

County Proposal to SLOCEA on Market and Internal Equity Increases
July 16, 2025

Job ID	Job Name	Incumbents	BU	Recommended Internal Alignment/Salary Setting Rationale (Range Max)	Difference Between Recommended and Actual Internal Alignment	Market Position	Proposed Market and Internal Equity Increases	Difference Between Recommended and Actual Internal Alignment with Proposed Equity	Estimated Market Position, end of MOU with All Proposed Increases
911	ACCOUNT CLERK	1	BU13	Benchmark; set to market	0.00%	-7.15%	5.65%	0.00%	-0.32%
914	ACCOUNTING TECHNICIAN	32.75	BU13	Approx. 10% above Sr Account Clerk	0.04%		5.65%	0.04%	
3501	COLLECTIONS OFFICER I	0	BU01	Approx. 10% below Collections Officer II	0.42%		5.65%	0.42%	
3502	COLLECTIONS OFFICER II	7	BU01	Approx. 10% above Accounting Technician	0.02%		5.65%	0.02%	
380	ECONOMIC CRIME OFFICER I	0	BU01	Approx. 10% below Economic Crime Officer II	-0.06%		5.65%	-0.06%	
381	ECONOMIC CRIME OFFICER II	0	BU01	Approx. 10% above Accounting Technician	0.02%		5.65%	0.02%	
382	ECONOMIC CRIME OFFICER III	0	BU01	Approx. 10% above Economic Crime Officer II	-2.42%		7.13%	-0.91%	
383	ECONOMIC CRIME TECHNICIAN I	0	BU01	Approx. 10% below Economic Crime Technician II	-0.01%		5.65%	-0.01%	
384	ECONOMIC CRIME TECHNICIAN II	1	BU01	Approx. 5% below Economic Crime Officer II	-0.05%		5.65%	-0.05%	
909	SR ACCOUNT CLERK	26	BU13	Approx. 15% above Account Clerk	-0.05%		5.65%	-0.05%	
3503	SUPERVISING COLLECTIONS OFFICER	0	BU05	Approx. 15% above Collections Officer II	-0.08%		5.65%	-0.08%	
899	SUPV ACCOUNTING TECH	2	BU05	Approx. 15% above Accounting Technician	0.00%		5.65%	0.00%	
893	SUPV FINANCIAL TECHNICIAN	6	BU05	Same as Supv Accounting Tech	0.00%		5.65%	0.00%	
813	4-H PROGRAM ASSISTANT	0.5	BU13	Approx 5% above Administrative Assistant III	0.04%		5.51%	0.04%	
8885	ADMIN ANALYST AIDE	1	BU01	Approx. 10% above Supv Admin Clerk I	0.04%		5.51%	0.04%	
2204	ADMINISTRATIVE ASST AIDE	0	BU13	Approx. 10% below Administrative Asst I	0.07%		5.51%	0.07%	
2201	ADMINISTRATIVE ASST I	0	BU13	Approx 10% below Administrative Asst II	0.02%		5.51%	0.02%	
2202	ADMINISTRATIVE ASST II	1	BU13	Benchmark; set to market	0.00%	-7.04%	5.51%	0.00%	-0.31%
2203	ADMINISTRATIVE ASST III	140	BU13	Approx. 10% above Administrative Asst II	0.06%		5.51%	0.06%	
219	ANIMAL SVCS HUMANE EDUCATOR	0	BU01	Same as Administrative Assistant III	0.03%		5.47%	0.00%	
2010	DEPT PERSONNEL TECHNICIAN	4	BU13	Same as Secretary II	0.00%		5.51%	0.00%	
560	HEALTH INFORMATION TECH I	6	BU13	Approx. 10% above Administrative Asst III	-0.05%		5.51%	-0.05%	
561	HEALTH INFORMATION TECH II	10	BU13	Approx. 10% above Health Information Tech I	0.00%		5.51%	0.00%	
562	HEALTH INFORMATION TECH III	2	BU13	Approx. 10% above Health Information Tech II	0.04%		5.51%	0.04%	
1020	LIBRARY ASSOCIATE I	0	BU01	Approx. 10% below Library Associate II	-0.05%		5.51%	-0.05%	
1021	LIBRARY ASSOCIATE II	0	BU01	Same as Administrative Asst II	0.07%		5.51%	0.07%	
1022	LIBRARY ASSOCIATE III	29.25	BU01	Approx. 10% above Library Associate II	-0.03%		5.51%	-0.03%	
8535	HEALTH INFORMATION SUPERVISOR	2	BU05	Approx. 10% above Health Information Tech III	0.02%		5.51%	0.02%	
8538	PATIENT SVCS REPRESENTATIVE	2	BU01	Same as Health Information Tech I	0.03%		5.51%	0.03%	
1560	PERSONAL CARE AIDE	5	BU01	Approx. 5% above Public Health Aide II	0.07%		5.51%	0.07%	
575	PHYS OR OCCUPATIONAL THER AIDE	3	BU01	Approx. 10% above Administrative Asst III	-0.08%		5.51%	-0.08%	
422	PUBLIC HEALTH AIDE I	2	BU01	Approx. 10% below Public Health Aide II	0.02%		5.51%	0.02%	
423	PUBLIC HEALTH AIDE II	2	BU01	Same as Administrative Asst II	0.00%		5.51%	0.00%	
