

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

686



FROM: EXECUTIVE OFFICE

SUBMITTAL DATE:
July 27, 2010

SUBJECT: California Department of Forestry and Fire Protection Administrative (CAL FIRE) Rate Study

RECOMMENDED MOTION: That the Board:

1. Receive and file the attached report, entitled Riverside County CAL FIRE Administrative Rate Study.
2. Direct the County Executive Officer to transmit this report to CAL FIRE and request an official response.
3. Direct the County Executive Office to continue with a Fire Authority cost review to evaluate alternative models for the Riverside County Fire Department and provide estimated costs associated with the various options.

BACKGROUND: During the FY 2010/11 budget study sessions the Board determined that a meeting should be held with representatives for CAL FIRE to discuss contract cost issues along with the contract administrative rate.

(Continued on Page 2)

Robert W. Tremaine,
Principal Management Analyst

FINANCIAL DATA	Current F.Y. Total Cost:	\$ N/A	In Current Year Budget:	N/A
	Current F.Y. Net County Cost:	\$ N/A	Budget Adjustment:	N/A
	Annual Net County Cost:	\$ N/A	For Fiscal Year:	N/A

SOURCE OF FUNDS:	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

BY:
Bill Luna

County Executive Office Signature

Policy
 Consent
 Policy
 Consent

Dept's Recomm.:
 Per Exec. Ofc.:

Prev. Agn. Ref.:

District: All

Agenda Number:

3.8

ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

RE: California Department of Forestry and Fire Protection Administrative (CAL FIRE) Rate Study

Date: July 27, 2010

Page 2

On April 27, 2010 Chairman Marion Ashley, Supervisor John Benoit, County Executive Officer Bill Luna and staff from the Executive Office met with CAL FIRE Director Del Walters, County Fire Chief John Hawkins and CAL FIRE Executive Staff members. As a result of that meeting the Executive Office was directed to complete a study of the CAL FIRE Administrative Rate. The attached study makes several findings and recommendations that could generate savings for the County of Riverside and our Contract Partner Cities.

As a part of this Board action the County Executive Office will also continue with a study to evaluate several new models for the Riverside County Fire Department and determine the associated costs. This study will be returned to the Board with the first quarter budget report.

COUNTY OF RIVERSIDE

STATE OF CALIFORNIA



RIVERSIDE COUNTY CAL FIRE ADMINISTRATIVE RATE STUDY

July 27, 2010

Presented by

Bill Luna
County Executive Officer

TABLE OF CONTENTS

	PAGE
INTRODUCTION	1
EXECUTIVE SUMMARY	1
BACKGROUND	2
METHODOLOGY	3
FINDINGS	4
RECOMMENDATIONS	8
CONCLUSIONS	9
APPENDICES:	
A-INDIRECT COST RATE PROPOSAL	11
B-LOCAL AGENCY CONTRACTS	14
C-STAFFING – 99200 UNIT	21
D-AUDIT RESPONSE LETTER	30

INTRODUCTION

The Riverside County Fire Department is currently facing a budget shortfall of approximately \$4.8 million on top of a mandated budget cut of 5% or \$2.1 million. This shortfall will result in closing fire stations if it is not resolved. As a part of our ongoing efforts to find cost savings we have done a study of the CAL FIRE Administrative Rate. Based on our review of this rate we make the following findings:

1. The Riverside County contract produces approximately 45% of the annual contract revenue for Cal Fire. This is based on data provided for FY 2008/09.
2. There are 483 positions used to calculate the CAL FIRE indirect cost. Of those positions, 4 are assigned to the CAL FIRE Riverside Unit or 0.83% of total positions.
3. There are approximately 118 vacant positions in the indirect cost calculation. Transferring 10-12 of these vacant positions to Riverside and filling them with current contract positions could result in a savings to Riverside County of approximately \$1.5-\$2 million annually.
4. The Administrative Rate is charged against unplanned overtime. If this charge were eliminated it could save Riverside County upwards of \$800,000 annually.
5. A portion of the Administrative Rate is derived by including the California Department of Finance "State Pro Rata" charge. We were astounded to be advised that much of the documentation used to calculate this rate is deemed "proprietary" by the Department of Finance and cannot be shared. Under these conditions we were unable to complete a thorough analysis of the Pro Rata calculation.
6. There is no detailed procedure manual for justification of elements and positions included in the Administrative Rate calculation.

These findings will be discussed in detail in the body of this study.

EXECUTIVE SUMMARY

As a part of the FY 2010/2011 Board of Supervisors budget workshops and the budget cut impact study sessions the Board determined that it would like a review of the costs associated with the Riverside County contract for fire protection with the California Department of Forestry & Fire Protection (CAL FIRE). The Board expressed particular interest in the operational overhead costs recovered by CAL FIRE through its Administrative Rate (Admin Rate). The Admin Rate is charged as a percentage of the total contract cost for State supplied personnel services and supplies. The Board's concern with the Admin Rate was the result of information received from CAL FIRE indicating that the rate would increase from 11% for FY 2009/10 to 11.06% in FY 2010/11. As a beginning to this process the Board requested that Supervisor John Benoit and Chairman Marion Ashley meet with CAL FIRE representatives to review this issue.

This report will discuss an overview of the Admin Rate calculation process and provide conclusions and recommendations stemming from the rate analysis.

BACKGROUND

The CAL FIRE website provides the following information about local government cooperative fire protection agreements:

About Us

Since the 1940s, local government entities such as cities, counties and districts have contracted with CAL FIRE to provide many forms of emergency services for their communities. CAL FIRE provides full-service fire protection to many of the citizens of California through the administration of 146 cooperative fire protection agreements in 35 of the State's 58 counties, 25 cities, 31 fire districts and 34 other special districts and service areas. As a full-service fire department CAL FIRE responds to wild land fires, structure fires, floods, hazardous material spills, swift water rescues, civil disturbances, earthquakes, and medical emergencies of all kinds. Local governments are able to utilize this diversity and experience through their contracts and agreements with the Department.

Agreements

CAL FIRE Partnership Agreements provide for an integrated, cooperative, and regional fire protection system.

Public Resources Code §4142 allows the Department (CAL FIRE) to set rates for cooperative agreements as follows:

4142. (a) The department may, with the approval of the Department of General Services, enter into a cooperative agreement upon the terms and under the conditions as it deems wise, for the purpose of preventing and suppressing forest fires or other fires in any lands within any county, city, or district which makes an appropriation for that purpose.

A separate CAL FIRE informational sheet (June 2010) explaining the Admin Rate provides the following goals:

The current CAL FIRE Administrative Charge, components and methodologies were developed at the statewide level using adopted federal standards, periodically reviewed by the Local Government Advisory Committee (LGAC) and approved at the CAL FIRE Executive level, with the following goals in mind:

1. Consistency
2. Standardization
3. Transparency
4. Communicated

Combining this philosophy with the information developed as part of this study, Riverside County believes CAL FIRE has the ability to adjust the Admin Rate commensurate with the economic situation and to make adjustments based on specific recommendations contained in this report.

Riverside County contracts with the California Department of Forestry and Fire Protection (CAL FIRE) for fire-protection services. This relationship dates back to 1921, when CAL FIRE (then CDF) began contracting to enhance the service level necessary to deal with wildland fire protection. The Riverside County Fire Department/CAL FIRE contract, as we know it today, began in 1946. Under the current contract arrangement with CAL FIRE, the Riverside County Fire Department provides fire protection for all the unincorporated areas of the county along with one community services district and 18 cities that contract for service via the County. Within this arrangement the County Fire Department bills its contract partner cities for their portion of service costs and Admin Rate and passes these amounts back to CAL FIRE. Currently the County pays approximately 47% of the total CAL FIRE contract costs and the partner Cities pay the remaining portion of approximately 53%.

While this arrangement continues to provide an effective and efficient fire department, the Board of Supervisors voted to review and evaluate the contract costs in light of our current difficult economic situation. The Board was particularly concerned with an increase to the CAL FIRE Admin Rate. One Board member commented how it had increased about \$2 million in the last few years.

As a result of the Board direction, Supervisor Benoit, Supervisor Ashley, County Executive Officer Bill Luna and Executive Office staff met on April 27, 2010 with CAL FIRE Director Del Walters, CAL FIRE Southern Region Chief Mikel Martin, CAL FIRE Assistant Region Chief Dale Hutchinson, CAL FIRE and Riverside County Fire Chief John Hawkins and CAL FIRE executive staff members. The meeting provided a very open and frank discussion about the difficult economic issues facing both the State and Riverside County along with the responsibility of CAL FIRE to meet the state mandates for full cost recovery. At the end of this meeting it was decided that the first step in the process of finding ways to save on administrative overhead costs would be a deconstruction on the current CAL FIRE Administrative Rate in order to analyze rate components and methodologies. This assignment was given to the Executive Office to analyze.

METHODOLOGY

The first step in this process was assembling a core working group responsible for gathering and developing data to produce the Admin Rate analysis. This group consisted of CAL FIRE Deputy Director Janet Barentson and a representative from the County Executive Office. At the request of CAL FIRE Region Chief Mikel Martin two representatives from the CAL FIRE Riverside Unit (RRU) were added. The RRU representation included one CAL FIRE Deputy Chief and one CAL FIRE Administrative

Service Officer II. During this study they were directed to review and deconstruct the CAL FIRE Admin Rate. The group first had meetings to review the general application of the rate at the local level and review the impact of the rate on the Riverside County fire service protection contract. Subsequent to this the group met with Janet Barentson, CAL FIRE Deputy Director of Management Services. For this meeting Ms. Barentson traveled from Sacramento to Riverside and spent a full day with the group and provided extensive information and data on the Admin Rate construction and calculation. After review of the initial data the group traveled to Sacramento and spent a full day at the CAL FIRE headquarters and met with Deputy Director Barentson, Budget Officer Melissa Gamer and members of the budget staff. The second meeting expanded on the initial data gathered and provided more detailed information on the rate elements. The focus for this session was to gather more detailed information on the programs and personnel included in the rate calculations.

FINDINGS

ADMINISTRATIVE RATE CONSTRUCTION AND BASIC ELEMENTS

The calculations used by CAL FIRE to produce the annual Admin Rate are based on standards and calculations established by the United States Office of Management and Budget (OMB), which are found in OMB Circular A-87 "Cost Principles for State, Local and Indian Tribal Governments". Circular A-87 was designed to provide a methodology and guidelines for agencies to calculate administrative overhead that can be claimed in grant applications. Circular A-87 has long been used as a guide for agencies to develop recovery rates both for internal and external overhead direct and indirect costs distribution. The internal recovery process used in Riverside County and most other counties is the County-wide Cost Allocation Plan (COWCAP) which evolved from Circular A-87.

The estimated Admin Rate for FY 2010/11 is 11.06%. This is composed of two parts. The first part is the CAL FIRE indirect cost recovery rate of 7.43% and second part is the State Wide Pro Rata recovery rate of 3.63%. During our initial meetings CAL FIRE staff said they would try to get detailed information from the California State Department of Finance (DOF) outlining the Pro Rata cost calculation. We will discuss the Pro Rata rate later in this report.

In its most basic form the Admin Rate is calculated by dividing the CAL FIRE direct costs into the indirect costs to produce the rate calculated as a percentage relationship. Costs used in this calculation are the actual expenses for FY 2008/09. For the FY 2010/11 rate calculation the indirect costs are \$86,056,786 divided by the direct cost of \$777,865,176 producing an estimated rate of 11.06%. It should be noted at this point that there are ongoing negotiations related to the state budget and salary and benefit packages for state employees that may result in changes in the final rate for FY 2010/11.

The components for the direct cost calculation include salary, benefits, operating expenses and equipment for three budget divisions within CAL FIRE. These units are State Fire Marshal, Fire Protection and Resource Management. The indirect cost component includes administrative units within the department using the same basic budget elements as described above. The units included are Region and Unit Administration, Headquarters Program Administration, Business Services, Human Resources, Training, Legal, Law Enforcement and Code Development and Fleet Management. For budgeting purposes all of the personnel assigned to these administrative units are assigned to budget unit 99200. A summary of the costs associated with each element of this calculation can be seen in Appendix "A".

During our discussions with CAL FIRE particularly at the April 27, 2010 meeting with the Supervisors, Riverside County was asked if the County of Riverside had a standard recovery rate for administrative costs. This was based on bills received by CAL FIRE with a 17% overhead charge for emergency use of Riverside County fire equipment. We responded that there was no standard rate and each County department calculates overhead recovery as a part of their contract process. Further examination determined that the addition of an administrative charge to emergency invoices in question for activities conducted by Riverside County fire equipment were added by the California Emergency Management Agency.

As a part of our meeting with staff we were informed that a recent audit report titled "Executive and Administrative Services Included in CAL FIRE Indirect Cost Rate PCA 99200" was produced by the CAL FIRE Office of Program Accountability (OPA) and was dated January 4, 2010. A copy of this report was provided to us and will be referenced later in this study.

