

APPENDIX A

CLERICAL UNIT SALARY SCHEDULE

Effective 1/1/2019 through 12/31/2019

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	Secretary/Clerk 1	2,393	2,513	2,639	2,771	2,910	3,056
Competitive		13.81	14.50	15.23	15.99	16.79	17.63
2	Secretary/Clerk 2	2,771	2,910	3,056	3,209	3,369	3,537
Comp/Non		15.99	16.79	17.63	18.51	19.44	20.41
3	Sr. Secretary/Clerk	3,056	3,209	3,369	3,537	3,714	3,900
Noncompetitive		17.63	18.51	19.44	20.41	21.43	22.50
4	Permit Technician 1	3,191	3,351	3,519	3,695	3,880	4,074
Competitive		18.41	19.33	20.30	21.32	22.39	23.50
5	Permit Technician 2	3,519	3,695	3,880	4,074	4,278	4,492
Competitive		20.30	21.32	22.39	23.50	24.68	25.92
6	Secretary/Clerk 3	3,369	3,537	3,714	3,900	4,095	4,300
Competitive		19.44	20.41	21.43	22.50	23.63	24.81
7	Accounting Assistant 1	3,060	3,213	3,374	3,543	3,720	3,906
Competitive		17.65	18.54	19.47	20.44	21.46	22.54
8	Accounting Assistant 2	3,369	3,537	3,714	3,900	4,095	4,300
Comp/Non		19.44	20.41	21.43	22.50	23.63	24.81
9	Sr. Accounting Assistant	3,714	3,900	4,095	4,300	4,515	4,741
Noncompetitive		21.43	22.50	23.63	24.81	26.05	27.35
10	Secretary/Clerk 4	3,750	3,938	4,135	4,342	4,559	4,787
Competitive		21.64	22.72	23.86	25.05	26.30	27.62

CLERICAL UNIT SALARY SCHEDULE

Effective 1/1/2020 through 12/31/2020

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	Secretary/Clerk 1	2,453	2,575	2,704	2,839	2,981	3,130
Competitive		14.15	14.86	15.60	16.38	17.20	18.06
2	Secretary/Clerk 2	2,839	2,981	3,130	3,287	3,451	3,624
Comp/Non		16.38	17.20	18.06	18.96	19.91	20.91
3	Sr. Secretary/Clerk	3,130	3,287	3,451	3,624	3,805	3,995
Noncompetitive		18.06	18.96	19.91	20.91	21.95	23.05
4	Permit Technician 1	3,271	3,434	3,606	3,786	3,975	4,174
Competitive		18.87	19.81	20.80	21.84	22.93	24.08
5	Permit Technician 2	3,606	3,786	3,975	4,174	4,383	4,602
Competitive		20.80	21.84	22.93	24.08	25.29	26.55
6	Secretary/Clerk 3	3,451	3,624	3,805	3,995	4,195	4,405
Competitive		19.91	20.91	21.95	23.05	24.20	25.41
7	Accounting Assistant 1	3,137	3,293	3,458	3,631	3,813	4,004
Competitive		18.10	19.00	19.95	20.95	22.00	23.10
8	Accounting Assistant 2	3,451	3,624	3,805	3,995	4,195	4,405
Comp/Non		19.91	20.91	21.95	23.05	24.20	25.41
9	Sr. Accounting Assistant	3,805	3,995	4,195	4,405	4,625	4,856
Noncompetitive		21.95	23.05	24.20	25.41	26.68	28.02
10	Secretary/Clerk 4	3,844	4,036	4,238	4,450	4,673	4,907
Competitive		22.18	23.29	24.45	25.67	26.96	28.31

