Annual Budget
Fiscal Year 2019 - 2020

Providing the highest level of protection from vectors & vector-borne diseases in San Gabriel Valley

(626) 814-9466 1145 N. Azusa Canyon Road, West Covina, CA 91790 www.SGVmosquito.org

SAN GABRIEL VALLEY MOSQUITO & VECTOR CONTROL DISTRICT

FISCAL YEAR 2019 – 2020 BUDGET

TABLE OF CONTENTS

	PAGE
LETTER OF TRANSMITTAL	1
RESOLUTION NO. 2019-01	3
ASSESSMENT RATES FISCAL YEAR 2019-2020	6
APPROPRIATIONS LIMIT MAXIMUM	7
FY 19/20 REVENUE & EXPENDITURE SUMMARY	8
EXECUTIVE DEPARTMENT OVERVIEW	9
EXECUTIVE DEPARTMENTAL BUDGET	10
ADMINISTRATIVE SERVICES OVERVIEW	11
ADMINISTRATIVE DEPARTMENTAL BUDGET	12
OPERATIONS DEPARTMENT OVERVIEW	13
OPERATIONS DEPARTMENTAL BUDGET	15
SURVEILLANCE DEPARTMENT OVERVIEW	17
SURVEILLANCE DEPARTMENTAL BUDGET	18
COMMUNICATIONS DEPARTMENT OVERVIEW	19
COMMUNICATIONS DEPARTMENTAL BUDGET	20
NON-DEPARTMENTAL BUDGET	21
DESIGNATED RESERVES BUDGET	23
CAPITAL OUTLAY SUMMARY	25
PERSONNEL SUMMARY	26
ORGANIZATIONAL CHART	27
SALARY SCHEDULES FY 2019-2020	28

SAN GABRIEL VALLEY
MOSQUITO & VECTOR CONTROL DISTRICT

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Cities of:

Alhambra
Arcadia
Azusa
Baldwin Park
Bradbury
Claremont
Covina
Duarte
El Monte
Glendora
Industry
Irwindale
La Puente
La Verne
Monrovia
Monterey Park
Pasadena
Pomona
Rosemead
San Dimas
San Gabriel
Sierra Madre
South Pasadena
Temple City
Walnut
West Covina
County of Los Angeles

May 10, 2019

To: Corey Calaycay, President, Board of Trustees
Margaret Finley, Chair, Finance Committee
Members of the SGVMVCD Board of Trustees

Re: Fiscal Year 2019/20 Budget

It is my pleasure to present the Fiscal Year (FY) 2019/20 annual budget to the San Gabriel Valley Mosquito and Vector Control District Board of Trustees for consideration and adoption.

In fiscal years 2017/18 and 2018/19, district personnel worked diligently to lower operating expenses while improving overall efficiency of our administrative management, abatement, education and outreach, surveillance, and intergovernmental relations. These efforts, combined with the additional revenues gathered at the completion of the annexation process for the cities of Baldwin Park, South Pasadena, and Pasadena allowed the district to maintain the benefit assessment rate over a period of three fiscal years. During these years, the district also received CDC ELC grant funds that supported additional personnel, surveillance and abatement equipment, and outreach materials. The federal grant allocations are not available for FY 2019/20.

In order to continue the current positive trajectory, lower the threat of native and invasive vectors and vector-borne disease, appropriately fund reserves, and address significant facility infrastructure needs; additional revenues will be necessary in FY 2019/20.

An increase to our annual special benefit assessment of $1.86 (15.53%) per single family equivalent is proposed in this budget. The FY 2019/20 projected total revenue is $5,363,919 with projected expenditures of $5,331,379. FY 2018/19 is expected to conclude with a savings of approximately $373,730. These surplus monies are a result of several full-time employee extended leaves of absence, and are not indicative of savings gained in the course of standard operations. The savings are proposed to be distributed to our underfunded designated reserve funds. This budget also reflects a 2.5% cost of living adjustment for all staff members. The CPI-U for urban wage earners over the past year (February 2018 to February 2019) was 2.5%. Historically low unemployment rates, rising inflation and interest rates, and competitive housing

markets contribute to this moderate rise in the cost of living for the greater Los Angeles area.

The following describes any significant changes to personnel and equipment, capital outlay projects, and transfers to and from District reserves.

Personnel:

- Expansion of the in-class youth education program, Eco Health, with the addition of one full-time Education Specialist position.
- Improve the breadth of the public education and outreach program with the addition of one full-time Outreach Assistant position.
- Support the new out-of-service swimming pool resolution program with a dedicated full-time Virtual Specialist position.
- Continue to improve human resource standards and practices, and financial oversight by creating one Human Resources and Finance Specialist full-time position.

Capital Outlay and Reserves:

- All proposed capital outlay projects are supported by normal annual revenue. No monies have been designated from district reserves to fund their acquisition. The proposed budget allocates the following monies to capital outlay projects:
  - $80,000 for server replacement/virtualization and security camera array installation.
  - $35,000 for new computers and office equipment for new personnel.
  - $100,000 for the purchased and modification of two specialty flood channel inspection and treatment vehicles.
  - $38,000 for a dedicated mobile outreach and education vehicle.
  - $14,000 for expanded mosquito surveillance materials.

The long overdue addition of personnel and materials supported by the FY 2019/20 budget will significantly aid our ongoing efforts to suppress West Nile virus, slow the expansion of invasive *Aedes* mosquitoes, deeply engage and educate our constituency, and adequately prepare for future threats to public health in the San Gabriel Valley.

I respectfully submit the FY 2019/20 Annual Budget for your review and consideration.

Respectfully,

Jared Dever
District Manager

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

RESOLUTION 2019-01

A RESOLUTION OF THE SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT BOARD OF TRUSTEES DETERMINING AND ORDERING THE RATE OF THE ASSESSMENT FOR FISCAL YEAR 2019-20 IN CONNECTION WITH THE CONTINUATION OF THE VECTOR SURVEILLANCE AND CONTROL PROJECTS OF COMMON BENEFIT TO THE SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

WHEREAS, the SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT (the "District") is an independent special district formed and governed pursuant to California Health and Safety Code Sections 2000 *et seq.;* and

WHEREAS, the District's jurisdiction and service area encompasses the whole or portions of the cities of Alhambra, Arcadia, Azusa, Baldwin Park, Bradbury, Claremont, Covina, Duarte, El Monte, Glendora, Industry, Irwindale, La Puente, La Verne, Monterey Park, Monrovia, Pasadena, Pomona, Rosemead, San Dimas, San Gabriel, Sierra Madre, South Pasadena, Temple City, Walnut, West Covina, and the County of Los Angeles; and

WHEREAS, the District is governed by a Board of Trustees (the "District Board") representing the respective cities and the County of Los Angeles; and

WHEREAS, the District is duly authorized to take all necessary or proper action to control mosquitoes, bees, black flies, midges, rats, and other vectors within the District boundaries or in territory not in the District but so situated that mosquitoes, bees, black flies, midges, rats, and other vectors may disperse into the District including conducting surveillance and control projects for any part of the District or for the common benefit of the District as a whole; and

WHEREAS, "vector" as used in this resolution is defined in Section 2002(k) of the California Health and Safety Code; and

WHEREAS, "vector surveillance and control" as used in this resolution includes surveillance of vectors, including but not limited to, mosquitoes, black flies, midges, rats, and other vectors; surveillance of diseases transmitted by vectors; control of vectors through source reduction, biological control, pesticide application, and public education, and other necessary or proper steps for vector surveillance and control; and

WHEREAS, mosquitoes, flies, rats, and other vectors can transmit diseases which affect humans and animals, including but not limited to malaria, arthropod-borne encephalitis of human and horses, heartworm of dogs, plague, and hantaviral pulmonary syndrome. The bite of mosquitoes and black flies can cause allergic reactions to some people and animals; and

WHEREAS, vector surveillance and control is necessary on a continuous, routine, and District-wide basis for the common benefit of the District as a whole to promote the habitability of the property by protecting public health and welfare, and enhancing economic development, recreational use and enjoyment of properties and the environment within the District; and

WHEREAS, California Health and Safety Code Sections 2082-84 authorize the District to impose an assessment for vector surveillance and control projects which are of common benefit to the areas or zones within its jurisdiction; and

WHEREAS, on June 14, 1996, the District Board approved and adopted Resolution No. 96-04, A Resolution of the San Gabriel Valley Mosquito and Vector Control District Board of Trustees Ordering Vector Surveillance and Control Projects of Common Benefit to the San Gabriel Valley Mosquito and Vector Control District and Adopting an Assessment in Connection Therewith Commencing in Fiscal Year 1996-97, which levied an assessment for Fiscal Year and subsequent fiscal years in amounts not to exceed twenty dollars ($20) per parcel per year, as described in the District Report prepared in connection with the fiscal year 1996-97 assessment, as determined by the District Board after conducting the necessary studies; and

WHEREAS, the District Board has caused studies to be conducted, and a report has been filed (the "Fiscal year 2019-20 Budget and Assessment Report") in the District's Office located at 1145A North Azusa Canyon Road, California, containing data indicating the need for the proposed assessment for Fiscal Year 2019-20, the amount of the assessment based on land use and size proposed for Fiscal Year 2019-20, the types of property to be assessed, and other related information;

WHEREAS, the assessment is for the purpose of meeting operating expenses, including employee wage rates and fringe benefits, purchasing or leasing supplies, equipment, or materials, and meeting financial reserve needs and requirements, and assessments for this purpose are exempt from the California Environmental Quality Act pursuant to Public Resources Code Section 21080(b)(8)(A)(B)(C).

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the San Gabriel Valley Mosquito and Vector Control District that:

1. The above recitals are all true and correct.

2. The District Board, having conducted necessary studies and duly noticed public hearings, and based upon its review of the Fiscal Year 2019-20 Budget and Assessment Report and other reports and information presented to it, does hereby find and determine that the proposed assessment of Fiscal Year 2019-20 , as set forth with specificity in the Fiscal Year 2019-20 Budget and Assessment Report, are necessary to finance and execute vector surveillance and control projects of common benefit to the District as a whole.

3. It is hereby declared that the assessment is exempt from the California Environmental Quality Act pursuant to Public Resources Code Section 21080(b)(8) based upon the specific finding recited herein.

4. The District Board does hereby request that the assessment be collected by the Los Angeles County Tax Collector in the same manner as ad valorem taxes. The Los Angeles County Department of Assessor, Auditor-Controller, Data Processing, Systems Division, and Tax Collector are hereby authorized to take appropriate steps to place the assessment on all parcels in the District as herein described, to collect said assessment on behalf of the District, and to deduct the county's reasonable costs incurred for its collection service.

APPROVED AND ADOPTED this 14th day of June 2019, by the following vote.

AYES :

NOES:

ABSENT:

ABSTAIN:

_____

Corey Calaycay
President, Board of Trustees

ATTEST:

_____

Henry M. Morgan
Secretary of the Board of Trustees

San Gabriel Valley Mosquito and Vector Control District

Assessment FY 2019-2020

For Fiscal Year 2019-20 the budget is	$	5,267,905	
To account for delinquent payments	$	5,312,905	will be billed.

Parcels in the District are divided into three land use categories.

Indirect costs are distributed evenly among the parcels, and include all expenditures not related to actual inspection and control.

Direct costs are based on the size and land use category of each parcel, and include expenditures related to inspection and control.

The resources used to inspect and treat the parcels in each Group below are equivalent.

Land Use Category		Parcels	Acres	Units
Group 1				
Residential & No Use Code	< or = to 1 A	353,694	78,250	353,694
Agricultural	< or = to 5 Acres	473	337	473
Commercial	< or = 20 Acres	23,639	20,685	23,639
Group 2				
Residential & No Use Code	> 1 A but < 5 A	3,405	6,041	6,041
Agricultural	> 5 Acres but < 25 Acres	35	386	77
Commercial	> 20 Acres but < 100 Acres	112	3,877	194
Group 3				
Residential & No Use Code	> 5 A	456	8,554	2,280
Agricultural	> 25 Acres	10	712	50
Commercial	> 100 Acres	9	1,577	45
Total		381,833	120,420	386,493

For Direct Costs:
One Unit is the designation for the time and labor needed to inspect and treat a site in a given land use category.

Parcels in Group 1 are assessed at one unit.
Parcels in Group 2 are assessed up to a maximum of five units.
Parcels in Group 3 are assessed at the maximum of five units.

The indirect costs associated with operating the District comprise		62.65% of the total budget.
The indirect costs budgeted for FY 2018-19 are	$	3,328,360.00
The indirect cost to each parcel in the District is	$	8.75
The direct costs associated with operating the District comprise		37.35% of the total budget.
The direct costs budgeted for FY 2018-19 are	$	1,984,545.00
The direct cost to each unit in the District is	$	5.09

The benefit assessment for each parcel in the District for Fiscal Year 2019-20 will range from:

$13.84 to $20.00

97% of the parcels in the District will be assessed at the minimum rate.