424	PUBLIC HEALTH AIDE III	6.75	BU01	Approx. 10% above Public Health Aide II	0.09%		5.47%	0.06%	
883	SECRETARY I	0	BU13	Same as Administrative Asst III	0.03%		5.47%	0.00%	
884	SECRETARY II	4	BU13	Approx. 10% above Secretary I	-0.09%		5.51%	-0.05%	
1023	SENIOR LIBRARY ASSOCIATE	9.5	BU05	Approx. 15% above Library Associate III	5.74%		0.18%	-0.35%	
1509	SOCIAL WORKER AIDE I	0	BU01	Same As Administrative Assistant Aide	0.00%		5.51%	0.00%	
1510	SOCIAL WORKER AIDE II	5	BU01	Approx. 10% above Social Worker Aide I	-0.08%		5.51%	-0.08%	
1511	SOCIAL WORKER AIDE III	10	BU01	Appros. 10% above Social Worker Aide II	-0.05%		5.51%	-0.05%	
9620	VICTIM WITNESS SUPERVISOR	2	BU05	Approx. 10% above Victim Advocate III	0.02%		5.51%	0.02%	
927	SUPV ADMIN CLERK I	3	BU05	Approx. 10% above Secretary II	0.00%		5.51%	0.00%	
928	SUPV ADMIN CLERK II	14	BU05	Approx. 10% above Supv Admin Clerk I	0.02%		5.51%	0.02%	
9614	VICTIM ADVOCATE I	0	BU01	Approx. 10% below Victim Advocate II	0.01%		5.51%	0.01%	
9634	VICTIM ADVOCATE II	5	BU01	Approx. 15% below Victim Advocate III	0.02%		5.51%	0.02%	
9637	VICTIM ADVOCATE III	8	BU01	Same as Admin Analyst Aide	0.00%		5.51%	0.00%	

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2731	AGR/WEIGHTS & MEASURES TECH I	4	BU01	Approx. 10% below Agr/Weights & Measures Tech II	1.49%		0.00%	0.73%	
2732	AGR/WEIGHTS & MEASURES TECH II	2.75	BU01	Approx. 5% below Agr Inspector/Weights and Measures I	-1.52%		0.84%	-0.74%	
819	AGRICULTURAL INSP/BIOLOGIST III	9.5	BU01	Approx. 15% above Agricultural Insp/Biologist II	-0.45%		3.25%	-0.96%	
817	AGRICULTURAL INSP/BIOLOGIST I	0	BU01	Approx. 10% below Agricultural Insp/Biologist II	0.56%		2.23%	-0.74%	
818	AGRICULTURAL INSP/BIOLOGIST II	0	BU01	Approx 3.5% below Agricultural Inspector/Weights and Measures II	-3.59%		3.71%	-0.14%	
300754	AG/WEIGHTS & MEASURES INSPEC I	0.75	BU01	Approx. 10% below Agr Inspector/Weights and Measures II	0.01%		0.00%	0.01%	
300755	AG/WEIGHTS & MEASURES INSPEC II	4	BU01	Benchmark; set to market	0.00%	0.00%	0.00%	0.00%	0.00%
300756	AG/WEIGHTS & MEASURES INSPEC III	1.75	BU01	Approx. 15% above Agr Inspector/Weights and Measures II	0.01%		0.00%	0.01%	
2730	AGRICULTURAL RESOURCE SPEC	1	BU01	Approx. 10% below Supervising Ag/Weights & Measures Inspec	8.96%		0.00%	1.72%	
300429	SUPERVISING AG/WEIGHTS & MEASURES INSPEC	1	BU05	Approx. 15% above Agr Inspector/Weights and Measures III	-9.25%		7.89%	-0.91%	
824	WEIGHTS & MEASURES INSP I	0	BU01	Approx. 10% below Weights & Measures Insp II	0.56%		2.99%	-0.07%	
821	WEIGHTS & MEASURES INSP II	1	BU01	Same as Agricultural Insp/Biologist II	0.00%		3.71%	0.00%	
825	WEIGHTS & MEASURES INSP III	2	BU01	Approx. 15% above Weights & Measures Insp II	-1.91%		5.11%	-0.40%	
1403	AIRPORT OPERATIONS SUPERVISOR	1	BU05	Approx. 15% above Airports Operation Specialist	0.06%		8.76%	0.06%	
1406	AIRPORTS MAINTENANCE WORKER	8	BU02	Approx. 10% below Airports Operation Specialist	-0.01%		8.76%	-0.01%	
300251	AIRPORT TERMINAL SERVICES WORKER	5	BU02	Approx. 15% below Airports Maintenanc Worker	0.06%		8.76%	0.06%	
1402	AIRPORTS OPERATION SPECIALIST	2	BU01	Benchmark; set to market	0.00%	-9.97%	8.76%	0.00%	-0.48%
1420	ANIMAL CARE TECHNICIAN	7	BU02	Benchmark; set to market	0.00%	-6.12%	4.57%	0.00%	-0.26%
1422	ANIMAL CONTROL LEAD OFFICER	1	BU05	Approx. 15% above Animal Control Officer	0.00%		0.26%	0.00%	
1417	ANIMAL CONTROL OFFICER	5	BU01	Benchmark; set to market	0.00%	-1.86%	0.26%	0.00%	-0.02%
1424	ANIMAL CONTROL SUPERVISING OFFICER	1	BU05	Approx. 15% above Animal Control Lead Officer	-0.01%		0.26%	-0.01%	
1425	ANIMAL SHELTER SUPERVISOR	1	BU05	Same as Animal Control Supervising Officer	0.00%		0.26%	0.00%	
1423	ANIMAL SHELTER REGISTERED VETERINARY TEC	0	BU01	Benchmark; set to market	0.00%	-16.77%	16.62%	0.00%	-0.76%
