

Job Title	Equity	Benchmark
AIR QUALITY SPECIALIST III	4.8%	Engineering Tech
AIRPORT OPERATIONS SPECIALIST	3.5%	Maintenance Worker II
AIRPORT OPERATIONS SUPERVISOR	3.5%	Maintenance Worker II
AIRPORT OPERATIONS TRAINEE	3.5%	Maintenance Worker II
ANIMAL CARE ASSISTANT	1.0%	Animal Control Officer II
ANIMAL CONTROL OFFICER I	1.0%	Animal Control Officer II
ANIMAL CONTROL OFFICER II	1.0%	Animal Control Officer II
ANIMAL HEALTH TECHNICIAN	1.0%	Animal Control Officer II
AODS ASSISTANT II	1.0%	Public Health Asst
AODS ASSISTANT III	1.0%	Public Health Asst
AODS INTAKE INTERVIEWER	1.0%	Public Health Asst
APOSD ACQUISITION ASSISTANT	3.2%	Planner II
APOSD COMMUNITY RELATIONS SPECIALIST	3.2%	Planner II
APOSD PLANNER	3.2%	Planner II
APOSD STEWARDSHIP SUPERVISOR	3.2%	Planner II
APOSD TECHNICIAN	3.2%	Planner II
APPRAISER AIDE	0.5%	Appraiser II
APPRAISER I	0.5%	Appraiser II
APPRAISER II	0.5%	Appraiser II
APPRAISER III	0.5%	Appraiser II
APPRAISER IV	0.5%	Appraiser II
ASSESSORS CHANGE OF OWNERSHIP SUPERVISOR	0.5%	Appraiser II
AUTO FLEET MAINTENANCE SUPERVISOR	3.5%	Maintenance Worker II
BOOKING & RESERVATION COORDINATOR	3.5%	Maintenance Worker II
BRIDGE SUPERVISOR	3.5%	Maintenance Worker II
BRIDGE WORKER	3.5%	Maintenance Worker II
BUILDING INSPECTOR I	2.2%	Bld Insp II
BUILDING INSPECTOR II	2.2%	Bld Insp II
BUYER	0.3%	Buyer
BUYER TRAINEE	0.3%	Buyer
CADASTRAL MAPPING TECHNICIAN I	4.8%	Engineering Tech
CADASTRAL MAPPING TECHNICIAN II	4.8%	Engineering Tech

CLIENT SUPPORT ASSISTANT	1.0% Public Health Asst
CLIENT SUPPORT SPECIALIST	1.0% Public Health Asst
CODE ENFORCEMENT INSPECTOR I	2.2% Bld Insp II
CODE ENFORCEMENT SUPERVISOR	2.2% Bld Insp II
COMMUNITY DEVELOPMENT ASSOCIATE	2.2% Bld Insp II
COMMUNITY DEVELOPMENT SPEC II	2.2% Bld Insp II
COMMUNITY HEALTH WORKER II	1.5% Comm Health Wrkr Specialist
COMMUNITY HEALTH WORKER SPECIALIST	1.5% Comm Health Wrkr Specialist
COMPUTER LAB SUPPORT SPECIALST	5.4% DIS Tech II
DEPARTMENT INFORMATION SYSTEMS TECHNICIAN I	5.4% DIS Tech II
DEPARTMENT INFORMATION SYSTEMS TECHNICIAN II	5.4% DIS Tech II
DEPUTY PUBLIC ADMINISTRATOR-GUARDIAN-CONSERVATOR	4.9% Dep PAPGPC
DIS SPECIALIST I	3.9% DIS Specialist II
DIS SPECIALIST II	3.9% DIS Specialist II
EMPLOYMENT & TRAINING COORDINATOR	0.3% Social Service Worker II
EMPLOYMENT & TRAINING COUNSELOR I	0.3% Social Service Worker II
EMPLOYMENT & TRAINING COUNSELOR II	0.3% Social Service Worker II
EMPLOYMENT HOUSING COUNSELOR	0.3% Social Service Worker II
ENGINEERING TECHNICIAN I	4.8% Engineering Tech
ENGINEERING TECHNICIAN II	4.8% Engineering Tech
ENGINEERING TECHNICIAN III	4.8% Engineering Tech
ENGINEERING TECHNICIAN IV	4.8% Engineering Tech
ENVIRONMENTAL SPECIALIST	3.2% Planner II
EVENT SERVICES AIDE EXTRA HELP	3.5% Maintenance Worker II
EVENT SERVICES WORKER	3.5% Maintenance Worker II
EVENTS SERVICES SUPERVISOR	3.5% Maintenance Worker II
FAIRGROUND PREMIUM EXHIBIT ASSISTANT	1.5% Office Assistant II
FAIRGROUNDS MAINTENANCE WORKER	3.5% Maintenance Worker II
GEOGRAPHIC INFORMATION TECHNICIAN I	1.6% IT Analyst II
GEOGRAPHIC INFORMATION TECHNICIAN II	1.6% IT Analyst II
HEAVY EQUIPMENT FLEET MAINTENANCE SUPERVISOR	3.5% Maintenance Worker II
HOME CARE SUPPORT ASSISTANT	0.3% Social Service Worker II
HOME CARE SUPPORT SPECIALIST	0.3% Social Service Worker II

