

RESOLUTION NO. 081981

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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MASTER SALARY RESOLUTION FOR FY 2026-2027 SPECIFYING THE NUMBER OF AND PROVIDING COMPENSATION AND BENEFITS FOR PERSONS EMPLOYED BY THE COUNTY OF SAN MATEO, SETTING APPROPRIATE RULES AND REGULATIONS AND REPEALING ALL INCONSISTENT RESOLUTIONS

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that:

WHEREAS, section 206a(4) of the San Mateo County Charter authorizes the Board of Supervisors to establish the number of all appointed officers and employees; and

WHEREAS, sections 206a(5) and 508 of the San Mateo County Charter authorize the Board of Supervisors to establish by resolution the compensation and benefits of County officers and employees.

NOW, THEREFORE IT IS HEREBY ORDERED that the following shall constitute the number and classifications of positions, as well as compensation and benefits other than base pay for County officers and employees for fiscal year 2025 - 2026.

SECTION 1. TITLE

This is the Salary and Position Resolution of the County of San Mateo.

SECTION 2. APPLICATION

The provisions of this resolution apply to all County positions except as exempted by general law or the County Charter.

SECTION 3 – APPOINTMENTS

Department heads or their designees are authorized to make or continue appointments during the fiscal year to the positions specified in their respective schedules in Section 14.

SECTION 4 - STANDARD COMPENSATION

The compensation of persons employed by the County is a specified amount, which can be stated as an hourly amount or a bi-weekly amount as appropriate. Bi-weekly payment amounts apply to full-time employment, which is 40 hours per week. The bi-weekly amount for a non-exempt classification for full-time work is determined by multiplying the 80 hours worked in the full-time bi-weekly pay period by the hourly rate. In Section 14, items under the heading "Hire Restriction" corresponds to the job title of the position. Under the heading "Position Count" is the number of positions of each classification or classification series.

Stated for information only, under the headings "Minimum Biweekly" and "Maximum Biweekly" are the range of compensation for full-time work during a bi-weekly pay period for each classification. Compensation for represented positions are also listed in publicly available Memoranda of Understanding. Salaries for non-represented management, attorneys and confidential employees are also listed in publicly available board resolutions.

SECTION 5 - SPECIAL COMPENSATION

The term "differential" as used in this resolution shall mean an amount added to the base compensation. When such a differential is stated in terms of a percentage, the differential is a percentage of the base compensation alone.

Additional special compensation for specific positions may also be listed in the Memoranda of Understanding for represented positions, and salary and benefits resolutions for non-represented Management, Attorney and Confidential employees.

Applicable to All or Multiple Departments

1. All Extra Help employees assigned to work off shifts may, based on recruitment and retention conditions, receive the same shift differential as paid to regular employees in these classifications. Authorization for such differential must be requested by the department head and is conditional on approval by the Human Resources Director.
2. An individual in a Management or Confidential classification who is assigned to lead a special project, or assignment shall receive a differential of up to 10%, in addition to all other compensation. Assignments must meet criteria for special project as determined and approved by the Human Resources Department and must be for short-term assignments, with end dates and demonstrated alignment to performance and organizational goals. Authorization for such differential must be requested by the department head and is subject to review and approval by the Human Resources Director.
3. All Departments – An IS Project Manager II who is assigned to supervise the work of other IS Project Manager I and IS Project Manager II, as well as oversee the work of contracted information technology/systems project managers shall receive a 10% percent differential pay, in addition to all other compensation for the duration of the assignment.

4. All Departments - Professional staff and supervisors who are assigned child or adult protective services responsibilities by their Director or the Director's designee shall receive a 5% differential pay in addition to all other compensation.

County Attorney's Office

1. A Paralegal - Confidential assigned to perform lead work over other paralegals, shall receive a 5.74% differential, in addition to all other compensation. Only one employee at a time may be so assigned.

County Executive's Office

1. At the discretion of the County Executive or their designee, Management Analysts and Senior Management Analysts assigned to lead a Countywide special project, or a functional area shall receive up to 10% pay differential in addition to all other compensation.

County Health

1. All - Extra Help Physicians who are required to work a night shift in inpatient psychiatry as part of their 40-hour work week shall receive a night shift pay rate of 12% of base pay for all work performed during the assigned night shift hours as determined by the County. Physicians in the Extra Help classifications listed below shall receive \$45 per hour in addition to all other compensation, for all work performed during the assigned night shift hours as determined by the County.
 - B066 – Psychiatric Resident-Psychiatric Emergency Services
 - B113 – Psychiatric Specialist
 - B129 – Psychiatric Specialist Hospital Inpatient

2. All - Call-back rate for Physicians in pediatrics (Pediatricians), if required to report back to work while in an on-call status, is set at a flat rate of \$150.00 per hour.
Pediatricians, if required to report back to work while in an on-call status, shall be compensated for a minimum of three (3) hours of “call back rate” pay.
3. All - Relief Nurses shall be paid \$2.00 more than their base rate when assigned to and working a shift which starts after 1:59 p.m. and before 10:00 p.m. Relief Nurses shall be paid \$5.00 more than their base rate when assigned to and working a shift which starts after 9:59 p.m. and before 5:00 a.m.
4. All - Extra Help SART Nurses assigned to the Sexual Assault Reporting Team (SART) will receive on call pay at the rate of \$25.00 per hour for all hours in an on-call status and \$28 per hour for all hours in an on-call status during a holiday.
When an Extra Help SART Nurse is called investigate an alleged sexual assault case, said nurse will be compensated at an hourly rate equal to that of a Clinical Nurse, Step E. Extra Help SART Nurses will receive a minimum of three hours of overtime at this hourly rate when called to investigate a case. Extra Help SART Nurses will not receive on call pay for time during which they are working on a specific case. Hours worked in a case review related to a subpoena, or to attend a meeting with the District Attorney in relation to a case, or to appear in court, or to attend mandatory meetings will be compensated at \$55 per hour. Additionally, as determined by and with the approval of the San Mateo Medical Center, participation in forensic nursing training and education would be compensated at \$55 per hour and not to exceed sixteen hours per year.

5. All - Extra Help Nurse Practitioners assigned as Providers for the Keller Center shall be paid the hourly equivalent rate of one-half their base pay for time in which they are required to be on an on-call status. Nurse Practitioners covered by this special compensation will not receive on-call pay for periods when they are at work. When required to physically report back to work during off duty hours, they shall be compensated for a minimum of three (3) hours of overtime. Full-time employees required by their supervisor to conduct work via a remote connection (telephone or computer) during off-duty hours shall receive overtime pay for a minimum of thirty (30) minutes and any additional actual time worked rounded up to the nearest six-minute increment. Part time workers will receive compensation for work via a remote connection during off-duty hours in accordance with hours worked within the workweek. Hours worked during the Nurse Practitioner's scheduled shift shall not be considered call-back pay. A Nurse Practitioner receiving call-back pay shall not be entitled to "on-call" pay simultaneously.
6. All – Extra Help Physicians and Dentists who obtain Board certification in a specialty and who practice that specialty as their main assignment shall receive a 5% differential pay in addition to all other compensation. Extra Help Physicians and Dentists who obtain Board certification in a specialty that is not their main assignment, but rather in a specialty that is deemed by either the Director of Behavioral Health and Recovery Services, the San Mateo Medical Center Chief Executive Officer or the Chief of SMC Health to provide added value to the County shall be paid a 5% differential pay in addition to all other compensation. No Extra Help Physician or Dentist shall receive more than two Board certifications.

7. All - Management Employees who are practicing as physicians in the County shall be reimbursed for all fees associated with the maintenance of licensure and certification to practice medicine. Proof of completion must be submitted to the department head for approval within ninety (90) days of expense in accordance with the County's expense reimbursement policy.
- All - Managing Physicians, Psychiatrists, and Dentists who are required to pay annual medical staff dues to the San Mateo Medical Center shall also be reimbursed. These funds are in addition to the educational expenses detailed above.
8. All - Extra Help Physicians required to physically report back to work during off-duty hours shall be compensated for a minimum of three (3) hours of "call back rate" pay. Hours worked during the employee's scheduled shift shall not be considered call-back pay.
9. All – Physicians at Youth Services Center and Correctional Health who are working as Inpatient Psychiatrists shall receive a premium pay at the rate of ten percent (10%) of their salary in addition to all other compensation. (Effective August 12, 2007 or the first pay period after ratification of the August 12, 2007 to August 7, 2010 per agreement with Union of American Physicians and Dentists.)
10. Aging and Disability Services - One employee assigned to provide lead direction to staff in the community-based services unit shall receive a differential of 5% in addition to all other compensation. Only one employee at a time may be so assigned.

11. Behavioral Health and Recovery Services – Effective May 14, 2023, Psychiatric Residents, when working additional shifts in the jail to provide treatment for opioid use disorder shall be paid a flat rate of \$175 per hour.
12. San Mateo Medical Center - Nurses in an Extra Help capacity required to be in an on-call status shall be paid the hourly equivalent of one-half ($\frac{1}{2}$) the relief nurse day rate of pay for time they are in an on-call status. Nurses shall not receive on-call pay for periods when they are actually at work.
13. San Mateo Medical Center - Nurses in an Extra Help capacity working on a holiday shall be compensated for such time worked at the rate of one and one-half ($1\frac{1}{2}$) times the straight time rate.
14. San Mateo Medical Center - Extra Help Physician Specialists who are pediatricians will receive on-call pay at the rate of \$25.00 per hour when assigned to be in an on-call status. Such pediatricians shall receive a minimum of three hours of call-back pay if required to report back to work while in an on-call status. Employees shall not receive on-call pay for time during which they are receiving call-back pay.
15. San Mateo Medical Center - Extra Help Inpatient Psychiatric Specialists will receive on-call pay at the rate of \$25.00 per hour when assigned to be in an on-call status. Such psychiatrists shall receive a minimum of three hours of callback pay if required to report back to work while in an on-call status. Employees shall not receive on-call pay for time during which they are receiving call-back pay. These employees shall also receive a night shift differential at the rate of 10% of base in addition to all other compensation, for all work performed between the

hours of 6:00 p.m. and 6:00 a.m.

16. San Mateo Medical Center – A Healthcare Assistant designated as Lead Orderly shall receive a 5.74% differential pay, in addition to all other compensation. Only one employee in the day shift, and one employee in the evening shift may be so assigned. A day shift Lead Orderly will not be appointed when a Supervising Healthcare position has been allocated.
17. San Mateo Medical Center - Clinical Services Manager I – Nursing and Clinical Services Manager II – Nursing who are responsible for managing nursing units that are a 24 hour per day/7 day per week operation shall receive a differential of five percent (5%) in addition to all other compensation.
18. San Mateo Medical Center - A Deputy Director of Nursing Services who supervises Clinical Services Manager I or II – Nursing who are responsible for managing nursing units that are a 24 hour per day/7 day per week operation shall receive a differential of five percent (5%) in addition to all other compensation.
19. San Mateo Medical Center - A Deputy Director of Ancillary Services who obtains and maintains a California-issued license or certification in one of the ancillary services they are managing shall receive a 5% differential in addition to all other compensation. Eligible licenses include license to practice pharmacy; physical, occupational or speech therapy; or respiratory care. Eligible certification includes certification as radiologic technologist; respiratory therapist; or clinical laboratory technologist.

20. San Mateo Medical Center – A Clinical Services Manager - Respiratory who oversees a 24 hour per day/7 day per week operation shall receive a differential of five percent (5%) in addition to all other compensation.

County Library

1. A Library Services Manager assigned by the Director of Library Services to administer a library-wide program with significant impact to library staffing and organizational policies, strategies and culture shall receive up to 10% differential, in addition to all other compensation. No more than three Library Services Manager may be assigned this differential at any given time. The amount of allowance, not to exceed 10% is at the discretion of the Director of Library Services.

Department of Child Support Services

1. A Child Support Technician who is assigned lead responsibilities by the Director of Child Support Services or their designee shall receive a 5.74% differential pay in addition to all other compensation. Only one Child Support Technician at a time maybe be assigned.

District Attorney's Office

1. A Paralegal who is assigned lead responsibilities by the District Attorney-Elective or their designee shall receive a 5.74% differential pay in addition to all other compensation. Only one Paralegal at a time maybe be assigned.

Parks Department

1. A Park Ranger I, Park Ranger II and/or Park Ranger III assigned specialized multimedia work responsibilities shall receive a 5.74% differential pay, in addition to all other compensation for hours worked on the multimedia assignment. Only two employees may be so assigned.

Public Safety Communications

1. All Managers in Public Safety Communications shall receive a 2% differential pay in addition to all other compensation if they possess a POST Public Safety Dispatchers' Intermediate Certificate, or a 5.5% differential pay in addition to all other compensation if they possess a POST Public Safety Dispatchers' Advanced Certificate.
2. All Management positions who are in generic County management classifications shall receive a 10% Public Safety Communications Allowance.

Public Works Department

1. An Airport Operations Specialist I or II who is assigned lead responsibilities by the Director of Public Works, or their designee shall receive a 5.74% differential pay in addition to all other compensation. Only one Airport Operations Specialist at a time may be assigned.
2. Director, Assistant Director and Deputy Directors of Public Works who are licensed by the State of California as Civil Engineer shall receive a five percent (5%) differential, in addition to all other compensation.

3. Stationary Engineer I, II and Supervising Stationary Engineer shall receive a differential equaling two percent (2%) in addition to other compensation. (Effective the first full pay period Board of Supervisors approval of October 7, 2018 AFSCME contract.)

Sheriff's Office

1. Any Sheriff's Criminal Records Technician I/II/III who is selected and assigned in writing by the department to act as "floating" technician and therefore expected to rotate between the records office in Redwood City and multiple sub-stations as needed for coverage, shall receive a 5.74% differential in addition to all other compensation. Such differential pay shall be removed if the rotational assignment is discontinued.