San Gabriel Valley Mosquito and Vector Control District
Appropriations Limits Maximum

This worksheet contains a ***theoretical*** *assessment based on current data and guidelines. It is presented pursuant to the requirements of California Health and Safety Code Section 2072, Article XIIIB Section 9 of the California Constitution, and Division 9 Section 7900 of the California Government Code.*

Revenue Required from Assessment	***Average Percent Collected***	***Total Amount of Assessment to be Billed***
$6,317,674	99.0%	$6,380,851

Land Use Category with a 5 Unit Cap	***Parcel Count***	***Total Acres***	***Total Units***
Residential & No Use Code Parcels ≤ 1 A	351,230	77,822	355,461
Agricultural Parcels ≤ 5 A	448	359	448
Commercial Parcels ≤ 20 A	23,568	20,795	23,568
Residential & No Use Code Parcels > 1 A but ≤ 5 A	4,762	8,405	8,405
Agricultural Parcels > 5 A but ≤ 25 A	33	354	71
Commercial Parcels > 20 A but ≤ 100 A	111	3,852	193
Residential & No Use Code Parcels > 5 A	458	8,595	2,290
Agricultural Parcels > 25 A	10	712	50
Commercial Parcels > 100 A	9	1,577	45
Total	***380,629***	***122,471***	***390,531***

INDIRECT COST

Fiscal Year	***Assessment to be Billed***	***Percent of Indirect Cost***	***Actual Indirect Cost***	***Number of Parcels***	***Rate Assessed on all Parcels***
theoretical	$6,380,851	68.7%	$4,383,644	380,629	$11.52

DIRECT COST

Fiscal Year	***Assessment to be Billed***	***Percent of Direct Cost***	***Actual Direct Cost***	***Number of Units***	***Rate Assessed on all Parcels***
theoretical	$6,380,851	31.3%	$1,997,206	390,531	$5.11

Assessment Rate

Fiscal Year	
theoretical	$16.63

Land Use Category with a 5 Unit Cap	***Parcel Count***	***Total Units***	***Revenue***
Residential & No Use Code Parcels ≤ 1 A	351,230	355,461	$5,841,279
Agricultural Parcels ≤ 5 A	448	448	$7,451
Commercial Parcels ≤ 20 A	23,568	23,568	$391,958
Residential & No Use Code Parcels > 1 A but ≤ 5 A	4,762	8,405	$97,827
Agricultural Parcels > 5 A but ≤ 25 A	33	71	$743
Commercial Parcels > 20 A but ≤ 100 A	111	193	$2,265
Residential & No Use Code Parcels > 5 A	458	2,290	$16,986
Agricultural Parcels > 25 A	10	50	$371
Commercial Parcels > 100 A	9	45	$334
totals	***380,629***	***390,531***	***$6,359,213***

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

REVENUE & EXPENDITURE SUMMARY

Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
Revenue					
4000 · Service Revenue	9.00	0.00	0.00	0.00	0.00
4010 · Assessments	3,859,401.08	3,851,637.71	4,576,612.95	4,600,000.00	5,296,419.00
4050 · Interest, LA County	15,750.78	29,812.49	24,000.00	40,000.00	37,000.00
4060 · Interest Income, LAIF	8,112.68	19,134.76	10,500.00	34,000.00	30,000.00
4070 · Interest Income, Citizens Sweep	782.97	797.80	850.00	500.00	500.00
4030 · Grants	96,100.00	111,034.29	0.00	48,000.00	0.00
Total Revenue	**3,980,156.51**	**4,012,417.05**	**4,611,962.95**	**4,722,500.00**	**5,363,919.00**

Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Proposed Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
Expenditures					
Salaries & Benefits	2,804,768.30	2,877,497.86	3,459,785.12	2,974,299.76	4,039,159.78
Maintenance & Operations	1,037,925.44	893,141.61	1,145,128.00	1,172,470.00	1,397,950.00
Restricted and Designated Reserves	126,946.59	111,034.29	0.00	0.00	0.00
Capital Outlay	169,860.06	29,037.36	263,000.00	203,000.00	267,000.00
Funds from Reserves	0.00	0.00	(255,950.17)	0.00	(372,730.24)
Total Expenditures	**4,139,500.39**	**3,910,711.12**	**4,611,962.95**	**4,349,769.76**	**5,331,379.54**

NET REVENUE & EXPENDITURES	**(159,343.88)**	**101,705.93**	**0.00**	**372,730.24**	**32,539.46**

Net Impact to Reserves for FY 2019-2020	**0.00**

Department: Executive

Department Overview

The San Gabriel Valley Mosquito and Vector Control District was established in 1989 to protect residents from vector-borne diseases, more specifically at that time, to address a local outbreak of a mosquito-borne disease called St. Louis encephalitis.

The District provides mosquito and black fly control services to 26 cities in the San Gabriel Valley, and some unincorporated portions of Los Angeles County; a total area of 259 square miles. The District is governed by a 27-member Board of Trustees, consisting of an appointed representative from each city and unincorporated portions of the County of Los Angeles. The District's services are funded by a benefit assessment levied on each parcel in the District.

The District Manager is appointed by the Board of Trustees and serves at its pleasure. The District Manager is the Chief Officer of the District. The District Manager appoints all department heads and is responsible for overseeing the daily operations of the District. The District Manager is assisted by an Executive Assistant/Board Clerk. The Executive Assistant/Board Clerk is responsible for the preparation of the agenda for the Trustee Board meetings and the maintaining of all official District documents and records.

The District Counsel advises the Board of Trustees on all matters of law in the conduct of District affairs. District Counsel prepares resolutions and contracts for consideration by the Board of Trustees. In addition, the District Counsel reviews all legal documents and represents the District in matters involving litigation.

Personnel Summary

Full-time Positions	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Proposed
District Manager	1	1	1	1
Total	1	1	1	1

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

EXECUTIVE DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6210 · Salaries - Exempt		122,596.56	128,770.30	119,000.00	136,000.00
6218 · Salaries - Vacation		9,989.03	5,690.00	18,500.00	20,000.00
6219 · Salaries - Holiday		6,791.92	7,400.00	7,400.00	8,020.00
6220 · Salaries - Sick Pay		3,458.27	4,690.00	1,500.00	6,160.00
6140 · Medicare		2,123.89	2,145.00	2,140.00	2,300.00
6070 · Cafeteria Benefit		9,627.18	9,600.00	9,600.00	9,600.00
6200 · Retirement - Classic		12,390.50	13,920.00	13,600.00	16,300.00
6051 · Management Car Allowance		6,000.00	6,000.00	6,000.00	6,000.00
Total SALARIES & BENEFITS	**0.00**	**172,977.35**	**178,215.30**	**177,740.00**	**204,380.00**
ORGANIZATIONAL EXPENDITURES					
6030 · Board Expenses		28,227.37	35,000.00	31,500.00	35,000.00
6030 · Trustee Travel		0.00	0.00	2,000.00	28,840.00
6232 · Seminars and Meetings		6,455.40	8,500.00	12,000.00	15,000.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**34,682.77**	**43,500.00**	**45,500.00**	**78,840.00**
CAPITAL OUTLAY AND RESTRICTED					
8000 · Capital Outlay - General	0.00	1,526.24	143,000.00	143,000.00	80,000.00
Total CAPITAL OUTLAY AND RESTRICTED	**0.00**	**1,526.24**	**143,000.00**	**143,000.00**	**80,000.00**
NET EXPENDITURES	**0.00**	**209,186.36**	**364,715.30**	**366,240.00**	**363,220.00**

Department: Administrative Services

Department Overview

The Administrative Services Department provides various support functions for the District. Administrative Services is responsible for Finance and Budget, Human Resources, Risk Management (Insurance) and Payroll. Financial responsibilities include developing and monitoring the annual budget; preparing monthly financial statements, accounts payables and receivables: administering petty cash; deferred compensation programs; and ensuring government accounting requirements and standards.

Human Resources coordinates the recruitment and hiring of District staff; administers employee benefits, coordinates employee relations and unemployment issues; maintains employee files; processes District vehicle incident claims; and administers the District's Personnel and Salary Resolution.

Insurance activities involve processing, resolving and settling claims against the District, as well as claims the District has against others. The District is a member of a self-insurance pool (Vector Control Joint Powers Authority) made up of approximately 40 other California vector control districts. This organization helps administer and manage employment, workers compensation, liability, collision, property and other claims against the District.

Budget Highlights

Personnel – Four Administrative Department staff members currently undertake all administrative responsibilities in the day to day operation of the District. In addition, we provide support to District staff as well as to the residents of the San Gabriel Valley. The proposed addition of an HR/Finance Assistant will help facilitate the increasing demands of the Administrative department.

Personnel Summary

Full Time Positions	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Proposed
Office Manager	1	1	1	1
Administrative Assistant	1	1	1	1
Exec Assist/Clerk of the Board	1	1	1	1
HR/Finance Assistant	0	0	0	1
Customer Service Rep I	0	0	0	1
	3	3	4	5

ADMINISTRATION DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6210 · Salaries - Exempt		88,511.57	89,359.92	89,350.00	91,600.00
6212 · Salaries - Non Exempt		149,790.20	176,226.96	170,874.00	228,650.00
6216 · Salaries - Overtime		111.58	1,200.00	500.00	1,200.00
6218 · Salaries - Vacation		19,125.21	10,575.00	16,269.00	20,230.00
6219 · Salaries - Holiday		14,023.53	15,050.00	18,147.00	19,000.00
6220 · Salaries - Sick Pay		11,154.46	10,575.00	12,057.00	18,500.00
6140 · Medicare		4,175.83	4,420.00	4,433.00	5,435.10
6070 · Cafeteria Benefit		32,278.46	38,400.00	40,216.00	48,000.00
6200 · Retirement - Classic		22,826.54	24,455.00	23,450.00	27,358.00
6201 · Retirement - PEPRA		1,349.30	815.00	2,657.00	7,487.00
Total SALARIES & BENEFITS	**0.00**	**343,346.68**	**371,076.88**	**377,953.00**	**467,460.10**
ORGANIZATIONAL EXPENDITURES					
6035 · Computer Hardware		1,354.12	2,500.00	2,500.00	3,000.00
6036 · Computer Software		315.30	9,000.00	8,851.00	9,500.00
6185 · Postage		1,817.53	1,704.00	1,500.00	1,700.00
6186 · Printing & Reproduction		0.00	1,000.00	0.00	1,000.00
6232 · Seminars and Meetings		2,241.78	2,400.00	2,146.00	3,000.00
6270 · Office Supplies		6,601.26	6,500.00	6,500.00	6,500.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**12,329.99**	**23,104.00**	**21,497.00**	**24,700.00**
CAPITAL OUTLAY AND RESTRICTED					
8000 · Capital Outlay - General	0.00	1,500.00	0.00	0.00	25,000.00
Total CAPITAL OUTLAY AND RESTRICTED	**0.00**	**1,500.00**	**0.00**	**0.00**	**25,000.00**
NET EXPENDITURES	**0.00**	**357,176.67**	**394,180.88**	**399,450.00**	**517,160.10**

Department: Operations

Department Overview

The Operations Department is responsible for implementing mosquito and vector control prevention strategies in the field. Long-term mosquito prevention is accomplished by incorporating Integrated Vector Management methodologies, which uses a combination of applied field techniques involving physical, chemical, and biological control methods.
The Department is also responsible for the repair and maintenance of the District's facility and fleet. Thirteen Vector Control Specialists, one limited-term vector control technician, one Operations Coordinator, and ten seasonal employees, perform Mosquito prevention and management. One Building and Grounds Maintenance Specialist performs facility maintenance. One Data Analyst supports all aspects of the operation through the extraction and analysis of information. All working under the Operations Manager.
Responsibilities of operational field staff include inspecting neglected pools and ponds, channels, underground storm drains, spreading basins, rivers, flood channels, street gutters and urban mosquito breeding sources. They also work with city officials and other public agencies to improve infrastructure and communicate public health threats.

Budget Highlights

Labor and Salaries
The Department will be adding (1) full-time Vector Control Specialist I position. This full-time position is necessary to cover the increased demand and specialized nature of invasive *Aedes* service requests.
The Department will be updating the Data Analyst job description, to better describe current job duties and the pay scale to better reflect that of similar positions in the public sector.

Specialty Vehicle Purchase
The Department will be purchasing (2) hard tire Jeeps, dedicated for use in open flood channel systems. The Jeeps will be used to inspect and treat these systems on a regular management schedule. The Jeeps will be replacing the two ATVs that we currently use and will eliminate the excessive labor hours required to deploy them while significantly improving safety. We will use those additional hours to manage the flood channels more frequently.