Overall we find that the basic concept and methodology used by CAL FIRE for calculating its annual Admin Rate is sound and is similar to methodologies used by other state and local agencies. Because of accounting delays and consistent with OMB Circular A-87, the final CAL FIRE Admin Rate is based on the previous year direct and indirect costs. There are, however, areas within this rate package with which we disagree and will be outlined in the following observations, followed by our recommendations.

OBSERVATIONS

Based on information received from CAL FIRE staff we have found that the total estimated contract revenue for CAL FIRE (total Schedule A contracts and Amador contracts) in FY 2008/09 was \$340,810,886 and the Riverside County estimated portion of this revenue was \$154,462,165. The Admin Rate for FY 2008/09 was 9.68% producing estimated rate revenue of \$32,990,493 with the Riverside County estimated portion at \$14,951,937. Using common percentage calculations we find that the Riverside County contract produces 45.32% of the CAL FIRE contract revenue. This ratio may vary slightly from year to year based on any increases or decreases in actual billed contract services however it is easy to recognize that the Riverside contract provides the

lions' share of CAL FIRE revenue related to local government fire protection contracts. A summary of contract revenue can be found in Appendix "B".

The calculation of the indirect cost portion of the rate is based on all positions included in the 99200 budget unit. There are currently 483 positions included in the 99200 unit; of those included, all positions with the exception of 14, are calculated at 1 Full Time Equivalent (FTE). The 14 positions noted represent 7.4 FTEs. There are a total 476.4 FTEs included in the rate calculation. Upon further analysis we find that the total number of positions in the 99200 budget unit assigned to the RRU is 4 permanent and 2 temporary help positions. The total of personnel assigned to the RRU represents 0.83% of the total administrative support positions. This list of positions can be found in Appendix "C".

The June 2010 CAL FIRE information sheet explaining the specifics of the Admin Rate provides the following support for reallocation of vacant support positions:

Department indirect (overhead) costs are those support costs which benefit more than one cost objective/organizational unit. These costs are accumulated and allocated periodically to the cost objective/organizational units which benefit from the support activity/function. Departmental indirect costs include:

- a. Personal services costs of unit, bureau, division, and department administrative, supervisory, and executive staff.
- b. Personal services costs of support units, including clerical support, housekeeping, etc.

Initially we requested from Sacramento a list of vacant positions in the 99200 unit which we did not receive. We then requested from RRU the vacant position report which was provided by Perris staff. The report showed that there are currently 118 vacant positions in this 99200 budget unit. Based on this information, we must pose the following questions:

- If the support positions are critical to performing administrative or support type work, why are they vacant?
- With vacant positions, why has the Admin Rate increased and continues to increase?
- What is happening with the money saved with the vacancies particularly the Admin Rate paid by Riverside County?

In our discussions we found that there are no specific policies or procedures in writing which would provide documentation and guidelines for including or removing positions from the indirect cost calculation. There also needs to be a justification for the amount included, by position, based on the amount of support each position provides to contract agencies. It seems unlikely that all positions included at 1 FTE are fully dedicated to contract operations and each likely provides general support to the entire department. This relates back to both OMB Circular A-87 and State statutes that at one point or

another stipulate and we paraphrase "indirect cost should be calculated using a fair share of support costs". A similar observation was made in the recent OPA audit report. Analysis also indicates that over the years, the composition of the 99200 unit has not changed much with the addition and deletion of contracts or any change in the State budget. By example, in the late 1990s the County of San Bernardino transitioned from a CAL FIRE contract to the San Bernardino County Fire Department. It would be interesting to see documentation that would show the changes in the indirect cost component with the loss of a substantial contract. It would also be interesting to see if any CAL FIRE support positions have been deleted as a result of recent (last 2 or 3 years) State budget cuts.

Due to the unique nature of scheduling within CAL FIRE and RRU it is challenging to account for overtime worked. The nature of any fire department is a 24/7 operation and not a traditional 8-5 work week. To accommodate the scheduling overtime is broken into two classifications, planned and unplanned. The planned overtime is included in the basic service cost calculation in order to comply with FLSA regulations and negotiated bargaining unit contracts. The unplanned overtime is just that "not planned" and unanticipated and is billed directly to each local unit. Based on our analysis, we cannot understand why the entire Admin Rate is assessed against unplanned overtime and, if any charge is assessed, why the Admin Rate isn't adjusted downward because true indirect charges have been paid for the employee as part of base salary and fringe benefits. We realize the State Controller processes unplanned overtime requests and issues the payment warrants. We also understand that the State Controller distributes pay warrants through CAL FIRE Sacramento Headquarters but we see most of the work done at the CAL FIRE Perris Headquarters. With that, we question assessing the full Admin Rate against unplanned overtime. The unplanned overtime is paid as a part of the normal payroll process with no additional burden on support staff. For the Riverside contract, the Admin Rate cost on unplanned overtime is approximately \$800,000. This is not the first time Riverside County has questioned the assessment of the Admin Rate against unplanned overtime. During March 2009, a clarification letter was sent to CAL FIRE Sacramento requesting explanation of this subject.

As mentioned earlier in this study, CAL FIRE agreed to try and obtain detail from the DOF on the calculation of the Pro Rata portion of the rate. The information received by CAL FIRE provided a brief overview of the basic methodology and the functions included and the amounts allocated by function. There was also a list of how the costs are distributed to the various CAL FIRE funds. There is no detail on the elements of each function other than to show the function workload expressed as either positions, hours, dollars or warrants. As a part of the information transmission from DOF to CAL FIRE the statement is made that "much of our documentation is proprietary and as such cannot be shared". It is difficult to understand how the documentation used by a public agency, other than individual personal records, to calculate a public rate can be considered proprietary. The lack of detail does not allow us to do a critical evaluation of the rate components.

Finally, we observe that governments at all levels are facing economic challenges unlike any that have been seen in our lifetime. This produces many challenges to find solutions to having balanced budgets for everyone involved. At the County level we have severely cut our budget during the past few years and anticipate similar reductions for at least one more year in the future. Along with these budget cuts we are moving forward with unprecedented employee layoffs. These layoffs will directly impact the lives of many county workers but also negatively impact the county economy as a whole. We find it difficult to understand, given the current economy, if in fact the State is truly making every effort to reduce operating costs, why then do the administrative rates continue to increase? It would seem this is the worst possible time for escalating overhead costs.

As was expressed at the April 27, 2010 meeting, we are faced with possibly closing fire stations and reducing fire protection services. We must maximize our use of available revenues and minimize costs. As such, the County is interested in ensuring any Admin Rate paid serves the fire contract under which it was assessed, is transparent as to value and is justified as a truly indirect type costs.

RECOMMENDATIONS

1. VACANT POSITIONS 99200 BUDGET UNIT: It is recommended that CAL FIRE transfer vacant positions in the 99200 budget unit to RRU providing Riverside County with a more equitable share of the indirect support. The Riverside County contract produces roughly 45% of the annual CAL FIRE Admin Rate revenue but only receives 0.83% of indirect support. We do not presume to ask that the RRU 99200 staff represent 45% of the total, a more equitable balance seems to be reasonable and will have a positive impact on the county costs. Staff estimates that if 10 or 12 vacant positions were transferred to the RRU 99200 roster we could then move an equal number of administrative positions out of the County contract and save the County an estimated \$1-\$2 million dollars in direct costs (equivalent to 1.5 to 2 fire station value). County staff would be eager to work with CAL FIRE staff from Sacramento and RRU to identify possible positions. It seems reasonable to examine this request. It is also odd that positions located at the CAL FIRE Perris HQ and funded by Riverside County, do support work and are still assessed the Admin Rate against those positions.

2. CAL FIRE ADMIN RATE POLICY AND PROCEDURE MANUAL: It is recommended that CAL FIRE develop a more detailed manual that can provide guidelines and documentation for all elements of the Admin Rate. This should include a good and transparent audit trail to follow the cost development. By example we have shared with CAL FIRE staff the rate documentation prepared by the Riverside County Sheriff's Department to establish direct and indirect costs each year. This document is very detailed and provides an audit process that is outstanding among its peers. This is a public document and as such we are sure we can obtain a copy from the Sheriff to share with CAL FIRE. We have previously noted that there was a recent audit performed by the CAL FIRE OPA on the Admin Rate and in the audit there were several findings that paralleled observations in this study. In the interest of brevity we have not included the entire audit report. However in Appendix "D" there is a copy of the CAL FIRE response

letter from Janet Barentson, Deputy Director of Management Services to Anthony Favro, Chief of Program Accountability for CAL FIRE. This letter lists the audit recommendations and the response to each. In this letter we note there is general agreement with the audit findings and we suggest attention be given to recommendations 4, 5 & 6. If desired a full copy of this report can be provided.

3. ADMIN RATE OUTSIDE AUDIT: It is recommended that CAL FIRE periodically have an outside auditor review the Admin Rate. We have the utmost respect for the CAL FIRE internal auditors and believe their audit was sound. We also have internal auditors in the County, however, the annual County Comprehensive Annual Financial Report is prepared by an outside firm as well as several grants and other programs. We believe this is a sound practice.

4. DISCONTINUE ADMIN RATE ASSESSMENT AGAINST UNPLANNED OVERTIME: It is recommended that CAL FIRE discontinue charging the Admin Rate against unplanned overtime. No nexus exists to support the need for additional support positions to process unplanned overtime.

5. PRO RATA CHARGE APPLICATION: It is recommended that the Board of Supervisors review the issue of the Pro Rata rate with our local legislative representatives or work through the California State Association of Counties (CSAC) to request that the State Auditor review the Pro Rata calculation and the appropriate level that should be passed on to local contract agencies. This question has been raised by other agencies and bears examination.

6. FINAL REPORT AND CAL FIRE RESPONSE: Finally, it is recommended that the Board of Supervisors direct the Executive Officer to forward this report to CAL FIRE and request a formal response.

CONCLUSION

We believe that this study has produced a number of valid observations and recommendations that can assist CAL FIRE in producing an Administrative Rate that will meet the mandate for **full cost recovery**, be **transparent**, be **justified** as supporting a local fire contract and at the same time provide a rate which recovers a fair and equitable share of the administrative overhead from the contracting agencies.

Staff will continue to work with CAL FIRE staff on this rate and other general contract cost issues. Riverside County participates in the CAL FIRE Local Agency Advisory Committee and will share this information with other members and continue to work via this group to resolve any issues as they may arise.

It should be restated that the Board of Supervisors believes the service received from CAL FIRE provides our citizens with a County Fire Department that is second to none. We thank CAL FIRE Director Walters and his staff for their cooperation in the preparation of this study. Their knowledge and expertise was invaluable.

APPENDICES

- A INDIRECT COST RATE PROPOSAL**
- B LOCAL AGENCY CONTRACTS**
- C STAFFING - 99200 UNIT**
- D AUDIT RESPONSE LETTER**

APPENDIX A

A. INDIRECT COST RATE PROPOSAL

CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION
 2010-11 Indirect Cost Rate Proposal for Reimbursements (Schedule A)
 For Fiscal Year Ending June 30, 2011

Programs	Total Costs	Unallowable Costs (1)	Direct Program Costs	Indirect Costs
10 Fire Marshal:				
Personal Services	\$6,118,963		\$6,118,963	\$0
Operating Expenses	6,096,508	(387,141)	6,483,649	0
Equipment	74,567	(74,567)	0	0
Subtotal	\$12,290,038	\$312,574	\$12,602,612	\$0
Equipment Use Factor	185,902		185,902	0
Total FM	\$12,475,940	\$312,574	\$12,788,514	\$0
11 Fire Protection:				
Personal Services	557,623,368		\$557,623,368	\$0
Operating Expenses	157,242,546	(575,488)	156,667,058	0
Equipment	20,824,505	(20,824,505)	0	0
Subtotal	\$735,690,419	(\$21,399,993)	\$714,290,425	\$0
Equipment Use Factor	11,128,236		11,128,236	0
Total FP	746,818,654	(21,399,993)	725,418,661	0
12 Resource Management:				
Personal Services	\$29,078,739		\$29,078,739	\$0
Operating Expenses	\$18,814,519	(8,961,813)	9,852,706	0
Equipment	\$139,580	(139,580)	0	0
Subtotal	\$48,032,838	(\$9,101,393)	\$38,931,445	\$0
Equipment Use Factor	726,557		726,557	0
Total RM	48,759,395	(9,101,393)	39,658,002	0
Department Administrative Units:				
Personal Services	\$43,693,897		\$0	\$43,693,897
Operating Expenses	13,294,714	0	0	13,294,714
Equipment	816,827	(816,827)	0	0
Subtotal	\$57,805,438	(\$816,827)	\$0	\$56,988,611
Equipment Use Factor	805,827		0	805,827
PRO RATA Allocation (5 Year Avg)	37,030,356	(37,030,356)	0	37,030,356
Total Admin.	95,641,620	(816,827)	0	94,824,794
GRAND TOTAL	\$903,695,610	(\$31,005,639)	\$777,865,176	\$94,824,794
Roll Forward				
	Admin	7.43%		(8,768,008)
	Pro Rata	3.63%		\$86,056,786
Revised Indirect Costs				\$86,056,786
Rate Calculation:	Indirect Costs	=	\$86,056,786	=
	Direct Program Costs	=	\$777,865,176	=
				11.06%