Technology Services Department

1. Employees in an IS Analyst/Specialist I, II and III classifications assigned by the Director to perform periodic project management work on smaller, short-term projects shall receive an 8% differential pay, in addition to all other compensation. The differential shall be paid only for the hours worked on the project.

Miscellaneous

1. Confidential Pay Differential - Employees covered by the Confidential Employees resolution and Extra Help employees in confidential classifications shall receive a 5% differential in addition to all other compensation.

2. Deferred Compensation (Extra Help and Limited Term Employees) - Subject to applicable federal regulations, the County will provide a deferred compensation plan that allows unrepresented Extra Help and Limited Term employees that are hired on or after July 17, 2016, to defer compensation on a pre-tax basis through payroll deduction. All Extra Help and Limited Term employees hired on or after said date will be automatically enrolled in the County's Deferred Compensation program, at the rate of one percent (1%) of their pre-tax wages, unless he/she chooses to opt out or to voluntarily change deferrals to greater than or less than the default one percent (>1%) as allowed in the plan or as allowed by law. The pre-tax deduction will be invested in the target fund associated with the employees' date of birth. All deferrals are fully vested at the time of deferrals; there will be no waiting periods for vesting rights.
3. Relocation Allowance
 - A. The County may provide a one-time Relocation Allowance of up to \$30,000.00 in order to alleviate the costs of relocation related expenses, for any new hires into a Department Head, Deputy or Assistant Department Head position; or a hard-to-fill management position, as determined by the Human Resources Director or their designee.
 - B. Any offers to pay Relocation Allowance require prior approval by the Human Resources Director. Each request will be reviewed on an individual basis, taking into consideration the reasonableness of the request.

- C. The Relocation Allowance is non-retroactive and applicable only to qualified new hires whose start date is on or after the effective date of this resolution. This allowance is not applicable to current County employees.
- D. Amount of allowance will depend on level of the position in the organization, recruitment history and distance between the new hire's old residence and new workplace and is not to exceed \$30,000.
- E. New hire must repay Relocation Allowance if employment with the County is terminated within a 12-month period.

4. Military Leave Pay

- A. Any permanent employee of the County of San Mateo, whether full-time or part-time, who is ordered to active military duty in connection with military expeditions and operations in support of the Global War on Terrorism, or in connection with military operations in Iraq or Afghanistan, shall receive the following compensation and benefits:
 - 1. For the first thirty days of the employee's term of active military duty, the employee shall be entitled to the paid military leave as set forth in section 395.01 (a) of the California Military and Veteran's Code, to the extent that the employee has not already received thirty days of paid military leave during the fiscal year in which the employee is called to active duty. Thereafter, the employee shall receive the difference between the employee's total military compensation, including the employee's base pay and all taxable and nontaxable allowances, and the employee's base pay from the County.

2. Full benefits as would be provided if working for the County to the extent such provision of benefits is consistent with the contractual obligations of the County. Benefits shall include accrual of vacations, sick leave, compensatory time, health coverage, dental coverage, life insurance, and credit for hours worked towards retirement.
- B. The re-employment upon completion of active military duty of any permanent employee of the County who is ordered to active military duty in connection with military expeditions and operations in support of the Global War on Terrorism, in connection with military operations in Iraq and Afghanistan, shall be governed by applicable law, such as the Veterans' Reemployment Rights Act, subject to the additional compensation and benefits provided in paragraph 1 above.

SECTION 6 - PAY FOR WORKING OUT OF CLASSIFICATION

When an employee not covered by a Memorandum of Understanding has been assigned in writing by the department head or designated representative to perform the work of a permanent position having a different classification and being paid at a higher rate, and if they have worked in such classification for five (5) consecutive workdays (or four (4) consecutive workdays for employees working 4 day - 10 hour shifts), they shall be entitled to payment for the higher classification, as prescribed for promotions in section 2.28.040 of the Ordinance Code, retroactive to the first (1st) workday and continuing during the period of temporary assignment, under the conditions specified below:

1. The assignment is caused by the temporary or permanent absence of the incumbent;
2. The employee performs the duties regularly performed by the absent incumbent, and these duties are clearly not included in the job description of their regular classification;
3. The temporary assignment to work out of classification which extends beyond twenty (20) working days be approved by the Human Resources Department Director, a copy of the approval form to be given to the employee; and
4. A copy of the department head's written approval must be submitted in advance to the Human Resources Department Director. If the Human Resources Department Director determines that they will not approve pay for work in the higher classification which exceeds twenty (20) workdays, the employee will be so notified and have the opportunity to discuss this matter with the Human Resources Department Director whose decision shall be final.

SECTION 7 – TRANSPORTATION ALLOWANCE

In lieu of reimbursement for transportation expenses for travel within San Mateo County, the City and County of San Francisco, Alameda County, Contra Costa County and Santa Clara County, members of the Board of Supervisors and the County Executive may elect to receive a maximum biweekly transportation allowance in the amount of up to \$513 or as is currently set by the Board of Supervisors. Department heads, elected officials, and certain management employees designated by the County Executive may elect to receive such

transportation allowance in a maximum biweekly amount not to exceed \$513, dependent on usage and approval by the County Executive.

SECTION 8 – MILEAGE

At the option of the department head, employees assigned to remote work locations may be allowed mileage reimbursement for travel to and from work provided that:

1. The first twenty-five (25) miles traveled in one day are excluded;
2. The employee is reimbursed for no more than twenty-five (25) miles traveled in one day; and
3. The Board of Supervisors has established the rate of reimbursement.

SECTION 9 - MEALS AND CHARGES

The following personnel will not be charged for meals while on duty:

1. Cooks, Food Service Workers or other personnel involved in the preparation of food as determined by the Human Resources Department Director.
2. Group Supervisors.
3. Sheriff's personnel assigned to the County Jail or Work Furlough Facility who are not allowed to leave during their tour of duty.
4. Human Services Care Counselors and Supervisors assigned to the dependent Children's Home.
5. Non-County personnel providing professional services at Youth Services Center Juvenile Hall or Camp Glenwood.

6. Deductions for meals for other employees shall be the same whether taken as prepared at the institution and other places or prepared by an employee out of food provisions supplied by the County.

SECTION 10 - EXTRA HELP

1. No person shall be employed in an Extra Help capacity for longer than one thousand forty (1040) hours during the fiscal year unless otherwise authorized by the County Executive.
2. Extra Help Relief employees are not limited to working 1040 hours per fiscal year.
3. Extra Help compensation shall be reduced by 7.5% from the listed rate for the classification and the amount contributed towards a deferred compensation plan in lieu of retirement benefits.
4. Effective July 1, 2015, upon working thirty (30) days within one (1) year of beginning employment and on an annual basis thereafter for the period of continued employment, Extra Help employees shall be granted twenty-four (24) hours or the equivalent of three (3) regularly scheduled shifts of paid sick leave. Unused sick leave shall expire at the end of the fiscal year upon receipt of the new, annual allocation or failure to return to employment.
5. The following classifications, in addition to those listed in Section 14, are determined to be appropriate classifications for Extra Help employment:

<u>ITEM</u>	<u>TITLE</u>	<u>RATE OF PAY</u>
<u>NO.</u>		
B066	Psychiatric Resident – PES	See Section 10.8

B101	Physician Specialist - U	See Section 10.8
B113	Psychiatric Specialist - U	See Section 10.8
B125	Physician Specialist – Pediatrics - U	See Section 10.8
B129	Psychiatric Specialist – Inpatient - U	See Section 10.8
B422	Psychiatric Resident – MAT Grant	\$101.00 per hour
D072	Special Projects Coordinator I – EH*	\$86.90 – \$112.46 per hr.
D073	Special Projects Coordinator II – EH*	\$115.02 - \$150.80 per hr.
D074	Special Projects Coordinator III – EH*	\$153.36 - \$191.70 per hr.
F098	Relief Nursing Supervisor	See Section 10.7
F104	Relief Nurse	See Section 10.7
I050	BHRS Intern	\$13.89 - 20.00 per hour
I050C	BHRS Intern – Stipend Only	\$10.00 - \$20.00 Hourly
I052	Intern/Fellow I*	\$21.99 per hr.
I053	Intern/Fellow II*	\$23.24 – \$29.05 per hr.
I054	Intern/Fellow III*	\$30.67 – \$40.91 per hr.
I059	Intern/Fellow IV*	\$43.45 – \$53.67 per hr.
I070	STEP Intern*	\$21.99 – \$27.48 per hr.
I080	Mental Health Peer Counselor	\$20.00 per hr.

I091	Project/Program Associate I*	\$21.99 – \$24.57 per hour
I092	Project/Program Associate II*	\$23.00 – \$28.10 per hour
I093	Project/Program Associate III*	\$30.67 – \$38.35 per hour
I094	Project/Program Associate IV*	\$40.91 – \$51.11 per hour
I096	Project/Program Associate V*	\$53.67 – \$63.90 per hour

6. Salaries for the following Extra Help classifications shall be adjusted by the same COLA percentage and schedule as those classifications covered by the SEIU collective bargaining unit:

- D072, Special Projects Coordinator I
- D073, Special Projects Coordinator II
- D074, Special Projects Coordinator III
- I052, Intern/Fellow I
- I053, Intern/Fellow II
- I054, Intern/Fellow III
- I059, Intern/Fellow IV
- I070, STEP Intern
- I091, Project/Program Associate I
- I092, Project/Program Associate II
- I093, Project/Program Associate III
- I094, Project/Program Associate IV
- I096, Project/Program Associate V

7. Salary for the following Extra Help classifications shall be 5% above its corresponding represented nurse classification as specified below. COLA and equity adjustments under the collective bargaining contract for represented classifications shall apply to the Extra Help classifications at the same rate and schedule:

Extra Help Classification	Corresponding Represented Classification
F098, Relief Nursing Supervisor	F012, Charge Nurse
F104, Relief Nurse	F014, Ambulatory Care Nurse

8. Salaries for the following Extra Help physician classifications shall be aligned to their corresponding represented physician classification as specified below. COLA and equity adjustments under the collective bargaining contract for represented classifications shall apply to the Extra Help classifications at the same rate and schedule.

Extra Help Classification	Corresponding Represented Classification
B066, Psychiatric Resident – PES	F140, Adult Psychiatrist
B101, Physician Specialist – Unc.	F124, Staff Physician
B113, Psychiatric Specialist – Unc.	F140, Adult Psychiatrist
B125, Physician Spec Ped – Unc.	F123, Staff Physician – Pediatrics

Salary for B129, Psychiatric Specialist Hospital Inpatient – Unclassified shall be adjusted on the same schedule and by the same COLA and equity adjustment percentage as F140, Adult Psychiatrist.

9. The County will determine Affordable Care Act (ACA) eligibility of Extra Help employee by virtue of the extra help worker's appointed FTE (Full-time Equivalent) upon hire or actual hours worked within a measurement period.

Category A (Appointed FTE) - Extra help workers who work a Full Time Equivalent (FTE) of 0.75 or more (as defined by the Patient Protection and Affordable Care Act (ACA) of 2010) will be offered coverage effective the first of the following month after hire. Workers who remain in this Category will be included in the County's Standard Measurement Period (October of current year to October of next year) and will be part of the annual open enrollment process. Extra help workers in classifications designated as "relief" and "seasonal" are not eligible for coverage under this category.

Category B (Actual Hours Worked) - For the purposes of the Patient Protection and Affordable Care Act (ACA) of 2010 the following types of employee classification will be placed in an initial measurement period (IMP) of twelve (12) months from hire date to determine if actual hours worked during this time is an average of thirty (30) hours or more per week:

- Part-time worker: the County reasonably expects the worker to be employed on average less than thirty (30) hours of service per week during the initial measurement period, based on all facts and circumstances on worker's start date.
- Seasonal worker: customary annual employment for the position is six (6) months or less, and that period begins each calendar year in approximately the same part of the year.

- Variable hour worker: based on the facts and circumstances on your start date, the County cannot determine whether the worker is reasonably expected to be employed an average of at least thirty (30) hours of service per week during the initial measurement period because the hours will be variable or otherwise uncertain.

10. Non-represented, non-management Extra Help employees in positions requiring bilingual proficiency as designated by the appointing authority and certified by Human Resources Director shall receive a biweekly salary differential of Ninety Dollars (\$90.00). Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period.
11. All Extra Help and Limited Term employees with a minimum of one thousand forty (1040) continuous hours of service, defined as no break in service of greater than twenty-eight (28) consecutive calendar days are eligible to apply in recruitments designated as Department Promotional Only, County Promotional Only, Open and Promotional and Open.

For ranking purposes, Extra Help and Limited Term employees with one thousand forty (1040) hours of continuous service will receive five (5) promotional points for Open and Promotional recruitments as afforded to regular employees.

12. Effective June 25, 2023, the County will offer a vision care discount program for Extra Help employees and their eligible dependents. The County will pay the entire premium for this coverage. Eligibility will be determined once per month.

13. Effective June 25, 2023, Extra Help employees may access all county wellness resources and programs such as trainings, exercise and nutrition challenges and emotional well-being videos and events.

SECTION 11 - EXTRA HELP–LIMITED TERM EMPLOYEES

1. Limited Term appointments are subject to approval of Human Resources Director or their designee and total employment period for Limited Term employees cannot exceed 6,240 hours. This includes any extra help hours accrued after the Limited Term appointment.
2. Limited Term employees are not eligible for pension benefits or retiree health benefits.
3. Limited Term Employees will receive a 401A plan with 3-year graded vesting as follows:
 - One-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of the first year of consecutive, Limited Term employment.
 - An additional one-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) will vest at the end of the second year of consecutive, Limited Term employment.
 - An additional one-third (1/3) of the County's entire contribution (automatic contribution and matching contribution combined) (100% of the County's entire contribution) will vest after two and one-half (2.5) years of consecutive, Limited Term employment.