CLERICAL UNIT SALARY SCHEDULE

Effective 1/1/2021 through 12/31/2021

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	Secretary/Clerk 1	2,514	2,640	2,772	2,911	3,057	3,210
Competitive		14.50	15.23	15.99	16.79	17.64	18.52
2	Secretary/Clerk 2	2,911	3,057	3,210	3,371	3,540	3,717
Comp/Non		16.79	17.64	18.52	19.45	20.42	21.44
3	Sr. Secretary/Clerk	3,210	3,371	3,540	3,717	3,903	4,098
Noncompetitive		18.52	19.45	20.42	21.44	22.52	23.64
4	Permit Technician 1	3,353	3,520	3,696	3,881	4,075	4,279
Competitive		19.34	20.31	21.32	22.39	23.51	24.69
5	Permit Technician 2	3,696	3,881	4,075	4,279	4,493	4,718
Competitive		21.32	22.39	23.51	24.69	25.92	27.22
6	Secretary/Clerk 3	3,540	3,717	3,903	4,098	4,303	4,518
Competitive		20.42	21.44	22.52	23.64	24.83	26.07
7	Accounting Assistant 1	3,215	3,376	3,545	3,722	3,908	4,103
Competitive		18.55	19.48	20.45	21.47	22.55	23.67
8	Accounting Assistant 2	3,540	3,717	3,903	4,098	4,303	4,518
Comp/Non		20.42	21.44	22.52	23.64	24.83	26.07
9	Sr. Accounting Assistant	3,903	4,098	4,303	4,518	4,744	4,981
Noncompetitive		22.52	23.64	24.83	26.07	27.37	28.74
10	Secretary/Clerk 4	3,940	4,137	4,344	4,561	4,789	5,028
Competitive		22.73	23.87	25.06	26.31	27.63	29.01

APPENDIX B
ENVIRONMENTAL HEALTH UNIT SALARY SCHEDULE
Effective 1/1/2019 through 12/31/2019

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	EH Technician 1	3,143	3,300	3,465	3,638	3,820	4,011	4,212	4,423
Competitive		18.13	19.04	19.99	20.99	22.04	23.14	24.30	25.52
2	EH Technician 2	3,465	3,638	3,820	4,011	4,212	4,423	4,644	4,876
Comp/Non		19.99	20.99	22.04	23.14	24.30	25.52	26.79	28.13
3	EH Specialist 1	3,820	4,011	4,212	4,423	4,644	4,876	5,120	5,376
Competitive		22.04	23.14	24.30	25.52	26.79	28.13	29.54	31.02
4	EH Specialist 2	4,212	4,423	4,644	4,876	5,120	5,376	5,645	5,927
Comp/Non		24.30	25.52	26.79	28.13	29.54	31.02	32.57	34.19
5	EH Specialist 2 - RS	4,423	4,644	4,876	5,120	5,376	5,645	5,927	6,223
Comp/Non		25.52	26.79	28.13	29.54	31.02	32.57	34.19	35.90
6	Senior EH Specialist	4,670	4,904	5,149	5,406	5,676	5,960	6,258	6,571
Noncompetitive		26.94	28.29	29.71	31.19	32.75	34.39	36.10	37.91
7	EH Specialist 3	5,117	5,373	5,642	5,924	6,220	6,531	6,858	7,201
Competitive		29.52	31.00	32.55	34.18	35.89	37.68	39.57	41.55