(1) Equipment, SWCAP, Pro Rata & Local Assistance Costs & equipment expenditures

CALIFORNIA DEPARTMENT OF FORESTRY AND FIRE PROTECTION
 2010-11 Indirect Cost Rate Proposal for Reimbursements (Schedule A)
 For Fiscal Year Ending June 30, 2011

Admin Rate Share Calculation

	Total Costs	Unallowable Costs	Direct Program Costs	Indirect Costs
Department Administrative Units:				
Personal Services	\$43,693,897	\$0	\$0	\$43,693,897
Operating Expenses	\$13,294,714	\$0	\$0	\$13,294,714
Equipment	\$816,827	\$816,827	\$0	\$0
Subtotal	\$57,805,438	\$816,827	\$0	\$56,988,611
Equipment Use Factor	\$805,827	\$0	\$0	\$805,827
Total Admin.				\$57,794,438
Total Direct Program Costs				\$777,865,176
Admin Rate Calculation:				
	Indirect Costs	=	\$57,794,438	7.43%
	-----	=	-----	
	Direct Program Costs		\$777,865,176	

Pro Rata Share Calculation

	Total Costs	Unallowable Costs	Direct Program Costs	Indirect Costs
Department Administrative Units:				
Pro Rata Allocation (5 Year Avg)	\$37,030,356		\$0	\$37,030,356
Less Roll-Forward Amount	-\$8,768,008			(\$8,768,008)
Subtotal				\$28,262,348
Total Direct Program Costs				\$777,865,176
Pro Rata Rate Calculation:				
	Pro Rata Allocation	=	\$28,262,348	3.63%
	-----	=	-----	
	Direct Program Costs		\$777,865,176	

APPENDIX B

B. LOCAL AGENCY CONTRACTS

LOCAL GOVERNMENT CONTRACTS FY 08/09
(4142 -SCH. A)

UNIT

Unit	FY	PCA	Contract Name	Contract Amt
Mendocino				
	2008	-17100	Mendocino County	\$ 380,943
	2008	-17161	Ukiah Valley FD	\$ 45,745
Humboldt-Del Norte				
	2008	-17240	Arcata FPD	\$ 80,270
	2008	-19001	City of Trinidad	\$ 5,653
	2008	-19002	City of Arcata	\$ 11,305
Sonoma-Lake-Napa				
	2008	-17300	County of Napa	\$ 5,218,781
	2008	-17320	County of Napa	\$ 688,568
	2008	-17330	County of Napa	\$ 1,515,102
	2008	-17400	County of Sonoma, CSA#40	\$ 693,997
	2008	-17405	County of Sonoma CSA#40	\$ 102,492
	2008	-17420	Cloverdale FPD	\$ 130,392
	2008	-17450	County of Sonoma, CSA#40	\$ 102,492
	2008	-17500	South Lake County FPD	\$ 2,009,049
Santa Clara				
	2008	-17600	South Santa Clara County FD	\$ 3,900,186
	2008	-17610	Alameda County FD	\$ 1,358,990
	2008	-17670	East Contra Costa FPD	\$ 269,857
	2008	-17690	Santa Clara Valley Water District	\$ 117,169
San Mateo-Santa Cruz				
	2008	-17700	County of Santa Cruz	\$ 830,569
	2008	-17710	San Mateo County	\$ 5,725,566
	2008	-17720	County of Santa Cruz	\$ 2,245,957
	2008	-17730	San Mateo County	\$ 1,448,968
	2008	-17740	Pajaro Valley FPD	\$ 1,587,696
	2008	-17750	Coastside FPD	\$ 6,177,289
Butte				
	2008	-27100	Butte County	\$ 12,933,174
	2008	-27120	City of Gridley	\$ 731,096
	2008	-27140	City of Biggs	\$ 139,000
	2008	-27160	City of Oroville	\$ 219,683
Lassen-Modoc				
	2008	-27800	Firenet Lassen	\$ 92,253
Nevada-Yuba-Placer				
	2008	-27200	Nevada County	\$ 88,290
	2008	-27209	Sierra Nevada Memorial	\$ 183,938
	2008	-27211	Higgins Area FPD	\$ 172,678
	2008	-27300	Placer County	\$ 7,188,213
	2008	-27343	City of Marysville	\$ 1,313,188
	2008	27344-1	Truckee FPD	\$ 100,555

**LOCAL GOVERNMENT CONTRACTS FY 08/09
(4142 -SCH. A)**

	2008	27344-2	City of Auburn	\$	67,800
	2008	27344-3	Nevada County Fire Agency	\$	332,594
	2008	27344-4	Yuba County OES	\$	43,103
	2008	27344-5	Northstar FD	\$	14,779
	2008	-27345	Sierra-Sac Valley EMS	\$	25,000
	2008	-27352	Loma Rica/Browns Valley CSD	\$	111,579
	2008	-27353	Squaw Valley FP	\$	18,023
	2008	27353-1	North Tahoe FPD	\$	44,125
	2008	-27370	County of Yuba (Planner)	\$	143,243
	2008	-29001	City of Auburn	\$	18,105
	2008	-29002	Town of Truckee	\$	222,827
	2008	-29005	City of Rocklin	\$	26,698
Shasta-Trinity					
	2008	-27400	Shasta County	\$	2,239,932
	2008	-27420	Shasta College	\$	103,395
Tehama-Glenn					
	2008	-27600	Tehama County	\$	2,282,761
	2008	-27620	Hamilton City FPD	\$	8,329
	2008	-27630	City of Red Bluff	\$	74,973
Siskiyou					
	2008	-27501	Siskiyou County General Fire	\$	292,380
	2008	-27503	City of Weed	\$	134,000
	2008	-27505	Siskiyou County, McCloud ZIB	\$	31,933
Amador-El Dorado					
	2008	-27700	Amador FPD	\$	495,314
	2008	-27750	Cameron Park CSD	\$	2,029,442
	2008	-27753	Cameron Park CSD	\$	850,499
	2008	-27760	El Dorado County EmerServicesAut	\$	832,152
	2008	-27763	CALSTAR	\$	95,483
Riverside					
	2008	-37100	County of Riverside	\$	70,557,574
	2008	-37101	County of Riverside	\$	1,009,892
	2008	-37102	County of Riverside	\$	4,776,512
	2008	-37103	County of Riverside	\$	1,773,433
	2008	-37104	County of Riverside	\$	11,766,732
	2008	-37105	County of Riverside	\$	1,945,606
	2008	-37106	County of Riverside	\$	1,645,033
	2008	-37107	County of Riverside	\$	3,277,144
	2008	-37108	County of Riverside	\$	3,898,017
	2008	-37109	County of Riverside	\$	2,757,529
	2008	-37110	County of Riverside	\$	9,007,936
	2008	-37111	County of Riverside	\$	2,155,712
	2008	-37112	County of Riverside	\$	584,632

**LOCAL GOVERNMENT CONTRACTS FY 08/09
(4142 -SCH. A)**

	2008	-37113	County of Riverside	\$ 787,550
	2008	-37115	County of Riverside	\$ 858,388
	2008	-37116	County of Riverside	\$ 7,287,426
	2008	-37117	County of Riverside	\$ 2,193,169
	2008	-37118	County of Riverside	\$ 121,902
	2008	-37119	County of Riverside	\$ 11,713,536
	2008	-37120	County of Riverside	\$ 2,907,836
	2008	-37121	County of Riverside	\$ 1,716,875
	2008	-37122	County of Riverside	\$ 1,288,185
	2008	-37123	County of Riverside	\$ 2,719,963
	2008	-37125	County of Riverside	\$ 1,186,966
	2008	-37126	County of Riverside	\$ 1,962,221
	2008	-37127	County of Riverside	\$ 1,257,620
	2008	-37128	County of Riverside	\$ 2,515,797
	2008	-37130	Metropolitan Water District	\$ 665,000
	2008	-39006	City of Murietta	\$ 76,858
	2008	-39008	City of Anaheim	\$ 47,121
San Diego				
	2008	-37401	Yuima MWD	\$ 196,487
	2008	-37500	Valley Center FPD	\$ 1,733,945
	2008	-37501	Ramona MWD	\$ 5,145,671
	2008	-37502	Rincon Reservation	\$ 20,250
	2008	-37510	Pala Band of Mission Indians	\$ 27,291
	2008	-37520	San Pasqual Band of Mission Indians	\$ 11,509
	2008	-37540	Campo Band of Mission Indians	\$ 17,146
	2008	-37545	Pauma Reservation Fire Department	\$ 2,742
	2008	-37550	Deer Springs FPD	\$ 3,718,918
	2008	-37552	San Diego Rural FPD	\$ 22,120,200
	2008	-37560	County of San Dieg	\$ 14,969,701
	2008	-37570	Sycuan FPD	\$ 13,128
	2008	-37590	Pine Valley FD	\$ 762,239
	2008	-37800	Reservation FPD	\$ 11,219
San Luis Obispo				
	2008	-37600	San Luis Obispo County	\$ 12,768,802
	2008	-37705	City of Pismo Beach	\$ 1,455,812
	2008	-37721	Cayucos FPD	\$ 154,779
San Bernardino				
	2008	-37260	City of Highland	\$ 1,057,313
	2008	-37261	City of Highland	\$ 1,392,463
	2008	-37262	Arrowbear Park County Water Distri	\$ 3,044
	2008	-37270	City of Yucaipa	\$ 1,122,078
	2008	-37271	City of Yucaipa	\$ 2,464,596

**LOCAL GOVERNMENT CONTRACTS FY 08/09
(4142 -SCH. A)**

	2008	-37280	Crest Forest FPD	\$	44,372
	2008	-37281	Morongo Valley CSD	\$	6,420
	2008	-39001	City of Loma Linda	\$	36,250
	2008	-39002	City of Redlands	\$	87,666
	2008	-39005	Chino Valley Independent FD	\$	246,564
	2008	-39009	City of Chino	\$	20,217
Tulare					
	2008	-48100	Tulare County	\$	199,451
Madera-Mariposa-Merced					
	2008	-47900	County of Madera	\$	3,817,022
	2008	-47920	City of Madera	\$	2,532,143
	2008	-48000	County of Mariposa	\$	147,929
	2008	-48110	Merced County	\$	9,826,149
	2008	-48120	City of Atwater/Atwater FPD	\$	1,496,148
Fresno-Kings					
	2008	-47501	Fresno County	\$	705,982
	2008	-47703	County of Fresno CSA	\$	8,740
	2008	-47704	Fresno County FPD	\$	13,854,894
Tuolumne-Calaveras					
	2008	-47200	Calaveras County	\$	186,467
	2008	-48200	Tuolumne County	\$	2,203,222
San Benito-Monterey					
	2008	-48320	South Monterey County FPD	\$	91,392
	2008	-48400	County of San Benito	\$	866,740
	2008	-48500	Pebble Beach CSD	\$	4,162,755
	2008	-48600	Cypress FPD	\$	3,213,154
	2008	-48700	Aromas Tri-County FPD	\$	1,090,415
	2008	-48800	Cachagua FPD	\$	1,974
	2008	-48900	Carmel Highlands FPD	\$	1,607,773
			Total	\$	338,432,907

LOCAL GOVERNMENT AGREEMENTS FY 08/09 "AMADOR" PRC 4144

<i>FY 2008-09 Amador Agreements</i>			
UNIT	CONTRACT NAME	TYPE	CONTRACT AMOUNT
Amador-El Dorado			
	El Dorado County Emer Services Authori	Dispatch	7,286
	Amador FPD	Fire Protection	82,264
	Cameron Park CSD	Fire Protection	24,625
Butte			
	Butte County	Fire Protection	125,653
Fresno-Kings			
	Fresno County FPD	Fire Protection	16,452
	County of Fresno	Fire Protection	229,018
Humboldt-Del Norte			
	County of Humboldt	Fire Protection	207,484
	Humboldt County Dispatch Cooperative	Dispatch	26,299
	County of Humboldt	Fire Protection	19,750
Madera-Mariposa-Merced			
	County of Madera	Fire Protection	72,235
Mendocino			
	Ukiah Valley FD	Fire Protection	2,205
Nevada-Yuba-Placer			
	Higgins Area FPD	Fire Protection	30,483
	Placer County	Fire Protection	131,567
	Loma Rica/Browns Valley CSD	Fire Protection	38,302
San Bernardino			
	City of Highland	Fire Protection	137,837
San Diego			
	Valley Center FPD	Fire Protection	14,541
	Yuima MWD	Fire Protection	13,972
	County of San Diego	Fire Protection	181,179
	Deer Springs FPD	Fire Protection	14,541
San Luis Obispo			
	San Luis Obispo County	Fire Protection	131,794
	Cayucos FPD	Fire Protection	13,938
	City of Pismo Beach	Fire Protection	9,384
San Mateo-Santa Cruz			
	County of Santa Cruz	Fire Protection	52,800
	San Mateo County	Fire Protection	4,882
Santa Clara			
	Santa Clara County	Fire Protection	31,360
	South Santa Clara County FD	Fire Protection	25,823
	East Contra Costa FPD	Fire Protection	50,523
Shasta-Trinity			
	Shasta College	Fire Protection	27,706
	Shasta County	Fire Protection	210,437

LOCAL GOVERNMENT AGREEMENTS FY 08/09 "AMADOR" PRC 4144

	Trinity County	Fire Protection	10,891
Siskiyou			
	Siskiyou County, McCloud ZIB	Fire Protection	8,755
	Siskiyou County General Fire	Fire Protection	15,538
Sonoma-Lake-Napa			
	South Lake County FPD	Fire Protection	59,882
	County of Sonoma, CSA#40	Fire Protection	14,623
	Cloverdale FPD	Fire Protection	9,332
	County of Sonoma CSA #40	Fire Protection	19,419
	County of Sonoma, CSA#40	Fire Protection	6,042
	County of Napa	Fire Protection	175,908
Tehama-Glenn			
	Tehama County	Fire Protection	11,699
Tulare			
	Tulare County	Fire Protection	17,288
Tuolumne-Calaveras			
	Tuolumne County	Fire Protection	94,262
TOTAL			2,377,979

APPENDIX C

C. STAFFING - 99200 UNIT

INDIRECT 09200 STAFF

Total P.S.