HOUSING NEGOTIATOR-INSPECTOR	2.2% Bld Insp II
HOUSING REHABILITATION SPECIAL	2.2% Bld Insp II
HUMAN SERVICES NETWORK ANALYST	3.9% DIS Specialist II
INFORMATION TECHNOLOGY ANALYST I	1.6% IT Analyst II
INFORMATION TECHNOLOGY ANALYST II	1.6% IT Analyst II
INFORMATION TECHNOLOGY ANALYST III	1.6% IT Analyst II
MAINTENANCE ASSISTANT EXTRA HELP	3.5% Maintenance Worker II
MAINTENANCE SUPERVISOR	3.5% Maintenance Worker II
MAINTENANCE WORKER I	3.5% Maintenance Worker II
MAINTENANCE WORKER II	3.5% Maintenance Worker II
MAINTENANCE WORKER III	3.5% Maintenance Worker II
MARINA ATTENDANT	3.5% Maintenance Worker II
MARINA SUPERVISOR	3.5% Maintenance Worker II
MARKETING SPECIALIST	4.8% Engineering Tech
MEDICAL RECORD CLERK III	1.5% Office Assistant II
MEDICAL UNIT CLERK	1.5% Office Assistant II
MICROGRAPHIC TECHNICIAN I	1.5% Office Assistant II
MICROGRAPHIC TECHNICIAN II	1.5% Office Assistant II
MOTOR POOL ATTENDANT	3.5% Maintenance Worker II
NURSE PRACTITIONER-PHYSICIAN'S ASSISTANT	11.7% Nurse Practitioner
OFFICE ASSISTANT I	1.5% Office Assistant II
OFFICE ASSISTANT II	1.5% Office Assistant II
OFFICE SUPPORT SUPERVISOR	1.5% Office Assistant II
OSD GIS ANALYST	1.6% IT Analyst II
OSD GIS COORDINATOR	1.6% IT Analyst II
OSD PLANNER III	3.2% Planner II
PARK AIDE EXTRA HELP	3.5% Maintenance Worker II
PARK PLANNER I	3.2% Planner II
PARK PLANNER II	3.2% Planner II
PARK PROGRAM ASSISTANT	3.2% Planner II
PARK PROGRAM SUPERVISOR	1.5% Office Assistant II
PARKS GROUNDS MAINTENANCE SUPERVISOR	3.5% Maintenance Worker II
PARKS GROUNDS MAINTENANCE WORKER I	3.5% Maintenance Worker II