Department: Operations

Full-time Positions	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Proposed
Operations Manager	1	1	1	1
Operations Coordinator	1	1	1	1
Fleet Mechanic	1	1	1	0
Data Analyst	0	1	1	1
Facility Maintenance	1	1	1	1
VC Specialist III	0	1	2	2
VC Specialist II	7	8	10	8
VC Specialist I	1	3	1	3
Limited Surveillance Tech	0	1	4	2
Extra Help VC Technicians	17	8	14	10
	29	26	36	30

OPERATIONS DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6210 · Salaries - Exempt		67,879.36	96,492.84	97,900.00	101,700.00
6212 · Salaries - Non Exempt		862,035.10	1,034,309.31	921,400.00	1,267,439.48
6216 · Salaries - Overtime		21,638.45	15,000.00	4,000.00	12,000.00
6218 · Salaries - Vacation		67,505.14	48,460.00	66,000.00	63,604.00
6219 · Salaries - Holiday		54,275.36	64,300.00	65,400.00	69,685.20
6220 · Salaries - Sick Pay		38,468.69	51,640.00	51,500.00	62,276.00
6230 · Salaries - Extra Help		91,450.82	318,836.00	188,300.00	200,000.00
6240 · Social Security		2,321.81	5,545.00	5,850.00	4,550.00
6140 · Medicare		18,190.15	22,680.00	19,800.00	26,000.00
6070 · Cafeteria Benefit		154,062.51	182,400.00	147,000.00	192,000.00
6200 · Retirement - Classic		44,762.24	54,640.00	41,100.00	62,000.00
6201 · Retirement - PEPRA		42,038.31	57,120.00	51,400.00	70,500.00
Total SALARIES & BENEFITS	**0.00**	**1,464,627.94**	**1,951,423.15**	**1,659,650.00**	**2,131,754.68**
ORGANIZATIONAL EXPENDITURES					
6007 · Automobile Lease		73,148.26	73,800.00	91,200.00	60,000.00
6035 · Computer Hardware		3,760.51	10,000.00	10,000.00	6,000.00
6036 · Computer Software		8,138.42	10,000.00	10,000.00	5,000.00
6040 · Facility Maint.		4,557.51	37,500.00	33,000.00	42,000.00
6042 · Equipment Maint.		1,905.00	9,000.00	9,000.00	12,000.00
6044 · Grounds		50.75	4,000.00	4,000.00	0.00
6185 · Postage		294.93	3,200.00	1,000.00	4,000.00
6186 · Printing & Reproduction		0.00	1,000.00	1,800.00	1,500.00
Professionsl Development		0.00	0.00	0.00	2,000.00
6232 · Seminars and Meetings		4,506.99	8,910.00	8,500.00	16,500.00
6283 · Pesticides		30,458.22	50,000.00	50,000.00	51,000.00
6260 · Vehicle Maintenance		15,965.47	25,000.00	45,000.00	60,000.00
6262 · Gasoline		51,022.16	50,000.00	61,275.00	70,000.00
6270 · Office Supplies		2,287.97	3,900.00	3,500.00	3,500.00
6280 · Operations Supplies		29,114.69	18,000.00	14,000.00	18,000.00
6281 · Mosquito Fish Supplies		0.00	30,000.00	1,500.00	5,000.00
6302 · Safety		17,631.23	20,000.00	18,000.00	20,000.00
6304 · Surveillance, Aerial		23,118.00	0.00	25,000.00	25,300.00
6330 · Training, CEU's		4,148.00	4,000.00	5,000.00	4,400.00
Misc. Rentals		0.00	0.00	0.00	2,850.00
Boots		0.00	0.00	0.00	5,500.00
Branded Clothing		0.00	0.00	0.00	800.00
6332 · Uniforms		11,964.90	27,000.00	12,200.00	10,000.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**282,073.01**	**385,310.00**	**403,975.00**	**425,350.00**

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

OPERATIONS DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
CAPITAL OUTLAY AND RESTRICTED					
8000 · Capital Outlay - General	0.00	26,011.12	120,000.00	60,000.00	100,000.00
Total CAPITAL OUTLAY AND RESTRICTED	**0.00**	**26,011.12**	**120,000.00**	**60,000.00**	**100,000.00**
NET EXPENDITURES	**0.00**	**1,772,712.07**	**2,456,733.15**	**2,123,625.00**	**2,657,104.68**

Department: Surveillance

Department Overview

The Scientific Program is responsible for the surveillance program that monitors the abundance of disease-carrying insects and occurrences of vector-borne diseases, as well as all technical aspects of the overall program.

The department is comprised of a Scientific Program Manager, a Senior Vector Ecologist, a Vector Ecologist, two Assistant Vector Ecologists, as well as a Surveillance Technician. The disease surveillance program serves as an early warning system in the detection of mosquito-borne viruses that can infect people and animals. Testing for the presence of viruses and pathogens in mosquitoes and wild birds helps identify disease transmission before human cases occur.

The Vector Ecologists are involved in developing control and monitoring strategies for both native and invasive mosquito species. They are responsible for conducting studies to improve mosquito treatment efficacy and monitoring for pesticide resistance.

The Scientific Program continues to collaborate with local agencies, national agencies and universities on studies surrounding emerging vector and disease issues.

Personnel Summary

Full-time Positions	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Proposed
Scientific Program Manager	1	1	1	1
Sr. Vector Ecologist	1	1	1	1
Vector Ecologist	1	1	1	1
Asst Vector Ecologist	0	2	2	2
Ltd Asst Vector Ecologist	2	0	0	0
Ltd Surveillance Technician	0	1	1	1
E/H Surveillance Tech	10	8	1	1
	15	14	7	7

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

SURVEILLANCE DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6210 · Salaries - Exempt		46,056.26	88,681.32	87,400.00	96,700.00
6212 · Salaries - Non Exempt		260,306.43	348,925.68	89,000.00	365,990.00
6216 · Salaries - Overtime		1,238.35	1,000.00	500.00	1,000.00
6218 · Salaries - Vacation		20,925.33	17,335.00	8,420.00	20,370.00
6219 · Salaries - Holiday		18,271.69	25,132.00	14,000.00	25,135.00
6220 · Salaries - Sick Pay		15,962.59	18,675.00	8,010.00	20,720.00
6230 · Salaries - Part-time - XH		116,545.10	15,000.00	5,000.00	16,880.00
6240 · Social Security		3,393.39	920.00	310.00	950.00
6140 · Medicare		7,123.14	7,720.00	3,600.00	8,100.00
6070 · Cafeteria Benefit		50,969.77	57,600.00	36,000.00	57,600.00
6200 · Retirement - Classic		7,029.52	10,150.00	0.00	11,355.00
6201 · Retirement - PEPRA		20,479.07	27,015.00	11,000.00	31,235.00
Total SALARIES & BENEFITS	**0.00**	**568,300.64**	**618,154.00**	**263,240.00**	**656,035.00**
ORGANIZATIONAL EXPENDITURES					
6035 · Computer Hardware		584.65	2,000.00	2,500.00	2,000.00
6036 · Computer Software		0.00	500.00	0.00	500.00
6185 · Postage		1,317.21	1,500.00	500.00	1,500.00
6232 · Seminars and Meetings		3,167.61	8,900.00	8,500.00	8,900.00
6250 · Surveillance Supplies		34,199.42	16,100.00	30,000.00	15,000.00
Arbovirus Testing Supplies		0.00	0.00	0.00	20,000.00
Uniforms - Branded Clothing		0.00	0.00	0.00	2,200.00
6270 · Office Supplies		556.96	1,600.00	400.00	1,600.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**39,825.85**	**30,600.00**	**41,900.00**	**51,700.00**
CAPITAL OUTLAY AND RESTRICTED					
8000 · Capital Outlay - General	0.00	0.00	0.00	0.00	14,000.00
Total CAPITAL OUTLAY AND RESTRICTED	**0.00**	**0.00**	**0.00**	**0.00**	**14,000.00**
NET EXPENDITURES	**0.00**	**608,126.49**	**648,754.00**	**305,140.00**	**721,735.00**

Department: Communications

Department Overview

The role of the Communications Department is to promote District services and raise awareness about current and emerging vector-related public health issues. The department designs outreach campaigns and materials that emphasize shared responsibility of vector control with the public. This long-term, sustainable approach uses outreach strategies that engages key target audiences, such as students, residents and elected officials. Regularly assessing programs, using the latest communications technology and being knowledgeable about the diverse population in San Gabriel Valley are vital to ensure a comprehensive outreach program. Campaigns conducted by the Communications Department range from hyper-local targeting to the regional level. Department staff will regularly collaborate with other public health partners and organizations to increase reach and awareness.

Budget Highlights

Personnel - Four Communications Department staff members provide outreach to nearly 2 million residents within the District. The latest addition of an Education Specialist position will help distribute the demand for our services. Our outreach services include community presentations, school presentations, coordinating and staffing event booths, delivering brochures, meeting community and elected officials, and maintaining communications with community partners.

Media Production – The expensive and vast Los Angeles media market requires the District to create videos, GIFs, images and other content that traditionally relied on mass media. Acquiring the appropriate equipment ensures the District is self-sufficient in content creation and distribution. The growth of media production is a reflection of the expanding skill set of the Communications Department.

Event Participation – To maximize reach to nearly two million residents, the District must participate in events that draw in large audiences. Entry and high-impact placement at venues often requires participation fees. By limiting our outreach activities to larger events, we reduce the need to drastically expand staffing.

Personnel Summary

Full Time Staff	2016-17 Actual	2017-18 Actual	2018-19 Actual	2019-20 Proposed
Public Information Officer	1	1	1	1
Education Specialist	1	1	1	2
Creative Services Specialist	1	1	0	1
Communications Specialist	0	0	1	0
Outreach Assistant				1
Extra Help Outreach Assistant	0	0	1	1
	3	3	4	6

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

COMMUNICATIONS DEPARTMENT Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6210 · Salaries - Exempt		53,264.78	80,434.20	82,600.00	87,700.00
6212 · Salaries - Non Exempt		111,045.90	121,111.59	115,000.00	224,350.00
6216 · Salaries - Overtime		1,397.72	2,500.00	1,500.00	4,000.00
6218 · Salaries - Vacation		7,857.71	7,710.00	7,700.00	13,750.00
6219 · Salaries - Holiday		7,902.58	11,325.00	12,000.00	17,880.00
6220 · Salaries - Sick Pay		5,219.91	8,055.00	7,000.00	13,750.00
6230 · Salaries - Extra Help		1,081.12	14,850.00	15,500.00	0.00
6240 · Social Security		872.95	920.00	980.00	0.00
6140 · Medicare		2,465.96	3,780.00	3,200.00	5,900.00
6070 · Cafeteria Benefit		31,307.07	28,800.00	31,000.00	57,600.00
6200 · Retirement - Classic		7,294.28	7,815.00	7,500.00	8,800.00
6201 · Retirement - PEPRA		5,598.60	10,115.00	9,600.00	22,300.00
Total SALARIES & BENEFITS	**0.00**	**235,308.58**	**297,415.79**	**293,580.00**	**456,030.00**
ORGANIZATIONAL EXPENDITURES					
6003 · Advertising		53.68	30,000.00	30,000.00	30,000.00
6035 · Computer Hardware		23.98	4,500.00	4,500.00	4,500.00
6036 · Computer Software		1,729.64	900.00	1,600.00	2,500.00
6037 · Website and Email Service		4.99	3,195.00	3,195.00	5,700.00
6185 · Postage		118.68	3,500.00	1,000.00	3,500.00
6186 · Printing & Reproduction		0.00	9,000.00	9,000.00	12,000.00
Media Production		0.00	0.00	0.00	10,000.00
Event Participation Fees		0.00	0.00	0.00	4,000.00
Branded Clothing		0.00	0.00	0.00	800.00
6232 · Seminars and Meetings		2,934.82	1,000.00	3,100.00	12,000.00
6270 · Office Supplies		1,141.33	1,000.00	1,600.00	1,000.00
6290 · Communications Supplies		33,772.61	11,200.00	10,000.00	10,000.00
6305 · Education Program Supplies		0.00	700.00	500.00	3,000.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**39,779.73**	**64,995.00**	**64,495.00**	**99,000.00**
CAPITAL OUTLAY AND RESTRICTED					
8000 · Capital Outlay - General	0.00	0.00	0.00	0.00	48,000.00
Total CAPITAL OUTLAY AND RESTRICTED	**0.00**	**0.00**	**0.00**	**0.00**	**48,000.00**
NET EXPENDITURES	**0.00**	**275,088.31**	**362,410.79**	**358,075.00**	**603,030.00**