ENVIRONMENTAL HEALTH UNIT SALARY SCHEDULE
Effective 1/1/2020 through 12/31/2020

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	EH Technician 1	3,222	3,383	3,552	3,730	3,917	4,113	4,319	4,535
Competitive		18.59	19.52	20.49	21.52	22.60	23.73	24.92	26.16
2	EH Technician 2	3,552	3,730	3,917	4,113	4,319	4,535	4,762	5,000
Comp/Non		20.49	21.52	22.60	23.73	24.92	26.16	27.47	28.85
3	EH Specialist 1	3,917	4,113	4,319	4,535	4,762	5,000	5,250	5,513
Competitive		22.60	23.73	24.92	26.16	27.47	28.85	30.29	31.81
4	EH Specialist 2	4,319	4,535	4,762	5,000	5,250	5,513	5,789	6,078
Comp/Non		24.92	26.16	27.47	28.85	30.29	31.81	33.40	35.07
5	EH Specialist 2 - RS	4,535	4,762	5,000	5,250	5,513	5,789	6,078	6,382
Comp/Non		26.16	27.47	28.85	30.29	31.81	33.40	35.07	36.82
6	Senior EH Specialist	4,787	5,026	5,277	5,541	5,818	6,109	6,414	6,735
Noncompetitive		27.62	29.00	30.44	31.97	33.57	35.24	37.00	38.86
7	EH Specialist 3	5,245	5,507	5,782	6,071	6,375	6,694	7,029	7,380
Competitive		30.26	31.77	33.36	35.03	36.78	38.62	40.55	42.58

ENVIRONMENTAL HEALTH UNIT SALARY SCHEDULE
Effective 1/1/2021 through 12/31/2021

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	EH Technician 1	3,302	3,467	3,640	3,822	4,013	4,214	4,425	4,646
Competitive		19.05	20.01	21.00	22.05	23.16	24.32	25.53	26.81
2	EH Technician 2	3,640	3,822	4,013	4,214	4,425	4,646	4,878	5,122
Comp/Non		21.00	22.05	23.16	24.32	25.53	26.81	28.15	24.59
3	EH Specialist 1	4,013	4,214	4,425	4,646	4,878	5,122	5,378	5,647
Competitive		23.16	24.32	25.53	26.81	23.42	29.56	31.03	32.59
4	EH Specialist 2	4,425	4,646	4,878	5,122	5,378	5,647	5,929	6,225
Comp/Non		25.53	26.81	23.42	24.59	25.82	32.59	34.21	35.92
5	EH Specialist 2 - RS	4,646	4,878	5,122	5,378	5,647	5,929	6,225	6,536
Comp/Non		26.81	23.42	24.59	25.82	32.59	28.47	35.92	31.39
6	Senior EH Specialist	4,906	5,152	5,410	5,681	5,965	6,263	6,576	6,905
Noncompetitive		28.31	29.73	31.22	32.78	34.42	36.14	37.95	39.84
7	EH Specialist 3	5,376	5,645	5,927	6,223	6,534	6,861	7,204	7,564
Competitive		31.02	32.57	34.20	35.91	37.70	39.59	41.57	43.65

APPENDIX C
REGISTERED NURSE UNIT SALARY SCHEDULE
Effective 1/1/2019 through 12/31/2019

Classification*	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
RN	4,383	4,602	4,832	5,074	5,328	5,594	5,874	6,168
	25.29	26.55	27.88	29.27	30.74	32.27	33.89	35.59
PHN	4,742	4,979	5,228	5,489	5,763	6,051	6,354	6,672
	27.36	28.73	30.16	31.67	33.25	34.91	36.66	38.49
PHN-AP	4,979	5,228	5,489	5,763	6,051	6,354	6,672	7,006
	28.73	30.16	31.67	33.25	34.91	36.66	38.49	40.42
PHN Supervisor	5,489	5,763	6,051	6,354	6,672	7,006	7,356	7,724
	31.67	33.25	34.91	36.66	38.49	40.42	42.44	44.56
PHN-ARNP	6,001	6,301	6,616	6,947	7,294	7,659	8,042	8,444
	34.62	36.35	38.17	40.08	42.08	44.19	46.40	48.72

\$0.25 per hour will be added for continuing proof of ANA certification in public health or other job-specific specialty (i.e., MCH).