4. Limited Term employees that are in classifications for which regular employees occupying the same classification are subject to a collective bargaining agreement, or the Management, Attorney or Confidential Resolutions, will receive health, vacation, holiday, sick leave and other special compensation and benefits provided to the regular employees by the respective collective bargaining agreement or Resolution.
5. Limited Term employees that are in classifications for which there is no equivalent regular classification are eligible for the following:
 - a) All health benefits available to regular County employees covered by the AFSCME collective bargaining agreement with the County.
 - b) Vacation, holiday, sick leave and other benefits available to regular County employees covered by the Resolution for Unrepresented Confidential Employees excluding any provisions in the resolution related to pay, health benefits, pension, retiree health benefits and severance benefits.
 - c) Any relevant Special Compensation provisions defined in the Master Salary Resolution for the Limited Term employee's classification. Authorization for special compensation is conditional upon approval by the Human Resources Director.
 - d) A biweekly salary differential of Ninety Dollars (\$90.00) for incumbents in positions requiring bilingual proficiency as designated by the appointing authority and certified by Human Resources Director. Said differential shall be prorated for employees working less than full-time or who are in an unpaid leave of absence status for a portion of any given pay period.

SECTION 12 – VACATION

1. The County Executive Officer shall have the authority to permit department heads to accumulate up to 100 hours of vacation credits in excess of the limitation in the accumulation of vacation time established by Ordinance Code section 2.28.110.
2. Essential employees who had previously accrued vacation hours over the maximum limit shall have previously accrued excess hours transferred to their COVID-19 leave hour bank to maintain and use. This provision does not extend or revive the original policy as a whole nor does it allow for any employee to accrue any new vacation hours above the maximum accrual limit or earn additional essential worker COVID-19 leave hours.

SECTION 13 – SEVERABILITY

If any portion of this resolution is for any reason held to be unconstitutional or invalid, such unconstitutionality shall not affect the constitutionality or validity of the remaining portions of this resolution.

SECTION 14 - POSITION LISTING BY DEPARTMENT

On the following pages are the authorized positions by department for fiscal year 2026-2027.

SECTION 15 – EFFECTIVE DATE

Pursuant to Government Code § 25123(f), this resolution shall take effect July 5, 2026.

* * * * *

RESOLUTION NUMBER: 081981

Regularly passed and adopted this 16th day of June, 2026

AYES and in favor of said resolution:

Supervisors:

NOELIA CORZO

RAY MUELLER

LISA GAUTHIER

DAVID J. CANEPA

NOES and against said resolution:

Supervisors:

NONE

ABSENT:

Supervisors:

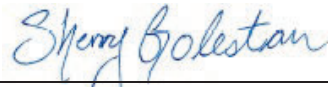
JACKIE SPEIER



President, Board of Supervisors
County of San Mateo
State of California

Certificate of Delivery

I certify that a copy of the original resolution filed in the Office of the Clerk of the Board of Supervisors of San Mateo County has been delivered to the President of the Board of Supervisors.



Deputy Clerk of the Board of Supervisors

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
1100B Board of Supervisors						
	B239S	Legislative Aide Series	See Alternate Series List	See Salary Table	See Salary Table	17
	A044		Supervisor 1st Supervisorial District - Elective	7,116.00	7,116.00	1
	A045		Supervisor 2nd Supervisorial District - Elective	7,116.00	7,116.00	1
	A046		Supervisor 3rd Supervisorial District - Elective	7,116.00	7,116.00	1
	A047		Supervisor 4th Supervisorial District - Elective	7,116.00	7,116.00	1
	A048		Supervisor 5th Supervisorial District - Elective	7,116.00	7,116.00	1
1100B TOTAL						22
1200B County Executive's/Clerk of the Board						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	4
	E405S	Buyer I/II Series	Buyer I Buyer II	See Salary Table	See Salary Table	2
	G246S	Community Program Analyst I/II Series	Community Program Analyst I Community Program Analyst II	See Salary Table	See Salary Table	2
	G248S	Contract Administrator I/II Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	4
	G113S	CW - Community Worker I/II Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	4
	D181S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	15
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	1
	E029		Administrative Assistant I	3,240.80	4,051.20	3
	E031		Administrative Assistant I - Confidential	3,238.40	4,050.40	1
	E002		Administrative Secretary II	2,926.40	3,656.80	1
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	2
	E475		Agenda Administrator - Confidential	3,792.00	4,741.60	1
	E463		Assistant Clerk Of The Board - Confidential	4,040.80	5,050.40	1
	D238		Assistant County Chief Financial Officer	8,379.20	10,472.80	1
	B201		Assistant County Executive - Unclassified	11,913.60	14,889.60	2
	D246		Assistant Director of Procurement	5,956.80	7,445.60	1
	D190		Chief Communications Officer	6,210.40	7,765.60	1
	D244		Chief Equity Officer and Director of Economic Opportunity and Labor Standards	7,238.40	9,048.80	1
	D242		Chief of Community Affairs and Programming	6,562.40	8,205.60	1
	E055		Communication Specialist - Confidential	4,508.80	5,636.80	1
	E055		Communication Specialist - Confidential	4,508.80	5,636.80	1
	D105		Communications Officer	5,402.40	6,750.40	1
	D030		County Chief Financial Officer	11,913.60	14,889.60	1
	D003		County Executive Office Manager	4,664.00	5,831.20	1
	B207		County Executive Officer - Unclassified	20,760.00	20,760.00	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D025		Deputy County Executive - Unclassified	10,693.60	13,365.60	2
	D203		Director of Procurement	7,980.00	9,978.40	1
	D243		Director of Strategic Communications and Community Partnerships	7,238.40	9,048.80	1
	D232		Equity Manager	5,402.40	6,750.40	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E124		Lead Buyer	3,927.20	4,908.00	1
	E337		Office Specialist	2,528.80	3,160.00	1
	D180		Principal Management Analyst	6,562.40	8,205.60	1
	D180		Principal Management Analyst	6,562.40	8,205.60	4
	D131		Program Services Manager I	4,664.00	5,831.20	1
	D088		Program Services Manager II	5,402.40	6,750.40	1
	E474		Public Services Specialist - Confidential	2,404.00	3,004.00	1
	E007		Senior Accountant	4,356.00	5,448.00	1
	E004		Senior Accountant - Confidential	4,356.00	5,447.20	1
	G228		Senior Community Program Specialist	4,053.60	5,064.00	1
	D185		Senior Management Analyst	5,143.20	6,430.40	1
	D185		Senior Management Analyst	5,143.20	6,430.40	4
1200B TOTAL						78
1220B Real Property Services						
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	U005S	Real Property Agent Series	Real Property Agent I Real Property Agent II Real Property Agent III	See Salary Table	See Salary Table	4
	D176		Real Property Services Manager	6,253.60	7,816.00	1
1220B TOTAL						6
1240B Public Safety Communications						
	V050S	Communication Dispatcher Series	Communications Dispatcher I Communications Dispatcher II	See Salary Table	See Salary Table	55
	V054S	GIS Technician Series	GIS Technician I GIS Technician II GIS Technician III	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	E091		Administrative Assistant II	3,681.60	4,603.20	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D089		Assistant Public Safety Communications Director	6,894.40	8,619.20	1
	V045		Communication Dispatch Coordinator	4,729.60	5,912.00	1
	D062		Communications Program Services Manager	6,239.20	7,796.80	4

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	V230		Information Technology Technician	3,868.80	4,836.80	1
	E337		Office Specialist	2,528.80	3,160.00	1
	E537		Payroll-Personnel Coordinator III	2,883.20	3,604.00	1
	D065		Public Safety Communications Director - Unclassified	8,400.00	10,500.00	1
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	V231		Senior Information Technology Technician	3,947.20	4,935.20	1
	D063		Supervising Communications Dispatcher	5,368.80	6,708.00	7
1240B TOTAL						81
1260B Agricultural Commissioner/Sealer						
	J062S	BS - Biologist/Standard Specialist Series	Biologist / Standards Specialist I Biologist / Standards Specialist II Biologist / Standards Specialist III Biologist / Standards Specialist IV	See Salary Table	See Salary Table	19
	E029		Administrative Assistant I	3,240.80	4,051.20	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D220		Deputy Director Of Agricultural Services	5,672.00	7,089.60	3
	D146		Director Of Agricultural Services	7,980.00	9,977.60	1
	E537		Payroll-Personnel Coordinator III	2,883.20	3,604.00	1
	J067		Pest Detection Specialist	2,392.00	2,988.80	9
	D131		Program Services Manager I	4,664.00	5,831.20	1
1260B TOTAL						36
1300B Assessor-County Clerk-Recorder						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	U081S	Appraiser Series	Appraiser I Appraiser II	See Salary Table	See Salary Table	19
	E322S	Assessor/Recorder Technician Series	Assessor / Recorder Technician I Assessor / Recorder Technician II	See Salary Table	See Salary Table	5
	U079S	Auditor - Appraiser Series	Auditor - Appraiser I Auditor - Appraiser II	See Salary Table	See Salary Table	5
	E166S	EL - Elections Specialist Series	Elections Specialist I Elections Specialist II	See Salary Table	See Salary Table	1
	V058S	GIS Analyst Series	GIS Analyst I GIS Analyst II GIS Analyst III	See Salary Table	See Salary Table	3
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	E031		Administrative Assistant I - Confidential	3,238.40	4,050.40	1
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	A010		Assessor - County Clerk - Recorder - Elective	12,194.40	12,194.40	1
	E325		Assessor / Recorder Support Services Supervisor - Exempt	3,240.80	4,051.20	2
	E325		Assessor / Recorder Support Services Supervisor - Exempt	3,240.80	4,051.20	2
	E323		Assessor Recorder Technician III	2,728.00	3,408.80	30
	B151		Assistant Assessor - County Clerk Recorder - Unclassified	7,980.00	9,978.40	1
	E467		Assistant to the Assessor-County Clerk-Recorder - Confidential	3,559.20	4,446.40	1
	D005		Chief Appraiser	6,253.60	7,816.00	3
	V233		Departmental Systems Analyst	4,881.60	6,102.40	9
	D095		Deputy Assessor - Clerk Recorder	7,238.40	9,048.80	4
	E168		Elections Specialist III	3,775.20	4,717.60	12
	E169		Elections Specialist Supervisor	4,340.80	5,425.60	2
	E468		Executive Assistant - Confidential	3,559.20	4,446.40	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	N041		Graphics Specialist	3,240.80	4,051.20	1
	D110		Information Technology Manager	5,672.00	7,089.60	3
	V306		IS Project Manager II	6,024.80	7,529.60	2
	E337		Office Specialist	2,528.80	3,160.00	2
	E537		Payroll-Personnel Coordinator III	2,883.20	3,604.00	1
	U045		Principal Appraiser - Exempt	4,956.00	6,198.40	11
	U077		Principal Auditor - Appraiser - Exempt	4,956.00	6,198.40	2
	E007		Senior Accountant	4,356.00	5,448.00	1
	U068		Senior Appraiser	4,189.60	5,236.80	26
	U078		Senior Auditor - Appraiser	4,189.60	5,236.80	9
	V238		Senior Graphics Specialist	3,947.20	4,935.20	1
1300B TOTAL						167
1400B Controller's Office						
	E030	E030S - Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	7
	E095S	Internal Auditor Series	Internal Auditor I Internal Auditor II	See Salary Table	See Salary Table	3
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	5
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	D149		Assistant Controller	8,379.20	10,472.80	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	A012		Controller - Elective	12,194.40	12,194.40	1
	D026		Controller Division Manager	6,253.60	7,816.00	5
	D111		Department Director of Automation	7,238.40	9,048.80	1
	V233		Departmental Systems Analyst	4,881.60	6,102.40	1
	V241		Departmental Systems Analyst - Confidential	4,881.60	6,102.40	2
	D103		Deputy Controller	7,597.60	9,501.60	1
	B205		Deputy Controller - Unclassified	7,597.60	9,501.60	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	3
	V235		Information Technology Analyst	4,881.60	6,102.40	1
	D110		Information Technology Manager	5,672.00	7,089.60	4
	E337		Office Specialist	2,528.80	3,160.00	1
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	3
	E018		Property Tax Specialist	3,552.00	4,440.00	2
	D060		Senior Accountant	4,356.00	5,448.00	3
	E004		Senior Accountant - Confidential	4,356.00	5,447.20	1
	E093		Senior Internal Auditor	4,831.20	6,038.40	5
	E017		Senior Property Tax Specialist	4,356.00	5,448.00	2
1400B TOTAL						58
1500B Treasurer - Tax Collector						
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	E458S	Revenue Collector Series	Revenue Collector I Revenue Collector II	See Salary Table	See Salary Table	2
	E029		Administrative Assistant I	3,240.80	4,051.20	1
	D181		Administrative Services Manager I	5,402.40	6,750.40	1
	D084		Assistant Tax Collector	7,597.60	9,501.60	1
	D085		Assistant Treasurer	7,980.00	9,978.40	1
	E354		Banking And Cash Management Supervisor-Exempt	3,934.40	4,916.80	1
	E348		Cash Management Specialist	2,883.20	3,602.40	6
	V233		Departmental Systems Analyst	4,881.60	6,102.40	1
	D143		Deputy Tax Collector - Treasurer	6,253.60	7,816.00	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	7
	V230		Information Technology Technician	3,868.80	4,836.80	1
	E014S		Investment Services Specialist I Investment Services Specialist II	See Salary Table	See Salary Table	3
	E375		Legal Office Specialist	2,997.60	3,746.40	1
	E455		Revenue Collection Supervisor - Exempt	3,934.40	4,916.80	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E007		Senior Accountant	4,356.00	5,448.00	1
	E345		Senior Cash Management Specialist	3,048.00	3,809.60	1
	E348		Supervising Cash Management Specialist	3,426.40	4,283.20	1
	A054		Tax Collector - Treasurer - Elective	10,921.60	10,921.60	1
1500b TOTAL						34
1600B County Attorney's Office						
	B039S	Deputy County Counsel - Unclassified Series	Deputy County Attorney III - Unclassified Deputy County Attorney II - Unclassified Deputy County Attorney I - Unclassified Deputy County Attorney IV - Unclassified	See Salary Table	See Salary Table	27
	G250	G243S - Program Coordinator Alternate Series	Program Coordinator II - Confidential	See Salary Table	See Salary Table	1
	E377S	Legal Secretary I/II - Confidential Series	Legal Secretary I - Confidential Legal Secretary II - Confidential	See Salary Table	See Salary Table	7
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	B203		Assistant County Attorney - Unclassified	11,200.80	14,003.20	1
	B212		Chief Deputy County Attorney - Unclassified	10,184.00	12,728.80	4
	B204		County Attorney - Unclassified	13,506.40	16,885.60	1
	E381		Lead Legal Secretary - Confidential	3,323.20	4,152.00	1
	E530		Legal Executive Assistant - Confidential	3,736.00	4,670.40	1
	E371		Legal Office Assistant II - Confidential	2,617.60	3,274.40	1
	D135		Legal Office Services Manager I	4,230.40	5,289.60	1
	E016		Paralegal - Confidential	3,320.80	4,151.20	5
1600B TOTAL						52
1700B Human Resources Department						
	E539S	Accountant Confidential Series	Accountant I - Confidential Accountant II - Confidential	See Salary Table	See Salary Table	1
	G229S	Community Program Specialist - Confidential Series	Community Program Specialist I - Confidential Community Program Specialist II - Confidential	See Salary Table	See Salary Table	1
	V404S	IS Application Support Analyst Series - Confidential	See Alternate Series List	See Salary Table	See Salary Table	2
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	22
	E417S	Office Assistant - Confidential Series	Office Assistant I - Confidential Office Assistant II - Confidential	See Salary Table	See Salary Table	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	G243S	Program Coordinator Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	V241		Departmental Systems Analyst - Confidential	4,881.60	6,102.40	2
	D027		Deputy Director of Human Resources	7,377.60	9,223.20	4
	D198		Deputy Sheriff	4,957.60	6,197.60	1
	B210		Director Of Human Resources - Unclassified	9,236.80	11,545.60	1
	D118		Employee and Labor Relations Analyst	5,672.00	7,089.60	4
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	E470		Fiscal Office Specialist - Confidential	2,728.00	3,408.80	1
	D050		Human Resources (HR) Division Manager	5,956.80	7,445.60	7
	D245		Human Resources Program Manager	5,402.40	6,750.40	3
	E013		Human Resources Technician - Confidential	3,048.00	3,810.40	13
	D110		Information Technology Manager	5,672.00	7,089.60	1
	E400		Mail Services Driver	2,296.00	2,869.60	4
	E474		Medical Services Assistant II	2,417.60	3,021.60	1
	E544		Payroll-Personnel Coordinator IV - Confidential	3,048.00	3,810.40	1
	V239		Senior Graphics Specialist - Confidential	3,946.40	4,934.40	1
	E401		Supervising Mail Services Driver	2,828.00	3,533.60	1
	D198		Workers' Compensation Analyst	4,664.00	5,831.20	2
1700B TOTAL						79
1800B Technology Services						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	4
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	4
	D115S	IS Manager Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	10
	V300S	IS Supervisor Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	13
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	81
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D112		Assistant Director of Technology Services	8,797.60	10,996.80	2
	B233		Director of Technology Services - Unclassified	10,184.00	12,728.80	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	V236		Information Technology Analyst - Confidential	4,881.60	6,102.40	1
	V305		IS Project Manager I	5,699.20	7,123.20	2
	V306		IS Project Manager II	6,024.80	7,529.60	2
	E337		Office Specialist	2,528.80	3,160.00	1
	E007		Senior Accountant	4,356.00	5,448.00	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D114		Technology Services Department Division Manager	7,410.40	9,265.60	1
	D114		Technology Services Department Division Manager	7,410.40	9,265.60	4
	E480		Telephone Operator	2,307.20	2,884.80	8
	E477		Telephone Services Supervisor - Exempt	3,226.40	4,032.80	1
1800B TOTAL						140
1950B First 5 San Mateo County						
	B160S	First 5 Program Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	B219S	Management Analyst - Unclassified Series	Associate Management Analyst - Unclassified Management Analyst - Unclassified	See Salary Table	See Salary Table	1
	B131		Administrative Assistant I - Unclassified	3,240.80	4,051.20	1
	B016		Administrative Secretary III - Unclassified	3,072.00	3,836.80	1
	B247		Executive Director, First 5 SMC - Unclassified	6,562.40	8,205.60	1
	B225		First 5 Deputy Executive Director - Unclassified	5,143.20	6,430.40	1
1950B TOTAL						8
2000B Retirement Office						
	E032S	Retirement Accountant Series	Retirement Accountant I Retirement Accountant II	See Salary Table	See Salary Table	2
	E053S	Retirement Financial Analyst Series	Retirement Financial Analyst I Retirement Financial Analyst II	See Salary Table	See Salary Table	3
	D076		Assistant Executive Officer, SamCERA	8,379.20	10,472.80	1
	B250		Chief Executive Officer, SAMCERA	10,693.60	13,365.60	1
	D078		Chief Investment Officer, SamCERA	11,359.20	14,201.60	1
	E491		Retirement Analyst	3,396.00	4,244.80	2
	E493		Retirement Analyst - Confidential	3,394.40	4,244.00	1
	D077		Retirement Benefits Manager	6,562.40	8,205.60	1
	B132		Retirement Chief Legal Counsel - Unclassified	10,184.00	12,728.80	1
	E054		Retirement Communication Specialist	4,508.80	5,636.80	1
	E488		Retirement Executive Secretary - Confidential	3,387.20	4,233.60	1
	D075		Retirement Finance Officer	6,253.60	7,816.00	1
	E012		Retirement Senior Accountant - Exempt	4,356.00	5,448.00	1
	E493		Retirement Support Specialist	2,806.40	3,508.80	1
	V237		Retirement Systems Technologist	5,128.00	6,407.20	2
	D079		Retirement Technology Officer	6,806.40	8,506.40	1
	E492		Senior Retirement Analyst	3,981.60	4,976.80	2
2000B TOTAL						23
2510B District Attorney's Office						

