

**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

<b>FINANCIAL DATA</b>	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

<b>SOURCE OF FUNDS:</b>	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

**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Ashley, seconded by Supervisor Stone and duly carried, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Buster, Stone, Benoit and Ashley  
Nays: None  
Absent: Tavaglione  
Date: July 27, 2010  
xc: EO

Kecia Harper-Ihem  
Clerk of the Board  
By:   
Deputy

Prev. Agn. Ref.:

District: All

Agenda Number:

3.8

ATTACHMENTS FILED  
WITH THE CLERK OF THE BOARD

Dept't Recomm.:  
Per Exec. Ofc.:

Policy  
 Policy  
 Consent  
 Consent

RE: California Department of Forestry and Fire Protection Administrative (CAL FIRE) Rate Study  
Date: July 27, 2010  
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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

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## **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
<u>10 Fire Marshal:</u>				
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
<u>11 Fire Protection:</u>				
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
<u>12 Resource Management:</u>				
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
<u>Department Administrative Units:</u>				
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		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
<u>Roll Forward</u>				
	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	=	<b>11.06%</b>
	Direct Program Costs	\$777,865,176	=	

(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**

Department Administrative Units:	Total Costs	Unallowable Costs	Direct Program Costs	Indirect Costs
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	=
	Direct Program Costs	=	\$777,865,176	= <span style="border: 1px solid black; padding: 2px;"><b>7.43%</b></span>

**Pro Rata Share Calculation**

Department Administrative Units:	Total Costs	Unallowable Costs	Direct Program Costs	Indirect Costs
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	=
	Direct Program Costs	=	\$777,865,176	= <span style="border: 1px solid black; padding: 2px;"><b>3.63%</b></span>

## **APPENDIX B**

### **B. LOCAL AGENCY CONTRACTS**

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

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  
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	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
<b>Shasta-Trinity</b>					
	2008	-27400	Shasta County	\$	2,239,932
	2008	-27420	Shasta College	\$	103,395
<b>Tehama-Glenn</b>					
	2008	-27600	Tehama County	\$	2,282,761
	2008	-27620	Hamilton City FPD	\$	8,329
	2008	-27630	City of Red Bluff	\$	74,973
<b>Siskiyou</b>					
	2008	-27501	Siskiyou County General Fire	\$	292,380
	2008	-27503	City of Weed	\$	134,000
	2008	-27505	Siskiyou County, McCloud ZIB	\$	31,933
<b>Amador-El Dorado</b>					
	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 EmerServicesAutl	\$	832,152
	2008	-27763	CALSTAR	\$	95,483
<b>Riverside</b>					
	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
<b>Tulare</b>					
	2008	-48100	Tulare County	\$	199,451
<b>Madera-Mariposa-Merced</b>					
	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
<b>Fresno-Kings</b>					
	2008	-47501	Fresno County	\$	705,982
	2008	-47703	County of Fresno CSA	\$	8,740
	2008	-47704	Fresno County FPD	\$	13,854,894
<b>Tuolumne-Calaveras</b>					
	2008	-47200	Calaveras County	\$	186,467
	2008	-48200	Tuolumne County	\$	2,203,222
<b>San Benito-Monterey</b>					
	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
			<b>Total</b>	<b>\$</b>	<b>338,432,907</b>

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
<b>TOTAL</b>			<b>2,377,979</b>



## **APPENDIX C**

### **C. STAFFING - 99200 UNIT**

INDIRECT 99200 STAFF

LINE#

FILE

Total PLS

REXP\_CX

APPRS

RPL\_CX PROG

CLS TITLE

SERIAL

RU BE CLASS

PCA CFIS AGENCY

LOCATION

DIV INDEX

DIV INDEX	LOCATION	PCA CFIS AGENCY	RU BE CLASS	SERIAL	CLS TITLE	RPL_CX PROG	APPRS	REXP_CX	Staff Benefits	Total PLS
AD 9010	Board of Forestry	99200 3540 541	001 1728 001	001	Executive Asst	1.0 20.01	708-G-0001	\$48,819	\$21,671	\$70,490
AD 9010	Board of Forestry	99200 3540 541	001 3485 001	001	Exec Officer	1.0 20.01	708-G-0001	\$98,844	\$43,877	\$142,721
AD 9010	Board of Forestry	99200 3540 541	001 5157 701	001	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$22,903	\$22,903	\$45,806
EX 9000	Foresters Licensing	99200 3540 541	002 1238 001	001	Exec Officer-Foresters Lic	0.4 20.01	708-G-0001	\$47,426	\$21,052	\$68,478
EX 9000	Office of the Director	99200 3540 541	003 1358 001	001	Dep Director	1.0 20.01	708-G-0001	\$103,608	\$45,992	\$149,600
EX 9000	Office of the Director	99200 3540 541	003 1728 004	001	Executive Asst	1.0 20.01	708-G-0001	\$43,327	\$19,233	\$62,560
EX 9000	Office of the Director	99200 3540 542	003 4850 001	001	Director	1.0 20.01	708-G-0001	\$183,060	\$81,260	\$264,320
EX 9000	Office of the Director	99200 3540 542	003 4851 001	001	Chief Deputy Director	1.0 20.01	708-G-0001	\$126,588	\$56,192	\$182,780
EX 9000	Office of the Director	99200 3540 541	003 5358 001	001	Adm Asst II	1.0 20.01	708-G-0001	\$52,800	\$23,438	\$76,238
EX 9000	Office of the Director	99200 3540 541	003 5361 001	001	Adm Asst I	1.0 20.01	708-G-0001	\$53,352	\$23,683	\$77,035
EX 9000	Office of the Director	99200 3540 542	003 75003 004	001	C.E.A. III	1.0 20.01	708-G-0001	\$152,844	\$67,847	\$220,691
EX 9000	Office of the Director	99200 3540 542	003 75003 005	001	C.E.A. III	1.0 20.01	708-G-0001	\$122,376	\$54,323	\$176,699
EX 9000	Office of the Director	99200 3540 541	004 1139 700	001	Office Tech (Typing)	1.0 20.01	708-G-0001	\$34,545	\$15,335	\$49,880
CL 9111	Legislation	99200 3540 541	004 4800 001	001	Staff Svcs Mgr I	1.0 20.01	708-G-0001	\$73,524	\$32,637	\$106,161
CL 9111	Legislation	99200 3540 541	004 5157 701	001	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$33,804	\$15,006	\$48,810
CL 9111	Legislation	99200 3540 541	004 5393 700	001	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$64,176	\$28,488	\$92,664
CL 9111	Legislation	99200 3540 541	004 5393 702	001	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$62,646	\$27,809	\$90,455
CL 9110	Public Education Office	99200 3540 541	007 5157 702	001	Office Services Supervisor I (Typing)	1.0 20.01	708-G-0001	\$30,180	\$13,397	\$43,577
CL 9110	Public Education Office	99200 3540 541	007 5681 001	001	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$43,500	\$19,310	\$62,810
CL 9110	Public Education Office	99200 3540 542	007 9723 001	001	Assoc Governmental Prog Analyst	1.0 20.01	708-G-0001	\$50,982	\$22,631	\$73,613
EX 9001	Legal Services	99200 3540 541	015 0913 001	001	Information Officer I (Specialist)	1.0 20.01	708-G-0001	\$53,240	\$23,533	\$76,773
EX 9001	Legal Services	99200 3540 541	015 5157 001	001	Battalion Chief (Nonsuprvy)	1.0 20.01	708-G-0001	\$62,451	\$27,722	\$90,173
EX 9001	Legal Services	99200 3540 541	015 5333 001	001	Chief Counsel	1.0 20.01	708-G-0001	\$118,164	\$52,453	\$170,617
EX 9001	Legal Services	99200 3540 541	015 5778 002	001	Staff Svcs Analyst (Gen)	0.5 20.01	708-G-0001	\$22,137	\$9,827	\$31,964
EX 9001	Legal Services	99200 3540 541	015 5795 001	001	Senior Legal Analyst	1.0 20.01	708-G-0001	\$67,392	\$29,915	\$97,307
EX 9001	Legal Services	99200 3540 541	020 5157 702	001	Staff Counsel	1.0 20.01	708-G-0001	\$97,814	\$38,981	\$136,795
MS 9410	Support Services	99200 3540 541	020 75002 009	009	Staff Svcs Analyst (Gen)	1.0 20.01	708-G-0001	\$107,016	\$47,504	\$154,520
MS 9313	Information Technology	99200 3540 541	021 1139 728	001	C.E.A. II	1.0 20.01	708-G-0001	\$53,352	\$23,683	\$77,035
MS 9313	Information Technology	99200 3540 541	021 1312 001	001	Office Tech (Typing)	1.0 20.01	708-G-0001	\$48,819	\$21,671	\$70,490
MS 9313	Information Technology	99200 3540 541	021 1312 012	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 016	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 018	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 020	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 021	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 022	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 024	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 025	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 027	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 028	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 030	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 031	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 032	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 034	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1312 035	001	Staff Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$77,592	\$34,443	\$112,035
MS 9313	Information Technology	99200 3540 541	021 1337 001	001	Senior Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$89,580	\$39,765	\$129,345
MS 9313	Information Technology	99200 3540 541	021 1340 002	002	Senior Info Sys(s) Analyst (Suprv)	1.0 20.01	708-G-0001	\$80,832	\$35,881	\$116,713
MS 9313	Information Technology	99200 3540 541	021 1367 001	001	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804	\$122,968
MS 9313	Information Technology	99200 3540 541	021 1373 001	001	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804	\$122,968
MS 9313	Information Technology	99200 3540 541	021 1373 002	002	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$85,164	\$37,804	\$122,968
MS 9313	Information Technology	99200 3540 541	021 1373 005	005	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$82,383	\$36,570	\$118,953
MS 9313	Information Technology	99200 3540 541	021 1373 006	006	Sys(s) Software Spec II (Technical)	1.0 20.01	708-G-0001	\$20,347	\$9,032	\$29,379
MS 9313	Information Technology	99200 3540 541	021 1379 701	001	Office Asst (Typing)	0.6 20.01	708-G-0001	\$88,050	\$39,085	\$127,135
MS 9313	Information Technology	99200 3540 541	021 1384 001	001	Data Processing Manager II	1.0 20.01	708-G-0001	\$98,769	\$43,844	\$142,613
MS 9313	Information Technology	99200 3540 541	021 1393 001	001	Data Processing Mgr III	1.0 20.01	708-G-0001	\$94,239	\$41,833	\$136,072
MS 9313	Information Technology	99200 3540 541	021 1470 002	002	Data Processing Mgr III	1.0 20.01	708-G-0001	\$64,977	\$28,843	\$93,820
MS 9313	Information Technology	99200 3540 541	021 1470 706	006	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$69,432	\$30,821	\$100,253
MS 9313	Information Technology	99200 3540 541	021 1470 708	008	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$67,005	\$29,744	\$96,749
MS 9313	Information Technology	99200 3540 541	021 1470 709	009	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$70,764	\$31,412	\$102,176
MS 9313	Information Technology	99200 3540 541	021 1470 710	010	Assoc Info Sys(s) Analyst (Spec)	1.0 20.01	708-G-0001	\$70,764	\$31,412	\$102,176