RN: Registered Nurse

PHN: Public Health Nurse

PHN-AP: Public Health Nurse – Advanced Practice

PHN Supervisor: Public Health Nurse Supervisor

PHN-ARNP: Public Health Nurse – Advanced Registered Nurse Practitioner

REGISTERED NURSE UNIT SALARY SCHEDULE

Effective 1/1/2020 through 12/31/2020

Classification*	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
RN	4,493	4,717	4,953	5,201	5,461	5,734	6,021	6,322
	25.92	27.21	28.58	30.01	31.51	33.08	34.74	36.47
PHN	4,861	5,104	5,359	5,627	5,908	6,203	6,513	6,839
	28.04	29.45	30.92	32.46	34.09	35.79	37.58	39.46
PHN-AP	5,104	5,359	5,627	5,908	6,203	6,513	6,839	7,181
	29.45	30.92	32.46	34.09	35.79	37.58	39.46	41.43
PHN Supervisor	5,627	5,908	6,203	6,513	6,839	7,181	7,540	7,917
	32.46	34.09	35.79	37.58	39.46	41.43	43.50	45.68
PHN-ARNP	6,151.03	6,459.00	6,782.00	7,121.00	7,477.00	7,851.00	8,244.00	8,656.00
	35.49	37.26	39.13	41.08	43.14	45.30	47.56	49.94

\$0.25 per hour will be added for continuing proof of ANA certification in public health or other job-specific specialty (i.e., MCH).

RN: Registered Nurse

PHN: Public Health Nurse

PHN-AP: Public Health Nurse – Advanced Practice

PHN Supervisor: Public Health Nurse Supervisor

PHN-ARNP: Public Health Nurse – Advanced Registered Nurse Practitioner

REGISTERED NURSE UNIT SALARY SCHEDULE

Effective 1/1/2021 through 12/31/2021

Classification*	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
RN	4,605	4,835	5,077	5,331	5,598	5,878	6,172	6,481
	26.57	27.89	29.29	30.76	32.30	33.91	35.61	37.39
PHN	4,982	5,231	5,493	5,768	6,056	6,359	6,677	7,011
	28.74	30.18	31.69	33.28	34.94	36.69	38.52	40.45
PHN-AP	5,231	5,493	5,768	6,056	6,359	6,677	7,011	7,362
	30.18	31.69	33.28	34.94	36.69	38.52	40.45	42.47
PHN Supervisor	5,768	6,056	6,359	6,677	7,011	7,362	7,730	8,117
	33.28	34.94	36.69	38.52	40.45	42.47	44.60	46.83
PHN-ARNP	6,305	6,620	6,951	7,299	7,664	8,047	8,449	8,871
	36.37	38.19	40.10	42.11	44.22	46.43	48.75	51.18

\$0.25 per hour will be added for continuing proof of ANA certification in public health or other job-specific specialty (i.e., MCH).