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

NON-DEPARTMENTAL Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
Revenue					
4010 · Assessments		3,851,637.71	4,576,612.95	4,600,000.00	5,101,288.88
4050 · Interest, LA County		29,812.49	24,000.00	40,000.00	37,000.00
4060 · Interest Income, LAIF		19,134.76	10,500.00	34,000.00	30,000.00
4070 · Interest Income, Citizens Sweep		797.80	850.00	500.00	500.00
4030 · Grants		111,034.29	0.00	48,000.00	0.00
Total Revenue	**0.00**	**4,012,417.05**	**4,611,962.95**	**4,722,500.00**	**5,168,788.88**

Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
SALARIES & BENEFITS					
Salaries					
6122 · Unemployment		20,638.89	19,200.00	23,000.00	25,000.00
6234 · Tuition Reimbursement		0.00	8,000.00	0.00	8,000.00
6200 · Retirement Classic Unfunded		58,452.88	0.00	109,383.00	15,000.00
6201 · Retirement PEPRA Unfunded		125.44	0.00	713.76	1,200.00
6065 · Group Term Life		3,187.30	4,300.00	3,900.00	4,300.00
6072 · Health Benefits - Retired EE		10,532.16	12,000.00	15,140.00	20,000.00
6074 · Post Retirement Benefits		0.00	0.00	50,000.00	50,000.00
Total SALARIES & BENEFITS	**0.00**	**92,936.67**	**43,500.00**	**202,136.76**	**123,500.00**
ORGANIZATIONAL EXPENDITURES					
6010 · Awards		1,747.13	2,000.00	2,000.00	4,000.00
6020 · Bank Charges		4,463.50	5,000.00	13,000.00	15,000.00
6035 · Computer Hardware		0.00	0.00	15,000.00	25,000.00
6036 · Computer Software-Licenses		0.00	0.00	10,000.00	50,000.00
6312 · Communications, Field		25,080.86	28,000.00	30,000.00	38,000.00
6315 · Telephone, Internet		11,193.69	24,500.00	16,000.00	30,000.00
6320 · Telephone, Office		13,468.78	14,000.00	12,100.00	14,000.00
6090 · Auto Insurance		0.00	1,648.00	1,648.00	1,950.00
6100 · Liability Insurance		32,098.00	65,411.00	63,019.00	78,444.00
6110 · Workers Comp Insurance		72,577.00	111,546.00	110,842.00	109,946.00
6120 · Property Insurance		3,250.00	3,258.00	3,196.00	2,351.00
6085 · VCJPA General Fund		10,729.00	9,656.00	8,348.00	8,969.00
6111 · Other Insurance		1,622.02	2,000.00	1,500.00	3,500.00
6073 · Equipment Lease		12,742.74	38,000.00	36,200.00	23,000.00
6075 · Fees & Assessments		4,771.61	4,000.00	3,600.00	4,000.00

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

NON-DEPARTMENTAL Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
6080 · Hiring Expenses		1,194.99	5,600.00	3,000.00	5,600.00
6150 · Memberships		14,683.68	25,000.00	22,500.00	25,000.00
6170 · Miscellaneous Expenses		2,802.69	3,000.00	3,100.00	3,500.00
6000 · Accounting Services		5,242.50	20,000.00	17,000.00	20,000.00
6130 · Legal Services		23,534.44	35,000.00	25,000.00	35,000.00
6190 · Other Services		4,045.00	5,000.00	4,500.00	6,000.00
6046 · Professional Services - IT		40,304.61	35,000.00	35,000.00	50,000.00
6192 · Research		2,250.00	1,000.00	0.00	1,000.00
6300 · Reference		0.00	0.00	0.00	0.00
6310 · Benefit Assessment Admin Cost		99,278.72	115,000.00	115,000.00	118,000.00
6340 · Electric Service		38,985.13	39,000.00	39,000.00	41,000.00
6341 · Natural Gas		2,253.52	3,000.00	2,700.00	3,000.00
6343 · Water Service		1,967.83	2,000.00	1,850.00	2,100.00
Total ORGANIZATIONAL EXPENDITURES	**0.00**	**430,287.44**	**597,619.00**	**595,103.00**	**718,360.00**

NET REVENUE & EXPENDITURES	**0.00**	**3,489,192.94**	**3,970,843.95**	**3,925,260.24**	**4,326,928.88**

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

DESIGNATED RESERVES

Account Classification	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
3100 · Public Health Emergency	1,326,200.00	1,326,200.00	1,326,200.00	1,326,200.00	1,326,200.00
Transfers In	0.00	0.00	0.00	0.00	0.00
Transfers Out	0.00	0.00	0.00	0.00	0.00
Revenue & Transfers In Total	0.00	0.00	0.00	0.00	0.00
Expense & Transfer Out Total	0.00	0.00	0.00	0.00	0.00
Net (Use of) Addition to Reserves	0.00	0.00	0.00	0.00	0.00
3125 · Capital Projects	612,923.00	612,923.00	612,923.00	612,923.00	469,923.00
Transfers In	0.00	0.00	0.00	0.00	0.00
Transfers Out	0.00	0.00	(143,000.00)	(143,000.00)	0.00
Revenue & Transfers In Total	0.00	0.00	0.00	0.00	0.00
Expense & Transfer Out Total	0.00	0.00	(143,000.00)	(143,000.00)	0.00
Net (Use of) Addition to Reserves	0.00	0.00	143,000.00	(143,000.00)	0.00
3160 · Pension Liability	0.00	0.00	200,258.00	200,258.00	200,258.00
Transfers In	0.00	0.00	0.00	0.00	0.00
Transfers Out	0.00	0.00	0.00	0.00	0.00
Revenue & Transfers In Total	0.00	0.00	0.00	0.00	0.00
Expense & Transfer Out Total	0.00	0.00	0.00	0.00	0.00
Net (Use of) Addition to Reserves	0.00	0.00	0.00	0.00	0.00
3165 · Building/Facilities	0.00	0.00	0.00	0.00	100,000.00
Transfers In	0.00	0.00	100,000.00	100,000.00	48,994.34
Transfers Out	0.00	0.00	0.00	0.00	0.00
Revenue & Transfers In Total	0.00	0.00	100,000.00	100,000.00	148,994.34
Expense & Transfer Out Total	0.00	0.00	0.00	0.00	0.00
Net (Use of) Addition to Reserves	0.00	0.00	0.00	0.00	0.00
3170 · Vehicle Replacement	0.00	0.00	0.00	0.00	43,760.00
Transfers In	0.00	0.00	251,423.28	103,060.00	0.00
Transfers Out	0.00	0.00	(120,000.00)	(59,300.00)	0.00
Revenue & Transfers In Total	0.00	0.00	251,423.28	103,060.00	0.00
Expense & Transfer Out Total	0.00	0.00	(120,000.00)	(59,300.00)	0.00
Net (Use of) Addition to Reserves	0.00	0.00	131,423.28	0.00	0.00
Total Reserves	**1,939,123.00**	**1,939,123.00**	**2,227,804.28**	**2,140,141.00**	**2,189,135.34**

SAN GABRIEL VALLEY MOSQUITO AND VECTOR CONTROL DISTRICT

FY 19/20 BUDGET

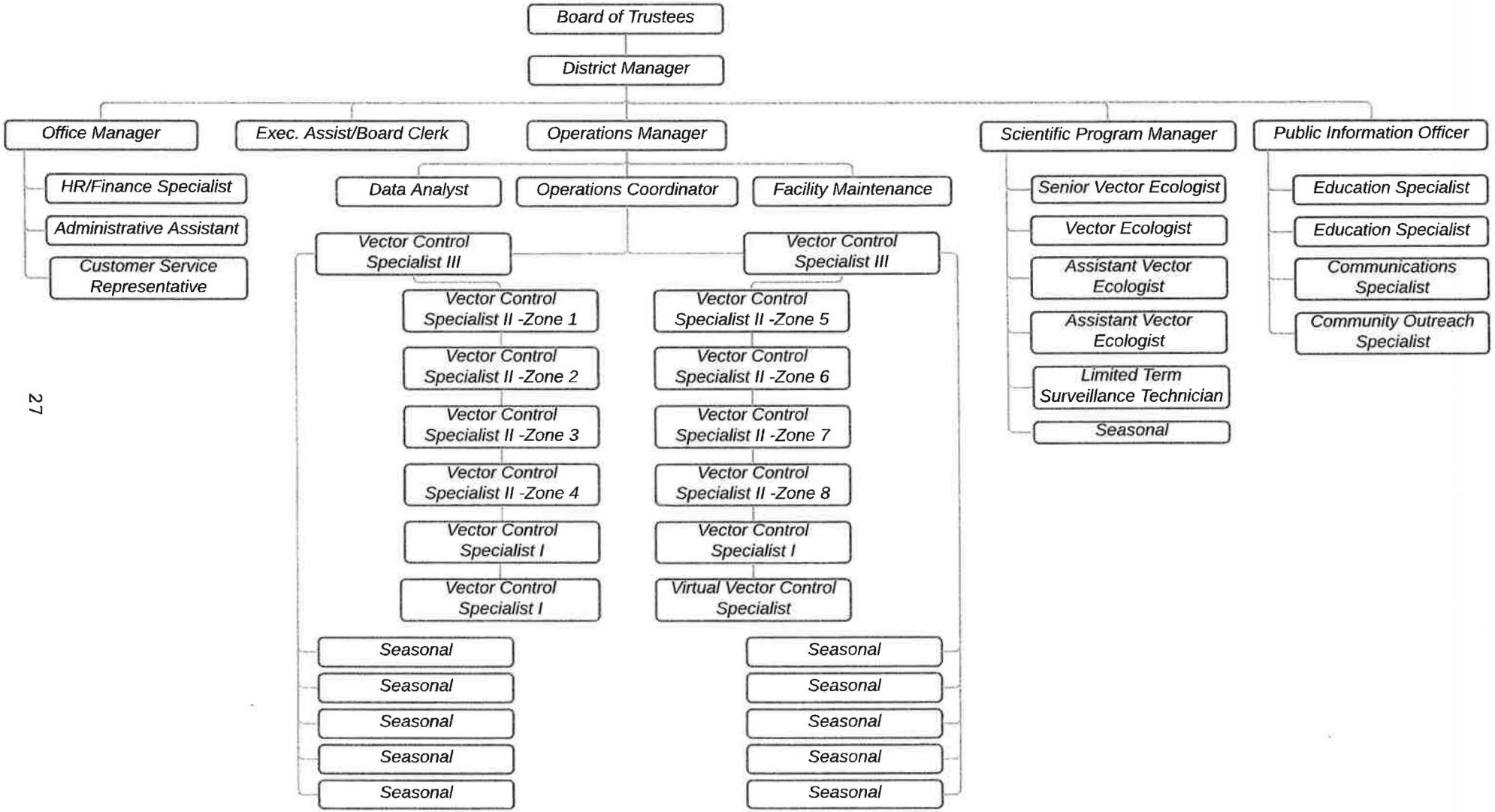
RESTRICTED RESERVE ACCOUNTS	2016 - 2017 Actual	2017 - 2018 Actual	2018 - 2019 Adopted Budget	2018 - 2019 Estimated Actual	2019 - 2020 Proposed Budget
3180 · VCJPA Property Contingency Fund	97,113.00	97,113.00	96,911.00	97,000.00	97,200.00
Total Reserves	**97,113.00**	**97,113.00**	**96,911.00**	**97,000.00**	**97,200.00**
GRAND TOTAL RESERVES	**2,036,236.00**	**2,036,236.00**	**2,324,715.28**	**2,237,141.00**	**2,286,335.34**

Capital Outlay Summary

	2019-2020 Budget
Operating Fund	
Executive:	
Server Replacement/Virtualization and Building Security	
Replace servers and implement virtualization	$ 75,000
Security Cameras	$ 5,000
Total	$ 80,000
Administration:	
Office Equipment and Computers	
Computer and office equipment for new personnel	$ 25,000
Total	$ 25,000
Operations:	
Vehicles:	
Acquire 2 fleet vehicles - specialty flood channel Vehicles and modifications	$ 100,000
Total	$ 100,000
Communications:	
Vehicle, Computers and Office Equipment	
Dedicated mobile outreach and education vehicle	$ 38,000
Computer and office equipment for new personnel	$ 10,000
Total	$ 48,000
Surveillance:	
Mosquito Surveillance Materials	
Equipment for laboratory	$ 14,000
Total	$ 14,000
Total Operating Fund	$ 267,000