DIV	INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	RPT	CY	PROG	APPRS	RXP	CY	Staff Benefits	Total PS
MS	9313	Information Technology	99200	3540	541	021	1470	713	1470	Assoc Info Sys(s) Analyst (Spec)	1.0	20.01	708-G-0001	\$54,115	\$24,022	\$24,022	\$54,115	
MS	9313	Information Technology	99200	3540	541	021	1470	714	1470	Assoc Info Sys(s) Analyst (Spec)	1.0	20.01	708-G-0001	\$56,904	\$25,260	\$25,260	\$56,904	
MS	9313	Information Technology	99200	3540	541	021	1479	711	1479	Asst Info Sys(s) Analyst	1.0	20.01	708-G-0001	\$58,836	\$26,117	\$26,117	\$58,836	
MS	9313	Information Technology	99200	3540	541	021	1558	001	1558	Systems Software Specialist II (Sup)	1.0	20.01	708-G-0001	\$99,436	\$39,701	\$39,701	\$99,436	
MS	9313	Information Technology	99200	3540	541	021	1559	001	1559	Systems Software Specialist II (Suprvy)	1.0	20.01	708-G-0001	\$99,244	\$43,611	\$43,611	\$99,244	
MS	9313	Information Technology	99200	3540	541	021	1562	002	1562	Info Sys(s) Tech Spec I	1.0	20.01	708-G-0001	\$50,976	\$22,628	\$22,628	\$50,976	
MS	9313	Information Technology	99200	3540	541	021	1562	003	1562	Info Sys(s) Tech Spec I	1.0	20.01	708-G-0001	\$53,520	\$23,758	\$23,758	\$53,520	
MS	9313	Information Technology	99200	3540	541	021	1579	020	1579	Assoc Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$70,764	\$31,412	\$31,412	\$70,764	
MS	9313	Information Technology	99200	3540	541	021	1581	026	1581	Staff Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$71,587	\$34,441	\$34,441	\$71,587	
MS	9313	Information Technology	99200	3540	541	021	1581	028	1581	Staff Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$70,144	\$31,137	\$31,137	\$70,144	
MS	9313	Information Technology	99200	3540	541	021	1581	029	1581	Staff Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$70,144	\$31,137	\$31,137	\$70,144	
MS	9313	Information Technology	99200	3540	541	021	1581	030	1581	Staff Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$85,308	\$37,868	\$37,868	\$85,308	
MS	9313	Information Technology	99200	3540	541	021	1583	001	1583	Senior Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$77,580	\$34,438	\$34,438	\$77,580	
MS	9313	Information Technology	99200	3540	541	021	1583	002	1583	Senior Programmer Analyst (Spec)	1.0	20.01	708-G-0001	\$77,580	\$34,438	\$34,438	\$77,580	
MS	9313	Information Technology	99200	3540	541	021	1587	003	1587	Sys(s) Software Spec I (Technical)	1.0	20.01	708-G-0001	\$60,768	\$26,975	\$26,975	\$60,768	
MS	9313	Information Technology	99200	3540	541	021	1587	004	1587	Sys(s) Software Spec I (Technical)	1.0	20.01	708-G-0001	\$50,818	\$22,558	\$22,558	\$50,818	
MS	9313	Information Technology	99200	3540	541	021	1587	010	1587	Sys(s) Software Spec I (Technical)	1.0	20.01	708-G-0001	\$33,804	\$15,006	\$15,006	\$33,804	
MS	9313	Information Technology	99200	3540	541	021	1587	020	1587	Sys(s) Software Spec I (Technical)	1.0	20.01	708-G-0001	\$41,112	\$18,250	\$18,250	\$41,112	
MS	9313	Information Technology	99200	3540	541	021	5157	702	5157	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$58,253	\$25,859	\$25,859	\$58,253	
MS	9313	Information Technology	99200	3540	541	021	5278	001	5278	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$109,812	\$46,746	\$46,746	\$109,812	
MS	9313	Information Technology	99200	3540	541	021	5393	703	5393	Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9313	Information Technology	99200	3540	541	021	75002	001	75002	C.E.A. II	1.0	20.01	708-G-0001	\$19,254	\$8,547	\$8,547	\$19,254	
MS	9411	Accounting Office	99200	3540	541	022	1730	002	1730	Senior Account Clerk	0.5	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1730	003	1730	Senior Account Clerk	1.0	20.01	708-G-0001	\$30,280	\$13,441	\$13,441	\$30,280	
MS	9411	Accounting Office	99200	3540	541	022	1733	019	1733	Senior Account Clerk	1.0	20.01	708-G-0001	\$17,256	\$7,660	\$7,660	\$17,256	
MS	9411	Accounting Office	99200	3540	541	022	1733	023	1733	Account Clerk II	0.5	20.01	708-G-0001	\$17,256	\$7,660	\$7,660	\$17,256	
MS	9411	Accounting Office	99200	3540	541	022	1733	024	1733	Account Clerk II	0.5	20.01	708-G-0001	\$32,844	\$14,579	\$14,579	\$32,844	
MS	9411	Accounting Office	99200	3540	541	022	1741	001	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	002	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	003	1741	Accounting Tech	1.0	20.01	708-G-0001	\$32,184	\$14,286	\$14,286	\$32,184	
MS	9411	Accounting Office	99200	3540	541	022	1741	008	1741	Accounting Tech	1.0	20.01	708-G-0001	\$36,995	\$16,422	\$16,422	\$36,995	
MS	9411	Accounting Office	99200	3540	541	022	1741	009	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	011	1741	Accounting Tech	1.0	20.01	708-G-0001	\$32,184	\$14,286	\$14,286	\$32,184	
MS	9411	Accounting Office	99200	3540	541	022	1741	012	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	015	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	017	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	021	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	023	1741	Accounting Tech	1.0	20.01	708-G-0001	\$32,184	\$14,286	\$14,286	\$32,184	
MS	9411	Accounting Office	99200	3540	541	022	1741	026	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	027	1741	Accounting Tech	1.0	20.01	708-G-0001	\$38,508	\$17,094	\$17,094	\$38,508	
MS	9411	Accounting Office	99200	3540	541	022	1741	030	1741	Accounting Tech	1.0	20.01	708-G-0001	\$37,236	\$16,529	\$16,529	\$37,236	
MS	9411	Accounting Office	99200	3540	541	022	1741	031	1741	Accounting Tech	1.0	20.01	708-G-0001	\$34,896	\$15,490	\$15,490	\$34,896	
MS	9411	Accounting Office	99200	3540	541	022	1741	031	1741	Accounting Tech	1.0	20.01	708-G-0001	\$34,896	\$15,490	\$15,490	\$34,896	
MS	9411	Accounting Office	99200	3540	541	022	4177	004	4177	Accountant I (Spec)	1.0	20.01	708-G-0001	\$41,856	\$18,580	\$18,580	\$41,856	
MS	9411	Accounting Office	99200	3540	541	022	4177	015	4177	Accountant I (Spec)	1.0	20.01	708-G-0001	\$34,440	\$15,288	\$15,288	\$34,440	
MS	9411	Accounting Office	99200	3540	541	022	4177	018	4177	Accountant I (Spec)	1.0	20.01	708-G-0001	\$34,440	\$15,288	\$15,288	\$34,440	
MS	9411	Accounting Office	99200	3540	541	022	4177	021	4177	Accountant I (Spec)	1.0	20.01	708-G-0001	\$80,724	\$35,833	\$35,833	\$80,724	
MS	9411	Accounting Office	99200	3540	541	022	4177	022	4177	Accountant I (Spec)	1.0	20.01	708-G-0001	\$80,724	\$35,833	\$35,833	\$80,724	
MS	9411	Accounting Office	99200	3540	541	022	4542	002	4542	Accounting Administrator II	1.0	20.01	708-G-0001	\$89,688	\$39,813	\$39,813	\$89,688	
MS	9411	Accounting Office	99200	3540	541	022	4542	003	4542	Accounting Administrator II	1.0	20.01	708-G-0001	\$51,044	\$22,658	\$22,658	\$51,044	
MS	9411	Accounting Office	99200	3540	541	022	4546	001	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$55,794	\$24,767	\$24,767	\$55,794	
MS	9411	Accounting Office	99200	3540	541	022	4546	007	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$50,214	\$22,290	\$22,290	\$50,214	
MS	9411	Accounting Office	99200	3540	541	022	4546	008	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$56,040	\$24,876	\$24,876	\$56,040	
MS	9411	Accounting Office	99200	3540	541	022	4546	009	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$46,092	\$20,460	\$20,460	\$46,092	
MS	9411	Accounting Office	99200	3540	541	022	4546	010	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$49,002	\$21,752	\$21,752	\$49,002	
MS	9411	Accounting Office	99200	3540	541	022	4546	013	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$46,284	\$20,545	\$20,545	\$46,284	
MS	9411	Accounting Office	99200	3540	541	022	4546	014	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$50,820	\$22,559	\$22,559	\$50,820	
MS	9411	Accounting Office	99200	3540	541	022	4546	015	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$50,820	\$22,559	\$22,559	\$50,820	
MS	9411	Accounting Office	99200	3540	541	022	4546	016	4546	Accounting Administrator III	1.0	20.01	708-G-0001	\$31,612	\$14,612	\$14,612	\$31,612	
MS	9411	Accounting Office	99200	3540	541	022	4549	001	4549	Accounting Administrator I (Suprv)	1.0	20.01	708-G-0001	\$71,214	\$31,612	\$31,612	\$71,214	

