Market Based Adjustments for SEIU LOCAL 721

| Second | APPLICA | TION: 95% of Median up to | >2000 and 44 | ∠‰ tnereaπer, | | | |
|--|----------|------------------------------|--------------|---------------|---------|---------|---------|
| MBA | | | | | | | |
| Job Code | | | Round | | % Value | % Value | % Value |
| 2076 | Ioh Code | Job Description | Median | | 2014-15 | 2015-16 | 2016-17 |
| 2076 Accounting Officer IV 2078 Accounting Officer II 2079 Accounting Officer II 2079 Internal Auditor IV 2082 Internal Auditor II 2083 Internal Auditor II 2083 Internal Auditor II 2084 Internal Auditor II 2073 Coder-Certified 2074 Collections Officer I 2075 Collections Officer II 2076 Collections Officer II 2076 Collections Officer II 2077 Supervising Accounting Off II 2078 Supervising Accounting Off II 2079 Supervising Accounting Off II 2075 Supervising Accounting Off II 2075 Collections Officer II 2076 Collections Officer II 2076 Collections Officer II 2077 Supervising Accounting Off II 2078 Supervising Accounting Off II 2079 Supervising Accounting Off II 2070 Supervising Accounting Off II 2070 Supervising Accounting Off II 2071 Supervising Accounting Off II 2072 Supervising Accounting Off II 2073 Supervising Accounting Off II 2074 Supervising Accounting Off II 2075 Collections Officer III 2076 Collections Officer III 2077 Medical Claims Processor II 2078 Medical Claims Processor II 2078 Medical Claims Processor II 2079 Medical Claims Processor II 2070 Medical Claims Processor II 2070 Medical Claims Processor II 2071 Medical Claims Auditor 2071 Medical Claims Processor II 2072 Medical Claims Auditor 2072 Medical Claims Auditor 2073 Medical Claims Processor II 2074 Medical Claims Auditor 2074 Medical Claims Auditor 2075 Medical Claims Auditor 2076 Medical Claims Auditor 2077 Medical Claims Auditor 2077 Medical Claims Auditor 2078 Medical Claims Auditor 2078 Medical Claims Auditor 2078 Medical Claims Auditor 2078 Medical Claims Auditor 2079 Medical Claims Auditor 2070 Medical Claims Auditor 2070 Medical Claims Auditor 2070 Medical Claims Auditor 2070 Medical Claims Auditor 2071 Medical Claims Auditor 2071 Medical Claims Auditor 2072 Medical Claims Auditor 2072 Medical Claims Auditor 2073 Medical Claims Auditor 2074 Medical Claims Auditor 2074 Medical Claims Auditor 2075 Medical Claims Auditor 2076 Medical C | | | | | | | |
| 2078 Accounting Officer I 2079 Accounting Officer I 2079 Accounting Officer I 2070 Internal Auditor IV 2070 Internal Auditor II 2070 Internal Auditor II 2070 Cole-Certified 2071 Collections Officer II 2072 Collections Officer II 2073 Supervising Accounting Off II 2073 Supervising Accounting Off II 2074 Supervising Accounting Off II 2074 Supervising Accounting Off II 2075 Supervising Accounting Off II 2075 Supervising Accounting Off II 2075 Supervising Accounting Off II 2076 Collections Officer II 2076 Collections Officer II 2077 Supervising Accounting Off II 2078 Supervising Accounting Off II 2079 Supervising Accounting Off II 2070 Collections Officer II 2071 Child Support Dist Spec II 2071 Child Support Dist Spec II 2072 Child Support Dist Spec II 2073 Child Support Dist Spec III 2074 Medical Claims Processor II 2075 Medical Claims Processor II 2076 Medical Claims Processor II 2077 Medical Claims Processor II 2078 Medical Claims Processor II 2079 Medical Claims Processor II 2070 Medical Claims Processor II 2070 Medical Claims Processor II 2071 Medical Claims Processor II 2071 Medical Claims Processor II 2072 Medical Claims Processor II 2073 Medical Claims Processor II 2074 Medical Claims Processor II 2075 Medical Claims Processor II 2076 Medical Claims Processor