Personnel Summary

Full Time Staff	2016-17 Actual	2017-18 Actual	2018-19 Proposed	2019-20 Proposed
District Manager	1	1	1	1
Office Manager	1	1	1	1
Operations Manager	1	1	1	1
Public Information Officer	1	1	1	1
Scientific Program Manager	1	1	1	1
Administrative Assistant	1	1	1	1
Exec Assist/Clerk of the Board	1	1	1	1
Operations Assistant	1	1	0	0
Customer Service Rep I	0	0	1	1
HR-Finance Assistant	0	0	0	1
Operations Coordinator	1	1	1	1
Fleet Mechanic	1	1	1	1
Data Analyst	1	1	1	1
Building & Grounds Maintenance	1	1	0	0
Facility Maintenance	0	0	1	1
Vector Control Specialist III	1	2	2	2
Vector Control Specialist II	8	10	8	8
Vector Control Specialist I	3	0	3	3
Ltd Term Surveillance Technicians	1	5	2	2
Sr. Vector Ecologist	1	1	1	1
Vector Ecologist	1	1	1	1
Asst Vector Ecologist	0	2	2	2
Ltd Term Vector Ecologist	2	0	0	1
Education Specialist	1	1	1	2
Creative Services Specialist	1	1	0	0
Communications Specialist	0	0	1	1
Outreach Assistant	0	0	1	1
Total Full Time Employees	**31**	**35**	**34**	**37**
Seasonal/Extra Help Employees				
Extra Help Vector Control Techs	9	8	6	10
Extra Help Surveillance Techs	8	10	8	1
Extra Help Outreach Assistant	0	0	1	1
Total Extra Help Employees	**17**	**18**	**15**	**12**


Board of Trustees
District Manager
Office Manager
Exec. Assist/Board Clerk
Operations Manager
Scientific Program Manager
Public Information Officer
HR/Finance Specialist
Administrative Assistant
Customer Service Representative
Data Analyst
Operations Coordinator
Facility Maintenance
Vector Control Specialist III
Vector Control Specialist III
Vector Control Specialist II -Zone 1
Vector Control Specialist II -Zone 2
Vector Control Specialist II -Zone 3
Vector Control Specialist II -Zone 4
Vector Control Specialist I
Vector Control Specialist I
Vector Control Specialist II -Zone 5
Vector Control Specialist II -Zone 6
Vector Control Specialist II -Zone 7
Vector Control Specialist II -Zone 8
Vector Control Specialist I
Virtual Vector Control Specialist
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Seasonal
Senior Vector Ecologist
Vector Ecologist
Assistant Vector Ecologist
Assistant Vector Ecologist
Limited Term Surveillance Technician
Seasonal
Education Specialist
Education Specialist
Communications Specialist
Community Outreach Specialist

Salary Schedule Fiscal Year 2019-2020

PERS Classic Employees with Full (7%) Employer Paid Member Contribution (EPMC)

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
District Manager	$131,249.72	$135,351.27	$139,452.82	$143,554.38	$147,655.93	$151,757.48	$155,859.04	$159,960.59	$164,062.15	**Annual**
est prior to 2009	$10,937.48	$11,279.27	$11,621.07	$11,962.86	$12,304.66	$12,646.46	$12,988.25	$13,330.05	$13,671.85	**Monthly**
	$5,048.07	$5,205.82	$5,363.57	$5,521.32	$5,679.07	$5,836.83	$5,994.58	$6,152.33	$6,310.08	**Bi-Weekly**
	$63.10	$65.07	$67.04	$69.02	$70.99	$72.96	$74.93	$76.90	$78.88	**Hourly**
Scientific Program Manager	$98,019.63	$101,082.74	$104,145.85	$107,208.97	$110,272.08	$113,335.19	$116,398.31	$119,461.42	$122,524.53	**Annual**
est Jul 2012	$8,168.30	$8,423.56	$8,678.82	$8,934.08	$9,189.34	$9,444.60	$9,699.86	$9,955.12	$10,210.38	**Monthly**
	$3,769.99	$3,887.80	$4,005.61	$4,123.42	$4,241.23	$4,359.05	$4,476.86	$4,594.67	$4,712.48	**Bi-Weekly**
	$47.12	$48.60	$50.07	$51.54	$53.02	$54.49	$55.96	$57.43	$58.91	**Hourly**
Operations Manager	$98,019.63	$101,082.74	$104,145.85	$107,208.97	$110,272.08	$113,335.19	$116,398.31	$119,461.42	$122,524.53	**Annual**
est prior to 2009	$8,168.30	$8,423.56	$8,678.82	$8,934.08	$9,189.34	$9,444.60	$9,699.86	$9,955.12	$10,210.38	**Monthly**
	$3,769.99	$3,887.80	$4,005.61	$4,123.42	$4,241.23	$4,359.05	$4,476.86	$4,594.67	$4,712.48	**Bi-Weekly**
	$47.12	$48.60	$50.07	$51.54	$53.02	$54.49	$55.96	$57.43	$58.91	**Hourly**
Public Information Officer	$83,956.24	$86,579.87	$89,203.51	$91,827.14	$94,450.77	$97,074.40	$99,698.04	$102,321.67	$104,945.30	**Annual**
est prior to 2009	$6,996.35	$7,214.99	$7,433.63	$7,652.26	$7,870.90	$8,089.53	$8,308.17	$8,526.81	$8,745.44	**Monthly**
	$3,229.09	$3,330.00	$3,430.90	$3,531.81	$3,632.72	$3,733.63	$3,834.54	$3,935.45	$4,036.36	**Bi-Weekly**
	$40.36	$41.62	$42.89	$44.15	$45.41	$46.67	$47.93	$49.19	$50.45	**Hourly**
Office Manager	$83,956.24	$86,579.87	$89,203.51	$91,827.14	$94,450.77	$97,074.40	$99,698.04	$102,321.67	$104,945.30	**Annual**
est prior to 2009	$6,996.35	$7,214.99	$7,433.63	$7,652.26	$7,870.90	$8,089.53	$8,308.17	$8,526.81	$8,745.44	**Monthly**
	$3,229.09	$3,330.00	$3,430.90	$3,531.81	$3,632.72	$3,733.63	$3,834.54	$3,935.45	$4,036.36	**Bi-Weekly**
	$40.36	$41.62	$42.89	$44.15	$45.41	$46.67	$47.93	$49.19	$50.45	**Hourly**
Senior Vector Ecologist	$88,217.56	$90,974.36	$93,731.16	$96,487.96	$99,244.75	$102,001.55	$104,758.35	$107,515.15	$110,271.95	**Annual**
est Jul 2015	$7,351.46	$7,581.20	$7,810.93	$8,040.66	$8,270.40	$8,500.13	$8,729.86	$8,959.60	$9,189.33	**Monthly**
	$3,392.98	$3,499.01	$3,605.04	$3,711.08	$3,817.11	$3,923.14	$4,029.17	$4,135.20	$4,241.23	**Bi-Weekly**
	$42.41	$43.74	$45.06	$46.39	$47.71	$49.04	$50.36	$51.69	$53.02	
Vector Ecologist	$83,178.25	$85,777.57	$88,376.89	$90,976.21	$93,575.53	$96,174.85	$98,774.17	$101,373.49	$103,972.81	**Annual**
est prior to 2009	$6,931.52	$7,148.13	$7,364.74	$7,581.35	$7,797.96	$8,014.57	$8,231.18	$8,447.79	$8,664.40	**Monthly**
	$3,199.16	$3,299.14	$3,399.11	$3,499.09	$3,599.06	$3,699.03	$3,799.01	$3,898.98	$3,998.95	**Bi-Weekly**
	$39.99	$41.24	$42.49	$43.74	$44.99	$46.24	$47.49	$48.74	$49.99	**Hourly**
Assistant Vector Ecologist	$70,419.85	$72,620.47	$74,821.09	$77,021.71	$79,222.33	$81,422.95	$83,623.57	$85,824.19	$88,024.81	**Annual**
est Jul 2015	$5,868.32	$6,051.71	$6,235.09	$6,418.48	$6,601.86	$6,785.25	$6,968.63	$7,152.02	$7,335.40	**Monthly**
	$2,708.46	$2,793.09	$2,877.73	$2,962.37	$3,047.01	$3,131.65	$3,216.29	$3,300.93	$3,385.57	**Bi-Weekly**
	$33.86	$34.91	$35.97	$37.03	$38.09	$39.15	$40.20	$41.26	$42.32	**Hourly**
Operations Coordinator	$83,178.25	$85,777.57	$88,376.89	$90,976.21	$93,575.53	$96,174.85	$98,774.17	$101,373.49	$103,972.81	**Annual**
est Sep 2011	$6,931.52	$7,148.13	$7,364.74	$7,581.35	$7,797.96	$8,014.57	$8,231.18	$8,447.79	$8,664.40	**Monthly**
	$3,199.16	$3,299.14	$3,399.11	$3,499.09	$3,599.06	$3,699.03	$3,799.01	$3,898.98	$3,998.95	**Bi-Weekly**
	$39.99	$41.24	$42.49	$43.74	$44.99	$46.24	$47.49	$48.74	$49.99	**Hourly**
Education Specialist	$67,932.56	$70,055.45	$72,178.34	$74,301.23	$76,424.13	$78,547.02	$80,669.91	$82,792.80	$84,915.69	**Annual**
est prior to 2009	$5,661.05	$5,837.95	$6,014.86	$6,191.77	$6,368.68	$6,545.58	$6,722.49	$6,899.40	$7,076.31	**Monthly**
	$2,612.79	$2,694.44	$2,776.09	$2,857.74	$2,939.39	$3,021.04	$3,102.69	$3,184.34	$3,265.99	**Bi-Weekly**
	$32.66	$33.68	$34.70	$35.72	$36.74	$37.76	$38.78	$39.80	$40.82	**Hourly**
Fleet Mechanic	$70,682.79	$72,891.62	$75,100.46	$77,309.30	$79,518.13	$81,726.97	$83,935.81	$86,144.65	$88,353.48	**Annual**
est prior to 2009	$5,890.23	$6,074.30	$6,258.37	$6,442.44	$6,626.51	$6,810.58	$6,994.65	$7,178.72	$7,362.79	**Monthly**
	$2,718.57	$2,803.52	$2,888.48	$2,973.43	$3,058.39	$3,143.35	$3,228.30	$3,313.26	$3,398.21	**Bi-Weekly**

Salary Schedule Fiscal Year 2019-2020

PERS Classic Employees with Full (7%) Employer Paid Member Contribution (EPMC)