Total PS

DIV	INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	APPRS	PROG	RPT	CY	REXP_CX	Staff Benefits
MS	9411	Accounting Office	99200	3540	541	022	4552	001	001	Accounting Administrator I (Spec)	708-G-0001	1.0	20.01	\$70,488	\$31,290	
MS	9411	Accounting Office	99200	3540	541	022	4563	001	001	Accounting Officer (Suprv)	708-G-0001	1.0	20.01	\$56,040	\$24,876	
MS	9411	Accounting Office	99200	3540	541	022	4563	002	002	Accounting Officer (Suprv)	708-G-0001	1.0	20.01	\$50,820	\$22,559	
MS	9411	Accounting Office	99200	3540	541	022	4567	001	001	Sr Actg Officer-Spec	708-G-0001	1.0	20.01	\$54,042	\$23,989	
MS	9411	Accounting Office	99200	3540	541	022	4569	001	001	Senior Accounting Officer (Suprv)	708-G-0001	1.0	20.01	\$66,912	\$29,702	
MS	9411	Accounting Office	99200	3540	541	022	4569	003	003	Senior Accounting Officer (Suprv)	708-G-0001	1.0	20.01	\$66,912	\$29,702	
MS	9411	Accounting Office	99200	3540	541	022	5304	002	002	Senior Accounting Officer (Suprv)	708-G-0001	1.0	20.01	\$55,464	\$24,620	
MS	9411	Accounting Office	99200	3540	541	022	5304	002	002	Assoc Adm Analyst-Accounting Sys(s)	708-G-0001	1.0	20.01	\$59,427	\$26,380	
MS	9411	Program Accountability	99200	3540	541	023	4159	001	001	Assoc Mgmt Auditor	748-F-0890	0.5	20.01	\$35,382	\$15,706	
MS	9418	Program Accountability	99200	3540	541	023	4159	001	001	Assoc Mgmt Auditor	708-G-0001	0.5	20.01	\$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	\$70,764	\$31,412	
MS	9418	Program Accountability	99200	3540	541	023	5278	001	001	Mgmt Svcs Tech	708-G-0001	1.0	20.01	\$39,159	\$17,383	
MS	9418	Program Accountability	99200	3540	541	023	5841	701	701	Staff Services Management Auditor	708-G-0001	1.0	20.01	\$65,185	\$28,936	
MS	9418	Program Accountability	99200	3540	541	023	5841	702	702	Staff Services Management Auditor	708-G-0001	1.0	20.01	\$41,088	\$18,239	
MS	9418	Program Accountability	99200	3540	541	023	5841	001	001	C.E.A. I	708-G-0001	1.0	20.01	\$78,984	\$35,061	
MS	9412	Budget Office	99200	3540	541	024	75001	001	001	Secretary	708-G-0001	0.5	20.01	\$19,590	\$8,696	
MS	9412	Budget Office	99200	3540	541	024	1176	001	001	Assoc Info Sys(s) Analyst (Spec)	708-G-0001	1.0	20.01	\$55,890	\$24,810	
MS	9412	Budget Office	99200	3540	541	024	4800	001	001	Staff Svcs Mgr I	708-G-0001	1.0	20.01	\$73,524	\$32,637	
MS	9412	Budget Office	99200	3540	541	024	4800	002	002	Staff Svcs Mgr I	708-G-0001	1.0	20.01	\$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	\$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	\$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	\$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	\$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	\$56,826	\$25,225	
MS	9412	Budget Office	99200	3540	541	024	5284	703	703	Assoc Budget Analyst	708-G-0001	1.0	20.01	\$61,371	\$27,243	
MS	9412	Budget Office	99200	3540	541	024	75001	001	001	C.E.A. I	708-G-0001	1.0	20.01	\$94,056	\$41,751	
MS	9412	Budget Office	99200	3540	541	025	1148	702	702	Office Services Supervisor I (Typing)	708-G-0001	1.0	20.01	\$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	\$81,684	\$36,260	
MS	9414	Technical Services	99200	3540	541	025	3029	002	002	Transportation Surveyor (Calltrans)	708-G-0001	1.0	20.01	\$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	\$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	\$99,624	\$44,223	
MS	9414	Technical Services	99200	3540	541	025	3050	001	001	Senior Land Surveyor	708-G-0001	1.0	20.01	\$107,580	\$47,755	
MS	9414	Technical Services	99200	3540	541	025	3050	002	002	Senior Land Surveyor	708-G-0001	1.0	20.01	\$118,536	\$52,618	
MS	9414	Technical Services	99200	3540	541	025	3123	001	001	Senior Civil Engr	708-G-0001	1.0	20.01	\$91,969	\$40,825	
MS	9414	Technical Services	99200	3540	541	025	3132	001	001	Junior Civil Engineer	708-G-0001	1.0	20.01	\$60,960	\$27,060	
MS	9414	Technical Services	99200	3540	541	025	3132	002	002	Junior Civil Engineer	708-G-0001	1.0	20.01	\$80,960	\$37,060	
MS	9414	Technical Services	99200	3540	541	025	3132	003	003	Junior Civil Engineer	708-G-0001	1.0	20.01	\$51,380	\$24,166	
MS	9414	Technical Services	99200	3540	541	025	3579	001	001	Sr Mech Engr	708-G-0001	1.0	20.01	\$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	\$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	\$87,549	\$40,240	
MS	9414	Technical Services	99200	3540	541	025	3603	003	003	Assoc Electrical Engr	708-G-0001	1.0	20.01	\$90,661	\$40,240	
MS	9414	Technical Services	99200	3540	541	025	3603	005	005	Assoc Electrical Engr	708-G-0001	1.0	20.01	\$72,324	\$32,105	
MS	9414	Technical Services	99200	3540	541	025	4009	002	002	Architectural Assoc	708-G-0001	1.0	20.01	\$64,363	\$28,571	
MS	9414	Technical Services	99200	3540	541	025	4009	004	004	Architectural Assoc	708-G-0001	1.0	20.01	\$65,616	\$29,127	
MS	9414	Technical Services	99200	3540	541	025	4009	005	005	Architectural Assoc	708-G-0001	1.0	20.01	\$91,773	\$40,738	
MS	9414	Technical Services	99200	3540	541	025	4020	001	001	Project Director II	708-G-0001	1.0	20.01	\$84,811	\$34,738	
MS	9414	Technical Services	99200	3540	541	025	4020	002	002	Project Director II	708-G-0001	1.0	20.01	\$78,420	\$34,811	
MS	9414	Technical Services	99200	3540	541	025	4106	002	002	Associate Construction Analyst	708-G-0001	1.0	20.01	\$37,272	\$16,545	
MS	9414	Technical Services	99200	3540	541	025	5157	001	001	Staff Svcs Analyst (Gen)	708-G-0001	1.0	20.01	\$59,322	\$26,333	
MS	9414	Technical Services	99200	3540	541	025	5393	001	001	Assoc Governmental Prog Analyst	708-G-0001	1.0	20.01	\$109,812	\$48,746	
MS	9414	Technical Services	99200	3540	541	025	75002	001	001	C.E.A. II	708-G-0001	1.0	20.01	\$35,475	\$15,747	
MS	9414	Technical Services	99200	3540	541	025	1139	703	703	Office Tech (Typing)	708-G-0001	1.0	20.01	\$63,897	\$28,964	
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	\$70,764	\$31,412	
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	\$70,994	\$31,514	
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	\$50,892	\$22,591	
MS	9419	Administrative and Incident Support Team	99200	3540	541	026	5157	001	001	Senior Adm Analyst-Accounting Sys(s)	708-G-0001	1.0	20.01	\$80,724	\$35,833	
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	\$64,191	\$28,494	
MS	9419	Administrative and Incident Support Team	99200	3540	541	026	5393	001	001	Assoc Governmental Prog Analyst	708-G-0001	1.0	20.01	\$33,804	\$15,006	
MS	9419	Administrative and Incident Support Team	99200	3540	541	026	1441	002	002	Office Asst (Gen)	708-G-0001	1.0	20.01	\$33,240	\$14,755	
MS	9419	Administrative and Incident Support Team	99200	3540	541	028	4707	002	002	Business Svc Asst (Spec)	708-G-0001	1.0	20.01	\$44,496	\$19,752	