REXP_CX Staff Benefits

APPRS

CLS TITLE

CLASS SERIAL

RU BE AGENCY

LOCATION

DIV INDEX

AD 9010

DIV INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	APPRS	REXP_CX	Staff Benefits
AD 9010	Board of Forestry	99200	3540	541	001	1728	001	Executive Asst	1.0 20.01	708-G-0001	\$48,819	\$21,671
AD 9010	Board of Forestry	99200	3540	541	001	3485	001	Exec Officer	1.0 20.01	708-G-0001	\$68,844	\$43,877
AD 9010	Board of Forestry	99200	3540	541	001	5157	001	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$51,596	\$22,903
AD 9020	Foresters Licensing	99200	3540	541	002	1238	001	Exec Officer-Foresters Lic	0.4 20.01	708-G-0001	\$47,426	\$21,052
EX 9000	Office of the Director	99200	3540	541	003	1358	001	Dep Director	1.0 20.01	708-G-0001	\$103,608	\$45,992
EX 9000	Office of the Director	99200	3540	541	003	1728	004	Executive Asst	1.0 20.01	708-G-0001	\$43,327	\$19,233
EX 9000	Office of the Director	99200	3540	542	003	4850	001	Director	1.0 20.01	708-G-0001	\$183,060	\$81,260
EX 9000	Office of the Director	99200	3540	542	003	4851	001	Chief Deputy Director	1.0 20.01	708-G-0001	\$126,588	\$56,192
EX 9000	Office of the Director	99200	3540	542	003	4851	001	Chief Deputy Director	1.0 20.01	708-G-0001	\$52,800	\$23,438
EX 9000	Office of the Director	99200	3540	541	003	5358	001	Adm Asst II	1.0 20.01	708-G-0001	\$53,352	\$23,683
EX 9000	Office of the Director	99200	3540	541	003	5361	001	Adm Asst I	1.0 20.01	708-G-0001	\$52,844	\$23,683
EX 9000	Office of the Director	99200	3540	541	003	75003	004	C.E.A. III	1.0 20.01	708-G-0001	\$162,844	\$67,847
EX 9000	Office of the Director	99200	3540	542	003	75003	005	C.E.A. III	1.0 20.01	708-G-0001	\$152,844	\$67,847
EX 9000	Office of the Director	99200	3540	541	003	75003	006	C.E.A. III	1.0 20.01	708-G-0001	\$122,376	\$43,323
EX 9000	Office of the Director	99200	3540	541	004	1139	700	Office Tech (Typing)	1.0 20.01	708-G-0001	\$34,545	\$15,335
CL 9111	Legislation	99200	3540	541	004	4800	001	Staff Svcs Mgr I	1.0 20.01	708-G-0001	\$32,637	\$15,006
CL 9111	Legislation	99200	3540	541	004	5157	701	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$33,804	\$15,006
CL 9111	Legislation	99200	3540	541	004	5393	701	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$64,176	\$28,488
CL 9111	Legislation	99200	3540	541	004	5393	702	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$62,646	\$27,809
CL 9111	Legislation	99200	3540	541	004	5393	702	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$30,180	\$13,397
CL 9110	Public Education Office	99200	3540	541	007	1148	701	Office Services Supervisor I (Typing)	1.0 20.01	708-G-0001	\$43,500	\$19,310
CL 9110	Public Education Office	99200	3540	541	007	5157	702	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$50,982	\$22,631
CL 9110	Public Education Office	99200	3540	541	007	5393	701	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$23,633	\$23,633
CL 9110	Public Education Office	99200	3540	541	007	5691	001	Information Officer I (Specialist)	1.0 20.01	708-G-0001	\$62,451	\$27,722
EX 9001	Legal Services	99200	3540	542	007	9723	001	Battalion Chief (Nonsuprvy)	1.0 20.01	708-G-0001	\$52,453	\$27,722
EX 9001	Legal Services	99200	3540	541	015	0913	001	Chief Counsel	0.5 20.01	708-G-0001	\$9,827	\$9,827
EX 9001	Legal Services	99200	3540	541	015	5157	001	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$22,137	\$22,137
EX 9001	Legal Services	99200	3540	541	015	5333	001	Senior Legal Analyst	1.0 20.01	708-G-0001	\$29,915	\$29,915
EX 9001	Legal Services	99200	3540	541	015	5778	002	Staff Counsel	1.0 20.01	708-G-0001	\$37,814	\$38,981
EX 9001	Legal Services	99200	3540	541	015	5795	001	Staff Counsel III (Spec)	1.0 20.01	708-G-0001	\$107,016	\$47,504
EX 9001	Legal Services	99200	3540	541	015	5795	001	Staff Counsel III (Spec)	1.0 20.01	708-G-0001	\$53,352	\$23,683
MS 9410	Support Services	99200	3540	541	020	5157	702	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$109,812	\$48,746
MS 9410	Support Services	99200	3540	541	020	75002	009	C.E.A. II	1.0 20.01	708-G-0001	\$14,784	\$14,784
MS 9313	Information Technology	99200	3540	541	021	1139	728	Office Tech (Typing)	1.0 20.01	708-G-0001	\$33,304	\$14,784
MS 9313	Information Technology	99200	3540	541	021	1312	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$65,412	\$29,036
MS 9313	Information Technology	99200	3540	541	021	1312	012	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	016	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	018	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	020	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	021	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	022	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	024	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	025	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	027	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	028	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	030	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	031	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	032	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443
MS 9313	Information Technology	99200	3540	541	021	1312	034	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$67,008	\$29,745
MS 9313	Information Technology	99200	3540	541	021	1312	035	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,580	\$34,438
MS 9313	Information Technology	99200	3540	541	021	1312	035	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$85,308	\$37,868
MS 9313	Information Technology	99200	3540	541	021	1337	001	Senior Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$89,580	\$39,765
MS 9313	Information Technology	99200	3540	541	021	1340	002	Senior Info Sys(s) Analyst (Supvr)	1.0 20.01	708-G-0001	\$80,832	\$35,881
MS 9313	Information Technology	99200	3540	541	021	1367	001	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804
MS 9313	Information Technology	99200	3540	541	021	1373	001	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804
MS 9313	Information Technology	99200	3540	541	021	1373	002	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804
MS 9313	Information Technology	99200	3540	541	021	1373	005	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804
MS 9313	Information Technology	99200	3540	541	021	1373	006	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$82,383	\$36,570
MS 9313	Information Technology	99200	3540	541	021	1379	701	Office Asst (Typing)	0.6 20.01	708-G-0001	\$20,347	\$9,032
MS 9313	Information Technology	99200	3540	541	021	1384	001	Data Processing Manager II	1.0 20.01	708-G-0001	\$88,050	\$39,085
MS 9313	Information Technology	99200	3540	541	021	1384	001	Data Processing Mgr III	1.0 20.01	708-G-0001	\$98,769	\$43,844
MS 9313	Information Technology	99200	3540	541	021	1393	001	Data Processing Mgr III	1.0 20.01	708-G-0001	\$64,239	\$41,833
MS 9313	Information Technology	99200	3540	541	021	1393	002	Data Processing Mgr III	1.0 20.01	708-G-0001	\$84,977	\$28,843
MS 9313	Information Technology	99200	3540	541	021	1470	002	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$69,432	\$30,821
MS 9313	Information Technology	99200	3540	541	021	1470	706	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$67,005	\$29,744
MS 9313	Information Technology	99200	3540	541	021	1470	708	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$70,764	\$31,412
MS 9313	Information Technology	99200	3540	541	021	1470	709	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$70,764	\$31,412
MS 9313	Information Technology	99200	3540	541	021	1470	710	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$70,764	\$31,412

