	51.74575
		B	113,012.73	9,417.73	54.33304
		C	118,663.36	9,888.61	57.04969
		D	124,596.53	10,383.04	59.90218
		E	130,826.36	10,902.20	62.89729
		F	137,367.68	11,447.31	66.04215
		G	144,236.06	12,019.67	69.34426
T290	Skilled Trades	A	108,707.48	9,058.96	52.26321
		B	114,142.85	9,511.90	54.87637
		C	119,850.00	9,987.50	57.62019
		D	125,842.50	10,486.87	60.50120
		E	132,134.62	11,011.22	63.52626
		F	138,741.35	11,561.78	66.70257
		G	145,678.42	12,139.87	70.03770
T291	Skilled Trades	A	109,794.56	9,149.55	52.78584
		B	115,284.28	9,607.02	55.42514
		C	121,048.50	10,087.37	58.19639
		D	127,100.92	10,591.74	61.10621
		E	133,455.97	11,121.33	64.16152
		F	140,128.77	11,677.40	67.36960
		G	147,135.20	12,261.27	70.73808
T292	Skilled Trades	A	110,892.50	9,241.04	53.31370
		B	116,437.13	9,703.09	55.97939
		C	122,258.98	10,188.25	58.77836
		D	128,371.93	10,697.66	61.71727
		E	134,790.53	11,232.54	64.80314
		F	141,530.05	11,794.17	68.04330
		G	148,606.56	12,383.88	71.44546
T293	Skilled Trades	A	112,001.43	9,333.45	53.84684
		B	117,601.50	9,800.12	56.53918
		C	123,481.57	10,290.13	59.36614
		D	129,655.65	10,804.64	62.33445
		E	136,138.43	11,344.87	65.45117
		F	142,945.35	11,912.11	68.72373
		G	150,092.62	12,507.72	72.15991
T294	Skilled Trades	A	113,121.44	9,426.79	54.38531
		B	118,777.51	9,898.13	57.10457
		C	124,716.39	10,393.03	59.95980
		D	130,952.21	10,912.68	62.95779
		E	137,499.82	11,458.32	66.10568
		F	144,374.81	12,031.23	69.41097
		G	151,593.55	12,632.80	72.88151

Range	Description	Step	Annual Sal.	Monthly Sal.	Hourly Rate
T295	Skilled Trades	A	114,252.65	9,521.05	54.92916
		B	119,965.29	9,997.11	57.67562
		C	125,963.55	10,496.96	60.55940
		D	132,261.73	11,021.81	63.58737
		E	138,874.82	11,572.90	66.76674
		F	145,818.56	12,151.55	70.10508
		G	153,109.48	12,759.12	73.61033
T296	Skilled Trades	A	115,395.18	9,616.26	55.47845
		B	121,164.94	10,097.08	58.25237
		C	127,223.19	10,601.93	61.16499
		D	133,584.35	11,132.03	64.22324
		E	140,263.56	11,688.63	67.43441
		F	147,276.74	12,273.06	70.80613
		G	154,640.58	12,886.71	74.34643
T297	Skilled Trades	A	116,549.13	9,712.43	56.03324
		B	122,376.59	10,198.05	58.83490
		C	128,495.42	10,707.95	61.77664
		D	134,920.19	11,243.35	64.86548
		E	141,666.20	11,805.52	68.10875
		F	148,749.51	12,395.79	71.51419
		G	156,186.98	13,015.58	75.08990
T298	Skilled Trades	A	117,714.62	9,809.55	56.59357
		B	123,600.36	10,300.03	59.42325
		C	129,780.37	10,815.03	62.39441
		D	136,269.39	11,355.78	65.51413
		E	143,082.86	11,923.57	68.78984
		F	150,237.00	12,519.75	72.22933
		G	157,748.85	13,145.74	75.84080
T299	Skilled Trades	A	118,891.77	9,907.65	57.15950
		B	124,836.36	10,403.03	60.01748
		C	131,078.18	10,923.18	63.01835
		D	137,632.09	11,469.34	66.16927
		E	144,513.69	12,042.81	69.47774
		F	151,739.37	12,644.95	72.95162
		G	159,326.34	13,277.20	76.59920
T300	Skilled Trades	A	120,080.69	10,006.72	57.73110
		B	126,084.72	10,507.06	60.61766
		C	132,388.96	11,032.41	63.64854
		D	139,008.41	11,584.03	66.83096
		E	145,958.83	12,163.24	70.17251
		F	153,256.77	12,771.40	73.68114
		G	160,919.61	13,409.97	77.36520

RESOLUTION NO. 2021-XXX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
APPROVING SALARY SCHEDULES FOR TRINITY COUNTY EMPLOYEES**

WHEREAS, this resolution replaces Exhibit A from Resolution No. 2021-057 adopted by the Board on June 2, 2021; and

WHEREAS, the Board has recently approved Resolution No. 2021-078 on July 20, 2021 increasing Department Heads' salaries to be no less than 15% above C step of that assigned to their second in command to eliminate compaction issues effective retroactively to July 1, 2021; and

WHEREAS, the Jail Cook classification was also erroneously listed as salary range G163 and should have been listed as G164; and

WHEREAS, the Alphabetical Listing of Classifications adopted on June 2, 2021 (effective July 1, 2021) needs to be corrected to reflect these changes; and

WHEREAS, California Code of Regulations, Title 2 § 570.5 requires the County adopt a publicly available pay schedule that identifies the position title and pay rate for every employee position.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors (BOS) of the County of Trinity adopts this resolution replacing Exhibit A from Resolution No. 2021-057 with Exhibit A, as attached.

DULY PASSED AND ADOPTED this 3rd day of August, 2021 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHN, Psy.D,
Clerk of the Board of Supervisors

By: _____
Deputy

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
ACCOUNT CLERK I	G163
ACCOUNT CLERK II	G173
ACCOUNTANT I	G197
ACCOUNTANT II	G207
ACCOUNTANT III	M236
ACCOUNTING BENEFITS TECHNICIAN	G183
ACCOUNTING BENEFITS TECHNICIAN - NR	N183
ACCOUNTING TECHNICIAN I	G173
ACCOUNTING TECHNICIAN II	G183
ACCOUNTING TECHNICIAN, SENIOR	G193
ADMINISTRATIVE CLERK I	G163
ADMINISTRATIVE CLERK I - NR	N163
ADMINISTRATIVE CLERK II	G173
ADMINISTRATIVE CLERK II - NR	N173
ADMINISTRATIVE CLERK SENIOR	G183
ADMINISTRATIVE COORDINATOR I	G170
ADMINISTRATIVE COORDINATOR I - NR	N170
ADMINISTRATIVE COORDINATOR II	G180
ADMINISTRATIVE COORDINATOR II - NR	N180
ADMINISTRATIVE SERVICES OFFICER	M233
AG COMMISSIONER/SEALER WEIGHTS & MEASURES	D046
AGRICULTURAL BIOLOGIST I	G204
AGRICULTURAL BIOLOGIST II	G214
AGRICULTURAL FIELD AIDE	G172
AGRICULTURAL PROGRAM ASSOCIATE I	G180
AGRICULTURAL PROGRAM ASSOCIATE II	G190
ANIMAL CARE ATTENDANT	G163
ANIMAL CONTROL OFFICER	S135
ANIMAL CONTROL OFFICER/SHELTER SUPERVISOR	S148
APPRAISER I	G194
APPRAISER II	G203
ASSESSMENT TECHNICIAN I	G163
ASSESSMENT TECHNICIAN II	G173
ASSISTANT AUDITOR/CONTROL - ACCOUNTANT	M253
ASSISTANT CHIEF PROBATION OFFICER (Management)	O248
ASSISTANT PLANNER	G203
ASSISTANT TREASURER/TAX COLLECTOR	M240
ASSOCIATE ENGINEER I	T241
ASSOCIATE ENGINEER II	T251
ASSOCIATE PLANNER	G215
AUDITOR/CONTROLLER	D049
BEHAVIORAL HEALTH ADMINISTRATIVE SPECIALIST	G183
BEHAVIORAL HEALTH ASSISTANT DIRECTOR	M238
BEHAVIORAL HEALTH CASE MANAGER I	G188

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

		<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS		DXXX
GENERAL UNIT CLASSIFICATIONS		GXXX
MANAGEMENT CLASSIFICATIONS		MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)		NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS		OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS		SXXX
SKILLED TRADES UNIT CLASSIFICATIONS		TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)		XXXX
CLASSIFICATION TITLE	SALARY RANGE	
BEHAVIORAL HEALTH CASE MANAGER II	G197	
BEHAVIORAL HEALTH COMPLIANCE OFFICER	M235	
BEHAVIORAL HEALTH DEPUTY DIRECTOR - QUALITY ASSURANCE	M258	
BEHAVIORAL HEALTH TRIAGE MANAGER	M237	
BOARD OF SUPERVISOR	D901	
BUILDING & GROUNDS MAINTENANCE LEADWORKER	G181	
BUILDING & GROUNDS MAINTENANCE WORKER I	G163	
BUILDING & GROUNDS MAINTENANCE WORKER II	G171	
BUILDING INSPECTOR I	G193	
BUILDING INSPECTOR II	G202	
BUILDING INSPECTOR III	M236	
BUSINESS MANAGER - NR	X236	
BUSINESS MANAGER	M236	
CHIEF APPRAISER	M232	
CHIEF PROBATION OFFICER	D069	
CHIEF INFORMATION AND SOCIAL MEDIA OFFICER	D032	
CODE COMPLIANCE SPECIALIST I	G202	
CODE COMPLIANCE SPECIALIST II	G212	
CODE COMPLIANCE SPECIALIST LEADWORKER	G217	
COMMUNITY HEALTH NURSE I	G219	
COMMUNITY HEALTH NURSE II	G229	
COMMUNITY MENTAL HEALTH NURSE I	G222	
COMMUNITY MENTAL HEALTH NURSE II	G232	
CORRECTIONAL DEPUTY SHERIFF SERGEANT	S169	
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER I	S101	
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER II	S111	
CORRECTIONAL DEPUTY SHERIFF/DISPATCHER III	S121	
COUNTY CLERK/RECORDER/ASSESSOR	D045	
COUNTY LIBRARIAN	M249	
CUSTODIAN	G163	
CUSTODIAN/OFFICE MAINTENANCE WORKER	G168	
DEPUTY AGRICULTURE COMMISSIONER/SEALER OF WEIGHTS-MEASURES	M250	
DEPUTY CHIEF PROBATION OFFICER/COURT SCHOOL TEACHER	O238	
DEPUTY CLERK/RECORDER/ASSESSOR	M249	
DEPUTY COUNTY ADMINISTRATIVE OFFICER	X254	
DEPUTY COUNTY CLERK/RECORDER I	G163	
DEPUTY COUNTY CLERK/RECORDER II	G173	
DEPUTY COUNTY CLERK/RECORDER III	G183	
DEPUTY DIRECTOR BEHAVIORAL HEALTH BUSINESS SERVICES	M258	
DEPUTY DIRECTOR OF HEALTH & HUMAN SERVICES	M261	
DEPUTY DIRECTOR OF PLANNING	M259	
DEPUTY DIRECTOR OF TRANSPORTATION-ENGINEERING	M267	
DEPUTY DIRECTOR OF TRANSPORTATION-OPERATIONS	M252	
DEPUTY DIRECTOR SOLID WASTE	M236	

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

	<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS	DXXX
GENERAL UNIT CLASSIFICATIONS	GXXX
MANAGEMENT CLASSIFICATIONS	MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)	NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS	OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS	SXXX
SKILLED TRADES UNIT CLASSIFICATIONS	TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)	XXXX

CLASSIFICATION TITLE	SALARY RANGE
DEPUTY DIRECTOR, CLINICAL SERVICES-BEHAVIORAL HEALTH	M258
DEPUTY DISTRICT ATTORNEY I	M236
DEPUTY DISTRICT ATTORNEY II	M246
DEPUTY DISTRICT ATTORNEY III	M260
DEPUTY DISTRICT ATTORNEY IV	M270
DEPUTY PROBATION OFFICER I	O179
DEPUTY PROBATION OFFICER II	O189
DEPUTY PROBATION OFFICER III	O199
DEPUTY SHERIFF I	S135
DEPUTY SHERIFF II	S145
DEPUTY SHERIFF III	S155
DIRECTOR OF BEHAVIORAL HEALTH	D060
DIRECTOR OF HEALTH & HUMAN SERVICES	D070
DIRECTOR OF HUMAN RESOURCES	D033
DIRECTOR OF INFORMATION SERVICES	N252
DIRECTOR OF PLANNING	D055
DIRECTOR OF TRANSPORTATION BUILDING DEVELOPMENT	D074
DISTRICT ATTORNEY INVESTIGATOR I	O211
DISTRICT ATTORNEY INVESTIGATOR II (Management)	O221
DISTRICT ATTORNEY/CORONER	D066
ELIGIBILITY SPECIALIST I	G171
ELIGIBILITY SPECIALIST II	G181
ELIGIBILITY SPECIALIST III	G191
ELIGIBILITY SPECIALIST SUPERVISOR	M236
ELIGIBILITY SPECIALIST TRAINEE	G166
EMERGENCY OPERATIONS MANAGER	M243
EMPLOYMENT & TRAINING SUPERVISOR	M236
EMPLOYMENT & TRAINING WORKER I	G173
EMPLOYMENT & TRAINING WORKER II	G183
EMPLOYMENT & TRAINING WORKER III	G193
ENGINEER ASSISTANT	T222
ENGINEER JUNIOR	T212
ENGINEER SENIOR	M257
ENGINEERING AIDE	T180
ENGINEERING AIDE SENIOR	T190
ENGINEERING TECHNICIAN I	T197
ENGINEERING TECHNICIAN II	T207
ENGINEERING TECHNICIAN III	T217
ENVIRONMENTAL COMPLIANCE SPECIALIST	T235
ENVIRONMENTAL COMPLIANCE SPECIALIST, SENIOR	T244
ENVIRONMENTAL HEALTH DIRECTOR	M238
ENVIRONMENTAL HEALTH SPECIALIST I	G209
ENVIRONMENTAL HEALTH SPECIALIST II	G219
EQUIPMENT SHOP SUPERVISOR	T219

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

		<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS		DXXX
GENERAL UNIT CLASSIFICATIONS		GXXX
MANAGEMENT CLASSIFICATIONS		MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)		NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS		OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS		SXXX
SKILLED TRADES UNIT CLASSIFICATIONS		TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)		XXXX
CLASSIFICATION TITLE	SALARY RANGE	
EVIDENCE TECHNICIAN I	S125	
EVIDENCE TECHNICIAN II	S135	
EVIDENCE TECHNICIAN III	S145	
FACILITIES OPERATIONS SUPERINTENDENT	M236	
FACILITIES OPERATIONS SUPERVISOR	G201	
FOOD SERVICES MANAGER - CORRECTIONS	M236	
GATE ATTENDANT I	G163	
GATE ATTENDANT II	G168	
GRANTS CORDINATOR I	N215	
GRANTS CORDINATOR II	N225	
HEALTH EDUCATION SPECIALIST I	G177	
HEALTH EDUCATION SPECIALIST II	G187	
HEALTH EDUCATION SPECIALIST SUPERVISOR	M236	
HEALTH PROGRAM COORDINATOR I	G196	
HEALTH PROGRAM COORDINATOR II	G206	
HEALTH PROGRAM COORDINATOR III (LEADWORKER)	G216	
HOUSING PROGRAM CORDINATOR	N183	
HUMAN SERVICES FRAUD INVESTIGATOR I	G191	
HUMAN SERVICES FRAUD INVESTIGATOR II	G201	
INFORMATION SYSTEMS SPECIALIST I	N185	
INFORMATION SYSTEMS SPECIALIST II	N199	
INFORMATION SYSTEMS SPECIALIST III	N214	
INFORMATION SYSTEMS SPECIALIST, SENIOR	N229	
JAIL COOK	G164	
LEGAL SECRETARY - SENIOR	M233	
LEGAL SECRETARY I	G168	
LEGAL SECRETARY II	G178	
LEGAL SECRETARY III	M231	
LIBRARY ASSISTANT I	G163	
LIBRARY ASSISTANT II	G173	
LIBRARY ASSISTANT III	G183	
LOSS PREVENTION SPECIALIST I	N189	
LOSS PREVENTION SPECIALIST II	N199	
MAINTANCE WORKER/CUSTODIAN	G163	
MECHANIC APPRENTICE	T170	
MECHANIC I	T184	
MECHANIC II	T194	
MECHANIC III	T204	
MEDICAL RECORDS COORDINATOR	G193	
MENTAL HEALTH CLINICIAN I	G216	
MENTAL HEALTH CLINICIAN II	G225	
MENTAL HEALTH CLINICIAN III	G235	
MENTAL HEALTH SERVICES ACT COORDINATOR I	M236	
MENTAL HEALTH SERVICES ACT COORDINATOR II	M245	

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

		<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS		DXXX
GENERAL UNIT CLASSIFICATIONS		GXXX
MANAGEMENT CLASSIFICATIONS		MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)		NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS		OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS		SXXX
SKILLED TRADES UNIT CLASSIFICATIONS		TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)		XXXX
CLASSIFICATION TITLE	SALARY RANGE	
MENTAL HEALTH SERVICES ACT COORDINATOR III	M255	
NETWORK ADMINISTRATOR	X238	
PEER SPECIALIST	G180	
PERSONNEL ANALYST I	X234	
PERSONNEL ANALYST II	X242	
PERSONNEL TECHNICIAN	N192	
PRINCIPAL PLANNER	M230	
PROBATION ASSISTANCE	O178	
PROBATION CORRECTIONS COUNSELOR - SENIOR	O177	
PROBATION CORRECTIONS COUNSELOR I	O157	
PROBATION CORRECTIONS COUNSELOR II	O167	
PROGRAM MANAGER I - NON MASTERS	M237	
PROGRAM MANAGER II - MASTERS	M247	
PROPERTY ROOM TECHNICIAN	G204	
PUBLIC HEALTH ANALYST I	G193	
PUBLIC HEALTH ANALYST II	G203	
PUBLIC HEALTH BRANCH DIRECTOR	M258	
PUBLIC HEALTH NURSE I	G222	
PUBLIC HEALTH NURSE II	G232	
PUBLIC HEALTH NURSE III	G237	
PUBLIC HEALTH NURSING DIRECTOR	M256	
PUBLIC HEALTH NURSING SUPERVISOR	M239	
QUALITY ASSURANCE COORDINATOR I	M225	
QUALITY ASSURANCE COORDINATOR II	M235	
REVENUE RECOVERY OFFICER I	G172	
REVENUE RECOVERY OFFICER II	G182	
REVENUE RECOVERY OFFICER, SENIOR	G192	
RISK & LOSS PREVENTION MANAGER	X242	
ROAD MAINTENANCE CREW SUPERVISOR II	T219	
ROAD MAINTENANCE CREW SUPERVISOR III	T231	
ROAD MAINTENANCE LEADWORKER I	T192	
ROAD MAINTENANCE LEADWORKER II	T202	
ROAD MAINTENANCE WORKER I	T167	
ROAD MAINTENANCE WORKER II	T177	
ROAD MAINTENANCE WORKER III	T187	
ROAD MAINTENANCE WORKER IV	T197	
ROAD SUPERINTENDENT	M236	
SENIOR FINANCIAL ANALYST	M251	
SENIOR FINANCIAL ANALYST - NR	X251	
SENIOR PLANNER	M236	
SENIOR TRAFFICE AIDE	T190	
SHERIFF LIEUTENANT/DEPUTY DIRECTOR OF OES (Management)	S181	
SHERIFF RECORDS TECHNICIAN I	G166	
SHERIFF RECORDS TECHNICIAN II	G176	

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

		<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS		DXXX
GENERAL UNIT CLASSIFICATIONS		GXXX
MANAGEMENT CLASSIFICATIONS		MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)		NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS		OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS		SXXX
SKILLED TRADES UNIT CLASSIFICATIONS		TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)		XXXX

CLASSIFICATION TITLE	SALARY RANGE
SHERIFF RECORDS TECHNICIAN III	G186
SHERIFF SERGEANT	S169
SHERIFF/CORONER	D061
SOCIAL SERVICES AIDE	G164
SOCIAL WORKER I	G180
SOCIAL WORKER II	G190
SOCIAL WORKER III	G200
SOCIAL WORKER IV	G210
SOCIAL WORKER SUPERVISOR II (MASTERS)	M241
SOCIAL WORKER SUPERVISOR I (NON-MASTERS)	M236
SOLID WASTE ANALYST	M236
SOLID WASTE EQUIPMENT OPERATOR/DRIVER I	G174
SOLID WASTE EQUIPMENT OPERATOR/DRIVER II	G183
SOLID WASTE EQUIPMENT OPERATOR/DRIVER III	G193
SOLID WASTE TECHNICIAN I	G193
SOLID WASTE TECHNICIAN II	M229
SOLID WASTE TECHNICIAN III	M239
STAFF SERVICES ANALYST I	G199
STAFF SERVICES ANALYST II	G209
STAFF SERVICES MANAGER	M241
STOREKEEPER	T178
STOREKEEPER SENIOR	T188
SUBSTANCE ABUSE SPECIALIST I	G181
SUBSTANCE ABUSE SPECIALIST II	G191
SUBSTANCE ABUSE SPECIALIST III	G206
SUBSTANCE USE DISORDERS PROGRAM MANAGER	M237
SUPERVISING ACCOUNT TECHNICIAN - PAYROLL	M236
SUPERVISING DEPUTY PROBATION OFFICER (Management)	O224
SUPERVISING JUVENILE COUNSELOR	O191
TRAFFIC AIDE	T180
TRANSIT COORDINATOR	G193
TRANSIT DRIVER	G165
TRANSPORTATION AIDE	G164
TRANSPORTATION AIDE/CUSTODIAN	G169
TRANSPORTATION COORDINATOR	G174
TRANSPORTATION PLANNER ASSISTANT	T200
TRANSPORTATION PLANNER ASSOCIATE	T210
TRANSPORTATION PLANNER SENIOR	T220
TRANSPORTATION PLANNER TECHNICIAN	T183
TREASURER/TAX COLLECTOR	D036
UNDERSHERIFF (Management)	S194
VEHICLE ABATEMENT OFFICER	G168
VETERANS SERVICES OFFICER	X234
VICITM WITNESS ADVOCATE I	G178

ALPHABETICAL LISTING OF CLASSIFICATIONS

Approved by the Board of Supervisors on August 3, 2021; Effective July 1, 2021

		<u>UNIT KEY</u>
APPOINTED & ELECTED OFFICIALS		DXXX
GENERAL UNIT CLASSIFICATIONS		GXXX
MANAGEMENT CLASSIFICATIONS		MXXX
NON-REPRESENTED CLASSIFICATIONS (GENERAL)		NXXX
PROBATION PEACE OFFICERS ASSOCIATION CLASSIFICATIONS		OXXX
DEPUTY SHERIFFS' ASSOCIATION CLASSIFICATIONS		SXXX
SKILLED TRADES UNIT CLASSIFICATIONS		TXXX
NON-REPRESENTED CLASSIFICATIONS (MANAGEMENT)		XXXX
CLASSIFICATION TITLE		SALARY RANGE
VICTIM WITNESS ADVOCATE II		G188
VICTIM WITNESS COORDINATOR		G198
VOCATIONAL ASSISTANT		G173
VOCATIONAL TRAINEE		G163
WIC NUTRITION ASSISTANT I		G160
WIC NUTRITION ASSISTANT II		G170
WIC PROGRAM COORDINATOR		G202
WORK CREW LEADER		G171

TRINITY COUNTY

Item Report 2.13

Meeting Date: 8/3/2021

Department:
Probation/Collections

Contact:
Robi Camacho

Phone:
530 623-1204 x124

2.13 Budget Adjustment: Depts 2400 and 8499

Requested Action:

Approve a budget adjustment for FY 20/21 for Probation - Dept. 2400 increasing Transfers In Intrafund Expenses by \$25,000; and approve a budget adjustment for FY 20/21 for Community Corrections Realignment - Dept. 8499 increasing Transfers Out by \$25,000.

Fiscal Impact:

Increase in General Fund appropriations in the amount of \$25,000; current cash balance in the Community Corrections Realignment - Fund 499 is \$515,082.

Summary:

We received unanticipated Covid revenue in Dept 8499 this year. The CCP board voted on 3/29/2021 to restore an additional \$25,000 to the budget to support the Sheriff Dept staff performing CCP activities.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the board approve this budget adjustment.

ATTACHMENTS:

Description

Budget Adjustment: Dept 2400

Budget Adjustment: Dept 8499

TRINITY COUNTY BUDGET ADJUSTMENT

7/19/2021

Department: Probation

Number: 2400

Justification for budget adjustment:


Transfer additional CCP funding to Probation to distribute for Sheriff activities.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
9800	Transfer In	947,433	972,433	25,000
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				<u>25,000</u>

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
1101	Intra Fund Salary & Benefits	248,255	273,255	25,000
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				<u>25,000</u>

Origin	 Signature		Business Manager Title	
Auditor	Auditor Review _____		Date Reviewed: ____/____/____	
	REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO			
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____			
		August 3, 2021 Page 353 of 555		BOS AUD

TRINITY COUNTY BUDGET ADJUSTMENT

7/16/2021

Department: Community Corrections Realignment

Number: 8499

Justification for budget adjustment:

Budget additional expenditures from cash reserves to support Sheriff activities as approved by the CCP board on March 29, 2021 due to unanticipated revenues received from the state.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
		-	-	-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
5500	Transfer out	643,911	668,911	25,000
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				25,000

Origin	<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;"> Signature </div> <div style="text-align: center;"> Business Manager Title </div> </div>
Auditor	<div style="display: flex; justify-content: space-between;"> <div>Auditor Review _____</div> <div>Date Reviewed: ____/____/____</div> </div> <div style="margin-top: 5px;"> REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO </div>
CAO	<div style="display: flex; justify-content: space-between;"> <div>CAO Approval _____</div> <div>Date: ____/____/____</div> </div>
BOS	<div style="display: flex; justify-content: space-between;"> <div>Approved by Board of Supervisors on: ____/____/____</div> <div style="text-align: right;"> BOS AUD </div> </div>

TRINITY COUNTY

Item Report 2.14

Meeting Date: 8/3/2021

Department:
Probation/Collections

Contact:
Robi Camacho

Phone:
530 623-1204 x124

2.14 Agreement: Lexipol (21-101)

Requested Action:

Approve an agreement with Lexipol to provide policy manual maintenance and training bulletins.

Fiscal Impact:

\$22,170 from the Probation department.

Summary:

This contract is necessary to assure that our policies are, and remain, in compliance with all legislative mandates and that our officers are trained on a timely basis to comply with the laws.

Discussion:

The prior contract was written with a fixed annual cost that did not account for the annual rate adjustments.

Alternatives Including Financial Implications:

Deny the agreement and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board approve this agreement with Lexipol.

ATTACHMENTS:

Description

Agreement



AGREEMENT FOR USE OF SUBSCRIPTION MATERIAL

Agency's Name: Trinity County Probation Department
Agency's Address: 333 Tom Bell Rd
Weaverville, California 96093

Attention: Robi Camacho

Lexipol's Address: 2611 Internet Boulevard, Suite 100
Frisco, Texas 75034

Prepared By: Nicole Falconer

Effective Date: _____
(to be completed by Lexipol upon receipt of signed Agreement)

The Agreement for Use of Subscription Material is between Lexipol, LLC, a Delaware limited liability company ("**Lexipol**"), and the Agency identified above. The Agreement consists of (a) this cover sheet; (b) **Exhibit A** (Subscriptions Being Purchased and Subscription Fees) attached to this cover sheet, (c) **Exhibit B** (General Terms and Conditions) attached to this cover sheet, and (d) **Exhibit C** (Scope of Services) attached to this cover sheet. Capitalized terms that are used in Exhibit A and not defined therein shall have the respective meanings given to them in Exhibit B.

Trinity County Probation Department

Lexipol

Signature: _____

Signature: _____

Print Name: _____

Print Name: Van Holland

Title: _____

Title: Chief Financial Officer

Date Signed: _____

Date Signed: _____

SUBSCRIPTIONS BEING PURCHASED AND SUBSCRIPTION FEES

Term: 7/1/2021 - 6/30/2022

Term: 7/1/2022 - 6/30/2023

Term: 7/1/2023 - 6/30/2024August 3, 2021 Page 357 of 555

QTY	DESCRIPTION	UNIT PRICE	DISC	DISC AMT	EXTENDED
1	Probation Daily Training Bulletin Management	USD 1,042.00			USD 1,042.00
1	Probation Policy Update Management	USD 2,123.00			USD 2,123.00
	Subscription Line Items Total				USD 7,515.00
Term: 7/1/2023 - 6/30/2024 TOTAL:					USD 7,515.00

*Probation services pricing is based on 6-10 Probation Sworn Officers.

*The above subscription services, and when applicable, implementation services, shall be invoiced by Lexipol upon the execution of this Agreement.

EXHIBIT B

GENERAL TERMS AND CONDITIONS

1. **Definitions.** For purposes of this Agreement, each of the following terms will have the meaning indicated in this Section:

1.1 **Agency's Account.** "***Agency's Account***" means the account by which Agency accesses the Subscription Materials.

1.2 **Agreement.** "***Agreement***" means (a) the cover sheet to which these General Terms and Conditions are attached, (b) Exhibit A (Subscriptions and Services Being Purchased and Related Fees) attached to that cover sheet, (c) these General Terms and Conditions, and (d) Exhibit C (Scope of Services).

1.3 **Initial Term/Contract Year.** "***Initial Term***" means the twelve-month period commencing on the Effective Date and "***Contract Year***" means each twelve-month period commencing on each anniversary of the Effective Date, except as may otherwise be modified by Section 2.1 Term below.

1.4 **Derivative Work.** "***Derivative Work***" means a work that is based on the Subscription Material or any portion thereof, such as a revision, modification, abridgement, condensation, expansion, or any other form in which the Subscription Material or any portion thereof may be recast, transformed, or adapted. For purposes of this Agreement, a Derivative Work also includes any compilation that incorporates any portion of the Subscription Material. Further, "***Derivative Work***" includes any work considered a "derivative work" under United States copyright law.

1.5 **Effective Date.** "***Effective Date***" means the date specified on the cover sheet to which these General Terms and Conditions are attached.

1.6 **Subscription Materials.** "***Subscription Materials***" means the policy manuals, supplemental policy publications, daily training bulletins and other materials provided by Lexipol to Agency from time to time during the term of this Agreement under the subscriptions purchased by Agency as specified in Exhibit A.

2. **Term and Termination.**

2.1 **Term.** This Agreement is effective upon the execution and delivery of this Agreement by both Lexipol and Agency, and shall continue in effect until the expiration of the Initial Term; provided, however, that the term of this Agreement will automatically be extended for successive one-year periods thereafter (each a Contract Year), unless either party gives written notice to the other party to the contrary not less than thirty (30) days prior to the expiration of the Initial Term or the then current Contract Year, as the case may be. Notwithstanding the foregoing, however, this Agreement will be subject to termination as provided in Section 2.2 below.

2.2 **Termination.** This Agreement may be terminated by either party, effective immediately, (a) in the event that the other party fails to discharge any obligation or remedy any default under this Agreement for a period of more than thirty (30) calendar days after it has been given written notice of such failure or default; or (b) in the event that the other party makes an assignment for the benefit of creditors or commences or has commenced against it any proceeding in bankruptcy, insolvency or reorganization pursuant to the bankruptcy laws of any applicable jurisdiction.

2.3 **Effect of Expiration or Termination.** Upon the expiration or termination of this Agreement, all of the rights granted to Agency by this Agreement to the subscriptions identified on Exhibit

A shall automatically terminate. The termination or expiration of this Agreement shall not, however, relieve either party from any obligation or liability that has accrued under this Agreement prior to the date of such termination or expiration. The right to terminate this Agreement pursuant to Section 2.2 above shall be in addition to, and not in lieu of, any other remedy, legal or equitable, to which the terminating party shall be entitled at law or in equity. The provisions of Sections 1 (Definitions), 4 (Copyright; Derivative Works; Lexipol's Ownership), 5 (Right to Use; Limitations on Use of Subscription Material and Derivative Works), 7 (Privacy Policy), 8 (Policy Adoption), 9 (Disclaimer of Liability), 10 (Limitation of Liability), 13 (Miscellaneous), and this Section 2.3 shall survive the expiration or termination of this Agreement for any reason whatsoever.

3. Subscription Fees, Etc.

3.1 Subscription Fee/Invoicing. Lexipol will invoice Agency at the commencement of the Subscription Service (Initial Term) and thirty (30) days prior to the date for each Contract Year (refer to 2.1 above). Agency will pay to Lexipol the subscription fee specified on Exhibit A within thirty (30) days following Agency's receipt of the invoice for such subscription and renewal fees. All invoices will be sent to Agency at the address for Agency specified on the cover sheet to which these General Terms and Conditions are attached. All payments will be made to Lexipol at the address for Lexipol specified on the cover sheet to which these General Terms and Conditions are attached. Lexipol reserves the right to increase pricing for subsequent Contract Years.

3.2 Taxes; Past Due Amounts. All amounts required to be paid under this Agreement, unless otherwise stated on Exhibit A, are exclusive of all taxes and similar fees now in force or enacted in the future imposed on the subscriptions purchased by Agency under this Agreement and/or delivery by Lexipol to Agency of Subscription Material, all of which Agency will be responsible for and will pay in full, except for taxes based on Lexipol's net income. In the event any amount owed by Agency is not paid when due, and such failure is not cured within ten (10) days after written notice thereof from Lexipol, then in addition to any other amount due, Agency shall pay a late payment charge on the overdue amount at a rate equal to the lower of (a) one percent (1%) per month, or (b) the highest rate permitted by applicable law.

4. Copyright; Derivative Works; Lexipol's Ownership. Agency acknowledges and agrees that the Subscription Material is a proprietary product of Lexipol, protected under U.S. copyright law, and that Lexipol reserves all rights not expressly granted in this Agreement. Subject to the terms and conditions contained in this Agreement, Lexipol hereby grants Agency the right to prepare Derivative Works, except as limited by the terms of this agreement; provided, however, that Agency acknowledges and agrees that Lexipol will be the sole owner of all right, title and interest in and to all Derivative Works prepared by or for Agency, including all copyrights and other intellectual property and proprietary rights therein or pertaining thereto, and Agency hereby assigns and transfers to Lexipol all right, title and interest in and to all Derivative Works prepared by or for Agency, including all copyrights and other intellectual property and proprietary rights therein or pertaining thereto. Agency will not remove from any copies of the Subscription Material provided by Lexipol to Agency any copyright notice or other proprietary notice of Lexipol appearing thereon, and shall include such copyright and other notices at the appropriate place on each copy of the Subscription Material and each copy of any Derivative Work made by or for Agency, in any form.

5. Right to Use; Limitations on Use of Subscription Material and Derivative Works. Subject to the terms and conditions contained in this Agreement, Lexipol hereby grants to Agency a perpetual, personal, fully paid-up, right to use, except as limited by the terms of this agreement the Subscription Material and any Derivative Works prepared by or for Agency, solely for the Agency's internal purposes. Agency will not use, copy, republish, lend, distribute, post on servers, transmit, redistribute, display, in whole or in part, by any means or medium, electronic or mechanical, or by any information storage and retrieval system, any Subscription Material or any Derivative Work prepared by or for Agency other than as expressly authorized by the immediately preceding sentence. Without limiting the generality of the foregoing, Agency will not import, upload, or otherwise make available any

Subscription Material or any Derivative Work prepared by or for Agency into or onto any third party knowledge, document, or other content management system or service without Lexipol's prior written consent. The foregoing does not, however, prohibit or restrict Agency from providing Subscription Material or Derivative Works prepared by or for Agency pursuant to an order from a court or other governmental agency or other legal process, or Freedom of Information Act (FOIA) request, or Public Records Act (PRA) request, nor does it prohibit or restrict Agency from displaying the adopted/approved final policy document on a publicly accessible website for official Agency purposes, so long as Agency includes the appropriate copyright and other proprietary notices on such final policy document as required by Section 4 above.

6. Account Security. Agency is solely responsible for maintaining the confidentiality of Agency's user name(s) and password(s) and the security of Agency's Account. Agency will not permit access to Agency's Account, or use of Agency's user name(s) and/or password(s) by any person or entity other than authorized Agency personnel. Agency will immediately notify Lexipol in writing if Agency becomes aware that any person or entity other than authorized Agency personnel has used Agency's Account or Agency's user name(s) and/or password(s).

7. Privacy Policy. Lexipol will hold all information Agency provides in confidence unless required to provide information in accordance with an order from a court or other governmental agency or other legal process such as a Freedom of Information Act (FOIA) request, or Public Records Act (PRA) request. Lexipol will use commercially reasonable efforts to ensure the security of information provided by Agency. Lexipol's system also uses Secure Socket Layer (SSL) Protocol for browsers supported by Lexipol application(s). SSL encrypts information as it travels between the Agency and Lexipol. However, Agency acknowledges and agrees that Internet data transmission is not always 100% secure and Lexipol does not warrant or guaranty that information Agency transmits utilizing the Lexipol system or online platform is 100% secure.

Agency acknowledges that Lexipol may provide view-only access and summary information (including but not limited to, status of number of policies developed or in development, percentage of staff reviews of developed policies, and percentage of DTBs taken) to the Agency's affiliated Risk Management Authority, Insurance Pool or Group, or Sponsoring Association, if they are actively funding their member Agencies' Subscription Fees.

8. Policy Adoption. Agency hereby acknowledges and agrees that any and all policies and Daily Training Bulletins (DTBs) included in the Subscription Material provided by Lexipol have been individually reviewed, customized and adopted by Agency for use by Agency. Agency further acknowledges and agrees that neither Lexipol nor any of its agents, employees or representatives shall be considered "policy makers" in any legal or other sense and that the chief executive of Agency will, for all purposes, be considered the "policy maker" with regard to each and every such policy and DTB.

9. Disclaimer of Liability. Agency acknowledges and agrees that Lexipol its officers, agents, managers, and employees will have no liability to Agency or any other person or entity arising from or related to the Subscription Materials, or any act or omission by Agency or its personnel pursuant to, or in reliance on, any of the Subscription Materials.

10. Limitation of Liability. Lexipol's cumulative liability to Agency and any other person or entity for any loss or damages resulting from any claims, demands, or actions arising out of or relating to this Agreement or the use of any Subscription Materials shall not exceed the subscription fees actually paid to Lexipol for the use of the Subscription Materials under this Agreement during the twelve-month period immediately prior to the assertion of such claim, demand or action. In no event shall Lexipol be liable for any indirect, incidental, consequential, special, or exemplary damages or lost profits, even if Lexipol has been advised of the possibility of such damages. The limitations set forth in this Section shall apply whether Agency's claim is based on breach of contract, tort, strict liability, product liability or any other theory or cause of action.

11. Non-Transferability. The subscriptions and rights to use the Subscription Material granted by this Agreement are personal to Agency and Agency shall not assign or otherwise transfer the same to any other person or entity.