II 2077 Medical Claims Processor II 2078 Medical Claims Processor II 2079 Fiscal Assistant I 2070 Medical Claims Processor II 2070 Medical Claims Processor II 2071 Medical Claims Processor II 2071 Medical Claims Processor II 2072 Medical Claims Processor II 2073 Medical Claims Processor II 2074 Medical Claims Processor II 2075 Medical Claims Processor II 2076 Medical Claims Processor II 2077 Medical Claims Processor II 2078 Medical Claims Processor II 2079 Medical Claims Processor II 2070 Medical Claims Processor II 2070 Medical Claims Processor II 2071 Medical Claims Processor II 2071 Medical Claims Processor II 2071 Medical Claims Processor II 207 | | | 3.00% | 0.0070 | 0.0070 | 0.0070 | 0.0070 |
| Accounting Officer | | | | | | | |
| Internal Auditor II | | | | | | | |
| Internal Auditor | 2081 | _ | | | | | |
| Internal Auditor | 2082 | Internal Auditor III | | | | | |
| Collections Officer | 2083 | Internal Auditor II | | | | | |
| Collections Officer | 2084 | | | | | | |
| Collections Officer II | | | | | | | |
| 2073 Supervising Accounting Off III | | | | | | | |
| Supervising Accounting Of II | | | | | | | |
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| Child Support Dist Spec II Child Support Dist Spec II Child Support Dist Spec IV Medical Claims Processor I Medical Claims Processor II Medical Claims Processor II Medical Claims Processor III Medical Claims Processor III Medical Claims Auditor Medical Claims Auditor Medical Claims Auditor Medical Billing Specialist II Fiscal Assistant I Medical Billing Specialist II Piscal Assistant IV Fiscal Specialist III Piscal Specialist II Piscal Specialist II Piscal Specialist II Marking Marking Specialist II Piscal Specialist II Piscal Specialist II Piscal Specialist II Administrative Assistant III Clerk/Recorder Prgrm Sprvsr I Technical Specialist II-PH Fechnical Specialist II-PH Fechnic | | | | | | | |
| Child Support Dist Spec III Child Support Dist Spec IV Child Support Dist Specialis II Child Support Support III Child Support Support II Child Support Support III Child Support Support III Child Support Support III Child Support Support III Child Support Support II Child Support Support III Chi | | | | | | | |
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| Medical Claims Processor II Medical Claims Processor III Medical Claims Processor III Medical Claims Auditor Medical Billing Specialist II Medical Billing Specialist II Medical Billing Specialist III Medical Billing Specialist III Medical Billing Specialist III Medical Billing Specialist IV Fiscal Assistant II Fiscal Assistant II Fiscal Assistant III Fiscal Specialist III Fiscal Specialist III Fiscal Specialist III Fiscal Specialist II Fiscal Spe | | | | | | | |
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| ### Medical Billing Specialist II ### ### ### ### ### ### ### ### ### | 837 | Medical Claims Auditor | | | | | |
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| 1296 | | | | | | | |
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| 1708 Staff/Services Specialist II | | | | | | | |
| 873 Supervising Park Ranger | | | | | | | |
| - | 873 | Supervising Park Ranger | | | | | |

Market Based Adjustments for SEIU LOCAL 721

| | | Round | FINAL MBA | 8/31/2014 % Value | 6/21/2015 % Value | 6/19/2016 % Value |
|--------------|--|---------|--------------|----------------------|----------------------|----------------------|
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 122 | Supervising Contract Sup Specialist | | | | | |
| 1527 | Airport Operations Supervisor | | | | | |
| 120 | Contact Support Specialist I | | | | | |