DIV INDEX	LOCATION	PCA CFIS AGENCY	RU	BE	CLASS SERIAL	C.L.S. TITLE	APPRS	REXP_CX	Staff Benefits	Total PS
MS 9416	Business Services Office	99200 3540 541	028	4720	001	Business Svc Officer I (Spec)	708-G-0001	\$53,352	\$23,663	\$23,663
MS 9416	Business Services Office	99200 3540 541	028	4722	001	Business Svc Officer I (Supvr)	708-G-0001	\$55,464	\$24,620	\$24,620
MS 9416	Business Services Office	99200 3540 541	028	4800	001	Staff Svcs Mgr I	708-G-0001	\$60,948	\$27,055	\$27,055
MS 9416	Business Services Office	99200 3540 541	028	4800	002	Staff Svcs Mgr I	708-G-0001	\$67,200	\$29,830	\$29,830
MS 9416	Business Services Office	99200 3540 541	028	4800	003	Staff Svcs Mgr I	708-G-0001	\$73,524	\$32,637	\$32,637
MS 9416	Business Services Office	99200 3540 541	028	4802	001	Staff Svcs Mgr III	708-G-0001	\$82,365	\$36,562	\$36,562
MS 9416	Business Services Office	99200 3540 541	028	5157	001	Staff Svcs Analyst (Gen)	708-G-0001	\$45,177	\$20,054	\$20,054
MS 9416	Business Services Office	99200 3540 541	028	5157	004	Staff Svcs Analyst (Gen)	708-G-0001	\$53,352	\$23,683	\$23,683
MS 9416	Business Services Office	99200 3540 541	028	5157	006	Staff Svcs Analyst (Gen)	708-G-0001	\$52,932	\$23,497	\$23,497
MS 9416	Business Services Office	99200 3540 541	028	5157	007	Staff Svcs Analyst (Gen)	708-G-0001	\$48,204	\$21,398	\$21,398
MS 9416	Business Services Office	99200 3540 541	028	5157	700	Staff Svcs Analyst (Gen)	708-G-0001	\$51,492	\$22,857	\$22,857
MS 9416	Business Services Office	99200 3540 541	028	5157	701	Staff Svcs Analyst (Gen)	708-G-0001	\$43,941	\$19,505	\$19,505
MS 9416	Business Services Office	99200 3540 541	028	5157	703	Staff Svcs Analyst (Gen)	708-G-0001	\$45,909	\$20,379	\$20,379
MS 9416	Business Services Office	99200 3540 541	028	5157	704	Staff Svcs Analyst (Gen)	708-G-0001	\$53,352	\$23,683	\$23,683
MS 9416	Business Services Office	99200 3540 541	028	5157	708	Staff Svcs Analyst (Gen)	708-G-0001	\$42,580	\$18,901	\$18,901
MS 9416	Business Services Office	99200 3540 541	028	5157	711	Staff Svcs Analyst (Gen)	708-G-0001	\$53,112	\$23,576	\$23,576
MS 9416	Business Services Office	99200 3540 541	028	5157	712	Staff Svcs Analyst (Gen)	708-G-0001	\$64,176	\$28,488	\$28,488
MS 9416	Business Services Office	99200 3540 541	028	5393	003	Assoc Governmental Prog Analyst	708-G-0001	\$58,824	\$26,112	\$26,112
MS 9416	Business Services Office	99200 3540 541	028	5393	702	Assoc Governmental Prog Analyst	708-G-0001	\$64,176	\$28,488	\$28,488
MS 9416	Business Services Office	99200 3540 541	028	5393	704	Assoc Governmental Prog Analyst	708-G-0001	\$64,176	\$28,488	\$28,488
MS 9416	Business Services Office	99200 3540 541	028	5393	707	Assoc Governmental Prog Analyst	708-G-0001	\$52,088	\$22,088	\$22,088
MS 9416	Business Services Office	99200 3540 541	028	5393	709	Assoc Governmental Prog Analyst	708-G-0001	\$64,176	\$28,488	\$28,488
MS 9416	Business Services Office	99200 3540 541	028	5393	713	Assoc Governmental Prog Analyst	708-G-0001	\$56,133	\$24,917	\$24,917
MS 9416	Business Services Office	99200 3540 541	028	5393	714	Assoc Governmental Prog Analyst	708-G-0001	\$58,212	\$25,840	\$25,840
MS 9416	Business Services Office	99200 3540 541	028	6220	002	Warehouse Worker	708-G-0001	\$37,108	\$16,472	\$16,472
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	1031	001	Forestry And Fire Protection Administrator	708-G-0001	\$130,763	\$58,046	\$58,046
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1039	001	Asst Chief (Suprvy)	708-G-0001	\$123,234	\$54,704	\$54,704
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1039	002	Asst Chief (Suprvy)	708-G-0001	\$125,098	\$55,531	\$55,531
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1039	003	Asst Chief (Suprvy)	708-G-0001	\$123,134	\$54,659	\$54,659
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1039	012	Asst Chief (Suprvy)	708-G-0001	\$126,936	\$56,347	\$56,347
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1095	001	Fire Captain	708-G-0001	\$51,558	\$22,887	\$22,887
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1095	007	Fire Captain	708-G-0001	\$48,204	\$21,398	\$21,398
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1095	011	Fire Captain	708-G-0001	\$49,695	\$22,060	\$22,060
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1095	012	Fire Captain	708-G-0001	\$53,685	\$23,831	\$23,831
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1095	012	Fire Captain	708-G-0001	\$33,912	\$15,054	\$15,054
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	1379	002	Office Asst (Typing)	708-G-0001	\$31,176	\$13,839	\$13,839
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	1441	001	Office Asst (Gen)	708-G-0001	\$45,672	\$20,274	\$20,274
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	1926	001	Forestry Logistics Officer I	708-G-0001	\$27,536	\$12,223	\$12,223
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2011	001	Custodian	708-G-0001	\$27,756	\$12,321	\$12,321
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2011	002	Custodian	708-G-0001	\$48,108	\$21,355	\$21,355
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2180	001	Supervising Cook II	708-G-0001	\$29,148	\$12,939	\$12,939
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2194	004	Food Svc Tech I	708-G-0001	\$30,084	\$13,354	\$13,354
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2194	005	Food Svc Tech I	708-G-0001	\$41,702	\$18,512	\$18,512
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2202	001	Forestry Cook II	708-G-0001	\$41,702	\$18,512	\$18,512
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2202	002	Forestry Cook II	708-G-0001	\$32,916	\$14,611	\$14,611
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2203	001	Forestry Cook I	708-G-0001	\$30,384	\$13,487	\$13,487
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	2203	004	Forestry Cook I	708-G-0001	\$73,524	\$32,637	\$32,637
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	4800	001	Staff Svcs Mgr I	708-G-0001	\$41,112	\$18,250	\$18,250
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	5278	001	Mgmt Svcs Tech	708-G-0001	\$36,886	\$17,262	\$17,262
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	5278	002	Mgmt Svcs Tech	708-G-0001	\$84,980	\$28,845	\$28,845
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	6713	002	Stationary Engr (Correctional Facility)	708-G-0001	\$64,980	\$28,845	\$28,845
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	6713	003	Stationary Engr (Correctional Facility)	708-G-0001	\$69,696	\$30,938	\$30,938
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	6732	001	Chief Of Plant Operation I	708-G-0001	\$59,628	\$26,469	\$26,469
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	6826	002	Heavy Equipmt Mechanic (Correc. Facility)	708-G-0001	\$62,731	\$27,846	\$27,846
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	6873	001	Forestry Equipt Mgr I	708-G-0001	\$50,244	\$22,303	\$22,303
PP 5920	CAL FIRE Training Academy	99200 3540 541	029	7256	001	Digital Composition Spec II	708-G-0001	\$68,616	\$30,459	\$30,459
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	001	Battalion Chief (Non-suprvy)	708-G-0001	\$58,530	\$25,981	\$25,981
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	002	Battalion Chief (Non-suprvy)	708-G-0001	\$88,108	\$30,233	\$30,233
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	003	Battalion Chief (Non-suprvy)	708-G-0001	\$64,439	\$28,604	\$28,604
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	006	Battalion Chief (Non-suprvy)	708-G-0001	\$64,423	\$28,600	\$28,600
PP 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	007	Battalion Chief (Non-suprvy)	708-G-0001	\$55,682	\$24,717	\$24,717
PP - 5920	CAL FIRE Training Academy	99200 3540 542	029	9723	009	Battalion Chief (Non-suprvy)	708-G-0001	\$15,460	\$34,827	\$34,827
MS 9422	Human Resources	99200 3540 541	031	1139	704	Office Tech (Typing)	708-G-0001	\$32,902	\$14,605	\$14,605
MS 9422	Human Resources	99200 3540 541	031	1139	705	Office Tech (Typing)	708-G-0001	\$34,428	\$15,283	\$15,283

