0555 Secretary for Environmental Protection

The Secretary for Environmental Protection is the cabinet level agency for the protection of human health and the environment. The agency programs restore, protect and enhance environmental quality, and ensure public health. The Office of the Secretary coordinates the state environmental regulatory programs and promotes the state economic vitality. The Secretary also administers the children's environmental health, environmental justice, environmental law enforcement, environmental education, emergency preparedness and response, Certified Unified Program Agencies (CUPAs), and scientific review programs. The Secretary leads greenhouse gas emission reduction and climate change activities in state government, and is responsible for coordinating the implementation of Chapter 488, Statutes of 2006 (AB 32). The Secretary also oversees development of a comprehensive green chemistry program to reduce or eliminate hazardous chemicals in our products and the environment. Further, the agency participates in communication of California-Mexico border environmental efforts by centralizing border coordination.

3-YR EXPENDITURES AND PERSONNEL YEARS

| | Personnel Years | | | Expenditures | | | |
|------|--|-------------|------------|--------------|----------|----------|----------|
| | | 2009-10 | 2010-11 | 2011-12 | 2009-10* | 2010-11* | 2011-12* |
| 30 | Support | 72.6 | 79.5 | 79.5 | \$12,952 | \$19,856 | \$20,326 |
| TOTA | LS, POSITIONS AND EXPENDITURES (All Programs) | 72.6 | 79.5 | 79.5 | \$12,952 | \$19,856 | \$20,326 |
| FUND | ING | | | | 2009-10* | 2010-11* | 2011-12* |
| 0001 | General Fund | | | | \$1,685 | \$1,806 | \$1,860 |
| 0014 | Hazardous Waste Control Account | | | | 285 | 312 | 316 |
| 0028 | Unified Program Account | | | | 1,974 | 4,107 | 4,371 |
| 0044 | Motor Vehicle Account, State Transportation Fund | | | | 1,813 | 1,838 | 1,869 |
| 0100 | California Used Oil Recycling Fund | | | | 26 | - | - |
| 0106 | Department of Pesticide Regulation Fund | | | | 777 | 889 | 902 |
| 0115 | Air Pollution Control Fund | | | | 1,399 | 1,665 | 1,660 |
| 0193 | Waste Discharge Permit Fund | | | 293 | 632 | 647 | |
| 0235 | Public Resources Account, Cigarette and Tobacco Products Surtax Fund | | | 51 | 53 | 53 | |
| 0281 | Recycling Market Development Revolving Loan Subacc Management Account | ount, Integ | grated Was | te | 131 | - | - |
| 0387 | Integrated Waste Management Account, Integrated Was | ste Manag | ement Fun | d | 704 | 858 | 876 |
| 0439 | Underground Storage Tank Cleanup Fund | | | | 779 | 833 | 839 |
| 0679 | State Water Quality Control Fund | | | | 170 | 706 | 725 |
| 0890 | Federal Trust Fund | | | | - | 1,500 | 1,500 |
| 0995 | Reimbursements | | | | 1,977 | 1,911 | 1,961 |
| 3058 | Water Rights Fund | | | | 36 | 37 | 38 |
| 8013 | Environmental Enforcement and Training Account | | | | 305 | 2,132 | 2,132 |
| 8020 | Environmental Education Account | | | | 547 | 577 | 577 |
| тота | LS, EXPENDITURES, ALL FUNDS | | | | \$12,952 | \$19,856 | \$20,326 |

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

Governor's Reorganization Plan No. 1 of 1991, Government Code Section 12812.6, Health and Safety Code Section 42821, Health and Safety Code, Division 37, Section 57000 et seq., and Public Resources Code Sections 71000 and 71110.