711	APPRAISER I	1	BU01	Approx. 15% below Appraiser II	-0.04%		0.92%	-0.04%	
709	APPRAISER II	14	BU01	Benchmark; set to market	0.00%	-2.30%	0.92%	0.00%	-0.06%
707	APPRAISER III	5	BU01	Approx. 10% above Appraiser II	-0.06%		0.92%	-0.06%	
718	APPRAISER TRAINEE	3	BU01	Approx. 15% below Appraiser I	0.41%		0.92%	0.41%	
724	SUPV APPRAISER	3	BU05	Approx. 15% above Appraiser III	-0.07%		0.92%	-0.07%	
623	ASSOCIATE REAL PROPERTY AGENT	3	BU01	Benchmark; set to market	0.00%	-1.40%	0.00%	0.00%	0.17%
622	ASST REAL PROPERTY AGENT	1	BU01	Approx. 15% below Associate Real Property Agent	1.22%		0.00%	1.22%	
9653	AUTO MECHANIC I	2	BU02	Approx. 10% below Auto Mechanic II	5.12%		0.00%	3.23%	
9654	AUTO MECHANIC II	3	BU02	Benchmark; set to market	0.00%	-3.67%	2.02%	0.00%	-0.12%
2302	LEAD FLEET MECHANIC	1	BU02	Approx. 15% above Auto Mechanic II	-1.28%		2.28%	-0.99%	
300082	B.H. CLINICIAN I	3	BU01	Approx. 10% below B.H. Clinician II	0.03%		7.75%	0.03%	
300083	B.H. CLINICIAN II	28.25	BU01	Approx. 10% below B.H. Clinician III	0.00%		7.75%	0.00%	
300084	B.H. CLINICIAN III	36.75	BU01	Benchmark; set to market	0.00%	-9.06%	7.75%	0.00%	-0.43%
300085	B.H. PROGRAM SUPERVISOR	19	BU05	Approx. 10% above B.H. Clinician III	0.04%		7.75%	0.04%	
300079	B.H. SPECIALIST I	3	BU01	Approx. 15% below B.H Specialist II	0.57%		0.00%	0.57%	
300080	B.H. SPECIALIST II	29	BU01	Benchmark; set to market	0.00%	4.98%	0.00%	0.00%	6.48%
300081	B.H. SPECIALIST III	18.5	BU01	Approx. 10% above B.H. Specialist II	0.04%		0.00%	0.04%	

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300076	B.H. WORKER I	0	BU01	Approx. 20% below B.H. Worker II	-0.06%		8.61%	-0.06%	
300077	B.H. WORKER II	0	BU01	Benchmark; set to market	0.00%	-9.83%	8.61%	0.00%	-0.47%
300078	B.H. WORKER III	6	BU01	Approx. 10% above B.H. Worker II	0.00%		8.61%	0.00%	
1601	BUILDING INSPECTOR I	1	BU01	Approx. 15% below Building Inspector II	0.09%		3.49%	0.09%	
1602	BUILDING INSPECTOR II	1	BU01	Benchmark; set to market	0.00%	-5.08%	3.49%	0.00%	-0.20%
1603	BUILDING INSPECTOR III	3	BU01	Approx. 10% above Building Inspector II	-0.01%		3.49%	-0.01%	
1708	RESOURCE PROTECTION SPEC I	0	BU01	Approx. 20% below Resource Protection Spec II	-0.17%		3.49%	-0.17%	
1709	RESOURCE PROTECTION SPEC II	2	BU01	Approx. 5% above Building Inspector II	0.05%		3.49%	0.05%	
1710	RESOURCE PROTECTION SPEC III	5	BU01	Approx. 10% above Resource Protection Spec II	-0.16%		3.49%	-0.16%	
1701	BUILDING PLANS EXAMINER I	2	BU01	Approx. 5% below Building Plans Examiner II	-0.21%		0.24%	-0.21%	
1702	BUILDING PLANS EXAMINER II	3	BU01	Benchmark; set to market	0.00%	-1.85%	0.24%	0.00%	-0.01%
1703	BUILDING PLANS EXAMINER III	4	BU01	Approx. 10% above Building Plans Examiner II	-1.92%		1.81%	-0.22%	
2181	BUYER I	0	BU01	Approx. 15% below Buyer II	0.07%		8.82%	0.07%	
2182	BUYER II	3	BU01	Benchmark; set to market	0.00%	-10.02%	8.82%	0.00%	-0.48%
2183	SR BUYER	1	BU01	Approx. 15% above Buyer II	0.06%		8.82%	0.06%	
9621	CHILD SUPPORT SPECIALIST I	0	BU01	Approx. 10% below Child Support Specialist II	0.83%		1.45%	0.83%	
9622	CHILD SUPPORT SPECIALIST II	2	BU01	Benchmark; set to market	0.00%	-3.10%	1.45%	0.00%	-0.09%
9682	CHILD SUPPORT SPECIALIST III	9	BU01	Approx. 10% above Child Support Specialist II	0.00%		1.45%	0.00%	
635	CAPITAL PROJECTS INSPECTOR	2	BU01	Approx. 10% above Civil Engineering Tech II	-1.37%		0.00%	-1.37%	
648	CIVIL ENGINEERING TECH I	0	BU01	Approx. 15% below Civil Engineering Tech II	2.27%		0.00%	2.27%	
650	CIVIL ENGINEERING TECH II	2	BU01	Benchmark; set to market	0.00%	13.19%	0.00%	0.00%	15.04%
652	CIVIL ENGINEERING TECH III	11	BU01	Approx. 15% above Civil Engineering Tech II	-0.32%		0.00%	-0.32%	