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
	$33.98	$35.04	$36.11	$37.17	$38.23	$39.29	$40.35	$41.42	$42.48	**Hourly**
Vector Control Specialist III	$70,682.79	$72,891.62	$75,100.46	$77,309.30	$79,518.13	$81,726.97	$83,935.81	$86,144.65	$88,353.48	**Annual**
est prior to 2009	$5,890.23	$6,074.30	$6,258.37	$6,442.44	$6,626.51	$6,810.58	$6,994.65	$7,178.72	$7,362.79	**Monthly**
	$2,718.57	$2,803.52	$2,888.48	$2,973.43	$3,058.39	$3,143.35	$3,228.30	$3,313.26	$3,398.21	**Bi-Weekly**
	$33.98	$35.04	$36.11	$37.17	$38.23	$39.29	$40.35	$41.42	$42.48	**Hourly**
Vector Control Specialist II	$62,050.28	$63,989.35	$65,928.42	$67,867.49	$69,806.56	$71,745.63	$73,684.70	$75,623.78	$77,562.85	**Annual**
est prior to 2009	$5,170.86	$5,332.45	$5,494.03	$5,655.62	$5,817.21	$5,978.80	$6,140.39	$6,301.98	$6,463.57	**Monthly**
	$2,386.55	$2,461.13	$2,535.71	$2,610.29	$2,684.87	$2,759.45	$2,834.03	$2,908.61	$2,983.19	**Bi-Weekly**
	$29.83	$30.76	$31.70	$32.63	$33.56	$34.49	$35.43	$36.36	$37.29	**Hourly**
Vector Control Specialist I	$49,950.48	$51,511.43	$53,072.39	$54,633.34	$56,194.29	$57,755.24	$59,316.20	$60,877.15	$62,438.10	**Annual**
est prior to 2009	$4,162.54	$4,292.62	$4,422.70	$4,552.78	$4,682.86	$4,812.94	$4,943.02	$5,073.10	$5,203.18	**Monthly**
	$1,921.17	$1,981.21	$2,041.25	$2,101.28	$2,161.32	$2,221.36	$2,281.39	$2,341.43	$2,401.47	**Bi-Weekly**
	$24.01	$24.77	$25.52	$26.27	$27.02	$27.77	$28.52	$29.27	$30.02	**Hourly**
Administrative Assistant	$65,058.19	$67,091.26	$69,124.33	$71,157.40	$73,190.47	$75,223.54	$77,256.60	$79,289.67	$81,322.74	**Annual**
est prior to 2009	$5,421.52	$5,590.94	$5,760.36	$5,929.78	$6,099.21	$6,268.63	$6,438.05	$6,607.47	$6,776.90	**Monthly**
	$2,502.24	$2,580.43	$2,658.63	$2,736.82	$2,815.02	$2,893.21	$2,971.41	$3,049.60	$3,127.80	**Bi-Weekly**
	$31.28	$32.26	$33.23	$34.21	$35.19	$36.17	$37.14	$38.12	$39.10	**Hourly**
Exec Asst/Clerk of the Board	$63,568.26	$65,554.77	$67,541.28	$69,527.79	$71,514.29	$73,500.80	$75,487.31	$77,473.82	$79,460.33	**Annual**
est prior to 2009	$5,297.36	$5,462.90	$5,628.44	$5,793.98	$5,959.52	$6,125.07	$6,290.61	$6,456.15	$6,621.69	**Monthly**
	$2,444.93	$2,521.34	$2,597.74	$2,674.15	$2,750.55	$2,826.95	$2,903.36	$2,979.76	$3,056.17	**Bi-Weekly**
	$30.56	$31.52	$32.47	$33.43	$34.38	$35.34	$36.29	$37.25	$38.20	**Hourly**
Data Analyst	$56,761.98	$58,535.79	$60,309.60	$62,083.41	$63,857.22	$65,631.03	$67,404.85	$69,178.66	$70,952.47	**Annual**
est Jul 2015, revised Jul 2019	$4,730.16	$4,877.98	$5,025.80	$5,173.62	$5,321.44	$5,469.25	$5,617.07	$5,764.89	$5,912.71	**Monthly**
	$2,183.15	$2,251.38	$2,319.60	$2,387.82	$2,456.05	$2,524.27	$2,592.49	$2,660.72	$2,728.94	**Bi-Weekly**
	$27.29	$28.14	$28.99	$29.85	$30.70	$31.55	$32.41	$33.26	$34.11	**Hourly**
Communications Specialist	$54,839.67	$56,553.41	$58,267.15	$59,980.89	$61,694.63	$63,408.37	$65,122.11	$66,835.85	$68,549.59	**Annual**
revised Jul 2018	$4,569.97	$4,712.78	$4,855.60	$4,998.41	$5,141.22	$5,284.03	$5,426.84	$5,569.65	$5,712.47	**Monthly**
	$2,109.22	$2,175.13	$2,241.04	$2,306.96	$2,372.87	$2,438.78	$2,504.70	$2,570.61	$2,636.52	**Bi-Weekly**
	$26.37	$27.19	$28.01	$28.84	$29.66	$30.48	$31.31	$32.13	$32.96	**Hourly**
Facility Maintenance	$62,050.28	$63,989.35	$65,928.42	$67,867.49	$69,806.56	$71,745.63	$73,684.70	$75,623.78	$77,562.85	**Annual**
revised Jul 2018	$5,170.86	$5,332.45	$5,494.03	$5,655.62	$5,817.21	$5,978.80	$6,140.39	$6,301.98	$6,463.57	**Monthly**
	$2,386.55	$2,461.13	$2,535.71	$2,610.29	$2,684.87	$2,759.45	$2,834.03	$2,908.61	$2,983.19	**Bi-Weekly**
	$29.83	$30.76	$31.70	$32.63	$33.56	$34.49	$35.43	$36.36	$37.29	**Hourly**
Customer Service Rep I	$43,709.53	$45,075.45	$46,441.37	$47,807.29	$49,173.22	$50,539.14	$51,905.06	$53,270.98	$54,636.91	**Annual**
revised Jul 2018 (Ops Asst)	$3,642.46	$3,756.29	$3,870.11	$3,983.94	$4,097.77	$4,211.59	$4,325.42	$4,439.25	$4,553.08	**Monthly**
	$1,681.14	$1,733.67	$1,786.21	$1,838.74	$1,891.28	$1,943.81	$1,996.35	$2,048.88	$2,101.42	**Bi-Weekly**
	$21.01	$21.67	$22.33	$22.98	$23.64	$24.30	$24.95	$25.61	$26.27	**Hourly**
Outreach Assistant	$51,370.20	$52,975.52	$54,580.84	$56,186.16	$57,791.48	$59,396.79	$61,002.11	$62,607.43	$64,212.75	**Annual**
est Jul 2019	$4,280.85	$4,414.63	$4,548.40	$4,682.18	$4,815.96	$4,949.73	$5,083.51	$5,217.29	$5,351.06	**Monthly**
	$1,975.78	$2,037.52	$2,099.26	$2,161.01	$2,222.75	$2,284.49	$2,346.24	$2,407.98	$2,469.72	**Bi-Weekly**
	$24.70	$25.47	$26.24	$27.01	$27.78	$28.56	$29.33	$30.10	$30.87	**Hourly**
HR-Finance Assistant	$56,783.98	$58,558.48	$60,332.97	$62,107.47	$63,881.97	$65,656.47	$67,430.97	$69,205.47	$70,979.97	**Annual**
est Jul 2019	$4,732.00	$4,879.87	$5,027.75	$5,175.62	$5,323.50	$5,471.37	$5,619.25	$5,767.12	$5,915.00	**Monthly**

Salary Schedule Fiscal Year 2019-2020

PERS Classic Employees with Full (7%) Employer Paid Member Contribution (EPMC)

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
	$2,184.00	$2,252.25	$2,320.50	$2,388.75	$2,457.00	$2,525.25	$2,593.50	$2,661.75	$2,730.00	**Bi-Weekly**
	$27.30	$28.15	$29.01	$29.86	$30.71	$31.57	$32.42	$33.27	$34.12	**Hourly**
Limited Term Vector Control Tech	$14.98	$15.45	$15.92	$16.39	$16.85	$17.32	$17.79	$18.26	$18.73	**Hourly**
Extra-help VC Technician est prior to 2009	$13.00	$13.41	$13.81	$14.22	$14.63	$15.03	$15.44	$15.84	$16.25	**Hourly**
Extra-help Asst. Vec. Ecologist est prior to 2009	$15.38	$15.86	$16.35	$16.83	$17.31	$17.79	$18.27	$18.75	$19.23	**Hourly**
Extra Help Outreach Assistant est Jul 2018	$13.03	$13.44	$13.85	$14.25	$14.66	$15.07	$15.48	$15.88	$16.29	**Hourly**

Salary Schedule FY 2019-20

PERS Classic Employees, Partial (4%) Employer Paid Member Contribution (EPMC) Hired Between Jan 1, 2010 and Dec 31, 2012

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
District Manager	$123,532.46	$127,392.85	$131,253.24	$135,113.63	$138,974.02	$142,834.41	$146,694.79	$150,555.18	$154,415.57	**Annual**
est prior to 2009	$10,294.37	$10,616.07	$10,937.77	$11,259.47	$11,581.17	$11,902.87	$12,224.57	$12,546.27	$12,867.96	**Monthly**
	$4,751.25	$4,899.72	$5,048.20	$5,196.68	$5,345.15	$5,493.63	$5,642.11	$5,790.58	$5,939.06	**Bi-Weekly**
	$59.39	$61.25	$63.10	$64.96	$66.81	$68.67	$70.53	$72.38	$74.24	**Hourly**
Scientific Program Manager	$96,021.89	$99,022.58	$102,023.26	$105,023.95	$108,024.63	$111,025.31	$114,026.00	$117,026.68	$120,027.37	**Annual**
est Jul 2012	$8,001.82	$8,251.88	$8,501.94	$8,752.00	$9,002.05	$9,252.11	$9,502.17	$9,752.22	$10,002.28	**Monthly**
	$3,693.15	$3,808.56	$3,923.97	$4,039.38	$4,154.79	$4,270.20	$4,385.62	$4,501.03	$4,616.44	**Bi-Weekly**
	$46.16	$47.61	$49.05	$50.49	$51.93	$53.38	$54.82	$56.26	$57.71	**Hourly**
Operations Manager	$96,021.89	$99,022.58	$102,023.26	$105,023.95	$108,024.63	$111,025.31	$114,026.00	$117,026.68	$120,027.37	**Annual**
est prior to 2009	$8,001.82	$8,251.88	$8,501.94	$8,752.00	$9,002.05	$9,252.11	$9,502.17	$9,752.22	$10,002.28	**Monthly**
	$3,693.15	$3,808.56	$3,923.97	$4,039.38	$4,154.79	$4,270.20	$4,385.62	$4,501.03	$4,616.44	**Bi-Weekly**
	$46.16	$47.61	$49.05	$50.49	$51.93	$53.38	$54.82	$56.26	$57.71	**Hourly**
Public Information Officer	$82,245.13	$84,815.29	$87,385.45	$89,955.61	$92,525.77	$95,095.93	$97,666.09	$100,236.25	$102,806.41	**Annual**
est prior to 2009	$6,853.76	$7,067.94	$7,282.12	$7,496.30	$7,710.48	$7,924.66	$8,138.84	$8,353.02	$8,567.20	**Monthly**
	$3,163.27	$3,262.13	$3,360.98	$3,459.83	$3,558.68	$3,657.54	$3,756.39	$3,855.24	$3,954.09	**Bi-Weekly**
	$39.54	$40.78	$42.01	$43.25	$44.48	$45.72	$46.95	$48.19	$49.43	**Hourly**
Office Manager	$82,245.13	$84,815.29	$87,385.45	$89,955.61	$92,525.77	$95,095.93	$97,666.09	$100,236.25	$102,806.41	**Annual**
est prior to 2009	$6,853.76	$7,067.94	$7,282.12	$7,496.30	$7,710.48	$7,924.66	$8,138.84	$8,353.02	$8,567.20	**Monthly**
	$3,163.27	$3,262.13	$3,360.98	$3,459.83	$3,558.68	$3,657.54	$3,756.39	$3,855.24	$3,954.09	**Bi-Weekly**
	$39.54	$40.78	$42.01	$43.25	$44.48	$45.72	$46.95	$48.19	$49.43	**Hourly**
Senior Vector Ecologist	$86,419.60	$89,120.21	$91,820.82	$94,521.43	$97,222.04	$99,922.66	$102,623.27	$105,323.88	$108,024.49	**Annual**
est Jul 2015	$7,201.63	$7,426.68	$7,651.73	$7,876.79	$8,101.84	$8,326.89	$8,551.94	$8,776.99	$9,002.04	**Monthly**
	$3,323.83	$3,427.70	$3,531.57	$3,635.44	$3,739.31	$3,843.18	$3,947.05	$4,050.92	$4,154.79	**Bi-Weekly**
	$41.55	$42.85	$44.14	$45.44	$46.74	$48.04	$49.34	$50.64	$51.93	
Vector Ecologist	$81,483.01	$84,029.35	$86,575.69	$89,122.04	$91,668.38	$94,214.73	$96,761.07	$99,307.41	$101,853.76	**Annual**
est prior to 2009	$6,790.25	$7,002.45	$7,214.64	$7,426.84	$7,639.03	$7,851.23	$8,063.42	$8,275.62	$8,487.81	**Monthly**
	$3,133.96	$3,231.90	$3,329.83	$3,427.77	$3,525.71	$3,623.64	$3,721.58	$3,819.52	$3,917.45	**Bi-Weekly**
	$39.17	$40.40	$41.62	$42.85	$44.07	$45.30	$46.52	$47.74	$48.97	**Hourly**
Assistant Vector Ecologist	$68,984.61	$71,140.38	$73,296.15	$75,451.91	$77,607.68	$79,763.45	$81,919.22	$84,074.99	$86,230.76	**Annual**
est Jul 2015	$5,748.72	$5,928.36	$6,108.01	$6,287.66	$6,467.31	$6,646.95	$6,826.60	$7,006.25	$7,185.90	**Monthly**
	$2,653.25	$2,736.17	$2,819.08	$2,902.00	$2,984.91	$3,067.83	$3,150.74	$3,233.65	$3,316.57	**Bi-Weekly**
	$33.17	$34.20	$35.24	$36.27	$37.31	$38.35	$39.38	$40.42	$41.46	**Hourly**
Operations Coordinator	$81,483.01	$84,029.35	$86,575.69	$89,122.04	$91,668.38	$94,214.73	$96,761.07	$99,307.41	$101,853.76	**Annual**
est Sep 2011	$6,790.25	$7,002.45	$7,214.64	$7,426.84	$7,639.03	$7,851.23	$8,063.42	$8,275.62	$8,487.81	**Monthly**
	$3,133.96	$3,231.90	$3,329.83	$3,427.77	$3,525.71	$3,623.64	$3,721.58	$3,819.52	$3,917.45	**Bi-Weekly**
	$39.17	$40.40	$41.62	$42.85	$44.07	$45.30	$46.52	$47.74	$48.97	**Hourly**
Education Specialist	$66,548.03	$68,627.65	$70,707.28	$72,786.90	$74,866.53	$76,946.16	$79,025.78	$81,105.41	$83,185.03	**Annual**
est prior to 2009	$5,545.67	$5,718.97	$5,892.27	$6,065.58	$6,238.88	$6,412.18	$6,585.48	$6,758.78	$6,932.09	**Monthly**
	$2,559.54	$2,639.53	$2,719.51	$2,799.50	$2,879.48	$2,959.47	$3,039.45	$3,119.44	$3,199.42	**Bi-Weekly**
	$31.99	$32.99	$33.99	$34.99	$35.99	$36.99	$37.99	$38.99	$39.99	**Hourly**
Fleet Mechanic	$69,242.20	$71,406.02	$73,569.84	$75,733.66	$77,897.48	$80,061.30	$82,225.12	$84,388.93	$86,552.75	**Annual**
est prior to 2009	$5,770.18	$5,950.50	$6,130.82	$6,311.14	$6,491.46	$6,671.77	$6,852.09	$7,032.41	$7,212.73	**Monthly**
	$2,663.16	$2,746.39	$2,829.61	$2,912.83	$2,996.06	$3,079.28	$3,162.50	$3,245.73	$3,328.95	**Bi-Weekly**
	$33.29	$34.33	$35.37	$36.41	$37.45	$38.49	$39.53	$40.57	$41.61	**Hourly**