| DETAILED BUDGET ADJUSTMENTS | | | | | | |
|---|-----------------|----------------|--------------------|-----------------|----------------|--------------------|
| | | 2010-11* | | | 2011-12* | |
| | General Fund | Other Funds | Personnel Years | General Fund | Other Funds | Personnel Years |
| Workload Budget Adjustments | | | | | | |
| Other Workload Budget Adjustments | | | | | | |
| Employee Compensation Adjustments | -\$61 | -\$437 | - | -\$7 | -\$62 | - |
| Retirement Rate Adjustment | 15 | 138 | - | 15 | 138 | - |
| Miscellaneous Adjustments | - | - | - | - | 42 | - |
| Workforce Cap Adjustment | -32 | -309 | -1.9 | -32 | -309 | -1.9 |

^{*} Dollars in thousands, except in Salary Range.

| | | 2010-11* | | 2011-12* | | |
|---|-----------------|----------------|--------------------|-----------------|----------------|--------------------|
| | General Fund | Other Funds | Personnel Years | General Fund | Other Funds | Personnel Years |
| Totals, Other Workload Budget Adjustments | -\$78 | -\$608 | -1.9 | -\$24 | -\$191 | -1.9 |
| Totals, Workload Budget Adjustments | -\$78 | -\$608 | -1.9 | -\$24 | -\$191 | -1.9 |
| Totals, Budget Adjustments | -\$78 | -\$608 | -1.9 | -\$24 | -\$191 | -1.9 |

PROGRAM DESCRIPTIONS

30 - SUPPORT PROGRAM

The Secretary for Environmental Protection's primary program objectives are restoring, protecting and enhancing environmental quality, and protecting public health while fostering economic vitality. The Secretary oversees the state environmental regulatory programs with particular emphasis on ensuring "cross-media" coordination, enhancing risk assessment (especially for children and other sensitive populations), enforcing laws consistently and fairly, and objectively measuring and reporting results.

| DET | AILED EXPENDITURES BY PROGRAM | 2009-10* | 2010-11* | 2011-12* |
|------|--|----------|----------|----------|
| | PROGRAM REQUIREMENTS | 2003-10 | 2010-11 | 2011-12 |
| 30 | SUPPORT | | | |
| | State Operations: | | | |
| 0001 | General Fund | \$1,685 | \$1,806 | \$1,860 |
| 0014 | Hazardous Waste Control Account | 285 | 312 | 316 |
| 0028 | Unified Program Account | 1,974 | 4,107 | 4,371 |
| 0044 | Motor Vehicle Account, State Transportation Fund | 1,813 | 1,838 | 1,869 |
| 0100 | California Used Oil Recycling Fund | 26 | - | - |
| 0106 | Department of Pesticide Regulation Fund | 777 | 889 | 902 |
| 0115 | Air Pollution Control Fund | 1,399 | 1,665 | 1,660 |
| 0193 | Waste Discharge Permit Fund | 293 | 632 | 647 |
| 0235 | Public Resources Account, Cigarette and Tobacco | 51 | 53 | 53 |
| | Products Surtax Fund | | | |
| 0281 | Recycling Market Development Revolving Loan | 131 | - | - |
| | Subaccount, Integrated Waste Management Account | | | |
| 0387 | Integrated Waste Management Account, Integrated | 704 | 858 | 876 |
| | Waste Management Fund | | | |
| 0439 | Underground Storage Tank Cleanup Fund | 779 | 833 | 839 |
| 0679 | State Water Quality Control Fund | 170 | 706 | 725 |
| 0890 | Federal Trust Fund | - | 1,500 | 1,500 |
| 0995 | Reimbursements | 1,977 | 1,911 | 1,961 |
| 3058 | Water Rights Fund | 36 | 37 | 38 |
| 8013 | Environmental Enforcement and Training Account | 305 | 2,132 | 2,132 |
| 8020 | Environmental Education Account | 547 | 577 | 577 |
| | Totals, State Operations | \$12,952 | \$19,856 | \$20,326 |
| | TOTALS, EXPENDITURES | | | |
| | State Operations | 12,952 | 19,856 | 20,326 |
| | Totals, Expenditures | \$12,952 | \$19,856 | \$20,326 |

EXPENDITURES BY CATEGORY

| 1 State Operations | Position | Positions/Personnel Years | | Expenditures | | |
|--------------------|----------|---------------------------|---------|--------------|----------|----------|
| | 2009-10 | 2010-11 | 2011-12 | 2009-10* | 2010-11* | 2011-12* |