12. Confidentiality. From time to time during the term of this Agreement, either party may be required to disclose information to the other party that is marked "confidential" or the like, or that is of such a type that the confidentiality thereof is reasonably apparent ("Confidential Information"). The receiving party will: (a) limit disclosure of any Confidential Information of the other party to the receiving party's directors, officers, employees, agents and other representatives (collectively "Representatives") who have a need to know such Confidential Information in connection with the business relationship between the parties to which this Agreement relates, and only for that purpose; (b) advise its Representatives of the confidential nature of the Confidential Information and of the obligations set forth in this Agreement and require such Representatives to keep the Confidential Information confidential and to use it only as permitted by this Agreement; (c) keep all Confidential Information confidential by using a reasonable degree of care, but not less than the degree of care used by it in safeguarding its own confidential information; and (d) not disclose any Confidential Information received by it to any third party (except as otherwise provided for herein). Notwithstanding the foregoing, however, a party may disclose Confidential Information of the other party pursuant to any governmental, judicial, or administrative order, subpoena, discovery request, regulatory request, or Freedom of Information Act (FOIA) request, or Public Records Act (PRA) request, or similar method, provided that the party proposing to make any such disclosure will promptly notify, to the extent practicable, the other party in writing of such demand for disclosure so that the other party may, at its sole expense, seek to make such disclosure subject to a protective order or other appropriate remedy to preserve the confidentiality of the Confidential Information. Each party shall be responsible for any breach of this Section by any of such party's Representatives.

Miscellaneous.

13.1 Governing Law. This Agreement shall be construed in accordance with, and governed by, the laws of the State of California, without giving effect to any choice of law doctrine that would cause the law of any other jurisdiction to apply.

13.2 Entire Agreement. This Agreement embodies the entire agreement and understanding of the parties hereto and hereby expressly supersedes any and all prior written and oral agreements and understandings with respect to the subject matter hereof, including without limitation any and all agreements and understandings pertaining to the use of the Subscription Materials by Agency. No representation, promise, inducement, or statement of intention has been made by any party hereto that is not embodied in this Agreement. Terms and conditions set forth in any purchase order, or any other form or document of Agency, which are inconsistent with, or in addition to, the terms and conditions set forth in this Agreement, are hereby objected to and rejected in their entirety, regardless of when received, without further action or notification by Lexipol, and shall not be considered binding on Lexipol unless specifically agreed to in writing by it.

13.3 Headings. The captions and other headings contained in this Agreement are for convenience only and shall not be considered a part of or affect the construction and interpretation of any provision of this Agreement.

13.4 Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same document.

13.5 Amendment. No amendment, modification, or supplement to this Agreement shall be binding unless it is in writing and signed by the party sought to be bound thereby.

13.6 Attorneys' Fees. If any action is brought by either party to this Agreement against the other party regarding the subject matter hereof, the prevailing party shall be entitled to recover, in addition to any other relief granted, reasonable attorneys' fees and expenses of litigation.

13.7 General Interpretation. The language used in this Agreement shall be deemed to be the language chosen by the parties hereto to express their mutual intent. This Agreement shall be construed without regard to any presumption or rule requiring construction against the party causing such instrument or any portion thereof to be drafted, or in favor of the party receiving a particular benefit under the Agreement. No rule of strict construction will be applied against any person or entity.

13.8 Notices. Any notice required by this Agreement or given in connection with it, shall be in writing and shall be given by personal delivery, by certified mail, postage prepaid, or by recognized overnight delivery service to the appropriate party at the address of such party stated on the cover sheet to which these General Terms and Conditions are attached, or such other address as such party may indicate by a notice delivered to the other party in accordance with the terms of this Section. Alternatively, electronic mail or facsimile notice is acceptable when acknowledged by the receiving party.

13.9 Invalidity of Provisions. Each of the provisions contained in this Agreement is distinct and severable and a declaration of invalidity or unenforceability of any such provision or part thereof by a court of competent jurisdiction shall not affect the validity or enforceability of any other provision hereof. Further, if a court of competent jurisdiction finds any provision of this Agreement to be invalid or unenforceable, then the parties agree that the court should endeavor to give effect to the parties' intention as reflected in such provision to the maximum extent possible.

13.10 Waiver. Lexipol's failure to exercise, or delay in exercising, any right or remedy under any provision of this Agreement shall not constitute a waiver of such right or remedy.

End of General Terms and Conditions

Scope of Services

Probation Policy Manual Subscription

Constitutionally sound, up-to-date policies are the foundation for consistent, safe public safety operations and are key to reducing risk and enhancing personnel and community safety. Lexipol's comprehensive policy manual covers all aspects of your agency's operations.

- More than 155 policies researched and written by public safety attorneys and subject matter experts
- Policies based on State and federal laws and regulations as well as nationwide best practices
- Content customized to reflect your agency's terminology and structure

Daily Training Bulletins (DTBs)

Even the best policy manual lacks effectiveness if it's not backed by training. Lexipol's Daily Training Bulletins are designed to help your personnel learn and apply your agency's policy content through 2-minute training exercises.

- Scenario-based training ties policy to real-world applications
- Understanding and retention of policy content is improved via a singular focus on one distinct aspect of the policy
- Each Daily Training Bulletin concludes with a question that confirms the user understood the training objective
- Daily Training Bulletins can be completed via computers or from smartphones, tablets or other mobile devices
- Reports show completion of Daily Training Bulletins by agency member and topic

Policy Updates

Lexipol's legal and content development teams continuously review state and federal laws and regulations, court decisions and evolving best practices. When needed, we create new and updated policies and provide them to your agency, making it simple and efficient to keep your policy content up to date.

- Updates delivered to you through Lexipol's web-based content delivery platform
- Changes presented in side-by-side comparison against existing policy so you can easily identify modifications/improvements
- Your agency can accept, reject or customize each update

Web-Based Delivery Platform and Mobile App (Knowledge Management System)

Lexipol's online content delivery platform, called KMS, provides secure storage and easy access to all your policy and training content, and our KMS mobile app facilitates staff use of policies and training completion.

- Ability to edit and customize content to reflect your agency's mission and philosophy
- Efficient distribution of policies, updates and training to staff
- Archival and easy retrieval of all versions of your agency's policy manual
- Mobile app provides in-the-field access to policy and training materials

Reports

Lexipol's Knowledge Management System provides intuitive reporting capabilities and easy-to-read reports that enhance command staff meetings and strategic planning.

- Track and report when your personnel have acknowledged policies and policy updates
- Produce reports showing completion of Daily Training Bulletins
- Sort reports by agency member, topic and other subgroups (e.g., shift, assignment)
- Reduce the time your supervisors spend verifying policy acknowledgement and training completion

Supplemental Publication Service

Lexipol's Supplemental Publication Service (SPS) streamlines the storage of your agency's content, giving you one place to access procedures, guidelines, general orders, training guides or secondary policy manuals.

- Electronically links department-specific procedural or supplemental content to your policy manual
- Provides electronic issuance and tracking for your agency's procedural or supplemental content
- Allows you to create Daily Training Bulletins against your procedural content
- Designed for standard operating guidelines, procedures, general orders or field guides

Daily Training Bulletin Management

For public safety agencies, training is an essential component to limit liability and enhance personnel safety. But customizing and issuing training bulletins can take away from other operational demands. Lexipol's Daily Training Bulletin Management Service does it for you, helping you maximize the value and applicability of the Daily Training Bulletins for your agency and deliver timely training.

- Analysis of how Daily Training Bulletin master content compares to agency-modified policies
- Adaptation of monthly Daily Training Bulletin packages to fit the parameters of your agency's policy content
- Monthly issuance of Daily Training Bulletin packages
- Customized Daily Training Bulletin completion reports, as well as agency-specific year-end data analysis

Policy Update Management

One of the most valuable aspects of your Lexipol subscription is the confidence you have knowing Lexipol's legal and content development teams are monitoring changes and issuing policy updates as needed. But staying on top of those updates and processing them so they're added to your manual does take some work. Lexipol's skilled Professional Services staff can lighten your workload.

- Start-to-finish project management on every policy manual update and whether initiated by Lexipol or your agency
- Integration of policy updates into your existing manual, with collaborative review to ensure the updates meet your agency's needs
- Coordination of policy update distribution to your personnel

TRINITY COUNTY

Item Report 2.15

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Mary A. Treece, Sheriff's
Business Manager

Phone:
(530) 623-8110

2.15 Budget Adjustment: Dept 8556

Requested Action:

Approve a budget adjustment for FY 20/21 for Inmate Welfare Fund - Dept. 8556 increasing revenues and Services & Supplies by \$385.

Fiscal Impact:

No impact to the General Fund; current cash balance in Sheriff Inmate Fund - Fund 556 is \$6,798.64

Summary:

The attached budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21.

Discussion:

This budget adjustment reflect higher than anticipated revenue in Canteen / Phone sales by \$385 and higher than anticipated expenses for Sales Tax by \$385.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board of Supervisors approve the fiscal year 2020/2021 budget adjustment in the Inmate Welfare Fund department 8556.

ATTACHMENTS:


Description

Inmate Welfare Fund (8556)

7/19/2021

Number: 8556

The budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21.

Origin	 Signature		Business Manager Title	
Auditor	Auditor Review _____ REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: ____/____/____	
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____			

August 3, 2021 Page 367 of 555

BOS
AUD

TRINITY COUNTY

Item Report 2.16

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Jill Lynn

Phone:
(530)623-8108

2.16 Agreement: Center for Evaluation and Research, LLC (21-107)

Requested Action:

Approve an agreement with Center for Evaluation and Research, LLC to develop and provide training on a data collection system, develop Local Evaluation Plan and final Local Evaluation Report and monitor data in data collection system as it pertains to the BSCC Prop 64 Grant local evaluation plan.

Fiscal Impact:

\$57,000 from the Sheriff's Office.

Summary:

The Trinity County Sheriff's Office (TCSO) along with Trinity County Probation (Probation), Trinity County Office of Education (TCOE), and Trinity County Behavioral Health (TCBH) have teamed together to form the Trinity CARES (Coordinated Active Response to Ensure Student Safety) Program and Mobile Response Team (MRT). This project will target those at-risk youth with high Adverse Childhood Experiences scores impacted by cannabis activities in their area, and address the need for prevention and intervention services in school settings to lower outcomes of underage substance use. The funding will provide salary and benefit reimbursement for one Deputy, and support staff, to concentrate on coordination of the CARES Program and MRT. The Deputy will work to serve as lead to the MRT, collaborating with the CARES program to provide substance use education, prevention, and intervention services.

The Prop 64 grant requires an outside evaluation firm to gather and analyze data as well as review and analyze program elements to determine whether individual goals and objectives were met, and if modifications need to be made.

Alternatives Including Financial Implications:

Deny the agreement and advise staff.

Departmental Recommendation:

Denial of this agreement would put the office without the mandatory outside evaluator, out of compliance with the grant, and at risk of losing the funding for the grant. It is the staff's recommendation that the Board approve the agreement with Center for Evaluation and Research, LLC to develop tools and procedures, analyze all data associated with evaluation efforts, prepare documents, present documents and/or materials for review and approval, and plan and manage the

project necessary to conduct all aspects of the BSCC Prop 64 Grant local evaluation plan.

ATTACHMENTS:

Description

Agreement - CARES grant

**STANDARD FORM PERSONAL SERVICES CONTRACT
BETWEEN
THE COUNTY OF TRINITY
AND
CENTER FOR EVALUATION AND RESEARCH, LLC**

THIS PERSONAL SERVICES CONTRACT ("Contract") is made and entered into this 1st day of August, 2021, by and between the **COUNTY OF TRINITY**, a political subdivision of the State of California ("County"), and Center for Evaluation and Research, LLC ("Contractor").

RECITALS

WHEREAS, County desires to retain a person or firm to provide the following services: will develop a data collection system and protocol, maintain, update, and provide training on data collection system, develop the Local Evaluation Plan, will monitor quarterly program data collected and entered into the data collection system, will develop the final Local Evaluation Report; and

WHEREAS, Contractor warrants that it is qualified and agreeable to render the aforesaid services.

AGREEMENT

NOW, THEREFORE, for and in consideration of the agreement made, and the payments to be made by County, the parties agree to the following:

- I. **SCOPE OF SERVICES:** Contractor agrees to provide all of the services described in Exhibit A.
- II. **ADDITIONAL SERVICES:** The County may desire services to be performed which are relevant to this Contract or the services to be performed hereunder, but have not been included in the scope of the services listed in Paragraph I above, and Contractor agrees to perform said services upon the written request of County. These additional services could include, but are not limited to, any of the following:
 - A. Serving as an expert witness for the County in any litigation or other proceedings involving the project or services.
 - B. Services of the same nature as provided herein which are required as a result of events unforeseen on the date of this contract.
- III. **COUNTY FURNISHED SERVICES:** The County agrees to:
 - A. Facilitate access to and make provisions for the Contractor to enter upon public and private lands as required to perform their work.

- B. Make available to Contractor those services, supplies, equipment and staff that are normally provided for the services required by the type of services to be rendered by Contractor hereunder and as set forth in Exhibit A.
- C. Make available all pertinent data and records for review.
- IV. TERM OF CONTRACT: This Contract shall commence on October 1, 2020 and shall terminate on March 31, 2024, unless sooner terminated in accordance with the terms hereunder.
- V. CONTRACT PERFORMANCE TIME: All the work required by this Contract shall be completed and ready for acceptance no later than March 31, 2024. Time is of the essence with respect to this Contract.
- VI. FEES: The fees for furnishing services under this Contract shall be based on the rate schedule which is attached hereto as Exhibit B. Said fees shall remain in effect for the entire term of this Contract.
- VII. MAXIMUM COST TO COUNTY: Notwithstanding any other provision of this Contract, in no event will the cost to County for the services to be provided herein exceed the maximum sum of \$57,000.00 for the life of the agreement, including direct non-salary expenses.
- VIII. PAYMENT: The fees for services under this Contract shall be due within 60 calendar days after receipt and approval by County of an invoice covering the service(s) rendered to date.

[For any services involving a public works or construction project, the County shall retain 10 percent of each monthly progress payment, which shall be due upon completion and acceptance by County of the work or termination of this Contract.]

With respect to any additional services provided under this Contract as specified in Paragraph II hereof, Contractor shall not be paid unless Contractor has received written authorization from County for the additional services prior to incurring the costs associated therewith. Said additional services shall be charged at the rates set forth on Exhibit B.

Invoices or applications for payment to the County shall be sufficiently detailed and shall contain full documentation of all work performed and all reimbursable expenses incurred. Where the scope of work on the Contract is divided into various tasks, invoices shall detail the related expenditures accordingly. Labor expenditures need documentation to support time, subsistence, travel and field expenses. No expense will be reimbursed without adequate documentation.

This documentation will include, but not be limited to, receipts for material purchases, rental equipment and subcontractor work.

Notwithstanding any other provision herein, payment may be delayed, without penalty, for any period in which the State or Federal Government has delayed distribution of funds that are intended to be used by the County for funding payment to Contractor.

- IX. **INSURANCE:** Contractor shall procure and maintain for the duration of the Contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the Contractor, his agents, representatives, employees, or subcontractors.

Minimum Scope and Limit of Insurance

- A. The Contractor shall maintain a commercial general liability (CGL) insurance policy (Insurance Services Office Form CG 00 01) covering CGL on an occurrence basis, including products and completed operations, property damage, bodily injury, and personal & advertising injury, with limits in the amount of \$1,000,000, and a general aggregate limit of \$2,000,000.

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the General Liability Policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1228
Weaverville, CA 96093

- B. Contractor shall provide comprehensive business or commercial automobile liability coverage, including non-owned and hired automobile liability in the amount of \$1,000,000 per accident for bodily injury and property damage. Coverage shall be at least as broad as ISO Form CA0001 (Code 1); or, if Contractor has no owned autos or hired autos, then as broad as ISO Form CA0001 (Code 8); and, if Contractor has non-owned autos, then as broad as ISO Form CA0001 (Code 9).

The County, its officers, officials, employees, and volunteers are to be covered as additional insureds on the Automobile Liability policy with respect to liability arising out of work or operations performed by or on behalf of the Contractor, including materials, parts, or equipment

furnished in connection with such work or operations. Additional insured should read as follows:

Trinity County
PO Box 1228
Weaverville, CA 96093

- C. The Contractor shall be required to carry professional liability coverage in the amount of \$1,000,000 per occurrence or claim, and \$2,000,000 aggregate.

Prior to the commencement of any work hereunder, the Contractor shall supply a Certificate of Insurance and endorsements, signed by the insurer, evidencing such insurance as specified above to County. However, failure to obtain and provide the required documents to County prior to the work beginning shall not waive the Contractor's obligation to provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time. Each insurance policy required above shall provide that coverage and shall not be canceled, except with prior written notice to the County.

Insurance is to be placed with an insurer with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Contractor to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

For any claims related to this Contract, the Contractor's insurance coverage shall be primary coverage at least as broad as ISO CG 20 01 04 13 with respect to the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers, shall be in excess of the Contractor's insurance and shall not contribute with it.

Contractor hereby grants to County a waiver of any right to subrogation which any insurer of said Contractor may acquire against the County by virtue of the payment of any loss under such insurance. Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

- X. **WORKER'S COMPENSATION:** The Contractor acknowledges that it is aware of the provisions of the Labor Code of the State of California which requires every employer to be insured against liability for workers' compensation or to

undertake self-insurance in accordance with the provisions of that Code and it certifies that it will comply with such provisions before commencing the performance of the services to be performed under this Contract and at all times during the performance of the services to be performed hereunder. A copy of the certificates evidencing such insurance with policy limits of at least \$1,000,000 per accident for bodily injury or disease (or, in the alternative, a signed County Workers' Compensation Exemption form) shall be provided to County prior to commencement of work.

- XI. INDEMNIFICATION: Contractor agrees to indemnify, defend at its own expense, and hold County harmless from any and all liabilities, claims, losses, damages, or expenses, including reasonable attorney's fees, arising from any and all acts or omissions to act of Contractor or its officers, agents, or employees in performing services under this Contract; excluding, however, such liabilities, claims, losses, damages, or expenses arising from County's sole negligence or willful misconduct.
- XII. NONDISCRIMINATORY EMPLOYMENT: In connection with the execution of this Contract and the services to be provided hereunder, the Contractor shall not discriminate against any employee or applicant for employment because of race, color, religion, age, sex, national origin, political affiliation, ancestry, marital status or disability. This policy does not require the employment of unqualified persons.
- XIII. INTEREST OF PUBLIC OFFICIALS: No officer, agent or employee of the County during their tenure, nor for one year thereafter, shall have any interest, direct or indirect, in this Contract or the proceeds thereof.
- XIV. SUBCONTRACTING AND ASSIGNMENT: The rights, responsibilities and duties established under this Contract are personal to the Contractor and may not be subcontracted, transferred or assigned without the express prior written consent of the County.
- XV. LICENSING AND PERMITS: The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.
- XVI. BOOKS OF RECORD AND AUDIT PROVISION: Contractor shall maintain on a current basis, complete books and records relating to this Contract. Such records shall include, but not be limited to, documents supporting all bids and all expenditures for which any reimbursement is sought. The books and records shall be original entry books. In addition, Contractor shall maintain detailed payroll records, including all subsistence, travel and field expenses, and canceled checks, receipts and invoices for all items for which any reimbursement is sought. These documents and records shall be retained for at least ten years from the completion of this Contract (42CFR Sections 433.32, 438.3(h) and (u)). Contractor will permit County to audit all books, accounts or records relating to

this contract or all books, accounts or records of any business entities controlled by Contractor who participated in this contract in any way. Any such audit may be conducted on Contractor's premises or, at County's option, Contractor shall provide all books and records within a maximum of 15 calendar days upon receipt of written notice from County.

Contractor shall promptly refund any moneys erroneously charged. If County ascertains that it has been billed erroneously by Contractor for an amount equaling 5% or more of the original bid, Contractor shall be liable for the costs of the audit in addition to any other penalty to be imposed. This paragraph applies to any contract which provides for reimbursement of expenses.

- XVII. **CONFIDENTIALITY:** All information and records obtained in the course of providing services under this Contract shall be confidential and shall not be open to examination for any purpose not directly connected to the administration of this program or the services provided hereunder. Both parties shall comply with State and Federal requirements regarding confidential information.
- XVIII. **TITLE:** It is understood that any and all documents, information, computer disks, and reports of any kind concerning the services provided hereunder, prepared by and/or submitted to the Contractor, shall be the sole property of the County. The Contractor may retain reproducible copies of drawings and copies of other documents. In the event of the termination of this Contract, for any reason whatsoever, Contractor shall promptly turn over all information, writing, computer disks, and documents to County without exception or reservation. Contractor shall transfer from computer hard drive to disk any information or documents stored on hard drive and provide County with said disk.
- XIX. **TERMINATION:**
- A. Either party hereto may terminate this Contract for any reason by giving thirty (30) calendar days written notice to the other party. Notice of Termination shall be by written notice to the other party and shall be sent by registered mail.
 - B. If the Contractor fails to provide in any manner the services specified under this Contract or otherwise fails to comply with the terms of this Contract, or violates any ordinance, regulation, or other law which applies to its performance herein, the County may terminate this Contract by giving five calendar days written notice to Contractor.
 - C. The Contractor shall be excused for failure to perform services herein if such services are prevented by acts of God, strikes, labor disputes or other forces over which the Contractor has no control.

D. In the event of termination, not the fault of the Contractor, the Contractor shall be paid for services performed up to the date of termination in accordance with the terms of this Contract.

XX. **RELATIONSHIP BETWEEN THE PARTIES:** It is expressly understood that in the performances of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent contractor and not as officers, employees or agents of the County.

XXI. **AMENDMENT:** This Contract may be amended or modified only by written agreement of both parties.

XXII. **ASSIGNMENT OF PERSONNEL:** The Contractor shall not substitute any personnel for those specifically named in its proposal unless personnel with substantially equal or better qualifications and experience are provided, acceptable to County, as evidenced in writing.

XXIII. **WAIVER:** No provision of this Contract or the breach thereof shall be deemed waived, except by written consent of the party against whom the waiver is claimed.

XXIV. **SEVERABILITY:** If any provision of this MOU is determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Agreement shall not be affected thereby. Each provision shall be valid and enforceable to the fullest extent permitted by law.

XXV. **JURISDICTION AND VENUE:** This Contract and the obligations hereunder shall be construed in accordance with the laws of the State of California. The parties hereto agree that venue for any legal disputes or litigation arising out of this Contract shall be in Trinity County, California.

XXVI. **ENTIRE AGREEMENT:** This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, and all prior or contemporaneous agreements, understandings, and representations, oral or written, are superseded.

XXVII. **EXHIBITS:** All "Exhibits" referred to below or attached to herein are by this reference incorporated into this Contract:

Exhibit Designation	Exhibit Title
Exhibit A	Services to be provided by Contractor
Exhibit B	Compensation or Fees to be Paid to Contractor

- XXVIII. DESIGNATED AGENTS: The parties represent and warrant that they have full power and authority to execute and fully perform their obligations under this Contract pursuant to their governing instruments, without the need for any further action, and that the person(s) executing this Contract on behalf of each party are the duly designated agents of each party and are authorized to do so.
- XXIX. COMPLIANCE WITH APPLICABLE LAWS: The Contractor shall comply with any and all federal, state and local laws, regulations, and ordinances affecting the services covered by this Contract.
- XXX. ATTORNEY'S FEES: If any party hereto employs an attorney for the purpose of enforcing or construing this Contract, or any judgment based on this Contract, in any legal proceeding whatsoever, including insolvency, bankruptcy, arbitration, declaratory relief or other litigation, including appeals or rehearing, the prevailing party shall be entitled to receive from the other party, or parties thereto, reimbursement for all attorneys' fees and all costs, including but not limited to service of process, filing fees, court and court reporter costs, investigative costs, expert witness fees, and the cost of any bonds, whether taxable or not. If any judgment or final order be issued in that proceeding, said reimbursement shall be specified therein.
- XXXI. NOTICES: Any notice required to be given pursuant to the terms and conditions hereof shall be in writing, and shall be via one of the following methods: personal delivery, prepaid Certified First-Class Mail, or prepaid Priority Mail with delivery confirmation. Unless others designated by either party, such notice shall be mailed to the address shown below:

If to County:

Trinity County Sheriff's Office
101 Memorial Drive/ PO Box 1228
Weaverville, CA 96093
(530)623-8108

If to Contractor:

Tom Forbes and Cynthia Barnett
Center for Evaluation and Research, LLC
PO Box 990063
Redding, CA 96003
(530)224-7704

[signature page to follow]

IN WITNESS WHEREOF, the parties hereunto have executed this Contract on the date written below.

COUNTY OF TRINITY:

CONTRACTOR:

By: _____
Jeremy Brown, Chairman
Trinity County Board of Supervisors
Date: _____

By: _____
Name: Tom Forbes
Title.: CEO
Date: _____

Approved as to form:

By: _____
Margaret E. Long
County Counsel

Risk Management Approval:

By: _____
Shelly Nelson
Human Resources/Risk Management
Director

EXHIBIT A

SERVICES TO BE PROVIDED BY CONTRACTOR

Trinity County Sheriff CARES Grant

SCOPE OF WORK

Center for Evaluation and Research, LLC (CER) agrees to provide the following program evaluation services:

- A. CENTER FOR EVALUATION AND RESEARCH, LLC will develop a data collection system and protocol. (Year 1 - 5 days @ \$1,000/day)
- B. CENTER FOR EVALUATION AND RESEARCH, LLC will maintain, update, and provide training on data collection system. (2 days @ \$1,000/day)
- C. CENTER FOR EVALUATION AND RESEARCH, LLC will develop the Local Evaluation Plan. (Year 1 - 3 days @ \$1,000/day)
- D. Each quarter, CENTER FOR EVALUATION AND RESEARCH, LLC will monitor quarterly program data collected and entered into the data collection system by the Trinity County Sheriff's Office (2 days @ \$1,000/day)
- E. CENTER FOR EVALUATION AND RESEARCH, LLC will provide assistance as needed by the Trinity County Sheriff's Office in the development of quarterly data reports. (4 days @ \$1,000/day)
- F. CENTER FOR EVALUATION AND RESEARCH, LLC will develop a local annual evaluation report. (5 days @ \$1,000/day)
- G. CENTER FOR EVALUATION AND RESEARCH, LLC will develop the final Local Evaluation Report. (Final Year - 5 days @ \$1,000/day)
- H. A representative from CENTER FOR EVALUATION AND RESEARCH, LLC will meet at minimum of four times each year with the Sheriff Department staff including participation in Byrne CARES Steering Committee meetings as appropriate. (2 days @ \$1,000/day)

EXHIBIT B

COMPENSATION OR FEES TO BE PAID TO CONTRACTOR

Annual Totals

Year 1 - \$22,000

Year 2 - \$15,000

Year 3 - \$20,000

TRINITY COUNTY
Item Report 3.1

Meeting Date: 8/3/2021

Department:
Grants

Contact:
Suzi Kochems

Phone:
530-228-7811

3.1 Public Hearing: CDBG 2021 Program Income Applications

Requested Action:

Conduct a public hearing to gather input on CDBG Program Income applications for an ADA upgrade to a public facility in Hayfork and facility improvements at a public facility in Weaverville; and adopt a resolution authorizing the County Administrative Officer (CAO) or the Grants Coordinator to submit two program income grant application(s) under the 2020-2021 State CDBG funding program and sign any grant agreements, amendments or any other documents necessary, if awarded.

Fiscal Impact:

No impact to the General Fund; \$97,860 from existing CDBG Program Income to cover the public facilities projects.

Summary:

The California Department of Housing and Community Development released a notice of funding availability in January 2021 under the CDBG Program. CDBG funds are provided as grants for a wide range of activities directed toward economic development and public services. All CDBG activities must meet one of the three national objectives: benefit low-income to moderate income persons; aid in the prevention or elimination of slums and blight; or meet certain urgent community needs.

The County has received CDBG Program Income from previously made housing rehabilitation loans that have been paid back to the county; these funds must be expended by June 2022 otherwise the state will require the County to return unspent funds.

All CDBG applications are web-based and applicants will only receive a copy of the grant application if awarded and a contract is executed.

Departmental Recommendation:

It is staff's recommendation to hold the public hearing and adopt the resolution authorizing the submission of two CDBG PI applications for necessary facility projects at public facilities.

CAO Recommendation:

Approve as requested

ATTACHMENTS:

Description

Public Hearing Notice-Trinity Journal

Notice of Funding Availability

Resolution: CDBG PI 2021

NOTICE OF PUBLIC HEARING FOR
STATE ADMINISTERED CDBG 2021 APPLICATION

NOTICE IS HEREBY GIVEN that the Trinity County Board of Supervisors will hold a public hearing on Tuesday, August 3, 2021 at 10:00 a.m. or as soon thereafter as the business of the board will allow, in the Trinity County Board of Supervisors' Chambers, 351 Main Street, Weaverville, California, to discuss possible applications for funding under the next fiscal year's (July 1 to June 30) State administered Community Development Block Grant (CDBG) Program.

Funding for the State administered CDBG program was published in a Notice of Funding Availability (NOFA) on January 29, 2021. Eligible cities and counties may submit applications for funding according to the NOFA.

Eligible activities under the CDBG program include Housing and Community Development Activities; and Economic Development (Business Assistance and Microenterprise) Activities.

Eligible activities under the CDBG program must meet one of three national objectives listed in federal statutes for the funding: benefit to low-moderate income households, aid in the prevention or elimination of slums or blight or urgent need.

The County of Trinity anticipates submitting two program income applications under the CDBG 2021 NOFA published; a public facilities application in support of ADA accessibility upgrades at the Human Response Network in Hayfork and a public facilities application for the Golden Age Center in Weaverville.

If you require special accommodations to participate in the public hearing, please contact Suzi Kochems at (530) 228-7811, skochems@trinitycounty.org or at 11 Court Street, Weaverville, CA 96093 to arrange for those accommodations to be made.

If you are unable to attend the public hearing, you may direct your written comments to the County Grants Department at 11 Court Street, Weaverville or you may telephone Suzi Kochems at 530-228-7811. In addition, information is available for review at the above address between the hours of 9-12 and 1-4, Monday through Friday.

The County of Trinity promotes fair housing and makes all programs available to low and moderate-income families regardless of age, race, color, religion, sex, national origin, sexual preference, marital status or handicap.

By: Suzi Kochems
Trinity County Administration
Dated: July 23, 2021

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT**DIVISION OF FINANCIAL ASSISTANCE**

2020 W. El Camino Avenue, Suite 670


Sacramento, CA 95833

(916) 263-2771

www.hcd.ca.gov

January 29, 2021

MEMORANDUM FOR: All Potential Applicants

FROM: Jennifer Seeger, Deputy Director 
Division of Financial Assistance

SUBJECT: **Community Development Block Grant Program
2021 Notice of Funding Availability**

The California Department of Housing and Community Development (Department) is pleased to announce the release of this Notice of Funding Availability (NOFA) for approximately \$30 million in federal funds for the 2021 Community Development Block Grant (CDBG) program. Funding for this program is available to the state from the United States Department of Housing and Urban Development (HUD), pursuant to the Housing Community Development Act of 1974, as amended.

CDBG funds are provided as grants for a wide range of activities directed toward economic development, improvement of community facilities and infrastructure, neighborhood revitalization, and public services. All CDBG activities must meet one of the following National Objectives: benefit low- and moderate-income persons; aid in the prevention or elimination of slums and blight; or meet certain urgent community needs. This NOFA will provide detailed information on the application process for CDBG funding.

The critical priority for this funding is to ensure all eligible persons receive equitable access to services, and are served with dignity, respect, and compassion regardless of circumstance, ability, or identity. This includes marginalized populations, including but not limited to, Black, Native and Indigenous, Latinx, Asian, Pacific Islanders and other people of color, immigrants, people with criminal records, people with disabilities, people with mental health and substance use vulnerabilities, people with limited English proficiency, people who identify as transgender, people who identify as LGBTQ+, and other individuals that may not traditionally access mainstream support. The Department expects eligible Applicants to plan for how this funding will reduce disparities and increase racial equity in their communities.

Applications for CDBG funding under this NOFA will be accepted via the Department's online grant application and management system, Grants Network, supported by eCivis. Profile set-up instructions, and other technical assistance can be found on the CDBG

[webpage](#) under Training and Technical Assistance at [eCivis Grants Network User Manual](#). Community Development Program applications will be due April 30, 2021 at 5:00 p.m. Pacific Daylight Time (PDT), and Economic Development (ED) program competitive applications and Over the Counter (OTC) Project applications will be due May 31, 2021 at 5:00 p.m. PDT.

To receive CDBG program NOFA FAQs, emails, and other information and updates, please subscribe to the Federal Programs [listserv](#). If you have any questions, please submit them to cdbg@hcd.ca.gov.

All activities in this NOFA are subject to availability of funds and continuing HUD and legislative authority.

Attachment

**Community Development Block Grant Program
2021 Notice of Funding Availability**



**Gavin Newsom, Governor
State of California**

**Lourdes M. Castro Ramírez, Secretary
Business, Consumer Services and Housing Agency**

**Gustavo Velasquez, Director
California Department of Housing and Community Development**

2020 W. El Camino Avenue, Suite 500
Sacramento, CA 95833
Telephone: (916) 263-2771

Website: <https://www.hcd.ca.gov/grants-funding/active-funding/cdbg.shtml>
Community Development Block Grant Program email: cdbg@hcd.ca.gov

January 29, 2021

Table of Contents

I.	Overview	1
A.	Notice of Funding Availability.....	1
B.	Tentative Timeline.....	1
C.	What is New in This NOFA	2
D.	Authorizing Legislation	3
E.	Definitions	4
II.	Program Requirements	5
A.	Eligible Applicants.....	5
B.	Restrictions on multiple activities in the same political districts.....	6
C.	Allocation and funding	6
D.	State allocations	7
E.	Special Allocations	7
F.	Federal limits.....	8
G.	Activity Delivery	9
H.	Insufficient demand	9
I.	Eligible activities maximum awards.....	9
J.	Activity limits.....	9
III.	Application requirements.....	11
A.	National Objectives.....	11
B.	Milestones	13
C.	Conditions	13
IV.	Application threshold and initial requirements.....	13
A.	Threshold requirements.....	13
B.	Application and Activity requirements	17
V.	Application review	20
A.	Competitive applications	20
VI.	Award recommendations	20
VII.	Application submission	21
A.	Application workshops	21
B.	Submission process.....	21
C.	Disclosure of application	21
VIII.	Appeal criteria and process	22
A.	Criteria	22
B.	Appeal process and deadlines	22
C.	Appeal decisions	23
D.	Effectiveness.....	23
IX.	Awards announcement and grant implementation.....	23
A.	Awards announcements	23
B.	Standard agreements	23
X.	Federal program requirements.....	24
A.	Federal cross-cutting requirements.....	24
B.	Relocation plan requirement.....	24
C.	Procurement.....	25

APPENDICES

- Appendix A:** Non-Entitlement CDBG Jurisdictions Census and American Community Survey Data Need Scoring
- Appendix B:** Housing Element and Growth Control Requirements
- Appendix C:** Citizen Participation, Public Hearings, and Public Information File Requirements
- Appendix D:** Sample Resolution of Governing Body
- Appendix E:** IDIS Matrix - CDBG Eligibility Activity Codes and National Objectives
- Appendix F:** Accessing CDBG Income Limits by Country and HUD Low/Moderate-Income Area Benefit Data
- Appendix G:** Determining Service Area
- Appendix H:** CDBG Income Survey Information
- Appendix I:** State Objective Criteria and Scoring
- Appendix J:** 2021 CDBG Application Certifications and Statement of Assurances
- Appendix K:** Sample DRAFT Standard Agreement
- Appendix L:** Scoring Matrix
- Appendix M:** Program Expectations for ED Activities
- Appendix N:** Racial Equity

Note – Appendices are located in the ‘Files’ tab on the [HCD Program Solicitations](#) under each specific program solicitation.

I. Overview

A. Notice of Funding Availability

The California Department of Housing and Community Development (Department) announces the availability of approximately \$30 million in funding available through the federal Small Cities Community Development Block Grant Program (CDBG) for the 2021 funding year. CDBG funds are provided as grants to Non-Entitlement Jurisdictions. The objectives of the CDBG program are to develop viable communities by the provision of decent affordable housing, a suitable living environment, and to expand economic opportunities, principally for the benefit of low- and moderate-income persons, families, households, and neighborhoods. LMI is defined as neighborhoods, families, households, and individuals whose income does not exceed 80 percent of the county median income, as adjusted by the United States Department of Housing and Urban Development (HUD) for family household size.

All applications will be reviewed for completeness and compliance with state and federal requirements. Only complete and compliant applications will be eligible for application review, approval, and potential funding.

B. Tentative Timeline

The timeline below identifies deadlines for the 2021 program year application process.

NOFA Deadlines

NOFA Release	January 29, 2021
--------------	-------------------------

Housing and Community Development Programs

Community Development Program Applications	Application Due Date: April 30, 2021 5:00 p.m. PDT
--	--

Economic Development Program Activity and Economic Development Capital OTC Project Activity Allocation

ED OTC Project Applications and Competitive Applications	Application Closing Date May 31, 2021, 5:00 p.m. PDT
--	--

Undersubscribed ED OTC and Competitive program funds remaining at the close of the 2021 CDBG NOFA will be rolled into the Multifamily Housing, Housing Infrastructure, and Community Development OTC waitlist of projects submitted

under the 2019 Housing and Non-Housing OTC applications in the 2019-2020 NOFA.

Applications submitted before the application start date or after the respective due date or closing date will not be accepted. There will be no exceptions. The Department recommends Applicants plan to submit their application(s) well before the final due or closing date to provide opportunity for troubleshooting if needed. Each application will be digitally time stamped upon submittal.

C. What is new in This NOFA

1. New application configuration in Grants Network

The Department has re-configured the Grants Network application space to better take advantage of system functionality and to respond from comments from stakeholders. Changes include:

- re-arranging activities by application type
- reducing the number of solicitations
- adding set-aside solicitations for Colonias
- removing redundant questions
- re-organizing questions to improve application flow and usability
- re-structuring threshold requirements to better align with the NOFA
- creating dedicated applications for Program Income (PI) only-funded activities

2. Capital improvement Projects

The Department will not be accepting any new Community Development OTC capital improvement (Project) applications for the 2021 funding round. As part of the CDBG redesign, the Department implemented OTC applications for capital improvement Projects for multi-family housing, Infrastructure, and public facilities in the 2019-2020 NOFA. Applications received in excess of available funds have been put on a waitlist to be funded through dis-encumbered funds from prior year programs. OTC applications submitted under the 2019-2020 NOFA were required to be shovel ready. The Department will continue to fund down the existing waitlist of shovel-ready Projects through the 2021 program year. No new Community Development OTC applications will be accepted for grant year funding in 2021. Community Development Projects funded exclusively with PI will still be accepted.

3. Workshops

Workshops will be conducted virtually via Microsoft Teams. The schedule and registration information will be posted to the CDBG webpage. Training and TA are also available on the CDBG [webpage](#).

