

**EXHIBIT B**  
**ENGINEERS AND SCIENTISTS OF CALIFORNIA**  
**SALARY GRADES AND RANGES**  
**EFFECTIVE April 17, 2016**

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)
Senior Clinical Lab Scientist	42.80	44.34	46.42	48.19	49.92	51.42	52.45	53.50	55.65
Technical Specialist	45.11	46.73	48.93	50.79	52.62	54.20	55.28	56.39	58.45
Clinical Dietician	38.23	40.10	42.11	44.34	47.00	48.88	49.86	50.86	51.87
Physical Therapist	41.50	43.53	46.19	48.04	50.44	52.96	54.02	55.10	57.14
Lead Physical Therapist	43.58	45.71	48.50	50.44	52.96	55.61	56.72	57.85	60.00

**ENGINEERS AND SCIENTISTS OF CALIFORNIA**  
**SALARY GRADES AND RANGES**  
**EFFECTIVE start of the pay period following April 14, 2017**

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)
Senior Clinical Lab Scientist	44.09	45.67	47.82	49.64	51.42	52.97	54.03	55.11	57.32
Technical Specialist	46.47	48.14	50.40	52.32	54.20	55.83	56.94	58.09	60.21
Clinical Dietician	39.38	41.31	43.38	45.67	48.41	50.35	51.36	52.39	53.43
Physical Therapist	42.75	44.84	47.58	49.49	51.96	54.55	55.65	56.76	58.86
Lead Physical Therapist	44.89	47.09	49.96	51.96	54.55	57.28	58.43	59.59	61.80

**ENGINEERS AND SCIENTISTS OF CALIFORNIA**  
**SALARY GRADES AND RANGES**  
**EFFECTIVE the start of the pay period following April 14, 2018**

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)
Senior Clinical Lab Scientist	45.42	47.04	49.26	51.13	52.97	54.57	55.66	56.77	59.04
Technical Specialist	47.87	49.59	51.92	53.89	55.83	57.51	58.66	59.84	62.02
Clinical Dietician	40.57	42.55	44.69	47.04	49.87	51.87	52.91	53.97	55.04
Physical Therapist	44.04	46.19	49.01	50.98	53.52	56.19	57.32	58.47	60.63
Lead Physical Therapist	46.24	48.51	51.46	53.52	56.19	59.00	60.19	61.38	63.66

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

ESC EMPLOYEES

<b>Job Title</b>	<b>Base Rate</b>	<b>Shift 2 Amount</b>	<b>Shift 3 Amount</b>	<b>PER DIEM</b>
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**

<b>Job Title</b>		<b>Shift 2 Amount</b>	<b>Shift 3 Amount</b>	<b>PER DIEM</b>
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