PERSONAL SERVICES

^{*} Dollars in thousands, except in Salary Range.

| 1 State Operations | | Positions/Personnel Years | | | Expenditures | | | |
|--|---------|---------------------------|---------|----------|--------------|----------|--|--|
| | 2009-10 | 2010-11 | 2011-12 | 2009-10* | 2010-11* | 2011-12* | | |
| Authorized Positions (Equals Sch. 7A) | 72.6 | 88.0 | 88.0 | \$4,694 | \$6,235 | \$6,305 | | |
| Total Adjustments | - | - | - | - | -345 | - | | |
| Estimated Salary Savings | | -8.5 | -8.5 | <u> </u> | -521 | -542 | | |
| Net Totals, Salaries and Wages | 72.6 | 79.5 | 79.5 | \$4,694 | \$5,369 | \$5,763 | | |
| Staff Benefits | | | | 1,613 | 1,955 | 2,062 | | |
| Totals, Personal Services | 72.6 | 79.5 | 79.5 | \$6,307 | \$7,324 | \$7,825 | | |
| OPERATING EXPENSES AND EQUIPMENT | | | | \$6,645 | \$12,532 | \$12,501 | | |
| TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations) | | | | \$12,952 | \$19,856 | \$20,326 | | |

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

| 1 STATE OPERATIONS | 2009-10* | 2010-11* | 2011-12* |
|--|----------|----------|----------|
| 0001 General Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$1,070 | \$1,049 | \$1,025 |
| Allocation for employee compensation | - | 3 | - |
| Adjustment per Section 3.60 | 1 | 15 | - |
| Reduction per Section 3.90 | -50 | -32 | - |
| Adjustment per Section 4.04 | -22 | - | - |
| Reduction per Control Section 3.91 | = | -64 | - |
| Adjustment per Section 3.55 | -1 | = | - |
| 011 Budget Act appropriation (transfer to Rural CUPA Reimbursement Account) | 862 | 835 | 835 |
| Adjustment per Section 4.04 | 27 | | |
| Totals Available | \$1,833 | \$1,806 | \$1,860 |
| Unexpended balance, estimated savings | -148 | | |
| TOTALS, EXPENDITURES | \$1,685 | \$1,806 | \$1,860 |
| 0014 Hazardous Waste Control Account | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$327 | \$332 | \$316 |
| Allocation for employee compensation | = | 1 | - |
| Adjustment per Section 3.60 | = | 4 | - |
| Reduction per Section 3.90 | -26 | -10 | - |
| Reduction per Control Section 3.91 | | 15 | |
| Totals Available | \$301 | \$312 | \$316 |
| Unexpended balance, estimated savings | 16 | | |
| TOTALS, EXPENDITURES | \$285 | \$312 | \$316 |
| 0028 Unified Program Account | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation as amended by Chapter 1, Statutes of 2009, Fourth Extraordinary Session | \$4,219 | - | - |
| Adjustment per Section 3.60 | 1 | = | - |
| Reduction per Section 3.90 | -167 | = | - |
| Adjustment per Section 3.55 | -1 | - | - |
| 001 Budget Act appropriation | - | \$4,220 | \$4,371 |
| Allocation for employee compensation | - | 6 | - |
| Adjustment per Section 3.60 | - | 22 | - |
| Reduction per Section 3.90 | - | -54 | - |

^{*} Dollars in thousands, except in Salary Range.