4. Online grant application and management system

The Department will continue using Grants Network for submission, reviewing, and tracking applications. Improvements and modifications to Grants Network are ongoing. Grants Network supports Programs and Projects from application through implementation and closeout of contracts and will connect with other digital accounting and reporting systems used by both the Department and HUD.

D. Authorizing Legislation

Funding for the CDBG program is authorized pursuant to [Title 42 United States Code \(U.S.C.\) §5301, et. Seq.](#), and /subpart 1 of the Federal CDBG Regulations. The Federal Omnibus Budget Reconciliation Act of 1981 provides for state administration of the federal CDBG program. Additional authority includes, but is not limited to:

- [24 Code of Federal Regulations \(CFR\) § 570.480 et. seq.](#), Federal CDBG Regulation
- [24 CFR Part 58](#) Environmental Review Procedures
- [2 CFR Part 200](#) Uniform Grant Administration Requirements
- [12 Health & Safety Code \(HSC\) §§ 50825-50834](#), State of California CDBG program
- [2020-2024 State of California Consolidated Plan](#)
- [2021-2022 State of California Annual Action Plan](#) (in progress)
- [CDBG Guidelines](#), California Department of Housing and Community Development

If there are federal or state statutes or regulations, other laws governing the CDBG program, or funding is modified by Congress, HUD, the Department, or State Legislature, prior to completion of work to be done pursuant to awards made in connection with this NOFA, the changes may become effective immediately and apply to funded activities.

In administering this NOFA, if there is a conflict between the federal statutes or regulations and state statutes or guidelines, the federal statutes and regulations shall prevail. All activities in this NOFA are subject to availability of funds and continuing HUD and California legislative authority. The Department reserves the right, at its sole discretion and at any time, to rescind, suspend or amend this NOFA and any or all its provisions. The Department will notify interested parties through listserv emails and by posting notification on the Department website if the Department rescinds, suspends, or amends this NOFA. This NOFA is not a commitment of funds to any Activity or Applicant.

Note: The HCDA is codified as Title [42 U.S.C., §5301, et. seq.](#); thus, those citations are interchangeable and cite the same statute language. For example, the citation of HCDA 105(a)(22) and [42 U.S.C. §5305\(a\)\(22\)](#) are references to the same statute language. For the purposes of this NOFA, we will use the 42 U.S.C. §5301 citations for references to the federal statutes.

E. Definitions

Activity – means any single eligible undertaking carried out as part of an Applicant's participation in the state CDBG program and as listed at [42 U.S.C. 5305](#).

Colonia – means a rural community within the United States-Mexico border region that lacks adequate water, sewer, or decent housing, or a combination of all three, as defined by Section 916 of the National Affordable Housing Act of 1990.

Infrastructure – means the physical systems, such as roads, sidewalks, streetlights, water, and sewer facilities, which are necessary to provide basic community services.

Jurisdiction – means the area within a unit of general local government, including a city, county, or town. Please see Appendix A for a list of eligible Non-Entitlement Jurisdictions.

Microenterprise – means a commercial enterprise that has five (5) or fewer employees including the owner(s).

Non-Entitlement – means Jurisdictions that either do not have sufficient population to participate in the HUD's direct entitlement program, or that choose not to participate in HUD's direct entitlement program in favor of participating in the state CDBG program.

Program – means an eligible Activity that provides direct assistance to eligible participants within a defined service area. Programs include public services, housing assistance to households, and instances where an eligible person, household, or area is directly assisted with a unit of service.

Program Income – means gross income received by the Grantee that is directly generated from the use of CDBG funds pursuant to [24 CFR § 570.489\(e\)](#).

Project – means eligible capital improvements to public facilities, Infrastructure, assets, and right-of-way. Projects may also include eligible capital improvements to privately owned facilities, Infrastructure, and assets that serve the public or that provide a public good, including shelters, community-based facilities, and utilities.

Public Service – means a unit of service or assistance provided to an individual or household and per [42 U.S.C. 5305 \(a\)\(8\)](#) involves provisions of public services

(including labor, supplies, and materials) including but not limited to public services concerned with employment, crime prevention, child care, health, drug abuse, education, fair housing counseling, energy conservation, welfare, homebuyer down payment assistance, or recreational needs.

Except as otherwise defined herein, all defined terms have the meaning set forth in [42 U.S.C. 5302 \(a\)](#) and the [State CDBG Guidelines](#).

II. Program Requirements

A. Eligible Applicants

1. Non-Entitlement status

CDBG program funds are provided as grants to Non-Entitlement Jurisdictions. Applications may only be submitted by Jurisdictions (city, county, or town). Jurisdictions are encouraged to partner with districts, agencies, nonprofit service providers, and other community organizations whenever appropriate to prepare and submit applications for CDBG funding, and to administer and complete CDBG funded Programs and Projects.

Incorporated cities located in an urban county as defined by [42 U.S.C. 5302\(a\)\(6\)](#) must formally elect to be excluded from participation in the urban county entitlement status. HUD must be notified that the city has elected to be excluded from the urban county participation as per [24 CFR § 570.307\(g\)](#) for it to be eligible for the state CDBG program. Only eligible activities from eligible Applicants will be scored and ranked.

2. Housing Element compliance

As per [HSC § 50829](#), the Applicant must submit a draft and adopted Housing Element to the Department in accordance with the requirements listed in [Government Code \(GC\) § 65580](#), et seq. and GC §65585 (see Appendix B). Applicants that fail to comply with the procedural requirements (i.e., GC §65585) of the Housing Element law are ineligible for funding through the state CDBG program. Eligibility cannot be restored until the Applicant has met such procedural requirements.

3. Growth control limitations

Applicants that have adopted growth controls, including, but not limited to restrictions on residential building permits and residential buildable lots, that do not meet the exception criteria in HSC §50830 (b) and (c) are ineligible for funding as per [HSC §50830](#). Applicants intending to apply for CDBG funds are required to submit a signed 2021 CDBG Application Certifications and Statement

of Assurances that certifies that the Applicant has not adopted any residential growth controls, or that adopted residential growth controls meet the applicable exception criteria. Failure to submit an executed Application Certifications and Statement of Assurances will result in Applicant ineligibility.

4. Application submittal

Applicants must meet the following requirements when the application is submitted to be eligible to apply for funding under this NOFA:

1. An eligible Applicant may apply on its own behalf
2. An eligible Applicant may apply on behalf of one or more other eligible Applicants
3. Two or more eligible Applicants, which share a program, may submit a joint application
4. In addition to Activity and application limits identified in the NOFA, an eligible Applicant may apply for activities in service areas within or outside of the Applicant's Jurisdiction when there are concentrations of Native Americans ([HSC §50831](#)) or where there is a designated Colonia as described by Section 916 of the National Affordable Housing Act of 1990, provided the concentration is within an eligible city or county.

B. Restrictions on multiple activities in the same political districts

Applications for eligible activities outside the Applicant's Jurisdiction must include a legally binding agreement, acceptable to the Department, with the city or county in which the eligible Activity is located. Applicants may not apply to both the state CDBG program and to a CDBG program administered by an Urban County or other entitlement entity during the same program year.

C. Allocation and funding

Funds will be allocated according to federal regulations found in [24 CFR § 570](#) and state statute, as found in [HSC § 50827](#) et seq. For more information, please reference the [CDBG Guidelines](#). The tables below include the estimated percentage of funding available for set-asides and funding caps for the 2021 allocations. The amount of total funding available and the allocations of those funds are only estimates and are subject to change without notice. Funding awarded through this NOFA will have a 36-month expenditure and liquidation period. Awards will be limited to \$1.5 million per Jurisdiction, including all applications submitted under this 2021 NOFA.

D. State allocations

1. Economic Development

As per state statute, 30 percent of the annual allocation, or approximately \$8.7 million, is estimated to be available for ED activities (Programs and Projects). Up to ten percent, approximately \$873,000 of this allocation will be available for ED planning activities.

2. Housing and housing-related Infrastructure

As per state statute, 51 percent of the annual allocation, or approximately \$14.8 million is estimated to be available in a set-aside for housing assistance, housing services, housing rehabilitation, housing-related facilities, and housing-related Infrastructure. Up to ten percent of the housing and housing-related Infrastructure allocation, approximately \$1,500,000, will be available for planning.

a. Housing assistance programs for single-family housing

Approximately \$5.5. million is estimated to be available for housing-assistance competitive programs.

b. Multifamily housing rehabilitation and Infrastructure in support of housing OTC projects

Approximately \$7.8 million is estimated to be available for multifamily housing rehabilitation and Infrastructure in support of housing projects. These funds will only apply to applications carried over from the waitlist on the 2019-2020 NOFA.

3. Public Services

Per federal statute, no more than 15 percent of the annual allocation. Approximately \$4.3 million will be available for Public Services, including Public Services in support of housing. In addition to the \$4.3 million, approximately \$430,000 will be available for public facility and services planning.

E. Special Allocations

1. Colonias

Per HUD agreement, 5 percent of the annual allocation. Approximately \$1.5 million is estimated to be available to Colonias Jurisdictions. The Colonias allocation is exempt from the \$1.5 million per Jurisdiction limit. Eligible Activity includes housing assistance, Infrastructure, and public services.

2. Non-federally recognized tribes

Per state statute, 1.25 percent of the annual allocation. Approximately \$375,000 is estimated to be available to non-federally recognized tribes. The non-federally recognized tribe allocation is exempt from the \$1.5 million per Jurisdiction limit. Eligible activities include housing assistance, Infrastructure, and public services.

F. Federal limits

1. Program Administration

The Department can use 3 percent of total funding for administration costs. Approximately \$1 million will be available for state administration.

2. General Administration

Applicants may request up to a flat 7 percent of the total 2021 CDBG grant funding requested per Activity for General Administration (GA). GA costs may include, but are not limited to, the following categories:

- Salaries, wages, and related costs of the Grantee's staff engaged in activities associated with the general administration of the CDBG program, including general management, general legal services, accounting, and auditing
- Travel costs incurred in carrying out the general management of the program
- Administrative services performed under third-party contracts, including contracts for such services as general legal services, accounting services, and audit services
- Other costs for goods and services related to the general management of the program, including rental and maintenance of office space, insurance, utilities, office supplies, and rental or purchase of office equipment
- Costs incurred in providing information and resources to individuals, families, and households in the LMI group, and to citizen organizations participating in the planning, implementation, or assessment of the Grantee's program
- Administrative funding can also be used for fair housing activities in compliance with the requirements of state [CDBG Guidelines §103](#). If a cost cannot be associated with one of the above listed groups and cannot be associated with direct project costs, the Department will, upon the Grantee's request, decide whether it is an administrative cost, an Activity Delivery cost, or an ineligible cost according to [24 CFR §§ 570.489](#) and [570.482](#).
- GA NEPA.

Applicants may elect to assign more funds to Activity costs and take less than the 7 percent as GA allocation. GA for PI funds is **17 percent**. For project budgets with both grant award and PI as funding sources, please identify how

much GA will be from each source to ensure that GA stays within the program caps.

Note: The above allocations and limits do not total the amount available. These allocations and limits overlap, and applications may be counted against multiple allocations and/or limits. Please see the application solicitations for the available funding for each application type.

G. Activity Delivery

Activity Delivery (AD) costs are those costs directly related and necessary to successfully complete a specific Activity, such as loan underwriting costs, architectural and engineering design costs, and labor compliance review costs.

The Department is re-evaluating AD limitations to improve overall budgeting and Activity performance. AD limits for all activities except housing Rehabilitation Administration have been eliminated. Applicants must include a budget line item inside the Activity category of their budget for AD if there will be AD costs as part of the Activity. The AD limit for Housing Rehabilitation administration will be **20 percent** of the total grant award. AD for Rehabilitation Administration will be charged as a total of the award, not on a loan-by-loan or, in the case of emergency repair programs, grant-by-grant, basis.

H. Insufficient demand

If there is insufficient demand for an identified allocation, the Department may make awards to other qualifying activities in other allocations, to meet the timeliness of federal funds requirements.

I. Eligible activities maximum awards

For a complete list of eligible activities allowed under the HCDA, go to [42 U.S.C. §5305](#). CDBG program activities should be in predominantly residential areas or should serve predominantly residential areas to be eligible.

J. Activity limits

Jurisdictions will submit **one application per** Activity. Each Jurisdiction **can submit up to three (3) applications** during this NOFA cycle. Each Activity must have a unique application with a complete budget, national objective, scope of work, and milestone timeline. There will be no “combo” activities or applications accepted in this NOFA. Each application will have a stand-alone Standard Agreement for that Activity. Applicants are encouraged to review the sample draft Standard Agreement in Appendix K as a sample of the applicable terms and conditions required for CDBG funded activities.

1. Housing and community development activities

The maximum grant award for all Community Development Activities is \$1.5 million per Jurisdiction. Per Jurisdiction limits do not apply to Colonia and Native American set-asides. The below limits are new grant awards limits per Activity. PI included in an Activity budget does not count against the Jurisdiction maximum grant award. Total Activity budgets may exceed the award limits when PI is budgeted to the Activity; however, the new grant award, per Activity, shall not exceed the maximums below. Per-Activity limits do apply to Colonia and Native American set-asides.

Pursuant to [24 CFR § 570.482](#), eligible activities and maximum grant award amount for funding the CDBG program include, but are not limited to:

a. Housing assistance to single-family units

- Single Family (1-4 units) Homebuyer Assistance - up to \$500,000
- Single Family (1-4 units) Housing Rehabilitation - up to \$500,000

b. Non-housing community development activities¹

- Public Services - up to \$500,000
- Planning & Technical Assistance - up to \$250,000

2. Economic Development activities

The maximum total Jurisdiction grant award for ED activities is \$1.5 million. When applying for ED and CD activities, the combined maximum may not exceed \$1.5 million. These maximums do not include PI. PI may be included in addition to the new program award. The below limits are new grant awards limits per Activity. Per-Activity limits do not apply to Colonia and Native American set-asides. ED activities and grant award include:

a. Business Assistance - up to \$500,000

b. Microenterprise Assistance (including both Micro-Financial Assistance and Technical Assistance) - up to \$250,000

c. Infrastructure in Support of Businesses - up to \$1.5 million

¹ Applications submitted under the 2019-2020, including capital facility and Infrastructure improvement, multifamily (5 or more units) acquisition and/or rehabilitation, and Infrastructure in support of housing are grandfathered into the 2019-2020 activity limits.

III. Application requirements

A. National Objectives

CDBG funded activities must meet one of three National Objectives:

- Benefit LMI persons
- Aid in the prevention or elimination of slums or blight
- To meet an urgent need

At least 70 percent of the funds awarded must benefit LMI individuals or households. No Activity or portion of a program assisted by these funds may exclude from its benefits the lowest income-eligible group. Individual activities shall meet one of the following National Objectives:

1. Low- to Moderate-Income (LMI)

Persons, households, and/or neighborhoods benefiting from LMI activities must meet HUD's LMI requirements. HUD updates income limits annually. Applicants will be notified via a news blast email and information will be posted on the Department's website when the HUD Adjusted Median Family Income (HAMFI) limits and low- to moderate-income areas (LMA) are updated. Applicants are required to use the updated income limits as soon as they are available. The LMI National Objective consists of the following categories:

- a. Low- to moderate-income Limited Clientele (LMC), as defined by income limits or presumed benefit refers to persons who earn 80 percent or less of HAMFI for the county of residence, as updated annually by HUD. Presumed benefit LMC refers to persons who, as a category, are typically low income.
 - Seniors
 - Persons with a disability
 - Homeless persons
 - Abused children and battered spouses
 - Illiterate adults
 - Persons living with acquired immunodeficiency syndrome (AIDS)
 - Migrant farmworkers
- b. LMA are identified using census tracts and block groups. LMA may also be identified through an income survey. See Appendix H for additional information regarding CDBG income surveys, which:
 - Are based on the American Community Survey using Census Geographies

- Contain at least 51 percent of households in the area earning at 80 percent or below HAMFI to meet LMA
 - Must be contiguous and the area should be mapped to show eligibility
 - Must be an Activity with public benefit for the area, such as streets and sidewalks, sewer/water Infrastructure, community facilities, or park improvements
 - Should be determined to be LMA eligibility from the map application at HUD's [Low- and Moderate-Income Summary Data](#) Application page. [Instructions for HUD's mapping application](#) are available to assist in using the map application.
- c. Low- to Moderate-Income Housing (LMH) defined by household income limits is a household earning 80 percent or less of HAMFI.
- d. LMI Job Creation or Retention Activities (LMJ)
- LMJ is based on the number of full-time equivalent jobs created or retained
 - Must create or retain jobs, and 51 percent of those jobs must be for LMI persons
 - To meet the public benefit requirements for LMJ activities, for every \$35,000 spent, one full-time equivalent job must be created/retained
2. Slums and Blight
- a. Areas must be geographically defined and publicly identified as slums or blighted, typically by a council or board resolution, before the Activity is considered.
- b. Activities must aid in the prevention or elimination of slums or blight as described in [24 CFR § 570.482](#).

3. Urgent Need

For the purposes of this NOFA, no Urgent Need² applications will be accepted through the NOFA application process without prior Department approval. If you have a program or a project that meets the criteria of Urgent Need, as established at [24 CFR § 570.483\(d\)](#) and you believe your proposed project or program must use Urgent Need as a National Objective to be program eligible, please contact your Department representative for further instructions.

² Special requirements apply to Urgent Need. Please contact the Department for more information.

B. Milestones

All CDBG program-funded activities must be implemented according to the milestones defined in the Standard Agreement. Applicants must include at least five milestones per Activity application:

- Milestone 1 Activity initiation
- Milestone 2 First draw of grant funds
- Milestone 3 Fifty percent completion
- Milestone 4 Final draw of grant funds
- Milestone 5 Activity closeout

Additional milestones are optional, though encouraged for best practice of Activity implementation. Milestones may be adjusted for delays in application review and standard agreement execution. Applicants are encouraged to evaluate feasibility of meeting milestones and build time for unexpected delays into milestone schedules. Milestones may not extend beyond the expenditure deadline of an award.

C. Conditions

Applicants and awardees acknowledge that the funding opportunities referenced in this NOFA, and all obligations of the Department herein, are expressly subject to and conditioned upon the ongoing availability of funds, as well as the continued authority of the Department to operate the CDBG program. In the event that funds are not available, the CDBG program or act under this NOFA is eliminated, or in any way restricted, the Department shall have the option, at its sole discretion, to amend, rescind, suspend, or terminate this NOFA and any associated funding pursuant to the provision set forth immediately above. **This NOFA is not a commitment of funds to any Activity or Applicant.**

IV. Application threshold and initial requirements

All applications are required to pass threshold requirements. Failure to meet threshold will result in immediate disqualification. Applications that do not meet threshold will not move on to scoring, or in the case of ED OTC, review for award.

A. Threshold requirements

The following threshold requirements must be met at the time of application:

1. The Applicant must demonstrate to the satisfaction of the Department that it is in compliance with the financial management requirements of [2 CFR § 200](#). The Applicant must provide the Department with its most recent single audit (as submitted to the State Controller's Office), if applicable. If the Applicant has any open single audit findings and does not have a plan or agreement to remediate

those findings, the Applicant will be deemed ineligible for funding through the state CDBG program until the findings are resolved or a remediation plan or agreement is established. Any and all single audit findings are included in this evaluation. This requirement is **not** limited to federal funds administered by the Department. If an Applicant is not subject to single audit requirements, the Applicant is not required to submit an audit. Applicants that fail to disclose findings on their most recent single audit will be disqualified without exception or appeal.

2. Pursuant to [24 CFR § 578.25](#), acceptable evidence of site control is a deed or lease. Absent a current deed or lease, an Applicant may use assessor's parcel information to establish ownership for Applicant or subrecipient-owned sites. If grant funds will be used for acquisition, acceptable evidence of site control will be a purchase agreement. Site control must be maintained through the operation period of the Activity. Activities that are expected to last one year must have documented site control for that year. If site control is expected to expire during the open Activity period, the Applicant must document that either an alternative site will be made available or that the Activity operators intend to extend or renew the lease on the existing site.
3. Applicants must include the Jurisdiction name, initial all pages, sign, and submit the Certifications and Statement of Assurances (Appendix J) with their application to meet threshold. Please review the Statement and confirm compliance with each requirement. Failure to comply with the certifications and assurances may result in disqualification, recapture of federal funds, and debarment. Applicants that fail to submit complete Certifications and Statement of Assurances at application submittal will be disqualified without exception or appeal.
4. Pursuant to [24 CFR § 570.486](#), applications must follow CDBG Public Participation regulations. Applicants must provide documentation that the [Citizen Participation](#) requirements have been met. Documentation must include proof of public noticing, information provided during the public hearing or public meeting, and public comments received during the public participation, including Jurisdiction responses to comments. Additional information about public participation requirements can be found in Appendix C.
5. The application includes a completed Authorizing Resolution approved by the Applicant's governing board. The authorizing resolution designates a person or persons responsible for, and authorized to, execute all documents related to the application of CDBG funds. Applicants are required to use the Department's Sample Resolution of the Governing Body. For reference, please see Appendix D.

6. Applicant must submit the required [Government Agency Taxpayer ID \(TIN\) Form](#) found in the Files tab of each program solicitation. Submitted TIN forms must include DUNS numbers and accurate payment information to be complete.
7. CDBG budgets as found in the Grants Network portal are required at application submission. Required budget information includes direct costs only. Direct costs for Activity, GA, PI, and 'Other' if applicable, must be completed and clearly identified. Do not include any information on indirect cost, match, or cost share. Applications submitted without a complete CDBG Budget will be disqualified without exception or appeal.

In addition, if funding, other than CDBG dollars, are to be used, Applicants are required to upload their Sources and Uses for all funds applicable to the CDBG Activity. The application will guide Applicants that are using multiple funding sources to finance their Activity to upload a comprehensive Activity Sources and Uses.

8. Based on the 50 percent rule, Applicants with one or more current and open CDBG Standard Agreements (SAs), for which the expenditure deadline established in the agreement(s) has not yet passed, shall be ineligible to apply for any additional CDBG funds for the same type of Activity(ies) included in those open CDBG SAs, unless the Applicant has expended at least 50 percent of CDBG funds previously awarded, including PI, for that Activity, or unless a waiver to the rule has been approved by the Department's Director, as allowed at [HSC § 50833\(f\)](#). This includes PI only SAs approved for the same type of Activity(ies). The requirements of this subsection do not apply to OTC awards. Applications coming in under CDBG-CV are exempt from this requirement. Applicants will be required to submit their most recent Request for Funds and documentation of compliance with the 50 percent rule requirement. For awards managed through Grants Network, a screenshot of the grant administration screen at the time of submittal of the application will work as documentation for compliance with the 50 percent rule.
9. Pursuant to [24 CFR Part 5](#), all CDBG Applicants are required to verify they and their principals, or any/all persons, contractors, consultants, businesses, sub-recipients, etc., that are conducting business with the Applicant are not presently debarred, proposed for debarment, suspended, declared ineligible, or voluntarily excluded from participation in the covered transaction or in any proposal submitted in connection with the covered transaction. Applicants and their partners, contractors, consultants and subrecipients must register with the [System for Award Management \(SAM\)](#) to do business with the U.S. government. Debarments checks that return "No Results" or "No Record Found" indicate that either the Applicant is not searching under the correct name, or that the Applicant or Applicant partner is not registered. The Department will not award any CDBG program funds to Applicants and Applicant partners, including contractors,

subrecipients, and consultants that are debarred, suspended, proposed for debarment and declared ineligible, voluntarily excluded from participation, or that are unregistered in SAM from federally assisted programs. Applicants are not required to perform debarment checks on individual Applicant or partner employees or individual persons unless that person is acting as a contractor, consultant, subrecipient, or program partner and will be receiving payment directly from CDBG funds. Applications with incomplete Debarment information will be disqualified without exception or appeal.

10. The Applicant must demonstrate, to the satisfaction of the Department, that it is meeting the State Objectives as described in Appendix I.
11. Pursuant to the National Environmental Policy Act of 1969 (NEPA), Environmental Standards must be met. Applicant must demonstrate compliance by submission of fully complete, current, and applicable Environmental Review Record forms and supporting documentation. Required NEPA process, training and current forms are available on the [HUD Exchange](#) under the 'Formats' option. Additional HUD guidance can be found at the [Orientation to Environmental Reviews](#) page also on HUD Exchange. If Applicants intend to use CDBG funding for GA Activities, a GA NEPA review will also be required at application submission, specifying the applicable exemption in [24 CFR § 58.34\(a\)](#). For ED Business Assistance and CD housing assistance activities that operate as a program but, as per HUD, require site specific environmental reviews for NEPA clearance, only a GA NEPA review is required at application. Applicants using a Tiered Review process are strongly encouraged to submit their Tier 1 review at application.
12. ED applications only - The Applicant must demonstrate capacity and experience to operate an ED Activity. Capacity and experience may be documented through one of the following commitments:
 - a. The Applicant has hired staff that are able to dedicate capacity to the operation of a CDBG-funded ED Activity. These staff must have at least:
 - three years of CDBG ED experience, or
 - five years of commercial underwriting experience plus two years of general CDBG experience.
 - b. The Applicant has a draft contract or subrecipient agreement with a qualified consultant or non-profit ED group with direct experience in CDBG ED implementation. The agreement must be fully executed, and a copy provided to the Department within 30 days of receipt of SA. Final contracts and/or subrecipient agreements must be with the same entities as proposed in draft at the time of the application. Substitutions will invalidate the application and cancel the award.

- c. The Applicant commits to partnering with the Small Business Development Centers or similar organization that has direct experience in CDBG ED program design, implementation, and commercial underwriting. This commitment will be a resolution, memorandum of understanding, or similar formal statement and will be required at application.

B. Application and Activity requirements

At time of application submission, all applications must comply with and provide documentation of HUD's federal cross cutting requirements found at [24 CFR § 570.600 et seq](#), and summarized in section X Federal Program Requirements of this NOFA, and state overlays. Failure to comply with these requirements may result in disqualification of the application. State overlays are as follows:

1. Application verification

Applicants must certify upon submission that their application is true and correct to the best of their knowledge. The application included required input fields, required attachment uploads, and required budgets. Selecting an input field or uploading a blank document to circumvent the application requirements invalidates the application certification and will result in immediate disqualification, without exception or appeal. Applicants that intentionally input false information or that intentionally upload blank documents will have their good standing with the Department revoked and may be determined to be ineligible for other Department funding. Intentionally providing false information is fraud. Applicants that rely on consultants or grant writers to prepare the CDBG application are strongly encouraged to review the application for completeness and correctness prior to submittal. If an input field, upload requirement, or application component is not functioning correctly or if there are system outages or other system failures prior to submittal, please contact cdbg@hcd.ca.gov as soon as possible to document the issue so that applications are not disqualified due to technical difficulties. Failure to contact the Department with system issues will not exempt Applicants from application verification requirements.

2. Gap funding and duplication of benefits

CDBG is intended to provide stop-gap funding for crucial Infrastructure, public safety, housing, and social service projects. CDBG funds may not be obligated to Activities that are documented to already have sufficient funding for the Activity as described, or that have identified multiple funding sources for the same costs, resulting in a duplication of benefits and overfunding of the Activity. CDBG funds must be "but-for" funding for every Activity and may not be used to supplant local or state resources. CDBG grant funds cannot be used to replace funds that have been budgeted and/or expended from another funding source for the same

Activity. Pre-agreement costs are eligible provided that the initial funding for those costs is identified as a temporary funding source (such as a loan from a local fund where in the loan is float funding the CDBG Activity pre-agreement costs, but must be repaid so that the temporary loaned funds may be used as originally intended) and that the costs are actually budgeted to be part of the CDBG Activity.

3. Good standing

The Applicant, and any co-Applicant, together with all respective affiliates, must be in good standing with the Department (*i.e.*, are current on all loan and/or grant obligations, have a satisfactory past performance history in all of their prior dealings with the Department, and are in full compliance with all Department contracts and reporting requirements). Applicants not meeting the foregoing requirements shall be ineligible to apply for or receive funding under this NOFA.

4. Article XXXIV

Applicants engaging in low-income housing project activities that are subject to Article XXXIV of the California Constitution must show that the project approval process complies with Article XXXIV requirements. The state statutes implementing Article XXXIV can be found at [HSC § 37000](#). Exceptions to Article XXXIV can be found at [HSC § 37001](#).

5. Racial equity

Applicants should prioritize the advancement of racial equity in all CDBG programs and across systems and units of government in the Jurisdiction. The Department asks Applicants to be leaders in the community, facilitating partnerships among service organizations, housing providers, units of government, businesses, the homelessness response system and other partners to promote racial equity practices. All Applicants must identify the work performed to ensure racial equity in access to programs, projects, and activities funded with CDBG resources. Applicants must commit to analyzing disproportionality in access to housing, access to services, quality of service provision and desired outcomes in Programs and Projects and affirmatively further equitable access, quality of service provision and outcomes for protected classes, including but not limited to Black, Native and Indigenous, Latino/Latina/Latinx, Asian, Pacific Islanders, and other people of color who have been historically marginalized and are disproportionately impacted by housing segregation, poverty, homelessness, and COVID-19.

Applicants cannot simply rely on delivering a standardization of services to address equity. Applicants must commit to reviewing their current policies and procedures and examining available data to ensure all eligible persons receive

equitable services, and support, and are served with dignity, respect and compassion regardless of circumstances, ability, or identity. See Appendix N for Racial Equity Resources and Tools.

When applying for 2021 CDBG funds, Applicants should consider:

- What are the community's racial demographics and the demographics of those experiencing homelessness, housing, and economic insecurity?
- What are the outcomes of the CDBG programs based on race? What are the requirements for all sub-grantees to look at data to determine racial disparities and then put a plan in place to address them?
- How do underserved and marginalized communities learn about and access CDBG program? What marketing and communication strategies are used to increase equitable access to CDBG programming?
- How does the grant-making process include prioritization for programs that are addressing the disproportionate impacts that housing insecurity, homelessness, economic insecurity, lack of access to equitable health care, and COVID-19 has on communities of color, particularly Black, Latinx, Asian, Pacific Islander, and Native and Indigenous communities?
- How are the voices of Black, Latinx, Asian, Pacific Islander, and Native and Indigenous communities and those having lived with experience of housing insecurity, homelessness and economic insecurity being centered in a meaningful, sustained way in creating effective approaches to addressing these challenges? How are they involved in the funding decision-making process?
- How are these funds accessible to smaller and non-traditional organizations that have historically been serving communities of color but may not have previously participated formally in government grant programs; how would these funds address the capacity of organizations that are led by Black, Latinx, Asian, Pacific Islander, and Native and Indigenous people?
- Provide a list of partner organizations that are addressing racial equity in the housing and homeless response system, the economic development sector, and the health care sector and how do you partner with them.

The Department will require Applicants to submit related racial and ethnic data metrics of their CDBG programming on a quarterly reporting basis.

V. Application review

All applications that pass threshold will be reviewed for Activity eligibility. Activities that do not meet program eligibility requirements will be disqualified.

A. Competitive applications

Qualifying competitive applications will be scored according to the evaluation criteria outlined in the application under the Readiness Section. Scores include two components:

1. Need score

Need scores use publicly available data from the U.S. Census Bureau's American Community Survey to measure poverty, housing, and economic development needs. These statistics are used to rank all eligible Non-Entitlement Jurisdictions and the rankings are translated into numeric scores. Need scores summarize the severity of a community's need for a specific Activity relative to other communities. The Department prepares the need scores and will provide the scores as Appendix A to this NOFA.

2. Activity readiness

Activity readiness is an indicator of Applicant preparedness for Activity implementation. Applicants are expected to have necessary contracts and subrecipient agreements in place at the time of application submittal. Fully executed contracts and agreements will score higher than draft contracts and agreements. Applicants that will not be using contracts or subrecipient providers to carry out the Activity and will instead use Applicant staff, must clearly document that staff have the experience and capacity necessary to successfully complete the Activity. Documentation will include position description(s) for the identified staff, resumes or Curriculum Vitates for each staff person involved in the implementation of the Activity, organizational chart, and estimated workload.

Applications will be ranked based on highest score. Applicants will be notified of their point score, and the Final Point Score and Awardee List will be posted to the CDBG webpage.

VI. Award recommendations

Applications that are eligible, complete, and that satisfy readiness requirements may be recommended for funding. Applicants recommended for award will officially be notified of awards through the eCivis Grants Network. The award notification will include instructions for accepting or declining the award, as well as an executable Standard Agreement. Applicants that are not recommended for awards or that fail threshold will

be officially notified via email that their application was not awarded or failed to pass threshold. The Final Award List will be posted on the CDBG webpage. Applicants may request a copy of their application reviews after the review has been completed and the Applicant has been notified of the results.

VII. Application submission

A. Application workshops

The Department will hold application workshops beginning in February 2021. Applicants are strongly encouraged to attend these virtual workshop sessions. Please visit the Department's [website](#) for upcoming information. Applicants are also strongly encouraged to review available webinars and Training and Technical Assistance materials on the CDBG program, the CDBG Redesign, using Grants Network, and preparing a CDBG program application in Grants Network.

B. Submission process

Applicants **must** follow instructions in this NOFA, the online application, and the CDBG Program Guidelines. The Department strongly encourages Applicants have these documents on hand when completing the application. Failure to follow instructions and submit all required documentation **will** result in disqualification. Once submitted, applications must stand on their own. It is the Applicant's responsibility to ensure that the submitted application is clear, complete, and accurate. Department staff may request clarifying information but are unable to accept any new documentation that would provide an unfair advantage over other applications.

The CDBG Application and all required attachments must be submitted to the Department through the [eCivis Grants Network Portal](#). Applicants must certify that all information is true and complete to the best of their knowledge, on penalty of perjury.

Applicants that do not have an account with eCivis should log into the eCivis portal. Use the "Create an account" option to initiate a profile. See the available [training on the CDBG webpage](#) to learn how to open a. There is no cost associated with an eCivis account.

C. Disclosure of application

Information provided in the Application will become public record available for review by the public pursuant to the California Public Records Act ([Government Code § 6250, et. seq.](#)). As such, the Department may disclose any materials provided by the Applicant to any person making a request under this Act. The Department cautions Applicants to use discretion in providing information not specifically

requested, including, but not limited to, bank account numbers, personal phone numbers, home addresses, or other personally identifying information. By providing this information to the Department, the Applicant is waiving any claims of confidentiality, and consents to the Department's disclosure of the Applicant's material upon receipt of a Public Records Act request.

VIII. Appeal criteria and process

A. Criteria

Upon receipt of the Department's notice that an application has been determined to be incomplete or fails threshold, Applicants under this NOFA may appeal such decision(s) to the Department pursuant to this section, with the exception of the threshold items that specifically state they are exempt from appeal. No Applicant shall have the right to appeal a decision from the Department relating to another Applicant's eligibility, point score, award, denial of award, or any other matter related thereto. The appeal process provided herein applies solely to decisions the Department made in this NOFA and does not apply to any decisions made with respect to any previously issued NOFAs, or decisions to be made pursuant to future program NOFAs.

B. Appeal process and deadlines

In order to lodge an appeal, Applicants must submit to the Department a written appeal by the filing deadline set forth below, which states all relevant facts, arguments, and evidence upon which the appeal is based. Furthermore, the Applicant must provide a detailed reference to the area(s) of the Application that provide clarification and substantiation for the basis of the appeal. No new or additional information will be accepted if this information would result in a competitive advantage to an Applicant. Once the written appeal is submitted to the Department, no further information or materials will be accepted or considered thereafter.

Appeals are to be submitted to the Department via email at cdbg@hcd.ca.gov.

Emails to the email address listed above will be accepted so long as the email time stamp is prior to the appeal deadline.

Filing Deadline: Appeals must be received by the Department no later than five (5) business days from the date the Department notifies the Applicant that their application has failed to meet eligibility, threshold, or has failed to score high enough in readiness to qualify for award. Late appeals will not be reviewed.

C. Appeal decisions

It is the Department's intent to render its decision in writing within fifteen (15) business days of receipt of the Applicant's written appeal. All decisions rendered shall be final, binding, and conclusive, and shall constitute the final action of the Department with respect to the appeal.

D. Effectiveness

If the applicable statutes and/or Guidelines governing the CDBG program contain an existing process for appealing decisions of the Department with respect to NOFA awards, then this section shall be inapplicable, and such existing authority shall govern all appeals.

IX. Awards announcement and grant implementation

A. Awards announcements

The Department anticipates awards will be announced no later than September 2021. OTC awards will be announced as applications are approved for funding. Until awards are announced, the CDBG staff will not be able to discuss the status of applications.

Within 60 days from the award announcement date, unsuccessful Applicants will have the opportunity to request an interview with Department staff to discuss their application. Applications and agreements are public information and are available for review upon request.

B. Standard Agreements

Successful Applicants (awardees) will enter into a Standard Agreement with the Department. A draft sample Standard Agreement is included as Appendix K to this NOFA. The Standard Agreement contains all the relevant state and federal requirements, Activity performance and management requirements, and disbursement requirements. A condition of award will be that a Standard Agreement must be executed by the awardee within 30 days (contracting period) of the awardee's receipt of the Standard Agreement(s). Failure to execute and return the Standard Agreement(s) to the Department within the contracting period will result in award cancellation. Award cancellations are final.

X. Federal program requirements

A. Federal cross-cutting requirements

The CDBG program is administered under the rules and regulations promulgated primarily in [24 CFR § 570.600 et seq.](#) These primary regulations are known as the federal cross-cutting requirements and form the basis of the programmatic requirements. The Department incorporates all federal cross-cutting requirements into the state CDBG program, and the regulations in Part 570 are translated into required actions on the part of all Grantees of the state CDBG program.

This following is a summary of the federal cross-cutting requirements:

1. Environmental Standards (based on National Environmental Policy Act of 1969 [NEPA])
2. Labor Standards (Davis-Bacon and related laws)
3. Achieving a HUD National Objective
4. Public participation requirements
5. Fair Housing and Affirmatively Furthering Fair Housing
6. Equal Opportunity and Non-Discrimination in federal Grant Programs
7. Federal Procurement Guidelines
8. National Flood Insurance Program compliance
9. Relocation and displacement requirements
10. Employment and Contracting Opportunities Section 3 Compliance
11. Lead-based paint requirements
12. No use of debarred, ineligible, or suspended contractors or sub-recipients
13. Uniform Administrative Requirements and Cost Principles
14. Conflict of interest prohibitions
15. Compliance with the Architectural Barriers Act and the Americans with Disabilities Act
16. Compliance with Eligibility Restrictions for certain resident aliens
17. Federal reporting requirements
18. Grant and subrecipient monitoring requirements

B. Relocation plan requirement

Applicants engaging in project-specific activities that may or will cause the temporary or permanent relocation and displacement of persons, property, or businesses must provide a project-specific relocation plan as part of the application. The plan must meet the standards established in the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (URA). Applicants must successfully demonstrate that they have met URA requirements prior to the start of the project or displacement Activity. Applicants should include relocation costs in project budgets.

Applicants must provide General Information Notices to persons who may be displaced if the Activity in the grant application is funded. This plan must outline how the Grantee will enforce and manage the project's temporary relocation and displacement activities and estimate what relocation benefits will be required so those costs can be included in the project's development budget.