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	B024S	Deputy District Attorney- Unclassified Series	Deputy District Attorney I - Unclassified Deputy District Attorney II - Unclassified Deputy District Attorney III - Unclassified Deputy District Attorney IV - Unclassified	See Salary Table	See Salary Table	63
	B401S	District Attorney's Office Victim Advocate - Unclassified Series	District Attorney's Office Victim Advocate II - Unclassified District Attorney's Office Victim Advocate I - Unclassified	See Salary Table	See Salary Table	2
	G111S	District Attorney's Office Victim Advocate Series	District Attorney's Office Victim Advocate I District Attorney's Office Victim Advocate II	See Salary Table	See Salary Table	15
	E030S	E030S - Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E372S	Legal Office Assistant Series	Legal Office Assistant I Legal Office Assistant II	See Salary Table	See Salary Table	6
	E377S	Legal Secretary Series	Legal Secretary I Legal Secretary II	See Salary Table	See Salary Table	19
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	3
	E334S	Office Assistant - Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	1
	G098S	Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	B213		Assistant District Attorney - Unclassified	10,184.00	12,728.80	3
	B209		Chief Deputy District Attorney - Unclassified	11,200.80	14,003.20	1
	B243		Chief Inspector	7,850.40	9,815.20	1
	B234		Director of Welfare Fraud Investigations/NCRIC/HIDTA - Unc	7,850.40	9,815.20	1
	A018		District Attorney - Elective	16,885.60	16,885.60	1
	H035		District Attorney's Inspector	6,144.00	7,680.80	16
	G110		District Attorney's Office Supervising Victim Advocate	3,720.00	4,652.00	2
	B425		Family Justice Center Manager - Unclassified	6,894.40	8,619.20	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	G099		Forensic Interviewer	3,938.40	4,922.40	1
	V235		Information Technology Analyst	4,881.60	6,102.40	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	E379		Lead Legal Secretary	3,323.20	4,152.00	4
	D177		Office Services Manager, District Attorney's Office	5,143.20	6,430.40	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E008		Paralegal	3,323.20	4,152.00	9
	D088		Program Services Manager II	5,402.40	6,750.40	1
	E368		Public Services Specialist	2,404.00	3,004.00	4
	H100		Senior District Attorney's Inspector	6,808.00	8,512.00	3
	V231		Senior Information Technology Technician	3,947.20	4,935.20	2
	E380		Supervising Legal Secretary - Exempt	3,822.40	4,775.20	3
	D137		Victim Programs Services Manager	6,253.60	7,816.00	1
2510B TOTAL						170
2600B Department of Child Support Services						
	E436S	Child Support Analyst Series	Child Support Analyst I Child Support Analyst II	See Salary Table	See Salary Table	17
	B146S	Child Support Attorney - Unclassified Series	Child Support Attorney III - Unclassified (inactive) Child Support Attorney II - Unclassified (inactive) Child Support Attorney I - Unclassified (inactive) Child Support Attorney IV - Unclassified	See Salary Table	See Salary Table	2
	E290S	Child Support Specialist Series	Child Support Specialist I Child Support Specialist II	See Salary Table	See Salary Table	4
	D222		Assistant Director Of Child Support Services	7,238.40	9,048.80	1
	E437		Child Support Analyst III	3,452.80	4,316.80	5
	E431		Child Support Customer Service Specialist	2,727.20	3,407.20	3
	D066		Child Support Services Manager	5,143.20	6,430.40	1
	E294		Child Support Specialist III	3,218.40	4,022.40	1
	E434		Child Support Supervisor - Exempt	4,014.40	5,016.00	6
	E432		Child Support Technician	2,727.20	3,407.20	5
	D044		DCSS Administrative Division Manager	5,672.00	7,089.60	1
	B240		Director Of Child Support Services - Unclassified	9,236.80	11,545.60	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	E438		Lead Child Support Customer Service Specialist	3,218.40	4,022.40	1
	E008		Paralegal	3,323.20	4,152.00	2
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	V231		Senior Information Technology Technician	3,947.20	4,935.20	1
2600B TOTAL						53
3000B Sheriff's Office						
	B182S	Community Program Spec - Unclassified Series	Community Program Specialist I - Unclassified Community Program Specialist II - Unclassified	See Salary Table	See Salary Table	1
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	5

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	T074S	Community Services Officer Series	Community Services Officer I Community Services Officer II	See Salary Table	See Salary Table	20
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	2
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	S030S	Cook Series	Cook I Cook II	See Salary Table	See Salary Table	16
	H029S	Criminalist Alternate Series	Criminalist I Criminalist II	See Salary Table	See Salary Table	21
	H060S	Deputy Sheriff Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	297
	E030S	E030S - Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	6
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	14
	B069S	Office Assistant - Unclassified Series	Office Assistant II - Unclassified Office Assistant I - Unclassified	See Salary Table	See Salary Table	1
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	2
	E445S	Sheriff's Criminal Record Technician Series	Sheriff's Criminal Records Technician I Sheriff's Criminal Records Technician II Sheriff's Criminal Records Technician III	See Salary Table	See Salary Table	18
	E106S	Sheriff's Property Officer Series	Sheriff's Property Officer I Sheriff's Property Officer II	See Salary Table	See Salary Table	11
	E406S	Storekeeper Series	Storekeeper I Storekeeper II	See Salary Table	See Salary Table	2
	T064S	Utility Worker Series	Utility Worker I Utility Worker II	See Salary Table	See Salary Table	12
	E029		Administrative Assistant II	3,681.60	4,603.20	5
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	E091		Administrative Assistant II	3,681.60	4,603.20	2
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	2
	E005		Administrative Secretary II - Confidential	2,926.40	3,656.80	1
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	1
	B016		Administrative Secretary III - Unclassified	3,072.00	3,836.80	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	3
	B245		Assistant Sheriff - Unclassified	8,796.80	10,996.80	3
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	G050		Crime Analyst	3,933.60	4,916.00	3

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	B010		Crime Analyst - Unclassified	3,933.60	4,916.00	13
	D111		Department Director of Automation	7,238.40	9,048.80	1
	Q002		Department of Emergency Management Coordinator	3,951.20	4,939.20	1
	D049		Departmental Human Resources (HR) Manager	5,402.40	6,750.40	1
	B309		Deputy Director of NCHIDTA/NCRIC-Unclassified	6,894.40	8,619.20	2
	D070		Director Of Food And Nutrition Services	5,672.00	7,089.60	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	2
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	9
	D175		Food Service Unit Manager	3,480.00	4,352.80	2
	B152		Information Technology Analyst - Unclassified	4,881.60	6,102.40	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	B275		Information Technology Manager - Unclassified	5,672.00	7,089.60	1
	V240		Information Technology Supervisor - Exempt	5,351.20	6,688.00	1
	B136		Information Technology Supervisor - Unclassified	5,351.20	6,688.00	1
	D196		Laboratory Director	7,597.60	9,501.60	1
	B007		Lead Crime Analyst - Unclassified	4,324.00	5,408.00	9
	E376		Legal Office Services Supervisor - Exempt	3,567.20	4,456.80	4
	E375		Legal Office Specialist	2,997.60	3,746.40	40
	B426		NCHIDTA/NCRIC Criminal Intelligence Manager-Unclassified	5,956.80	7,445.60	1
	E337		Office Specialist	2,528.80	3,160.00	2
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	3
	D131		Program Services Manager I	4,664.00	5,831.20	1
	D088		Program Services Manager II	5,402.40	6,750.40	2
	E009		Senior Accountant - Exempt	4,356.00	5,448.00	1
	B003		Senior Accountant - Unclassified - Exempt	4,356.00	5,448.00	1
	B153		Senior Information Technology Analyst - Unclassified	4,980.00	6,225.60	1
	B419		Senior Information Technology Technician - Unclassified	3,947.20	4,935.20	1
	D185		Senior Management Analyst	5,143.20	6,430.40	1
	A024		Sheriff - Elective	14,613.60	14,613.60	1
	D192		Sheriff's Captain	7,850.40	9,815.20	7
	H058		Sheriff's Correctional Officer	4,213.60	5,268.00	164
	D202		Sheriff's Criminal Records Manager	5,402.40	6,750.40	1
	E447		Sheriff's Criminal Records Supervisor - Exempt	3,421.60	4,279.20	4