| 421 | Contract Support Specialist II | | | | | |
| 1942 | Interpreter-Translator | | | | | |
| 70 | Animal Control Officer II | -14.00% | 2.84% | 1.00% | 1.00% | 0.84% |
| 69 | Animal Control Officer I | | 2.84% | 1.00% | 1.00% | 0.84% |
| 953 | Animal Control Officer III | | 2.84% | 1.00% | 1.00% | 0.84% |
| 244 | Supervising Animal Control Ofr | | 2.84% | 1.00% | 1.00% | 0.84% |
| 365 | Veterinary Technician-Registrd | | 2.84% | 1.00% | 1.00% | 0.84% |
| 1046 | Consumer Mediator | | 2.84% | 1.00% | 1.00% | 0.84% |
| 561 | Elections Worker 1 | | 2.84% | 1.00% | 1.00% | 0.84% |
| 562 | Elections Worker II | | 2.84% | 1.00% | 1.00% | 0.84% |
| 1060 | Law Clerk | | 2.84% | 1.00% | 1.00% | 0.84% |
| 582 | Small Claims Advisor | | 2.84% | 1.00% | 1.00% | 0.84% |
| 129 | Behavioral Health Clinician II | -14.00% | 2.84% | 1.00% | 1.00% | 0.84% |
| 195 | Crisis Team Clinician | | 2.84% | 1.00% | 1.00% | 0.84% |
| 196 | Senior Crisis Team Clinician | | 2.84% | 1.00% | 1.00% | 0.84% |
| 224 | Senior Crisis Team Clinicn-PDP | | 2.84% | 1.00% | 1.00% | 0.84% |
| 128 | Behavioral Health Clinician I | | 2.84% | 1.00% | 1.00% | 0.84% |
| 130 | Behavioral Health ClinicianIII | | 2.84% | 1.00% | 1.00% | 0.84% |
| 431 | Behavioral Health Clinician IV | | 2.84% | 1.00% | 1.00% | 0.84% |
| 1131 | Building Inspector II | -8.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 280 | Code Compliance Officer I | | | | | |
| 281 | Code Compliance Officer II | | | | | |
| 282 | Code Compliance Officer III | | | | | |
| 283 | Senior Code Compliance Officer | | | | | |
| 1130 | Building Inspector I | | | | | |
| 1132 | Building Inspector III | | | | | |
| 1133 | Building Inspector IV | | | | | |
| 290 | Buyer | 4.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 1312 | Inventory Management Asst I | | | | | |
| 1313 | Inventory Management Asst II | | | | | |
| 1315 | Inventory Management Asst III | | | | | |
| 1431 | Purchasing Technician | | | | | |
| 1573 | Senior Buyer | | | | | |
| 1607 | Principal Buyer | | | | | |
| 1811 | Fire Purchasing Technician | | | | | |
| 316 | Warehouse Coordinator | | | | | |
| 317 | Warehouse Supervisor | 10.000/ | 0.000/ | 0.0004 | 0.000/ | 0.000/ |
| 714 710 | Cadastral Technician II Cadastral Technician I | -10.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 710 | Cadastral Technician III | | | | | |
| 28 29 | | | | | | |
| 709 | Cadastral Technician IV Cadastral Technician Trainee | | | | | |
| | | | | | | |
| 347 150 | Fire GIS Technician Certified Phlebotomy Tech I | 1.00% | 0.000/ | 0.00% | 0.00% | 0.00% |
| L59 | Certified Phlebotomy Tech I Orthopedic Technician | 1.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 135 160 | Certified Phlebotomy Tech II | | | | | |
| 161 | Certified Phlebotomy Tech III | | | | | |
| 372 | Senior Orthopedic Technician | | | | | |
| 755 | Pharmacy Technician I | | | | | |
| 756 | Pharmacy Technician II | | | | | |
| 324 | Physical Therapy Aide | | | | | |
| 1401 | Operating Room Technician I | | | | | |
| L401 L402 | Operating Room Technician II | | | | | |
| 1402 1403 | Operating Room Technician III | | | | | |
| 361 | Health Technician I | | | | | |
| 362 | Health Technician II | | | | | |
| 566 | Hospital Technician I | | | | | |
| 52 | Child Sppt Svcs Specialst II | -12.00% | 1.00% | 1.00% | 0.00% | 0.00% |
| 52 51 | Child Sppt Svcs Specialst I | -12.00% | 1.00% | 1.00% | 0.00% | 0.00% |
| ,1 | | | 1.00% | 1.00% | 0.00% | |
| 63 | Child Spprt Svcs Specialst III | | | | | 0.00% |

Market Based Adjustments for SEIU LOCAL 721

| | ATION: 95% of Median up to | Γ | · · · · · · · · · · · · · · · · · · · | 8/31/2014 | 6/21/2015 | 6/19/2016 |