DIV	INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	RPX	CY	PROG	APPRS	REXP	CY	Staff Benefits	Total PS
MS	9422	Human Resources	99200	3540	541	031	1303	002		Personnel Spec	1.0	20.01	708-G-0001		\$39,036	\$17,328		
MS	9422	Human Resources	99200	3540	541	031	1303	003		Personnel Spec	1.0	20.01	708-G-0001		\$45,460	\$20,180		
MS	9422	Human Resources	99200	3540	541	031	1303	006		Personnel Spec	1.0	20.01	708-G-0001		\$45,106	\$20,023		
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		\$35,833	\$35,833		
MS	9422	Human Resources	99200	3540	541	031	4801	003		Staff Svcs Mgr II (Suprvy)	1.0	20.01	708-G-0001		\$35,811	\$35,811		
MS	9422	Human Resources	99200	3540	541	031	5142	701		Assoc Personnel Analyst	0.9	20.01	708-G-0001		\$55,902	\$24,421		
MS	9422	Human Resources	99200	3540	541	031	5142	708		Assoc Personnel Analyst	1.0	20.01	708-G-0001		\$55,015	\$25,841		
MS	9422	Human Resources	99200	3540	541	031	5142	709		Assoc Personnel Analyst	1.0	20.01	708-G-0001		\$53,680	\$23,829		
MS	9422	Human Resources	99200	3540	541	031	5142	721		Assoc Personnel Analyst	1.0	20.01	708-G-0001		\$57,981	\$25,738		
MS	9422	Human Resources	99200	3540	541	031	5142	722		Assoc Personnel Analyst	1.0	20.01	708-G-0001		\$34,560	\$24,219		
MS	9422	Human Resources	99200	3540	541	031	5142	723		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		\$53,352	\$23,683		
MS	9422	Human Resources	99200	3540	541	031	5157	704		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$44,628	\$19,810		
MS	9422	Human Resources	99200	3540	541	031	5157	705		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$45,177	\$20,054		
MS	9422	Human Resources	99200	3540	541	031	5157	719		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$38,508	\$17,094		
MS	9422	Human Resources	99200	3540	541	031	6291	001		Personnel Selection Tech	1.0	20.01	708-G-0001		\$31,512	\$13,988		
MS	9422	Human Resources	99200	3540	541	031	6291	002		Personnel Selection Tech	1.0	20.01	708-G-0001		\$0	\$0		
MS	9422	Human Resources	99200	3540	541	032	1139	001		Office Tech (Typing)	1.0	20.01	708-G-0001		\$81,696	\$36,265		
EX	9002	Equal Employment Opportunity and MSD	99200	3540	541	032	1139	001		Office Tech (Typing)	1.0	20.01	708-G-0001		\$48,204	\$21,398		
EX	9002	Equal Employment Opportunity and MSD	99200	3540	541	032	4969	003		Staff Svcs Mgr II (Migratl)	1.0	20.01	708-G-0001		\$64,176	\$28,488		
EX	9002	Equal Employment Opportunity and MSD	99200	3540	541	032	5157	707		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$39,168	\$17,387		
EX	9002	Equal Employment Opportunity and MSD	99200	3540	541	032	5393	708		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001		\$35,532	\$15,773		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	1139	701		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	001		Office Tech (Typing)	1.0	20.01	708-G-0001		\$32,637	\$14,244		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	4800	004		Staff Svcs Mgr I	1.0	20.01	708-G-0001		\$29,702	\$27,052		
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	\$28,488		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	5142	701		Assoc Personnel Analyst	1.0	20.01	708-G-0001		\$33,804	\$15,006		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	5142	701		Jr Staff Analyst-Gen	1.0	20.01	708-G-0001		\$51,592	\$22,902		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	5156	703		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$84,176	\$33,804		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	5157	705		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$50,818	\$22,558		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	033	5393	001		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	704		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001		\$62,064	\$27,950		
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		\$14,244	\$14,244		
MS	9423	Occupational Safety and Health Programs	99200	3540	541	034	5157	700		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$54,560	\$24,219		
MS	9424	Labor Relations Office	99200	3540	541	034	9529	005		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$45,909	\$20,379		
MS	9424	Labor Relations Office	99200	3540	541	034	9529	006		Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001		\$52,824	\$23,449		
MS	9424	Labor Relations Office	99200	3540	541	034	9535	003		Labor Relations Analyst	1.0	20.01	708-G-0001		\$55,464	\$24,620		
MS	9424	Labor Relations Office	99200	3540	541	034	75002	002		Labor Relations Spec	1.0	20.01	708-G-0001		\$71,472	\$31,726		
MS	9424	Labor Relations Office	99200	3540	541	060	1139	002		C.E.A. II	1.0	20.01	708-G-0001		\$109,812	\$48,746		
FP	9210	Fire Protection Headquarters	99210	3540	541	060	5393	001		Office Tech (Typing)	1.0	20.01	708-G-0001		\$33,304	\$60,049		
FP	9210	Fire Protection Headquarters	99210	3540	541	060	5393	001		C.E.A. II	1.0	20.01	708-G-0001		\$60,049	\$26,656		
FP	9210	Fire Protection Headquarters	99210	3540	542	060	75002	001		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001		\$74,076	\$52,882		
FP	9211	Operations Preparedness	99210	3540	542	061	1031	001		C.E.A. II	1.0	20.01	708-G-0001		\$30,763	\$58,046		
FP	9211	Operations Preparedness	99210	3540	542	061	1039	004		C.E.A. II	1.0	20.01	708-G-0001		\$130,763	\$58,046		
FP	9211	Operations Preparedness	99210	3540	542	061	1039	007		Asst Chief (Suprvy)	1.0	20.01	708-G-0001		\$123,234	\$54,704		
FP	9213	Pre-Fire Management	99200	3540	542	063	75002	001		Asst Chief (Suprvy)	1.0	20.01	708-G-0001		\$75,756	\$33,628		
FP	9214	Cooperative Fire Protection	99210	3540	542	064	1031	001		C.E.A. II	1.0	20.01	708-G-0001		\$145,572	\$64,619		
FP	9214	Cooperative Fire Protection	99210	3540	541	064	75002	001		C.E.A. II	1.0	20.01	708-G-0001		\$132,693	\$58,902		
FP	9214	Cooperative Fire Protection	99210	3540	542	064	97202	001		Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001		\$64,176	\$28,488		
FP	9214	Cooperative Fire Protection	99210	3540	542	064	97202	001		Assoc Governmental Prog Analyst	1.0	20.01	708-G-0001		\$68,610	\$30,456		
FP	9214	Cooperative Fire Protection	99210	3540	542	065	1052	001		Battalion Chief (Nonsuprvy)	1.0	20.01	708-G-0001		\$145,572	\$64,619		
FP	9215	Aviation Management	99210	3540	541	065	1741	002		Senior Air Operations Officer	1.0	20.01	708-G-0001		\$130,076	\$57,741		
FP	9215	Aviation Management	99210	3540	541	065	1139	700		Accounting Tech	1.0	20.01	708-G-0001		\$38,168	\$16,943		
FP	9216	Mobile Equipment Management	99210	3540	541	066	4720	001		Office Tech (Typing)	1.0	20.01	708-G-0001		\$37,308	\$16,561		
FP	9216	Mobile Equipment Management	99210	3540	541	066	6834	001		Business Svc Officer I (Spec)	1.0	20.01	708-G-0001		\$63,352	\$23,683		
FP	9216	Mobile Equipment Management	99210	3540	541	066	6834	002		Heavy Equip Mechanic	1.0	20.01	708-G-0001		\$24,114	\$24,114		
FP	9216	Mobile Equipment Management	99210	3540	541	066	6834	002		Heavy Equip Mechanic	1.0	20.01	708-G-0001		\$51,954	\$23,062		
FP	9216	Mobile Equipment Management	99210	3540	541	066	6834	004		Heavy Equip Mechanic	1.0	20.01	708-G-0001		\$54,322	\$24,114		