C. Procurement

Pursuant to [24 CFR § 570.489\(g\)](#), all grantees must comply with federal procurement requirements. The Department will review the grantee's procurement documents for services (i.e., administrative sub-contractor, Davis-Bacon consultant, etc.) at time of monitoring.

Requirements for federal procurement can be found at [2 CFR § 200.317-326](#). Applicants are responsible for meeting all federal procurement standards for goods and services funded through federal programs. Failure to meet procurement requirements may result in disqualification, recapture of federal funds, and debarment.

RESOLUTION 2021-XXX

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF TRINITY APPROVING AN APPLICATION FOR FUNDING AND THE EXECUTION OF A GRANT AGREEMENT AND ANY AMENDMENTS THERETO FROM THE 2020-2021 FUNDING YEAR OF THE STATE CDBG PROGRAM

BE IT RESOLVED by the County Board of Supervisors of the County of Trinity as follows:

SECTION 1:

The County Board of Supervisors has reviewed and hereby approves the submission to the State of California of one or more application(s) in the aggregate amount, not to exceed, of \$97,860 for the following CDBG activities, pursuant to the January 2021 CDBG NOFA:

List activities and amounts

Examples: (activity totals should include Activity Delivery dollars and General Administration associated with the activity)

Public Facility Project-ADA Accessibility Upgrades	\$30,000
Public Facility Project-Senior/Golden Age Center	\$67,860

SECTION 2:

The County hereby approves the use of Program Income in an amount not to exceed \$97,860 for the CDBG activities described in Section 1.

SECTION 3:

The County acknowledges compliance with all state and federal public participation requirements in the development of its application(s).

SECTION 4:

The County hereby authorizes and directs the County Administrative Officer, or the County Grants Coordinator, to execute and deliver all applications and act on the County's behalf in all matters pertaining to all such applications.

SECTION 5:

If an application is approved, the County Administrative Officer, or the County Grants Coordinator, is authorized to enter into, execute and deliver the grant agreement (*i.e.*, Standard Agreement) and any and all subsequent amendments thereto with the State of California for the purposes of the grant.

SECTION 6:

If an application is approved, the County Administrative Officer, or the County Grants Coordinator, is authorized to sign and submit Funds Requests and all required reporting forms and other documentation as may be required by the State of California from time to time in connection with the grant.

DULY PASSED AND ADOPTED this 3rd day of August 2021, by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D,
Clerk of the Board of Supervisors

By: _____
Deputy

STATE OF CALIFORNIA
County of Trinity

I, Richard Kuhns, Psy.D., Clerk of the Board of Supervisors of the County of Trinity, State of California, hereby certify the above and foregoing to be a full, true and correct copy of a resolution adopted by said Trinity County Board of Supervisors on this 3rd day of August 2021.

Richard Kuhns, Psy.D. Clerk of the Board of
Supervisors of the County of Trinity, State of
California

By: _____
Emma Purvis, Deputy Board Clerk

TRINITY COUNTY
Item Report 3.2

Meeting Date: 8/3/2021

Department:
Solid Waste

Contact:
Diane Rader

Phone:
530-623-1326

3.2 Public Hearing: Solid Waste Resolution Delinquent List

Requested Action:

Conduct a public hearing to consider adopting a resolution which confirms the 2021/2022 Delinquent List for the Solid Waste Parcel Fee and hear any objections or protests to the report.

Fiscal Impact:

No impact to the General Fund; any changes made to the report will impact the Solid Waste Enterprise Fund.

Summary:

Conduct a public hearing to consider adoption of a resolution confirming the 2021/2022 Delinquent List regarding the Solid Waste Parcel Fee and hear any objections or protests to the report.

Discussion:

Annual Solid Waste Parcel Fees were billed April 16, 2021 and were due June 30, 2021. Notice of the hearing was mailed to the property owners listed on the report July 14, 2021. Notice of public hearing was published July 21 and July 28, 2020 in the Trinity Journal.

In addition to the delinquent report is a supplemental list of completed payments that were received after the final cutoff date specified for payments to be accepted. We ask that the payments listed be accepted and the payments be recorded against the outstanding delinquent report.

The delinquent fees set forth in the report as confirmed shall constitute special assessments against the respective parcels of land and are a lien on the property for the amount of the delinquent fees.

Alternatives Including Financial Implications:

Do not conduct the public hearing and advise staff.

Departmental Recommendation:

Government Code Section 25831(a) requires a public hearing to hear the report of delinquent fees and any objections or protests to the report at least once a year.

Staff recommendation is that the Board conduct a public hearing to consider adoption of the Solid Waste report of delinquent fees and hear any objections or protests to the report for fiscal year

2020/2021.

Staff further recommends that the Board authorize acceptance of late payments received as noted on the supplemental list.

ATTACHMENTS:

Description

Govt Code 25830 25831

Legal Ad Request

Resolution

Exhibit A - Delinquent List

Documents received from staff

GOVERNMENT CODE - GOV

TITLE 3. GOVERNMENT OF COUNTIES [23000 - 33205]

(Title 3 added by Stats. 1947, Ch. 424.)

DIVISION 2. OFFICERS [24000 - 28085]

(Division 2 added by Stats. 1947, Ch. 424.)

PART 2. BOARD OF SUPERVISORS [25000 - 26490]

(Part 2 added by Stats. 1947, Ch. 424.)

CHAPTER 8. Health and Safety [25800 - 25846]

(Chapter 8 added by Stats. 1947, Ch. 424.)

ARTICLE 2. Disposal Facilities [25820 - 25832]

(Article 2 added by Stats. 1947, Ch. 424.)

25830.

(a) On or before the first day of July of each calendar year, the board of supervisors of any county may, by resolution or ordinance, establish a schedule of fees to be imposed on land within the unincorporated area of the county and incorporated areas of the county where cities do not provide their own waste disposal sites, revenue from the fees to be used for the acquisition, operation, and maintenance of county waste disposal sites and for financing waste collection, processing, reclamation, and disposal services, where those services are provided. In establishing the schedule of fees, the board of supervisors shall classify the land based upon the various uses to which the land is put, the volume of waste occurring from the different land uses and any other factors that the board determines would reasonably relate the waste disposal fee to the land upon which it would be imposed. Fees imposed within the incorporated and unincorporated areas shall be uniform. Prior to imposing fees within an incorporated area, the board of supervisors shall obtain the consent of the legislative body of the city to impose the fees.

(b) The board shall set a reasonable fee for each category established and divide the land according to categories and ownership; provided, however, that the board shall establish categories of land for which:

(1) No services are provided and no fee required.

(2) Services are provided and no fee required.

(c) The board shall determine eligibility for inclusion in these categories, upon application, on a case-by-case basis. The board shall impose the appropriate fee upon each division of land and provide for the billing and collection of the fees. The fees may be established, billed, and collected on a monthly or yearly basis, and may be billed and collected by the county tax collector as part of the regular county tax billing system.

(Amended by Stats. 1992, Ch. 269, Sec. 1. Effective July 20, 1992.)

GOVERNMENT CODE - GOV

TITLE 3. GOVERNMENT OF COUNTIES [23000 - 33205]

(Title 3 added by Stats. 1947, Ch. 424.)

DIVISION 2. OFFICERS [24000 - 28085]

(Division 2 added by Stats. 1947, Ch. 424.)

PART 2. BOARD OF SUPERVISORS [25000 - 26490]

(Part 2 added by Stats. 1947, Ch. 424.)

CHAPTER 8. Health and Safety [25800 - 25846]

(Chapter 8 added by Stats. 1947, Ch. 424.)

ARTICLE 2. Disposal Facilities [25820 - 25832]

(Article 2 added by Stats. 1947, Ch. 424.)

25831.

Any fees authorized pursuant to Section 25830, or pursuant to Section 40059 of the Public Resources Code, that remain unpaid for a period of 60 or more days after the date upon which they were billed may be collected thereafter by the county as provided in this section.

(a) At least once a year, the board of supervisors shall cause to be prepared a report of delinquent fees. The board shall fix a time, date, and place for hearing the report and any objections or protests to the report.

(b) The board shall cause notice of the hearing to be mailed to the landowners listed on the report not less than 10 days prior to the date of the hearing.

(c) At the hearing, the board shall hear any objections or protests of landowners liable to be assessed for delinquent fees. The board may make revisions or corrections to the report as it deems just, after which, by resolution, the report shall be confirmed.

(d) The delinquent fees set forth in the report as confirmed, or the list prepared pursuant to subdivision (e), shall constitute special assessments against the respective parcels of land and are a lien on the property for the amount of the delinquent fees. A certified copy of the confirmed report, or the list prepared pursuant to subdivision (e), shall be filed with the county auditor for the amounts of the respective assessments against the respective parcels of land as they appear on the current assessment roll. The lien created attaches upon recordation, in the office of the county recorder of the county in which the property is situated, of a certified copy of the resolution of confirmation or the list prepared pursuant to subdivision (e). The assessment may be collected at the same time and in the same manner as ordinary county ad valorem property taxes are collected and shall be subject to the same penalties and the same procedure and sale in case of delinquency as provided for those taxes. All laws applicable to the levy, collection, and enforcement of county ad valorem property taxes shall be applicable to the assessment, except that if any real property to which the lien would attach has been transferred or conveyed to a bona fide purchaser for value, or if a lien of a bona fide encumbrancer for value has been created and attaches thereon, prior to the date on which the first installment of the taxes would become delinquent, then the lien that would otherwise be imposed by this section shall not attach to the real property and the delinquent fees, as confirmed, relating to the property shall be transferred to the unsecured roll for collection.

(e) The requirements of subdivisions (a), (b), and (c) may be waived only if the county has adopted an alternative administrative procedure that allows property owners to appeal the solid waste fee and property owners are notified of their right to appeal. A list of delinquent fees shall be prepared showing the assessments of each respective parcel and shall be filed with the auditor.

(Amended by Stats. 2005, Ch. 564, Sec. 2. Effective January 1, 2006.)



TRINITY COUNTY SOLID WASTE

P.O. BOX 2700 / 173 TOM BELL RD
WEAVERVILLE, CA 96093
530 623-1326 530 623-5015 FAX

Date: July 12, 2021

By Email To: Trinity Journal Ads (tjads@trinityjournal.com)

From: Rebecca Barber, Account Technician II

Subject: PLEASE PUBLISH THE FOLLOWING LEGAL AD

Please publish the following as a legal ad in the July 21, 2021 and July 28, 2021, issues of the Journal.

PUBLIC NOTICE NOTICE OF PUBLIC HEARING

At 10:00 AM or as soon thereafter as may be heard on August 03, 2021 the Board of Supervisors will conduct a Public Hearing in the Board Chambers of the Weaverville Library to consider objections or protests concerning individual late penalties and delinquent payments for the solid waste parcel fees for the 2021-2022 fiscal year. Once the Board confirms delinquent fees by resolution, they become an assessment against your property. If you wish to protest the late penalties you may appear at the meeting to state your protest. Trinity County Solid Waste, 530-623-1326.

RESOLUTION NO. 2021-XXX

**A RESOLUTION OF THE BOARD OF SUPERVISORS
OF THE COUNTY OF TRINITY
CONFIRMING THE 2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE**

WHEREAS, pursuant to Government Code Section 25830, on April 6, 2021, the Trinity County Board of Supervisors adopted resolution No 2021-029 which established certain solid waste fees for the County of Trinity; and

WHEREAS, said fees were due and payable to the County of Trinity on June 30, 2021; and

WHEREAS, the Board of Supervisors caused to be prepared a Solid Waste Disposal Fee Delinquent List report; and

WHEREAS, pursuant to Government Code Section 25831, on August 3, 2021 the Board of Supervisors held a public hearing to consider the Solid Waste Disposal Fee Delinquent List Report; and

WHEREAS, the Board of Supervisors caused to be mailed notice to the landowners listed as being delinquent in paying the Disposal Fees not less than 10 days prior to the hearing; and

WHEREAS, various comments were received from the public regarding said delinquent report and the Board made such revisions or corrections to said report as it deemed just;

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Trinity hereby confirms the 2021/2022 Solid Waste Disposal Fee Delinquent List Report, a certified copy of which is on file in the Office of the Clerk of the Board of Supervisors and the County Auditor;

DULY PASSED AND ADOPTED this 3rd day of August, 2021 by the Board of Supervisors of the County of Trinity by motion, second (/), and the following vote:

AYES: Supervisors
NOES: None
ABSENT: None
ABSTAIN: None
RECUSE: None

JEREMY BROWN, CHAIRMAN
Board of Supervisors
County of Trinity
State of California

ATTEST:

RICHARD KUHNS, Psy.D.
Clerk of the Board of Supervisors

By: _____
Deputy

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

Solid Rec #	Asmt #	
BILL #	PARCEL NUMBER	AMOUNT DUE
710	001-011-002-000	\$135.00
5242	001-011-006-000	\$270.00
713	001-011-009-000	\$135.00
714	001-011-010-000	\$135.00
6531	001-011-018-000	\$135.00
721	001-011-033-000	\$135.00
728	001-011-045-000	\$135.00
732	001-022-008-000	\$135.00
736	001-031-017-000	\$135.00
5626	001-031-020-000	\$270.00
6474	001-031-042-000	\$135.00
5462	001-040-006-000	\$135.00
753	001-040-052-000	\$135.00
765	001-051-025-000	\$35.00
771	001-052-004-000	\$135.00
785	001-070-021-000	\$135.00
802	001-100-046-000	\$135.00
817	001-120-002-000	\$135.00
6819	001-120-043-000	\$540.00
6729	001-140-001-000	\$135.00
6552	001-140-022-000	\$1,404.00
6735	001-150-023-000	\$405.00
6739	001-172-025-000	\$90.45
823	001-172-030-000	\$135.00
202	001-182-011-000	\$135.00
829	001-190-009-000	\$135.00
830	001-190-013-000	\$135.00
841	001-190-026-000	\$135.00
845	001-200-017-000	\$135.00
846	001-200-018-000	\$135.00
6016	001-200-037-000	\$135.00
6018	001-200-046-000	\$135.00
6717	001-200-050-000	\$270.00
890	001-250-006-000	\$135.00
899	001-250-015-000	\$135.00
902	001-250-019-000	\$135.00
903	001-250-020-000	\$135.00
904	001-250-024-000	\$135.00
913	002-022-005-000	\$135.00
914	002-030-011-000	\$135.00
915	002-030-014-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
917	002-030-019-000	\$35.00
918	002-030-020-000	\$135.00
925	002-040-008-000	\$135.00
926	002-040-009-000	\$135.00
933	002-040-041-000	\$135.00
935	002-040-045-000	\$135.00
5251	002-050-003-000	\$270.00
941	002-050-016-000	\$135.00
946	002-060-007-000	\$35.00
48	002-060-026-000	\$135.00
955	002-072-036-000	\$135.00
6398	002-080-046-000	\$270.00
970	002-090-036-000	\$135.00
6574	002-090-051-000	\$472.50
976	002-090-069-000	\$135.00
6583	002-100-061-000	\$135.00
6873	002-100-062-000	\$270.00
5257	002-110-009-000	\$270.00
991	002-110-011-000	\$135.00
997	002-110-026-000	\$135.00
6404	002-110-051-000	\$70.00
6405	002-110-052-000	\$270.00
6586	002-120-014-000	\$607.50
1013	002-120-029-000	\$135.00
1014	002-120-031-000	\$135.00
1022	002-120-051-000	\$135.00
1027	002-120-060-000	\$135.00
1039	002-130-005-000	\$135.00
1053	002-140-007-000	\$135.00
1055	002-140-010-000	\$135.00
5454	003-300-003-000	\$540.00
5563	004-240-012-000	\$135.00
1093	004-360-001-000	\$135.00
1096	004-370-006-000	\$135.00
1106	005-220-004-000	\$135.00
196	005-220-005-000	\$67.50
1111	005-310-013-000	\$135.00
1116	005-370-006-000	\$135.00
1118	005-370-026-000	\$135.00
6494	007-010-063-000	\$135.00
1130	007-120-053-000	\$135.00
5464	007-120-057-000	\$35.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
1133	007-120-063-000	\$135.00
646	007-150-017-000	\$135.00
1137	007-220-076-000	\$135.00
1145	007-300-033-000	\$135.00
1148	007-300-057-000	\$135.00
1149	007-300-058-000	\$135.00
1159	007-400-051-000	\$135.00
217	007-410-003-000	\$135.00
1174	007-410-037-000	\$135.00
6385	007-410-038-000	\$135.00
1183	007-420-013-000	\$135.00
1184	007-420-014-000	\$135.00
6596	007-420-022-000	\$499.50
1192	007-420-032-000	\$135.00
1202	007-420-053-000	\$135.00
1205	007-420-062-000	\$135.00
1222	007-430-032-000	\$135.00
1232	007-440-018-000	\$135.00
1248	007-450-003-000	\$135.00
1260	007-450-023-000	\$135.00
1263	007-450-027-000	\$135.00
1283	007-530-006-000	\$35.00
1293	007-530-023-000	\$135.00
1296	007-530-026-000	\$135.00
1319	007-550-007-000	\$35.00
1335	007-550-029-000	\$135.00
1345	007-550-045-000	\$135.00
1374	007-570-009-000	\$135.00
1382	007-570-020-000	\$135.00
1388	007-570-027-000	\$135.00
1407	007-580-029-000	\$135.00
1417	007-600-011-000	\$135.00
1421	007-600-025-000	\$135.00
1437	007-620-025-000	\$135.00
1439	007-620-028-000	\$135.00
1456	007-630-016-000	\$135.00
1457	007-630-019-000	\$135.00
1466	007-650-010-000	\$135.00
1482	007-670-012-000	\$135.00
1486	007-680-014-000	\$135.00
1495	007-700-008-000	\$135.00
1497	007-700-010-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
1502	007-710-005-000	\$135.00
1510	007-720-006-000	\$135.00
1516	007-730-010-000	\$135.00
1521	007-740-001-000	\$135.00
1525	007-740-026-000	\$135.00
1542	007-750-019-000	\$135.00
1544	007-760-001-000	\$135.00
1547	007-760-008-000	\$135.00
1552	007-760-014-000	\$135.00
1556	008-020-066-000	\$135.00
1558	008-020-068-000	\$135.00
1565	008-030-073-000	\$135.00
1571	008-040-040-000	\$135.00
1572	008-040-043-000	\$135.00
5727	008-040-059-000	\$135.00
6853	008-060-012-000	\$2,160.00
6854	008-070-013-000	\$475.00
224	008-070-019-000	\$135.00
1582	008-070-022-000	\$135.00
647	008-100-013-000	\$135.00
5278	008-110-031-000	\$270.00
5729	008-110-037-000	\$135.00
5432	008-130-001-000	\$405.00
1593	008-130-006-000	\$135.00
7039	008-130-007-000	\$135.00
5284	008-130-017-000	\$270.00
6025	008-140-016-000	\$135.00
1594	008-150-008-000	\$135.00
5285	008-150-019-000	\$270.00
5630	008-150-034-000	\$270.00
139	008-150-037-000	\$135.00
6923	008-150-039-000	\$135.00
5470	008-150-039-000	\$135.00
6026	008-150-044-000	\$135.00
1601	008-150-048-000	\$135.00
1603	008-150-050-000	\$135.00
5732	008-200-009-000	\$135.00
1607	008-200-022-000	\$135.00
648	008-200-023-000	\$135.00
5471	008-200-024-000	\$135.00
649	008-200-028-000	\$135.00
58	008-200-037-000	\$67.50