2552	CLERK-RECORDER ASSISTANT II	5	BU13	Benchmark; set to market	0.00%	-3.32%	1.67%	0.00%	-0.10%
2553	CLERK-RECORDER ASSISTANT III	1	BU13	Approx. 10% above Clerk-Recorder Assistant II	-0.08%		1.67%	-0.08%	
2554	CLERK-RECORDER ASSISTANT IV	2	BU05	Approx. 10% above Clerk-Recorder Assistant III	0.16%		1.67%	0.16%	
2558	DIV SUPV-CLERK RECORDER	2	BU05	Approx. 15% above Clerk-Recorder Assistant IV	0.96%		1.67%	0.96%	
9632	COMM DISEASE INVESTIGATOR	1	BU01	Benchmark; set to market	0.00%	-5.18%	3.57%	0.00%	-0.21%
959	COMMUNICATIONS TECHNICIAN I	2	BU01	Approx. 10% below Communications Technician II	-0.99%		0.00%	-0.99%	
958	COMMUNICATIONS TECHNICIAN II	2	BU01	Benchmark; set to market	0.00%	0.87%	0.00%	0.00%	2.52%
969	SR COMMUNICATIONS TECH	1	BU01	Approx. 10% above Communications Technician II	0.05%		0.00%	0.05%	
1341	COOK I	0	BU01	Approx. 20% below Cook II	3.15%		2.29%	0.25%	
1340	COOK II	2	BU01	Benchmark; set to market	0.00%	-7.18%	6.00%	0.00%	-0.36%
1350	COOK III	5	BU01	Approx. 10% above Cook II	-1.76%		6.74%	-1.00%	
1335	CUSTODIAN	24	BU02	Benchmark; set to market	0.00%	-8.39%	6.99%	0.00%	-0.39%
8903	DEPARTMENTAL AUTOMA SPEC I	1	BU01	Approx. 20% below Departmental Automation Spec II	1.69%		0.00%	1.10%	
8904	DEPARTMENTAL AUTOMA SPEC II	3	BU01	Benchmark; set to market	0.00%	-2.39%	0.72%	0.00%	-0.08%
8906	DEPARTMENTAL AUTOMA SPEC III	5.75	BU01	Approx. 15% above Departmental Automation Spec II	-0.01%		0.72%	-0.01%	
1711	NETWORK HARDWARE SPECIALIST I	0	BU01	Approx. 10% below Network Hardware Specialist II	-0.06%		0.72%	-0.06%	
1712	NETWORK HARDWARE SPECIALIST II	0	BU01	Approx. 10% below Departmental Automation Spec II	0.01%		0.72%	0.01%	

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300201	VETERANS' SERVICES REPRESENTATIVE I	1	BU01	Approx. 10% below Veterans' Services Representative II	-0.06%		1.20%	0.00%	
868	VETERANS' SERVICES REPRESENTATIVE II	3	BU01	Approx. 10% below Veterans' Services Representative III	0.88%		1.14%	0.07%	
866	VETERANS' SERVICES REPRESENTATIVE III	1	BU01	Approx. 15% above Employment/Resource Spec II	1.62%		2.05%	0.13%	
1544	EMPLOYMENT/RESOURCE SPEC I	24	BU01	Approx. 10% below Employment/Resource Spec II	0.01%		3.38%	0.01%	
1545	EMPLOYMENT/RESOURCE SPEC II	16	BU01	Benchmark; set to market	0.00%	-5.49%	3.38%	0.00%	-0.70%
1546	EMPLOYMENT/RESOURCE SPEC III	101	BU01	Approx. 10% above Employment/Resource Spec II	0.01%		3.38%	0.01%	
1547	EMPLOYMENT/RESOURCE SPEC IV	32	BU01	Approx. 15% above Employment/Resource Spec III	0.00%		3.38%	0.00%	
1550	EMPLOYMENT/SERVICES SUPERVISOR	22	BU05	Approx. 15% above Employment/Resource Spec IV	0.02%		3.38%	0.02%	
1555	SOCIAL SVCS PROGRAM REVW SPEC	43	BU01	Same as Employment/Resource Spec IV	0.00%		3.38%	0.00%	
9683	SUPV CHILD SUPPORT SPECIALIST	3	BU05	Approx. 10% above Social Services Program Review Spec	0.07%		3.38%	0.07%	
624	ARCHITECTURAL TECHNICIAN	1	BU01	Approx. 20% below Project Manager I	0.03%		0.00%	0.03%	
615	PROJECT MANAGER II	3	BU01	Approx. 5% below Engineer II	-0.05%		0.00%	-0.05%	
613	PROJECT MANAGER I	1	BU01	Approx. 5% below Engineer I	-0.02%		0.00%	-0.02%	
641	ENGINEER I	4	BU01	Approx. 10% below Engineer II	-0.02%		0.00%	-0.02%	
640	ENGINEER II	16	BU01	Approx. 15% below Engineer III	0.05%		0.00%	0.05%	
634	ENGINEER III	5.5	BU01	Benchmark; set to market	0.00%	7.18%	0.00%	0.00%	9.95%
633	SUPERVISING ENGINEER	18	BU05	Approx. 15% above Engineer III	0.05%		0.00%	0.05%	
619	PROJECT MANAGER III	7	BU01	Approx. 5% below Engineer III	0.03%		0.00%	0.03%	
2180	UTILITY COORDINATOR	2	BU05	Same as Project Manager III	-0.02%		0.02%	0.00%	
410	CROSS CONNECTION INSPECTOR	1	BU01	Same as Envir Health Specialist I	8.28%		0.00%	0.00%	