DIV	INDEX	LOCATION	PCA	CFIS	AGENCY	RJ	BE	CLASS	SERIAL	CLS TITLE	PROG	APPRS	REXP_CY	Staff Benefits
FP	9216	Mobile Equipment Management	99210	3540	541	066	6834	006	006	Heavy Equipmt Mechanic	1.0	20.01	708-G-0001	\$94,322
FP	9216	Mobile Equipment Management	99210	3540	542	066	6874	002	002	Forestry Equipmt Mgr II	1.0	20.01	708-G-0001	\$24,114
FP	9216	Mobile Equipment Management	99210	3540	542	066	6874	005	005	Forestry Equipmt Mgr II	1.0	20.01	708-G-0001	\$80,586
FP	9216	Mobile Equipment Management	99210	3540	542	066	6876	001	001	Senior Forestry Equipmt Mgr	1.0	20.01	708-G-0001	\$38,566
NR	1000	Northern Coast Headquarters	99200	3540	542	101	1031	001	001	Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001	\$93,858
NR	1000	Northern Coast Headquarters	99200	3540	542	101	1039	004	004	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$138,638
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1139	002	002	Office Tech (Typing)	1.0	20.01	708-G-0001	\$131,950
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1139	010	010	Office Tech (Typing)	1.0	20.01	708-G-0001	\$37,308
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1247	001	001	Executive Secretary I	1.0	20.01	708-G-0001	\$39,168
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1247	002	002	Executive Secretary I	1.0	20.01	708-G-0001	\$44,064
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1303	002	002	Personnel Spec	1.0	20.01	708-G-0001	\$19,560
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$19,560
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1317	002	002	Senior Personnel Spec	1.0	20.01	708-G-0001	\$44,064
NR	1000	Northern Coast Headquarters	99200	3540	541	101	1441	001	001	Office Asst (Gen)	1.0	20.01	708-G-0001	\$19,146
NR	1000	Northern Coast Headquarters	99200	3540	541	101	3123	001	001	Assoc Civil Engr	1.0	20.01	708-G-0001	\$43,132
NR	1000	Northern Coast Headquarters	99200	3540	542	101	3129	003	003	Civil Engring Tech II	1.0	20.01	708-G-0001	\$24,748
NR	1000	Northern Coast Headquarters	99200	3540	541	101	4557	004	004	Adm Officer III, Resources Agency	1.0	20.01	708-G-0001	\$55,752
NR	1000	Northern Coast Headquarters	99200	3540	541	101	4558	003	003	Adm Officer II, Resources Agency	1.0	20.01	708-G-0001	\$24,837
NR	1000	Northern Coast Headquarters	99200	3540	541	101	4558	007	007	Adm Officer II, Resources Agency	1.0	20.01	708-G-0001	\$32,637
NR	1000	Northern Coast Headquarters	99200	3540	541	101	4590	001	001	Adm Officer I, Resources Agency	1.0	20.01	708-G-0001	\$29,702
NR	1000	Northern Coast Headquarters	99200	3540	541	101	4720	001	001	Business Svc Officer (Spec)	1.0	20.01	708-G-0001	\$73,524
NR	1000	Northern Coast Headquarters	99200	3540	541	101	5157	012	012	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$66,912
NR	1000	Northern Coast Headquarters	99200	3540	541	101	5157	014	014	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$66,912
NR	1000	Northern Coast Headquarters	99200	3540	541	101	5157	015	015	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$75,524
NR	1000	Northern Coast Headquarters	99200	3540	541	101	5278	001	001	Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$29,702
NR	1000	Northern Coast Headquarters	99200	3540	541	101	5278	003	003	Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$29,702
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6470	001	001	Carpenter Supvr	1.0	20.01	708-G-0001	\$66,912
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6470	002	002	Carpenter Supvr	1.0	20.01	708-G-0001	\$66,912
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6470	003	003	Carpenter Supvr	1.0	20.01	708-G-0001	\$54,942
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6475	002	002	Carpenter II	1.0	20.01	708-G-0001	\$23,683
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6475	003	003	Carpenter II	1.0	20.01	708-G-0001	\$23,683
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6532	001	001	Electrician II	1.0	20.01	708-G-0001	\$46,092
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6532	002	002	Electrician II	1.0	20.01	708-G-0001	\$46,092
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6771	001	001	Forestry Construction And Maint Supvr	1.0	20.01	708-G-0001	\$46,911
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6771	002	002	Forestry Construction And Maint Supvr	1.0	20.01	708-G-0001	\$20,824
NR	1000	Northern Coast Headquarters	99200	3540	541	101	6771	003	003	Forestry Construction And Maint Supvr	1.0	20.01	708-G-0001	\$20,824
NR	1000	Northern Coast Headquarters	99200	3540	542	101	6874	002	002	Forestry Equipmt Mgr I	1.0	20.01	708-G-0001	\$46,420
NR	1000	Northern Coast Headquarters	99200	3540	542	101	75002	004	004	C.E.A. II	1.0	20.01	708-G-0001	\$24,389
NR	1000	Northern Coast Headquarters	99200	3540	542	101	75003	002	002	C.E.A. III	1.0	20.01	708-G-0001	\$23,497
NR	1100	Mendocino Unit	99200	3540	542	111	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	1100	Mendocino Unit	99200	3540	542	111	1037	002	002	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	1100	Mendocino Unit	99200	3540	542	111	1039	007	007	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$23,497
NR	1100	Mendocino Unit	99200	3540	542	111	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$23,497
NR	1400	Sonoma-Lake-Napa Unit	99200	3540	542	114	1037	002	002	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	1400	Sonoma-Lake-Napa Unit	99200	3540	542	114	1039	001	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$23,497
NR	1400	Sonoma-Lake-Napa Unit	99200	3540	542	114	1039	004	004	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$23,497
NR	1400	Sonoma-Lake-Napa Unit	99200	3540	541	114	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$23,497
NR	1400	Sonoma-Lake-Napa Unit	99200	3540	541	114	1317	002	002	Senior Personnel Spec	1.0	20.01	708-G-0001	\$23,497
NR	1600	Santa Clara Unit	99200	3540	542	116	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	1600	Santa Clara Unit	99200	3540	542	116	1039	004	004	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$23,497
NR	1700	San Mateo-Santa Cruz Unit	99200	3540	542	117	1139	002	002	Office Tech (Typing)	1.0	20.01	708-G-0001	\$23,497
NR	1700	San Mateo-Santa Cruz Unit	99200	3540	541	117	1037	004	004	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	2100	Butte Unit	99200	3540	542	211	1037	003	003	Unit Chief	1.0	20.01	708-G-0001	\$23,497
NR	2100	Butte Unit	99200	3540	541	211	1039	014	014	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$23,497
NR	2100	Butte Unit	99200	3540	541	211	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$23,497