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
6027	008-200-042-000	\$35.00
1612	008-210-015-000	\$135.00
1616	008-210-045-000	\$135.00
1619	008-260-011-000	\$135.00
6812	008-300-006-000	\$945.00
1624	008-310-008-000	\$135.00
1628	008-310-020-000	\$135.00
1637	008-330-032-000	\$135.00
6031	008-340-013-000	\$135.00
6032	008-340-022-000	\$135.00
1645	008-340-030-000	\$135.00
1646	008-350-011-000	\$135.00
1647	008-350-012-000	\$135.00
1648	008-360-004-000	\$135.00
5631	008-360-013-000	\$270.00
1649	008-360-014-000	\$135.00
1650	008-360-021-000	\$135.00
1652	008-370-006-000	\$135.00
6034	008-370-027-000	\$135.00
5473	008-370-030-000	\$135.00
49	008-380-014-000	\$135.00
1662	008-380-019-000	\$135.00
6035	008-380-023-000	\$135.00
6036	008-380-035-000	\$135.00
1665	008-380-037-000	\$135.00
229	008-380-038-000	\$35.00
1674	008-400-047-000	\$135.00
140	008-400-055-000	\$135.00
1680	008-400-058-000	\$35.00
232	008-400-059-000	\$135.00
1683	008-400-063-000	\$135.00
1685	008-400-070-000	\$135.00
1694	008-410-014-000	\$135.00
1697	008-410-022-000	\$135.00
1698	008-410-023-000	\$135.00
1702	008-420-014-000	\$135.00
1706	008-440-003-000	\$135.00
5293	008-440-024-000	\$270.00
1711	008-440-043-000	\$135.00
238	008-440-044-000	\$135.00
1713	008-440-049-000	\$135.00
5745	008-440-065-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5460	008-440-067-000	\$810.00
1719	008-440-070-000	\$135.00
1720	008-450-002-000	\$135.00
1721	008-450-010-000	\$135.00
1724	008-460-005-000	\$135.00
1728	008-460-009-000	\$135.00
1732	008-470-007-000	\$135.00
1733	008-470-010-000	\$135.00
1742	008-480-024-000	\$135.00
1751	008-480-055-000	\$135.00
1752	008-480-056-000	\$135.00
141	008-480-070-000	\$135.00
1759	008-480-071-000	\$135.00
6047	008-490-006-000	\$135.00
6048	008-490-015-000	\$135.00
6049	008-490-017-000	\$135.00
1767	008-490-021-000	\$135.00
1770	008-490-029-000	\$135.00
1771	008-490-034-000	\$135.00
1773	008-490-044-000	\$135.00
6855	008-490-045-000	\$675.00
5747	008-490-052-000	\$135.00
1780	008-490-062-000	\$135.00
1784	008-490-066-000	\$135.00
1785	008-490-067-000	\$135.00
5979	008-490-069-000	\$135.00
142	008-490-070-000	\$135.00
5474	008-500-009-000	\$135.00
1798	008-530-002-000	\$135.00
1800	008-540-005-000	\$135.00
1801	008-540-006-000	\$135.00
1803	008-540-008-000	\$135.00
1805	008-550-003-000	\$135.00
1809	008-560-017-000	\$135.00
1811	008-560-020-000	\$135.00
1814	008-570-003-000	\$135.00
1815	008-570-008-000	\$135.00
5751	008-570-010-000	\$135.00
628	008-570-012-000	\$135.00
47	008-570-018-000	\$405.00
5752	008-580-002-000	\$135.00
5753	008-580-004-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
1821	008-600-002-000	\$135.00
1822	008-600-004-000	\$135.00
1823	008-600-005-000	\$135.00
1825	008-600-008-000	\$135.00
1836	008-640-007-000	\$135.00
1838	008-640-009-000	\$135.00
1842	008-640-017-000	\$135.00
1850	008-660-005-000	\$135.00
1859	008-670-004-000	\$135.00
1863	008-670-010-000	\$135.00
1872	008-670-023-000	\$135.00
1878	008-680-009-000	\$135.00
1893	008-690-012-000	\$135.00
1894	008-690-013-000	\$135.00
1902	008-690-022-000	\$135.00
1903	008-690-023-000	\$135.00
1909	008-700-001-000	\$135.00
1913	008-700-005-000	\$135.00
1921	008-700-014-000	\$135.00
1922	008-700-015-000	\$135.00
1925	008-700-018-000	\$135.00
1929	008-710-006-000	\$135.00
1936	008-720-010-000	\$135.00
5758	008-720-014-000	\$135.00
1944	008-730-004-000	\$35.00
1948	008-730-010-000	\$135.00
1956	008-730-022-000	\$135.00
1957	008-740-002-000	\$135.00
1962	008-740-008-000	\$135.00
1963	008-740-009-000	\$135.00
1967	008-740-013-000	\$135.00
1976	008-750-011-000	\$135.00
1977	008-760-003-000	\$135.00
1980	008-760-006-000	\$135.00
1983	008-760-011-000	\$135.00
1986	008-760-019-000	\$135.00
1990	008-770-005-000	\$135.00
1991	008-770-006-000	\$135.00
1993	008-770-010-000	\$135.00
1994	008-770-011-000	\$135.00
1995	008-770-013-000	\$135.00
1998	008-780-007-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
1999	008-780-010-000	\$35.00
6053	008-780-012-000	\$135.00
6602	008-790-003-000	\$135.00
2007	008-790-012-000	\$135.00
6056	008-800-007-000	\$135.00
7042	008-800-014-000	\$135.00
2019	008-810-007-000	\$135.00
2022	008-820-003-000	\$135.00
37	008-830-002-000	\$135.00
41	008-830-009-000	\$135.00
5679	008-830-017-000	\$135.00
2032	008-850-001-000	\$135.00
2039	008-850-012-000	\$135.00
2041	008-860-006-000	\$135.00
2066	009-370-022-000	\$135.00
5660	009-380-004-000	\$135.00
253	009-440-003-000	\$135.00
6062	009-440-005-000	\$135.00
6063	009-440-019-000	\$135.00
143	009-440-020-000	\$135.00
2077	009-440-043-000	\$135.00
5304	009-440-045-000	\$270.00
2081	009-440-054-000	\$135.00
2084	009-450-011-000	\$135.00
2099	009-480-006-000	\$135.00
2102	009-480-012-000	\$135.00
2103	009-480-013-000	\$135.00
256	009-480-018-000	\$135.00
2105	009-480-024-000	\$135.00
6067	009-480-026-000	\$135.00
257	009-480-047-000	\$135.00
2111	009-480-057-000	\$135.00
260	009-490-019-000	\$135.00
5480	009-500-028-000	\$135.00
2125	009-510-002-000	\$135.00
2126	009-510-004-000	\$135.00
2132	009-510-016-000	\$135.00
2136	009-510-029-000	\$135.00
6071	009-520-001-000	\$135.00
5574	009-520-007-000	\$270.00
5482	009-530-020-000	\$67.50
2162	009-530-022-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5483	009-530-024-000	\$270.00
5682	009-530-028-000	\$135.00
2164	009-530-029-000	\$135.00
2165	009-530-030-000	\$135.00
6460	010-050-033-000	\$135.00
2187	010-060-036-000	\$135.00
2188	010-060-046-000	\$135.00
2189	010-060-062-000	\$135.00
2198	010-260-027-000	\$135.00
2200	010-270-025-000	\$135.00
2210	010-280-009-000	\$135.00
5765	010-290-028-000	\$135.00
2222	010-330-032-000	\$135.00
2223	010-330-034-000	\$135.00
2226	010-340-001-000	\$135.00
5767	010-340-039-000	\$135.00
2241	010-340-041-000	\$135.00
5666	010-340-052-000	\$270.00
2252	010-350-018-000	\$135.00
2290	010-360-011-000	\$135.00
2302	010-410-003-000	\$135.00
2305	010-410-008-000	\$135.00
2311	010-430-019-000	\$135.00
2317	010-440-010-000	\$35.00
2322	010-440-016-000	\$135.00
5485	010-440-052-000	\$135.00
5311	010-460-016-000	\$270.00
2349	010-470-016-000	\$135.00
2350	010-470-018-000	\$135.00
2354	010-480-002-000	\$135.00
2358	010-480-006-000	\$135.00
2367	010-490-007-000	\$135.00
2381	010-500-031-000	\$135.00
2388	010-500-048-000	\$135.00
2392	010-510-001-000	\$135.00
2400	010-510-014-000	\$135.00
2408	010-530-009-000	\$135.00
2417	010-550-017-000	\$135.00
2422	010-560-009-000	\$135.00
5683	010-560-010-000	\$135.00
5575	010-560-022-000	\$135.00
275	010-570-010-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
6080	010-570-011-000	\$135.00
2434	010-570-015-000	\$135.00
2441	010-570-037-000	\$135.00
5773	010-580-030-000	\$135.00
2452	010-600-005-000	\$135.00
2455	010-600-008-000	\$135.00
279	010-610-003-000	\$135.00
2466	010-620-004-000	\$135.00
2472	010-620-010-000	\$135.00
2479	010-660-007-000	\$135.00
2497	010-680-019-000	\$135.00
76	010-690-002-000	\$67.50
5313	010-690-004-000	\$270.00
2500	010-690-006-000	\$135.00
2501	010-690-007-000	\$135.00
2506	010-690-014-000	\$135.00
281	010-690-015-000	\$135.00
5314	010-690-025-000	\$270.00
283	010-690-053-000	\$135.00
5486	010-690-057-000	\$67.50
2532	010-700-020-000	\$135.00
2535	010-700-024-000	\$35.00
2542	011-050-015-000	\$135.00
2543	011-050-016-000	\$135.00
5488	011-120-003-000	\$135.00
2549	011-120-014-000	\$135.00
2551	011-140-002-000	\$135.00
2553	011-200-018-000	\$135.00
6088	011-200-019-000	\$135.00
2554	011-200-021-000	\$135.00
151	011-210-009-000	\$135.00
5777	011-210-066-000	\$135.00
2563	011-210-069-000	\$135.00
6425	011-210-074-000	\$135.00
2566	011-210-077-000	\$135.00
285	011-210-078-000	\$135.00
2567	011-210-079-000	\$135.00
2568	011-210-080-000	\$135.00
2570	011-210-082-000	\$135.00
5579	011-280-003-000	\$270.00
2579	011-280-016-000	\$135.00
5780	011-280-037-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
6089	011-280-041-000	\$135.00
5684	011-290-017-000	\$135.00
6091	011-330-034-000	\$135.00
2591	011-330-036-000	\$135.00
2593	011-330-042-000	\$135.00
6092	011-330-043-000	\$135.00
6608	011-340-039-000	\$135.00
6801	011-340-047-000	\$1,147.50
2602	011-340-073-000	\$135.00
6610	011-340-084-000	\$459.00
6611	011-340-086-000	\$405.00
2605	011-350-004-000	\$135.00
2606	011-350-005-000	\$135.00
6094	011-350-006-000	\$135.00
2607	011-350-011-000	\$135.00
2608	011-350-015-000	\$135.00
2611	011-380-014-000	\$135.00
2612	011-380-017-000	\$135.00
5785	011-380-030-000	\$135.00
2614	011-380-036-000	\$135.00
2616	011-380-038-000	\$35.00
78	011-380-040-000	\$67.50
5580	011-380-047-000	\$270.00
5326	011-380-050-000	\$270.00
2622	011-380-064-000	\$135.00
2626	011-390-018-000	\$135.00
2633	011-410-015-000	\$135.00
6096	011-410-016-000	\$135.00
5788	011-410-017-000	\$135.00
2635	011-410-026-000	\$135.00
2637	011-410-032-000	\$35.00
2641	011-420-006-000	\$135.00
2643	011-420-014-000	\$135.00
2645	011-420-018-000	\$135.00
5789	011-430-004-000	\$135.00
2648	011-430-011-000	\$35.00
2652	012-050-009-000	\$135.00
2653	012-050-020-000	\$135.00
5327	012-060-015-000	\$270.00
2658	012-060-017-000	\$135.00
2659	012-060-023-000	\$135.00
2666	012-070-014-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5686	012-120-048-000	\$135.00
2675	012-152-008-000	\$135.00
6101	012-152-010-000	\$135.00
2676	012-152-012-000	\$135.00
6614	012-170-001-000	\$135.00
2680	012-180-010-000	\$135.00
5791	012-180-011-000	\$135.00
6813	012-250-008-000	\$810.00
298	012-260-040-000	\$135.00
2687	012-260-065-000	\$135.00
5965	012-260-075-000	\$270.00
79	012-260-079-000	\$67.50
2691	012-260-082-000	\$135.00
2697	012-270-017-000	\$135.00
2698	012-270-025-000	\$135.00
152	012-300-003-000	\$202.50
6814	012-300-006-000	\$405.00
2711	012-300-011-000	\$135.00
6107	012-300-012-000	\$135.00
5583	012-320-001-000	\$270.00
6616	012-320-002-000	\$135.00
5687	012-320-003-000	\$135.00
80	012-320-028-000	\$67.50
2715	012-320-029-000	\$135.00
2716	012-320-032-000	\$135.00
5801	012-330-008-000	\$135.00
2726	012-340-004-000	\$135.00
2737	012-370-006-000	\$135.00
6112	012-370-012-000	\$135.00
2738	012-370-014-000	\$135.00
2739	014-030-017-000	\$135.00
6476	014-050-001-000	\$270.00
2743	014-050-003-000	\$135.00
6619	014-050-009-000	\$35.00
6620	014-050-012-000	\$35.00
2745	014-050-017-000	\$135.00
6621	014-050-018-000	\$1,107.00
2746	014-061-007-000	\$135.00
6623	014-061-015-000	\$135.00
2749	014-061-018-000	\$135.00
6624	014-061-019-000	\$270.00
2750	014-061-021-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
2752	014-061-026-000	\$135.00
6627	014-062-017-000	\$351.00
5690	014-070-002-000	\$135.00
6628	014-070-026-000	\$135.00
2758	014-080-003-000	\$135.00
6631	014-100-003-000	\$135.00
2772	014-100-008-000	\$135.00
2779	014-110-007-000	\$135.00
2783	014-110-020-000	\$135.00
2784	014-110-021-000	\$135.00
6635	014-130-016-000	\$405.00
2789	014-140-005-000	\$135.00
2800	014-140-031-000	\$135.00
2808	014-140-046-000	\$135.00
5492	014-140-047-000	\$135.00
5639	014-150-001-000	\$270.00
2813	014-150-009-000	\$135.00
2816	014-150-012-000	\$135.00
317	014-150-015-000	\$135.00
6116	014-150-016-000	\$135.00
2821	014-171-003-000	\$135.00
2824	014-172-001-000	\$135.00
5493	014-172-015-000	\$135.00
2830	014-172-017-000	\$135.00
6641	014-172-022-000	\$270.00
2834	014-172-031-000	\$135.00
2842	014-173-012-000	\$135.00
2849	014-180-030-000	\$135.00
2851	014-190-001-000	\$135.00
2852	014-190-001-000	\$135.00
2853	014-190-003-000	\$135.00
2862	014-190-018-000	\$135.00
2866	014-190-025-000	\$135.00
2867	014-190-026-000	\$135.00
6860	014-190-032-000	\$135.00
6839	014-190-033-000	\$540.00
5691	014-190-039-000	\$135.00
2882	014-190-054-000	\$135.00
2883	014-190-055-000	\$135.00
5588	014-190-060-000	\$270.00
5807	014-190-065-000	\$135.00
6840	014-190-072-000	\$540.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
6524	014-200-008-000	\$405.00
5642	014-200-009-000	\$270.00
2898	014-200-023-000	\$135.00
2900	014-200-029-000	\$135.00
2903	014-200-032-000	\$135.00
2904	014-200-033-000	\$135.00
6841	014-200-035-000	\$1,215.00
6121	014-200-037-000	\$135.00
320	014-200-038-000	\$135.00
5811	014-200-045-000	\$135.00
2906	014-200-049-000	\$135.00
2907	014-200-050-000	\$35.00
2912	014-200-056-000	\$135.00
6123	014-200-058-000	\$135.00
6124	014-200-066-000	\$135.00
2921	014-210-018-000	\$135.00
6125	014-210-033-000	\$135.00
2931	014-290-001-000	\$135.00
2933	014-290-007-000	\$135.00
2934	014-290-011-000	\$135.00
2936	014-290-016-000	\$135.00
2937	014-290-018-000	\$135.00
2940	014-290-035-000	\$135.00
2941	014-300-002-000	\$135.00
2942	014-300-003-000	\$135.00
2943	014-300-004-000	\$135.00
5335	014-300-006-000	\$270.00
2948	014-300-017-000	\$135.00
5812	014-300-026-000	\$135.00
5336	014-300-029-000	\$270.00
83	014-300-030-000	\$67.50
2959	014-310-017-000	\$135.00
2966	014-320-013-000	\$135.00
2969	014-320-017-000	\$135.00
2978	014-320-029-000	\$135.00
2984	014-330-021-000	\$135.00
5813	014-330-031-000	\$135.00
2988	014-330-047-000	\$135.00
5675	014-330-053-000	\$135.00
6128	014-350-010-000	\$135.00
2997	014-350-016-000	\$35.00
3004	014-350-025-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5694	014-350-031-000	\$135.00
5814	014-350-033-000	\$135.00
5815	014-350-034-000	\$135.00
6131	014-350-035-000	\$135.00
3008	014-350-038-000	\$135.00
5695	014-360-015-000	\$135.00
3025	014-360-029-000	\$135.00
328	014-360-030-000	\$135.00
329	014-360-041-000	\$135.00
3030	014-360-042-000	\$135.00
3033	014-370-003-000	\$135.00
3040	014-370-030-000	\$135.00
6781	014-370-032-000	\$135.00
3042	014-410-002-000	\$135.00
6133	014-410-007-000	\$135.00
3045	014-410-009-000	\$135.00
3046	014-410-011-000	\$135.00
3052	014-420-016-000	\$135.00
3055	014-420-023-000	\$135.00
3057	014-420-029-000	\$135.00
5337	014-420-061-000	\$270.00
331	014-420-066-000	\$135.00
332	014-420-070-000	\$135.00
50	014-430-025-000	\$135.00
3067	014-430-032-000	\$135.00
3068	014-430-036-000	\$135.00
3069	014-430-041-000	\$35.00
3071	014-430-046-000	\$135.00
5818	014-430-050-000	\$135.00
6137	014-430-053-000	\$135.00
5671	014-430-063-000	\$270.00
3078	014-440-001-000	\$135.00
3079	014-440-011-000	\$135.00
3080	014-440-012-000	\$135.00
5643	014-440-021-000	\$270.00
84	014-440-024-000	\$67.50
335	014-440-025-000	\$135.00
6140	014-440-038-000	\$135.00
6141	014-440-047-000	\$135.00
3088	014-440-052-000	\$135.00
338	014-440-056-000	\$135.00
3089	014-440-058-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
339	014-440-060-000	\$135.00
6378	014-450-006-000	\$135.00
3092	014-450-013-000	\$135.00
3093	014-450-014-000	\$135.00
3097	014-460-002-000	\$135.00
3108	014-460-020-000	\$135.00
3110	014-460-023-000	\$135.00
3120	014-460-033-000	\$135.00
3121	014-460-034-000	\$135.00
3126	015-010-015-000	\$135.00
3127	015-010-019-000	\$135.00
706	015-010-021-000	\$270.00
657	015-010-030-000	\$135.00
3128	015-050-009-000	\$135.00
3129	015-050-011-000	\$135.00
3130	015-050-017-000	\$135.00
3131	015-050-021-000	\$135.00
3133	015-050-037-000	\$135.00
3143	015-070-075-000	\$135.00
3144	015-080-001-000	\$135.00
3145	015-080-002-000	\$135.00
3150	015-110-012-000	\$135.00
5590	015-110-063-000	\$270.00
354	015-110-069-000	\$135.00
3158	015-110-077-000	\$135.00
3160	015-110-079-000	\$135.00
3164	015-110-098-000	\$135.00
6145	015-130-019-000	\$135.00
658	015-130-036-000	\$135.00
6146	015-140-025-000	\$135.00
3173	015-180-017-000	\$135.00
3174	015-180-026-000	\$135.00
357	015-180-045-000	\$135.00
358	015-190-017-000	\$135.00
3178	015-190-027-000	\$135.00
153	015-190-054-000	\$135.00
360	015-190-056-000	\$135.00
361	015-190-063-000	\$135.00
3183	015-190-077-000	\$135.00
3190	015-230-023-000	\$135.00
3194	015-230-049-000	\$135.00
154	015-250-007-000	\$270.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
3198	015-250-025-000	\$135.00
3200	015-270-008-000	\$135.00
3202	015-270-016-000	\$135.00
3203	015-270-017-000	\$135.00
6150	015-270-028-000	\$135.00
6151	015-270-031-000	\$135.00
6152	015-270-036-000	\$135.00
3211	015-270-037-000	\$135.00
5440	015-290-001-000	\$405.00
6802	015-300-035-000	\$2,200.50
6842	015-300-053-000	\$3,240.00
362	015-300-058-000	\$135.00
6153	015-300-059-000	\$135.00
5345	015-310-006-000	\$270.00
3217	015-310-054-000	\$135.00
3218	015-310-058-000	\$135.00
3219	015-310-063-000	\$135.00
3221	015-310-073-000	\$135.00
363	015-310-083-000	\$135.00
3226	015-310-085-000	\$135.00
3228	015-320-002-000	\$135.00
3231	015-320-011-000	\$135.00
365	015-320-012-000	\$135.00
3234	015-320-018-000	\$135.00
3237	015-320-026-000	\$135.00
3240	015-320-036-000	\$135.00
3241	015-320-039-000	\$135.00
3247	015-330-007-000	\$135.00
366	015-340-008-000	\$135.00
3254	015-350-011-000	\$135.00
3264	015-360-003-000	\$135.00
3267	015-360-036-000	\$135.00
5986	015-360-043-000	\$135.00
6158	015-360-045-000	\$135.00
368	015-360-049-000	\$135.00
372	015-370-024-000	\$135.00
3275	015-370-027-000	\$135.00
5823	015-370-032-000	\$135.00
5698	015-380-008-000	\$135.00
6163	015-380-017-000	\$135.00
3286	015-390-005-000	\$135.00
5825	015-390-028-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
377	015-390-029-000	\$135.00
6164	015-390-032-000	\$135.00
3294	015-410-013-000	\$135.00
3297	015-410-034-000	\$135.00
381	015-410-038-000	\$135.00
3301	015-410-047-000	\$135.00
3304	015-410-056-000	\$135.00
5351	015-410-067-000	\$70.00
384	015-410-068-000	\$135.00
3308	015-420-002-000	\$135.00
3310	015-420-006-000	\$135.00
6170	015-420-016-000	\$135.00
3317	015-420-030-000	\$135.00
5509	015-420-035-000	\$135.00
385	015-420-048-000	\$135.00
3324	015-420-049-000	\$135.00
6171	015-430-010-000	\$135.00
3327	015-430-011-000	\$135.00
3328	015-430-013-000	\$135.00
6172	015-440-010-000	\$135.00
3348	015-440-045-000	\$135.00
3352	015-440-054-000	\$135.00
5991	015-460-004-000	\$135.00
6427	015-460-007-000	\$135.00
3361	015-470-006-000	\$135.00
3363	015-470-009-000	\$135.00
6428	015-490-006-000	\$135.00
6429	015-490-007-000	\$135.00
6645	015-490-010-000	\$405.00
6175	015-490-011-000	\$135.00
662	016-050-004-000	\$135.00
3371	016-060-001-000	\$135.00
3372	016-080-007-000	\$135.00
3373	016-080-022-000	\$135.00
6480	016-080-024-000	\$270.00
3376	016-150-010-000	\$135.00
3377	016-150-013-000	\$135.00
3378	016-150-014-000	\$135.00
156	016-150-018-000	\$135.00
3381	016-150-024-000	\$135.00
663	016-160-062-000	\$135.00
3384	016-160-074-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5594	016-160-079-000	\$270.00
3388	016-170-014-000	\$35.00
3392	016-170-035-000	\$135.00
3396	016-170-044-000	\$135.00
157	016-170-047-000	\$675.00
5353	016-170-050-000	\$270.00
3398	016-170-052-000	\$135.00
6179	016-170-059-000	\$135.00
3399	016-170-061-000	\$135.00
664	016-170-067-000	\$135.00
89	016-170-075-000	\$67.50
39	016-190-009-000	\$135.00
5831	016-200-001-000	\$135.00
6184	016-200-002-000	\$135.00
5832	016-200-003-000	\$135.00
396	016-200-004-000	\$135.00
3408	016-200-006-000	\$135.00
397	016-200-008-000	\$135.00
6647	016-200-009-000	\$135.00
5992	016-200-020-000	\$135.00
3409	016-200-021-000	\$135.00
5355	016-200-033-000	\$270.00
159	016-200-034-000	\$405.00
3412	016-200-035-000	\$135.00
91	016-200-047-000	\$67.50
6192	016-200-048-000	\$135.00
3415	016-210-004-000	\$135.00
400	016-210-012-000	\$135.00
3420	016-210-016-000	\$135.00
3423	016-220-002-000	\$135.00
3424	016-220-004-000	\$135.00
3431	016-240-005-000	\$135.00
3434	016-240-008-000	\$135.00
34	016-250-004-000	\$270.00
3439	017-010-033-000	\$135.00
3441	017-010-037-000	\$135.00
3442	017-010-044-000	\$135.00
3444	017-010-075-000	\$135.00
3445	017-010-081-000	\$135.00
665	017-010-085-000	\$135.00
3448	017-030-017-000	\$135.00
707	017-130-005-000	\$270.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
6195	017-130-020-000	\$135.00
3454	017-130-031-000	\$135.00
6878	017-340-002-000	\$540.00
3463	017-350-028-000	\$135.00
5835	017-350-036-000	\$135.00
6196	017-350-046-000	\$135.00
3468	017-350-052-000	\$135.00
630	017-350-054-000	\$135.00
405	017-350-058-000	\$135.00
6197	017-350-060-000	\$135.00
406	017-350-061-000	\$135.00
3473	017-360-020-000	\$135.00
3476	017-360-029-000	\$135.00
3478	017-360-042-000	\$35.00
3481	017-370-010-000	\$135.00
6198	017-370-013-000	\$135.00
3486	017-370-025-000	\$135.00
3487	017-370-030-000	\$135.00
3488	017-370-035-000	\$135.00
3489	017-370-039-000	\$135.00
3494	017-370-045-000	\$135.00
3497	017-370-049-000	\$135.00
3498	017-370-051-000	\$135.00
3499	017-370-052-000	\$135.00
3502	017-380-006-000	\$135.00
3503	017-380-007-000	\$135.00
3507	017-380-022-000	\$135.00
5362	017-380-034-000	\$270.00
408	017-380-037-000	\$135.00
3514	017-390-012-000	\$135.00
5837	017-390-017-000	\$135.00
5513	017-390-031-000	\$67.50
6202	017-390-033-000	\$135.00
410	017-400-008-000	\$135.00
3523	017-410-002-000	\$135.00
3524	017-410-003-000	\$135.00
3525	017-410-008-000	\$135.00
5616	017-410-010-000	\$405.00
6203	017-410-015-000	\$135.00
3529	017-410-021-000	\$135.00
3531	017-410-024-000	\$135.00
6205	017-410-027-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5514	017-420-022-000	\$135.00
3540	017-430-020-000	\$135.00
3542	017-430-025-000	\$135.00
634	017-430-049-000	\$135.00
3547	017-430-050-000	\$135.00
5840	017-430-051-000	\$135.00
5841	017-440-004-000	\$135.00
93	017-440-007-000	\$67.50
3549	017-440-009-000	\$135.00
3552	017-440-019-000	\$135.00
413	017-440-022-000	\$135.00
3557	017-440-025-000	\$35.00
160	017-440-030-000	\$135.00
6212	017-440-032-000	\$135.00
3559	017-440-033-000	\$135.00
5516	017-440-035-000	\$35.00
3562	017-450-004-000	\$135.00
3563	017-450-005-000	\$135.00
5647	017-450-007-000	\$270.00
6213	017-450-008-000	\$135.00
414	017-450-010-000	\$135.00
6214	017-450-020-000	\$135.00
416	017-450-023-000	\$135.00
6215	017-450-026-000	\$135.00
667	017-460-027-000	\$135.00
5517	018-020-008-000	\$135.00
3570	018-020-038-000	\$135.00
3573	018-020-042-000	\$135.00
3574	018-020-045-000	\$135.00
3586	018-050-031-000	\$135.00
6216	018-050-038-000	\$135.00
3593	018-050-051-000	\$135.00
3600	018-050-065-000	\$135.00
3601	018-050-068-000	\$135.00
5845	018-050-075-000	\$135.00
192	018-090-004-000	\$135.00
3615	018-120-002-000	\$135.00
3620	018-200-003-000	\$135.00
3623	018-200-026-000	\$135.00
3627	018-200-055-000	\$135.00
136	018-200-056-000	\$270.00
163	018-200-061-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
3629	018-200-062-000	\$35.00
3636	018-230-005-000	\$135.00
669	018-230-019-000	\$135.00
3640	018-240-006-000	\$135.00
3641	018-240-007-000	\$135.00
3653	018-410-008-000	\$135.00
3654	018-410-009-000	\$135.00
6221	018-410-010-000	\$135.00
3655	018-410-011-000	\$135.00
3657	018-410-013-000	\$135.00
3661	018-410-024-000	\$135.00
5850	018-410-027-000	\$135.00
5851	018-410-032-000	\$135.00
5852	018-410-034-000	\$135.00
3664	018-420-001-000	\$135.00
6222	018-420-005-000	\$135.00
3666	018-420-011-000	\$135.00
6224	018-420-021-000	\$135.00
424	018-420-026-000	\$135.00
3669	018-420-029-000	\$135.00
3673	018-430-011-000	\$135.00
5372	018-460-004-000	\$270.00
3680	018-460-008-000	\$135.00
6226	018-460-009-000	\$135.00
3681	018-470-003-000	\$135.00
3682	018-470-004-000	\$135.00
5856	018-470-027-000	\$135.00
426	018-470-030-000	\$135.00
6227	018-470-033-000	\$135.00
3692	018-490-013-000	\$135.00
5598	018-490-022-000	\$270.00
3695	018-490-025-000	\$135.00
7058	018-500-002-001	\$270.00
3696	018-500-010-000	\$135.00
7052	018-500-016-000	\$135.00
6747	018-540-003-000	\$135.00
5859	018-540-007-000	\$135.00
670	018-540-039-000	\$135.00
427	018-540-042-000	\$135.00
6512	018-540-046-000	\$135.00
6649	018-540-049-000	\$270.00
5564	018-540-051-000	\$675.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5445	018-580-014-000	\$135.00
6650	018-590-001-000	\$337.50
165	018-630-003-000	\$135.00
3719	018-630-013-000	\$135.00
5865	018-640-006-000	\$135.00
3721	018-660-001-000	\$135.00
3725	018-690-002-000	\$135.00
100	018-710-001-000	\$67.50
3728	018-760-003-000	\$135.00
672	018-830-001-000	\$135.00
431	018-850-001-000	\$135.00
3733	018-850-002-000	\$135.00
3740	018-860-008-000	\$135.00
3741	018-860-010-000	\$135.00
673	018-860-011-000	\$135.00
3742	018-860-013-000	\$135.00
5373	019-040-004-000	\$270.00
3748	019-040-021-000	\$135.00
5521	019-040-023-000	\$135.00
631	019-100-012-000	\$135.00
3758	019-100-022-000	\$135.00
5374	019-100-046-000	\$270.00
5522	019-100-048-000	\$135.00
6230	019-100-051-000	\$135.00
3766	019-190-001-000	\$135.00
3768	019-200-010-000	\$135.00
6453	019-200-022-000	\$540.00
3770	019-200-027-000	\$135.00
5870	019-200-045-000	\$135.00
3775	019-270-005-000	\$135.00
3776	019-270-006-000	\$135.00
3777	019-280-004-000	\$135.00
3781	019-290-008-000	\$135.00
3782	019-290-010-000	\$135.00
3785	019-290-018-000	\$135.00
3787	019-290-022-000	\$135.00
3788	019-290-023-000	\$135.00
3791	019-290-028-000	\$135.00
3792	019-290-033-000	\$135.00
3794	019-290-040-000	\$135.00
171	019-290-043-000	\$135.00
172	019-310-028-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
3797	019-310-030-000	\$135.00
101	019-330-001-000	\$67.50
102	019-330-032-000	\$67.50
3806	019-340-020-000	\$135.00
3807	019-340-026-000	\$135.00
3808	019-340-030-000	\$135.00
104	019-340-039-000	\$67.50
3811	019-340-047-000	\$135.00
5873	019-350-029-000	\$135.00
3816	019-360-032-000	\$135.00
677	019-360-045-000	\$135.00
3819	019-360-055-000	\$135.00
678	019-380-006-000	\$135.00
5526	019-380-012-000	\$52.50
6234	019-380-025-000	\$135.00
3822	019-420-006-000	\$135.00
5527	019-440-009-000	\$135.00
108	019-440-011-000	\$67.50
5528	019-440-016-000	\$135.00
3826	019-450-002-000	\$135.00
5529	019-450-007-000	\$135.00
5876	019-450-029-000	\$135.00
7079	019-460-001-000	\$135.00
3830	019-460-004-000	\$135.00
3832	019-460-029-000	\$135.00
3833	019-470-011-000	\$135.00
6236	019-470-019-000	\$135.00
3835	019-490-014-000	\$135.00
110	019-500-008-000	\$67.50
686	019-500-016-000	\$135.00
3837	019-500-019-000	\$135.00
3838	019-500-023-000	\$135.00
687	019-510-024-000	\$135.00
3843	019-530-013-000	\$135.00
3844	019-530-034-000	\$135.00
6238	019-540-020-000	\$135.00
6239	019-560-020-000	\$135.00
5530	019-570-033-000	\$135.00
3849	019-590-002-000	\$135.00
3851	019-590-015-000	\$135.00
114	019-610-010-000	\$67.50
6240	019-610-043-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
3856	019-610-050-000	\$135.00
3858	019-620-037-000	\$135.00
694	019-630-009-000	\$135.00
5531	019-630-021-000	\$67.50
118	019-650-003-000	\$67.50
6241	019-650-018-000	\$135.00
177	019-650-019-000	\$135.00
6242	019-650-029-000	\$135.00
5968	019-660-008-000	\$270.00
3862	019-670-029-000	\$135.00
3865	019-680-017-000	\$135.00
6243	019-680-019-000	\$135.00
6000	019-680-020-000	\$135.00
3866	019-680-026-000	\$135.00
5376	019-690-004-000	\$270.00
3870	019-690-011-000	\$135.00
3873	019-690-019-000	\$135.00
435	019-690-020-000	\$135.00
7053	019-690-026-000	\$135.00
6369	019-690-031-000	\$135.00
6246	019-690-033-000	\$135.00
3876	019-710-003-000	\$135.00
3877	019-710-004-000	\$135.00
6247	019-720-001-000	\$135.00
5661	019-730-008-000	\$270.00
3886	019-750-001-000	\$135.00
6249	019-750-008-000	\$135.00
3890	019-750-018-000	\$135.00
3891	019-750-019-000	\$135.00
3892	019-750-021-000	\$135.00
436	019-750-023-000	\$135.00
5377	019-750-027-000	\$140.00
179	020-060-001-000	\$135.00
180	020-070-058-000	\$135.00
3900	020-070-060-000	\$135.00
5885	020-080-029-000	\$135.00
3906	020-100-014-000	\$135.00
5886	020-100-037-510	\$135.00
3910	020-110-003-000	\$135.00
3913	020-120-010-000	\$135.00
3915	020-120-021-000	\$135.00
3916	020-120-023-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5601	020-150-006-000	\$70.00
3918	020-150-030-000	\$135.00
3921	020-250-015-000	\$135.00
438	020-270-014-000	\$135.00
3923	020-280-023-000	\$135.00
696	020-280-042-000	\$135.00
6379	020-280-050-000	\$135.00
5887	020-300-019-000	\$135.00
3926	020-300-021-000	\$135.00
5535	020-320-013-000	\$135.00
5704	020-340-014-000	\$135.00
3940	020-340-022-000	\$135.00
5888	020-340-030-000	\$135.00
6371	020-340-031-000	\$135.00
5650	020-360-002-000	\$270.00
6652	020-360-015-000	\$729.00
3943	020-360-019-000	\$135.00
3944	020-370-008-000	\$135.00
3949	020-380-002-000	\$135.00
182	020-380-007-000	\$202.50
3950	020-380-010-000	\$135.00
6255	020-380-014-000	\$135.00
6380	020-390-004-000	\$135.00
5890	020-390-005-000	\$135.00
5537	020-400-005-000	\$67.50
5379	020-410-002-000	\$270.00
3961	020-410-016-000	\$135.00
3962	020-410-017-000	\$135.00
698	020-430-006-000	\$135.00
444	020-460-010-000	\$135.00
3968	020-470-004-000	\$135.00
5602	020-480-001-530	\$270.00
5969	020-480-005-000	\$270.00
3971	020-490-004-000	\$135.00
3972	020-490-012-000	\$135.00
3974	020-500-002-000	\$135.00
5970	020-510-013-000	\$270.00
3980	020-510-020-000	\$135.00
5381	020-510-036-000	\$270.00
447	020-510-039-000	\$135.00
5539	020-510-040-000	\$135.00
701	020-520-020-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
184	021-160-011-000	\$67.50
6260	021-160-024-000	\$135.00
3992	021-190-009-000	\$135.00
5383	021-190-011-000	\$270.00
5895	021-190-013-000	\$135.00
3994	021-200-005-000	\$135.00
185	021-200-017-000	\$135.00
3997	021-200-018-000	\$135.00
5384	022-010-045-000	\$270.00
5385	022-010-050-000	\$270.00
5605	022-040-015-000	\$270.00
4006	022-080-009-000	\$135.00
4012	022-090-012-000	\$135.00
5387	022-090-030-000	\$270.00
4014	022-090-031-000	\$135.00
5388	022-110-015-000	\$270.00
5389	022-110-016-000	\$270.00
702	022-110-020-000	\$135.00
4017	022-120-006-000	\$135.00
4018	022-120-010-000	\$135.00
4020	022-150-005-000	\$135.00
26	022-200-036-000	\$135.00
5898	022-210-004-000	\$135.00
4023	022-210-013-000	\$135.00
4024	022-210-014-000	\$135.00
31	022-210-020-000	\$135.00
4025	022-220-001-000	\$135.00
4026	022-230-007-000	\$135.00
5541	022-240-010-000	\$135.00
4027	022-240-015-000	\$135.00
4037	022-260-034-000	\$135.00
4039	022-260-039-000	\$135.00
5391	022-260-040-000	\$270.00
5708	022-270-016-000	\$135.00
4042	022-290-007-000	\$135.00
4043	022-290-013-000	\$135.00
4050	022-350-003-000	\$135.00
4051	022-350-009-000	\$135.00
198	022-350-022-000	\$270.00
4055	022-360-001-000	\$135.00
4056	022-360-003-000	\$135.00
4058	022-360-019-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
4059	023-210-015-000	\$135.00
4060	023-260-023-000	\$135.00
7054	024-010-010-000	\$135.00
451	024-010-011-000	\$135.00
4062	024-010-047-000	\$135.00
6381	024-010-048-000	\$135.00
454	024-010-050-000	\$135.00
4063	024-020-004-000	\$135.00
4064	024-020-007-000	\$135.00
4072	024-030-034-000	\$135.00
4079	024-050-032-000	\$135.00
4084	024-050-047-000	\$135.00
5544	024-050-048-000	\$67.50
4088	024-050-063-000	\$135.00
4096	024-070-019-000	\$135.00
5394	024-080-023-000	\$270.00
4108	024-090-009-000	\$135.00
5395	024-100-005-000	\$270.00
4113	024-100-009-000	\$135.00
4115	024-100-012-000	\$135.00
4126	024-120-016-000	\$135.00
4127	024-120-017-000	\$135.00
4145	024-120-055-000	\$135.00
6264	024-120-056-000	\$135.00
4146	024-120-057-000	\$35.00
4153	024-130-005-000	\$135.00
4157	024-140-006-000	\$135.00
4165	024-140-014-000	\$135.00
4192	024-150-015-000	\$135.00
4197	024-150-026-000	\$135.00
4203	024-150-036-000	\$135.00
4255	024-190-050-000	\$135.00
5907	024-190-051-000	\$135.00
4258	024-190-061-000	\$135.00
4260	024-190-065-000	\$135.00
51	024-190-067-000	\$135.00
6268	024-190-068-000	\$135.00
462	024-190-070-000	\$135.00
4263	024-190-074-000	\$135.00
15	024-220-055-000	\$135.00
4273	024-230-013-000	\$135.00
468	024-260-022-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
5551	024-260-026-000	\$135.00
5552	024-270-004-000	\$135.00
4290	024-270-011-000	\$135.00
4291	024-270-012-000	\$135.00
124	024-280-002-000	\$67.50
4294	024-290-006-000	\$135.00
6271	024-290-012-000	\$135.00
6272	024-300-002-000	\$135.00
4298	024-300-007-000	\$135.00
4308	024-310-008-000	\$135.00
475	024-310-019-000	\$135.00
6431	024-340-010-000	\$135.00
478	024-360-021-000	\$135.00
4349	024-360-032-000	\$135.00
4351	024-360-034-000	\$135.00
482	024-360-039-000	\$135.00
6432	024-370-010-000	\$135.00
4366	024-380-031-000	\$135.00
483	024-390-024-000	\$135.00
5404	024-410-013-000	\$270.00
4385	024-420-010-000	\$135.00
4393	024-430-017-000	\$135.00
487	024-430-020-000	\$135.00
4397	024-430-022-000	\$135.00
4405	024-430-035-000	\$135.00
490	024-430-038-000	\$135.00
496	024-430-074-000	\$135.00
4423	024-430-086-000	\$35.00
4424	024-430-087-000	\$135.00
4429	024-450-008-000	\$135.00
4430	024-450-011-000	\$135.00
4438	024-450-038-000	\$135.00
6279	024-460-006-000	\$135.00
6280	024-460-010-000	\$135.00
5916	024-460-011-000	\$135.00
5917	024-460-012-000	\$135.00
504	024-460-013-000	\$135.00
505	024-460-014-000	\$135.00
4445	024-460-031-000	\$135.00
4449	024-460-041-000	\$135.00
4451	024-460-043-000	\$135.00
4458	024-470-003-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
4461	024-470-008-000	\$135.00
5974	024-470-023-000	\$135.00
4477	024-470-031-000	\$135.00
4482	024-470-043-000	\$135.00
6284	024-470-048-000	\$135.00
4489	024-480-007-000	\$135.00
4501	024-480-021-000	\$135.00
4502	024-480-022-000	\$135.00
4503	024-480-023-000	\$135.00
4509	024-490-004-000	\$35.00
4512	024-490-009-000	\$135.00
4518	024-490-019-000	\$135.00
4520	024-490-021-000	\$135.00
4522	024-490-023-000	\$135.00
4524	024-490-025-000	\$135.00
4531	024-490-052-000	\$135.00
4532	024-490-053-000	\$135.00
6672	024-500-005-000	\$270.00
6673	024-500-010-000	\$810.00
6674	024-500-012-000	\$405.00
4542	024-500-042-000	\$135.00
6678	024-500-064-000	\$675.00
6679	024-500-065-000	\$2,970.00
4546	024-510-006-000	\$135.00
4547	024-510-008-000	\$135.00
513	024-510-020-000	\$135.00
6687	024-510-050-000	\$135.00
4556	024-510-052-000	\$135.00
6691	024-520-004-000	\$270.00
4564	024-520-012-000	\$135.00
4565	024-520-018-000	\$135.00
6435	024-520-025-000	\$135.00
5922	024-520-030-000	\$135.00
4571	024-520-036-000	\$135.00
4573	024-520-038-000	\$135.00
4574	024-530-001-000	\$135.00
4590	024-540-011-000	\$135.00
4605	024-550-006-000	\$135.00
4612	024-560-001-000	\$135.00
5923	024-560-002-000	\$135.00
4615	024-560-017-000	\$135.00
5924	024-570-003-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
520	024-570-011-000	\$135.00
6289	024-570-012-000	\$135.00
4620	024-570-020-000	\$135.00
4627	024-580-007-000	\$135.00
4629	024-580-009-000	\$135.00
4635	024-580-017-000	\$135.00
4647	024-600-014-000	\$135.00
4648	024-600-015-000	\$135.00
4651	024-600-021-000	\$135.00
4653	024-600-024-000	\$135.00
4655	024-600-026-000	\$135.00
4665	024-610-016-000	\$135.00
4666	024-610-017-000	\$135.00
4668	024-610-020-000	\$135.00
4675	024-620-001-000	\$135.00
4678	024-620-004-000	\$135.00
4686	024-640-009-000	\$135.00
6295	024-650-004-000	\$135.00
6299	024-650-042-000	\$135.00
4699	024-650-043-000	\$135.00
4701	024-670-025-000	\$135.00
4712	024-670-048-000	\$135.00
5553	024-680-023-000	\$67.50
4727	024-680-024-000	\$135.00
4729	024-680-027-000	\$135.00
4732	024-680-030-000	\$135.00
4735	024-680-035-000	\$135.00
128	024-680-050-000	\$67.50
6302	024-680-059-000	\$135.00
4743	024-690-006-000	\$135.00
4747	024-690-013-000	\$35.00
4748	024-690-017-000	\$135.00
4757	025-010-011-000	\$135.00
7060	025-020-008-000	\$135.00
130	025-080-024-000	\$67.50
4773	025-090-024-000	\$135.00
4774	025-090-027-000	\$135.00
4775	025-090-034-000	\$135.00
6304	025-090-040-000	\$135.00
535	025-090-048-000	\$135.00
4777	025-100-002-000	\$135.00
4779	025-100-015-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
704	025-100-039-000	\$135.00
4793	025-110-041-000	\$135.00
536	025-110-045-000	\$135.00
4798	025-110-053-000	\$135.00
537	025-140-006-000	\$135.00
6307	025-140-017-000	\$135.00
4811	025-140-019-000	\$135.00
539	025-140-023-000	\$135.00
5932	025-140-025-000	\$135.00
4814	025-140-039-000	\$135.00
4822	025-170-033-000	\$135.00
4835	025-180-037-000	\$135.00
4836	025-180-038-000	\$135.00
4842	025-200-014-000	\$135.00
5652	025-200-019-000	\$270.00
6308	025-220-011-000	\$135.00
5451	025-220-014-000	\$405.00
5933	025-220-015-000	\$135.00
6309	025-240-021-000	\$135.00
4851	025-250-012-000	\$135.00
4852	025-250-015-000	\$135.00
5610	025-250-016-000	\$270.00
4856	025-250-030-000	\$135.00
4861	025-260-004-000	\$135.00
4862	025-260-005-000	\$135.00
4866	025-260-025-000	\$135.00
549	025-270-003-000	\$135.00
5934	025-270-004-000	\$135.00
551	025-270-029-000	\$135.00
4880	025-270-050-000	\$135.00
4885	025-290-013-000	\$135.00
4889	025-290-021-000	\$135.00
6314	025-290-026-000	\$135.00
4892	025-290-040-000	\$135.00
5941	025-310-019-000	\$135.00
6446	025-320-022-000	\$135.00
5420	025-320-032-000	\$270.00
4916	025-320-067-000	\$135.00
4917	025-320-068-000	\$135.00
4918	025-320-082-000	\$35.00
4919	025-330-005-000	\$135.00
134	025-330-007-000	\$67.50

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
4922	025-330-015-000	\$135.00
4927	025-350-004-000	\$135.00
5421	025-350-005-000	\$270.00
6704	025-350-010-000	\$135.00
565	025-350-022-000	\$135.00
6866	025-350-025-000	\$3,780.00
4936	025-350-029-000	\$135.00
4939	025-350-035-000	\$135.00
4941	025-350-037-000	\$135.00
4944	025-350-040-000	\$135.00
4951	025-350-047-000	\$135.00
566	025-350-053-000	\$135.00
5558	025-400-019-000	\$135.00
6705	025-410-003-000	\$270.00
5559	025-410-016-000	\$270.00
570	025-410-026-000	\$135.00
4962	025-420-004-000	\$135.00
4964	025-430-004-000	\$135.00
4966	025-430-013-000	\$135.00
6328	025-460-009-000	\$135.00
4981	025-470-006-000	\$135.00
4988	025-480-010-000	\$135.00
5950	025-510-002-000	\$135.00
5951	025-510-004-000	\$135.00
6009	025-510-010-000	\$135.00
6333	025-510-014-000	\$135.00
5014	025-530-026-000	\$135.00
5015	025-530-031-000	\$135.00
5017	025-530-033-000	\$135.00
5018	025-530-035-000	\$135.00
591	025-540-011-000	\$135.00
5023	025-540-019-000	\$35.00
593	025-540-025-000	\$135.00
5027	025-540-035-000	\$135.00
6338	025-540-042-000	\$135.00
6339	025-540-045-000	\$135.00
5031	025-540-048-000	\$135.00
5032	025-550-009-000	\$135.00
6791	025-550-011-000	\$135.00
595	025-550-014-000	\$135.00
5045	025-570-008-000	\$135.00
5055	025-570-020-000	\$135.00

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

BILL #	PARCEL NUMBER	AMOUNT DUE
599	025-570-033-000	\$135.00
5068	025-570-035-000	\$135.00
5070	025-570-038-000	\$135.00
5082	025-570-050-000	\$135.00
5087	025-580-001-000	\$135.00
5088	025-580-002-000	\$135.00
5091	025-580-005-000	\$135.00
5093	025-580-007-000	\$135.00
5094	025-580-008-000	\$135.00
5096	025-580-010-000	\$135.00
6345	025-580-020-000	\$135.00
5115	025-590-001-000	\$135.00
5119	025-590-005-000	\$135.00
5122	025-590-008-000	\$135.00
5124	025-590-010-000	\$135.00
5125	025-590-011-000	\$135.00
5127	025-590-013-000	\$135.00
5136	025-590-026-000	\$135.00
5139	025-590-029-000	\$135.00
5140	025-590-030-000	\$135.00
5146	025-590-036-000	\$135.00
5149	025-590-039-000	\$135.00
5150	025-590-040-000	\$35.00
5159	025-590-049-000	\$135.00
5163	025-590-053-000	\$135.00
604	025-600-001-000	\$135.00
5168	025-600-004-000	\$135.00
6010	025-600-008-000	\$135.00
606	025-600-015-000	\$135.00
608	025-610-002-000	\$135.00
5178	025-610-006-000	\$135.00
611	025-620-012-000	\$135.00
5185	025-620-013-000	\$35.00
6011	025-630-006-000	\$135.00
6354	025-630-008-000	\$135.00
5193	025-630-027-000	\$135.00
5210	025-640-007-000	\$135.00
5215	025-650-007-000	\$135.00
5612	025-660-011-000	\$270.00
6014	025-660-033-000	\$135.00
5426	025-670-015-000	\$70.00
		<u>\$230,310.45</u>

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

Solid Rec #	Asmt #	ROLL AMT
BILL #	PARCEL NUMBER	AMOUNT DUE
6937	000-000-080-002	\$135.00
6942	000-000-080-007	\$135.00
6943	000-000-080-009	\$225.45
6950	000-000-080-020	\$3,780.00
6955	000-000-080-026	\$1,080.00
6960	000-000-080-034	\$135.00
6974	000-000-080-702	\$270.00
6976	000-000-080-706	\$270.00
6981	910-000-085-000	\$135.00
6982	910-000-086-000	\$135.00
6985	910-000-089-000	\$135.00
6986	910-000-090-000	\$135.00
6988	910-000-092-000	\$135.00
6993	910-000-097-000	\$135.00
7001	850-000-012-000	\$135.00
7002	850-000-014-000	\$67.50
7010	850-000-027-000	\$135.00
7014	850-000-031-000	\$67.50
7017	850-000-034-000	\$135.00
7023	850-000-044-000	\$135.00
7024	850-000-046-000	\$67.50
7025	850-000-047-000	\$135.00
7030	850-000-054-000	\$135.00
7033	850-000-057-000	\$67.50
7035	850-000-060-000	\$135.00
		<u>\$8,055.45</u>

2021/2022 DELINQUENT LIST
REGARDING THE SOLID WASTE PARCEL FEE

SECURED	\$230,310.45
UNSECURED	<u>\$8,055.45</u>
TOTAL	<u><u>\$238,365.90</u></u>

2021/2022
SUPPLEMENTAL PAYMENTS RECEIVED

BILL #	PARCEL #	AMOUNT
7017	850-000-034-000	\$ 100.00
140	008-400-055-000	\$ 135.00
184	021-160-011-000	\$ 67.50
823	001-172-030-000	\$ 135.00
946	002-060-007-000	\$ 35.00
1116	005-370-006-000	\$ 30.00
1248	007-450-003-000	\$ 135.00
1439	007-620-028-000	\$ 100.00
1770	008-490-029-000	\$ 135.00
2022	008-820-003-000	\$ 135.00
2039	008-850-012-000	\$ 135.00
2223	010-330-034-000	\$ 100.00
2779	014-110-007-000	\$ 100.00
2866	014-190-025-000	\$ 135.00
2934	014-290-011-000	\$ 135.00
2936	014-290-016-000	\$ 100.00
3108	014-460-020-000	\$ 135.00
3228	015-320-002-000	\$ 135.00
3324	015-420-049-000	\$ 135.00
3498	017-370-051-000	\$ 135.00
3499	017-370-052-000	\$ 135.00
3623	018-200-026-000	\$ 135.00
3682	018-470-004-000	\$ 135.00
3748	019-040-021-000	\$ 135.00
3811	019-340-047-000	\$ 135.00
3838	019-500-023-000	\$ 135.00
3890	019-750-018-000	\$ 135.00
4025	022-220-001-000	\$ 135.00
4397	024-430-022-000	\$ 135.00
4451	024-460-043-000	\$ 135.00
4556	024-510-052-00	\$ 135.00
4716	024-680-001-000	\$ 135.00
4798	025-110-053-000	\$ 131.15
4861	025-260-004-000	\$ 135.00
4862	025-260-005-000	\$ 135.00
5091	025-580-005-000	\$ 135.00
5168	025-600-004-000	\$ 135.00
5432	008-130-001-000	\$ 405.00
6162	015-380-002-000	\$ 135.00
6198	017-370-013-000	\$ 135.00
6309	025-240-021-000	\$ 135.00
6369	019-690-031-000	\$ 135.00
6842	015-300-053-000	\$ 2,400.00
6854	008-070-013-000	\$ 475.00
6935	000-000-080-000	\$ 135.00
6937	000-000-008-002	\$ 135.00
7017	850-000-034-000	\$ 100.00
TOTAL PAYMENTS		<u>\$ 8,733.65</u>

TRINITY COUNTY
Item Report 4.1

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:

Phone:

4.1 Reports/Announcements

Requested Action:

- I. Report from Department Heads
- II. Report from County Administrative Officer
- III. Report from Members of the Board of Supervisors

TRINITY COUNTY
Item Report 5.1

Meeting Date: 8/3/2021

Department:
Health and Human Services

Contact:
Elizabeth Hamilton

Phone:
530-623-1265

5.1 Local Emergency: Drought

Requested Action:

Ratify the Director of Emergency Services proclamation and confirm the existence of a local emergency in Trinity County pertaining to drought conditions

Fiscal Impact:

Potential loss of reimbursement revenue from State and Federal sources.

Summary:

The County of Trinity is in levels D2 - Severe and D3 - Extreme level on the drought monitor. On May 10, 2021, Governor Gavin Newsom proclaimed a drought emergency for the State of California, including Trinity County. The language of the state proclamation was last updated on July 8, 2021 (attached). To best protect the safety and health of the residents of the County in regard to decreasing amounts of water available for personal drinking water as well as livestock and agricultural uses and to secure possible reimbursement for County-incurred expenses, the Office of Emergency Services recommends the Board of Supervisors ratify the attached Proclamation of a Local Drought Emergency.

Alternatives Including Financial Implications:

Reject the proclamation and provide further direction to staff.

Departmental Recommendation:

It is staff's recommendation that the Board ratify the Proclamation of a Local Drought Emergency for the County of Trinity.

ATTACHMENTS:

Description

State Proclamation 7.8.21

7.20.21 drought monitor NWS

Local Emergency Proclamation - Drought

EXECUTIVE DEPARTMENT
STATE OF CALIFORNIA

PROCLAMATION OF A STATE OF EMERGENCY

WHEREAS climate change is intensifying the impacts of droughts on our communities, environment, and economy, and California is in a second consecutive year of dry conditions, resulting in drought in all parts of the State and extreme or exceptional drought in most of the State; and

WHEREAS in response to climate change and worsening drought conditions, I issued proclamations on April 12 and May 10, 2021, proclaiming drought emergencies in the counties of Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kern, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba, which have faced the most dire and severe drought conditions; and

WHEREAS since my May 10, 2021 Proclamation, California's water supplies continue to be severely depleted, and high temperatures are now increasing water loss from reservoirs and streams (especially north of the Tehachapi Mountains), and thus demands by communities and agriculture have increased, supplies of cold water needed for salmon and other anadromous fish that are relied upon by tribal, commercial, and recreational fisheries have been reduced, and risk has increased of drought impacts continuing in 2022 because of continued water loss from climate change-driven warming temperatures and less water available in reservoirs and streams from two years of below average precipitation; and

WHEREAS the counties of Inyo, Marin, Mono, Monterey, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, and Santa Cruz are now experiencing emergency drought conditions as well; and

WHEREAS it is necessary to expeditiously mitigate the effects of the drought conditions to ensure the protection of health, safety, and the environment; and

WHEREAS under Government Code Section 8558(b), I find that the conditions caused by the drought, by reason of their magnitude, are or are likely to be beyond the control of the services, personnel, equipment, and facilities of any single local government and require the combined forces of a mutual aid region or regions to appropriately respond; and

WHEREAS under Government Code Section 8625(c), I find that local authority is inadequate to cope with the drought conditions; and

WHEREAS to protect public health and safety, it is critical the State take certain immediate actions without undue delay to prepare for and mitigate the effects of the drought conditions, and under Government Code Section 8571, I

find that strict compliance with various statutes and regulations specified in this proclamation would prevent, hinder, or delay the mitigation of the effects of the drought conditions.

NOW THEREFORE, I, GAVIN NEWSOM, Governor of the State of California, in accordance with the authority vested in me by the State Constitution and statutes, including the California Emergency Services Act, and in particular, Section 8625, **HEREBY PROCLAIM A STATE OF EMERGENCY** to exist due to drought in the additional nine counties of Inyo, Marin, Mono, Monterey, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, and Santa Cruz, such that a drought state of emergency is now in effect in 50 counties (collectively, "Proclaimed Drought Counties").