8413	ENVIR HEALTH SPECIALIST I	4	BU01	Approx. 10% below Envir Health Specialist II	-2.72%		8.28%	0.03%	
8414	ENVIR HEALTH SPECIALIST II	3	BU01	Benchmark; set to market	0.00%	-6.99%	4.97%	0.00%	-0.79%
8415	ENVIR HEALTH SPECIALIST III	10	BU01	Approx. 10% above Envir Health Specialist II	-0.11%		4.97%	-0.11%	
300503	ENVIRONMENTAL HEALTH TECHNICIAN	1	BU01	Same as Lab Tech II	0.00%		5.96%	0.00%	
300427	FORENSIC AUTOPSY TECHNICIAN	1	BU01	10% above Laboratory Technician II	2.26%		4.00%	0.18%	
300455	LABORATORY TECHNICIAN I	2	BU01	Approx. 10% below Laboratory Technician II	-2.92%		8.69%	-0.68%	
300456	LABORATORY TECHNICIAN II	0	BU01	20% below Environmental Health Specialist I	1.66%		5.96%	-0.09%	
8416	SUPV ENVIR HEALTH SPECIALIST	3	BU05	Approx. 15% above Envir Health Specialist III	0.83%		4.97%	0.83%	
1121	EQUIPMENT MECHANIC I	1	BU02	Approx. 10% below Equipment Mechanic II	1.72%		0.00%	1.72%	
1120	EQUIPMENT MECHANIC II	2	BU02	Benchmark; set to market	0.00%	-1.57%	0.00%	0.00%	0.04%
1314	FACILITY MAINT MECHANIC I	0	BU02	Approx. 10% below Facility Maint Mechanic II	2.19%		0.22%	-0.51%	
1316	FACILITY MAINT MECHANIC II	3	BU02	Approx. 15% below Facility Maint Mechanic III	-1.70%		3.25%	-0.89%	
1315	FACILITY MAINT MECHANIC III	9	BU02	Benchmark; set to market	0.00%	-3.91%	2.26%	0.00%	-0.13%
300476	LIBRARY MAINTENANCE WORKER	0	BU02	Approx. 5% below Facility Maint Mechanic I	0.31%		0.40%	0.47%	
1311	LOCKSMITH II	1	BU02	Same as Facility Maint Mechanic III	0.00%		2.26%	0.00%	
1312	LOCKSMITH I	0	BU02	Same as Facility Maint Mechanic II	0.00%		3.25%	0.00%	
1307	MAINTENANCE PAINTER I	0	BU02	Approx. 10% below Maintenance Painter II	0.15%		0.93%	0.98%	
1308	MAINTENANCE PAINTER II	2	BU02	Approx. 10% below Facility Maintenance Mechanic III	10.00%		0.00%	7.79%	
2303	FLEET SERVICE WRITER	0	BU02	Benchmark; set to market	0.00%	#N/A	0.00%	0.00%	0.00%
2301	FLEET SHOP SUPERVISOR	1	BU05	Benchmark; set to market	0.00%	-3.04%	1.39%	0.00%	-0.08%
1318	SUPV FACILITY MAINT MECHANIC	2	BU05	Same as Fleet Shop Supervisor	0.02%		1.37%	0.00%	
354	FOOD SERVICE SUPV CORRECTIONS	1	BU05	Benchmark; set to market	0.00%	1.87%	0.00%	0.00%	3.54%

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146	GEOGRAPHIC INFO SYSTEMS ANALYST I	0	BU01	Approx. 10% below Geographic Info. Systems Analyst II	-0.01%		1.73%	-0.01%	
147	GEOGRAPHIC INFO SYSTEMS ANALYST II	6	BU01	Approx. 10% below Geographic Info. Systems Analyst III	0.01%		1.73%	0.01%	
148	GEOGRAPHIC INFO SYSTEMS ANALYST III	4	BU01	Benchmark; set to market	0.00%	-3.44%	1.73%	0.00%	-0.17%
149	SR GEOGRAPHIC INFO SYSTEMS ANALYST	2.75	BU05	Approx. 15% above Geographic Info. Systems Analyst III	0.03%		1.73%	0.03%	
300276	HEALTH EDUCATION SPECIALIST I	3	BU01	Approx. 15% below Health Education Specialist II	0.28%		0.00%	0.28%	
300277	HEALTH EDUCATION SPECIALIST II	6	BU01	Benchmark; set to market	0.00%	-0.15%	0.00%	0.00%	1.46%
300177	INFORMATION TECHNOLOGY TECHNICIAN	1	BU01	Approx. 20% below IT Specialist I	0.03%		1.01%	0.00%	
300178	INFORMATION TECHNOLOGY SPECIALIST I	3	BU01	Approx. 15% below IT Specialist II	1.95%		1.04%	0.15%	
300179	INFORMATION TECHNOLOGY SPECIALIST II	10	BU01	Benchmark; set to market	0.00%	-4.81%	3.17%	0.00%	-0.18%
300180	SR INFORMATION TECHNOLOGY SPECIALIST	1	BU01	Approx. 15% above IT Specialist II	-0.01%		3.17%	-0.01%	
300055	CORRECTIONAL TECHNICIAN I	10	BU13	Approx. 10% below Correctional Technician II	-0.04%		8.07%	-0.04%	
300056	CORRECTIONAL TECHNICIAN II	6	BU13	Same as Legal Clerk II	0.00%		8.07%	0.00%	
300057	CORRECTIONAL TECHNICIAN III	9	BU13	Approx. 10% above Correctional Technician II	-0.03%		8.07%	-0.03%	
300651	LEGAL CLERK I	1	BU13	Approx 10% below Legal Clerk II	0.03%		8.07%	0.03%	