Total PS

REXP_CX Staff Benefits

APPRS

CLS_TITLE

SERIAL

RULE AGENCY

LOCATION

DIV INDEX

DIV INDEX	LOCATION	PCA	CFIS	AGENCY	RULE	CLASS	SERIAL	CLS_TITLE	APPRS	REXP_CX	Staff Benefits
MS 9313	Information Technology	99200	3540	541	021	1470	713	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	\$94,115	\$24,022
MS 9313	Information Technology	99200	3540	541	021	1470	714	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	\$56,904	\$25,260
MS 9313	Information Technology	99200	3540	541	021	1479	711	Asst Info Sys(s) Analyst	1.0 20.01	\$68,636	\$26,117
MS 9313	Information Technology	99200	3540	541	021	1558	001	Systems Software Specialist II (Supv)	1.0 20.01	\$89,436	\$39,701
MS 9313	Information Technology	99200	3540	541	021	1559	001	Sys(s) Software Spec III (Suprvy)	1.0 20.01	\$43,611	\$43,611
MS 9313	Information Technology	99200	3540	541	021	1562	002	Info Sys(s) Tech Spec I	1.0 20.01	\$89,244	\$22,628
MS 9313	Information Technology	99200	3540	541	021	1562	003	Info Sys(s) Tech Spec I	1.0 20.01	\$63,520	\$23,758
MS 9313	Information Technology	99200	3540	541	021	1579	020	Assoc Programmer Analyst (Spec)	1.0 20.01	\$31,412	\$70,764
MS 9313	Information Technology	99200	3540	541	021	1581	026	Staff Programmer Analyst (Spec)	1.0 20.01	\$77,587	\$34,441
MS 9313	Information Technology	99200	3540	541	021	1581	028	Staff Programmer Analyst (Spec)	1.0 20.01	\$31,137	\$31,137
MS 9313	Information Technology	99200	3540	541	021	1581	029	Staff Programmer Analyst (Spec)	1.0 20.01	\$70,144	\$31,137
MS 9313	Information Technology	99200	3540	541	021	1581	030	Staff Programmer Analyst (Spec)	1.0 20.01	\$70,144	\$31,137
MS 9313	Information Technology	99200	3540	541	021	1581	001	Senior Programmer Analyst (Spec)	1.0 20.01	\$85,308	\$37,868
MS 9313	Information Technology	99200	3540	541	021	1583	002	Senior Programmer Analyst (Spec)	1.0 20.01	\$85,308	\$37,868
MS 9313	Information Technology	99200	3540	541	021	1587	005	Sys(s) Software Spec I (Technical)	1.0 20.01	\$34,438	\$34,438
MS 9313	Information Technology	99200	3540	541	021	1587	004	Sys(s) Software Spec I (Technical)	1.0 20.01	\$77,580	\$34,438
MS 9313	Information Technology	99200	3540	541	021	1587	010	Sys(s) Software Spec I (Technical)	1.0 20.01	\$26,975	\$26,975
MS 9313	Information Technology	99200	3540	541	021	1517	702	Staff Svcs Analyst (Gen)	1.0 20.01	\$33,804	\$22,558
MS 9313	Information Technology	99200	3540	541	021	5157	704	Staff Svcs Analyst (Gen)	1.0 20.01	\$18,250	\$18,250
MS 9313	Information Technology	99200	3540	541	021	5157	704	Staff Svcs Analyst (Gen)	1.0 20.01	\$41,112	\$41,112
MS 9313	Information Technology	99200	3540	541	021	5393	703	Mignt Svcs Tech	1.0 20.01	\$25,859	\$25,859
MS 9313	Information Technology	99200	3540	541	021	5278	001	Assoc Governmental Prog Analyst	1.0 20.01	\$109,812	\$48,746
MS 9411	Accounting Office	99200	3540	541	022	1730	002	Senior Account Clerk	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1730	003	Senior Account Clerk	1.0 20.01	\$19,254	\$8,547
MS 9411	Accounting Office	99200	3540	541	022	1730	004	Senior Account Clerk	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1733	019	Account Clerk II	1.0 20.01	\$30,280	\$13,441
MS 9411	Accounting Office	99200	3540	541	022	1733	023	Account Clerk II	1.0 20.01	\$17,256	\$7,660
MS 9411	Accounting Office	99200	3540	541	022	1733	024	Accounting Tech	1.0 20.01	\$17,256	\$7,660
MS 9411	Accounting Office	99200	3540	541	022	1741	001	Accounting Tech	1.0 20.01	\$32,844	\$14,579
MS 9411	Accounting Office	99200	3540	541	022	1741	003	Accounting Tech	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	006	Accounting Tech	1.0 20.01	\$32,184	\$14,286
MS 9411	Accounting Office	99200	3540	541	022	1741	008	Accounting Tech	1.0 20.01	\$16,422	\$16,422
MS 9411	Accounting Office	99200	3540	541	022	1741	009	Accounting Tech	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	011	Accounting Tech	1.0 20.01	\$32,184	\$14,286
MS 9411	Accounting Office	99200	3540	541	022	1741	012	Accounting Tech	1.0 20.01	\$36,995	\$16,422
MS 9411	Accounting Office	99200	3540	541	022	1741	015	Accounting Tech	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	017	Accounting Tech	1.0 20.01	\$32,184	\$14,286
MS 9411	Accounting Office	99200	3540	541	022	1741	021	Accounting Tech	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	023	Accounting Tech	1.0 20.01	\$32,184	\$14,286
MS 9411	Accounting Office	99200	3540	541	022	1741	025	Accounting Tech	1.0 20.01	\$38,508	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	026	Accounting Tech	1.0 20.01	\$16,529	\$16,529
MS 9411	Accounting Office	99200	3540	541	022	1741	030	Accounting Tech	1.0 20.01	\$37,236	\$17,094
MS 9411	Accounting Office	99200	3540	541	022	1741	031	Accounting Tech	1.0 20.01	\$34,896	\$15,490
MS 9411	Accounting Office	99200	3540	541	022	4177	004	Accounting Tech	1.0 20.01	\$34,896	\$15,490
MS 9411	Accounting Office	99200	3540	541	022	4177	015	Accountant I (Spec)	1.0 20.01	\$41,856	\$18,580
MS 9411	Accounting Office	99200	3540	541	022	4177	018	Accountant I (Spec)	1.0 20.01	\$41,856	\$18,580
MS 9411	Accounting Office	99200	3540	541	022	4177	021	Accountant I (Spec)	1.0 20.01	\$18,580	\$18,580
MS 9411	Accounting Office	99200	3540	541	022	4177	022	Accountant I (Spec)	1.0 20.01	\$41,856	\$18,580
MS 9411	Accounting Office	99200	3540	541	022	4177	023	Accountant I (Spec)	1.0 20.01	\$41,856	\$18,580
MS 9411	Accounting Office	99200	3540	541	022	4542	002	Accounting Administrator II	1.0 20.01	\$34,440	\$15,288
MS 9411	Accounting Office	99200	3540	541	022	4542	003	Accounting Administrator II	1.0 20.01	\$34,440	\$15,288
MS 9411	Accounting Office	99200	3540	541	022	4545	001	Accounting Administrator III	1.0 20.01	\$80,724	\$35,833
MS 9411	Accounting Office	99200	3540	541	022	4546	007	Accounting Officer (Spec)	1.0 20.01	\$89,688	\$39,813
MS 9411	Accounting Office	99200	3540	541	022	4546	008	Accounting Officer (Spec)	1.0 20.01	\$51,044	\$22,658
MS 9411	Accounting Office	99200	3540	541	022	4546	009	Accounting Officer (Spec)	1.0 20.01	\$65,794	\$24,767
MS 9411	Accounting Office	99200	3540	541	022	4546	010	Accounting Officer (Spec)	1.0 20.01	\$50,214	\$22,290
MS 9411	Accounting Office	99200	3540	541	022	4546	011	Accounting Officer (Spec)	1.0 20.01	\$65,040	\$24,876
MS 9411	Accounting Office	99200	3540	541	022	4546	013	Accounting Officer (Spec)	1.0 20.01	\$46,092	\$20,460
MS 9411	Accounting Office	99200	3540	541	022	4546	014	Accounting Officer (Spec)	1.0 20.01	\$21,752	\$21,752
MS 9411	Accounting Office	99200	3540	541	022	4546	015	Accounting Officer (Spec)	1.0 20.01	\$46,284	\$20,545
MS 9411	Accounting Office	99200	3540	541	022	4546	016	Accounting Officer (Spec)	1.0 20.01	\$50,820	\$22,559
MS 9411	Accounting Office	99200	3540	541	022	4546	017	Accounting Officer (Spec)	1.0 20.01	\$22,559	\$22,559
MS 9411	Accounting Office	99200	3540	541	022	4549	001	Accounting Administrator (Supvr)	1.0 20.01	\$71,214	\$31,612

DIV INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	APPRS	PROG	RPY CY	REXP CY	Staff Benefits
MS 9411	Accounting Office	99200	3540	541	022	4552	001	001	Accounting Administrator I (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$70,488	\$31,290
MS 9411	Accounting Office	99200	3540	541	022	4553	001	001	Accounting Officer (Supvr)	708-G-0001	1.0 20.01	708-G-0001	\$56,040	\$24,876
MS 9411	Accounting Office	99200	3540	541	022	4563	002	002	Accounting Officer (Supvr)	708-G-0001	1.0 20.01	708-G-0001	\$50,820	\$22,559
MS 9411	Accounting Office	99200	3540	541	022	4567	001	001	Sr Acctg Officer-Spec	708-G-0001	1.0 20.01	708-G-0001	\$64,042	\$23,989
MS 9411	Accounting Office	99200	3540	541	022	4569	001	001	Senior Accounting Officer (Supvr)	708-G-0001	1.0 20.01	708-G-0001	\$66,912	\$29,702
MS 9411	Accounting Office	99200	3540	541	022	4569	003	003	Senior Accounting Officer (Supvr)	708-G-0001	1.0 20.01	708-G-0001	\$66,912	\$29,702
MS 9411	Accounting Office	99200	3540	541	022	5304	002	002	Senior Accounting Officer (Supvr)	708-G-0001	1.0 20.01	708-G-0001	\$54,464	\$24,620
MS 9411	Accounting Office	99200	3540	541	022	4159	001	001	Assoc Adm Analyst -Accounting Sys(s)	708-G-0001	1.0 20.01	708-G-0001	\$59,427	\$26,330
MS 9418	Program Accountability	00920	3540	541	023	4159	001	001	Assoc Mgmt Auditor	749-F-0890	0.5 20.01	749-F-0890	\$35,382	\$15,706
MS 9418	Program Accountability	99200	3540	541	023	4159	700	700	Assoc Mgmt Auditor	708-G-0001	1.0 20.01	708-G-0001	\$35,382	\$15,706
MS 9418	Program Accountability	99200	3540	541	023	5278	001	001	Mgmt Svcs Tech	708-G-0001	1.0 20.01	708-G-0001	\$17,383	\$7,833
MS 9418	Program Accountability	99200	3540	541	023	5841	701	701	Staff Svcs Management Auditor	708-G-0001	1.0 20.01	708-G-0001	\$28,936	\$11,088
MS 9418	Program Accountability	99200	3540	541	023	5841	702	702	Staff Svcs Management Auditor	708-G-0001	1.0 20.01	708-G-0001	\$18,239	\$41,088
MS 9418	Program Accountability	99200	3540	541	023	75001	001	001	C.E.A. I	708-G-0001	1.0 20.01	708-G-0001	\$35,061	\$78,984
MS 9412	Budget Office	99200	3540	541	024	1176	001	001	Secretary	708-G-0001	1.0 20.01	708-G-0001	\$19,590	\$8,696
MS 9412	Budget Office	99200	3540	541	024	1470	001	001	Assoc Info Sys(s) Analyst (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$24,810	\$24,810
MS 9412	Budget Office	99200	3540	541	024	4800	001	001	Staff Svcs Mgr I	708-G-0001	1.0 20.01	708-G-0001	\$32,637	\$32,637
MS 9412	Budget Office	99200	3540	541	024	4800	002	002	Staff Svcs Mgr I	708-G-0001	1.0 20.01	708-G-0001	\$62,634	\$27,803
MS 9412	Budget Office	99200	3540	541	024	4800	003	003	Staff Svcs Mgr I	708-G-0001	1.0 20.01	708-G-0001	\$73,524	\$32,637
MS 9412	Budget Office	99200	3540	541	024	5157	704	704	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$44,079	\$19,567
MS 9412	Budget Office	99200	3540	541	024	5157	705	705	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$44,079	\$19,567
MS 9412	Budget Office	99200	3540	541	024	5157	706	706	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$33,804	\$15,006
MS 9412	Budget Office	99200	3540	541	024	5284	702	702	Assoc Budget Analyst	708-G-0001	1.0 20.01	708-G-0001	\$25,225	\$25,225
MS 9412	Budget Office	99200	3540	541	024	5284	703	703	Assoc Budget Analyst	708-G-0001	1.0 20.01	708-G-0001	\$27,243	\$27,243
MS 9412	Budget Office	99200	3540	541	024	75001	001	001	C.E.A. I	708-G-0001	1.0 20.01	708-G-0001	\$61,371	\$41,751
MS 9414	Technical Services	99200	3540	541	025	1148	702	702	Office Services Supervisor I (Typing)	708-G-0001	1.0 20.01	708-G-0001	\$33,518	\$14,879
MS 9414	Technical Services	99200	3540	541	025	3029	001	001	Transportation Surveyor (Calltrans)	708-G-0001	1.0 20.01	708-G-0001	\$36,280	\$36,280
MS 9414	Technical Services	99200	3540	541	025	3029	004	004	Transportation Surveyor (Calltrans)	708-G-0001	1.0 20.01	708-G-0001	\$75,696	\$33,601
MS 9414	Technical Services	99200	3540	541	025	3030	001	001	Transp Surveyor Party Chief	708-G-0001	1.0 20.01	708-G-0001	\$94,752	\$42,060
MS 9414	Technical Services	99200	3540	541	025	3030	002	002	Transp Surveyor Party Chief	708-G-0001	1.0 20.01	708-G-0001	\$96,624	\$44,223
MS 9414	Technical Services	99200	3540	541	025	3030	001	001	Senior Land Surveyor	708-G-0001	1.0 20.01	708-G-0001	\$107,580	\$47,755
MS 9414	Technical Services	99200	3540	541	025	3050	001	001	Supvng Land Surveyor	708-G-0001	1.0 20.01	708-G-0001	\$116,536	\$52,618
MS 9414	Technical Services	99200	3540	541	025	3120	001	001	Senior Civil Engr	708-G-0001	1.0 20.01	708-G-0001	\$97,596	\$43,323
MS 9414	Technical Services	99200	3540	541	025	3123	001	001	Assoc Civil Engr	708-G-0001	1.0 20.01	708-G-0001	\$40,825	\$40,825
MS 9414	Technical Services	99200	3540	541	025	3132	001	001	Junior Civil Engineer	708-G-0001	1.0 20.01	708-G-0001	\$91,969	\$91,969
MS 9414	Technical Services	99200	3540	541	025	3132	002	002	Junior Civil Engineer	708-G-0001	1.0 20.01	708-G-0001	\$60,960	\$27,060
MS 9414	Technical Services	99200	3540	541	025	3132	003	003	Junior Civil Engineer	708-G-0001	1.0 20.01	708-G-0001	\$60,960	\$27,060
MS 9414	Technical Services	99200	3540	541	025	3133	001	001	Supvng Civil Engr	708-G-0001	1.0 20.01	708-G-0001	\$115,746	\$51,380
MS 9414	Technical Services	99200	3540	541	025	3679	001	001	Sr Mech Engr	708-G-0001	1.0 20.01	708-G-0001	\$104,000	\$46,166
MS 9414	Technical Services	99200	3540	541	025	3582	002	002	Assoc Mech Engr	708-G-0001	1.0 20.01	708-G-0001	\$88,700	\$39,374
MS 9414	Technical Services	99200	3540	541	025	3582	003	003	Assoc Mech Engr	708-G-0001	1.0 20.01	708-G-0001	\$78,078	\$34,659
MS 9414	Technical Services	99200	3540	541	025	3603	005	005	Assoc Electrical Engr	708-G-0001	1.0 20.01	708-G-0001	\$90,651	\$40,240
MS 9414	Technical Services	99200	3540	541	025	3603	006	006	Assoc Electrical Engr	708-G-0001	1.0 20.01	708-G-0001	\$32,105	\$32,105
MS 9414	Technical Services	99200	3540	541	025	4009	004	004	Architectural Assoc	708-G-0001	1.0 20.01	708-G-0001	\$72,324	\$38,571
MS 9414	Technical Services	99200	3540	541	025	4009	005	005	Architectural Assoc	708-G-0001	1.0 20.01	708-G-0001	\$65,616	\$28,571
MS 9414	Technical Services	99200	3540	541	025	4020	001	001	Project Director II	708-G-0001	1.0 20.01	708-G-0001	\$91,773	\$40,738
MS 9414	Technical Services	99200	3540	541	025	4020	002	002	Project Director II	708-G-0001	1.0 20.01	708-G-0001	\$91,773	\$40,738
MS 9414	Technical Services	99200	3540	541	025	4106	002	002	Associate Construction Analyst	708-G-0001	1.0 20.01	708-G-0001	\$76,420	\$34,811
MS 9414	Technical Services	99200	3540	541	025	5157	001	001	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$37,272	\$16,545
MS 9414	Technical Services	99200	3540	541	025	5393	001	001	Assoc Governmental Prog Analyst	708-G-0001	1.0 20.01	708-G-0001	\$59,322	\$26,333
MS 9414	Technical Services	99200	3540	541	025	75002	001	001	C.E.A. II	708-G-0001	1.0 20.01	708-G-0001	\$109,612	\$46,746
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	1139	703	703	Office Tech (Typing)	708-G-0001	1.0 20.01	708-G-0001	\$35,475	\$16,747
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	1470	002	002	Assoc Info Sys(s) Analyst (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$28,364	\$28,364
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	1470	701	701	Assoc Info Sys(s) Analyst (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$31,412	\$31,412
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	4800	002	002	Staff Svcs Mgr I	708-G-0001	1.0 20.01	708-G-0001	\$70,764	\$70,764
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	5157	703	703	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$70,994	\$70,994
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	5302	001	001	Senior Adm Analyst -Accounting Sys(s)	708-G-0001	1.0 20.01	708-G-0001	\$50,892	\$22,591
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	5304	001	001	Assoc Adm Analyst -Accounting Sys(s)	708-G-0001	1.0 20.01	708-G-0001	\$60,724	\$35,833
MS 9419	Administrative and Incident Support Team	99200	3540	541	026	5393	701	701	Assoc Governmental Prog Analyst	708-G-0001	1.0 20.01	708-G-0001	\$64,191	\$28,454
MS 9416	Business Services Office	99200	3540	541	028	1441	002	002	Office Asst (Gen)	708-G-0001	1.0 20.01	708-G-0001	\$33,804	\$15,006
MS 9416	Business Services Office	99200	3540	541	028	4707	002	002	Business Svc Asst (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$14,755	\$14,755
MS 9416	Business Services Office	99200	3540	541	028	4707	002	002	Business Svc Asst (Spec)	708-G-0001	1.0 20.01	708-G-0001	\$44,496	\$19,752