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D240		Sheriff's Director of Communications	5,870.40	7,338.40	1
	H085		Sheriff's Identification Technician	3,036.80	3,799.20	3
	D191		Sheriff's Lieutenant	6,783.20	8,480.00	15
	D092		Sheriff's Office Deputy Director Of Finance	6,562.40	8,205.60	1
	D029		Sheriff's Office Director of Finance	7,597.60	9,501.60	1
	E309		Sheriff's Office Extradition and Warrant Specialist	3,297.60	4,122.40	2
	D004		Sheriff's Property Manager	5,143.20	6,430.40	1
	H044		Sheriff's Sergeant	5,987.20	7,484.00	61
	B331		Storekeeping Supervisor - Unclassified - Exempt	3,006.40	3,760.00	1
	S020		Supervising Cook - Exempt	3,142.40	3,510.40	2
	H027		Supervising Criminalist - Exempt	5,880.80	7,349.60	3
	H095		Supervising Sheriff's Identification Technician	3,497.60	4,370.40	1
	B206		Undersheriff - Unclassified	9,588.80	11,988.00	1
3000B TOTAL						831
3200B Probation Department						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	G240S	Case Management-Assessment/Care Mgmt Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	C001S	Deputy Probation Officer Series	Deputy Probation Officer I Deputy Probation Officer II Deputy Probation Officer III	See Salary Table	See Salary Table	86
	C005S	Group Supervisor Series	Group Supervisor I Group Supervisor II	See Salary Table	See Salary Table	52
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E372S	Legal Office Assistant Series	Legal Office Assistant I Legal Office Assistant II	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	6
	T063S	Utility Worker Series	Utility Worker I Utility Worker II	See Salary Table	See Salary Table	1
	E031		Administrative Assistant II - Confidential	3,681.60	4,603.20	2
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	3
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	2
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D161		Assistant Chief Probation Officer	7,238.40	9,048.80	1
	B214		Chief Probation Officer	9,699.20	12,123.20	1
	V233		Departmental Systems Analyst	4,881.60	6,102.40	2
	D164		Deputy Chief Probation Officer	6,562.40	8,205.60	3
	D011		Deputy Director Of Probation - Administration	6,562.40	8,205.60	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	3
	C006		Group Supervisor III	3,829.60	4,786.40	26
	D110		Information Technology Manager	5,672.00	7,089.60	1
	V230		Information Technology Technician	3,868.80	4,836.80	1
	D165		Institution Services Manager	4,442.40	5,553.60	10
	D152		Legal Office Services Manager II	4,442.40	5,553.60	1
	E376		Legal Office Services Supervisor - Exempt	3,567.20	4,456.80	8
	E375		Legal Office Specialist	2,997.60	3,746.40	42
	D184		Manager of Research and Performance Outcomes	5,956.80	7,445.60	1
	E462		Payroll / Personnel Supervisor - Confidential	3,292.80	4,115.20	1
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	1
	E020		Pre-Trial Specialist	3,171.20	3,964.80	10
	D163		Probation Services Manager I	4,901.60	6,124.80	14
	D162		Probation Services Manager II	5,672.00	7,089.60	7
	E368		Public Services Specialist	2,404.00	3,004.00	5
	E455		Revenue Collection Supervisor - Exempt	3,934.40	4,916.80	1
	E007		Senior Accountant	4,356.00	5,448.00	1
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	D185		Senior Management Analyst	5,143.20	6,430.40	1
	T062		Senior Utility Worker	2,769.60	3,461.60	1
3200B TOTAL						304
3300B Coroner's Office						
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	1
	B215		Chief Deputy Coroner - Unclassified	5,402.40	6,750.40	1
	A014		Coroner - Elective	8,964.00	8,964.00	1
	H131		Deputy Coroner	4,262.40	5,326.40	9
	E468		Executive Assistant - Confidential	3,559.20	4,446.40	1
	T070		Forensic Autopsy Technician	2,917.60	3,647.20	2
	E007		Senior Accountant	4,356.00	5,448.00	1
	H132		Supervising Deputy Coroner	4,686.40	5,859.20	1
	T071		Supervising Forensic Autopsy Technician	3,209.60	4,012.80	1
3300B TOTAL						18
3570B Local Agency Formation Commission						
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	B420		LAFCO Executive Officer - Unclassified	6,894.40	8,619.20	1
3570B TOTAL						2
3700B County Library						

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	21
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	E011	E030S - Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	K001S	Librarian Series	Librarian I Librarian II	See Salary Table	See Salary Table	30
	K009s	Library Assistant Series	Library Assistant I Library Assistant II	See Salary Table	See Salary Table	50
	D188S	Library Branch Manager Series	Library Branch Manager I Library Branch Manager II	See Salary Table	See Salary Table	10
	K014S	Library Technician Series	Library Technician I Library Technician II	See Salary Table	See Salary Table	2
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	4
	E53S	Payroll/Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II	See Salary Table	See Salary Table	1
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	4
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	K008		Circulation Supervisor - Exempt	3,305.60	4,132.00	5
	D142		Deputy Director Of Library Services	6,894.40	8,619.20	3
	D147		Director Of Library Services	9,699.20	12,123.20	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	V235		Information Technology Analyst	4,881.60	6,102.40	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	V240		Information Technology Supervisor - Exempt	5,351.20	6,688.00	1
	V230		Information Technology Technician	3,868.80	4,836.80	1
	D189		Library Services Manager	5,672.00	7,089.60	8
	E537		Payroll-Personnel Coordinator III	2,883.20	3,604.00	1
	G227		Senior Community Program Specialist	4,053.60	5,064.00	3
	V238		Senior Graphics Specialist	3,947.20	4,935.20	2
	V231		Senior Information Technology Technician	3,947.20	4,935.20	1
	K003		Senior Librarian	4,144.00	5,180.80	8
	K009		Senior Library Assistant	2,820.00	3,524.00	5
	K009		Senior Library Technician	2,820.00	3,524.00	2
3700B						170
3800B Planning and Building						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	J057S	Building Inspector Series	Building Inspector I Building Inspector II Building Inspector III	See Salary Table	See Salary Table	4
	J060S	Building Permit Technician Series	Building Permit Technician I Building Permit Technician II Building Permit Technician III	See Salary Table	See Salary Table	4
	J069S	Building Plans Examiner Series	Building Plans Examiner I Building Plans Examiner II	See Salary Table	See Salary Table	1
	R004S	Code Compliance Officer Series	Code Compliance Officer I Code Compliance Officer II Code Compliance Officer III	See Salary Table	See Salary Table	5
	N045S	Engineer Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	1
	R065S	Planner Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	16
	E091		Administrative Assistant II	3,681.60	4,603.20	2
	E002		Administrative Secretary II	2,926.40	3,656.80	1
	E003		Administrative Secretary III	3,072.00	3,836.80	2
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D048		Assistant Building Inspector Manager	5,402.40	6,750.40	1
	D043		Assistant Building Official/Building Inspector Manager	6,253.60	7,816.00	1
	D140		Assistant Director of Planning and Building	7,597.60	9,501.60	1
	J056		Building Permit Coordinator	3,744.00	4,680.00	1
	J050		Building Permit Services Supervisor	4,116.80	5,145.60	1
	J055		Building Plans Specialist	5,376.00	6,720.00	1
	D028		Deputy Director Of Planning and Building	7,238.40	9,048.80	1
	D081		Director Of Planning and Building - Unclassified	8,379.20	10,472.80	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	V235		Information Technology Analyst	4,881.60	6,102.40	2
	V240		Information Technology Supervisor - Exempt	5,351.20	6,688.00	1
	E337		Office Specialist	2,528.80	3,160.00	3
	D172		Planning Services Manager	6,562.40	8,205.60	1
	D088		Program Services Manager II	5,402.40	6,750.40	1
	E368		Public Services Specialist	2,404.00	3,004.00	2
	R006		Senior Code Compliance Officer - Exempt	4,401.60	5,500.80	2
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	R020		Senior Planner - Exempt	5,452.00	6,812.80	5
3800B TOTAL						70

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
3900B Parks Department						
	E011	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	J084S	Natural Resource Specialist Series	Natural Resource Specialist I Natural Resource Specialist II Natural Resource Specialist III	See Salary Table	See Salary Table	3
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	1
	L040S	Park Ranger/Marina Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	36
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	1
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	1
	E029		Administrative Assistant I	3,240.80	4,051.20	2
	B308		Assistant Director of Parks - Unclassified	7,238.40	9,048.80	1
	D105		Communications Officer	5,402.40	6,750.40	1
	L044		County Arborist - Urban Forester	4,404.00	5,507.20	1
	D148		Director Of Parks And Recreation	9,699.20	12,123.20	1
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	D102		Natural Resource Manager	5,402.40	6,750.40	1
	E337		Office Specialist	2,528.80	3,160.00	1
	L039		Park Ranger III	3,948.00	4,936.00	19
	L025		Park Ranger IV - Exempt	4,404.00	5,507.20	8
	D001		Park Superintendent	6,562.40	8,205.60	1
	L014		Parks And Open Space Equipment Operator	4,169.60	4,970.40	1
	L043		Parks Electrician And Maintenance Worker	4,416.80	5,522.40	1
	R020		Senior Planner - Exempt	5,452.00	6,812.80	1
3900B TOTAL						85
3980B Coyote Point Marina						
	L040S	Park Ranger/Marina Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E029		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	D166		Harbormaster	4,442.40	5,553.60	1
3980B TOTAL						3
4000B Sustainability Department						

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	J083S	Resource Conservation/Sustainability Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	12
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D083		Assistant Director of Office of Sustainability	6,894.40	8,619.20	2
	D105		Communications Officer	5,402.40	6,750.40	1
	D080		Director, Office of Sustainability	8,379.20	10,472.80	1
	D008		Resource Conservation Program Manager	5,402.40	6,750.40	1
4000B TOTAL						20
4060B Solid Waste Management						
	J083S	Resource Conservation/Sustainability Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	10
	D008		Waste Management And Environmental Services Manager	6,253.60	7,816.00	1
4060B TOTAL						11
4070B County Service Areas - OOS						
	D008		Resource Conservation Program Manager	5,402.40	6,750.40	1
4070B TOTAL						1
4300B Department of Emergency Management						
	B219S	Management Analyst - Unclassified Series	Associate Management Analyst - Unclassified Management Analyst - Unclassified	See Salary Table	See Salary Table	1
	D18S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	D241		Assistant Director of Emergency Management	5,956.80	7,445.60	1
	Q002		Department of Emergency Management Coordinator	3,951.20	4,939.20	6
	B321		Department of Emergency Management Coordinator - Unclassified	3,951.20	4,939.20	6
	D230		Director of Emergency Management - Unclassified	7,597.60	9,501.60	1
	D088		Program Services Manager II	5,402.40	6,750.40	1
	Q005		Supervising Coordinator, Department of Emergency Management	4,357.60	5,448.00	1
4300B TOTAL						18
4510B Public Works Administration						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	B217S	C/CAG Programs Specialist - Unclassified Alternate Series	C/CAG Program Specialist II - Unclassified C/CAG Program Specialist I - Unclassified	See Salary Table	See Salary Table	3
	D006	Deputy/Assistant Director of PW Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	1
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	2
	B413		Senior C/CAG Program Specialist - Unclassified	4,750.40	5,939.20	1
	E029		Administrative Assistant I	3,240.80	4,051.20	2
	B221		Associate Transportation Systems Coordinator - Unclassified	5,402.40	6,750.40	1
	B163		C/CAG Program Director - Unclassified	6,720.80	8,401.60	2
	B333		C/CAG Stormwater Program Director - Unclassified	6,253.60	7,816.00	1
	D049		Departmental Human Resources (HR) Manager	5,402.40	6,750.40	1
	B216		Deputy Director Of C/CAG - Unclassified	7,584.00	9,478.40	1
	B229		Director Of Public Works - Unclassified	10,184.00	12,728.80	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	2
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E351		Fiscal Office Services Supervisor - Exempt	3,240.80	4,051.20	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	5
	V235		Information Technology Analyst	4,881.60	6,102.40	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	V240		Information Technology Supervisor - Exempt	5,351.20	6,688.00	1
	V230		Information Technology Technician	3,868.80	4,836.80	2
	E007		Senior Accountant	4,356.00	5,448.00	2
	E009		Senior Accountant - Exempt	4,356.00	5,448.00	1
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	B211		Transportation Systems Coordinator - Unclassified	6,253.60	7,816.00	3
4510B TOTAL						43
4520B Road Construction and Operations						
	D249S	Deputy/Assistant Director of PW Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	N045S	Engineer Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	6