IT IS HEREBY ORDERED THAT:

- 1) All agencies of the state government are to utilize and employ state personnel, equipment, and facilities for the performance of any and all activities consistent with the direction of the Governor's Office of Emergency Services and the State Emergency Plan. Also, to protect their safety, all residents are to obey the direction of emergency officials with regard to this emergency in order to protect their safety.
- 2) The orders and provisions contained in my April 21, 2021 and May 10, 2021 Proclamations remain in full force and effect, except as modified herein. State agencies shall continue to implement all directions from those Proclamations and accelerate implementation where feasible.
- 3) Consistent with the policies stated in Water Code Section 1011.5(a), local agencies are encouraged to take actions to coordinate use of their available supplies and to substitute an alternate supply of groundwater from existing groundwater wells for the unused portion of surface water that the local agency is otherwise entitled to use. For actions taken pursuant to this paragraph in the Proclaimed Drought Counties, the provisions of Chapter 3 (commencing with Section 85225) of Part 3 of Division 35 of the Water Code and regulations adopted pursuant thereto are suspended for any (a) actions taken by state agencies pursuant to this paragraph, (b) actions taken by a local agency where the state agency with primary responsibility for implementing the directive concurs that local action is required, and (c) permits or approvals necessary to carry out actions under (a) or (b). The entities implementing this paragraph shall maintain on their websites a list of all activities or approvals that rely on the suspension of the foregoing Water Code provisions.
- 4) To ensure adequate, minimal water supplies in the Proclaimed Drought Counties for purposes of health, safety, and the environment, the State Water Resources Control Board (Water Board) shall consider modifying requirements for reservoir releases or diversion limitations to conserve water upstream later in the year in order to protect cold water pools for salmon and steelhead, enhance instream conditions for fish and wildlife, improve water quality, protect carry over storage, or ensure minimum health and safety water supplies. The Water Board shall require monitoring and evaluation of any such changes to inform future actions. Nothing in this paragraph limits the effect of operative paragraph 4 of my May 10, 2021 Proclamation.

- 5) To support voluntary approaches where hydrology and other conditions allow, the Water Board shall expeditiously consider water transfers requests with respect to the Proclaimed Drought Counties. For purposes of carrying out this paragraph, the following requirements of the Water Code are suspended:
- a. Section 1726(d) requirements for written notice and newspaper publication, provided that the Water Board shall post notice on its website and provide notice through electronic subscription services where interested persons can request information about temporary changes; and
 - b. Section 1726(f) requirement of a 30-day comment period, provided that the Water Board shall afford a 15-day comment period.
- 6) Operative paragraph 8 of my April 21, 2021 Proclamation and operative paragraph 2 of my May 10, 2021 Proclamation are withdrawn and superseded by the following which shall apply in the Proclaimed Drought Counties.

As necessary to assist local governments and for the protection of public health and the environment, state agencies shall enter into contracts to arrange for the procurement of materials, goods, and services necessary to quickly assist with the response to and recovery from the impacts of the drought. Applicable provisions of the Government Code and the Public Contract Code, including but not limited to travel, advertising, and competitive bidding requirements, are suspended to the extent necessary to address the effects of the drought. Approval of the Department of Finance is required prior to the execution of any contract entered into pursuant to this provision.

- 7) Operative paragraph 7 of my May 10, 2021 Proclamation is withdrawn and superseded by the following which shall apply in the Proclaimed Drought Counties:

To prioritize drought response and preparedness resources, the Department of Water Resources, the Water Board, the Department of Fish and Wildlife, and the Department of Food and Agriculture, in consultation with the Department of Finance, shall:

- a. Accelerate funding for water supply enhancement, water conservation, or species conservation projects.
- b. Identify unspent funds that can be repurposed to enable projects to address drought impacts to people, ecosystems, and economic activities.
- c. Recommend additional financial support for groundwater substitution pumping to support Pacific flyway habitat needs in the lower Sacramento River and Feather River portions of the Central Valley in the Fall of 2021.

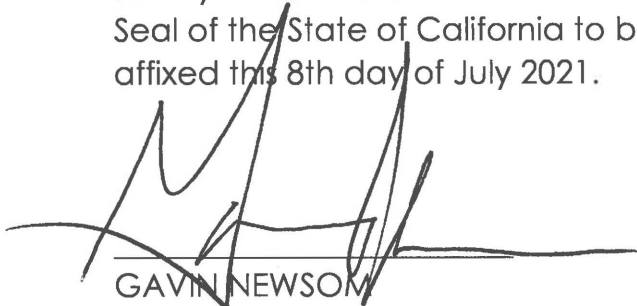
- 8) To ensure protection of water in the Proclaimed Drought Counties needed for health, safety, and the environment, the Water Board shall consider emergency regulations to curtail water diversions when water is not available at water right holders' priority of right or to protect releases of stored water.
- 9) To ensure critical instream flows for species protection, the Water Board and Department of Fish and Wildlife shall evaluate the minimum instream flows and other actions needed to protect salmon, steelhead, and other native fishes in critical streams systems in the State and work with water users and other parties on voluntary measures to implement those actions. To the extent voluntary actions are not sufficient, the Water Board, in coordination with the Department of Fish and Wildlife, shall consider emergency regulations to establish minimum drought instream flows in the Proclaimed Drought Counties.
- 10) To proactively prevent situations where a community runs out of drinking water, the Water Board, the Department of Water Resources, the Office of Emergency Services, and the Office of Planning and Research shall assist local agencies in the Proclaimed Drought Counties with identifying acute drinking water shortages in domestic water supplies, and shall work with local agencies in implementing solutions to those water shortages.
- 11) The Department of Fish and Wildlife, in consultation with the Department of Water Resources and the Water Board, shall identify and coordinate actions to mitigate drought-related fisheries impacts in critical stream systems and identify possible mechanisms for accomplishing those actions.
- 12) For purposes of carrying out or approving any actions contemplated by the directives in operative paragraphs 4 through 9, in the Proclaimed Drought Counties, the environmental review by state agencies required by the California Environmental Quality Act in Public Resources Code, Division 13 (commencing with Section 21000) and regulations adopted pursuant to that Division are hereby suspended to the extent necessary to address the impacts of the drought.

For purposes of carrying out the directives in operative paragraph 3 and 10, in the Proclaimed Drought Counties, for any (a) actions taken by the listed state agencies pursuant to that directive, (b) actions taken by a local agency where the Office of Planning and Research concurs that local action is required, and (c) permits necessary to carry out actions under (a) or (b), Public Resources Code, Division 13 (commencing with Section 21000) and regulations adopted pursuant to that Division are hereby suspended to the extent necessary to address the impacts of the drought. The entities implementing these directives shall maintain on their websites a list of all activities or approvals for which these provisions are suspended.

This Proclamation is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of California, its agencies, departments, entities, officers, employees, or any other person.


I FURTHER DIRECT that as soon as hereafter possible, this proclamation be filed in the Office of the Secretary of State and that widespread publicity and notice be given of this proclamation.

IN WITNESS WHEREOF I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 8th day of July 2021.


GAVIN NEWSOM

Governor of California

ATTEST:


SHIRLEY WEBER

Secretary of State



Weekly Drought Update

National Weather Service - Eureka

Issued: 2 pm Thursday July 22, 2021

Point of Contact: NWS Operations [24/7/365] at (707) 443-6484

KEY POINTS

- Moderate to exceptional drought conditions persist across Northwest California
- Higher chances of below normal precipitation for Humboldt, Trinity, Mendocino, and Lake counties through October 2021.
- Even chances of below and above normal precipitation for Del Norte County through October 2021.
- Drought conditions are expected to persist across California through October 2021.

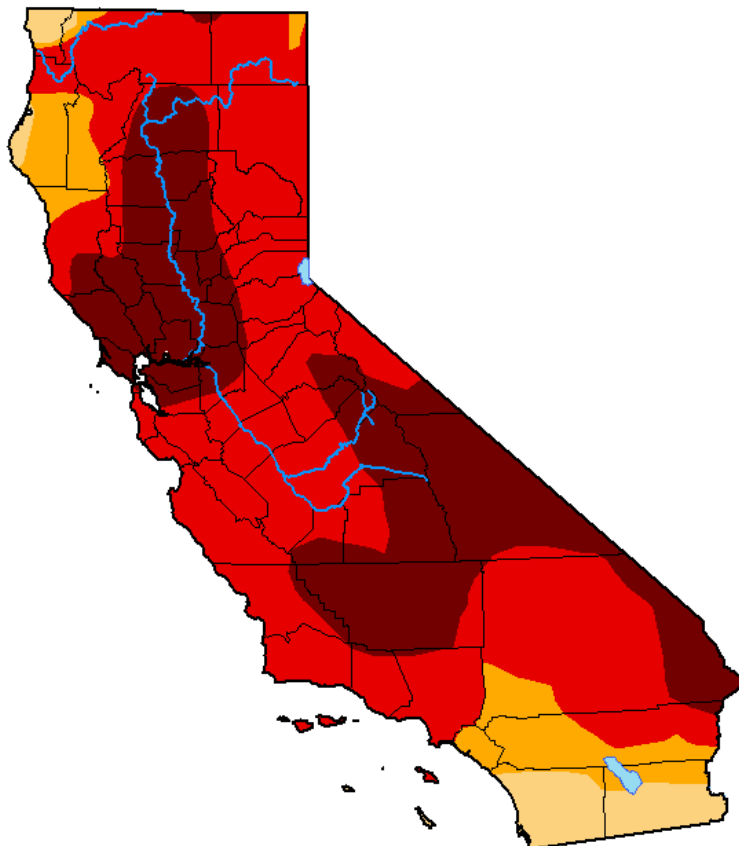
Changes from the last update are highlighted

FORECAST GRAPHICS

Current Drought Status

<https://droughtmonitor.unl.edu/CurrentMap/StateDroughtMonitor.aspx?CA>

U.S. Drought Monitor California



July 20, 2021

(Released Thursday, Jul. 22, 2021)

Valid 8 a.m. EDT

Drought Conditions (Percent Area)

	None	D0	D1	D2	D3	D4
Current	0.00	0.00	5.25	9.00	52.33	33.42
Last Week 07-13-2021	0.00	0.00	5.25	9.02	52.41	33.32
3 Months Ago 04-20-2021	0.00	3.46	11.17	35.51	44.50	5.36
Start of Calendar Year 12-29-2020	0.00	4.83	20.82	40.59	32.56	1.19
Start of Water Year 09-29-2020	15.35	17.00	32.03	22.88	12.74	0.00
One Year Ago 07-21-2020	40.34	11.44	26.71	18.45	3.04	0.00

Intensity:

None	D2 Severe Drought
D0 Abnormally Dry	D3 Extreme Drought
D1 Moderate Drought	D4 Exceptional Drought

The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. For more information on the Drought Monitor, go to <https://droughtmonitor.unl.edu/About.aspx>

Author:

Brad Rippey
U.S. Department of Agriculture

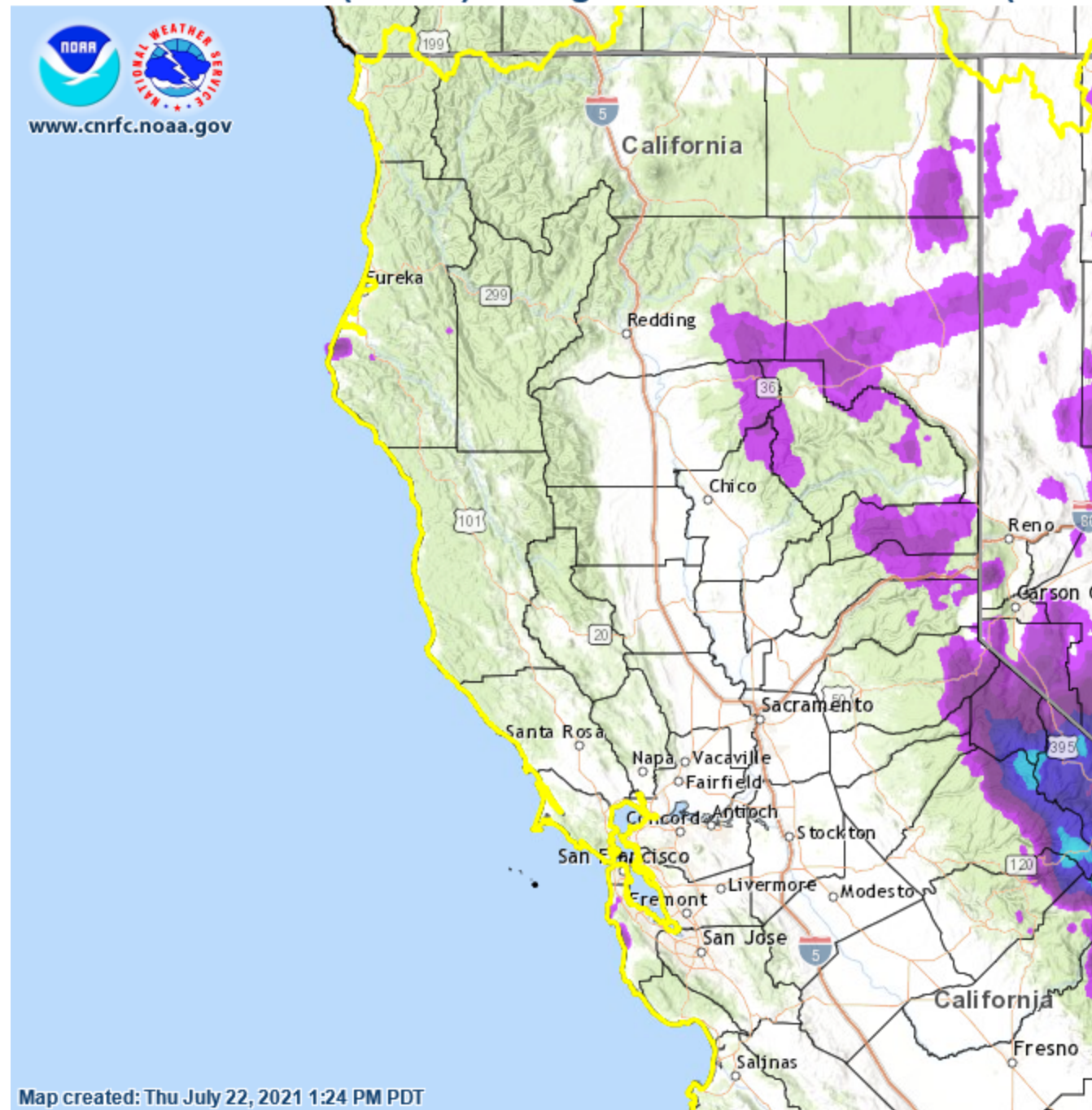


droughtmonitor.unl.edu

6 Day Rainfall Forecast: Thursday July 14 - Wednesday July 20

<https://www.cnrfc.noaa.gov/?product=QPF6day&zoom=7&lat=39.415&lng=-122.892&time=6day&PNGtypeID=QPF&STATES=true&COUNTIES=true>

6-Day Precipitation Forecast u Jul 22 05 AM PDT (22/12Z) through Wed Jul 28 05 AM PDT (28/12Z)



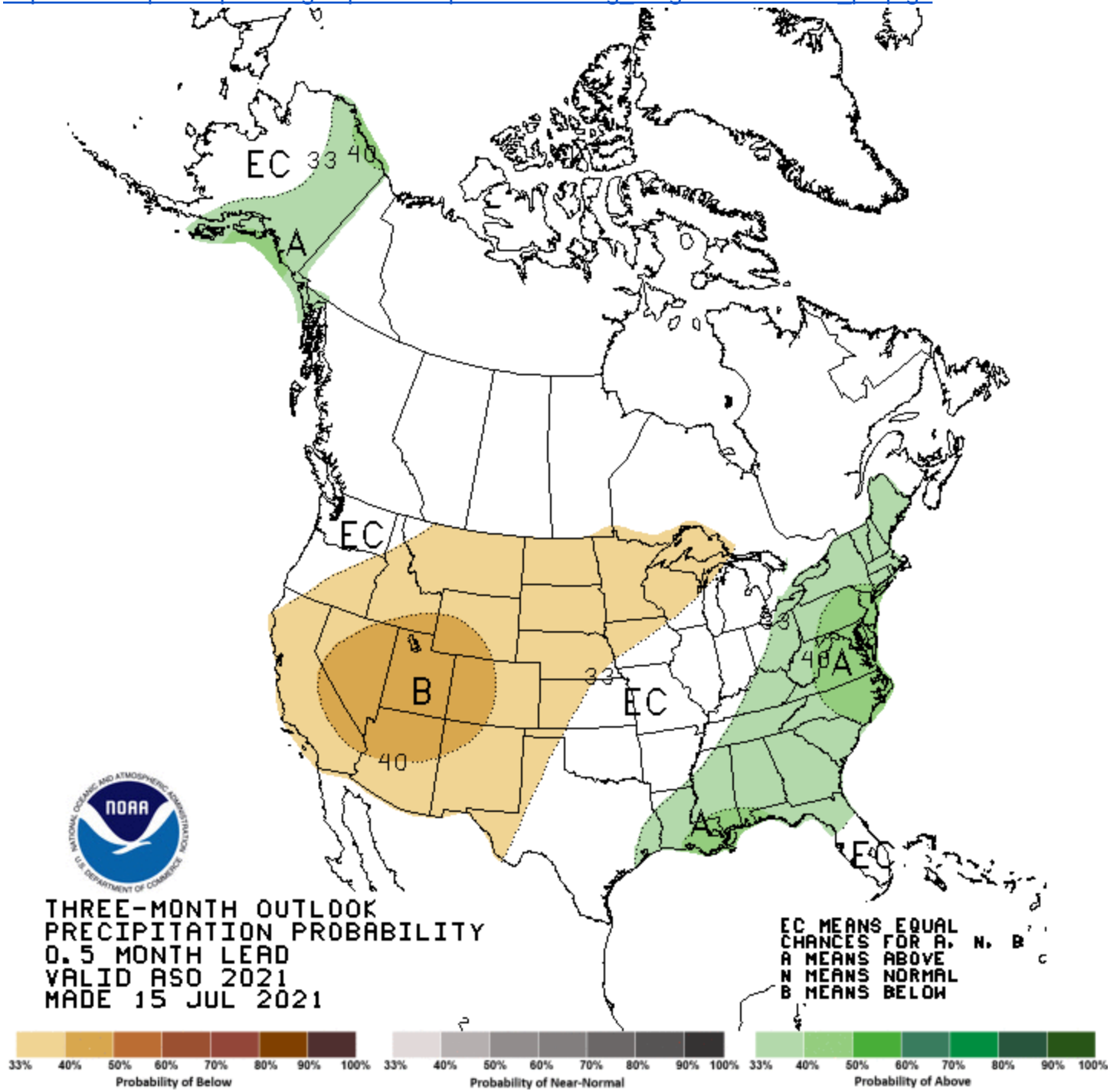
Map created: Thu July 22, 2021 1:24 PM PDT

Precipitation (inches)



Seasonal Precipitation Outlook: August-October 2021

https://www.cpc.ncep.noaa.gov/products/predictions/long_range/lead01/off01_prctp.gif



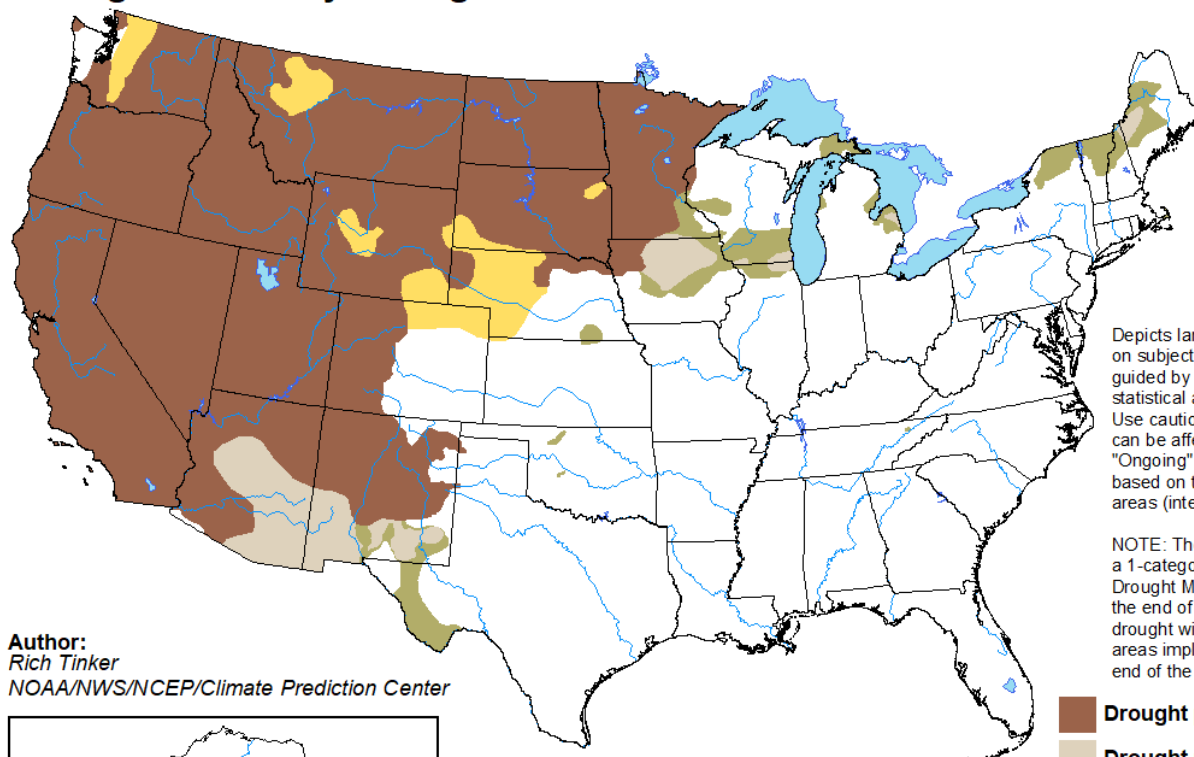
Seasonal Drought Outlook: July - October 2021

https://www.cpc.ncep.noaa.gov/products/expert_assessment/season_drought.png

U.S. Seasonal Drought Outlook

Drought Tendency During the Valid Period

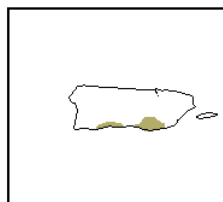
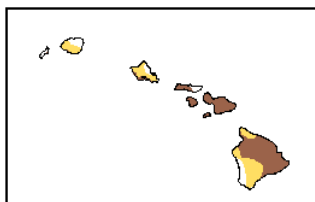
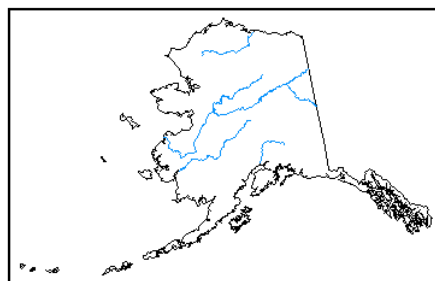
Valid for July 15 - October 31, 2021
Released July 15







Depicts large-scale trends based on subjectively derived probabilities guided by short- and long-range statistical and dynamical forecasts. Use caution for applications that can be affected by short lived events. "Ongoing" drought areas are based on the U.S. Drought Monitor areas (intensities of D1 to D4).

NOTE: The tan areas imply at least a 1-category improvement in the Drought Monitor intensity levels by the end of the period, although drought will remain. The green areas imply drought removal by the end of the period (D0 or none).

Author:
Rich Tinker
NOAA/NWS/NCEP/Climate Prediction Center



-  Drought persists
-  Drought remains but improves
-  Drought removal likely
-  Drought development likely



<http://go.usa.gov/3eZ73>

For the latest forecast updates, visit www.weather.gov/eka.

If you have questions or would like to submit weather reports, photos, or to unsubscribe from these briefings, email eka.hydro@noaa.gov.

**PROCLAMATION OF A LOCAL DROUGHT EMERGENCY BY
THE DIRECTOR OF EMERGENCY SERVICES**

WHEREAS, Section 8630 of the Government Code of the State of California and Section 2.40.070 of the Trinity County Code empowers the Director of Emergency Services to proclaim the existence or threatened existence of a local emergency when this county is affected or likely to be affected by a public calamity and the Board of Supervisors is not in session, subject to ratification by the Board of Supervisors within seven days and reaffirmed every 60 days until such local emergency is terminated; and

WHEREAS, the drought monitor acknowledged that the State of California is experiencing record dry conditions this year; and

WHEREAS, moisture levels have been recorded in the D2- Severe and D3-Extreme level on the drought monitor; and

WHEREAS, persistent drought conditions have negatively impacted and continue to threaten the County's economy and supply of fresh drinking water; and

WHEREAS, conditions of drought exacerbate already perilous fire conditions threatening the communities in the County of Trinity; and


WHEREAS the conditions are predicted to become more extreme within the coming weeks, and;

WHEREAS, the Board of Supervisors of the County of Trinity is not in session and cannot immediately be called into session;

NOW, THEREFORE, IT IS HEREBY PROCLAIMED that a local emergency now exists throughout this county; and

IT IS FURTHER PROCLAIMED AND ORDERED that during the existence of said local emergency the powers, functions, and duties of the Director of Emergency Services and the emergency organization of the county shall be those prescribed by state law, and by ordinance and resolutions of this county approved by the Board of Supervisors, and by the *Trinity Operational Area Emergency Operations Plan*, as approved by the Board of Supervisors.

IT IS FURTHER ORDERED that a copy of this proclamation be forwarded to the Board of Supervisors of the County of Trinity and the Director of the Governor's Office of Emergency Services.



ELIZABETH HAMILTON
Director of Emergency Services
County of Trinity

7-27-2021
Date

TRINITY COUNTY
Item Report 5.2

Meeting Date: 8/3/2021

Department:
Human Resources

Contact:
Shelly Nelson

Phone:
(530) 623-1325

5.2 Allocations: Administration - Grants Division: Program Manager Addition

Requested Action:

Modify the departmental allocation list for Administration - Grants Division to read: Two (2) Program Manager or Grants Coordinator I/II effective August 3, 2021.

Fiscal Impact:

Approximate cost in salary and benefits per month for a Program Manager at A step is \$9,341.

Summary:

The County Administration Department - Grants Division has requested adding one allocation for a program manager to its departmental list of allocations.

The Grants Department has applied for multiple grant funded housing and homeless programs over the past two years and each grant application has been awarded bringing approximately \$980,000 to the administration department. As a result of this, the County must expand its capacity to implement housing programs while continuing to apply for additional grants for all County departments while managing projects currently in operation as a result of other grant awards like CDBG, Cannabis Equity and Parks and Recreation capital development.

Included in both the state and federal budgets for 2021-22 are multiple sources of grant revenue for housing and homelessness that the County anticipates applying for, as long as we have staff to implement. In order to expend already awarded funds and anticipated funds, the County would like to increase the allocation listing for the Administration department - Grants Division to include a Program Manager position that will hold responsibility for implementing housing programs in the County. It is anticipated that the Administration department - Grants Division will also return, at a later date, to increase the allocation listing to increase program staff in the grants department to include housing specialists that will work under the Program Manager. The addition of positions in the grants department will ensure that no grant revenue is disencumbered as a result of underspending.

Funding to cover the Program Manager position will come from multiple funding sources including ESG, Whole Person Care, HHAP, Housing Navigator Program, CDBG PI and others.

Alternatives Including Financial Implications:

Deny the request and direct staff.

Departmental Recommendation:

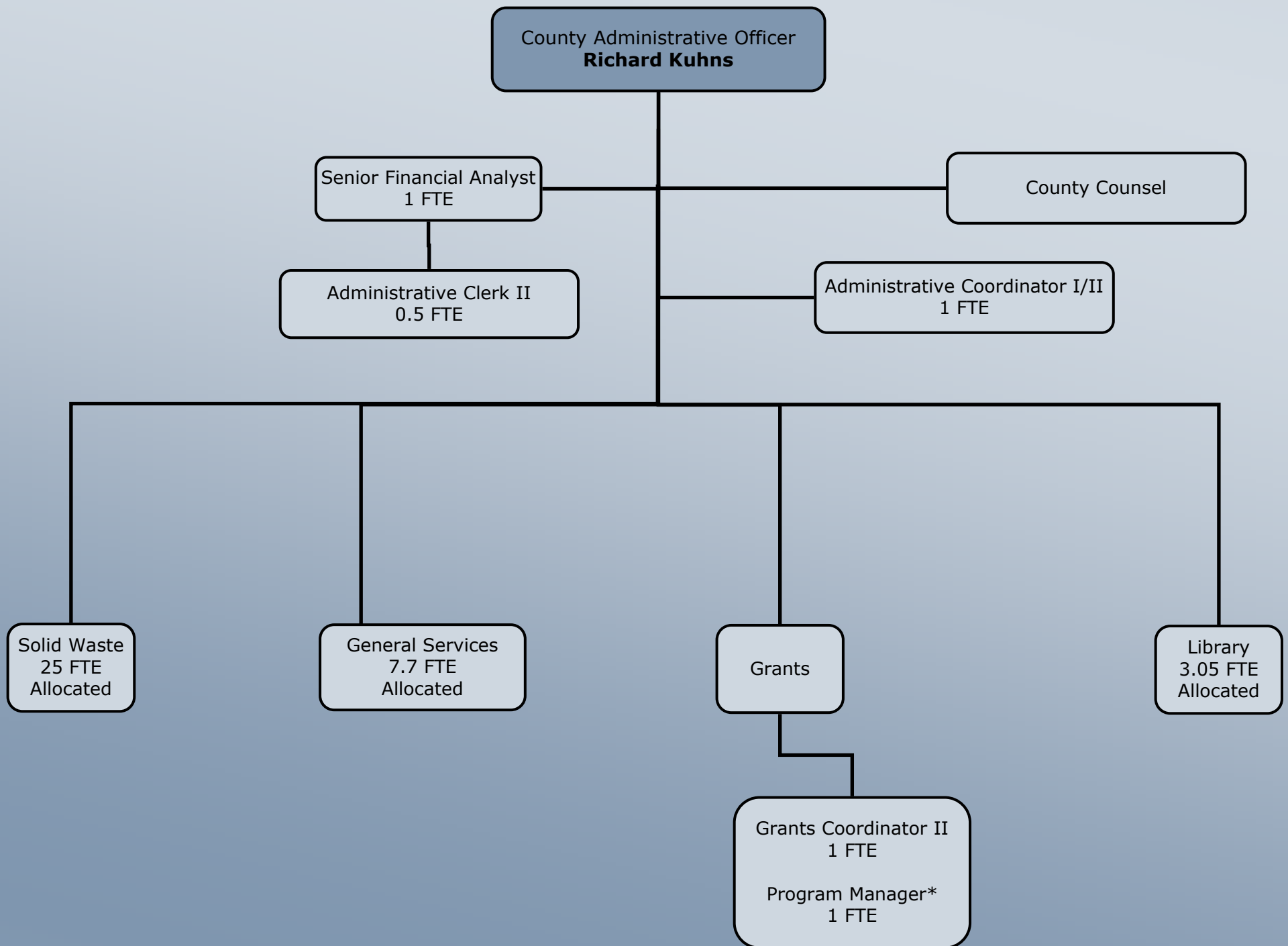
It is staff's recommendation that the Board modify the departmental allocation list for Administration - Grants Division to read: Two (2) Program Manager or Grants Coordinator I/II effective August 3, 2021.

ATTACHMENTS:

Description

Organization chart

Salary & Benefits Worksheet



Payroll Rates - Refer to Budget Forecasting Sheet for Additional Information and Calculations																
All Miscellaneous General & Other Unit; Board of Supervisors; Department Heads - Prior to and After AB340 General Management Department Head									7.65%	42.60%					7.00%	
											\$ 0.13	\$ 862.87				
											\$ 1.12	\$ 868.31	3.00%			
											\$ 1,140.87					
EE ID	Salary		Position Title	FTE	Full Time Hrs/Mo	Base Monthly Salary Rate	Additional Monthly Incentive Pay	# of Mo.	# 1010	# 1100	# 1200	# 1210	# 1300	# 1300	# 1400	Total
	Range	Step							Regular Salary	FICA	County PERS	LIUNA	Benefits	Deferred Comp	UI	
	M237	A	Program Manager	1.00	173.33	5,375.03		1	5,375	411	2,289.76	194	868	161	41	\$ 9,341
Totals				1.00					\$ 5,375	\$ 411	\$ 2,290	\$ 194	\$ 868	\$ 161	\$ 41	\$ 9,341

TRINITY COUNTY

Item Report 5.3

Meeting Date: 8/3/2021

Department:
Human Resources

Contact:
Shelly Nelson

Phone:
5306231325

5.3 Allocations: HHS - Public Health: Nurse & Health Education Specialist series

Requested Action:

Modify the departmental allocation list for Health & Human Services - Public Health Division to read: Three (3) Public Health Nurse I/II, or Community Health Nurse I/II, or Public Health Nursing Supervisor and Three (3) Health Education Specialist I/II, or Community Health Worker I/II effective August 3, 2021.

Fiscal Impact:

No impact to the General Fund; these allocations remain within the Public Health Department.

Summary:

Health & Human Services - Public Health Branch is requesting to modify their departmental listing of allocations by removing one (1) allocation for Health Education Specialist and increasing one (1) allocation for Community Health Nurse I/II or Public Health Nurse I/II for a total of three (3) Nursing positions in the Public Health Branch. This will not be increasing any allocations in total.

Nursing practice focuses on population health and has included working with vulnerable and disenfranchised individuals, families, and communities and across systems to improve health outcomes through health promotion, disease prevention, community engagement, and other activities. Although Health Education Specialists are needed within public health systems, at this time with the continued threat of COVID-19 and the need for nursing expertise to address the myriad of issues facing our communities, an additional nurse is greatly needed at this time.

Departmental Recommendation:

It is staff's recommendation to modify the departmental allocation list for Health & Human Services - Public Health Division to read: Three (3) Public Health Nurse I or II, or Community Health Nurse I or II, or Public Health Nursing Supervisor and Three (3) Health Education Specialist I or II, or Community Health Worker I or II effective August 3, 2021.

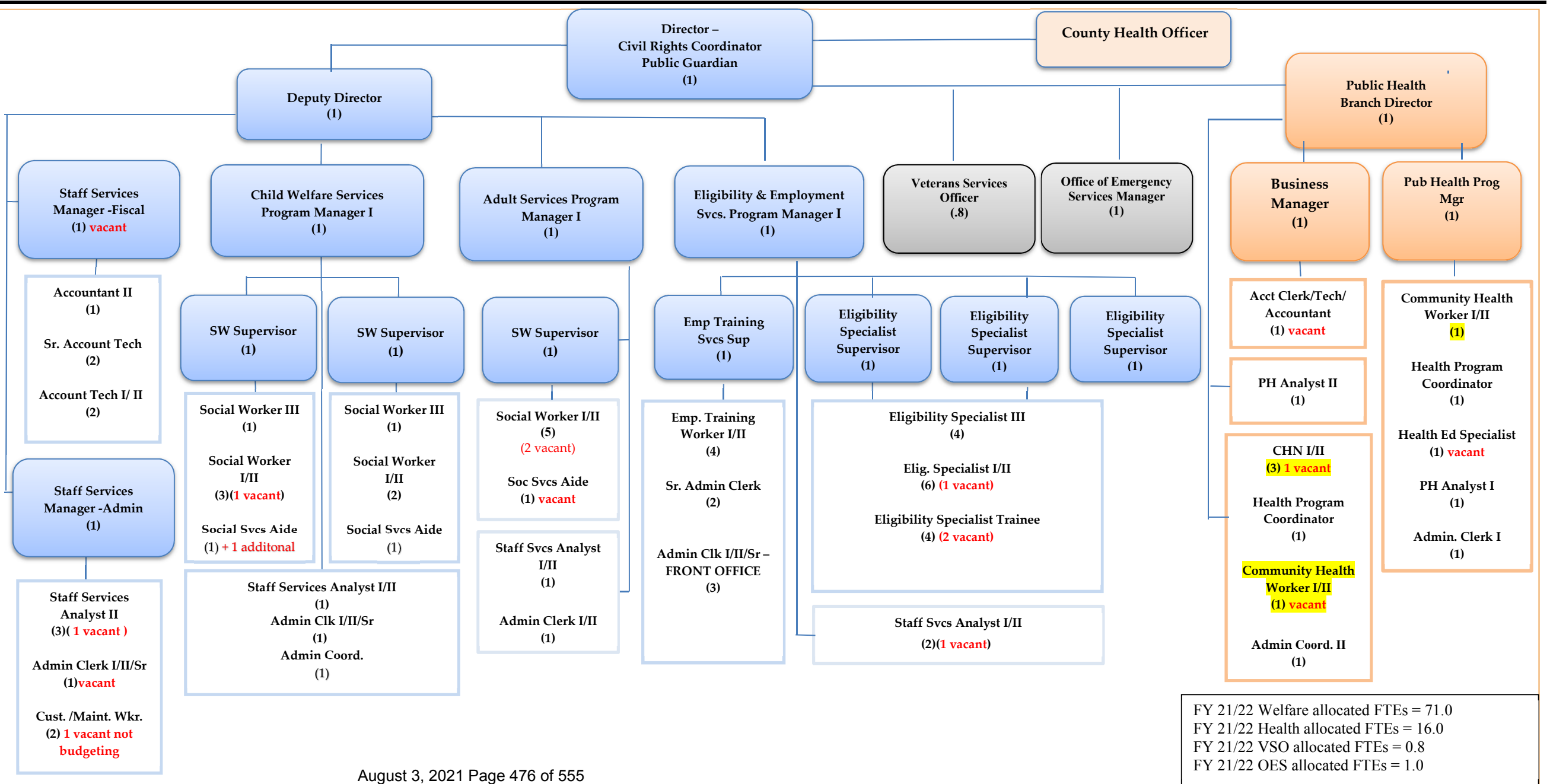
ATTACHMENTS:

Description

Organization chart



Weaverville, CA 96093-1470
Phone: (530) 623-1265 or (800) 851-5658
Fax: (530) 623-1250
May 21, 2021



TRINITY COUNTY

Item Report 5.4

Meeting Date: 8/3/2021

Department:
Planning and Zoning

Contact:
Kimberly Hunter, Building &
Planning Director

Phone:
5306231351 ext 2839

5.4 Appeal of Planning Commission Decision by the Planning Director for CCL 672 (P-21-25)

Requested Action:

Hold an appeal hearing to consider upholding, modifying or overturning the Planning Commission's decision to grant an appeal of the Planning Director's decision to not issue Commercial Cannabis License #672 under Urgency Ordinance 1355 because it is a new license that had not been previously issued. Assessor's Parcel Number 017-450-020-000. (CCL Applicant: Damon Libolt; Appellant: Planning Director Kim Hunter.)

Fiscal Impact:

Unknown fiscal impact

Summary:

Planning Staff is seeking direction on the interpretation of Urgency Ordinance 1355.