| 1 STATE OPERATIONS | 2009-10* | 2010-11* | 2011-12* |
|--|----------------|-------------|---------------|
| Reduction per Control Section 3.91 | | 87 | |
| Totals Available | \$4,052 | \$4,107 | \$4,371 |
| Unexpended balance, estimated savings | -2,078 | | |
| TOTALS, EXPENDITURES | \$1,974 | \$4,107 | \$4,371 |
| 0044 Motor Vehicle Account, State Transportation Fund | | | |
| APPROPRIATIONS | Ф4 OC | | |
| 001 Budget Act appropriation as amended by Chapter 1, Statutes of 2009, Fourth Extraordinary Session | \$1,965 | - | - |
| Adjustment per Section 3.60 | 3 | _ | _ |
| Reduction per Section 3.90 | -154 | _ | _ |
| Adjustment per Section 3.55 | -1 | _ | _ |
| 001 Budget Act appropriation | · - | \$1,948 | \$1,869 |
| Allocation for employee compensation | _ | ψ1,546 5 | Ψ1,000 |
| Adjustment per Section 3.60 | _ | 25 | _ |
| Reduction per Section 3.90 | _ | -56 | _ |
| Reduction per Control Section 3.91 | | -84 | |
| TOTALS, EXPENDITURES | \$1,813 | \$1,838 | \$1,869 |
| 0100 California Used Oil Recycling Fund | Ψ1,013 | φ1,030 | Ψ1,009 |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$30 | - | - |
| Reduction per Section 3.90 | -2 | - | - |
| Totals Available | \$28 | | \$- |
| Unexpended balance, estimated savings | -2 | · - | - |
| TOTALS, EXPENDITURES | \$26 | \$- | \$- |
| 0106 Department of Pesticide Regulation Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$842 | \$940 | \$902 |
| Allocation for employee compensation | - | 2 | - |
| Adjustment per Section 3.60 | 2 | 12 | - |
| Reduction per Section 3.90 | -65 | -26 | - |
| Reduction per Control Section 3.91 | - | -39 | - |
| Adjustment per Section 3.55 | <u>-1</u> | | |
| Totals Available | \$778 | \$889 | \$902 |
| Unexpended balance, estimated savings | | | |
| TOTALS, EXPENDITURES | \$777 | \$889 | \$902 |
| 0115 Air Pollution Control Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$1,462 | \$1,722 | \$1,660 |
| Allocation for employee compensation | - | 2 | - |
| Adjustment per Section 3.60 | 1 | 14 | - |
| Reduction per Section 3.90 | -63 | -29 | - |
| Reduction per Control Section 3.91 | - | -44 | - |
| Adjustment per Section 3.55 | <u>-1</u> | | |
| TOTALS, EXPENDITURES | \$1,399 | \$1,665 | \$1,660 |
| 0193 Waste Discharge Permit Fund | | | |
| APPROPRIATIONS | * - · - | A | * = :: |
| 001 Budget Act appropriation | \$318 | \$662 | \$647 |
| Allocation for employee compensation | - | 2 | - |
| Adjustment per Section 3.60 | = | 8 | = |

^{*} Dollars in thousands, except in Salary Range.