Salary Schedule FY 2019-20

PERS Classic Employees, Partial (4%) Employer Paid Member Contribution (EPMC) Hired Between Jan 1, 2010 and Dec 31, 2012

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
Vector Control Specialist III	$69,242.20	$71,406.02	$73,569.84	$75,733.66	$77,897.48	$80,061.30	$82,225.12	$84,388.93	$86,552.75	**Annual**
est prior to 2009	$5,770.18	$5,950.50	$6,130.82	$6,311.14	$6,491.46	$6,671.77	$6,852.09	$7,032.41	$7,212.73	**Monthly**
	$2,663.16	$2,746.39	$2,829.61	$2,912.83	$2,996.06	$3,079.28	$3,162.50	$3,245.73	$3,328.95	**Bi-Weekly**
	$33.29	$34.33	$35.37	$36.41	$37.45	$38.49	$39.53	$40.57	$41.61	**Hourly**
Vector Control Specialist II	$60,785.63	$62,685.18	$64,584.73	$66,484.29	$68,383.84	$70,283.39	$72,182.94	$74,082.49	$75,982.04	**Annual**
est prior to 2009	$5,065.47	$5,223.77	$5,382.06	$5,540.36	$5,698.65	$5,856.95	$6,015.24	$6,173.54	$6,331.84	**Monthly**
	$2,337.91	$2,410.97	$2,484.03	$2,557.09	$2,630.15	$2,703.21	$2,776.27	$2,849.33	$2,922.39	**Bi-Weekly**
	$29.22	$30.14	$31.05	$31.96	$32.88	$33.79	$34.70	$35.62	$36.53	**Hourly**
Vector Control Specialist I	$48,932.44	$50,461.58	$51,990.72	$53,519.86	$55,049.00	$56,578.14	$58,107.28	$59,636.41	$61,165.55	**Annual**
est prior to 2009	$4,077.70	$4,205.13	$4,332.56	$4,459.99	$4,587.42	$4,714.84	$4,842.27	$4,969.70	$5,097.13	**Monthly**
	$1,882.02	$1,940.83	$1,999.64	$2,058.46	$2,117.27	$2,176.08	$2,234.90	$2,293.71	$2,352.52	**Bi-Weekly**
	$23.53	$24.26	$25.00	$25.73	$26.47	$27.20	$27.94	$28.67	$29.41	**Hourly**
Administrative Assistant	$63,732.25	$65,723.89	$67,715.52	$69,707.15	$71,698.78	$73,690.42	$75,682.05	$77,673.68	$79,665.32	**Annual**
est prior to 2009	$5,311.02	$5,476.99	$5,642.96	$5,808.93	$5,974.90	$6,140.87	$6,306.84	$6,472.81	$6,638.78	**Monthly**
	$2,451.24	$2,527.84	$2,604.44	$2,681.04	$2,757.65	$2,834.25	$2,910.85	$2,987.45	$3,064.05	**Bi-Weekly**
	$30.64	$31.60	$32.56	$33.51	$34.47	$35.43	$36.39	$37.34	$38.30	**Hourly**
Exec Asst/Clerk of the Board	$62,272.69	$64,218.71	$66,164.73	$68,110.75	$70,056.77	$72,002.79	$73,948.81	$75,894.84	$77,840.86	**Annual**
est prior to 2009	$5,189.39	$5,351.56	$5,513.73	$5,675.90	$5,838.06	$6,000.23	$6,162.40	$6,324.57	$6,486.74	**Monthly**
	$2,395.10	$2,469.95	$2,544.80	$2,619.64	$2,694.49	$2,769.34	$2,844.19	$2,919.03	$2,993.88	**Bi-Weekly**
	$29.94	$30.87	$31.81	$32.75	$33.68	$34.62	$35.55	$36.49	$37.42	**Hourly**
Data Analyst	$55,605.11	$57,342.77	$59,080.43	$60,818.09	$62,555.75	$64,293.41	$66,031.07	$67,768.73	$69,506.39	**Annual**
est Jul 2015	$4,633.76	$4,778.56	$4,923.37	$5,068.17	$5,212.98	$5,357.78	$5,502.59	$5,647.39	$5,792.20	**Monthly**
	$2,138.66	$2,205.49	$2,272.32	$2,339.16	$2,405.99	$2,472.82	$2,539.66	$2,606.49	$2,673.32	**Bi-Weekly**
	$26.73	$27.57	$28.40	$29.24	$30.07	$30.91	$31.75	$32.58	$33.42	**Hourly**
Communications Specialist	$53,721.99	$55,400.80	$57,079.61	$58,758.42	$60,437.24	$62,116.05	$63,794.86	$65,473.67	$67,152.49	**Annual**
revised Jul 2018	$4,476.83	$4,616.73	$4,756.63	$4,896.54	$5,036.44	$5,176.34	$5,316.24	$5,456.14	$5,596.04	**Monthly**
	$2,066.23	$2,130.80	$2,195.37	$2,259.94	$2,324.51	$2,389.08	$2,453.65	$2,518.22	$2,582.79	**Bi-Weekly**
	$25.83	$26.64	$27.44	$28.25	$29.06	$29.86	$30.67	$31.48	$32.28	**Hourly**
Facility Maintenance	$60,785.63	$62,685.18	$64,584.73	$66,484.29	$68,383.84	$70,283.39	$72,182.94	$74,082.49	$75,982.04	**Annual**
revised Jul 2018	$5,065.47	$5,223.77	$5,382.06	$5,540.36	$5,698.65	$5,856.95	$6,015.24	$6,173.54	$6,331.84	**Monthly**
	$2,337.91	$2,410.97	$2,484.03	$2,557.09	$2,630.15	$2,703.21	$2,776.27	$2,849.33	$2,922.39	**Bi-Weekly**
	$29.22	$30.14	$31.05	$31.96	$32.88	$33.79	$34.70	$35.62	$36.53	**Hourly**
Customer Service Rep I	$42,818.69	$44,156.77	$45,494.85	$46,832.94	$48,171.02	$49,509.11	$50,847.19	$52,185.27	$53,523.36	**Annual**
revised Jul 2018	$3,568.22	$3,679.73	$3,791.24	$3,902.74	$4,014.25	$4,125.76	$4,237.27	$4,348.77	$4,460.28	**Monthly**
	$1,646.87	$1,698.34	$1,749.80	$1,801.27	$1,852.73	$1,904.20	$1,955.66	$2,007.13	$2,058.59	**Bi-Weekly**
	$20.59	$21.23	$21.87	$22.52	$23.16	$23.80	$24.45	$25.09	$25.73	**Hourly**
Outreach Assistant	$50,323.22	$51,895.82	$53,468.43	$55,041.03	$56,613.63	$58,186.23	$59,758.83	$61,331.43	$62,904.03	**Annual**
est Jul 2019	$4,193.60	$4,324.65	$4,455.70	$4,586.75	$4,717.80	$4,848.85	$4,979.90	$5,110.95	$5,242.00	**Monthly**
	$1,935.51	$1,995.99	$2,056.48	$2,116.96	$2,177.45	$2,237.93	$2,298.42	$2,358.90	$2,419.39	**Bi-Weekly**
	$24.19	$24.95	$25.71	$26.46	$27.22	$27.97	$28.73	$29.49	$30.24	**Hourly**
HR-Finance Assistant	$55,626.66	$57,365.00	$59,103.33	$60,841.66	$62,580.00	$64,318.33	$66,056.66	$67,795.00	$69,533.33	**Annual**
est Jul 2019	$4,635.56	$4,780.42	$4,925.28	$5,070.14	$5,215.00	$5,359.86	$5,504.72	$5,649.58	$5,794.44	**Monthly**
	$2,139.49	$2,206.35	$2,273.21	$2,340.06	$2,406.92	$2,473.78	$2,540.64	$2,607.50	$2,674.36	**Bi-Weekly**
	$26.74	$27.58	$28.42	$29.25	$30.09	$30.92	$31.76	$32.59	$33.43	**Hourly**
Limited Term Vector Control Tech	$14.98	$15.45	$15.92	$16.39	$16.85	$17.32	$17.79	$18.26	$18.73	**Hourly**

$0.00

Salary Schedule FY 2019-20

PERS Classic Employees, Partial (4%) Employer Paid Member Contribution (EPMC) Hired Between Jan 1, 2010 and Dec 31, 2012

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
Extra-help VC Technician est prior to 2009	$13.33	$13.74	$14.16	$14.57	$14.99	$15.41	$15.82	$16.24	$16.66	**Hourly**
Extra-help Asst. Vec. Ecologist est prior to 2009	$15.77	$16.26	$16.75	$17.25	$17.74	$18.23	$18.73	$19.22	$19.71	**Hourly**
Extra-help Outreach Assistant	$13.36	$13.78	$14.19	$14.61	$15.03	$15.44	$15.86	$16.28	$16.70	**Hourly**

Salary Schedule Fiscal Year 2018-2019 for Employees Hired After December 31, 2012 PEPRA