RN: Registered Nurse

PHN: Public Health Nurse

PHN-AP: Public Health Nurse – Advanced Practice

PHN Supervisor: Public Health Nurse Supervisor

PHN-ARNP: Public Health Nurse – Advanced Registered Nurse Practitioner

APPENDIX D

HEALTH PROFESSIONAL AND TECHNICAL UNIT SALARY SCHEDULE

Effective 1/1/2019 through 12/31/2019

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
HPT-1	Custodian	2,537	2,664	2,797	2,937	3,084	3,238
		14.64	15.37	16.14	16.94	17.79	18.68
HPT-2	Custodian/Maintenance	3,030	3,182	3,341	3,508	3,683	3,867
		17.48	18.36	19.28	20.24	21.25	22.31
HPT-3	Community Health Worker Health Services Worker	3,092	3,247	3,409	3,579	3,758	3,946
		17.84	18.73	19.67	20.65	21.68	22.77
HPT-4	Licensed Practical Nurse 1	3,060	3,213	3,374	3,543	3,720	3,906
		17.65	18.54	19.47	20.44	21.46	22.54
HPT-5	Licensed Practical Nurse 2	3,374	3,543	3,720	3,906	4,101	4,306
		19.47	20.44	21.46	22.54	23.66	24.84
HPT-6	Social Worker 1 Disease Intervention Spec	3,835	4,027	4,228	4,439	4,661	4,894
		22.13	23.23	24.39	25.61	26.89	28.24
HPT-7	Social Worker 2	4,545	4,772	5,011	5,262	5,525	5,801
		26.22	27.53	28.91	30.36	31.88	33.47
HPT-8	Social Worker 3	5,262	5,525	5,801	6,091	6,396	6,716
		30.36	31.88	33.47	35.14	36.90	38.75
HPT-9	Public Health Educator	4,106	4,311	4,527	4,753	4,991	5,241
		23.69	24.87	26.12	27.42	28.79	30.24
HPT-10	Community Liaison Outreach & Educ Coord	4,709	4,944	5,191	5,451	5,724	6,010
		27.17	28.52	29.95	31.45	33.02	34.67
HPT-11	Laboratory Assistant	3,092	3,247	3,409	3,579	3,758	3,946
		17.84	18.73	19.67	20.65	21.68	22.77
HPT-12	Laboratory Specialist	4,119	4,325	4,541	4,768	5,006	5,256
		23.76	24.95	26.20	27.51	28.88	30.32
HPT-13	Clinic Practitioner 1/PA	5,659	5,942	6,239	6,551	6,879	7,223
		32.65	34.28	35.99	37.79	39.69	41.67
HPT-14	Info Technology Specialist 1	3,709	3,894	4,089	4,293	4,508	4,733
		21.40	22.47	23.59	24.77	26.01	27.31
HPT-15	Info Technology Specialist 2	4,733	4,970	5,219	5,480	5,754	6,042
		27.31	28.67	30.11	31.62	33.20	34.86
HPT-16	Info Technology Specialist 3	5,219	5,480	5,754	6,042	6,344	6,661
		30.11	31.62	33.20	34.86	36.60	38.43
HPT-17	Info Technology Specialist 4	5,754	6,042	6,344	6,661	6,994	7,344
		33.20	34.86	36.60	38.43	40.35	42.37

HEALTH PROFESSIONAL AND TECHNICAL UNIT SALARY SCHEDULE

Effective 1/1/2020 through 12/31/2020

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
HPT-1	Custodian	2,600	2,730	2,867	3,010	3,161	3,319
		15.00	15.75	16.54	17.37	18.24	19.15
HPT-2	Custodian/Maintenance	3,106	3,261	3,424	3,595	3,775	3,964
		17.92	18.81	19.75	20.74	21.78	22.87
HPT-3	Community Health Worker Health Services Worker	3,169	3,328	3,494	3,669	3,852	4,045
		18.28	19.20	20.16	21.17	22.22	23.34
HPT-4	Licensed Practical Nurse 1	3,137	3,293	3,458	3,631	3,813	4,004
		18.10	19.00	19.95	20.95	22.00	23.10
HPT-5	Licensed Practical Nurse2	3,458	3,631	3,813	4,004	4,204	4,414
		19.95	20.95	22.00	23.10	24.25	25.47
HPT-6	Social Worker 1 Disease Intervention Spec	3,931	4,127	4,333	4,550	4,778	5,017
		22.68	23.81	25.00	26.25	27.57	28.94
HPT-7	Social Worker 2	4,659	4,892	5,137	5,394	5,664	5,947
		26.88	28.22	29.64	31.12	32.68	34.31
HPT-8	Social Worker 3	5,394	5,664	5,947	6,244	6,556	6,884
		31.12	32.68	34.31	36.02	37.82	39.72
HPT-9	Public Health Educator	4,209	4,419	4,640	4,872	5,116	5,372
		24.28	25.49	26.77	28.11	29.52	30.99
HPT-10	Community Liaison Outreach & Educ Coord	4,827	5,068	5,321	5,587	5,866	6,159
		27.85	29.24	30.70	32.23	33.84	35.53
HPT-11	Laboratory Assistant	3,169	3,328	3,494	3,669	3,852	4,045
		18.28	19.20	20.16	21.17	22.22	23.34
HPT-12	Laboratory Specialist	4,222	4,433	4,655	4,888	5,132	5,389
		24.36	25.58	26.86	28.20	29.61	31.09
HPT-13	Clinic Practitioner 1/PA	5,800	6,090	6,395	6,715	7,051	7,404
		33.46	35.14	36.89	38.74	40.68	42.72
HPT-14	Info Technology Specialist 1	3,802	3,992	4,192	4,402	4,622	4,853
		21.93	23.03	24.19	25.40	26.67	28.00
HPT-15	Info Technology Specialist 2	4,853	5,096	5,351	5,619	5,900	6,195
		28.00	29.40	30.87	32.42	34.04	35.74
HPT-16	Info Technology Specialist 3	5,351	5,619	5,900	6,195	6,505	6,830
		30.87	32.42	34.04	35.74	37.53	39.40
HPT-17	Info Technology Specialist 4	5,900	6,195	6,505	6,830	7,172	7,531
		34.04	35.74	37.53	39.40	41.38	43.45