| 1 STATE OPERATIONS | 2009-10* | 2010-11* | 2011-12* |
|--|-------------------|------------|------------|
| Reduction per Section 3.90 | -24 | -16 | - |
| Reduction per Control Section 3.91 | <u>-</u> | -24 | <u> </u> |
| Totals Available | \$294 | \$632 | \$647 |
| Unexpended balance, estimated savings | 1 | | |
| TOTALS, EXPENDITURES | \$293 | \$632 | \$647 |
| 0235 Public Resources Account, Cigarette and Tobacco Products Surtax Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation as amended by Chapter 1, Statutes of 2009, Fourth Extraordinary | \$56 | - | - |
| Session | | | |
| Reduction per Section 3.90 | -4 | - #50 | φ-0 |
| 001 Budget Act appropriation | - | \$56 | \$53 |
| Adjustment per Section 3.60 | - | 1 | - |
| Reduction per Section 3.90 | = | -2 | = |
| Reduction per Control Section 3.91 | | -2 | |
| Totals Available | \$52 | \$53 | \$53 |
| Unexpended balance, estimated savings | | | <u>-</u> |
| TOTALS, EXPENDITURES | \$51 | \$53 | \$53 |
| 0281 Recycling Market Development Revolving Loan Subaccount, Integrated Waste | | | |
| Management Account APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$150 | _ | _ |
| Reduction per Section 3.90 | -12 | _ | _ |
| Totals Available | \$138 | | \$- |
| Unexpended balance, estimated savings | -7 | * - | * - |
| TOTALS, EXPENDITURES | <u>*</u> \$131 | \$- | \$- |
| 0387 Integrated Waste Management Account, Integrated Waste Management Fund | Ψ.σ. | • | * |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$768 | \$899 | \$876 |
| Allocation for employee compensation | - | 3 | - |
| Adjustment per Section 3.60 | 2 | 11 | - |
| Reduction per Section 3.90 | -64 | -22 | - |
| Reduction per Control Section 3.91 | - | -33 | = |
| Adjustment per Section 3.55 | | <u> </u> | <u> </u> |
| Totals Available | \$705 | \$858 | \$876 |
| Unexpended balance, estimated savings | 1 | | |
| TOTALS, EXPENDITURES | \$704 | \$858 | \$876 |
| 0439 Underground Storage Tank Cleanup Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$875 | \$884 | \$839 |
| Allocation for employee compensation | - | 2 | - |
| Adjustment per Section 3.60 | 2 | 12 | - |
| Reduction per Section 3.90 | -70 | -26 | - |
| Reduction per Control Section 3.91 | - | -39 | - |
| Adjustment per Section 3.55 | -1 | | <u> </u> |
| Totals Available | \$806 | \$833 | \$839 |
| Unexpended balance, estimated savings | -27 | <u> </u> | <u> </u> |
| TOTALS, EXPENDITURES | \$779 | \$833 | \$839 |
| 0679 State Water Quality Control Fund | | | |

0679 State Water Quality Control Fund

APPROPRIATIONS

^{*} Dollars in thousands, except in Salary Range.

| 1 STATE OPERATIONS | 2009-10* | 2010-11* | 2011-12* |
|---|--------------|--------------|-----------------|
| 001 Budget Act appropriation | \$188 | \$739 | \$725 |
| Allocation for employee compensation | - | 2 | - |
| Adjustment per Section 3.60 | - | 8 | - |
| Reduction per Section 3.90 | -15 | -17 | - |
| Reduction per Control Section 3.91 | - | -26 | - |
| Totals Available | \$173 | \$706 | \$725 |
| Unexpended balance, estimated savings | -3 | - | - |
| TOTALS, EXPENDITURES | \$170 | \$706 | \$725 |
| 0890 Federal Trust Fund | · | | · |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | | \$1,500 | \$1,500 |
| TOTALS, EXPENDITURES | \$- | \$1,500 | \$1,500 |
| 0995 Reimbursements | | | |
| APPROPRIATIONS | | | |
| Reimbursements | \$1,977 | \$1,911 | \$1,961 |
| 1006 Rural CUPA Reimbursement Account | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$862 | <u>\$835</u> | \$835 |
| Totals Available | \$862 | \$835 | \$835 |
| Unexpended balance, estimated savings | 82 | | |
| TOTALS, EXPENDITURES | \$780 | \$835 | \$835 |
| Less funding provided by General Fund | 780 | 835 | -835 |
| NET TOTALS, EXPENDITURES | \$- | \$- | \$- |
| 3058 Water Rights Fund | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$40 | \$39 | \$38 |
| Reduction per Section 3.90 | -3 | -1 | - |
| Reduction per Control Section 3.91 | | | |
| Totals Available | \$37 | \$37 | \$38 |
| Unexpended balance, estimated savings | | | |
| TOTALS, EXPENDITURES | \$36 | \$37 | \$38 |
| 8013 Environmental Enforcement and Training Account | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | \$2,132 | \$2,132 | \$2,132 |
| Totals Available | \$2,132 | \$2,132 | \$2,132 |
| Unexpended balance, estimated savings | 1,827 | | |
| TOTALS, EXPENDITURES | \$305 | \$2,132 | \$2,132 |
| 8020 Environmental Education Account | | | |
| APPROPRIATIONS | | | |
| 001 Budget Act appropriation | <u>\$577</u> | <u>\$577</u> | \$577 |
| Totals Available | \$577 | \$577 | \$577 |
| Unexpended balance, estimated savings | | | |
| TOTALS, EXPENDITURES | \$547 | <u>\$577</u> | \$577 |
| TOTALS, EXPENDITURES, ALL FUNDS (State Operations) | \$12,952 | \$19,856 | \$20,326 |
| FUND CONDITION STATEMENTS | 2000 40* | 2040 44* | 2044 42* |
| | 2009-10* | 2010-11* | 2011-12* |
| 0028 Unified Program Account ^s | ¢6 772 | \$11 100 | ¢ 11 767 |
| BEGINNING BALANCE | \$6,772 | \$11,100 | \$11,767 |