DIV	INDEX	LOCATION	PCA	CEIS	AGENCY	RJ	BE	CLASS	SERIAL	CLS TITLE	RPY CY	PROG	APPRS	REXP CY	Staff Benefits
MS	9416	Business Services Office	99200	3540	541	028	4720	001		Business Svc Officer I (Spec)	1.0	20.01	708-G-0001	\$53,362	\$23,683
MS	9416	Business Services Office	99200	3540	541	028	4722	001		Business Svc Officer I (Supvr)	1.0	20.01	708-G-0001	\$55,464	\$24,620
MS	9416	Business Services Office	99200	3540	541	028	4800	001		Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$60,948	\$27,055
MS	9416	Business Services Office	99200	3540	541	028	4800	002		Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$67,200	\$29,830
MS	9416	Business Services Office	99200	3540	541	028	4800	003		Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$73,524	\$32,637
MS	9416	Business Services Office	99200	3540	541	028	4802	001		Staff Svcs Mgr III	1.0	20.01	708-G-0001	\$82,365	\$36,562
MS	9416	Business Services Office	99200	3540	541	028	5157	001		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$45,177	\$20,054
MS	9416	Business Services Office	99200	3540	541	028	5157	004		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$52,932	\$23,497
MS	9416	Business Services Office	99200	3540	541	028	5157	006		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$46,204	\$21,398
MS	9416	Business Services Office	99200	3540	541	028	5157	007		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$51,492	\$22,857
MS	9416	Business Services Office	99200	3540	541	028	5157	700		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$43,941	\$19,505
MS	9416	Business Services Office	99200	3540	541	028	5157	701		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$45,909	\$20,379
MS	9416	Business Services Office	99200	3540	541	028	5157	703		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$53,352	\$23,683
MS	9416	Business Services Office	99200	3540	541	028	5157	708		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$42,580	\$18,901
MS	9416	Business Services Office	99200	3540	541	028	5157	711		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$53,112	\$23,576
MS	9416	Business Services Office	99200	3540	541	028	5157	712		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$64,176	\$28,488
MS	9416	Business Services Office	99200	3540	541	028	5393	003		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$58,824	\$26,112
MS	9416	Business Services Office	99200	3540	541	028	5393	702		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$64,176	\$28,488
MS	9416	Business Services Office	99200	3540	541	028	5393	704		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$64,176	\$28,488
MS	9416	Business Services Office	99200	3540	541	028	5393	707		Assoc Governmental Prog Analyst	0.5	20.01	708-G-0001	\$14,244	\$28,488
MS	9416	Business Services Office	99200	3540	541	028	5393	709		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$32,088	\$14,244
MS	9416	Business Services Office	99200	3540	541	028	5393	713		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$56,176	\$24,917
MS	9416	Business Services Office	99200	3540	541	028	5393	714		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$58,840	\$25,840
MS	9416	Business Services Office	99200	3540	541	028	6220	002		Warehouse Worker	1.0	20.01	708-G-0001	\$37,108	\$16,472
MS	9416	Business Services Office	99200	3540	541	028	1031	001		Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001	\$130,763	\$58,046
MS	9416	Business Services Office	99200	3540	542	029	1039	001		Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$123,234	\$94,704
MS	9416	Business Services Office	99200	3540	542	029	1039	002		Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$125,098	\$95,531
MS	9416	Business Services Office	99200	3540	542	029	1039	003		Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$123,134	\$94,659
MS	9416	Business Services Office	99200	3540	542	029	1039	012		Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$126,936	\$96,347
MS	9416	Business Services Office	99200	3540	542	029	1039	011		Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$51,558	\$22,887
MS	9416	Business Services Office	99200	3540	542	029	1095	007		Fire Captain	1.0	20.01	708-G-0001	\$48,204	\$21,398
MS	9416	Business Services Office	99200	3540	542	029	1095	011		Fire Captain	1.0	20.01	708-G-0001	\$49,695	\$22,060
MS	9416	Business Services Office	99200	3540	542	029	1095	012		Fire Captain	1.0	20.01	708-G-0001	\$53,685	\$23,831
MS	9416	Business Services Office	99200	3540	541	029	1379	002		Office Asst (Typing)	1.0	20.01	708-G-0001	\$33,912	\$15,054
MS	9416	Business Services Office	99200	3540	541	029	1441	001		Office Asst (Gen)	1.0	20.01	708-G-0001	\$31,176	\$13,839
MS	9416	Business Services Office	99200	3540	541	029	1926	001		Forestry Logistics Officer I	1.0	20.01	708-G-0001	\$45,672	\$20,274
MS	9416	Business Services Office	99200	3540	541	029	2011	001		Custodian	1.0	20.01	708-G-0001	\$27,536	\$12,223
MS	9416	Business Services Office	99200	3540	541	029	2011	002		Custodian	1.0	20.01	708-G-0001	\$27,756	\$12,321
MS	9416	Business Services Office	99200	3540	541	029	2180	001		Supervising Cook II	1.0	20.01	708-G-0001	\$48,108	\$21,355
MS	9416	Business Services Office	99200	3540	541	029	2184	004		Food Svc Tech I	1.0	20.01	708-G-0001	\$29,148	\$12,939
MS	9416	Business Services Office	99200	3540	541	029	2194	005		Food Svc Tech I	1.0	20.01	708-G-0001	\$30,084	\$13,354
MS	9416	Business Services Office	99200	3540	541	029	2202	001		Forestry Cook II	1.0	20.01	708-G-0001	\$18,512	\$8,512
MS	9416	Business Services Office	99200	3540	541	029	2202	002		Forestry Cook II	1.0	20.01	708-G-0001	\$41,702	\$18,512
MS	9416	Business Services Office	99200	3540	541	029	2203	001		Forestry Cook I	1.0	20.01	708-G-0001	\$30,384	\$14,611
MS	9416	Business Services Office	99200	3540	541	029	2203	004		Forestry Cook I	1.0	20.01	708-G-0001	\$32,637	\$14,611
MS	9416	Business Services Office	99200	3540	541	029	4800	001		Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$18,250	\$8,512
MS	9416	Business Services Office	99200	3540	541	029	5278	001		Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$41,112	\$18,250
MS	9416	Business Services Office	99200	3540	541	029	5278	002		Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$38,888	\$17,262
MS	9416	Business Services Office	99200	3540	542	029	6713	002		Stationary Engr (Correctional Facility)	1.0	20.01	708-G-0001	\$64,980	\$28,845
MS	9416	Business Services Office	99200	3540	542	029	6713	003		Stationary Engr (Correctional Facility)	1.0	20.01	708-G-0001	\$64,980	\$28,845
MS	9416	Business Services Office	99200	3540	541	029	6752	001		Chief Of Plant Operation I	1.0	20.01	708-G-0001	\$30,938	\$30,938
MS	9416	Business Services Office	99200	3540	541	029	6828	002		Heavy Equipt Mechanic (Correc. Facility)	1.0	20.01	708-G-0001	\$59,628	\$26,469
MS	9416	Business Services Office	99200	3540	542	029	6873	001		Forestry Equipt Mgr I	1.0	20.01	708-G-0001	\$62,731	\$27,846
MS	9416	Business Services Office	99200	3540	542	029	7256	001		Forestry Equipt Mgr I	1.0	20.01	708-G-0001	\$50,244	\$22,303
MS	9416	Business Services Office	99200	3540	541	029	9723	001		Digital Composition Spec II	1.0	20.01	708-G-0001	\$68,616	\$30,459
MS	9416	Business Services Office	99200	3540	541	029	9723	002		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$58,530	\$25,961
MS	9416	Business Services Office	99200	3540	542	029	9723	003		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$68,108	\$30,233
MS	9416	Business Services Office	99200	3540	542	029	9723	006		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$64,439	\$28,604
MS	9416	Business Services Office	99200	3540	542	029	9723	007		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$64,428	\$28,600
MS	9416	Business Services Office	99200	3540	542	029	9723	009		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$55,652	\$24,717
MS	9422	Human Resources	99200	3540	542	031	1139	704		Office Tech (Typing)	1.0	20.01	708-G-0001	\$34,827	\$15,460
MS	9422	Human Resources	99200	3540	541	031	1139	705		Office Tech (Typing)	1.0	20.01	708-G-0001	\$32,902	\$14,605
MS	9422	Human Resources	99200	3540	541	031	1303	001		Personnel Spec	1.0	20.01	708-G-0001	\$34,428	\$15,283

