

Inequity Adjustments Based On Four County Survey
 All Class Study Adjusted To Mean When External Data Available - If Data Limited Set To Benchmark Internally
 Data Below Sorted By Bargaining Unit and Then Classification

PB Adjust	% Increase	CLASSIFICATION	BARG UNIT	PAY BAND
3	9%	ACCOUNTING ASSISTANT I	1	13
3	9%	ACCOUNTING ASSISTANT II	1	16
1	3%	ACCOUNTING SPECIALIST	1	21
3	9%	AIDE	1	4
2	6%	ASSESSMENT ASSISTANT I	1	15
2	6%	ASSESSMENT ASSISTANT II	1	18
3	9%	ASSESSMENT SPECIALIST	1	21
3	9%	COMMISSARY ASSISTANT	1	15
0	0%	CONTROL ROOM OPERATOR	1	19
3	9%	DEPUTY CLERK-RECORDER	1	19
4	12%	HEALTH & HUMAN SERVICES AIDE	1	9
4	12%	HEALTH AIDE	1	10
2	6%	LEGAL OFFICE ASSISTANT I	1	15
2	6%	LEGAL OFFICE ASSISTANT II	1	19
9	27%	LIBRARY TECHNICIAN I	1	4
7	21%	LIBRARY TECHNICIAN II	1	9
4	12%	LIBRARY TECHNICIAN III	1	14
4	12%	LIBRARY TECHNICIAN IV	1	19
4	12%	OFFICE ASSISTANT I	1	9
4	12%	OFFICE ASSISTANT II	1	12
3	9%	OFFICE SPECIALIST	1	17
4	12%	PERMIT TECHNICIAN	1	20
0	0%	PROGRAM AIDE	1	19
3	9%	PROGRAM ASSISTANT	1	17
2	6%	PURCHASING COORDINATOR	1	23
0	0%	SECRETARY	1	22
1	3%	SENIOR DEPUTY CLERK-RECORDER	1	26
3	9%	SENIOR PERMIT TECHNICIAN	1	24
3	9%	SHERIFF'S RECORDS CLERK	1	17
3	9%	SUPPLY/MAIL CLERK I	1	9
3	9%	SUPPLY/MAIL CLERK II	1	12
2	6%	ANIMAL CARE SERVICES OFFICER	2	20
2	6%	ANIMAL CARE TECHNICIAN	2	16
0	0%	BUILDING MAINTENANCE CUSTODIAN	2	15
0	0%	BUILDING MAINTENANCE TECHNICIAN I	2	23
0	0%	BUILDING MAINTENANCE TECHNICIAN II	2	26
2	6%	COOK	2	17
1	3%	EQUIPMENT SERVICE SPECIALIST	2	20
3	9%	HEAVY EQUIPMENT MECHANIC	2	28
0	0%	LEAD BUILDING MAINTENANCE CUSTODIAN	2	18
3	9%	PRINTER'S ASSISTANT I	2	12
3	9%	PRINTER'S ASSISTANT II	2	17
0	0%	ROAD MAINTENANCE WORKER I	2	20
1	3%	ROAD MAINTENANCE WORKER II	2	24
2	6%	SENIOR HEAVY EQUIPMENT MECHANIC	2	31
1	3%	SENIOR ROAD MAINTENANCE WORKER	2	27
1	3%	ACCOUNTING TECHNICIAN	3	24
2	6%	APPEALS SPECIALIST	3	26
2	6%	ASSISTANT PURCHASING AGENT	3	28
4	12%	BUILDING INSPECTOR I	3	29
4	12%	BUILDING INSPECTOR II	3	32
4	12%	BUILDING INSPECTOR III	3	36
0	0%	CADASTRAL DRAFTING TECHNICIAN I	3	25