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
District Manager	$121,014.75	$124,796.46	$128,578.17	$132,359.88	$136,141.59	$139,923.30	$143,705.01	$147,486.72	$151,268.43	**Annual**
	$10,084.56	$10,399.70	$10,714.85	$11,029.99	$11,345.13	$11,660.28	$11,975.42	$12,290.56	$12,605.70	**Monthly**
	$4,654.41	$4,799.86	$4,945.31	$5,090.76	$5,236.22	$5,381.67	$5,527.12	$5,672.57	$5,818.02	**Bi-Weekly**
	$58.18	$60.00	$61.82	$63.63	$65.45	$67.27	$69.09	$70.91	$72.73	**Hourly**
Scientific Program Manager	$93,352.03	$96,269.28	$99,186.53	$102,103.78	$105,021.03	$107,938.29	$110,855.54	$113,772.79	$116,690.04	**Annual**
	$7,779.34	$8,022.44	$8,265.54	$8,508.65	$8,751.75	$8,994.86	$9,237.96	$9,481.07	$9,724.17	**Monthly**
	$3,590.46	$3,702.66	$3,814.87	$3,927.07	$4,039.27	$4,151.47	$4,263.67	$4,375.88	$4,488.08	**Bi-Weekly**
	$44.88	$46.28	$47.69	$49.09	$50.49	$51.89	$53.30	$54.70	$56.10	**Hourly**
Operations Manager	$93,352.03	$96,269.28	$99,186.53	$102,103.78	$105,021.03	$107,938.29	$110,855.54	$113,772.79	$116,690.04	**Annual**
	$7,779.34	$8,022.44	$8,265.54	$8,508.65	$8,751.75	$8,994.86	$9,237.96	$9,481.07	$9,724.17	**Monthly**
	$3,590.46	$3,702.66	$3,814.87	$3,927.07	$4,039.27	$4,151.47	$4,263.67	$4,375.88	$4,488.08	**Bi-Weekly**
	$44.88	$46.28	$47.69	$49.09	$50.49	$51.89	$53.30	$54.70	$56.10	**Hourly**
Public Information Officer	$79,958.32	$82,457.02	$84,955.72	$87,454.42	$89,953.11	$92,451.81	$94,950.51	$97,449.21	$99,947.90	**Annual**
	$6,663.19	$6,871.42	$7,079.64	$7,287.87	$7,496.09	$7,704.32	$7,912.54	$8,120.77	$8,328.99	**Monthly**
	$3,075.32	$3,171.42	$3,267.53	$3,363.63	$3,459.74	$3,555.84	$3,651.94	$3,748.05	$3,844.15	**Bi-Weekly**
	$38.44	$39.64	$40.84	$42.05	$43.25	$44.45	$45.65	$46.85	$48.05	**Hourly**
Office Manager	$79,958.32	$82,457.02	$84,955.72	$87,454.42	$89,953.11	$92,451.81	$94,950.51	$97,449.21	$99,947.90	**Annual**
	$6,663.19	$6,871.42	$7,079.64	$7,287.87	$7,496.09	$7,704.32	$7,912.54	$8,120.77	$8,328.99	**Monthly**
	$3,075.32	$3,171.42	$3,267.53	$3,363.63	$3,459.74	$3,555.84	$3,651.94	$3,748.05	$3,844.15	**Bi-Weekly**
	$38.44	$39.64	$40.84	$42.05	$43.25	$44.45	$45.65	$46.85	$48.05	**Hourly**
Senior Vector Ecologist	$84,016.73	$86,642.26	$89,267.78	$91,893.30	$94,518.82	$97,144.35	$99,769.87	$102,395.39	$105,020.92	**Annual**
	$7,001.39	$7,220.19	$7,438.98	$7,657.78	$7,876.57	$8,095.36	$8,314.16	$8,532.95	$8,751.74	**Monthly**
	$3,231.41	$3,332.39	$3,433.38	$3,534.36	$3,635.34	$3,736.32	$3,837.30	$3,938.28	$4,039.27	**Bi-Weekly**
	$40.39	$41.65	$42.92	$44.18	$45.44	$46.70	$47.97	$49.23	$50.49	
Vector Ecologist	$79,217.38	$81,692.92	$84,168.47	$86,644.01	$89,119.55	$91,595.09	$94,070.64	$96,546.18	$99,021.72	**Annual**
	$6,601.45	$6,807.74	$7,014.04	$7,220.33	$7,426.63	$7,632.92	$7,839.22	$8,045.52	$8,251.81	**Monthly**
	$3,046.82	$3,142.04	$3,237.25	$3,332.46	$3,427.68	$3,522.89	$3,618.10	$3,713.31	$3,808.53	**Bi-Weekly**
	$38.09	$39.28	$40.47	$41.66	$42.85	$44.04	$45.23	$46.42	$47.61	**Hourly**
Assistant Vector Ecologist	$67,066.51	$69,162.34	$71,258.17	$73,354.00	$75,449.83	$77,545.66	$79,641.48	$81,737.31	$83,833.14	**Annual**
	$5,588.88	$5,763.53	$5,938.18	$6,112.83	$6,287.49	$6,462.14	$6,636.79	$6,811.44	$6,986.10	**Monthly**
	$2,579.48	$2,660.09	$2,740.70	$2,821.31	$2,901.92	$2,982.53	$3,063.13	$3,143.74	$3,224.35	**Bi-Weekly**
	$32.24	$33.25	$34.26	$35.27	$36.27	$37.28	$38.29	$39.30	$40.30	**Hourly**
Operations Coordinator	$79,217.38	$81,692.92	$84,168.47	$86,644.01	$89,119.55	$91,595.09	$94,070.64	$96,546.18	$99,021.72	**Annual**
	$6,601.45	$6,807.74	$7,014.04	$7,220.33	$7,426.63	$7,632.92	$7,839.22	$8,045.52	$8,251.81	**Monthly**
	$3,046.82	$3,142.04	$3,237.25	$3,332.46	$3,427.68	$3,522.89	$3,618.10	$3,713.31	$3,808.53	**Bi-Weekly**
	$38.09	$39.28	$40.47	$41.66	$42.85	$44.04	$45.23	$46.42	$47.61	**Hourly**
Education Specialist	$64,697.67	$66,719.47	$68,741.28	$70,763.08	$72,784.88	$74,806.68	$76,828.49	$78,850.29	$80,872.09	**Annual**
	$5,391.47	$5,559.96	$5,728.44	$5,896.92	$6,065.41	$6,233.89	$6,402.37	$6,570.86	$6,739.34	**Monthly**
	$2,488.37	$2,566.13	$2,643.90	$2,721.66	$2,799.42	$2,877.18	$2,954.94	$3,032.70	$3,110.47	**Bi-Weekly**
	$31.10	$32.08	$33.05	$34.02	$34.99	$35.96	$36.94	$37.91	$38.88	**Hourly**
Fleet Mechanic	$67,316.94	$69,420.59	$71,524.25	$73,627.90	$75,731.56	$77,835.21	$79,938.87	$82,042.52	$84,146.18	**Annual**
	$5,609.75	$5,785.05	$5,960.35	$6,135.66	$6,310.96	$6,486.27	$6,661.57	$6,836.88	$7,012.18	**Monthly**
	$2,589.11	$2,670.02	$2,750.93	$2,831.84	$2,912.75	$2,993.66	$3,074.57	$3,155.48	$3,236.39	**Bi-Weekly**
	$32.36	$33.38	$34.39	$35.40	$36.41	$37.42	$38.43	$39.44	$40.45	**Hourly**

Salary Schedule Fiscal Year 2018-2019 for Employees Hired After December 31, 2012 PEPRA

Classification Title	Step 1	Step 1.5	Step 2	Step 2.5	Step 3	Step 3.5	Step 4	Step 4.5	Step 5	
Vector Control Specialist III	$67,316.94	$69,420.59	$71,524.25	$73,627.90	$75,731.56	$77,835.21	$79,938.87	$82,042.52	$84,146.18	**Annual**
	$5,609.75	$5,785.05	$5,960.35	$6,135.66	$6,310.96	$6,486.27	$6,661.57	$6,836.88	$7,012.18	**Monthly**
	$2,589.11	$2,670.02	$2,750.93	$2,831.84	$2,912.75	$2,993.66	$3,074.57	$3,155.48	$3,236.39	**Bi-Weekly**
	$32.36	$33.38	$34.39	$35.40	$36.41	$37.42	$38.43	$39.44	$40.45	**Hourly**
Vector Control Specialist II	$59,095.50	$60,942.23	$62,788.97	$64,635.70	$66,482.43	$68,329.17	$70,175.90	$72,022.64	$73,869.37	**Annual**
	$4,924.62	$5,078.52	$5,232.41	$5,386.31	$5,540.20	$5,694.10	$5,847.99	$6,001.89	$6,155.78	**Monthly**
	$2,272.90	$2,343.93	$2,414.96	$2,485.99	$2,557.02	$2,628.04	$2,699.07	$2,770.10	$2,841.13	**Bi-Weekly**
	$28.41	$29.30	$30.19	$31.07	$31.96	$32.85	$33.74	$34.63	$35.51	**Hourly**
Vector Control Specialist I	$47,571.88	$49,058.50	$50,545.12	$52,031.75	$53,518.37	$55,004.99	$56,491.61	$57,978.23	$59,464.85	**Annual**
	$3,964.32	$4,088.21	$4,212.09	$4,335.98	$4,459.86	$4,583.75	$4,707.63	$4,831.52	$4,955.40	**Monthly**
	$1,829.69	$1,886.87	$1,944.04	$2,001.22	$2,058.40	$2,115.58	$2,172.75	$2,229.93	$2,287.11	**Bi-Weekly**
	$22.87	$23.59	$24.30	$25.02	$25.73	$26.44	$27.16	$27.87	$28.59	**Hourly**
Administrative Assistant	$61,960.19	$63,896.45	$65,832.70	$67,768.96	$69,705.22	$71,641.47	$73,577.73	$75,513.98	$77,450.24	**Annual**
	$5,163.35	$5,324.70	$5,486.06	$5,647.41	$5,808.77	$5,970.12	$6,131.48	$6,292.83	$6,454.19	**Monthly**
	$2,383.08	$2,457.56	$2,532.03	$2,606.50	$2,680.97	$2,755.44	$2,829.91	$2,904.38	$2,978.86	**Bi-Weekly**
	$29.79	$30.72	$31.65	$32.58	$33.51	$34.44	$35.37	$36.30	$37.24	**Hourly**
Exec Asst/Clerk of the Board	$60,541.20	$62,433.11	$64,325.02	$66,216.94	$68,108.85	$70,000.76	$71,892.67	$73,784.59	$75,676.50	**Annual**
	$5,045.10	$5,202.76	$5,360.42	$5,518.08	$5,675.74	$5,833.40	$5,991.06	$6,148.72	$6,306.37	**Monthly**
	$2,328.51	$2,401.27	$2,474.04	$2,546.81	$2,619.57	$2,692.34	$2,765.10	$2,837.87	$2,910.63	**Bi-Weekly**
	$29.11	$30.02	$30.93	$31.84	$32.74	$33.65	$34.56	$35.47	$36.38	**Hourly**
Data Analyst	$54,059.02	$55,748.37	$57,437.71	$59,127.06	$60,816.40	$62,505.75	$64,195.09	$65,884.44	$67,573.78	**Annual**
	$4,504.92	$4,645.70	$4,786.48	$4,927.25	$5,068.03	$5,208.81	$5,349.59	$5,490.37	$5,631.15	**Monthly**
	$2,079.19	$2,144.17	$2,209.14	$2,274.12	$2,339.09	$2,404.07	$2,469.04	$2,534.02	$2,598.99	**Bi-Weekly**
	$25.99	$26.80	$27.61	$28.43	$29.24	$30.05	$30.86	$31.68	$32.49	**Hourly**
Communications Specialist	$52,228.26	$53,860.39	$55,492.53	$57,124.66	$58,756.79	$60,388.93	$62,021.06	$63,653.19	$65,285.33	**Annual**
	$4,352.36	$4,488.37	$4,624.38	$4,760.39	$4,896.40	$5,032.41	$5,168.42	$5,304.43	$5,440.44	**Monthly**
	$2,008.78	$2,071.55	$2,134.33	$2,197.10	$2,259.88	$2,322.65	$2,385.43	$2,448.20	$2,510.97	**Bi-Weekly**
	$25.11	$25.89	$26.68	$27.46	$28.25	$29.03	$29.82	$30.60	$31.39	**Hourly**
Facility Maintenance	$59,095.50	$60,942.23	$62,788.97	$64,635.70	$66,482.43	$68,329.17	$70,175.90	$72,022.64	$73,869.37	**Annual**
	$4,924.62	$5,078.52	$5,232.41	$5,386.31	$5,540.20	$5,694.10	$5,847.99	$6,001.89	$6,155.78	**Monthly**
	$2,272.90	$2,343.93	$2,414.96	$2,485.99	$2,557.02	$2,628.04	$2,699.07	$2,770.10	$2,841.13	**Bi-Weekly**
	$28.41	$29.30	$30.19	$31.07	$31.96	$32.85	$33.74	$34.63	$35.51	**Hourly**
Customer Service Rep I	$41,628.12	$42,929.00	$44,229.88	$45,530.76	$46,831.64	$48,132.51	$49,433.39	$50,734.27	$52,035.15	**Annual**
revised Jul 2018	$3,469.01	$3,577.42	$3,685.82	$3,794.23	$3,902.64	$4,011.04	$4,119.45	$4,227.86	$4,336.26	**Monthly**
	$1,601.08	$1,651.12	$1,701.15	$1,751.18	$1,801.22	$1,851.25	$1,901.28	$1,951.32	$2,001.35	**Bi-Weekly**
	$20.01	$20.64	$21.26	$21.89	$22.52	$23.14	$23.77	$24.39	$25.02	**Hourly**
Outreach Assistant	$48,923.99	$50,452.87	$51,981.74	$53,510.62	$55,039.49	$56,568.37	$58,097.24	$59,626.12	$61,154.99	**Annual**
est July 2019	$4,077.00	$4,204.41	$4,331.81	$4,459.22	$4,586.62	$4,714.03	$4,841.44	$4,968.84	$5,096.25	**Monthly**
	$1,881.69	$1,940.49	$1,999.30	$2,058.10	$2,116.90	$2,175.71	$2,234.51	$2,293.31	$2,352.12	**Bi-Weekly**
	$23.52	$24.26	$24.99	$25.73	$26.46	$27.20	$27.93	$28.67	$29.40	**Hourly**
HR-Finance Assistant	$54,079.98	$55,769.98	$57,459.97	$59,149.97	$60,839.97	$62,529.97	$64,219.97	$65,909.97	$67,599.97	**Annual**
est July 2019	$4,506.66	$4,647.50	$4,788.33	$4,929.16	$5,070.00	$5,210.83	$5,351.66	$5,492.50	$5,633.33	**Monthly**
	$2,080.00	$2,145.00	$2,210.00	$2,275.00	$2,340.00	$2,405.00	$2,470.00	$2,535.00	$2,600.00	**Bi-Weekly**
	$26.00	$26.81	$27.62	$28.44	$29.25	$30.06	$30.87	$31.69	$32.50	**Hourly**

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Limited Term Vector Control Tech	$14.98	$15.45	$15.92	$16.39	$16.85	$17.32	$17.79	$18.26	$18.73	**Hourly**
Extra-help VC Technician	$13.33	$13.74	$14.16	$14.57	$14.99	$15.41	$15.82	$16.24	$16.66	**Hourly**
Extra-help Asst. Vec. Ecologist	$15.77	$16.26	$16.75	$17.25	$17.74	$18.23	$18.73	$19.22	$19.71	**Hourly**
Extra-help Outreach Assistant	$13.36	$13.78	$14.19	$14.61	$15.03	$15.44	$15.86	$16.28	$16.70	**Hourly**