DIV INDEX	LOCATION	PCA CFS	RULE AGENCY	CLASS SERIAL	CLS_TITLE	RPY_CX	PROG	APPRS	REXP_CX	Staff Benefits
MS 9422	Human Resources	99200 3540 541	031	1303 002	Personnel Spec	1.0	20.01	708-G-0001	\$39,086	\$17,328
MS 9422	Human Resources	99200 3540 541	031	1303 003	Personnel Spec	1.0	20.01	708-G-0001	\$46,460	\$20,080
MS 9422	Human Resources	99200 3540 541	031	1303 006	Personnel Spec	1.0	20.01	708-G-0001	\$46,106	\$20,123
MS 9422	Human Resources	99200 3540 541	031	4800 004	Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$68,785	\$30,534
MS 9422	Human Resources	99200 3540 541	031	4800 006	Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$73,524	\$32,637
MS 9422	Human Resources	99200 3540 541	031	4800 007	Staff Svcs Mgr I	0.5	20.01	708-G-0001	\$36,762	\$16,319
MS 9422	Human Resources	99200 3540 541	031	4801 002	Staff Svcs Mgr II (Suprvy)	1.0	20.01	708-G-0001	\$80,724	\$35,833
MS 9422	Human Resources	99200 3540 541	031	4801 003	Staff Svcs Mgr II (Suprvy)	1.0	20.01	708-G-0001	\$79,548	\$35,311
MS 9422	Human Resources	99200 3540 541	031	5142 701	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$65,902	\$24,815
MS 9422	Human Resources	99200 3540 541	031	5142 708	Assoc Personnel Analyst	0.9	20.01	708-G-0001	\$55,015	\$24,421
MS 9422	Human Resources	99200 3540 541	031	5142 709	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$58,213	\$25,841
MS 9422	Human Resources	99200 3540 541	031	5142 721	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$53,680	\$23,829
MS 9422	Human Resources	99200 3540 541	031	5142 722	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$57,981	\$25,738
MS 9422	Human Resources	99200 3540 541	031	5142 723	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$54,580	\$24,219
MS 9422	Human Resources	99200 3540 541	031	5142 727	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$56,948	\$25,279
MS 9422	Human Resources	99200 3540 541	031	5142 727	Assoc Personnel Analyst	0.5	20.01	708-G-0001	\$16,902	\$7,503
MS 9422	Human Resources	99200 3540 541	031	5156 706	Jr Staff Analyst-Gen	1.0	20.01	708-G-0001	\$33,804	\$15,006
MS 9422	Human Resources	99200 3540 541	031	5156 720	Jr Staff Analyst-Gen	1.0	20.01	708-G-0001	\$34,908	\$15,496
MS 9422	Human Resources	99200 3540 541	031	5157 703	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$33,352	\$15,496
MS 9422	Human Resources	99200 3540 541	031	5157 704	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$33,352	\$15,496
MS 9422	Human Resources	99200 3540 541	031	5157 705	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$44,628	\$19,810
MS 9422	Human Resources	99200 3540 541	031	5157 719	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$45,177	\$20,054
MS 9422	Human Resources	99200 3540 541	031	6291 001	Personnel Selection Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094
MS 9422	Human Resources	99200 3540 541	031	6291 002	Personnel Selection Tech	1.0	20.01	708-G-0001	\$31,512	\$13,868
MS 9422	Human Resources	99200 3540 541	032	1139 001	Office Tech (Typing)	1.0	20.01	708-G-0001	\$0	\$0
EX 9002	Equal Employment Opportunity and MSD	99200 3540 541	032	4969 003	Staff Svcs Mgr II (Mgnrl)	1.0	20.01	708-G-0001	\$81,686	\$36,265
EX 9002	Equal Employment Opportunity and MSD	99200 3540 541	032	4969 003	Staff Svcs Mgr II (Mgnrl)	1.0	20.01	708-G-0001	\$48,204	\$21,398
EX 9002	Equal Employment Opportunity and MSD	99200 3540 541	032	5157 707	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$64,176	\$28,488
EX 9002	Equal Employment Opportunity and MSD	99200 3540 541	032	5393 708	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$38,168	\$17,387
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	1139 701	Office Tech (Typing)	1.0	20.01	708-G-0001	\$35,532	\$15,773
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	1139 702	Office Tech (Typing)	1.0	20.01	708-G-0001	\$60,948	\$27,055
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	4800 004	Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$73,524	\$32,637
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	4801 001	Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$29,702	\$13,524
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	4801 001	Staff Svcs Mgr II (Suprvy)	1.0	20.01	708-G-0001	\$66,912	\$29,702
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5142 701	Assoc Personnel Analyst	1.0	20.01	708-G-0001	\$64,176	\$28,488
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5156 703	Jr Staff Analyst-Gen	1.0	20.01	708-G-0001	\$33,804	\$15,006
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5157 705	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$51,592	\$22,902
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 704	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$50,818	\$22,558
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 705	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$64,176	\$28,488
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 706	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$62,064	\$27,550
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 709	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$32,088	\$14,244
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 710	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$54,580	\$24,219
MS 9423	Occupational Safety and Health Programs	99200 3540 541	033	5393 710	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$45,909	\$20,379
MS 9424	Labor Relations Office	99200 3540 541	034	9529 005	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$52,824	\$23,449
MS 9424	Labor Relations Office	99200 3540 541	034	9529 006	Labor Relations Analyst	1.0	20.01	708-G-0001	\$55,464	\$24,620
MS 9424	Labor Relations Office	99200 3540 541	034	9535 003	Labor Relations Analyst	1.0	20.01	708-G-0001	\$71,472	\$31,726
MS 9424	Labor Relations Office	99200 3540 541	034	75002 002	C.E.A. II	1.0	20.01	708-G-0001	\$109,812	\$48,746
MS 9424	Labor Relations Office	99200 3540 541	034	75002 002	Office Tech (Typing)	1.0	20.01	708-G-0001	\$33,304	\$14,784
MS 9424	Labor Relations Office	99200 3540 541	034	75002 002	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$60,049	\$26,656
MS 9424	Labor Relations Office	99200 3540 541	034	75002 002	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$74,076	\$32,882
FP 9210	Fire Protection Headquarters	99210 3540 541	060	1139 002	Office Tech (Typing)	1.0	20.01	708-G-0001	\$130,763	\$58,046
FP 9210	Fire Protection Headquarters	99210 3540 542	060	1031 001	C.E.A. II	1.0	20.01	708-G-0001	\$123,234	\$54,704
FP 9210	Fire Protection Headquarters	99210 3540 542	061	1039 004	Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001	\$75,756	\$33,628
FP 9211	Operations Preparedness	99210 3540 542	061	1039 004	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$145,572	\$64,619
FP 9211	Operations Preparedness	99210 3540 542	061	1039 007	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$132,693	\$58,902
FP 9213	Pre-Fire Management	99210 3540 542	063	75002 001	C.E.A. II	1.0	20.01	708-G-0001	\$64,176	\$28,488
FP 9214	Cooperative Fire Protection	99210 3540 542	064	1031 001	Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001	\$68,610	\$30,456
FP 9214	Cooperative Fire Protection	99210 3540 542	064	5393 702	Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001	\$145,572	\$64,619
FP 9214	Cooperative Fire Protection	99210 3540 542	064	9723 001	Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001	\$145,572	\$64,619
FP 9214	Cooperative Fire Protection	99210 3540 542	064	75002 001	C.E.A. II	1.0	20.01	708-G-0001	\$130,076	\$57,741
FP 9215	Aviation Management	99210 3540 542	065	1052 001	Senior Air Operations Officer	1.0	20.01	708-G-0001	\$36,168	\$16,943
FP 9215	Aviation Management	99210 3540 541	065	1741 002	Accounting Tech	1.0	20.01	708-G-0001	\$37,308	\$16,561
FP 9216	Mobile Equipment Management	99210 3540 541	066	4720 001	Office Tech (Typing)	1.0	20.01	708-G-0001	\$53,352	\$23,683
FP 9216	Mobile Equipment Management	99210 3540 541	066	6834 001	Business Svc Officer I (Spec)	1.0	20.01	708-G-0001	\$54,322	\$24,114
FP 9216	Mobile Equipment Management	99210 3540 541	066	6834 002	Heavy Equipmt Mechanic	1.0	20.01	708-G-0001	\$51,954	\$23,062
FP 9216	Mobile Equipment Management	99210 3540 541	066	6834 004	Heavy Equipmt Mechanic	1.0	20.01	708-G-0001	\$54,322	\$24,114

Total PS

REXP CY

APERS

CLS TITLE

CLASS SERIAL

PCA CFIS AGENCY

LOCATION

DIV INDEX

STAFF BENEFITS

DIV INDEX	LOCATION	PCA	CFIS	AGENCY	FU	BE	CLASS	SERIAL	CLS TITLE	APERS	REXP CY	STAFF BENEFITS
NR 2200	Lassen-Modoc Unit	99200	3540	542	212	1037	005	012	Unit Chief	708-G-0001	1.0 20.01	\$67,919
NR 2200	Lassen-Modoc Unit	99200	3540	542	212	1039	012	012	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$64,687
NR 2200	Lassen-Modoc Unit	99200	3540	542	212	1317	002	002	Senior Personnel Spec	708-G-0001	1.0 20.01	\$26,137
NR 2400	Shasta-Trinity Unit	99200	3540	541	213	1037	001	001	Unit Chief	708-G-0001	1.0 20.01	\$68,470
NR 2400	Shasta-Trinity Unit	99200	3540	542	213	1039	002	002	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$64,237
NR 2400	Shasta-Trinity Unit	99200	3540	541	213	1139	002	002	Office Tech (Typing)	708-G-0001	1.0 20.01	\$18,385
NR 2600	Siskiyou Unit	99200	3540	542	214	1037	001	001	Unit Chief	708-G-0001	1.0 20.01	\$66,973
NR 2600	Siskiyou Unit	99200	3540	542	214	1039	017	017	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$63,562
NR 2600	Siskiyou Unit	99200	3540	541	214	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$26,137
NR 2500	Tehama-Glenn Unit	99200	3540	542	215	1037	002	002	Unit Chief	708-G-0001	1.0 20.01	\$67,919
NR 2500	Tehama-Glenn Unit	99200	3540	542	215	1039	006	006	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$64,687
NR 2500	Tehama-Glenn Unit	99200	3540	541	215	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$27,313
NR 2500	Tehama-Glenn Unit	99200	3540	541	215	1379	004	004	Office Asst (Typing)	708-G-0001	1.0 20.01	\$65,752
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	542	216	1037	004	004	Unit Chief	708-G-0001	1.0 20.01	\$8,108
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	542	216	1039	002	002	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$66,973
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	541	216	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$132,042
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	542	216	1037	003	003	Unit Chief	708-G-0001	1.0 20.01	\$53,352
NR 3100	Riverside Unit	99200	3540	542	312	1039	003	003	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$26,137
NR 3100	Riverside Unit	99200	3540	541	312	1303	001	001	Personnel Spec	708-G-0001	1.0 20.01	\$69,101
NR 3100	Riverside Unit	99200	3540	541	312	5157	001	001	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$67,711
SR 3500	Riverside Unit	99200	3540	541	312	1037	003	003	Unit Chief	708-G-0001	1.0 20.01	\$138,638
SR 3500	Riverside Unit	99200	3540	542	313	1037	008	008	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$72,584
SR 3500	Riverside Unit	99200	3540	542	313	1039	008	008	Senior Personnel Spec	708-G-0001	1.0 20.01	\$35,549
SR 3300	San Bernardino Unit	99200	3540	542	313	1317	001	001	Unit Chief	708-G-0001	1.0 20.01	\$26,137
SR 3300	San Bernardino Unit	99200	3540	541	313	1037	004	004	Senior Personnel Spec	708-G-0001	1.0 20.01	\$60,827
SR 3300	San Bernardino Unit	99200	3540	542	314	1039	003	003	Unit Chief	708-G-0001	1.0 20.01	\$124,163
SR 3300	San Bernardino Unit	99200	3540	541	314	1139	002	002	Office Tech (Typing)	708-G-0001	1.0 20.01	\$123,234
SR 3300	San Bernardino Unit	99200	3540	542	314	1037	004	004	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$34,337
SR 3400	San Diego Unit	99200	3540	542	316	1037	002	002	Unit Chief	708-G-0001	1.0 20.01	\$141,051
SR 3400	San Diego Unit	99200	3540	541	316	1039	006	006	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$69,101
SR 3400	San Diego Unit	99200	3540	542	316	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$125,098
SR 3400	San Diego Unit	99200	3540	541	316	1037	002	002	Unit Chief	708-G-0001	1.0 20.01	\$26,137
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1039	008	008	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$38,988
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$65,543
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1039	008	008	Asst Chief (Suprvy)	708-G-0001	1.0 20.01	\$17,407
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1139	007	007	Office Tech (Typing)	708-G-0001	1.0 20.01	\$19,186
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1339	006	006	Office Tech (Typing)	708-G-0001	1.0 20.01	\$18,066
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1139	007	007	Office Tech (Typing)	708-G-0001	1.0 20.01	\$16,381
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1139	008	008	Office Tech (Typing)	708-G-0001	1.0 20.01	\$25,085
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1303	001	001	Personnel Spec	708-G-0001	1.0 20.01	\$27,313
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1317	001	001	Senior Personnel Spec	708-G-0001	1.0 20.01	\$55,752
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1317	002	002	Senior Personnel Spec	708-G-0001	1.0 20.01	\$67,919
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1317	003	003	Senior Personnel Spec	708-G-0001	1.0 20.01	\$27,313
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1317	003	003	Senior Personnel Spec	708-G-0001	1.0 20.01	\$27,313
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1317	005	005	Office Asst (Typing)	708-G-0001	1.0 20.01	\$14,065
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1379	005	005	Account Clerk II	708-G-0001	1.0 20.01	\$16,907
SR 4000	San Luis Obispo Unit	99200	3540	542	401	1733	001	001	Account Clerk II	708-G-0001	1.0 20.01	\$16,981
SR 4000	San Luis Obispo Unit	99200	3540	541	401	1926	001	001	Forestry Logistics Officer I	708-G-0001	1.0 20.01	\$23,494
SR 4000	San Luis Obispo Unit	99200	3540	542	401	2011	002	002	Custodian	708-G-0001	1.0 20.01	\$14,985
SR 4000	San Luis Obispo Unit	99200	3540	541	401	3123	001	001	Assoc Civil Engr	708-G-0001	1.0 20.01	\$47,191
SR 4000	San Luis Obispo Unit	99200	3540	542	401	3123	004	004	Assoc Civil Engr	708-G-0001	1.0 20.01	\$64,814
SR 4000	San Luis Obispo Unit	99200	3540	541	401	3126	001	001	Asst Civil Engr	708-G-0001	1.0 20.01	\$31,752
SR 4000	San Luis Obispo Unit	99200	3540	542	401	4558	001	001	Asst Civil Engr	708-G-0001	1.0 20.01	\$30,089
SR 4000	San Luis Obispo Unit	99200	3540	541	401	4558	002	002	Asst Civil Engr	708-G-0001	1.0 20.01	\$29,482
SR 4000	San Luis Obispo Unit	99200	3540	542	401	4558	003	003	Asst Civil Engr	708-G-0001	1.0 20.01	\$60,180
SR 4000	San Luis Obispo Unit	99200	3540	541	401	4558	004	004	Asst Civil Engr	708-G-0001	1.0 20.01	\$68,112
SR 4000	San Luis Obispo Unit	99200	3540	542	401	4558	003	003	Asst Civil Engr	708-G-0001	1.0 20.01	\$33,368
SR 4000	San Luis Obispo Unit	99200	3540	541	401	4558	004	004	Asst Civil Engr	708-G-0001	1.0 20.01	\$57,400
SR 4000	San Luis Obispo Unit	99200	3540	542	401	4580	003	003	Asst Civil Engr	708-G-0001	1.0 20.01	\$55,464
SR 4000	San Luis Obispo Unit	99200	3540	541	401	4722	001	001	Business Svc Officer I (Suprv)	708-G-0001	1.0 20.01	\$27,172
SR 4000	San Luis Obispo Unit	99200	3540	542	401	5157	001	001	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$26,466
SR 4000	San Luis Obispo Unit	99200	3540	541	401	5157	004	004	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$14,451
SR 4000	San Luis Obispo Unit	99200	3540	542	401	5157	006	006	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$26,289
SR 4000	San Luis Obispo Unit	99200	3540	541	401	5157	009	009	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$53,662
SR 4000	San Luis Obispo Unit	99200	3540	542	401	5157	006	006	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$26,137
SR 4000	San Luis Obispo Unit	99200	3540	541	401	5157	010	010	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$25,682
SR 4000	San Luis Obispo Unit	99200	3540	542	401	5157	014	014	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$46,305
SR 4000	San Luis Obispo Unit	99200	3540	541	401	5157	014	014	Staff Svcs Analyst (Gen)	708-G-0001	1.0 20.01	\$22,685
SR 4000	San Luis Obispo Unit	99200	3540	542	401	6475	001	001	Carpenter II	708-G-0001	1.0 20.01	\$37,272
SR 4000	San Luis Obispo Unit	99200	3540	541	401	6475	002	002	Carpenter II	708-G-0001	1.0 20.01	\$50,412
SR 4000	San Luis Obispo Unit	99200	3540	542	401	6532	001	001	Electrician II	708-G-0001	1.0 20.01	\$24,697
SR 4000	San Luis Obispo Unit	99200	3540	541	401	6532	001	001	Electrician II	708-G-0001	1.0 20.01	\$52,824
SR 4000	San Luis Obispo Unit	99200	3540	542	401	6532	002	002	Electrician II	708-G-0001	1.0 20.01	\$25,878