300652	LEGAL CLERK II	28	BU13	Benchmark; set to market	0.00%	-9.36%	8.07%	0.00%	-0.45%
300653	LEGAL CLERK III	22	BU13	Approx 10% above Legal Clerk II	-0.93%		8.07%	-0.93%	
2238	PARALEGAL	3	BU01	Approx. 10% above Legal Clerk III	0.05%		8.07%	0.05%	
326	PROBATION ASSISTANT	3	BU01	Approx. 5% above Legal Clerk II	-0.03%		8.07%	-0.03%	
300727	SENIOR PARALEGAL	1	BU01	Approx. 10% above Paralegal	0.00%		8.07%	0.00%	
300054	SUPV CORRECTIONAL TECHNICIAN	0	BU05	Approx. 10% above Correctional Technician III	0.05%		8.07%	0.05%	
2232	SUPV LEGAL CLERK	7	BU05	Approx 10% above Legal Clerk III	-0.01%		8.12%	0.05%	
300401	WITNESS COORDINATOR	2	BU13	Same as Legal Clerk II	-0.89%		9.03%	0.00%	
1025	COORDINATING LIBRARIAN	7	BU05	Approx. 10% above Library Branch Manager	0.10%		15.33%	0.10%	
1024	LIBRARIAN	6	BU01	Approx. 10% below Library Branch Manager	0.31%		15.33%	0.31%	
1004	LIBRARIAN II	1	BU05	Same as Library Branch Manager	0.00%		15.33%	0.00%	
1026	LIBRARY BRANCH MANAGER	4	BU05	Benchmark; set to market	0.00%	-15.56%	15.33%	0.00%	-0.75%
459	LICENSED PSYCH TECH/LV NURSE I	0	BU01	Approx. 15% below Licensed Psych Tech/Vocational Nurse II	1.39%		0.00%	1.39%	
460	LICENSED PSYCH TECH/LV NURSE II	3	BU01	Benchmark; set to market	0.00%	8.58%	0.00%	0.00%	10.33%
461	LICENSED PSYCH TECH/LV NURSE III	25	BU01	Approx. 10% above Licensed Psych Tech/Vocational Nurse II	0.11%		0.00%	0.11%	
8573	M.H. NURSE I	0	BU01	Approx. 10% below M.H. Nurse II	0.02%		10.64%	0.02%	
8572	M.H. NURSE II	2	BU01	Benchmark; set to market	0.00%	-11.58%	10.64%	0.00%	-0.57%
8571	M.H. NURSE III	2	BU01	Approx. 10% above M.H. Nurse II	-1.55%		11.20%	-1.01%	
8570	M.H. NURSE TRAINEE	0	BU01	Approx. 10% below M.H. Nurse I	-0.01%		10.64%	-0.01%	
8568	M.H. PRE-LICENSED NURSE	0	BU01	Approx. 10% below M.H. Nurse Trainee	5.95%		4.98%	1.03%	
458	B.H. NURSE PRACTITIONER	2	BU01	Approx. 10% above Nurse Practitioner	0.04%		7.62%	0.04%	
457	NURSE PRACTITIONER/PHYS ASST	1	BU01	Benchmark; set to market	0.00%	-8.96%	7.62%	0.00%	-0.42%

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1242	GREENSKEEPER AIDE	2	BU02	Same as Park Range Aide	0.00%		0.00%	0.00%	
1243	GREENSKEEPER I	1	BU02	Same as Park Ranger I	0.00%		0.00%	0.00%	
1244	GREENSKEEPER II	3	BU02	Same as Park Ranger II	0.00%		0.00%	0.00%	
1245	GREENSKEEPER III	2	BU02	Same as Park Ranger III	0.00%		0.00%	0.00%	
1106	GROUNDS RESTORATION SPECIALIST	1	BU02	Same as Greenskeeper III	0.00%		0.00%	0.00%	
1203	PARK OPERATIONS COORDINATOR	2	BU01	Approx. 10% above Park Ranger Spec	-1.30%		0.00%	-1.30%	
1223	PARK RANGER AIDE	2	BU02	Approx. 15% below Park Ranger I	-0.01%		0.00%	-0.01%	
1222	PARK RANGER I	7	BU02	Approx. 10% below Park Ranger II	-0.84%		0.00%	-0.84%	
1221	PARK RANGER II	11	BU02	Benchmark; set to market	0.00%	9.00%	0.00%	0.00%	10.76%
1220	PARK RANGER III	8	BU02	Approx. 10% above Park Ranger II	-0.01%		0.00%	-0.01%	
1210	PARK RANGER SPECIALIST	3	BU02	Approx. 10% above Park Ranger III	0.08%		0.00%	0.08%	
571	PHYS OR OCCUPATIONAL THER I	1	BU01	Approx. 10% below Phys Or Occupational Ther II	0.61%		2.43%	0.61%	
572	PHYS OR OCCUPATIONAL THER II	3.5	BU01	Benchmark; set to market	0.00%	-4.34%	2.43%	0.00%	-0.41%
3001	SR PHYS OR OCCUPATIONAL THER	1	BU01	Approx. 10% above Phys Or Occupational Ther II	-0.32%		2.43%	-0.32%	
573	SUPV PHYS OR OCCUPATIONAL THER	1	BU05	Approx. 15% above Sr Phys Or Occupational Ther	0.00%		2.43%	0.00%	
1606	BUILDING DIVISION SUPERVISOR	4	BU05	Same as Supv. Planner	0.00%		1.08%	0.00%	
300103	ENVIRONMENTAL SPECIALIST I	0	BU01	Approx. 10% below Environmental Specialist II	0.01%		6.86%	0.01%	
300102	ENVIRONMENTAL SPECIALIST II	5	BU01	Approx. 10% below Environmental Specialist III	0.01%		6.86%	-0.28%	