PARKS GROUNDS MAINTENANCE WORKER II	3.5% Maintenance Worker II
PLANNER I	3.2% Planner II
PLANNER II	3.2% Planner II
PLANNING TECHNICIAN	3.2% Planner II
PSYCHIATRIC NURSE	4.9% Psych nurse
PSYCHIATRIC TECHNICIAN	4.9% Psych nurse
PUBLIC HEALTH AIDE I	1.0% Public Health Asst
PUBLIC HEALTH AIDE II	1.0% Public Health Asst
PUBLIC HEALTH ASSISTANT	1.0% Public Health Asst
PUBLIC HEALTH INVESTIGATOR	1.0% Public Health Asst
PUBLIC HEALTH LABORATORY TECHNICIAN II	4.5% Public Health Lab Tech
RECEPTIONIST	1.5% Office Assistant II
RIGHT OF WAY AGENT II	4.8% Engineering Tech
SENIOR BRIDGE WORKER	3.5% Maintenance Worker II
SENIOR BUILDING INSPECTOR	2.2% Bld Insp II
SENIOR CODE ENFORCEMENT INSPECTOR	2.2% Bld Insp II
SENIOR COMMUNITY DEVELOPMENT SPECIALIST	2.2% Bld Insp II
SENIOR ENVIRONMENTAL SPECIALIST	3.2% Planner II
SENIOR FAIRGROUNDS MAINTENANCE WORKER	3.5% Maintenance Worker II
SENIOR GEOGRAPHIC INFORMATION TECHNICIAN	1.6% IT Analyst II
SENIOR MARINA ATTENDANT	3.5% Maintenance Worker II
SENIOR OFFICE ASSISTANT	1.5% Office Assistant II
SENIOR PARK PLANNER	3.2% Planner II
SENIOR SIMULCAST ATTENDANT	1.5% Office Assistant II
SENIOR VICTIM WITNESS ADVOCATE	0.3% Social Service Worker II
SOCIAL SERVICE SUPERVISOR I	0.3% Social Service Worker II
SOCIAL SERVICE WORKER I	0.3% Social Service Worker II
SOCIAL SERVICE WORKER II	0.3% Social Service Worker II
SOCIAL SERVICE WORKER III	0.3% Social Service Worker II
STAFF NURSE II	3.5% Staff Nurse II
SUPERVISING ANIMAL CONTROL OFFICER	1.0% Animal Control Officer II
SUPERVISING BUILDING INSPECTOR	2.2% Bld Insp II
SUPERVISING COMMUNITY DEVELOPMENT SPECIALIST	2.2% Bld Insp II

SUPERVISING EMPLOYMENT & TRAINING COUNSELOR	0.3% Social Service Worker II
SUPERVISING PLANNER	3.2% Planner II
SUPERVISING RIGHT OF WAY AGENT	4.8% Engineering Tech
SUPERVISING STAFF NURSE	3.5% Staff Nurse II
TECHNICAL WRITING SPECIALIST	4.8% Engineering Tech
TRAFFIC PAINT & SIGN WORKER	3.5% Maintenance Worker II
TRAFFIC SIGNAL TECHNICIAN	4.8% Engineering Tech
TRANSIT SPECIALIST II	4.8% Engineering Tech
VEGETATION CONTROL ADVISOR	3.5% Maintenance Worker II
VICTIM CLAIMS SPECIALIST II	0.3% Social Service Worker II
VICTIM CLAIMS SUPERVISOR	0.3% Social Service Worker II
VICTIM WITNESS ADVOCATE I	0.3% Social Service Worker II
VICTIM WITNESS ADVOCATE II	0.3% Social Service Worker II
VITAL STATISTICS TECHNICIAN	1.5% Office Assistant II
WASTE MANAGEMENT SPECIALIST I	4.8% Engineering Tech
WASTE MANAGEMENT SPECIALIST II	4.8% Engineering Tech
WATER AGENCY ENVIRONMENTAL SPECIALIST II	3.2% Planner II
WATER AGENCY LEAD MAINTENANCE WORKER	3.5% Maintenance Worker II
WATER AGENCY MAINTENANCE WORKER I	3.5% Maintenance Worker II
WATER AGENCY MAINTENANCE WORKER II	3.5% Maintenance Worker II
WATER AGENCY MAINTENANCE WORKER III	3.5% Maintenance Worker II
WATER AGENCY PROGRAMS SPECIALIST I	3.2% Planner II
WATER AGENCY PROGRAMS SPECIALIST II	3.2% Planner II
WATER AGENCY RESOURCE PROGRAMS TECHNICIAN I	3.2% Planner II
WATER AGENCY RESOURCE PROGRAMS TECHNICIAN II	3.2% Planner II
WATER AGENCY SENIOR ENVIRONMENTAL SPECIALIST	3.2% Planner II
WATER AGENCY SENIOR PROGRAMS SPECIALIST	3.2% Planner II
WATER AGENCY SENIOR TECHNICAL WRITING SPECIALIST	4.8% Engineering Tech
WILDLIFE SPECIALIST	1.0% Animal Control Officer II
YARD CLERK	1.5% Office Assistant II