RIVERSIDE UNIT

Total PS

APPRS	PROG	RPY	CY	CLS TITLE	PCF	AGENCY	RUL	BE	CLASS	SERIAL	STAFF BENEFITS	REXP	CY	TOTAL PS
708-G-0001	1.0	20.01	1.0	Electrician I	99200	3540	541	401	6533	003	\$50,640	\$50,640	\$24,809	\$24,809
708-G-0001	1.0	20.01	1.0	Forestry Construction And Maint Supvr	99200	3540	541	401	6771	001	\$62,292	\$62,292	\$30,517	\$30,517
708-G-0001	1.0	20.01	1.0	Forestry Construction And Maint Supvr	99200	3540	541	401	6771	002	\$26,612	\$26,612	\$42,920	\$42,920
708-G-0001	1.0	20.01	1.0	Heavy Equipmt Mechanic	99200	3540	541	401	6834	001	\$87,610	\$87,610	\$43,635	\$43,635
708-G-0001	1.0	20.01	1.0	Forestry Equipmt Mgr II	99200	3540	542	401	6874	001	\$89,070	\$89,070	\$46,149	\$46,149
708-G-0001	1.0	20.01	1.0	Forestry Equipmt Mgr II	99200	3540	541	401	8212	001	\$145,572	\$145,572	\$71,316	\$71,316
708-G-0001	1.0	20.01	1.0	Nurse Practitioner	99200	3540	541	401	75002	002	\$152,844	\$152,844	\$74,878	\$74,878
708-G-0001	1.0	20.01	1.0	C.E.A. II	99200	3540	542	401	75003	003	\$69,101	\$69,101	\$66,875	\$66,875
708-G-0001	1.0	20.01	1.0	C.E.A. III	99200	3540	542	411	1037	001	\$141,051	\$141,051	\$69,101	\$69,101
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	411	1039	010	\$132,425	\$132,425	\$67,919	\$67,919
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	542	411	1039	010	\$55,752	\$55,752	\$62,661	\$62,661
708-G-0001	1.0	20.01	1.0	Senior Personnel Spec	99200	3540	541	411	1317	001	\$138,638	\$138,638	\$67,919	\$67,919
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	414	1037	003	\$123,559	\$123,559	\$67,919	\$67,919
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	542	414	1039	023	\$55,752	\$55,752	\$62,661	\$62,661
708-G-0001	1.0	20.01	1.0	Senior Personnel Spec	99200	3540	541	414	1317	001	\$141,051	\$141,051	\$69,101	\$69,101
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	416	1037	002	\$127,906	\$127,906	\$62,661	\$62,661
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	542	416	1039	027	\$39,192	\$39,192	\$19,200	\$19,200
708-G-0001	1.0	20.01	1.0	Senior Stenographer	99200	3540	541	416	1257	002	\$69,101	\$69,101	\$66,813	\$66,813
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	417	1037	004	\$134,340	\$134,340	\$66,813	\$66,813
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	542	417	1039	024	\$35,532	\$35,532	\$17,407	\$17,407
708-G-0001	1.0	20.01	1.0	Office Tech (Typing)	99200	3540	541	417	1139	001	\$138,156	\$138,156	\$67,663	\$67,663
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	418	1037	005	\$75,792	\$75,792	\$37,131	\$37,131
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	541	418	1303	004	\$39,864	\$39,864	\$19,529	\$19,529
708-G-0001	1.0	20.01	1.0	Personnel Spec	99200	3540	542	418	1303	004	\$55,752	\$55,752	\$27,313	\$27,313
708-G-0001	1.0	20.01	1.0	Senior Personnel Spec	99200	3540	541	418	1317	001	\$120,771	\$120,771	\$59,166	\$59,166
708-G-0001	1.0	20.01	1.0	Unit Chief	99200	3540	542	419	1037	001	\$0	\$0	\$0	\$0
708-G-0001	1.0	20.01	1.0	Asst Chief (Suprvy)	99200	3540	542	419	1039	028	\$32,366	\$32,366	\$15,856	\$15,856
708-G-0001	1.0	20.01	1.0	Office Tech (Typing)	99200	3540	542	419	1139	002	\$16,184	\$16,184	\$21,587	\$21,587
708-G-0001	1.0	20.01	1.0	Office Tech (Typing)	99200	3540	541	500	1139	001	\$44,064	\$44,064	\$16,613	\$16,613
708-G-0001	1.0	20.01	1.0	Executive Secretary I	99220	3540	543	500	1247	004	\$33,912	\$33,912	\$36,019	\$36,019
708-G-0001	1.0	20.01	1.0	Office Asst (Typing)	99220	3540	543	500	1379	001	\$73,524	\$73,524	\$25,530	\$25,530
708-G-0001	1.0	20.01	1.0	Staff Svcs Mgr I	99220	3540	543	500	4800	001	\$52,112	\$52,112	\$24,403	\$24,403
708-G-0001	1.0	20.01	1.0	Staff Svcs Analyst (Gen)	99220	3540	543	500	5157	002	\$24,403	\$24,403	\$20,029	\$20,029
708-G-0001	1.0	20.01	1.0	Staff Svcs Analyst (Gen)	99220	3540	543	500	5157	005	\$40,884	\$40,884	\$20,141	\$20,141
708-G-0001	1.0	20.01	1.0	Mgmt Svcs Tech	99220	3540	543	500	5278	002	\$41,112	\$41,112	\$55,860	\$55,860
708-G-0001	1.0	20.01	1.0	Mgmt Svcs Tech	99220	3540	543	500	5278	020	\$41,112	\$41,112	\$55,860	\$55,860
708-G-0001	1.0	20.01	1.0	Info Officer II	99220	3540	543	500	5595	001	\$114,024	\$114,024	\$66,703	\$66,703
708-G-0001	1.0	20.01	1.0	Asst Fire Marshal	99220	3540	544	500	8963	001	\$136,156	\$136,156	\$53,797	\$53,797
708-G-0001	1.0	20.01	1.0	Fire Marshal	99220	3540	544	500	8964	001	\$109,812	\$109,812	\$41,322	\$41,322
708-G-0001	1.0	20.01	1.0	C.E.A. II	99220	3540	543	500	75002	002	\$84,348	\$84,348	\$39,547	\$39,547
708-G-0001	1.0	20.01	1.0	Deputy State Fire Marshal III (Suprv)	99220	3540	544	560	9010	001	\$80,724	\$80,724	\$39,547	\$39,547
708-G-0001	1.0	20.01	1.0	Senior Environmental Planner	99200	3540	541	710	4713	001	\$32,737,269	\$32,737,269	\$14,957,624	\$14,957,624

476.4

APPENDIX D

D. AUDIT RESPONSE LETTER

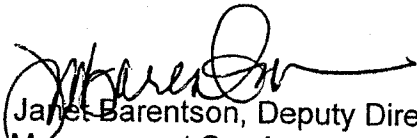
Memorandum

To: Tony Favro, Chief
Office of Program Accountability

Date: December 16, 2009

Telephone: 916-653-7709

Website: www.fire.ca.gov

From: 
Janet Barentson, Deputy Director
Management Services
California Department of Forestry and Fire Protection

Subject: Review of Executive and Administrative Services Included in CAL FIRE Indirect Cost Rate PCA 99200

I have reviewed the Office of Program Accountability's report on the appropriateness of expenditures coded to PCA 99200. Specific comments related to the identified recommendations follow:

Recommendation 1: The Deputy Chief over Operations in LNU should be moved out of 99200 and coded to the appropriate PCA for unit operations.

Response: Concur. The Northern Region indicates (see attached memo) that the coding was misidentified when the position was upgraded on 1999. The Unit is currently taking steps to appropriately code this position to PCA 02350. The Budget Office will validate in its Position Control Database that this in fact occurs.

Recommendation 2: The Assistant Deputy Director over Cooperative Fire, Training and Safety should be moved out of 99200 and coded to the appropriate Fire Protection PCA.

Response: Concur. The Budget Office will work with Program to recode the position, transfer the funding to the appropriate PCA, and validate its Position Control Database that this in fact occurs.

Recommendation 3. The Assistant Deputy Director over Fire Engineering and Enforcement should be moved out of 99200 and coded to the appropriate OSFM PCA.

Response: Disagree. This position actually provides functional services to all programs, such as providing fire cause investigations, fire cost recovery activities, employee training, employee administrative investigations, etc. I believe this position could be categorized as benefitting all Department programs, and therefore could be considered as a true "overhead" or administrative position, qualifying it for inclusion in PCA 99200.

Tony Favro, Chief
December 16, 2009
Page 2

Recommendation 4: CAL FIRE Management Services should consider revisiting the job classifications included in the indirect cost calculation in their entirety.

Response: Concur. Management Services will convene a working group consisting of the Budget Office and program staff to evaluate the appropriateness of staff at the field level included/excluded from PCA 99200.

Recommendation 5: CAL FIRE Management Services should prepare a justification for the direct charge to Fire Protection of the Communications Office position.

Response: Concur. The Budget Office will work with the Communications Office and Fire Protection to appropriately code and fund this position.

Recommendation 6: CAL FIRE Management Services should develop policy to document the established criteria for including position in or removing position from the indirect cost calculation (PCA 99200).

Response: Concur. The Budget Office will develop appropriate policy.

Recommendation 7: CAL FIRE Management Services should consider developing new policies and procedures.

Response: Concur in part. This recommendation focuses on the administrative functions related to the Office of the State Fire Marshal (OSFM). Both the OSFM and Management Services agree that this issue needs further investigation. However, to the extent that the functions of staff are specific to one program, those staff should not be charged to PCA 99200. As noted in the response provided by the OSFM (attached), a working group is being convened to review OSFM processes, which will include Management Services staff. This recommendation will be addressed as part of that group.

Recommendation 8: The San Benito-Monterey Unit should consider moving the \$120,000 budget and expenditures for its rent to a different PCA within its overall budget to be consistent with other units statewide.

Response: Concur. The funding and expenditures should be moved to PCA 02363, as noted in the response provided by the Southern Region. Region and Budget Office staff should prepare the necessary documentation to effect this change.

Recommendation 9: CAL FIRE's regions and field units should review operating expenditures coded to PCA 99200 to determine the appropriateness of the charges to that PCA.

Tony Favro, Chief
December 16, 2009
Page 3

Response: Concur. Both Regions reviewed charges to PCA 99200, and have determined them to be appropriate. Specific details are included in the individual responses attached.

I would like to offer my appreciation to the Office of Program Accountability for its review of this issue, as it has been a departmental concern for some time. Additionally, I appreciate this opportunity to respond to the recommendations identified as part of this review. If you have any further questions or comments, please let me know.

Attachments

cc: Del Walters, Director
Bill Hoehman, Northern Region Chief
Candace Gregory, Southern Region Chief
Ken Pimlott, Deputy Director, Fire Protection
Tonya Hoover, Acting State Fire Marshal
Ken McLean, Assistant Region Chief
Mikel Martin, Assistant Region Chief
Janet Upton, Deputy Director, Communications Office
Loren Snell, Assistant Deputy Director, Cooperative Fire, Training and Safety
Tom Lutzenberger, Assistant Deputy Director, Management Services
Melissa Gamer, Chief, Budget Office