HEALTH PROFESSIONAL AND TECHNICAL UNIT SALARY SCHEDULE

Effective 1/1/2021 through 12/31/2021

Range	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
HPT-1	Custodian	2,665	2,799	2,939	3,086	3,240	3,402
		15.38	16.15	16.96	17.80	18.69	19.63
HPT-2	Custodian/Maintenance	3,183	3,343	3,510	3,686	3,870	4,064
		18.37	19.29	20.25	21.27	22.33	23.45
HPT-3	Community Health Worker	3,249	3,411	3,582	3,761	3,949	4,146
	Health Services Worker	18.74	19.68	20.67	21.70	22.78	23.92
HPT-4	Licensed Practical Nurse 1	3,215	3,376	3,545	3,722	3,908	4,103
		18.55	19.48	20.45	21.47	22.55	23.67
HPT-5	Licensed Practical Nurse 2	3,545	3,722	3,908	4,103	4,308	4,523
		20.45	21.47	22.55	23.67	24.85	26.09
HPT-6	Social Worker 1	4,029	4,231	4,443	4,665	4,898	5,143
	Disease Intervention Spec	23.25	24.41	25.63	26.91	28.26	29.67
HPT-7	Social Worker 2	4,775	5,014	5,265	5,528	5,804	6,094
		27.55	28.93	30.38	31.89	33.49	35.16
HPT-8	Social Worker 3	5,528	5,804	6,094	6,399	6,719	7,055
		31.89	33.49	35.16	36.92	38.76	40.70
HPT-9	Public Health Educator	4,314	4,530	4,757	4,995	5,245	5,507
		24.89	26.14	27.44	28.82	30.26	31.77
HPT-10	Community Liaison	4,947	5,195	5,455	5,728	6,014	6,315
	Outreach & Educ Coord	28.54	29.97	31.47	33.05	34.70	36.43
HPT-11	Laboratory Assistant	3,249	3,411	3,582	3,761	3,949	4,146
		18.74	19.68	20.67	21.70	22.78	23.92
HPT-12	Laboratory Specialist	4,328	4,544	4,771	5,010	5,261	5,524
		24.97	26.22	27.53	28.90	30.35	31.87
HPT-13	Clinic Practitioner 1/PA	5,945	6,243	6,555	6,883	7,227	7,588
		34.30	36.02	37.82	39.71	41.70	43.78
HPT-14	Info Technology Specialist 1	3,897	4,092	4,297	4,512	4,738	4,975
		22.48	23.61	24.79	26.03	27.34	28.70
HPT-15	Info Technology Specialist 2	4,975	5,224	5,485	5,759	6,047	6,349
		28.70	30.14	31.64	33.23	34.89	36.63
HPT-16	Info Technology Specialist 3	5,485	5,759	6,047	6,349	6,666	6,999
		31.64	33.23	34.89	36.63	38.46	40.38
HPT-17	Info Technology Specialist 4	6,047	6,349	6,666	6,999	7,349	7,716
		34.89	36.63	38.46	40.38	42.40	44.52