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	T110S	Equipment Service Worker Series	Equipment Services Worker I Equipment Services Worker II	See Salary Table	See Salary Table	1
	J084S	Natural Resource Specialist Series	Natural Resource Specialist I Natural Resource Specialist II Natural Resource Specialist III	See Salary Table	See Salary Table	1
	N010S	Public Works Technician Series	Public Works Technician I Public Works Technician II	See Salary Table	See Salary Table	3
	T090S	Road Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	48
	E406S	Storekeeper Series	Storekeeper I Storekeeper II	See Salary Table	See Salary Table	1
	E002		Administrative Secretary II	2,926.40	3,656.80	1
	T029		Construction Carpenter / Mason	3,656.80	4,571.20	1
	T094		Equipment Mechanic III	4,164.80	5,206.40	1
	T092		Equipment Mechanic Supervisor	4,580.80	5,727.20	1
	T083		Road Construction Supervisor	4,300.00	5,374.40	1
	T082		Road Equipment Supervisor	4,543.20	5,682.40	1
	D169		Road Maintenance Manager	5,402.40	6,750.40	2
	N085		Road Maintenance Supervisor	4,145.60	5,184.80	6
	D064		Senior Civil Engineer	6,063.20	7,580.00	1
	T062		Senior Utility Worker	2,769.60	3,461.60	1
4520B TOTAL						77
4600B Engineering Services						
	D249S	Deputy/Assistant Director of PW Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	N045S	Engineer Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	12
	N010S	Public Works Technician Series	Public Works Technician I Public Works Technician II	See Salary Table	See Salary Table	3
	J083S	Resource Conservation/Sustainability Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	D105		Communications Officer	5,402.40	6,750.40	1
	D228		County Surveyor	6,063.20	7,580.00	1
	D058		Principal Civil Engineer	6,894.40	8,619.20	1
	D064		Senior Civil Engineer	6,063.20	7,580.00	4
4600B TOTAL						25
4730B Facilities Services						
	N001S	Capital Projects Manager Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	11
	D249S	Deputy/Assistant Director of PW Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	T027S	Locksmith Series	Locksmith Locksmith Trainee	See Salary Table	See Salary Table	3
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	N010S	Public Works Technician Series	Public Works Technician I Public Works Technician II	See Salary Table	See Salary Table	1
	T041S	Stationary Engineer Series	Stationary Engineer I Stationary Engineer II	See Salary Table	See Salary Table	43
	T064S	Utility Worker Series	Utility Worker I Utility Worker II	See Salary Table	See Salary Table	18
	E029		Administrative Assistant I	3,240.80	4,051.20	2
	D229		Capital Programs Manager	6,894.40	8,619.20	2
	T030		Carpenter / Mill Cabinet Worker	4,571.20	4,571.20	7
	T013		Crafts Supervisor	4,875.20	6,095.20	2
	D093		Custodial Services Manager	4,031.20	5,038.40	1
	T075		Custodian	2,264.80	2,828.80	28
	T024		Electrician	5,540.80	5,540.80	2
	D046		Energy Program Manager	5,402.40	6,750.40	1
	D039		Facilities Services Manager	5,956.80	7,445.60	2
	V230		Information Technology Technician	3,868.80	4,836.80	1
	L005		Lead Gardener	3,632.00	4,539.20	2
	E337		Office Specialist	2,528.80	3,160.00	2
	T026		Painter	4,571.20	4,571.20	6
	D131		Program Services Manager I	4,664.00	5,831.20	1
	D170		Senior Capital Projects Manager	6,253.60	7,816.00	2
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	1
	D181		Senior Management Analyst	5,143.20	6,430.40	1
	N109		Supervising Capital Projects Manager	5,788.80	7,239.20	1
	T060		Supervising Custodian - Exempt	2,633.60	3,294.40	3
	T012		Supervising Stationary Engineer - Exempt	4,635.20	5,793.60	3
4730B TOTAL						148
4740B Construction Services Alternate Series						
	T030		Carpenter / Mill Cabinet Worker	4,571.20	4,571.20	3
	T013		Crafts Supervisor	4,875.20	6,095.20	1
	T024		Electrician	5,540.80	5,540.80	3
	E337		Office Specialist	2,528.80	3,160.00	1
	T026		Painter	4,571.20	4,571.20	1
	T062		Senior Utility Worker	2,769.60	3,461.60	1
4740B TOTAL						10
4760B Vehicle and Equipment Services Alternate Series						

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	W039S	Automotive Mechanic Series	Automotive Mechanic Automotive Mechanic Trainee	See Salary Table	See Salary Table	4
	W040S	Automotive Service Worker Series	Automotive Service Worker I Automotive Service Worker II Automotive Service Worker III	See Salary Table	See Salary Table	5
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	T064S	Utility Worker Series	Utility Worker I Utility Worker II	See Salary Table	See Salary Table	1
	E029		Administrative Assistant I	3,240.80	4,051.20	1
	W125		Automotive Service Supervisor - Exempt	5,108.80	5,108.80	2
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	D012		Vehicle And Equipment Manager	5,672.00	7,089.60	1
4760B TOTAL						16
4840B Utilities Alternate Series						
	N045S	Engineer Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	6
	J084S	Natural Resource Specialist Series	Natural Resource Specialist I Natural Resource Specialist II	See Salary Table	See Salary Table	2
	N010S	Public Works Technician Series	Public Works Technician I Public Works Technician II	See Salary Table	See Salary Table	2
	T090S	Road Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	7
	D102		Natural Resource Manager	5,402.40	6,750.40	1
	E337		Office Specialist	2,528.80	3,160.00	1
	D058		Principal Civil Engineer	6,894.40	8,619.20	1
	D064		Senior Civil Engineer	6,063.20	7,580.00	2
	J085		Senior Natural Resource Specialist	4,750.40	5,940.80	1
	N065		Wastewater Collection Supervisor	4,612.00	5,763.20	1
4840B TOTAL						24
4850B Airports Alternate Series						
	M003S	Airport Operations Specialist Series	Airport Operations Specialist I Airport Operations Specialist II	See Salary Table	See Salary Table	6
	D249S	Deputy/Assistant Director of PW Alternate Series	Deputy Director Of Public Works	See Salary Table	See Salary Table	1
	E091		Administrative Assistant II	3,681.60	4,603.20	2
	D002		Airport Manager	6,253.60	7,816.00	1
	M001		Airport Operations Supervisor - Exempt	3,933.60	4,916.00	1
	D226		Assistant Airports Manager	5,143.20	6,430.40	1
	E055		Communication Specialist - Confidential	4,508.80	5,636.80	1
4850B TOTAL						13
5500B Health Administration						

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D097S	Leap Improvement Systems Manager Series	Leap Improvement Systems Manager I Leap Improvement Systems Manager II	See Salary Table	See Salary Table	5
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	1
	T064S	Utility Worker Series	Utility Worker I Utility Worker II	See Salary Table	See Salary Table	1
	E029		Administrative Assistant I	3,240.80	4,051.20	2
	D059		Chief Financial Officer - Health System	8,379.20	10,472.80	1
	B284		Chief of Health	15,104.00	18,880.00	1
	D068		Deputy Chief of Health	11,228.80	14,035.20	1
	D223		Deputy Director for Administration and Finance - SMC Health	6,894.40	8,619.20	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	D033		Health Services Manager II	5,956.80	7,445.60	2
	D099		Leap Institute Deputy Director	6,562.40	8,205.60	1
	D067		LEAP Institute Director	7,238.40	9,048.80	1
	E004		Senior Accountant - Confidential	4,356.00	5,447.20	1
5500B TOTAL						21
5510B Health Coverage Unit						
	E483S	Health Benefits Analyst Series	Health Benefits Analyst I Health Benefits Analyst II	See Salary Table	See Salary Table	16
	E486		Health Benefits Supervisor	4,105.60	5,133.60	5
	D033		Health Services Manager II	5,956.80	7,445.60	1
	E485		Lead Health Benefits Analyst	3,261.60	4,074.40	4
5510B TOTAL						26
5550B Public Health, Policy and Planning						
	E011	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	G240S	Case Management-Assessment/Care Mgmt Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	15
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	4
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	5
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	V400S	EHR Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	F002S	Epidemiologist Series	Epidemiologist I Epidemiologist II	See Salary Table	See Salary Table	6
	G098S	G098S - Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	3
	E416S	Medical Office Assistant Series	Medical Office Assistant I Medical Office Assistant II	See Salary Table	See Salary Table	1
	G040S	Mental Health Case Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F009S	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	15
	E411S	Patient Services Assistant Series	Patient Services Assistant I Patient Services Assistant II	See Salary Table	See Salary Table	2
	F122S	Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	4
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	5
	G085S	Public Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	4
	F065S	Public Health Microbiologist Series	Public Health Microbiologist I Public Health Microbiologist II	See Salary Table	See Salary Table	7
	F056S	Senior Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	F127S	Supervising Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	E003		Administrative Secretary III	3,072.00	3,836.80	1
	F012		Charge Nurse	6,318.40	7,467.20	2
	D159		Clinical Services Manager - Laboratory	7,238.40	9,048.80	1
	D116		Clinical Services Manager - Public Health	6,876.00	8,596.00	1
	D154		Clinical Services Manager II - Nursing	7,238.40	9,048.80	1
	D036		Clinics Manager	6,876.00	8,596.00	1
	J047		Communicable Disease Investigator	3,332.80	4,164.80	11
	E056		Communication Specialist	4,508.80	5,636.80	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	D150		County Health Officer	12,968.80	16,212.80	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D010		Deputy Health Officer	10,184.00	12,728.80	1
	D129		Director Of Public Health Programs	8,379.20	10,472.80	1
	D060		Financial Services Manager I	5,143.20	6,430.40	2
	D151		Financial Services Manager II	5,956.80	7,445.60	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	D023		Health Services Manager I	5,143.20	6,430.40	1
	D033		Health Services Manager II	5,956.80	7,445.60	5
	F156		Laboratory Assistant II	2,458.40	3,073.60	2
	E413		Lead Patient Services Assistant	2,920.80	3,652.80	1
	F160		Lead Public Health Laboratory Technician	3,139.20	3,920.80	1
	E421		Medical Office Services Supervisor - Exempt	3,423.20	4,280.00	1
	E420		Medical Office Specialist	2,876.00	3,597.60	10
	E415		Patient Services Supervisor - Exempt	3,632.00	4,540.00	1
	B415		Program Coordinator II - Unclassified	4,053.60	5,064.00	1
	D131		Program Services Manager I	4,664.00	5,831.20	1
	F040		Public Health Nurse	5,879.20	6,948.00	7
	E007		Senior Accountant	4,356.00	5,448.00	1
	J045		Senior Communicable Diseases Investigator	3,522.40	4,402.40	6
	D185		Senior Management Analyst	5,143.20	6,430.40	1
	F040		Senior Public Health Nurse	5,880.80	7,349.60	3
	G095		Social Work Supervisor	4,636.80	5,796.00	2
	G093		Social Work Supervisor - Exempt	4,636.80	5,796.00	2
	F101		Supervising Epidemiologist	4,908.00	6,136.00	2
	F008		Supervising Nurse Practitioner	7,788.00	9,736.00	1
	F062		Supervising Public Health Microbiologist - Exempt	4,879.20	6,100.80	2
5550B TOTAL						162
5560B Health IT						
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	V400S	EHR Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	62
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	13
	F011	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	5
	E029		Administrative Assistant I	3,240.80	4,051.20	2
	D113		Assistant Chief Information Officer - SMC Health	8,060.00	10,078.40	1
	D101		Chief Information Officer - Health System	9,700.00	12,124.80	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	D017		Health Information Systems and Technology Manager	6,892.00	8,616.00	8

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	V305		IS Project Manager I	5,699.20	7,123.20	2
	V306		IS Project Manager II	6,024.80	7,529.60	1
	E337		Office Specialist	2,528.80	3,160.00	1
5560B TOTAL						98
5600B Emergency Medical Services GF						
	G245S	Community Program Analyst Series	Community Program Analyst I Community Program Analyst II	See Salary Table	See Salary Table	2
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	F009S	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	D108		Assistant Director of Emergency Medical Services	6,562.40	8,205.60	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	D035		EMS Administrator	7,597.60	9,501.60	1
	D033		Health Services Manager II	5,956.80	7,445.60	1
	D131		Program Services Manager I	4,664.00	5,831.20	1
	D088		Program Services Manager II	5,402.40	6,750.40	1
5600B TOTAL						11
5700B Aging and Disability Services						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	6
	G245S	Community Program Analyst Series	Community Program Analyst I Community Program Analyst II	See Salary Table	See Salary Table	7
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	3
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	1
	G223S	Deputy Public Administrator Series	Deputy Public Administrator I Deputy Public Administrator II	See Salary Table	See Salary Table	3
	G217S	Deputy Public Guardian/Conservator Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	19
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	4
	B107S	Social Worker/Children's Svcs Social Worker - Unclassified Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	4
	G096S	Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	50

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	E002		Administrative Secretary II	2,926.40	3,656.80	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D234		Clinical Services Manager II - Aging and Disability	6,253.60	7,816.00	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	D096		Deputy Director of Aging and Disability Services	6,562.40	8,205.60	2
	D014		Director of Aging and Disability Services	7,597.60	9,501.60	1
	E443		Estate Property Officer	2,721.60	3,404.00	3
	G215		Estate Property Supervisor - Exempt	4,636.80	5,796.00	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	8
	D023		Health Services Manager I	5,143.20	6,430.40	3
	D033		Health Services Manager II	5,956.80	7,445.60	1
	E442		Lead Estate Property Officer	2,994.40	3,744.00	1
	E337		Office Specialist	2,528.80	3,160.00	7
	D023		Program Services Manager I	4,664.00	5,831.20	1
	F040		Public Health Nurse	5,879.20	6,948.00	3
	E368		Public Services Specialist	2,404.00	3,004.00	2
	E009		Senior Accountant - Exempt	4,356.00	5,448.00	2
	G227		Senior Community Program Specialist	4,053.60	5,064.00	1
	G093		Social Work Supervisor - Exempt	4,636.80	5,796.00	8
	G093		Supervising Deputy Public Guardian - Conservator Exempt	4,636.80	5,796.00	5
5700B TOTAL						153
5900B Environmental Health Services						
	J048S	Environmental Health Specialist Series	Environmental Health Specialist I Environmental Health Specialist II Environmental Health Specialist III	See Salary Table	See Salary Table	27
	J039S	Environmental Health Technician Series	Environmental Health Technician I Environmental Health Technician II	See Salary Table	See Salary Table	4
	E346S	Fiscal Office Assistant Series	Fiscal Office Assistant I Fiscal Office Assistant II	See Salary Table	See Salary Table	2
	J003S	Hazardous Materials Specialist Series	Hazardous Materials Specialist I Hazardous Materials Specialist II Hazardous Materials Specialist III	See Salary Table	See Salary Table	17
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	1
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	2