Urgency Ordinance 1335, Section II.B states:

"Prohibition on Issuance of New Cannabis Cultivation Licenses. The County may not accept, approve, or issue any application for a new cannabis cultivation license for the term of this Urgency Ordinance..."

Discussion:

On July 8, 2021, the Planning Commission granted appeal P-21-25 for Damon Libolt and directed staff to issue CCL #672.

As stated in the attached appeal application and Planning Commission staff memo, the Planning Director did not issue CCL 672 because extension was because this cultivation license had not been previously issued prior to the adoption of Urgency Ordinance 1355 on December 9, 2020.

On September 30, 2020, the current applicant, Damon Libolt, submitted an application to transfer the CCL 672 application that was originally submitted by Nou Yang, on February 13, 2020. The final payment for the the application was submitted, also by Nou Yang, was made on August 25, 2020. Although the final payment was accepted by Cannabis staff, the cultivation license had not yet been noticed for approval in the Trinity Journal, or to adjacent landowners, which is the last step in the approval process. The Appellant's representative has stated that CCL 672 was approved

based on the final payment being received on August 25th. However since CCL 672 was not noticed the approval process was not fully completed and an approval date was not established.

Transfer of license applications initiated prior to the December 8, 2020, policy memo which discontinued the practice of accepting transfers of applications are being honored by Cannabis staff. Therefore, this application continues to be considered as a valid application for a new CCL and the transfer has been accepted.

Alternatives Including Financial Implications:

Grant the appeal and/or provide direction to staff regarding the interpretation of Urgency Ordinance 1355. The granting of this appeal and subsequent issuance of an extension letter will set a precedence for other new cannabis cultivation licenses in similar situations that have not been issued extensions under the Urgency Ordinance since these licenses were not issued by the December 9, 2020, adoption of the Urgency Ordinance and do not have an adopted, site specific CEQA determination from the Planning Commission.

Departmental Recommendation:

Overturn the Planning Commission decision and/or provide direction to staff regarding the interpretation of Urgency Ordinance 1355.

ATTACHMENTS:

Description

Appeal Request Application Form

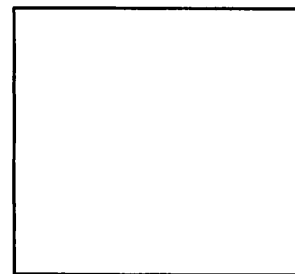
Planning Commission Memo from 7/8/21

Planning Commission Draft Minutes Item 5 from 7/8/21

Documents received at Meeting from Appellant



COUNTY OF TRINITY
APPEAL OF PLANNING COMMISSION
DECISION TO BOARD OF SUPERVISORS



Received Stamp

Name: _____ Email: _____

Telephone: _____ Work: _____ Fax: _____

Address: _____

Decision of Planning Commission rendered on: _____
(date)

Planning Commission's Decision was to: ☐ Approve ☐ Deny ☐ Continue

Request for:

Reason for Appeal:

Signature: _____ Date: _____

Clerk's Use Only

Date Filed: _____

Fee Collected: _____

Hearing Date: _____

Planning Dept. Notified: _____

Notice Published: _____

Notice Mailed: _____




TRINITY COUNTY
COMMUNITY DEVELOPMENT SERVICES
BUILDING ♦ PLANNING ♦ ENVIRONMENTAL HEALTH
P.O. BOX 2819, WEAVERVILLE, CALIFORNIA 96093
PHONE (530) 623-1351 ♦ FAX (530) 623-1353

Kim Hunter, Director

MEMORANDUM

DATE: July 2, 2021

TO: Planning Commissioners and members of the public

FROM: Kim Hunter, Director of Planning 

SUBJECT: Agenda Item 5 – Appeal of Planning Director's Decision (P-21-25)

Staff recommends that the Planning Commission denies appeal P-21-25 on the basis that commercial cannabis cultivation license (CCL) #672 for has not been previously issued. Since this CCL had not yet been issued it is considered to be a new license under Urgency Ordinance 1355, which prohibits the issuance of new licenses.

The original application was submitted in February of 2020 by a previous applicant. The transfer request for this application was then received on October 1, 2020 for Damon Libolt and Jennifer Hill. The transfer request was received prior to a departmental policy change that is reflected in the attached December 8, 2020, policy memo.

It had been past policy to accept transfers of CCL applications. However, more recently staff has interpreted section 17.43.030.E to only apply to issued licenses based on the language of the ordinance established the following provisions for license transfers:

- E. Ownership of a license may only be transferred under the following conditions:**
1. Licensee may transfer their license as part of the sale of the property for which the license has been issued. The new owner shall reapply, pay applicable fees, and meet all requirements for the property to transfer. All exceptions that apply to the original license shall transfer with the license.
 2. Licensee may transfer their license to other property under their ownership or for which they have a valid rental agreement and certification of permission to grow cannabis on the property. The licensee shall reapply, pay the applicable fees, and meet all requirements for the new property and this chapter in order for the license to transfer.
 3. Licenses cannot be transferred more than once in a calendar year.
 4. The licensee may maintain his/her original license number if they are applying for, or obtaining, an alternative cultivation license.

Since transfers of licenses had been previously accepted, staff will continue with processing this license and the transfer of ownership. However, because it is a new license the CCL can't be

issued until Urgency Ordinance 1355 is no longer in effect and when staff is once again able to issue new CCLs.

Attachments:

- 1) Appeal Application
- 2) December 8, 2020 Memo regarding Inactive Commercial Cannabis Cultivation License Files and Transfers
- 3) Urgency Ordinance 1355 (page 5 only)
- 4) Letters of Support for CCL #672
- 5) Correspondence (dated May 2021)



COUNTY OF TRINITY
APPEAL OF PLANNING DIRECTOR'S
DECISION TO PLANNING COMMISSION



Name: Damon Libolt / Flowra (agent) Phone: 707-601-6967

Email: libolt707@yahoo.com agent: ana@theflowraplatform.com

Physical Address or APN: 017-450-20-00

Mailing Address: PO Box 132, Douglas City, CA 96024

Decision of Planning Director rendered on (date): April 25, 2021

Planning Director's Decision was to: ☐ Approve ☒ Deny ☐ Continue

Request for: Appeal of Planning Director's decision to deny a transfer of ownership for CCL 672.

Appellant requests this appeal be scheduled according to the 10-day time frame outlined in

Trinity County Municipal Code section 17.34.110(A)

Reason for Appeal:

(see attached document)

Signature: 

Date: 5/5/21

Kristiana (Ana) Wright for Damon Libolt

Clerk's Use Only

Date Filed: _____

Fee Collected: _____

Hearing Date: _____

Receipt No.: _____

Notice Published: _____

Notice Mailed: _____

Clear

May 5, 2021

Chair Stewart and Planning Commissioners,

On April 25, 2021, Appellant Damon Libolt (herein referred to as “Appellant”), CCL 672, received an email from county staff at the Planning Department informing him that his transfer of license was “invalid” and thus denied (Exhibit A). Let the record show no seven-day notice to cure was issued for any deficiencies, nor has a formal Notice of Denial been issued for this license. Appellant asks the Commission for review of their transfer application, and a decision to overturn the Planning Director’s decision.

The property in question was previously licensed with the Trinity County Planning Department in 2019. Soon after, the licensing process took a different direction, and the then applicant was required to submit a new application to bring the site back into compliance. This application was submitted, and fee tendered on February 13, 2020 (Exhibit B). The license began processing, and on August 25, 2020, an approval was issued and the remaining license fee paid (Exhibit C). No license was printed and given to the applicant.

After the tendering of the license fee, a county inspection occurred by Trinity County Planning Department staff. After a verbal “you’re good to go” at the inspection (which occurred June 25, 2020), on October 1, 2020 the Appellant and their consultant submitted a transfer of ownership, including the \$1,500 fee which was duly accepted by the Planning Department (Exhibit D). Soon after the transfer of ownership was submitted, a Provisional Cultivation License was issued by the California Department of Food and Agriculture (Exhibit E). Pursuant to CDFA regulations, Appellant enrolled in METRC.

All appropriate steps were taken by the Appellant and previous Applicant, and fees tendered and accepted by Trinity County relating to a valid submission and then transfer of

license as shown in this record. The license fee would not have been tendered by the Applicant if approval had not been given by the Department, in accordance with Trinity County Municipal Code (TCMC) section 17.43.090. After a license fee is paid, there is no other step in the process according to TCMC to delay the issuance of said license. Additionally, a transfer fee would not be accepted by county staff if there was no license valid to transfer as transfers can only occur with valid licenses per TCMC. For six months staff was silent as to this transfer, only after the Appellant inquired as to the status of their license extension did staff respond that the license was never valid in the first place, apparently because no staff member pressed "Print" in August 2020. This is yet another example of staff trying to ascribe blame for its own failures to timely process licenses/transfers onto applicants who have complied with all posted requirements.

In addition to abiding by all local and state regulations, including appropriate fees having been tendered by the Applicant and Appellant, county staff did not abide by the requirements of notice to cure deficiencies if any are given, nor a proper Notice of Denial, both required per TCMC section 17.43.070. Based on these procedural defects alone this license denial should be reversed, and license issued immediately.

As the record shows, the Appellant has and continues to abide by all local and state regulations. To say this denial is procedurally defective is an understatement. Understanding the chaos and staffing issues in the department within this last year, we ask the Commission to right a wrong that was caused by the distressed state of the Department and overturn the Planning Director's decision.

We thank the Commission for their time and attention to this matter.

Sincerely,



Ana Wright
Executive Vice President, Flowra
ana@theflowraplatform.com
M: (530) 739-9908

Exhibit A



Ana Wright <ana@theflowraplatform.com>

Fwd: CCL 672

Jenn Hill <jennhill8@gmail.com>
To: Ana Wright <ana@theflowraplatform.com>

Tue, May 4, 2021 at 4:24 PM

Sent from my iPhone

Begin forwarded message:

From: Jenn Hill <jennhill8@gmail.com>
Date: April 24, 2021 at 10:47:30 AM PDT
To: Deidre Brower <db@trinityriverconsulting.com>
Subject: Fwd: CCL 672

Also I'm pretty sure we met way way before October 1 to turn in the application. If I remember correctly we hired you May of 2020

Sent from my iPhone

Begin forwarded message:

From: Daniel Marvel <dmarvel@trinitycounty.org>
Date: April 24, 2021 at 10:39:51 AM PDT
To: Jenn Hill <jennhill8@gmail.com>
Cc: Kim Hunter <khunter@trinitycounty.org>
Subject: RE: CCL 672

It appears the department received Damon's application October 1st 2020.

I am unsure of the exact date when the decision was made by the Dept. to stop accepting/processing applications for new licenses, but I believe Director Hunter will be able to fill you in on the timeline.

At this time I have not heard of a proposed date when the Dept. will again accept applications. Again, a question better suited for Kim

-----Original Message-----

From: Jenn Hill <jennhill8@gmail.com>
Sent: Saturday, April 24, 2021 10:34 AM
To: Daniel Marvel <dmarvel@trinitycounty.org>
Subject: Re: CCL 672

Can I please ask did Deidre from trinity river consulting turn in our new application last year? We're you not processing applications last year either? Sorry I am just needing some clarification on what is happening or possibly when you will begin to process applications again? Thank you for helping me to clarify this.
Jenn

Sent from my iPhone

On Apr 24, 2021, at 10:29 AM, Jenn Hill <jennhill8@gmail.com> wrote:

Ok thank you Daniel

On Apr 24, 2021, at 9:08 AM, Daniel Marvel <dmarvel@trinitycounty.org> wrote:

Good morning Jenn,

I have looked over the file for CCL 672, unfortunately there is an issue.

The previous owner Nou Yang was never issued a County License for CCL 672, therefore this is not a license transfer. Transfer of application is not allowed.

From what I can tell Damon's application is an application for a new license (again Nou Yang's lic. never existed). The county/dept. are not processing applications for new licenses at this time.

I have included Director Kim Hunter on this email as she will be your point of contact moving forward should you want to discuss this matter further.

Per your last email I urge you to cease all cultivation activities on 961 Nelson. Without a valid County License or valid County License Extension under the Urgency Ordinance any further cultivation activities will be a matter of Code Enforcement with the Trinity County Sherriff Dept.

Take care,

Daniel Marvel
Code Compliance Specialist
Trinity County Cannabis Dept.
[61 Airport Rd.](#)
[Weaverville, CA. 96093](#)
[Office: 530-623-1354 Ext. 2819](#)
[Cell: 530-215-8645](#)

Confidentiality Notice: This e-mail transmission, and any documents, files or previous e-mail messages attached to it, may contain confidential information that is legally privileged. If you are not the intended recipient, or person responsible for delivering it to the intended recipient, you are hereby notified

that any disclosure, copying, distribution or use of any of the information contained in or attached to this message is STRICTLY PROHIBITED. Interception of e-mail is a crime under the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521 and 2107-2709. If you have received this transmission in error, please immediately notify me by replying to this e-mail or by telephone and destroy the original transmission and its attachments without reading them or saving them to disk.

-----Original Message-----

From: Jenn Hill <jennhill8@gmail.com>

Sent: Thursday, April 22, 2021 10:13 AM

To: Daniel Marvel <dmarvel@trinitycounty.org>

Subject: Re: License 212

Wow Daniel! Thank you so much for your help with this. I am very appreciative! That is amazing news.

Can I please ask for the same for license ccl672 at 961 Nelson, that we can be granted an extension letter.

We had inspection with you last year, and paid our fees, but we were never issued a physical license. We switched the license type from small outdoor to mixed light. We have our active state license as mixed light and everything is tagged in Metrc, we just need the extension letter for this property.

Please let me know if there is anything I can do to help speed that process along, or if there is anything missing on my end. Again I appreciate your help with this and many thanks again for your timely response. Also I wanted to note that P.O. Box 132 is correct that is Damon's P.O. Box. Thanks again Daniel
Jenn Hill

Sent from my iPhone

On Apr 21, 2021, at 1:21 PM, Daniel Marvel
<dmarvel@trinitycounty.org> wrote:

Good afternoon Jennifer,

With both parcels now being under identical ownership you are correct, the septic and dwelling requirement is covered for 1011 Nelson by the existing and permitted dwelling and septic system on 961 Nelson.

Further screening of your file determined that there are additional disqualifying factors nor non-compliance matters for your license. Thus an Urgency Ordinance Extension Letter will be drafted and placed in the mail by the end of the day.

The mailing address on record for CCL-212 is:

PO Box 132

Douglas City, CA 96024

If your mailing address has changed please reply to this email with the current address at your earliest convenience, otherwise the letter will be sent to the address on record.

Feel free to contact me should you have any additional questions/concerns regarding your license and I will do my best to help in a timely manner.

All the best,

Daniel Marvel

Code Compliance Specialist

Trinity County Cannabis Dept.

61 Airport Rd.

Weaverville, CA. 96093

Office: 530-623-1354 Ext. 2819

Cell: 530-215-8645

Confidentiality Notice: This e-mail transmission, and any documents, files or previous e-mail messages attached to it, may contain confidential information that is legally privileged. If you are not the intended recipient, or person responsible for delivering it to the intended recipient, you are hereby notified that any disclosure, copying, distribution or use of any of the information contained in or attached to this message is STRICTLY PROHIBITED. Interception of e-mail is a crime under the Electronic Communications Privacy Act, 18 U.S.C. 2510-2521 and 2107-2709. If you have received this transmission in error, please immediately notify me by replying to this e-mail or by telephone and destroy the original transmission and its attachments without reading them or saving them to disk.

-----Original Message-----

From: Jenn Hill <jennhill8@gmail.com>

Sent: Wednesday, April 21, 2021 11:19 AM

To: Daniel Marvel <dmarvel@trinitycounty.org>

Subject: License 212

Hi there

I was reaching out to ask about my extension that was issued July of 2020 for license ccl 212, at 1011 Nelson Road in Hayfork. My husband Damon and I met with you at the neighboring parcel 961 Nelson ccl 672. However we never had an inspection at 1011 Nelson and I was told to contact you last year for an inspection by Mary Lancaster. I had a baby over the winter so I never Scheduled an Inspection with you. I am wondering what the status is with our extension for ccl 212. We do not have a permitted dwelling at 1011 Nelson, yet our shop/ apartment building plans were passed October 2020 and we are just waiting on the 3 acre conversion to be completed so we can begin construction. Long story short we bought the neighboring parcel last year that is where we met you for inspection, and now both 961 and 1011 are under the same ownership and contiguous parcels, so the permitted dwelling on the one covers the other. Please let me know if you are able to help me in any way figuring out the status of my license. Thank you very much Daniel, I know you are very busy in the cannabis department, I am just really hoping to figure something out soon. My state license is active and valid.

Sent from my iPhone

Exhibit B

Trinity County Planning Department

61 Airport Road
PO Box 476
Weaverville, CA 96093
Phone (530) 623-1351 Fax (530) 623-1353

INVOICE

Bill To:

Nou Yang

PO Box 871 Hayfork, CA, 96041

RECEIVED

FEB 18 2020

TRINITY COUNTY
PLANNING DEPARTMENT



APN: 017-450-20-00

License Number: 2/6/20
CCL-2020-672

DESCRIPTION	AMOUNT
Small Cultivation 1/2 Application fee 8239-6448	\$2,500.00
TOTAL	\$ 2,500.00

Make all checks or Money Orders payable to **T.C.P.D. or Trinity County Planning Department**

By signing below, I understand and acknowledge the terms of payment set forth by the Commercial Cannabis Cultivation Regulation Ordinance including but not limited to; no refund is offered after submittal of application, payment does not constitute as approval for the Commercial Cannabis Cultivation Application; **it is my (the property owner/authorized agent's) responsibility to submit the paid invoice with my application packet to the Trinity County Planning Department.**

Owner/ Authorization Agent Signature

2-13-20

Date

OFFICE USE ONLY

RECEIPT NUMBER		
DATE	2-13-20	
PAYMENT METHOD	<input checked="" type="checkbox"/> Cash	<input type="checkbox"/> Check # _____



TRINITY COUNTY TAX COLLECTOR
TERRI MC BRAYER TREASURER-TAX COLLECTOR

PO Box 1297, WEAVERVILLE CA 96093
PHONE 530-623-1251

Date: 2/13/2020
Time: 10:34:48AM
Page: 1 of 1

RECEIVED

FEB 13 2020

PAYMENT RECEIPT TRINITY COUNTY
PLANNING DEPARTMENT

Payor:

NOU YANG
CCL 2020-672
017-450-020-000

Assessee:

Non-Parcel Fee(s) Paid	Qty	Unit Price	Total Fees
Cannabis permits	1	2,500.00	2,500.00
TOTAL NON-PARCEL FEES			2,500.00

Payment(s) Tendered	Transactions	Total
Cash	1	2,500.00
Register M019 Collection 2	Total Tendered:	2,500.00
	Change Given:	0.00

THANK YOU FOR YOUR PAYMENT
Bduncan

Exhibit C



Trinity County Cannabis Division
61 Airport Road PO Box 2819
Weaverville, CA 96093

Receipt Number: CA2020-00486

Payer/Payee: NOU YANG
PO BOX 871
HAYFORK CA 96041

Cashier: Mary Lancaster

Date: 08/25/2020

CCL-2020-672 CAN - SMALL OUTDOOR CULTIVATION 961 Nelson Rd HAY

<u>Fee Description</u>	<u>Fee Amount</u>	<u>Amount Paid</u>	<u>Fee Balance</u>
INITIAL SMALL OUTDOOR/ MIXED LIGHT CULTIVATION FEE	\$2,500.00	\$2,500.00	\$0.00
Small General Plan Update Fee	\$1,000.00	\$1,000.00	\$0.00
	\$3,500.00	\$3,500.00	\$0.00

<u>Payment Method</u>	<u>Reference Number</u>	<u>Payment Amount</u>
CASH	6648, 6650, 2068, 2070 M.O.	\$3,500.00
Total Paid:		\$3,500.00

Exhibit D



Trinity County Cannabis Division
61 Airport Road PO Box 2819
Weaverville, CA 96093

Receipt Number: CA2020-00535

Payer/Payee: DAMON LIBOLT
PO BOX 132
DOUGLAS CITY CA 96024

Cashier: Mary Lancaster

Date: 10/01/2020

CCL-2020-672 CAN - SMALL OUTDOOR CULTIVATION 961 Nelson Rd.

Fee Description

Cannabis Change of License Fee

<u>Fee Amount</u>	<u>Amount Paid</u>	<u>Fee Balance</u>
\$1,500.00	\$1,500.00	\$0.00
\$1,500.00	\$1,500.00	\$0.00

<u>Payment Method</u>	<u>Reference Number</u>	<u>Payment Amount</u>
CHECK	M.O. 9011, 9000	\$1,500.00
Total Paid:		\$1,500.00

Exhibit E



CALIFORNIA DEPARTMENT OF
FOOD & AGRICULTURE

California Department of Food and Agriculture
1220 N Street
Sacramento, CA 95814



PROVISIONAL CANNABIS CULTIVATION LICENSE

Legal Business Name:

HNL Flower LLC

Main Premises APN:

Trinity County - 017-450-20

Main Premises Address:

961 Nelson Road
Unincorporated, CA 96041

Valid:

07/13/2020 to 07/13/2021

License Number:

CCL20-0000624

License Type:

Medicinal-Small Outdoor

--- PROVISIONAL LICENSE PURSUANT TO BPC 26050.2 ---

Additional Premises APN(s):

Additional Premises Address(es):

--- NON-TRANSFERABLE ---

Page 1 of 1

--- POST IN PUBLIC VIEW ---



TRINITY COUNTY
COMMUNITY DEVELOPMENT SERVICES
BUILDING ♦ PLANNING ♦ ENVIRONMENTAL HEALTH
P.O. BOX 2819, WEAVERVILLE, CALIFORNIA 96093
PHONE (530) 623-1351 ♦ FAX (530) 623-1353

Kim Hunter, Director

MEMORANDUM

DATE: December 8, 2020

TO: Members of the Public; Planning Department and Cannabis Division Staff

FROM: Kim Hunter, Director of Building & Planning *KH*

SUBJECT: Inactive Commercial Cannabis Cultivation License Files and Transfers

Please be aware of the following policies effective immediately:

- 1) **Inactive Commercial Cannabis Cultivation Licenses:** Cannabis cultivation licenses (CCLs) that have been previously issued but have expired without a renewal application being submitted to the Planning Department Cannabis Division shall be considered expired and no longer active. Specifically, expired CCLs shall not be reinstated, renewed or transferred.

This policy does not apply to applications where progress had been made to resolved deficiencies or where there has been a delay in processing on the County's part.

- 2) **Transfers of Commercial Cannabis Cultivation Licenses:** Only active commercial Cannabis cultivation licenses that have been issued may be transferred. Applications for commercial Cannabis licenses are not eligible to be transferred.

shall be deemed to be extended for the term of this Urgency Ordinance, as provided in Paragraph (C) of this Section.

2. Should any cannabis cultivation license in effect as of the date of this Urgency Ordinance be scheduled to expire after the effective date of this Urgency Ordinance, the term of such license shall be extended for the term of this Urgency Ordinance, as provided in Paragraph (C) of this Section.
3. Applicants for licensees under Sub-Paragraph (1) and (2) of this Paragraph must pay the applicable renewal application fees and submit a renewal application as a condition for receiving the extension of their licenses for the term of this Urgency Ordinance.
4. The County shall take all actions reasonable and prudent to advise California state licensing authorities of the extensions of their local authorities as evidenced by the licenses as provided under this Urgency Ordinance.
5. Nothing in this Urgency Ordinance shall be interpreted to allow any licensee to violate any term or condition of any issued cannabis cultivation license or any provision of the Trinity County Code or state law. Nor shall anything in this Urgency Ordinance be interpreted to abridge or preclude the County's authority to suspend, revoke, or modify any license or seek any remedy authorized by law.
6. Transfer of an existing license to a new property shall be treated as a new application, and shall be subject to the prohibition to the Urgency Ordinance as stated in Paragraph B.

B. Prohibition on Issuance of New Cannabis Cultivation Licenses. The County may not accept, approve, or issue any application for a new cannabis cultivation license for the term of this Urgency Ordinance, as provided in Paragraph (C) of this Section.

C. Term of this Urgency Ordinance. This Urgency Ordinance shall take effect immediately and shall expire on the earlier of (1) 270 days from the effective date of this ordinance, as stated in Paragraph (D), or (2) the effective date of any further or subsequent ordinance suspending, repealing, amending, or superseding this Urgency Ordinance.

D. Effective Date. The effective date of this Urgency Ordinance is December 9, 2020.

SECTION III: This Ordinance is an urgency ordinance necessary for the immediate preservation of the public peace, health and safety. Pursuant to Government Code section 25123, subdivision (d), this ordinance shall take effect immediately upon adoption by four-fifths of the Board of Supervisors, and prior to the expiration of fifteen (15) days from the adoption thereof shall be

Deborah Rogge

From: Kelsey Lee <[REDACTED]>
Sent: Tuesday, June 15, 2021 6:32 PM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Jennifer Hill/Damon Libolt 961 Nelson Farm

To whom it may concern:

I met Jennifer Hill and Damon Libolt back in October 2020 when they were interviewing for an assistant position for their farms. My mom, Marianne Lee, owner of Tangle Blue Saloon, spoke very highly of the two of them and told me I should apply. It would be a terrible turn of events if something were to happen to their farm seeing that they are a hardworking couple and an asset to our community.

Address: 961 Nelson Road
Hayfork CA 96041

APN: 017-450-20-00

Thank you,
Kelsey Lee

Deborah Rogge

From: Kim Hunter
Sent: Tuesday, June 15, 2021 10:37 AM
To: Deborah Rogge
Subject: Fwd: Character Letter

Same as the other letter/email. K.

Sent from my iPhone

Begin forwarded message:

From: Personal <[REDACTED]>
Date: June 14, 2021 at 11:07:55 AM PDT
To: Kim Hunter <khunter@trinitycounty.org>
Subject: Character Letter

Dear Director Hunter,

I have known Damon Libolt and Jennifer Hill for over a decade. When the pandemic hit, and I was forced out of work due to the mandatory closure of my place of employment, they offered me a job. In the tough times of COVID-19, they helped me get off unemployment and get back to steady work.

Damon and Jennifer are some of the most caring people I have ever met and are always going out of their way to help others. They are both extremely hardworking and dedicated to compliant farming. In a very regulated industry like cannabis, they both put in a tremendous amount of effort to stay on top of all the ever-changing rules and regulations. The very biggest and most important part of my job is helping them stay in compliance with everything. They are upstanding citizens of the community and are a model for everyone else in the local industry.

Damon and Jennifer are always eager to help anyone in need. They have deep ties to this community and love being a part of the commercial cannabis program. With a young child, they are establishing themselves as an important family in the county, both as role models in their personal and professional lives.

I am grateful for the opportunities that they have given me and would love to see them successfully grow their business and family as a cornerstone of the community.

Sincerely,

Cameron Martin

Deborah Rogge

From: Francisca steevensz <[REDACTED]>
Sent: Sunday, June 20, 2021 7:20 AM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Jennifer Hill and Damon Libolt

To whom it may concern

Regarding:

Jennifer Hill and Damon Libolt. 961 Nelson Road, Hayfork
APN 017-450-20-00

With this writing I would like to urge you to approve licensing the farm of above mentioned individuals.

I met both through mutual friends shortly after they moved to Trinity. From the very beginning they have shown to be actively involved in their new community by lending a hand whenever and wherever they can.

Jennifer has a very strong sense of community. She is always the first one to come up with a plan for a neighbour or anyone in need. Whether it is organizing to get someone fire wood, making chicken soup or jump in her car to come to the rescue of someone stranded with a broken vehicle. She also has been active at the farmers market and been an inspiration to many who have visited her there and seeked out her advice.

In 2017 after the Helena fire Jennifer was a important support for several fire survivors who lost their homes, including myself. It was then I experienced her generosity first hand. She organized numerous functions to lift our spirits, helped us tirelessly with practical matters as well as contributed financially to fundraising events.

Damon is known by many to be generous with his time, advice and equipment. Whether it's clearing someones drive way after a storm or cleaning up a fallen tree on the road. If it's something he can't do himself or doesn't have the equipment for he will often think of someone who can.

I have been a long time Trinity County resident and it warms my heart to have young people like Damon and Jennifer choose to raise a family here and have such a positive impact on our community, therefor I would like to strongly encourage you to granting them the necessary licensing to do just that.

I appreciate your consideration and look forward to a positive outcome.

Kind regards

Francisca Steevensz

Deborah Rogge

From: Elizabeth McGivney <[REDACTED]>
Sent: Friday, June 18, 2021 1:30 PM
To: Kim Hunter
Cc: Deborah Rogge
Subject: APN 017-450-20-00

To Whom It May Concern,

I am writing to above referenced parcel, Jennifer Hill & Damon Libolt, 961 Nelson Rd. Hayfork in regards to securing the cannabis license. I have known them both for approximately 15 years and am so grateful to have them as my friends. They are both hard working, environmentally friendly, strive to be compliant in the cannabis industry and are dedicated in supporting others in their community. They support local businesses in Trinity County, such as farmers markets, small businesses etc. I hope that you will consider their request to be a compliant farm in growing legal marijuana in Trinity County.

Thank you for your time!
Best regards,
Elizabeth Watrous
[REDACTED]

Sent from my iPhone

June 14, 2021

CHARACTER LETTER DAMON LIBOLDT

To Whom It Concerns;

My name is Wayne Burditt and I reside at 110 River Rd, Douglas City, Ca. I have owned property in Trinity County for 40 years and have lived here full time for the past 18 years. I am a Real Estate and Mortgage Loan Broker, licensed in both the State of California and the National Mortgage Licensing service, a Federal Agency. I have been in the same business for 40 years and have owned my company, California Capital & Realty, Incorporated for 33 years. Our business is well established in the county and we have been blessed with a great deal of success here.

I believe that Damon is a fair, responsible and a respectful businessman. He has demonstrated that he is hardworking and a trusted community member. I have done multiple real estate and mortgage transactions with Damon and he has been professional and organized throughout each and every transaction. Not to mention that he is trustworthy and creditworthy.

In closing, I have the utmost respect for Damon Liboldt and have no reservations in providing a character letter in support of him.. He is a man of solid integrity, a good businessman and one who has always worked hard to maintain his reputation as a productive and respectable member of our community.

If I can be of any further assistance, I would be happy to do so.

Sincerely,

Wayne Burditt
110 River Road, Box 129
Douglas City, Ca 96024
[REDACTED]

Deborah Rogge

From: Tracy <[REDACTED]>
Sent: Sunday, June 20, 2021 9:48 AM
To: Deborah Rogge
Subject: Fwd: Letter in support of Jennifer Hill and Damon Libolt

Sent from my iPhone

Begin forwarded message:

From: Tracy <[REDACTED]>
Date: June 20, 2021 at 9:36:22 AM PDT
To: khunter@trinitycounty.org
Subject: Letter in support of Jennifer Hill and Damon Libolt

This letter is in regards to APN 017-450-20-00. Address 961 Nelson Road Hayfork CA

To whom it may concern. My name is Tracy Dillard and I'm a business owner in Weaverville, Ca. I have know Jennifer Hill and Damon Libolt for nearly 10 years. They have always been upstanding citizens, neighbors and friends. They give back to this community immensely and have always been an incredible asset to the growing and prospering of many businesses in and around Trinity county. I would 100% vouch for their character as well as their work ethics and family values.

Sent from my iPhone

Deborah Rogge

From: Marlene Elliott <[REDACTED]>
Sent: Sunday, June 20, 2021 2:39 PM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Trinity County Planning Dept. Re: 961 Nelson Road Hayfork, Ca APN 017-450-20-00

Trinity County Planning Dept.
Re: 961 Nelson Road
Hayfork, Ca
APN 017-450-20-00

My husband Ron Elliott and I have know Damon Libolt and Jennifer Hill since 2011. They were neighbors of ours in Douglas City at the time of our meeting. Since then we have remain very close friends. These two are such a blessing to Trinity County. They donate money to most of the non-profits in our community and support local fund-raising efforts at every turn.

Jennifer has volunteered for the Douglas City Fire Belles and for the Weaverville Farmers Market. Her dedication and hard work paid off for both organizations and she was a valued credit to the team.

Damon has been a great friend and is of the highest character of most anyone I know. He is a very smart business man and a hard worker.

They both believe in a clean, healthy environment and are strictly organic in all their endeavors. They are precise in following all guidelines of the County in their business and I can assure you that they will be the best example of how a farm should be run. I would sincerely recommend them for a license as they want to do things legally, with conservation, preservation and protection of our precious environment and help Trinity County thrive.

Respectfully

Marlene "Redbud" Elliott

Deborah Rogge

From: Tina Fryer <[REDACTED]>
Sent: Friday, June 25, 2021 6:59 AM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Damon Libolt and Jennifer Hill

June 25, 2021

To whom it may concern,

I am writing in reference to case number APN 017-450-20-00, at 961 Nelson Road Hayfork, CA, which involves Damon Libolt and Jennifer Hill.

My name is Tina Fryer and I am Damon Libolt's cousin and I've known Jennifer Hill for 10 years.

I've been serving my community as a childcare provider for 17 years. With that said, I know the dedication, education and skill it takes to be a successful business owner. Damon and Jennifer take pride in their farm and run their business accordingly. I'm always impressed by their commitment and knowledge of the law. They possess a great deal of integrity, and constantly strive to make sure they're abiding by the law and regulations. They take great care of their employees and treat them with the utmost respect.

These two individuals come from dedicated and hard working families who were taught the importance of building for their futures. Damon and Jennifer love their community and often talk about raising their family in Trinity County.

I hope you will take great consideration in allowing these respectful and hard working individuals to continue with their business there in your community.

Sincerely,

Tina Fryer
[REDACTED]

June 25, 2021

Re: APN# 017—450-20-00

961 Nelson Road Hayfork, CA

To whom it may concern,

My name is Jeff Green and I have known Jennifer Hill and Damon Libolt for almost ten years. I am a Case Manager at a Non-Profit helping Homeless Veterans get into housing.

I have had many conversations with both Damon and Jennifer about their business and how it can help benefit their community by hiring locally. They work to the highest standards in terms of compliance, abiding by the laws and regulations. They take pride in the product they grow and in the environment that provides their sustainability as well as giving back to the community they love.

I am confident that Jennifer Hill and Damon Libolt are the kind of business owners that you want in this field. Individuals that are honest, trustworthy and are passionate about the environment.

Please contact me if you have any further questions.

Thanks

Jeffrey Green

Case Manager

Nation's Finest

153 Hartnell Avenue Suite 100, Redding Ca. 96002

Office [REDACTED] Fax [REDACTED] Cell [REDACTED]

[REDACTED]

Deborah Rogge

From: deborah harmon <[REDACTED]>
Sent: Thursday, June 17, 2021 9:42 AM
To: Kim Hunter; Deborah Rogge
Subject: 961 Nelson rd Hayfork Ca

Good morning

I am writing in regards to the property at 961 Nelson Rd in Hayford, Ca
APN 0174502020 owned by Damon Libolt and Jennifer Hill.

I know them personally and have been in their home and around the
family this pass year.

I understand there is an appeal for the license for this property. As I have
stated I have been to this property. The Libolt Family and Hill Family has been
an asset to the community. They hire people of the community to work on
their farms. They support the community and the people of this community.

This family would benefit from this license to help secure the livelihood of the
people who work for them. This is a family business not a corporation which means
they care for the people who work for them.

They can be seen having picnics and beach day at their farm for neighbors and
employees. They pay a fair wage and do not require more than what is needed from
their workers to get the job done.

I hope this appeal will rule in the favor of the Hill/Libolt family

If I can be of further assistance, please feel free to call

Thank you
Deborah S Harmon
[REDACTED]

June 27, 2021

961 Nelson Road,
Hayfork, CA 96041

APN # 017-450-20-00

To Whom This May Concern:

Jennifer Hill and Damon Libolt are our family and we have always known them to be upstanding citizens and ethical business people. They have always worked to support their local commerce and they try to use local resources to meet all of their needs. They work to be stewards of the land and are honest, hardworking people. As business owners they have been and will continue to follow all rules, laws, and regulations. We are very proud of the work they have done and believe they will grow their business in a responsible and compliant manner. We did a farm tour today and saw how clean, and beautiful this family run farm is. We hope that you will continue to allow them to farm cannabis within your program. Thank you for your time and consideration. If you have any further questions please don't hesitate to reach out to Jolen & Lindsay Hill at [REDACTED].

Sincerely,
Jolen & Lindsay Hill

Deborah Rogge

From: Pamela Johnson <[REDACTED]>
Sent: Tuesday, June 15, 2021 4:40 PM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Damon Libolt & Jennifer Hill , 961 Nelson Rd, Hayfork APN#017-450-20-00

To whom it may concern,

We have known Damon Libolt and Jennifer Hill for many years. Not only are they our neighbors but also friends. They have been an asset not only to our neighborhood but also to our community. They have volunteered in numerous local community event's including but not limited to; Douglas City Fire Bells and Trinity County's Farmers Market. They have a true love and respect for this community and support local events.

Respectfully, Alan and Pam Johnson, Douglas City, Ca.

Sent from my iPhone



Re Planning director decision
P-21-18 & P-21-25. Town property
next to 1960 Little Browns Creek
(2030 L.B.C.). Greenhouses are
close to property line and less than
350ft from house. This property has
little water or sun making it a
poor choice for CCL. Don't
believe it has ever been a successful
grow. Property has been sold multiple
times recently. Buildings on property
unpermitted & houses workers not
owners. This is inappropriate
for our neighborhood.

Thank you
Robyn Johnson
PO 3098
Weaverville, CA



Deborah Rogge

From: Matthias Lechner <[REDACTED]>
Sent: Wednesday, June 16, 2021 11:34 AM
To: Kim Hunter
Cc: Deborah Rogge
Subject: Reference for Jennifer Hill and Damon Libolt

June 16, 2021

APN# 017—450-20-00

961 Nelson Road Hayfork, CA

To whom it may concern,

My name is Matthias Lechner and I have known Jennifer Hill for 20 years as she is my wife's cousin, and I have known her partner Damon Libolt for about 10 years. I am a Production Designer in the Animation business and have worked extensively for Disney Animation and now currently work as a Production Designer for Netflix Animation. Professionalism and hard work are somethings that are of high value in my business, and it is something I have witnessed and have always admired in the work of Jennifer Hill and Damon Libolt.

Jennifer Hill and Damon Libolt work to the highest standards in terms of compliance to the rules and regulations, and in the product they produce. I am continually impressed by their extensive knowledge and commitment to their farm and craft.

Jennifer Hill and Damon Libolt also care about their community and hire local people for fair wages. They are aware of keeping good workers happy so they can re-hire season after season, which they are able to do because of the good relationships they have formed. This is a team that is trustworthy and committed to working knowledgably and in harmony with the land and people to whom they are committed.

I can fully recommend wholeheartedly Jennifer Hill and Damon Libolt, as they have impressed me year over year and I know they will continue to grow and inspire those of us around them.

Please contact me if you have any further questions.