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0	0%	CADASTRAL DRAFTING TECHNICIAN II	3	29
4	12%	CASE MANAGER I	3	19
4	12%	CASE MANAGER II	3	23
4	12%	CCS CASE MANAGER	3	23
4	12%	CHILD SUPPORT TECHNICIAN	3	16
0	0%	CLINIC LVN	3	29
3	9%	CODE ENFORCEMENT OFFICER	3	32
3	9%	COMMUNITY DEVELOPMENT SPECIALIST I	3	22
2	6%	COMMUNITY DEVELOPMENT SPECIALIST II	3	25
2	6%	COMMUNITY DEVELOPMENT SPECIALIST III	3	28
2	6%	COMMUNITY DEVELOPMENT SPECIALIST IV	3	30
0	0%	CORRECTIONAL FACILITY LVN	3	33
0	0%	CORRECTIONAL FACILITY MEDICAL ASSISTANT	3	21
0	0%	DISTRICT ATTORNEY INVESTIGATOR	3	41
2	6%	ELIGIBILITY TECHNICIAN I	3	19
3	9%	ELIGIBILITY TECHNICIAN II	3	22
1	3%	EMPLOYMENT TECHNICIAN I	3	24
0	0%	EMPLOYMENT TECHNICIAN II	3	28
0	0%	ENGINEERING TECHNICIAN I	3	32
0	0%	ENGINEERING TECHNICIAN II	3	36
0	0%	ENVIRONMENTAL HEALTH TECHNICIAN	3	28
1	3%	GROUP COUNSELOR I	3	23
0	0%	GROUP COUNSELOR II	3	29
2	6%	HOUSING SPECIALIST	3	19
0	0%	INTERVENTION COUNSELOR I	3	27
0	0%	INTERVENTION COUNSELOR II	3	30
0	0%	REVENUE RECOVERY TECHNICIAN	3	27
1	3%	SENIOR ACCOUNTING TECHNICIAN	3	28
2	6%	SENIOR ELIGIBILITY TECHNICIAN	3	26
0	0%	SENIOR SUBSTANCE ABUSE COUNSELOR	3	33
2	6%	SENIOR VICTIM/WITNESS ADVOCATE	3	26
0	0%	SENIOR WELFARE FRAUD INVESTIGATOR	3	44
0	0%	SUBSTANCE ABUSE COUNSELOR I	3	27
0	0%	SUBSTANCE ABUSE COUNSELOR II	3	30
2	6%	SYSTEMS SUPPORT ANALYST	3	26
0	0%	TRANSFER ANALYST I	3	24
1	3%	TRANSFER ANALYST II	3	27
3	9%	VETERANS' SERVICES REPRESENTATIVE	3	23
2	6%	VICTIM/WITNESS ADVOCATE I	3	19
2	6%	VICTIM/WITNESS ADVOCATE II	3	23
0	0%	WELFARE FRAUD INVESTIGATOR	3	41
1	3%	ACCOUNTANT-AUDITOR I	4	31
1	3%	ACCOUNTANT-AUDITOR II	4	34
3	9%	ADMINISTRATIVE ANALYST - HUMAN SERV	4	34
0	0%	ADMINISTRATIVE ASSISTANT	4	29
0	0%	AG WEIGHTS & MEASURES SPECIALIST I	4	34
0	0%	AG WEIGHTS & MEASURES SPECIALIST II	4	37
0	0%	AG WEIGHTS & MEASURES SPECIALIST III	4	40
0	0%	ASSISTANT ENGINEER	4	43
2	6%	ASSISTANT PLANNER	4	30
0	0%	ASSISTANT SURVEYOR	4	43
0	0%	ASSOCIATE CIVIL ENGINEER	4	49
0	0%	ASSOCIATE ENGINEER	4	46

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0	0%	ASSOCIATE PLANNER	4	37
0	0%	ASSOCIATE SURVEYOR	4	49
1	3%	AUDITOR-APPRAISER I	4	29
1	3%	AUDITOR-APPRAISER II	4	32
1	3%	AUDITOR-APPRAISER III	4	36
0	0%	CLINICAL SOCIAL WORKER I	4	43
0	0%	CLINICAL SOCIAL WORKER II	4	46
0	0%	CONSERVATORSHIP OFFICER	4	32
3	9%	CONTRACT ADMINISTRATOR	4	37
1	3%	CORRECTIONAL FACILITY RN	4	39
0	0%	DEPUTY PROBATION OFFICER I	4	34
0	0%	DEPUTY PROBATION OFFICER II	4	37
0	0%	DEPUTY PROBATION OFFICER III	4	40
0	0%	EMERGENCY SERVICES COORDINATOR IV	4	40
0	0%	EMPLOYMENT & TRAINING SPECIALIST I	4	27
0	0%	EMPLOYMENT & TRAINING SPECIALIST II	4	30
0	0%	ENVIRONMENTAL HEALTH SPECIALIST I	4	34
0	0%	ENVIRONMENTAL HEALTH SPECIALIST II	4	37
1	3%	EPIDEMIOLOGIST	4	43
0	0%	FAMILY NURSE PRACTITIONER	4	49
3	9%	FISCAL ANALYST	4	34
1	3%	GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	4	37
0	0%	GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	4	40
0	0%	HAZARDOUS MATERIALS SPECIALIST I	4	34
0	0%	HAZARDOUS MATERIALS SPECIALIST II	4	37
0	0%	HAZARDOUS MATERIALS SPECIALIST III	4	40
0	0%	HEALTH EDUCATION SPECIALIST I	4	29
0	0%	HEALTH EDUCATION SPECIALIST II	4	32
3	9%	INFORMATION SYSTEMS ANALYST I	4	37
4	12%	INFORMATION SYSTEMS ANALYST II	4	40
4	12%	INFORMATION SYSTEMS ANALYST III	4	44
0	0%	INFORMATION SYSTEMS SPECIALIST	4	37
3	9%	LIBRARIAN	4	29
2	6%	PHYSICAL THERAPIST	4	46
0	0%	PLAN CHECKER I	4	38
0	0%	PLAN CHECKER II	4	41
2	6%	PUBLIC HEALTH NURSE I	4	38
1	3%	PUBLIC HEALTH NURSE II	4	42
1	3%	REAL PROPERTY APPRAISER I	4	29
1	3%	REAL PROPERTY APPRAISER II	4	32
1	3%	REAL PROPERTY APPRAISER III	4	36
3	9%	REGISTERED NURSE	4	37
2	6%	SENIOR CORRECTIONAL FACILITY RN	4	43
0	0%	SENIOR DEPUTY PROBATION OFFICER	4	43
0	0%	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	4	40
0	0%	SENIOR GEOGRAPHIC INFORMATION SYSTEMS ANALYST	4	44
0	0%	SENIOR PLANNER	4	40
1	3%	SENIOR PUBLIC HEALTH NURSE	4	45
0	0%	SOCIAL WORKER I	4	29
0	0%	SOCIAL WORKER I (APS)	4	29
0	0%	SOCIAL WORKER I (CPS)	4	34
0	0%	SOCIAL WORKER I (EMPLOY)	4	29
0	0%	SOCIAL WORKER II	4	32