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	1
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	D127		Deputy Director of Environmental Health	6,562.40	8,205.60	2
	D128		Director Of Environmental Health Services	7,597.60	9,501.60	1
	J007		Environmental Health Program Supervisor - Exempt	5,533.60	6,916.00	7
	J037		Environmental Health Specialist IV	4,931.20	6,162.40	10
	E350		Fiscal Office Specialist	2,728.00	3,408.80	2
	J005		Hazardous Materials Specialist IV	4,931.20	6,162.40	8
	E337		Office Specialist	2,528.80	3,160.00	2
	E368		Public Services Specialist	2,404.00	3,004.00	1
5900B TOTAL						88
6100B Behavioral Health and Recovery Services						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	5
	G078S	Behavioral Health And Recovery Services Analyst Series	Behavioral Health And Recovery Services Analyst I Behavioral Health And Recovery Services Analyst II	See Salary Table	See Salary Table	9
	B332S	Case Management-Assessment/Care Mgmt Specialist - Unclassified Series	Case Management / Assessment Specialist III - Unclassified Case Management / Assessment Specialist II - Unclassified Case Management / Assessment Specialist I - Unclassified	See Salary Table	See Salary Table	1
	G240S	Case Management-Assessment/Care Mgmt Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	19
	D054S	Clinical Services Manager - Mental Health Series	Clinical Services Manager II - Mental Health	See Salary Table	See Salary Table	17
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	4
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	4
	V400S	EHR Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E483S	Health Benefits Analyst Series	Health Benefits Analyst I Health Benefits Analyst II	See Salary Table	See Salary Table	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	V260S	IS Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	10
	E416S	Medical Office Assistant Series	Medical Office Assistant I Medical Office Assistant II	See Salary Table	See Salary Table	2
	B112S	Mental Health Case Worker - Unclassified Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	G040S	Mental Health Case Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	161
	F005S	Mental Health Supervisor Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	33
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	2
	F009S	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	E411S	Patient Services Assistant Series	Patient Services Assistant I Patient Services Assistant II	See Salary Table	See Salary Table	23
	G115S	Peer Support Worker/Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	22
	F122S	Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	31
	G243S	Program Coordinator Alternate Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	6
	F116S	Psychologist Series	Psychologist I Psychologist II	See Salary Table	See Salary Table	3
	G085S	Public Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	G085S	Public Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F171S	Rehabilitation Therapist Alternate Series	Occupational Therapist I Occupational Therapist II	See Salary Table	See Salary Table	5
	G027S	Residential Counselor Series	Residential Counselor I Residential Counselor II	See Salary Table	See Salary Table	14
	F056S	Senior Health Education Alternate Series	Senior Community Health Planner	See Salary Table	See Salary Table	2
	F147S	Supervising Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	7
	E002		Administrative Secretary II	2,926.40	3,656.80	4
	E003		Administrative Secretary III	3,072.00	3,836.80	1
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D045		Administrative Services Manager I	5,402.40	6,750.40	2
	D056		Assistant Director Of Behavioral Health & Recovery Services	7,597.60	9,501.60	1
	G080		Behavioral Health And Recovery Services Supervisor	4,560.00	5,700.80	4
	D144		Clinical Services Manager I - Nursing	6,876.00	8,596.00	1
	E055		Communication Specialist - Confidential	4,508.80	5,636.80	1
	F049		Community Mental Health Nurse	6,214.40	6,948.00	16
	D057		Deputy Director Of Behavioral Health And Recovery Services	6,892.00	8,616.00	4
	D032		Director Of Behavioral Health And Recovery Services	9,700.00	12,124.80	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D151		Financial Services Manager II	5,956.80	7,445.60	2
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	D017		Health Information Systems and Technology Manager	6,892.00	8,616.00	1
	D023		Health Services Manager I	5,143.20	6,430.40	2
	D033		Health Services Manager II	5,956.80	7,445.60	2
	G242		Lead Behavioral Health and Recovery Services Specialist	4,165.60	5,204.80	5
	E375		Legal Office Specialist	2,997.60	3,746.40	2
	D155		Medical Director	11,238.40	14,049.60	1
	E420		Medical Office Specialist	2,876.00	3,597.60	10
	G081		Mental Health Program Specialist	4,671.20	5,838.40	22
	G084		Milieu Program Specialist	4,292.80	5,366.40	1
	G082		Milieu Program Supervisor	4,721.60	5,903.20	1
	E337		Office Specialist	2,528.80	3,160.00	2
	D040		Patient Services Office Manager	5,402.40	6,750.40	1
	E414		Patient Services Specialist	2,920.80	3,652.80	9
	E415		Patient Services Supervisor - Exempt	3,632.00	4,540.00	6
	E462		Payroll / Personnel Supervisor - Confidential	3,292.80	4,115.20	1
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	1
	D167		PBM Program Manager	8,685.60	10,857.60	1
	D131		Program Services Manager I	4,664.00	5,831.20	1
	D088		Program Services Manager II	5,402.40	6,750.40	1
	B130		Psychiatric Resident - Unclassified	3,488.00	4,358.40	16
	G028		Residential Counselor III	3,716.80	4,642.40	5
	E007		Senior Accountant	4,356.00	5,448.00	3
	D248		Senior Advisor to the Director of BHRS	6,892.00	8,616.00	1
	G228		Senior Community Program Specialist	4,053.60	5,064.00	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	G117		Senior Community Worker	2,956.00	3,696.00	2
	D185		Senior Management Analyst	5,143.20	6,430.40	1
6100B TOTAL						532
6240B Family Health Services						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	G071S	Benefits Analyst Series	Benefits Analyst I Benefits Analyst II	See Salary Table	See Salary Table	2
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	3
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	15
	V400S	EHR Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	G115S	Peer Support Worker/Specialist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	1
	G085S	Public Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F171S	Rehabilitation Therapist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	20
	F056S	Senior Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	G098S	Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	E090		Administrative Assistant II - Confidential	3,681.60	4,603.20	1
	E003		Administrative Secretary III	3,072.00	3,836.80	1
	D237		Clinical Services Manager - Community Health	6,876.00	8,596.00	1
	D237		Clinical Services Manager II - Nursing	7,238.40	9,048.80	3
	G236		Community Program Supervisor	4,456.80	5,573.60	5
	D223		Deputy Director for Administration and Finance - SMC Health	6,894.40	8,619.20	1
	S024		Dietitian I	3,828.80	4,785.60	2
	D015		Director Of Family Health Services	7,597.60	9,501.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	2
	D033		Health Services Manager II	5,956.80	7,445.60	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D155		Medical Director	11,238.40	14,049.60	1
	E420		Medical Office Specialist	2,876.00	3,597.60	12
	E420		Office Services Supervisor - Exempt	3,080.80	3,850.40	1
	F059		Pharmacist	6,436.80	8,047.20	1
	F040		Public Health Nurse	5,879.20	6,948.00	42
	E007		Senior Accountant	4,356.00	5,448.00	1
	E421		Senior Community Program Specialist	4,053.60	5,064.00	5
	G117		Senior Community Worker	2,956.00	3,696.00	17
	G236		Senior Public Health Nurse	5,880.80	7,349.60	9
	G113		Supervising Dietitian	4,221.60	5,279.20	6
	F051		Supervising Public Health Nutritionist - Exempt	4,221.60	5,279.20	1
	F187		Supervising Therapist - Exempt	5,396.80	6,748.00	3
6240B TOTAL						169
6300B Correctional Health Services						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	D054S	Clinical Services Manager - Mental Health Series	Clinical Services Manager II - Mental Health Clinical Services Manager I - Mental Health	See Salary Table	See Salary Table	1
	V400S	EHR Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	E416S	Medical Office Assistant Series	Medical Office Assistant I Medical Office Assistant II	See Salary Table	See Salary Table	8
	E305S	Medical Records Coder Series	Medical Records Coder I Medical Records Coder II Medical Records Coder III	See Salary Table	See Salary Table	1
	G040S	Mental Health Case Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	47
	F005S	Mental Health Supervisor Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F009S	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	17
	F039S	Patient Care Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	E411S	Patient Services Assistant Series	Patient Services Assistant I Patient Services Assistant II	See Salary Table	See Salary Table	1
	F122S	Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	G107S	Program Counselor Series	Program Counselor I Program Counselor II	See Salary Table	See Salary Table	2
	F116S	Psychologist Series	Psychologist I Psychologist II	See Salary Table	See Salary Table	2
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	D045		Administrative Services Manager I	5,402.40	6,750.40	1

FY 2026-2027 MASTER SALARY RESOLUTION REPORT

Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	F012		Charge Nurse	6,318.40	7,467.20	5
	D154		Clinical Services Manager II - Nursing	7,238.40	9,048.80	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	F032		Dentist	8,084.80	10,107.20	1
	S021		Dietitian I	3,828.80	4,785.60	1
	D013		Director Of Correctional Health Services	7,980.00	9,977.60	1
	D023		Health Services Manager I	5,143.20	6,430.40	1
	E419		Lead Medical Office Assistant	2,876.00	3,597.60	1
	E421		Medical Office Services Supervisor - Exempt	3,423.20	4,280.00	1
	G081		Mental Health Program Specialist	4,671.20	5,838.40	1
	E414		Patient Services Specialist	2,920.80	3,652.80	1
	F059		Pharmacist	6,436.80	8,047.20	2
	G228		Senior Community Program Specialist	4,053.60	5,064.00	1
6300B TOTAL						109
6600B San Mateo Medical Center						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	E405S	Buyer Series	Buyer I Buyer II	See Salary Table	See Salary Table	2
	F074S	Clinical Laboratory Scientist Series	Clinical Laboratory Scientist I Clinical Laboratory Scientist II	See Salary Table	See Salary Table	11
	G245S	Community Program Analyst Series	Community Program Analyst I Community Program Analyst II	See Salary Table	See Salary Table	2
	G226S	Community Program Specialist Series	Community Program Specialist I Community Program Specialist II	See Salary Table	See Salary Table	1
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	4
	S030S	Cook Series	Cook I Cook II	See Salary Table	See Salary Table	4
	S024S	Dietitian Series	Dietitian I Dietitian II	See Salary Table	See Salary Table	7
	F107S	Electrograph Technician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	S038S	Food Service Worker Series	Food Service Worker I Food Service Worker II	See Salary Table	See Salary Table	14
	E483S	Health Benefits Analyst Series	Health Benefits Analyst I Health Benefits Analyst II	See Salary Table	See Salary Table	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	9
	E416S	Medical Office Assistant Series	Medical Office Assistant I Medical Office Assistant II	See Salary Table	See Salary Table	5

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	E305S	Medical Records Coder Series	Medical Records Coder I Medical Records Coder II Medical Records Coder III	See Salary Table	See Salary Table	6
	G040S	Mental Health Case Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F005S	Mental Health Supervisor Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	2
	F009S	Patient Care Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	385
	F039S	Patient Care Support Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	32
	B083S	Patient Services Assistant - Unclassified Series	Patient Services Assistant I - Unclassified Patient Services Assistant II - Unclassified	See Salary Table	See Salary Table	1
	E411S	Patient Services Assistant Series	Patient Services Assistant I Patient Services Assistant II	See Salary Table	See Salary Table	92
	F122S	Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	50
	G243S	Program Coordinator Series	Program Coordinator I Program Coordinator II	See Salary Table	See Salary Table	11
	F116S	Psychologist Series	Psychologist I Psychologist II	See Salary Table	See Salary Table	8
	G085S	Public Health Education Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	1
	F075S	Radiologic Technician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	19
	F171S	Rehabilitation Therapist Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	11
	F130S	Respiratory Therapist Series	Respiratory Therapist I Respiratory Therapist II Respiratory Therapist III	See Salary Table	See Salary Table	13
	G098S	Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	10
	E406S	Storekeeper Series	Storekeeper I Storekeeper II	See Salary Table	See Salary Table	1
	F127S	Supervising Physician Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	14
	E029		Administrative Assistant I	3,240.80	4,051.20	1
	E089		Administrative Assistant II - Exempt	3,681.60	4,603.20	1
	E002		Administrative Secretary II	2,926.40	3,656.80	1
	E003		Administrative Secretary III	3,072.00	3,836.80	1
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	2