300101	ENVIRONMENTAL SPECIALIST III	1	BU01	Same as Sr. Planner	-5.85%		7.22%	-0.14%	
2806	LAND USE TECHNICIAN	0	BU01	Approx. 15% below Planner I	-0.02%		1.08%	-0.02%	
2800	PLANNER I	3	BU01	Approx. 10% below Planner II	0.00%		1.08%	0.00%	
2801	PLANNER II	5	BU01	Approx. 10% below Planner III	-0.01%		1.08%	-0.01%	
2802	PLANNER III	5	BU01	Benchmark; set to market	0.00%	-2.72%	1.08%	0.00%	-0.06%
610	SOLID WASTE COORDINATOR I	0	BU01	Same as Planner I	0.00%		1.08%	0.00%	
611	SOLID WASTE COORDINATOR II	0	BU01	Same as Planner III	-1.31%		2.42%	0.00%	
612	SOLID WASTE COORDINATOR III	0	BU01	Same as Sr Planner	0.00%		1.08%	0.00%	
603	SR PLANNER	6.5	BU05	Approx. 10% above Planner III	0.01%		1.08%	0.01%	
1707	SUPV PLANNER	4.75	BU05	Approx. 10% above Sr Planner	-0.02%		1.08%	-0.02%	
8894	ASSESSMENT ANALYST TRAINEE	0	BU01	Approx. 5% above Assessment Technician II	-8.46%		10.55%	-1.08%	
658	ASSESSMENT TECH SUPERVISOR	1	BU05	Approx. 15% above Assessment Tech IV	1.10%		1.68%	-0.05%	
894	ASSESSMENT TECHNICIAN I	3	BU01	Approx. 10% below Property Transfer Tech I	1.02%		1.76%	0.18%	
895	ASSESSMENT TECHNICIAN II	1.5	BU01	Approx. 10% above Assessment Tech I	-0.13%		2.70%	0.89%	
896	ASSESSMENT TECHNICIAN III	2	BU01	Approx. 10% above Assessment Tech II	-0.31%		2.70%	-0.31%	
897	ASSESSMENT TECHNICIAN IV	4	BU01	Approx. 5% above Assessment Tech III	-0.41%		2.70%	-0.41%	
587	PROPERTY TRANSFER TECH I	3	BU01	Approx. 10% above Assessment Tech I	-0.13%		2.70%	0.89%	
588	PROPERTY TRANSFER TECH II	2	BU01	Benchmark; set to market	0.00%	-4.35%	2.70%	0.00%	-0.16%
589	PROPERTY TRANSFER TECH III	1	BU01	Approx. 10% above Assessment Tech III	-0.05%		2.70%	-0.05%	
695	PROPERTY TRANSFER TECH IV	2	BU01	Approx. 10% above Assessment Tech IV	0.02%		2.70%	0.02%	
579	SUPV PROPERTY TRANSFER TECH	1	BU05	Approx. 10% Above Assessment Tech Supervisor	0.04%		2.49%	0.92%	
525	PSYCHOLOGIST	0	BU01	Benchmark; set to market	0.00%	-4.00%	2.35%	0.00%	-0.14%
442	PUBLIC HEALTH MICROBIOL I	2	BU01	Approx. 10% below Public Health Microbiol II	0.44%		4.67%	0.44%	
441	PUBLIC HEALTH MICROBIOL II	3.25	BU01	Benchmark; set to market	0.00%	-6.73%	4.67%	0.00%	-0.96%
444	SUPV PUBLIC HEALTH MICROBIOL	1	BU05	Approx. 15% above Public Health Microbiol II	-3.18%		6.70%	-1.02%	

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9420	COMMUNITY HEALTH NURSE I	0	BU01	Approx. 5% below Public Health Nurse I	0.01%		2.60%	0.01%	
9421	COMMUNITY HEALTH NURSE II	2	BU01	Approx. 10% above Community Health Nurse I	-0.11%		2.60%	-0.11%	
9430	PUBLIC HEALTH NURSE I	2.5	BU01	Approximately 10% below Public Health Nurse II	0.00%		2.60%	0.00%	
9431	PUBLIC HEALTH NURSE II	9.5	BU01	Benchmark; set to market	0.00%	-4.24%	2.60%	0.00%	-0.15%
3281	SART CLINICAL COORD	0.5	BU01	Same as Sr Public Health Nurse	0.00%		2.60%	0.00%	
9432	SR PUBLIC HEALTH NURSE	4	BU01	Approx. 10% above Public Health Nurse II	-0.02%		2.60%	-0.02%	
414	SUPV PUBLIC HEALTH NURSE	4	BU05	Approx. 15% above Sr Public Health Nurse	0.04%		2.60%	0.04%	
1347	PUBLIC HEALTH NUTRITIONIST I	1	BU01	Approx. 10% below Public Health Nutritionist II	0.76%		0.00%	0.76%	
1348	PUBLIC HEALTH NUTRITIONIST II	3	BU01	Benchmark; set to market	0.00%	-1.57%	0.00%	0.00%	0.04%
1112	PUBLIC WORKS SECTION SUPV	3	BU05	Benchmark; set to market	0.00%	-1.71%	0.10%	0.00%	-0.01%
1115	PUBLIC WORKS LEADWORKER	9	BU02	Approx. 10% above Public Works Worker IV	0.02%		8.97%	0.02%	
1105	PUBLIC WORKS WORKER I	9	BU02	Approx. 10% below Public Works Worker II	-0.02%		8.97%	-0.02%	
1117	PUBLIC WORKS WORKER II	7	BU02	Benchmark; set to market	0.00%	-10.12%	8.97%	0.00%	-0.49%
1119	PUBLIC WORKS WORKER III	13	BU02	Approx. 5% above Public Works Worker II	-0.01%		8.97%	-0.01%	