^{*} Dollars in thousands, except in Salary Range.

| | 2009-10* | 2010-11* | 2011-12* |
|--|------------|----------|----------|
| Prior year adjustments | 89 | | |
| Adjusted Beginning Balance | \$6,861 | \$11,100 | \$11,767 |
| REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS | | | |
| Revenues: | | | |
| 125600 Other Regulatory Fees | 8,208 | 7,500 | 7,500 |
| Total Revenues, Transfers, and Other Adjustments | \$8,208 | \$7,500 | \$7,500 |
| Total Resources | \$15,069 | \$18,600 | \$19,267 |
| EXPENDITURES AND EXPENDITURE ADJUSTMENTS | | | |
| Expenditures: | | | |
| 0555 Secretary for Environmental Protection (State Operations) | 1,974 | 4,107 | 4,371 |
| 0690 California Emergency Management Agency (State Operations) | 412 | 730 | 784 |
| 0840 State Controller (State Operations) | 6 | 15 | 32 |
| 3540 Department of Forestry and Fire Protection (State Operations) | 276 | 342 | 352 |
| 3940 State Water Resources Control Board (State Operations) | 585 | 547 | 607 |
| 3960 Department of Toxic Substances Control (State Operations) | 595 | 954 | 1,027 |
| 3980 Office of Environmental Health Hazard Assessment (State Operations) | 121 | 135 | 141 |
| 8880 Financial Information System for California (State Operations) | <u>-</u> _ | 3 | |
| Total Expenditures and Expenditure Adjustments | \$3,969 | \$6,833 | \$7,314 |
| FUND BALANCE | \$11,100 | \$11,767 | \$11,953 |
| Reserve for economic uncertainties | 11,100 | 11,767 | 11,953 |
| 1006 Rural CUPA Reimbursement Account ^s | | | |
| BEGINNING BALANCE | \$1,309 | \$1,309 | \$1,309 |
| EXPENDITURES AND EXPENDITURE ADJUSTMENTS | | | |
| Expenditures: | 700 | 005 | 225 |
| 0555 Secretary for Environmental Protection (State Operations) | 780 | 835 | 835 |
| 0840 State Controller (State Operations) | - | - | 1 |
| Expenditure Adjustments: | | | |
| 0555 Secretary for Environmental Protection | -780 | 925 | 925 |
| Less funding provided by General Fund (State Operations) | | -835 | -835 |
| Total Expenditures and Expenditure Adjustments | | <u> </u> | \$1 |
| FUND BALANCE | \$1,309 | \$1,309 | \$1,308 |
| Reserve for economic uncertainties | 1,309 | 1,309 | 1,308 |

CHANGES IN AUTHORIZED POSITIONS

| | Positions/Personnel Years | | | E | xpenditures | |
|------------------------------|---------------------------|---------|---------|----------|-------------|----------|
| | 2009-10 | 2010-11 | 2011-12 | 2009-10* | 2010-11* | 2011-12* |
| Totals, Authorized Positions | 72.6 | 79.5 | 79.5 | \$4,694 | \$6,235 | \$6,305 |
| Furlough Adjustments | - | - | - | - | -226 | - |
| PLP Adjustments | | | | <u>-</u> | -119 | |
| Total Adjustments | | | | \$- | -\$345 | \$- |
| TOTALS, SALARIES AND WAGES | 72.6 | 79.5 | 79.5 | \$4,694 | \$5,890 | \$6,305 |

^{*} Dollars in thousands, except in Salary Range.