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	D168		Assistant Medical Director	10,184.00	12,728.80	1
	D016		Assistant Medical Director	10,184.00	12,728.80	1
	F080		Central Services And Supply Supervisor - Exempt	4,251.20	5,314.40	2
	F012		Charge Nurse	6,318.40	7,467.20	32
	B285		Chief Executive Officer, SM Medical Center - Unclassified	13,728.80	17,164.00	1
	D210		Chief Financial Officer - San Mateo Medical Center	10,184.00	12,728.80	1
	D215		Chief Medical Officer	11,790.40	14,736.80	1
	D216		Chief Nursing Officer, SMMC	11,228.80	14,035.20	2
	D211		Chief Operations Officer, SMMC	11,228.80	14,035.20	1
	D231		Chief Quality and Patient Experience Officer	11,228.80	14,035.20	1
	E308		Clinical Documentation Specialist	4,641.60	5,804.80	1
	D159		Clinical Services Manager - Laboratory	7,238.40	9,048.80	1
	D187		Clinical Services Manager - Nutrition	5,402.40	6,750.40	1
	D158		Clinical Services Manager - Pharmacy	8,685.60	10,857.60	1
	D087		Clinical Services Manager - Rehabilitation	6,253.60	7,816.00	1
	D034		Clinical Services Manager - Respiratory Therapy	6,562.40	8,205.60	1
	D144		Clinical Services Manager I - Nursing	6,876.00	8,596.00	10
	D154		Clinical Services Manager II - Nursing	7,238.40	9,048.80	2
	D036		Clinics Manager	6,876.00	8,596.00	5
	D105		Communications Officer	5,402.40	6,750.40	1
	G236		Community Program Supervisor	4,456.80	5,573.60	1
	F029		Creative Arts Therapist	3,399.20	4,250.40	2
	T075		Custodian	2,264.80	2,828.80	30
	D145		Dental Program Manager	9,998.40	12,501.60	1
	F032		Dentist	8,084.80	10,107.20	12
	D049		Departmental Human Resources (HR) Manager	5,402.40	6,750.40	1
	V233		Departmental Systems Analyst	4,881.60	6,102.40	1
	D225		Deputy Director Of Ambulatory Services	9,998.40	12,501.60	1
	D219		Deputy Director of Compliance and Support Services	6,894.40	8,619.20	1
	D212		Deputy Director of Nursing Services	7,597.60	9,501.60	3
	D070		Director Of Food And Nutrition Services	5,672.00	7,089.60	1
	D157		Director Of Health Information Management	6,894.40	8,619.20	2
	D042		Director Of Materials Management	5,956.80	7,445.60	1
	D239		Environmental Services Manager - Hospital and Clinics	5,143.20	6,430.40	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	D060		Financial Services Manager I	5,143.20	6,430.40	3
	D151		Financial Services Manager II	5,956.80	7,445.60	4
	E350		Fiscal Office Specialist	2,728.00	3,408.80	4
	S035		Food Service Supervisor - Exempt	2,952.00	3,301.60	1
	E486		Health Benefits Supervisor	4,105.60	5,133.60	1
	D023		Health Services Manager I	5,143.20	6,430.40	3
	D033		Health Services Manager II	5,956.80	7,445.60	2
	D109		Hospital And Clinics Controller	8,797.60	10,996.80	1
	D107		Hospital And Clinics Finance Manager	6,894.40	8,619.20	3
	E418		Hospital Unit Coordinator	2,553.60	3,192.80	11
	F156		Laboratory Assistant II	2,458.40	3,073.60	8
	F152		Laboratory Support Services Supervisor	3,235.20	4,043.20	1
	F076		Lead Central Services And Supply Assistant	2,564.80	3,208.80	1
	T076		Lead Custodian	2,459.20	3,074.40	1
	E359		Lead Medical Interpreter / Translator	3,256.00	4,068.80	1
	E419		Lead Medical Office Assistant	2,876.00	3,597.60	1
	E413		Lead Patient Services Assistant	2,920.80	3,652.80	11
	F090		Lead Pharmacist	6,792.00	8,491.20	1
	T060		Lead Pharmacy Technician	3,305.60	4,132.80	1
	F086		Lead Sterile Processing Technician	2,713.60	3,391.20	2
	E040		Medical Coding Supervisor	4,596.00	5,744.00	1
	D155		Medical Director	11,238.40	14,049.60	4
	F157		Medical Laboratory Technician	3,420.00	4,273.60	4
	E421		Medical Office Services Supervisor - Exempt	3,423.20	4,280.00	1
	E420		Medical Office Specialist	2,876.00	3,597.60	10
	E422		Mobile Health Services Assistant	2,702.40	3,376.80	1
	E001		Patient Services Specialist	2,920.80	3,652.80	27
	E415		Patient Services Supervisor - Exempt	3,632.00	4,540.00	16
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	6
	F059		Pharmacist	6,436.80	8,047.20	14
	D088		Program Services Manager II	5,402.40	6,750.40	3
	D051		Quality Assurance Manager	5,956.80	7,445.60	1
	F135		Respiratory Therapy Supervisor	4,895.20	6,120.80	1
	E007		Senior Accountant	4,356.00	5,448.00	2
	E009		Senior Accountant - Exempt	4,356.00	5,448.00	1
	F047		Senior Clinical Pharmacist	6,823.20	8,529.60	2
	G117		Senior Community Worker	2,956.00	3,696.00	5
	V238		Senior Graphics Specialist	3,947.20	4,935.20	1
	G095		Social Work Supervisor	4,636.80	5,796.00	3
	F085		Sterile Processing Technician	2,557.60	3,196.80	4
	S027-Y		Storekeeper Y-Rated	3,301.60	3,301.60	1

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	F191		Supervising Clinical Laboratory Scientist - Exempt	5,517.60	6,897.60	2
	S027		Supervising Cook - Exempt	3,142.40	3,510.40	2
	T060		Supervising Custodian - Exempt	2,633.60	3,294.40	1
	F030		Supervising Dentist	8,468.00	10,584.00	1
	F008		Supervising Nurse Practitioner	7,788.00	9,736.00	2
	F092		Supervising Pharmacist	7,171.20	9,454.40	2
	F126		Supervising Radiologic Technologist - Exempt	6,336.80	7,922.40	1
	F187		Supervising Therapist - Exempt	5,396.80	6,748.00	2
	V269-Y		Value Analysis Analyst Y-Rated	6,225.60	6,225.60	1
6600B TOTAL						1036
7000B Human Services Agency						
	E030S	Accountant Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	14
	G071S	Benefits Analyst Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	186
	G112S	Community Worker Series	Community Worker I Community Worker II	See Salary Table	See Salary Table	21
	G247S	Contract Administrator Series	Contract Administrator I Contract Administrator II	See Salary Table	See Salary Table	5
	N106S	Department Facilities Projects Coordinator Series	Department Facilities Projects Coordinator I Department Facilities Projects Coordinator II	See Salary Table	See Salary Table	4
	G237S	Employment Services Specialist Series	Employment Services Specialist I Employment Services Specialist II	See Salary Table	See Salary Table	19
	G065S	Fraud Investigator Series	Fraud Investigator I Fraud Investigator II	See Salary Table	See Salary Table	5
	G230S	Human Services Analyst Series	Human Services Analyst I Human Services Analyst II	See Salary Table	See Salary Table	18
	G062S	Human Services Care Counselor Series	Human Services Care Counselor I Human Services Care Counselor II	See Salary Table	See Salary Table	11
	G234S	Job Development Specialist Series	Job Development Specialist I Job Development Specialist II	See Salary Table	See Salary Table	7
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	17
	G040S	Mental Health Case Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	20
	F005S	Mental Health Supervisor Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	3
	E334S	Office Assistant Series	Office Assistant I Office Assistant II	See Salary Table	See Salary Table	37

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	G074S	Overpayments and Collections Analyst Series	Overpayments and Collections Analyst I Overpayments and Collections Analyst II	See Salary Table	See Salary Table	5
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	1
	E460S	Records Center Assistant Series	Records Center Assistant I Records Center Assistant II	See Salary Table	See Salary Table	3
	F041S	Rehabilitation Production Supervisor Series	Rehabilitation Production Supervisor I Rehabilitation Production Supervisor II	See Salary Table	See Salary Table	8
	G098S	Social Worker/Children's Svcs Social Worker Alternate Series	See Alternate Series List	See Salary Table	See Salary Table	94
	E029		Administrative Assistant I	3,240.80	4,051.20	4
	E002		Administrative Secretary II	2,926.40	3,656.80	6
	E006		Administrative Secretary III - Confidential	3,069.60	3,835.20	7
	D045		Administrative Services Manager I	5,402.40	6,750.40	1
	G069		Benefits Analyst III	3,288.80	4,112.80	49
	D236		Children's Services Program Manager II	6,253.60	7,816.00	5
	G094		Children's Services Social Work Supervisor - E	5,136.80	6,420.00	19
	E055		Communication Specialist - Confidential	4,508.80	5,636.80	1
	T075		Custodian	2,264.80	2,828.80	1
	D126		Department Facilities Project Manager	4,664.00	5,831.20	1
	D049		Departmental Human Resources (HR) Manager	5,402.40	6,750.40	1
	V233		Departmental Systems Analyst	4,881.60	6,102.40	4
	D037		Deputy Director Of Human Services	6,894.40	8,619.20	2
	D020		Director Of Children And Family Services	7,597.60	9,501.60	1
	B224		Director Of Human Services Agency - Unclassified	11,228.80	14,033.60	1
	D132		Director Of Program Support	7,597.60	9,501.60	2
	D019		Director Of Self Sufficiency Services	7,597.60	9,501.60	1
	E476		Executive Secretary - Confidential	3,387.20	4,233.60	1
	D060		Financial Services Manager I	5,143.20	6,430.40	5
	D151		Financial Services Manager II	5,956.80	7,445.60	3
	E350		Fiscal Office Specialist	2,728.00	3,408.80	12
	D022		Human Services Agency Assistant Director	8,379.20	10,472.80	1
	D130		Human Services Agency Director Of Finance	7,597.60	9,501.60	1
	G233		Human Services Hearings Officer	4,145.60	5,183.20	4
	D090		Human Services Manager I	5,143.20	6,430.40	11
	D090		Human Services Manager II	5,956.80	7,445.60	12
	G221		Human Services Program Policy Analyst	4,352.00	5,442.40	13
	G232		Human Services Supervisor - Exempt	4,145.60	5,183.20	33

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
	V235		Information Technology Analyst	4,881.60	6,102.40	10
	V240		Information Technology Supervisor - Exempt	5,351.20	6,688.00	3
	V230		Information Technology Technician	3,868.80	4,836.80	3
	G067		Investigative Analyst	3,299.20	4,123.20	3
	V305		IS Project Manager I	5,699.20	7,123.20	1
	E336		Lead Office Assistant	2,528.80	3,160.00	10
	E456		Lead Revenue Collector	3,339.20	4,173.60	1
	E375		Legal Office Specialist	2,997.60	3,746.40	2
	G082		Milieu Program Supervisor	4,721.60	5,903.20	1
	E338		Office Services Supervisor - Exempt	3,080.80	3,850.40	1
	E336		Office Specialist	2,528.80	3,160.00	11
	G073		Overpayments and Collections Analyst III	3,478.40	4,348.80	5
	G072		Overpayments and Collections Supervisor	4,145.60	5,183.20	2
	E462		Payroll / Personnel Supervisor - Confidential	3,292.80	4,115.20	1
	E538		Payroll-Personnel Coordinator IV	3,048.00	3,810.40	3
	E368		Public Services Specialist	2,404.00	3,004.00	25
	E473		Records Center Supervisor - Exempt	3,006.40	3,760.00	1
	F150		Rehabilitation Production Manager - Exempt	4,423.20	5,532.00	2
	F043		Rehabilitation Production Supervisor III	3,679.20	4,600.00	3
	E007		Senior Accountant	4,356.00	5,448.00	8
	E009		Senior Accountant - Exempt	4,356.00	5,448.00	2
	G117		Senior Community Worker	2,956.00	3,696.00	3
	G063		Senior Human Services Care Counselor - Exempt	3,901.60	4,877.60	4
	V234		Senior Information Technology Analyst	4,980.00	6,225.60	3
	D185		Senior Management Analyst	5,143.20	6,430.40	1
	T062		Senior Utility Worker	2,769.60	3,461.60	1
	G076		Supervising Human Services Care Counselor	4,292.80	5,366.40	2
	G252		Supervising Human Services Hearings Officer	4,560.00	5,700.80	1
	G064		Supervisor Fraud Investigation Unit - Exempt	4,548.80	5,685.60	1
	T103		Transportation Officer	2,664.00	2,977.60	5
	T063S		Utility Worker I Utility Worker II	2,512.00	3,140.00	2
	G222		Veterans Services Representative I Veterans Services Representative II	3,716.00	4,642.40	1
	G222		Veterans Services Representative II	3,716.00	4,642.40	2
	G100		Vocational Rehabilitation Counseling Supervisor	4,732.80	5,914.40	1
	G200S	Vocational Rehabilitation Counselor Series	Vocational Rehabilitation Counselor I Vocational Rehabilitation Counselor II Vocational Rehabilitation Counselor III	3,938.40	4,922.40	8
7000B TOTAL						813

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Budget Unit	Job Code	Alternate or Class Series Code	Job Profile	Minimum (Bi-Weekly)	Maximum (Bi-Weekly)	Position Count
7900B Department of Housing						
	E030S	Accountant Alternate Series	Accountant I Accountant II	See Salary Table	See Salary Table	2
	E337		Administrative Secretary II	2,926.40	3,656.80	1
	D182S	Management Analyst Series	Associate Management Analyst Management Analyst	See Salary Table	See Salary Table	2
	D021		Chief Deputy Director of Housing	7,744.80	9,682.40	1
	D213		Deputy Director Of Housing	7,238.40	9,048.80	2
	B310		Director Of Housing	8,379.20	10,472.80	1
	D060		Financial Services Manager I	5,143.20	6,430.40	1
	E350		Fiscal Office Specialist	2,728.00	3,408.80	1
	R001S	Housing / Community Development Specialist Series	Housing / Community Development Specialist I Housing / Community Development Specialist II Housing / Community Development Specialist III	See Salary Table	See Salary Table	15
	R010		Housing And Community Development Supervisor	5,254.40	6,567.20	3
	D094		Housing Program Manager	5,956.80	7,445.60	1
	D110		Information Technology Manager	5,672.00	7,089.60	1
	E337		Office Specialist	2,528.80	3,160.00	1
	E535S	Payroll-Personnel Coordinator Series	Payroll-Personnel Coordinator I Payroll-Personnel Coordinator II Payroll-Personnel Coordinator III	See Salary Table	See Salary Table	1
	D008		Resource Conservation Program Manager	5,402.40	6,750.40	1
	E007		Senior Accountant	4,356.00	5,448.00	1
	R011		Senior Housing and Community Development Policy Analyst	5,254.40	6,567.20	1
7900B TOTAL						36
Grand Total						6151