Regards,

Matthias Lechner
Production Designer Netflix Animation

Ph: [REDACTED]

Deborah Rogge

From: David Lang <pbdave113@gmail.com>
Sent: Tuesday, June 29, 2021 4:28 PM
To: Kim Hunter

Dear Director Hunter,

My name is David Lang, and I have worked for Jennifer Hill and Damon Libolt for four years. They are the most respectful and appreciative employers I have ever worked for. I have worked at two other commercial farms in the area, and I love working here with them because of their professionalism and commitment to their employees.

Jennifer and Damon are dedicated to safety, and their attention to detail is unparalleled. I love my job and wouldn't change it for the world. I've had many bosses, and Jennifer and Damon are the main reason that I love my job.

Throughout the years, we have managed to put together a great team that prioritizes safety and compliance. Jennifer and Damon have been leaders in the community, and I would love to see them continue to grow and flourish in this community.

This is regarding 961 Nelson Rd Hayfork, CA APN 017-459-20-00

Thank you for your time.

Sincerely,

David Lang

Kim Hunter

From: Kim Hunter
Sent: Monday, May 31, 2021 5:03 PM
To: 'Jennifer Hill'
Cc: Ana Wright; Richard Kuhns; Chriss Williams
Subject: RE: Reaching Out Again Regarding CCL-672
Attachments: 1355 UO.pdf; Libolt 2020-672 Site Inspection 06.29.20.pdf

Jennifer,

I would issue your cannabis cultivation license if I could. However, CCL-672 is one of a handful of license where applications that were completed but licenses were not issued in 2019 or 2020. These cultivation licenses are subject to attached Urgency Ordinance 1355 which reads (see page 5):

- B. Prohibition on Issuance of New Cannabis Cultivation Licenses. The County may not accept, approve, or issue any application for a new cannabis cultivation license for the term of this Urgency Ordinance, as provided in Paragraph (C) of this Section.
- C. Term of this Urgency Ordinance. This Urgency Ordinance shall take effect immediately and shall expire on the earlier of (1) 270 days from the effective date of this ordinance, as stated in Paragraph (D), or (2) the effective date of any further or subsequent ordinance suspending, repealing, amending, or superseding this Urgency Ordinance.

Since CCL-672 was never issued it is considered to be a "new" license. Urgency Ordinance 1355 prohibits the County (me) from approving or issuing any new licenses. K.

From: Jennifer Hill <liboltfamilyfarms@gmail.com>
Sent: Friday, May 28, 2021 12:54 PM
To: Kim Hunter <khunter@trinitycounty.org>
Subject: Re: Reaching Out Again Regarding CCL-672

Good afternoon, thank you for the response. I believe that it would be in everyone's best interest if you could please just issue the permit that we have paid for and completed all of the necessary steps to obtain it. We have documented everything that needs to be done, and it has been done. The final step of the process on our end is paying for the license, which we have done. The final step on your end is the issuance of the license. If you could please just do that so we can skip the appeal process which we believe is unjustified and unnecessary, it would be greatly appreciated.

Kindly,

Jennifer Hill and Damon Libolt

On Thu, May 27, 2021 at 4:07 PM Kim Hunter <khunter@trinitycounty.org> wrote:

Ms. Hill,

Your appeal will be scheduled for July 8th. I apologize for the delay in responding to your emails. K.

From: Jennifer Hill <liboltfamilyfarms@gmail.com>

Sent: Wednesday, May 19, 2021 2:40 PM

To: Kim Hunter <khunter@trinitycounty.org>; Ana Wright <ana@theflowraplatform.com>; Richard Kuhns <rkuhns@trinitycounty.org>; Chriss Williams <chriss@theflowraplatform.com>

Subject: Reaching Out Again Regarding CCL-672

Hello Ms. Director

I am reaching out once again to try to have some communication with you of any sort. I will be reaching out everyday until I can hear from you.

- I applied for this license in feb 2020, before you supposedly stopped processing licenses
- you received my payment for this license in full as of 2020

- the lack of communication with me OR my consultants is completely unacceptable. You are demonstrating a great lack of leadership and are being grossly negligent
- there was no issuance of a license on your behalf
- from my understanding the payment is the last step in the licensing process
- my Cdfa license is valid
- you accepted my payment of a transfer of license in October
- you never on your behalf sent me a formal denial of a license per your county code
- I have filed for an appeal and have had no correspondence

Due to lack of communication I will be forced to file a formal complaint every day that I do not hear from you.

Please help me in reaching an understanding when it comes to the issuance of my county license ccl-672

Again I will be reaching out everyday until I have some form or correspondence. I am very aware of the ongoing lawsuits the county has open, and I am not sure why you feel it is necessary to take on a new one, although if that is the route we need to go, I will absolutely begin litigation as soon as possible

Kindly again

Damon Libolt and Jennifer Hill of HNL flower

Sent from my iPhone

Excerpt Item 5 July 8, 2021 Draft Planning Commission Minutes

Item 5: APPEAL OF PLANNING DIRECTOR'S DECISION (P-21-25): An appeal of the Planning Director's Decision to deny a transfer of an application and issuance of a new license under Urgency Ordinance 1355 for Commercial Cannabis Cultivation License (CCL) #672 for 961 Nelson Road, Hayfork. Appellant: Damon Libolt. Assessor's Parcel Number: 017-450-20-00.

Public comment was opened Anna Wright-Flowra, spoke on behalf of the appellant and presented additional emails, Jennifer Hill-Hayfork, Cameron Martin, Jake Grossman-Hayfork, Deidre Brower-Junction City, Lisa Wright-Lewiston, John Brower-Junction City, Olivia Caccavo-Hayfork, Veronica Kelly-Albiez-ZOOM, Tom Ballanco-ZOOM, Ms. Ballanco-ZOOM, Adrien Keys-ZOOM, public comment was closed and returned to the commission for discussion and questions to staff.

Commissioner Sharp motioned to deny the appeal based on staff information. Motion failed for lack of second.

By motion made and seconded (McHugh/Barrett) and carried 4-0 by roll-call vote to grant the appeal based on apparent record showing that this license application was in process, was valid at the time of the Urgency Ordinance being issued and therefore under the terms of the Urgency Ordinance this process should continue under the extension provisions and our interpretation of the Urgency Ordinance in this case.

There was continued discussion on this item.

Poll call vote: Commissioner Barrett-aye, Commissioner McHugh-aye, Commissioner Sharp-aye, Commissioner McIntosh-aye.

August 2, 2021

Re: P-21-25 Appeal to the Board of Supervisors

This letter is in regard to the appeal of a Planning Commission's decision for file P-21-25 regarding Cannabis License No. 672. The applicant rests on their argument presented to the Commission, to which the Commission delivered a 4-0 unanimous decision in favor of the applicant. The Planning Director has since appealed that unanimous decision to the Board.

Though the applicant rests on their original argument, they would like to give a condensed timeline of events for your convenience. They are as follows:

- **October 2019:** with former Owner. According to their consultant at the Planning Commission hearing, this revocation was unnoticed by the department.
- **February 6, 2020:** New application filed by previous Owner and Consultant. Application fee of \$2,500 was tendered (see Exhibit B in Planning Commission Staff Report)
- **June 29, 2020:** Site inspection conducted by TCPD staff member Daniel Marvel. Email, attached to this letter, stated site was compliant. At this time, Mr. Marvel also verbally indicated the license was ready for issuance and the licensee could come in to tender their license fee.
- **August 25, 2020:** License fee of \$3,500 tendered by previous Owner and Consultant.
- **October 1, 2020:** Transfer to new Owner submitted and fee of \$1,500 tendered.
- **April 24, 2021:** Email from Planning Staff Member Daniel Marvel alerting the applicant their transfer was "not allowed."
- **July 6, 2021:** *Second* compliance inspection conducted by Daniel Marvel. Site was deemed compliant.

No formal denial nor notice of deficiencies have ever been issued for this application. Additionally, all license fees, transfer fees, and site inspections were done *before* the December 9, 2020, Urgency Ordinance was issued. The Planning Department, once again, just did not hit "print," a devastating misfortune that has left this licensee in the peril of limbo. To not be noticed

of any issues since October 2020, and to be only told when inquiring about their extension letter that they were never approved in the first place is outrageous and a mishandling of this file. Additionally, if this license was never approved in 2020 as per Daniel Marvel's April email, why would staff do yet another site inspection this summer? Compliance inspections after the initial one do not occur unless licenses are active.

The Board as had to hear too many of these scenarios this year, and we ask that the Board follows the Planning Commission's, as well as their own, precedence and deny the appeal filed by Director Hunter, and direct staff to issue this letter as soon as possible.

Sincerely,



Ana Wright
Executive Vice President, *Flowra*
ana@theflowraplatform.com
M: (530) 739-9908



Ana Wright <ana@theflowraplatform.com>

Fw: Post Site Inspection

Damon Libolt <libolt707@yahoo.com>
To: Ana Wright <ana@theflowraplatform.com>

Tue, Jul 27, 2021 at 11:48 AM

Sent from Yahoo Mail for iPhone

Begin forwarded message:

On Monday, June 29, 2020, 1:30 PM, Daniel Marvel <dmarvel@trinitycounty.org> wrote:

Good afternoon Damon,

This email is in reference to the Cannabis Site Inspection performed on your property today 6/29/2020.

The following actions are needed in order for your site to be compliant:

NO ACTIONS NEEDED.

SITE IS IN COMPLIANCE.

Thank you again for meeting me off site and showing me around your property.

Have a great rest of the week!

Daniel Marvel

Code Compliance Specialist

Trinity County Cannabis Dept.

61 Airport Rd.

[Weaverville, CA. 96093](#)

530-215-8645

TRINITY COUNTY
Item Report 5.5

Meeting Date: 8/3/2021

Department:
Planning and Zoning

Contact:
Kimberly Hunter, Building &
Planning Director

Phone:
5306231351 ext. 2839

5.5 Cannabis Program Update for August 3, 2021

Requested Action:

Receive an update on the Commercial Cannabis Program from Director of Building & Planning Kim Hunter and Senior Environmental Compliance Specialist David Colbeck.

Fiscal Impact:

Unknown fiscal impact.

Summary:

Staff will be providing monthly updates on the Commercial Cannabis Program during the term of Urgency Ordinance 1355.

Discussion:

This update on the Commercial Cannabis Program including the following topics:

- Update on number of Cannabis cultivation license extensions issued
- Status of the Transition Plan and estimated timeframe for completion
- Status of Cannabis Division staffing and contracted support services

The Transition Plan consists of three components:

Framework - A written technical document outlining the process for licensees to move forward in the transition process to implement the mitigation measures contained in the certified Commercial Cannabis Program Environmental Impact Report (EIR) and the Commercial Cannabis Program Ordinance.

Education - Outreach efforts to provide important information on the transition process using a variety of materials and platforms to more effectively communicate program expectations and processes.

Staffing and Support Services - Includes adequate in-house staff and consultant services required to properly implement the program in a timely, equitable and thorough manner.

Departmental Recommendation:

Provide direction to staff as necessary.

TRINITY COUNTY

Item Report 5.6

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Mary A. Treece, Sheriff's
Business Manager

Phone:
(530) 623-8110

5.6 Budget Adjustment: Dept 2350

Requested Action:

Approve a budget adjustment for FY 20/21 for Animal Control - Dept. 2350 decreasing revenues by \$7,897, Salary & Benefits by \$1,144 and Other Charges by \$80 and increasing Services & Supplies by \$837, Inter-fund Expenses by 1,346 and Intra-Fund Expenses by \$1,944; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$10,800.

Fiscal Impact:

Increase in General Fund Appropriation in the amount of \$10,800; current Contingency balance is \$225,684.

Summary:

The attached budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. The lower than anticipated revenue and higher than anticipated expenses will require contingency funds in the amount of \$10,800.

Discussion:

The attached budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. The lower than anticipated revenue in the amount of \$7,897 and the higher than anticipated expenses in the amount of \$2,903 will require contingency funds in the amount of \$10,800 to meet FY 20/21 financial obligations.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board of Supervisors approve the fiscal year 2020/2021 budget adjustment in the Animal Control department 2350.

ATTACHMENTS:

Description

Animal Control (2350)
Contingency 9901

TRINITY COUNTY BUDGET ADJUSTMENT

7/19/2021

Department: Animal Control

Number: 2350

Justification for budget adjustment:

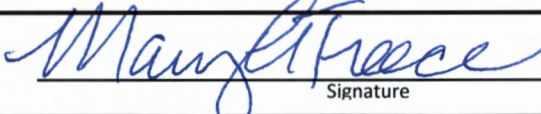
The budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. Overall the Animal Control Budget will require \$10,800 in contingency funds to meet current financial obligations.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
6101	Licenses	45,500	35,504	(9,996)
8202	Late Fees	3,000	1,761	(1,239)
8621	Humane	8,000	10,738	2,738
9254	Restitution	-	600	600
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				<u>(7,897)</u>

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
1010	Permanent Salaries	102,652	101,178	(1,474)
1030	Overtime	3,000	4,935	1,935
1100	Social Security	8,082	8,169	87
1200	Retirement	29,766	29,463	(303)
1210	LIUNA	1,891	1,874	(17)
1300	Group Insurance	10,443	9,044	(1,399)
1400	Unemployment	1,960	1,987	27
2700	Special Department Expense	3,500	4,337	837
2199	Interfund Maintenance	-	2,291	2,291
2799	Interfund Travel	3,500	2,555	(945)
2375	Intra-Fund Professional Services	-	1,944	1,944
3232	NSF Fees	100	20	(80)
TOTAL EXPENDITURE CHANGES				<u>2,903</u>

Origin	 Signature		Business Manager Title	
Auditor	Auditor Review _____		Date Reviewed: ____/____/____	
	REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO			
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____			

7/21/2021

TRINITY COUNTY
Item Report 5.7

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Mary A. Treece, Sheriff's
Business Manager

Phone:
(530) 623-8110

5.7 Budget Adjustment: Dept 2110

Requested Action:

Approve a budget adjustment for FY 20/21 for Coroner - Dept. 2110 increasing Services & Supplies by \$5,000; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$5,000.

Fiscal Impact:

Increase in General Fund appropriations in the amount of \$5,000; current Contingency balance is \$214,884 (if prior budget adjustment is approved).

Summary:

The attached budget adjustment reflects actual Services and Supplies expenses during FY 20/21. The higher than anticipated expenses will require contingency funds in the amount of \$5,000.

Discussion:

The attached budget adjustment reflects higher than anticipated Services and Supplies expenses in the amount of \$5,000 in FY 20/21.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board of Supervisors approve the fiscal years 2020/2021 budget adjustment in the Coroner department 2110.

ATTACHMENTS:

Description
Contingency 9901
Coroner (2110)

TRINITY COUNTY BUDGET ADJUSTMENT

Department: Contingency

7/22/2021

Number: 9901

Justification for budget adjustment:

Decreasing provisions for contingency by \$5,000, to cover financial obligations for Coroner department 2110.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				-

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
3991	Appropriation for Contingency	214,884	209,884	(5,000)
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL EXPENDITURE CHANGES				(5,000)

Origin	<u>Christine Jeffery</u> Signature	<u>Assistant Auditor</u> Title
Auditor	Auditor Review <u>Christine Jeffery</u> REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	Date Reviewed: <u>7 / 22 / 2021</u>
CAO	CAO Approval _____	Date: ____/____/____
BOS	Approved by Board of Supervisors on: <u>August 3, 2021</u>	Page 531 of 555 BOS AUD

TRINITY COUNTY

Item Report 5.8

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Mary A. Treece, Sheriff's
Business Manager

Phone:
(530) 623-8110

5.8 Budget Adjustment: Dept 2301

Requested Action:

Approve a budget adjustment for FY 20/21 for Jail Health - Dept. 2301 decreasing revenues by \$127,640, and Services & Supplies by \$49,681, and increasing Salary & Benefits by \$1,041, and Inter-fund Expenses by \$4,000; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$83,000.

Fiscal Impact:

Increase in General Fund appropriations in the amount of \$83,000; current Contingency balance is \$209,884 (if prior budget adjustments are approved).

Summary:

The attached budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. The lower than anticipated revenue and higher than anticipated expenses will require contingency funds in the amount of \$83,000.

Discussion:

The attached budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. The lower than an anticipated revenue in the amount of \$127,640 and the lower than anticipated expenses in the amount of \$44,640 will require contingency funds in the amount of \$83,000 to meet FY 20/21 financial obligations.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board of Supervisors approve the fiscal year 2020/2021 budget adjustment in the Jail Health department 2301.

ATTACHMENTS:

Description

Jail Health (2301)

Contingency 9901

TRINITY COUNTY BUDGET ADJUSTMENT

7/19/2021

Department: Jail Health

Number: 2301

Justification for budget adjustment:

The budget adjustment reflects actual revenue and expenses that occurred and are anticipated in FY 20/21. Overall the Jail Health Budget will require \$83,000 in contingency funds to meet current financial obligations.

Revenue Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
8304	Jail OTC / Sick Fees	1,000	506	(494)
9253	Insurance Proceeds	127,146	-	(127,146)
				-
				-
				-
				-
				-
				-
				-
				-
				-
TOTAL REVENUE CHANGES				<u>(127,640)</u>

Expenditure Changes

Account Number	Description	Amount Budgeted	Revised Amount	Change
1030	Overtime	5,000	6,155	1,155
1100	Social Security	5,145	5,189	44
1210	LIUNA	1,893	1,874	(19)
1300	Group Insurance	10,443	10,304	(139)
2090	Household	-	29	29
2200	Medical / Lab Supplies	-	280	280
2260	Office Supplies	1,000	228	(772)
2303	Jail Health	241,815	192,597	(49,218)
2399	Interfund Professional Services	-	4,000	4,000
				-
				-
				-
TOTAL EXPENDITURE CHANGES				<u>(44,640)</u>

Origin	 Signature		Business Manager Title
Auditor	Auditor Review _____ Date Reviewed: ____/____/____		
	REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO		
CAO	CAO Approval _____ Date: ____/____/____		
BOS	Approved by Board of Supervisors on: ____/____/____		

7/22/2021

Number: 9901



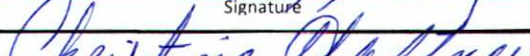
Decreasing provisions for contingency by \$83,000, to cover financial obligations for Jail Heath department 2301.

Account Number	Description	Amount Budgeted	Revised Amount	Change
----------------	-------------	-----------------	----------------	--------

Expenditure Changes

TOTAL EXPENDITURE CHANGES

(83,000)

Origin	 Signature		 Title	
Auditor	Auditor Review  REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: <u>7</u> / <u>22</u> / <u>2021</u>	
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____		_____ BOS AUD	

August 3, 2021 Page 536 of 555

TRINITY COUNTY

Item Report 5.9

Meeting Date: 8/3/2021

Department:
Sheriff

Contact:
Mary A. Treece, Sheriff's
Business Manager

Phone:
(530) 623-8110

5.9 Budget Adjustment: Dept 2270

Requested Action:

Approve a budget adjustment for FY 20/21 for Search & Rescue - Dept. 2270 increasing Services & Supplies by \$3,380; and approve a budget adjustment for FY 20/21 for Contingency - Dept. 9901 decreasing appropriations by \$3,380.

Fiscal Impact:

Increase in General Fund appropriations in the amount of \$3,380; current Contingency balance is \$126,884 (if prior budget adjustments are approved).

Summary:

The attached budget adjustment reflects actual Services and Supplies expenses during FY 20/21. The higher than anticipated expenses will require contingency funds in the amount of \$3,380.

Discussion:

The attached budget adjustment reflects higher than anticipated Services and Supplies expenses in the amount of \$3,380 in FY 20/21.

Alternatives Including Financial Implications:

Deny the budget adjustment and advise staff.

Departmental Recommendation:

It is staff's recommendation that the Board of Supervisors approve the fiscal year 2020/2021 budget adjustment in the Search and Rescue (SAR) department 2270.

ATTACHMENTS:

Description


Search & Rescue (2270)

Contingency 9901

7/19/2021

Number: 2270

The budget adjustment reflects actual expenses that occurred and are anticipated in FY 20/21. Overall the Search and Rescue (SAR) Budget will require \$3,380 in contingency funds to meet current financial obligations.

Origin	 _____ Signature		Business Manager _____ Title	
Auditor	Auditor Review _____ REQUIRES BOARD ACTION <input type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: ____/____/____	
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____			


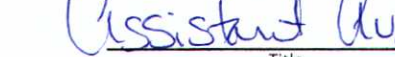

August 3, 2021 Page 538 of 555

BOS

AUD

7/22/2021

Justification for budget adjustment:

Origin	 Signature		 Title	
Auditor	Auditor Review  REQUIRES BOARD ACTION <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Date Reviewed: <u>7</u> / <u>22</u> / <u>2021</u>	
CAO	CAO Approval _____		Date: ____/____/____	
BOS	Approved by Board of Supervisors on: ____/____/____ <div style="text-align: center;">August 3, 2021 Page 539 of 555</div> <div style="display: flex; justify-content: space-between;"> _____ BOS _____ AUD </div>			

TRINITY COUNTY

Item Report 6.1

Meeting Date: 8/3/2021

Department:
County Counsel

Contact:
Margaret Long

Phone:
530-691-0800

6.1 Conference with Legal Counsel: Existing Litigation

Requested Action:

Government Code Section 54954.5(c) - Conference with Legal Counsel - Existing Litigation

No. of Cases: Two

Terry Mines v. Trinity County (Trinity County Superior Court Case No. 20CV082); and

Terry Mines v. Trinity County (Trinity County Superior Court Case No. 20CV036)

TRINITY COUNTY
Item Report 7.1

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Liam Gogan

Phone:
530-623-1382

7.1 Subsequent: Letter: Beaver Removal

Requested Action:

Move to discuss and/or take action to add a letter regarding a moratorium on the removal of beavers and beaver dams in Trinity County, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is the letter must be submitted by August 5th for consideration.

Authorize the Chairman to sign a letter to the California Department of Fish and Wildlife Director regarding a requested moratorium on the removal of beavers and beaver dams in Trinity County.

Fiscal Impact:

No fiscal impact.

ATTACHMENTS:

Description

Letter

Attachment 1

Attachment 2

Document Received at meeting



TRINITY COUNTY

Board of Supervisors

P.O. BOX 1613, WEAVERVILLE, CALIFORNIA 96093-1613
PHONE (530) 623-1217 FAX (530) 623-8365

August 3rd, 2021

Director Charlton Bonham
California Department of Fish and Wildlife
P.O. Box 944209
Sacramento, CA 94244

RE: Moratorium on the Removal of Beavers and Beaver Dams in Trinity County

Dear Mr. Bonham,

We are writing to request a moratorium on the removal of beavers and beaver dams by the California Department of Fish and Wildlife (CDFW) on private property in Trinity County until the CDFW develops a policy that ensures beavers and beaver dams are not needlessly destroyed to the detriment of the environment.

On Wednesday, 14 July 2021, the Trinity County Fish and Game Advisory Commission (TCFG) was informed by a local resident that a CDFW Game Warden removed a beaver dam on his property against his wishes, causing significant environmental damage (Attachment 1). The TCFG reached out to the warden and Region 1 CDFW office to find out why this happened, but we did not hear a response.

Trinity County is in a severe drought. Beavers enhance surface water storage and ground water recharge (CDFW no date). The particular stream that this occurred on is Brown's Creek, a stream with very high Intrinsic Potential for producing Federally-endangered Southern Oregon/Northern California Coho Salmon (National Marine Fisheries Service 2014). Beaver dams are considered important elements of Coho salmon habitat (CDFW 2004, National Marine Fisheries Service 2014). The landowner provided photos of aquatic organisms that died when the dam removal caused a side channel to become dewatered, and some of these fish appear to be juvenile Coho.

Moratorium on the Removal of Beavers and Beaver Dams in Trinity County

August 3, 2021

Page 2 of 2

When the landowner talked to the warden before the dam was removed, he asked that the dam be allowed to remain, and yet the warden removed the beaver dam anyway. Therefore, we view this incident as an egregious taking of private property without due process.

There have been prior instances in Trinity County where beavers that were considered a nuisance were killed, instead of translocated or managed, even though there are vast areas of Trinity County with unoccupied beaver habitat and their services to the ecosystem far outweigh their hazards. The latest incident underscores to us that the State lacks a coherent policy for managing beavers. We request a moratorium on California Department of Fish and Wildlife removing beavers and dams on private property in Trinity County until a policy governing their management is developed. To that end, we provide a list of suggested guidelines for how wardens could deal with nuisance beavers (Attachment 2).

Sincerely,

Chairman Jeremy Brown
Trinity County

Attachment 1: Letter from David Delange to the Trinity County Fish and Game Advisory Commission

Attachment 2: Beaver and Summer Dam removal guidelines

Cc:

Tina Bartlett, CDFW Region 1 Manager

David Bess, CDFW Chief of Enforcement

Brad Straatman, CDFW Trinity County Warden

Jim Wood, C A 2nd Assembly District Assemblymember

Mike McGuire, CA 2nd Senate District Senator

Kate Lundquist, Occidental Arts and Ecology Center

Literature Cited

CDFW (California Department of Fish and Wildlife). No date. Living with beavers. Accessed 20 July 2021 at: <https://nrm.dfg.ca.gov/FileHandler.ashx?DocumentID=114087&inline>.

CDFW (California Department of Fish and Game). 2004. Recovery strategy for California coho salmon. Report to the California Fish and Game Commission. 594 pp. Copies/CDs available upon request from California Department of Fish and Game, Native Anadromous Fish and Watershed Branch, 1416 9th Street, Sacramento, CA 95814, or on-line: <http://www.dfg.ca.gov/nafwb.cohorecovery>

National Marine Fisheries Service. 2014. Final recovery plan for the Southern Oregon/Northern California Coast evolutionary significant unit of Coho Salmon (*Oncorhynchus kisutch*). National Marine Fisheries Service. Arcata, CA.

David DeLange
P.O. Box 315
Douglas City, CA
96024

Dear Trinity County Board of Supervisors

I am writing you to report an egregious act by a CDFW warden. On Friday June 25 at approximately 8:30 pm I was approached on my property by Jason Smith-#869. He entered the property via the creek (Browns Creek) and stated he was investigating a call by others down the creek that noticed a drop in the creek in the past 24 hours and that he was looking for illegal dams. The temperature that day and previous days was well over 100* F. I said that was probably the reason. I showed him a dam that was made by a family of beavers over the course of the past three years. He said that the dam needs to be broken apart to let water flow down stream. This was definitely not the case as the water was flowing equal to the inflow at the top of the pool at the upstream side.. He then changed his reasoning that he needed to break the dam apart so fish could travel upstream. Again, I protested as there are scores of fry and fingerlings both up and down stream of the dam. He then told me where he was going to open up the dam and again I protested stating that location was not actually the main channel and that the creek had changed three winters ago. I told him that if he did the life in that channel would perish. He said "Im no biologist, Im just following a code". He asked if he could come through my property to walk back on the road to retrieve a shovel from his truck a mile away. I walked with him trying to educate him on how the dam is actually one of the best things for the creek's health and cold water refuge for all aquatic life. He left my property along the county roadway foot. Not 10 minutes went by and I heard him down at the creek tearing apart sticks. Just how did he make it back the mile to his truck in that time? Illegal trespass? I then went back down and observed him ripping the dam apart with his hands. He continued until he "uncorked" approximately 1500ft of slack water sending millions of gallons of cool water down the channel in a matter of hours . The next morning entire channel was bone dry with hundreds if not thousands of dead fish and all other forms of life. Heartbroken my wife and I collected some of them and video and photographed them and evidence. I have sent photos to the USFS fisheries biologist for identification. Included were giant pacific salamander, water dogs, lamprey,

crayfish, eels, multiple fish species (federally endangered coho salmon) caddis larvae, and countless zooplankton. How is it that an officer for an agency that is supposed to protect these creatures is the one that is responsible for their deaths? How is there not any oversight on his actions? We are devastated by having our sacred creek ruined in an instant. There are no reparations that can make up for this. Since this breach multiple families living along Browns Creek are running out of water. We are going to continue all avenues to get some reform on this matter. I would ask the Board to back us in hopes some policy can be changed so that nobody or no watershed has to endure this again. The attached Google Drive link is where you will find all the photos pertaining to this incident.

<https://drive.google.com/drive/folders/1931DQ0asnw1iMLj13oxmrXwrEQEbfFhJ>

David DeLange

Beaver and Summer Dam Removal Guidelines

Kyle DeJulio, Commissioner, Trinity County Fish and Game Advisory Commission

Seasonal dams are nearly ubiquitous on private property in the streams of Northern California. While these impoundments can affect fish passage negatively depending on the construction and height of the structure, they also provide rare pool habitat during our seasonal drought. This can make regulation, oversight, and removal of these structures complicated and of significant consequence. Dams range from small piles of rocks and other natural materials to structures lined with plastics or other man-made materials.

A separate but related issue is the removal of beaver and their dams by resource management agencies within California. The history of management of beaver in California is diverse and tragic. They are thought to currently exist at populations <5% of their historic numbers. Over recent decades the value of beaver and their dams has become widely acknowledged within the natural resources and aquatic restoration communities, but management still focuses on conflict with development and agriculture.

An important step when contemplating how to modify aquatic habitats related to an action is to understand the evolutionary and seasonal context with which the aquatic community of organisms interacts with that habitat. In North America the aquatic ecosystem evolved with beaver and using their behavior and habitats to better understand seasonal impoundment is a suggested approach.

Beavers tend to disperse during high flow events in the winter or spring. They will colonize an area and as water levels drop, they may build a dam to make sure they have deep water refuge from predation. The protection provided by the dam is most necessary in the summer and fall when stream levels are lowest before fall rains return. Beaver dams often partially or completely fail in large winter storms. They are then repaired as flows recede and deep water becomes scarce in summer.

It is also important to understand fish movement and the importance of fish passage at different times of year. Fish migration can differ depending on species. In general, these small impoundment structures are found on small streams where flows are low in the summer and there is a need to create deep water habitat for the beavers protection of for anthropogenic uses. Therefore, we should be focused on Coho, Steelhead, and Pacific Lamprey when considering anadromous fish migration, as Chinook Salmon primarily use larger streams. Adults Coho, Steelhead, and Pacific Lamprey migrate upstream in the fall and winter, and steelhead adults migrate downstream in the spring. This life history ensures suitable water temperatures during most of their migration due to low sun angle and increased flows. Juveniles redistribute to various habitats and outmigrate to the ocean during the Fall and Spring. There is very little natural movement of fish during summer months. If coldwater fish have not found suitable habitat by this time they are likely to perish, and those who have found habitat would be taking on high risk to move from it. Coho in particular are notorious for using disconnected habitats for over summering.

Noting these evolutionary conditions, the breach of summer dams or beaver dams low flows should be considered an unnatural event that may cause animals to be vulnerable to stranding and displacement. Hydrology during this period also tends to be very constant and not “flashy” due to lack of precipitation. Often the largest changes in flow during this period observed at gages are due to diversion or withdrawal.

Extreme precaution should be taken when removal of a summer dam or beaver dam is deemed necessary when flows approach seasonal lows:

- 1). In many instances the best action may be to leave the dam in place until temperatures cool and precipitation returns. These deep-water habitats can thermally stratify providing cold water that would not exist otherwise, and safe dispersal at this time of year could be impossible depending on water temperatures and proximity of suitable habitat.
- 2). When drawdown of the impoundment and removal of the structure is deemed necessary, this should be confirmed by someone trained in aquatic resource management who is familiar with State, Federal, and County regulations, best management practices, and permit requirements (even if they are not subject to those requirements).
- 3). Fish and other aquatic species should be salvaged from areas vulnerable to complete dewatering.
- 4). Drawdown should be no more than 2 in / hour and $\frac{1}{2}$ of the impounded area should be left wet for a period of 2 days or longer so that animals (such as Pacific Lamprey) can exit the saturated substrate, are not overcrowded in the reduced habitat and can disperse volitionally. Another pause at $\frac{1}{4}$ of the impounded area wetted may be necessary depending on the density of occupants and the size of the impoundment. This process may take several days depending on the height of the impoundment.
- 5). Visual inspection of dewatered areas should be done throughout the process to make sure that precautions are working, and that significant mortality of aquatic life isn't occurring. Drawdown rate or action should be reevaluated, as necessary.
- 6). If a structure cannot be safely removed it should be repaired and left until fall rains return or temperatures are suitable in the rest of the stream.

This level of care when dealing with seasonal impoundment by beaver or people places significant burden on resources managers to implement these actions appropriately. While that burden may take time and resources, it will also make sure decisions to alter critical habitat are more thoroughly evaluated and will result in less arbitrary and capricious actions that could result in harm to the environment and wildlife. If resources for this level of care are not available within a management agency they should reach out to other agencies or proponents in the watershed that may be able to support those efforts or defer the action until seasonal rains and temperatures allow. While public perception is that these structures can alter stream flow in a negative way, unless there is withdrawal from the impoundment, this is not the case. These structures are run of the river and mass balance is equal in the absence of withdrawal.





TRINITY COUNTY
Item Report 7.2

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Liam Gogan

Phone:
530 623 1382

7.2 Subsequent: Letter: Comments on Whiskeytown Drought Action

Requested Action:

Move to discuss and/or take action to add a letter regarding drought assistance in Trinity County, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is the drought conditions are worsening daily and residents are in need of aid.

Authorize the Chairman to draft and sign a letter regarding drought assistance in Trinity County.

Fiscal Impact:

No fiscal impact.

TRINITY COUNTY
Item Report 7.3

Meeting Date: 8/3/2021

Department:
Clerk of the Board

Contact:
Ed Prestley

Phone:
530-623-1116

7.3 Subsequent: Proclamation: July 2021 Fires

Requested Action:

Move to discuss and/or take action to ratify the Director of Emergency Services' proclamation and confirm the existence of a local emergency, and find that the need to take immediate action came to the attention of the Board subsequent to the agenda being posted. The urgency is that without confirmation, the proclamation will expire and the conditions are likely to continue.

Ratify the Director of Emergency Services' proclamation and confirm the existence of a local emergency in the County of Trinity pertaining to the extreme peril to the safety of person and property caused by local fires.

Fiscal Impact:

No fiscal impact.

ATTACHMENTS:

Description
Code
Proclamation

2.40.070 - Director of emergency services-Powers and duties.

A. The director of emergency services is empowered to:

1. Request the board of supervisors to proclaim the existence of a local emergency if the board is in session, or to issue such proclamation if the board is not in session. Whenever a local emergency is proclaimed by the director, the board of supervisors shall take action to ratify the proclamation within seven days thereafter, or the proclamation shall have no further force or effect;
2. Request the Governor of the state to proclaim a state of emergency when, in the opinion of the director, the locally available resources are inadequate to cope with the emergency;
3. Control and direct the effort of the emergency organization of the county for the accomplishment of the purposes of this chapter;
4. Direct cooperation between and coordination of services and staff of the emergency organization of the county; and resolve questions of authority and responsibility that may arise between them;
5. Represent the county in all dealings with public or private agencies on matters pertaining to emergencies;
6. In the event of the proclamation of a local emergency as provided in this section, the proclamation of a state of emergency by the Governor of the state, or by the Director of the California Office of Emergency Services, or the existence of a state of war emergency, the director of emergency services of the county is empowered:
 - a. To make and issue rules and regulations on matters reasonably related to the protection of life and property as affected by such emergency; provided, however, that such rules and regulations must be confirmed at the earliest practicable time by the board of supervisors,
 - b. To obtain vital supplies, equipment and such other properties found lacking and needed for the protection of life and property and to bind the county for the fair value thereof, and, if required immediately, to commandeer the same for public use,
 - c. To require emergency services of any county officer or employee, and, in the event of the proclamation of a state of emergency or the existence of a state of war emergency, to command the aid of as many citizens as he deems necessary in the execution of his duties. Such persons shall be entitled to all privileges, benefits and immunities as are provided by state law for registered disaster service workers,

- d. To requisition necessary personnel or material of any department or agency of the county, and
 - e. To execute all of the special powers conferred upon him by this chapter or by resolution or emergency plan pursuant hereto or pursuant to predecessor ordinances theretofore adopted by the board of supervisors, all powers conferred upon him by any statute, by any agreement approved by the board of supervisors, and by any other lawful authority.
- B. The director of emergency services shall designate the order of succession to that office, to take effect in the event the director is unavailable to perform his duties during an emergency. Such order of succession shall be approved by the board of supervisors.
- C. The assistant director of emergency services shall have such powers and duties consistent with the purpose of this chapter as shall be assigned by the director.

(Ord. 295-1 §7, 1972)

1.7.1 Trinity County Emergency Declaration Process

Declarations of a local emergency are normally made when there is an actual incident or threat of disaster or extreme peril to the safety of persons and property within the County, caused by natural, technological or human caused situations. The County may declare an emergency for any of several reasons, such as authorizing additional budget authority, implementing emergency measures, or accessing State, or federal disaster assistance. To proclaim a state of emergency, the Director of Emergency Services will either call a regular or special meeting of the Board of Supervisors to request a declaration of emergency or immediately declare an emergency in writing. For "an imminent and proximate threat of the introduction of any contagious, infectious, or communicable disease, chemical agent, non-communicable biologic agent, toxin, or radioactive agent," the Trinity County Health Officer may declare a local health emergency in the jurisdiction or any area thereof affected by the threat to the public health. A Local Emergency proclaimed by the Director of Emergency Services must be ratified by the Board of Supervisors within seven days, or it will expire.

The Board of Supervisors must review the need to continue the declaration at least every 60 days until the local emergency is terminated. The Local Emergency must be terminated by resolution as soon as conditions warrant. Declaration of a Local Health Emergency should be continued at least every 30 days.

PROCLAMATION OF LOCAL EMERGENCY BY THE TRINITY COUNTY DIRECTOR OF EMERGENCY SERVICES

WHEREAS, County Code, Chapter 2.40 of the County of Trinity empowers the Director of Emergency Services to proclaim the existence or threatened existence of a local emergency when said County is affected or likely to be affected by a public calamity and the County Board of Supervisors is not in session, and;

WHEREAS, the Director of Emergency Services of the County of Trinity does hereby find;

WHEREAS, conditions of extreme peril to the safety of persons and property have arisen within said county, caused by the July 2021 Lightning Fires, specifically the Monument (formerly Panther) Fire, and the McFarland Fire; and

WHEREAS, these conditions are or are likely to be beyond the control of the services, personnel, equipment, and facilities of said County, and;

WHEREAS, the County Board of Supervisors of the County of Trinity is not in session and cannot immediately be called into session;

NOW, THEREFORE, IT IS HEREBY PROCLAIMED that a local emergency now exists throughout the County of Trinity, and;

IT IS FURTHER PROCLAIMED AND ORDERED that during the existence of said local emergency the powers, functions, and duties of the emergency organization of this County shall be those prescribed by state law, by ordinances, and resolutions of this County, and;

That this emergency proclamation shall expire in seven (7) days after issuance unless confirmed and ratified by the Board of Supervisors of the County of Trinity.



Elizabeth Hamilton
Director
County of Trinity
Office of Emergency Services

7-31-2021

DATE

Address 51 Industrial Park Way, Weaverville, CA 96093