1103	PUBLIC WORKS WORKER IV	12	BU02	Approx. 10% above Public Works Worker III	-0.04%		8.97%	-0.04%	
300176	REGISTERED DENTAL HYGIENIST	0	BU01	Benchmark, Set to Market	0.00%	8.42%	0.00%	0.00%	10.20%
1531	SOCIAL SVCS INVESTIGATOR	2	BU01	Benchmark; set to market	0.00%	-13.62%	10.39%	0.00%	-2.18%
1537	SUPV SOC SVCS INVESTIGATOR	1	BU05	Approx. 15% above Social Svcs Investigator	-0.06%		10.39%	-0.06%	
1536	SOCIAL WORKER I	2	BU01	Approx. 10% below Social Worker II	0.21%		2.81%	0.21%	
1532	SOCIAL WORKER II	13	BU01	Benchmark; set to market	0.00%	-4.61%	2.81%	0.00%	-0.16%
1524	SOCIAL WORKER III	18	BU01	Approx. 10% above Social Worker II	-0.05%		2.81%	-0.05%	
1519	SOCIAL WORKER IV	61.75	BU01	Approx. 15% above Social Worker III	0.10%		2.81%	0.10%	
1516	SOCIAL WORKER SUPERVISOR II	15	BU05	Benchmark; set to market	0.00%	-7.90%	6.28%	0.00%	-0.34%
1336	STOREKEEPER I	0	BU02	Approx. 10% below Storekeeper II	0.40%		7.70%	0.40%	
1331	STOREKEEPER II	1	BU02	Benchmark; set to market	0.00%	-9.03%	7.70%	0.00%	-0.43%
1321	SR STOREKEEPER	1	BU02	Approx. 10% above Storekeeper II	0.06%		7.70%	0.06%	
1352	SUPERVISING CUSTODIAN	2	BU05	Benchmark; set to market	0.00%	-14.40%	14.26%	0.00%	-0.77%
1217	GOLF COURSE SUPERVISOR	2	BU05	Same as Supervisor Park Ranger	0.00%		0.00%	0.00%	
1204	SUPV PARK RANGER	3	BU05	Benchmark; set to market	0.00%	6.72%	0.00%	0.00%	7.90%
9613	SR WATER SYSTEMS CHEMIST	1	BU01	Approx. 10% above Water Systems Chemist II	-0.06%		0.00%	-0.06%	
9619	WATER QUALITY MGR	1	BU05	Approx. 15% above Sr Water Systems Chemist	-3.59%		0.00%	-3.59%	
9617	WATER SYSTEMS CHEMIST I	2	BU01	Approx. 10% below Water Systems Chemist II	0.49%		0.00%	0.49%	
9618	WATER SYSTEMS CHEMIST II	2	BU01	Benchmark; set to market	0.00%	9.79%	0.00%	0.00%	11.58%
9615	WATER SYSTEMS LAB TECH I	0	BU01	Approx. 15% below Water Systems Lab Tech II	1.22%		0.00%	1.22%	
9616	WATER SYSTEMS LAB TECH II	2	BU01	Approx. 20% below Water Systems Chemist I	-2.42%		0.00%	-2.42%	

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9628	WATER SYSTEMS WORKER I	2	BU02	Approx. 15% below Water Systems Worker II	-1.62%		0.00%	-1.62%	
9627	WATER SYSTEMS WORKER II	2	BU02	Benchmark; set to market	0.00%	5.84%	0.00%	0.00%	7.57%
9626	WATER SYSTEMS WORKER III	8	BU02	Approx. 10% above Water Systems Worker II	1.06%		0.00%	1.06%	
9629	WATER SYSTEMS WORKER TRAINEE	0	BU02	Approx. 20% below Water Systems Worker I	-0.13%		0.00%	-0.13%	
9688	WASTEWATER SYS WORKER I	2	BU02	Same as Water Systems Worker I	0.00%		0.00%	0.00%	
9689	WASTEWATER SYS WORKER II	1	BU02	Same as Water Systems Worker II	0.00%		0.00%	0.00%	
9690	WASTEWATER SYS WORKER III	2	BU02	Same as Water Systems Worker III	0.00%		0.00%	0.00%	
9686	WASTEWATER SYS WORKER TRAINEE	1	BU02	Same as Water Systems Worker Trainee	0.00%		0.00%	0.00%	
2900	CHIEF WASTEWATER TRT PLANT OPER	1	BU05	Approx. 10% above Chief Water Trt Plant Oper-Gr3	4.28%		0.00%	4.28%	
2901	CHIEF WATER TRT PLANT OPER-GR3	1	BU05	Same as Supervising Water Sys Worker	0.00%		0.00%	0.00%	
2902	CHIEF WATER TRT PLANT OPER-GR4	1	BU05	Same as Chief Waste Water Trt Plant Oper	0.00%		0.00%	0.00%	
9623	WATER SYSTEMS SUPERINTENDENT	1	BU05	Approx. 10% above Chief Water Trt Plant Oper-GR4	-0.06%		0.00%	-0.06%	
9625	SUPERVISING WATER SYS WORKER	2	BU05	Approx. 15% above Water Systems Worker III	-3.99%		0.00%	-3.99%	
9691	SUPERVISING WASTEWATER SYS WORKER	2	BU05	Same as Supervising Water Sys Worker	0.00%		0.00%	0.00%	
9692	WASTEWATER SYSTEMS SUPERINTENDENT	1	BU05	Same as Water Systems Superintendent	0.00%		0.00%	0.00%	
9624	ASST WATER SYS SUPERINTENDENT	0	BU05	Approx. 10% below Water Systems Superintendent	-1.32%		0.00%	-1.32%	