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0	0%	SOCIAL WORKER II (APS)	4	32
0	0%	SOCIAL WORKER II (CPS)	4	37
0	0%	SOCIAL WORKER II (EMPLOY)	4	32
0	0%	SOCIAL WORKER III	4	35
0	0%	SOCIAL WORKER III (APS)	4	35
0	0%	SOCIAL WORKER III (CPS)	4	40
0	0%	SOCIAL WORKER IV	4	39
0	0%	SOCIAL WORKER IV (APS)	4	39
0	0%	SOCIAL WORKER IV (CPS)	4	43
5	15%	ACCOUNTING SUPERVISOR	5	23
3	9%	ADMINISTRATION & ACCOUNTING SUPERVISOR	5	31
0	0%	AIRPORT MAINTENANCE COORDINATOR	5	29
1	3%	ASSESSMENT OFFICE SUPERVISOR	5	31
0	0%	CORRECTIONS FOOD SERVICES SUPERVISOR	5	33
2	6%	CUSTOMER RELATIONS SUPERVISOR	5	34
3	9%	ELECTIONS SUPERVISOR	5	26
2	6%	ELIGIBILITY SUPERVISOR	5	30
3	9%	EMPLOYMENT TECHNICIAN SUPERVISOR	5	33
2	6%	EXECUTIVE SECRETARY	5	25
3	9%	GARAGE SUPERVISOR	5	33
0	0%	KITCHEN SUPERVISOR	5	22
0	0%	PRINTING SERVICES COORDINATOR	5	26
0	0%	PROGRAM SPECIALIST	5	31
4	12%	ROAD FOREMAN	5	33
2	6%	ROAD MAINTENANCE SUPERVISOR	5	31
2	6%	SENIOR SUPERVISING CASE MANAGER	5	34
0	0%	SHERIFF'S COMMUN & RECORDS SUPERV	5	32
0	0%	SOCIAL WORKER SUPERVISOR (APS)	5	41
0	0%	SOCIAL WORKER SUPERVISOR (CPS)	5	46
0	0%	SOCIAL WORKER SUPERVISOR (EMPLOY)	5	37
4	12%	SUPERVISING ANIMAL CARE SERVICES OFFICER	5	26
1	3%	SUPERVISING BUILDING OFFICIAL	5	43
4	12%	SUPERVISING CASE MANAGER	5	27
3	9%	SUPERVISING CODE ENFORCEMENT OFFICER	5	35
0	0%	SUPERVISING GROUP COUNSELOR	5	34
1	3%	SUPERVISING HEALTH EDUCATION SPECIALIST	5	36
6	18%	SUPERVISING LEGAL OFFICE ASSISTANT	5	24
4	12%	SUPERVISING OFFICE ASSISTANT	5	20
2	6%	TRAINING COORDINATOR - CSS	5	34

Inequity Adjustment Summary

- 26 Classes will receive a 3% adjustment
- 31 Classes will receive a 6% adjustment
- 30 Classes will receive a 9% adjustment
- 20 Classes will receive a 12% adjustment
- 4 Classes will receive an adjustment greater than 12%
- 111 Total number of classes receiving an adjustment

Outstanding Issues: Internal alignment of the System Support Analyst, Employment & Training Specialist and Environmental Health Technician classes. External comparison data related to the Welfare Fraud Investigator.