DIV INDEX	LOCATION	PCA	CFIS	AGENCY	RU	BE	CLASS	SERIAL	CLS TITLE	RY CY	PROG	APPRS	REXP	CY	Staff Benefits
NR 2200	Lassen-Mococ Unit	99200	3540	542	212	1037	005	005	Unit Chief	1.0	20.01	708-G-0001	\$138,638	\$67,919	
NR 2200	Lassen-Mococ Unit	99200	3540	542	212	1039	012	012	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$132,042	\$64,687	
NR 2200	Lassen-Mococ Unit	99200	3540	541	212	1317	002	002	Senior Personnel Spec	1.0	20.01	708-G-0001	\$53,352	\$26,137	
NR 2400	Shaasta-Trinity Unit	99200	3540	542	213	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$139,764	\$68,470	
NR 2400	Shaasta-Trinity Unit	99200	3540	542	213	1039	002	002	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$131,123	\$64,237	
NR 2400	Shaasta-Trinity Unit	99200	3540	541	213	1139	002	002	Office Tech (Typing)	1.0	20.01	708-G-0001	\$37,529	\$18,385	
NR 2600	Siskiyou Unit	99200	3540	542	214	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$136,708	\$66,973	
NR 2600	Siskiyou Unit	99200	3540	542	214	1039	017	017	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$129,745	\$63,562	
NR 2600	Siskiyou Unit	99200	3540	541	214	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$53,352	\$26,137	
NR 2500	Tehama-Glenn Unit	99200	3540	542	215	1037	002	002	Unit Chief	1.0	20.01	708-G-0001	\$138,638	\$67,919	
NR 2500	Tehama-Glenn Unit	99200	3540	541	215	1317	001	001	Unit Chief	1.0	20.01	708-G-0001	\$132,042	\$64,687	
NR 2500	Tehama-Glenn Unit	99200	3540	541	215	1379	001	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$55,752	\$27,313	
NR 2500	Tehama-Glenn Unit	99200	3540	542	216	1037	004	004	Office Asst (Typing)	0.5	20.01	708-G-0001	\$16,551	\$8,108	
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	542	216	1039	002	002	Unit Chief	1.0	20.01	708-G-0001	\$136,708	\$66,973	
NR 2300	Nevada-Yuba-Placer Unit	99200	3540	541	216	1317	001	001	Unit Chief	1.0	20.01	708-G-0001	\$132,042	\$64,687	
SR 3100	Riverside Unit	99200	3540	542	312	1039	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$53,352	\$26,137	
SR 3100	Riverside Unit	99200	3540	541	312	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$141,051	\$69,101	
SR 3100	Riverside Unit	99200	3540	541	312	1303	001	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$141,051	\$69,101	
SR 3500	San Bernardino Unit	99200	3540	542	313	1037	003	003	Personnel Spec	1.0	20.01	708-G-0001	\$138,214	\$67,711	
SR 3500	San Bernardino Unit	99200	3540	541	313	1039	006	006	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$48,804	\$25,909	
SR 3500	San Bernardino Unit	99200	3540	542	313	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$53,352	\$26,137	
SR 3300	San Diego Unit	99200	3540	542	314	1039	003	003	Senior Personnel Spec	1.0	20.01	708-G-0001	\$124,163	\$60,827	
SR 3300	San Diego Unit	99200	3540	542	314	1037	004	004	Unit Chief	1.0	20.01	708-G-0001	\$123,234	\$60,372	
SR 3300	San Diego Unit	99200	3540	541	314	1139	002	002	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$34,337	\$16,822	
SR 3400	San Luis Obispo Unit	99200	3540	542	316	1037	006	006	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$141,051	\$69,101	
SR 3400	San Luis Obispo Unit	99200	3540	541	316	1039	006	006	Senior Personnel Spec	1.0	20.01	708-G-0001	\$125,098	\$61,285	
SR 3400	San Luis Obispo Unit	99200	3540	542	316	1317	001	001	Unit Chief	1.0	20.01	708-G-0001	\$69,101	\$34,532	
SR 4000	Central Sierra Region IV	99200	3540	542	401	1031	002	002	Senior Personnel Spec	1.0	20.01	708-G-0001	\$53,352	\$26,137	
SR 4000	Central Sierra Region IV	99200	3540	542	401	1039	008	008	Forestry And Fire Protection Administrator	1.0	20.01	708-G-0001	\$79,584	\$38,988	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1139	004	004	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$35,532	\$17,407	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1139	006	006	Office Tech (Typing)	1.0	20.01	708-G-0001	\$39,188	\$19,188	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1139	007	007	Office Tech (Typing)	1.0	20.01	708-G-0001	\$36,876	\$18,066	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1139	008	008	Office Tech (Typing)	1.0	20.01	708-G-0001	\$33,438	\$16,381	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1303	001	001	Personnel Spec	1.0	20.01	708-G-0001	\$51,204	\$25,085	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$55,752	\$27,313	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1317	002	002	Senior Personnel Spec	1.0	20.01	708-G-0001	\$55,752	\$27,313	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1379	005	005	Senior Personnel Spec	1.0	20.01	708-G-0001	\$28,710	\$14,065	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1733	001	001	Office Asst (Typing)	1.0	20.01	708-G-0001	\$34,512	\$16,907	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1733	002	002	Account Clerk II	1.0	20.01	708-G-0001	\$16,981	\$8,490	
SR 4000	Central Sierra Region IV	99200	3540	541	401	1926	001	001	Forestry Logistics Officer I	1.0	20.01	708-G-0001	\$47,956	\$23,494	
SR 4000	Central Sierra Region IV	99200	3540	541	401	2011	002	002	Custodian	1.0	20.01	708-G-0001	\$30,588	\$14,985	
SR 4000	Central Sierra Region IV	99200	3540	541	401	3123	001	001	Assoc Civil Engr	1.0	20.01	708-G-0001	\$96,327	\$47,191	
SR 4000	Central Sierra Region IV	99200	3540	541	401	3123	004	004	Assoc Civil Engr	1.0	20.01	708-G-0001	\$96,327	\$47,191	
SR 4000	Central Sierra Region IV	99200	3540	541	401	3126	001	001	Asst Civil Engr	1.0	20.01	708-G-0001	\$64,814	\$31,752	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4558	001	001	Asst Officer II, Resources Agency	1.0	20.01	708-G-0001	\$61,419	\$30,089	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4558	002	002	Asst Officer II, Resources Agency	1.0	20.01	708-G-0001	\$60,180	\$29,482	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4558	003	003	Asst Officer II, Resources Agency	1.0	20.01	708-G-0001	\$68,112	\$33,368	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4590	004	004	Asst Officer II, Resources Agency	1.0	20.01	708-G-0001	\$57,400	\$28,120	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4723	003	003	Asst Officer I, Resources Agency	1.0	20.01	708-G-0001	\$54,464	\$27,172	
SR 4000	Central Sierra Region IV	99200	3540	541	401	4723	002	002	Business Svc Officer I (Suprv)	1.0	20.01	708-G-0001	\$54,024	\$26,466	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	001	001	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$14,451	\$7,080	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	004	004	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$63,662	\$26,289	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	006	006	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$53,352	\$26,137	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	008	008	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$52,422	\$25,862	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	010	010	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$46,305	\$22,685	
SR 4000	Central Sierra Region IV	99200	3540	541	401	5157	014	014	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$37,272	\$18,260	
SR 4000	Central Sierra Region IV	99200	3540	541	401	6475	001	001	Carpenter II	1.0	20.01	708-G-0001	\$50,412	\$24,697	
SR 4000	Central Sierra Region IV	99200	3540	541	401	6475	002	002	Carpenter II	1.0	20.01	708-G-0001	\$50,412	\$24,697	
SR 4000	Central Sierra Region IV	99200	3540	541	401	6532	001	001	Electrician II	1.0	20.01	708-G-0001	\$52,824	\$25,878	
SR 4000	Central Sierra Region IV	99200	3540	541	401	6532	002	002	Electrician II	1.0	20.01	708-G-0001	\$52,824	\$25,878	

