

EXHIBIT B
ENGINEERS AND SCIENTISTS OF CALIFORNIA
SALARY GRADES AND RANGES
EFFECTIVE January 5, 2020

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 2 years at step 6)	Step 8 (after 3 years at step 7)	Step 9 (15 years of service)
Clinical Dietician	41.18	43.19	45.36	47.75	50.62	52.65	53.71	54.78	55.87
Physical Therapist	45.36	47.58	50.48	52.51	55.13	57.88	59.04	60.23	62.45
Lead Physical Therapist	47.63	49.97	53.01	55.13	57.88	60.77	62.00	63.22	65.57

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 3 years at step 6)	Step 8 (12 years)
Senior Clinical Lab Scientist	48.45	50.87	53.42	56.09	58.89	60.66	62.48	64.35
Technical Specialist	51.08	53.63	56.31	59.13	62.09	63.95	65.87	67.84

ENGINEERS AND SCIENTISTS OF CALIFORNIA
SALARY GRADES AND RANGES
EFFECTIVE January 3, 2021

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 2 years at step 6)	Step 8 (after 3 years at step 7)	Step 9 (15 years of service)
Clinical Dietician	41.80	43.84	46.04	48.47	51.38	53.44	54.52	55.60	56.71
Physical Therapist	46.72	49.01	52.00	54.09	56.79	59.62	60.81	62.04	64.33
Lead Physical Therapist	49.06	51.47	54.60	56.79	59.62	62.60	63.86	65.12	67.54

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 3 years at step 6)	Step 8 (12 years)
Senior Clinical Lab Scientist	49.91	52.40	55.02	57.77	60.66	62.48	64.36	66.28
Technical Specialist	52.61	55.24	58.00	60.91	63.95	65.87	67.85	69.88

EXHIBIT C
SHIFT AND PER DIEM DIFFERENTIALS
FOR EMPLOYEES EMPLOYED PRIOR TO SEPTEMBER 14, 2012

ESC EMPLOYEES

Job Title	Base Rate	Shift 2 Amount	Shift 3 Amount	PER DIEM
Physical Therapist	\$47.97	\$5.76	\$9.59	
Senior Clin Lab Scientist	\$47.89	\$5.75	\$9.58	
Technical Specialist	\$50.09	\$6.01	\$10.02	
Technical Specialist	\$49.11	\$5.89	\$9.82	

Per Diem

Clinical Lab Scientist	\$42.36	\$5.08	\$8.47	\$10.59
Senior Clin Lab Scientist	\$47.89	\$5.75	\$9.58	\$11.97
Senior Clin Lab Scientist	\$46.95	\$5.63	\$9.39	\$11.74
Senior Clin Lab Scientist	\$46.01	\$5.52	\$9.20	\$11.50
Senior Clin Lab Scientist	\$44.50	\$5.34	\$8.90	\$11.13
Clinical Dietician	\$42.12	\$5.05	\$8.42	\$10.53
Clinical Dietician	\$31.30	\$3.76	\$6.26	\$7.83
Physical Therapist	\$41.02	\$4.92	\$8.20	\$10.26
Physical Therapist	\$44.79	\$5.37	\$8.96	\$11.20

SHIFT AND PER DIEM DIFFERENTIALS
FOR EMPLOYEES HIRED ON OR AFTER SEPTEMBER 14, 2012

Job Title		Shift 2 Amount	Shift 3 Amount	PER DIEM
Clinical Lab Scientist		\$4.00	\$6.00	\$10.00
Senior Clinical Lab Scientist		\$4.00	\$6.00	\$10.00
Technical Specialist		\$4.00	\$6.00	\$10.00
Clinical Dietician		\$4.00	\$6.00	\$10.00
Physical Therapist		\$4.00	\$6.00	\$10.00

**ENGINEERS AND SCIENTISTS OF CALIFORNIA
SALARY GRADES AND RANGES
EFFECTIVE January 2, 2022**

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 2 years at step 6)	Step 8 (after 3 years at step 7)	Step 9 (15 years of service)
Clinical Dietician	42.43	44.50	46.73	49.20	52.15	54.24	55.34	56.44	57.57
Physical Therapist	48.12	50.48	53.56	55.71	58.50	61.41	62.64	63.90	66.26
Lead Physical Therapist	50.53	53.02	56.24	58.50	61.42	64.48	65.78	67.08	69.57

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 (after 3 years at step 6)	Step 8 (12 years)
Senior Clinical Lab Scientist	51.41	53.97	56.67	59.51	62.48	64.36	66.29	68.27
Technical Specialist	54.19	56.90	59.74	62.74	65.87	67.85	69.89	71.98