RIVERSIDE UNIT



DIV	INDEX	LOCATION	PCA	CFS	AGENCY	RU	BE	CLASS	SERIAL	CLS. TITLE	RPY	CY	PROG	APPRS	REXP	CY	Staff Benefits	Total PS
SR	4000	Central Sierra Region IV	99200	3540	541	401	6533	003	001	Electrician I	1.0	20.01	708-G-0001	\$50,640	\$24,809			
SR	4000	Central Sierra Region IV	99200	3540	541	401	6771	002	001	Forestry Construction And Maint Supvr	1.0	20.01	708-G-0001	\$62,292	\$30,517			
SR	4000	Central Sierra Region IV	99200	3540	541	401	6874	001	001	Forestry Construction And Maint Supvr	1.0	20.01	708-G-0001	\$62,292	\$30,517			
SR	4000	Central Sierra Region IV	99200	3540	541	401	6874	002	001	Heavy Equipmt Mechanic	1.0	20.01	708-G-0001	\$54,322	\$26,612			
SR	4000	Central Sierra Region IV	99200	3540	542	401	8874	001	001	Forestry Equipmt Mgr II	1.0	20.01	708-G-0001	\$87,610	\$42,920			
SR	4000	Central Sierra Region IV	99200	3540	542	401	8874	002	001	Forestry Equipmt Mgr II	1.0	20.01	708-G-0001	\$89,070	\$43,655			
SR	4000	Central Sierra Region IV	99200	3540	541	401	8212	001	001	Nurse Practitioner	1.0	20.01	708-G-0001	\$94,200	\$46,149			
SR	4000	Central Sierra Region IV	99200	3540	542	401	75002	002	001	C.E.A. II	1.0	20.01	708-G-0001	\$145,572	\$71,316			
SR	4000	Central Sierra Region IV	99200	3540	542	401	75003	003	001	C.E.A. III	1.0	20.01	708-G-0001	\$152,844	\$74,878			
SR	4000	Central Sierra Region IV	99200	3540	542	411	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$141,051	\$69,101			
SR	4300	Fresno-Kings Unit	99200	3540	542	411	1039	010	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$132,425	\$64,875			
SR	4300	Fresno-Kings Unit	99200	3540	541	411	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$55,752	\$27,313			
SR	4300	Fresno-Kings Unit	99200	3540	542	411	1037	003	001	Unit Chief	1.0	20.01	708-G-0001	\$138,638	\$67,919			
SR	4200	Madera-Mariposa-Merced Unit	99200	3540	542	414	1039	023	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$123,559	\$60,532			
SR	4200	Madera-Mariposa-Merced Unit	99200	3540	541	414	1317	001	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$55,752	\$27,313			
SR	4200	Madera-Mariposa-Merced Unit	99200	3540	541	414	1037	002	001	Unit Chief	1.0	20.01	708-G-0001	\$141,051	\$69,101			
SR	4100	Tulare Unit	99200	3540	542	416	1037	027	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$127,905	\$62,661			
SR	4100	Tulare Unit	99200	3540	542	416	1039	027	001	Senior Stenographer	1.0	20.01	708-G-0001	\$39,192	\$19,200			
SR	4100	Tulare Unit	99200	3540	541	416	1257	002	001	Senior Stenographer	1.0	20.01	708-G-0001	\$141,051	\$69,101			
SR	4100	Tulare Unit	99200	3540	542	417	1037	004	001	Unit Chief	1.0	20.01	708-G-0001	\$134,340	\$65,813			
NR	2700	Amador-El Dorado Unit	99200	3540	542	417	1039	024	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$35,532	\$17,407			
NR	2700	Amador-El Dorado Unit	99200	3540	541	418	1037	005	001	Unit Chief	1.0	20.01	708-G-0001	\$138,156	\$67,663			
NR	2700	Amador-El Dorado Unit	99200	3540	541	418	1037	005	001	Unit Chief	1.0	20.01	708-G-0001	\$141,051	\$69,101			
SR	4400	Tuolumne-Calaveras Unit	99200	3540	542	418	1039	001	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$75,792	\$37,131			
SR	4400	Tuolumne-Calaveras Unit	99200	3540	541	418	1303	004	001	Personnel Spec	1.0	20.01	708-G-0001	\$39,864	\$19,529			
SR	4400	Tuolumne-Calaveras Unit	99200	3540	542	419	1037	001	001	Unit Chief	1.0	20.01	708-G-0001	\$55,752	\$27,313			
SR	4600	San Benito-Monterey Unit	99200	3540	542	419	1039	028	001	Senior Personnel Spec	1.0	20.01	708-G-0001	\$120,771	\$59,166			
SR	4600	San Benito-Monterey Unit	99200	3540	541	419	1039	002	001	Asst Chief (Suprvy)	1.0	20.01	708-G-0001	\$0	\$0			
FM	5900	OSFM Headquarters	99220	3540	543	500	1139	001	001	Office Tech (Typing)	1.0	20.01	708-G-0001	\$32,366	\$15,856			
FM	5900	OSFM Headquarters	99220	3540	543	500	1247	004	001	Office Tech (Typing)	1.0	20.01	708-G-0001	\$33,036	\$16,184			
FM	5900	OSFM Headquarters	99220	3540	543	500	1379	001	001	Executive Secretary I	1.0	20.01	708-G-0001	\$44,064	\$21,587			
FM	5900	OSFM Headquarters	99220	3540	543	500	4800	001	001	Office Asst (Typing)	1.0	20.01	708-G-0001	\$33,912	\$16,613			
FM	5900	OSFM Headquarters	99220	3540	543	500	5157	005	001	Staff Svcs Mgr I	1.0	20.01	708-G-0001	\$73,524	\$36,019			
FM	5900	OSFM Headquarters	99220	3540	543	500	5157	005	001	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$52,112	\$25,530			
FM	5900	OSFM Headquarters	99220	3540	543	500	5278	002	001	Staff Svcs Analyst (Gen)	1.0	20.01	708-G-0001	\$49,812	\$24,403			
FM	5900	OSFM Headquarters	99220	3540	543	500	5278	020	001	Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$40,884	\$20,029			
FM	5900	OSFM Headquarters	99220	3540	543	500	5595	001	001	Mgmt Svcs Tech	1.0	20.01	708-G-0001	\$41,112	\$20,141			
FM	5900	OSFM Headquarters	99220	3540	543	500	5595	001	001	Info Officer II	1.0	20.01	708-G-0001	\$76,908	\$37,677			
FM	5900	OSFM Headquarters	99220	3540	544	500	8963	001	001	Asst Fire Marshal	1.0	20.01	708-G-0001	\$114,024	\$55,860			
FM	5900	OSFM Headquarters	99220	3540	544	500	8964	001	001	Asst Fire Marshal	1.0	20.01	708-G-0001	\$136,156	\$66,703			
FM	5900	OSFM Headquarters	99220	3540	544	500	8964	001	001	Fire Marshal	1.0	20.01	708-G-0001	\$109,812	\$53,797			
FM	5900	OSFM Headquarters	99220	3540	543	560	9010	001	001	C.E.A. II	1.0	20.01	708-G-0001	\$84,348	\$41,322			
RM	9510	Code Development and Analysis	99200	3540	544	560	9010	001	001	Deputy State Fire Marshal III (Suprv)	1.0	20.01	708-G-0001	\$30,724	\$39,547			
		Environmental Protection	99200	3540	541	710	4713	001	001	Senior Environmental Planner	1.0	20.01	708-G-0001	\$32,737,269	\$14,957,624			
		Program 20 Total									476.4						\$47,694,893	

**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  
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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.

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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