|----------|--------------------------------|---------|---------------------------------------|-----------|-----------|-----------|
| | | Round | FINAL MBA | % Value | % Value | % Value |
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 64 | Child Spprt Svcs Specialst IV | | 1.00% | 1.00% | 0.00% | 0.00% |
| 65 | Supervising Child Support Spec | | 1.00% | 1.00% | 0.00% | 0.00% |
| 631 | Supervising Chld Spt Dist Spec | | 1.00% | 1.00% | 0.00% | 0.00% |
| 289 | Supervising CSS Cust Serv Rep | | 1.00% | 1.00% | 0.00% | 0.00% |
| 291 | CSS Customer Service Rep I | | 1.00% | 1.00% | 0.00% | 0.00% |
| 292 | CSS Customer Service Rep II | | 1.00% | 1.00% | 0.00% | 0.00% |
| 293 | Senior CSS Customer Serv Rep | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1748 | Clinical Coord-Surgical Svcs | -35.00% | 9.00% | 3.00% | 3.00% | 3.00% |
| 1238 | Nursing Care Coordinator I | | 9.00% | 3.00% | 3.00% | 3.00% |
| 1239 | Nursing Care Coordinator II | | 9.00% | 3.00% | 3.00% | 3.00% |
| 165 | Clinical Lab Scientist II | -2.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 164 | Clinical Lab Scientist I | | | | | |
| 166 | Clinical Lab Scientist III | | | | | |
| 311 | Histologist | | | | | |
| 1220 | Microbiologist I | | | | | |
| 1668 | Microbiologist II | | | | | |
| 1398 | Microbiologist III | | | | | |
| 371 | Laboratory Assistant | | | | | |
| 1257 | Assist Chief/Technologist | | | | | |
| 415 | Computer Operator | -5.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 491 | Data Entry Operator I | | | | | |
| 492 | Data Entry Operator II | | | | | |
| 493 | Data Entry Operator III | | | | | |
| 120 | Data Technician I | | | | | |
| 121 | Data Technician II | | | | | |
| 495 | Data Technician III | | | | | |
| 1007 | Data Technician IV | | | | | |
| 1304 | Info Processing Operator I | | | | | |
| 1305 | Info Processing Operator II | | | | | |
| 1306 | Info Processing Operator III | | | | | |
| 1307 | Info Processing Operator IV | | | | | |
| 1003 | Programmer I | | | | | |
| 1004 | Programmer II | | | | | |
| 1005 | Programmer III | | | | | |
| 1006 | Senior Programmer | | | | | |
| 1586 | Senior Computer Operator | | | | | |
| 279 | Supervising Data Entry Operatr | | | | | |
| 690 | Engineering Aide | | | | | |
| 435 | Cook | -11.00% | 1.00% | 1.00% | 0.00% | 0.00% |
| 163 | Assist Food Services Sprvsr | | 1.00% | 1.00% | 0.00% | 0.00% |
| 555 | Dietary Aide | | 1.00% | 1.00% | 0.00% | 0.00% |
| 793 | Food Services Assistant I | | 1.00% | 1.00% | 0.00% | 0.00% |
| 794 | Food Services Assistant II | | 1.00% | 1.00% | 0.00% | 0.00% |
| 795 | Food Services Assistant III | | 1.00% | 1.00% | 0.00% | 0.00% |
| 799 | Food Services Shift Supervisor | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1973 | Food Services Worker-CW | | 1.00% | 1.00% | 0.00% | 0.00% |
| 914 | Jail Cook | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1001 | Supervisor-Sheriff Food Svcs | 2 2051 | 1.00% | 1.00% | 0.00% | 0.00% |
| 701 | Engineering Technician III | -2.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 24 | Environmental Res Analyst I | | | | | |
| 25 | Environmental Res Analyst II | | | | | |
| 26 | Environmental Res Analyst III | | | | | |
| 699 | Engineering Technician I | | | | | |
| 700 | Engineering Technician II | | | | | |
| 702 | Engineering Technician IV | | | | | |
| 626 | Certified Biomed Equip Tech | | | | | |
| 182 | Resource Mgmt Agy Tech I | | | | | |
| 1107 | Resource Mgmt Agy Tech I-B/S | | | | | |
| 1102 | Resource Mgmt Agy Tech I-EH | | | | | |
| 1104 | Resource Mgmt Agy Tech I-Ping | | | | | |
| 1103 | Resource Mgmt Agy Tech II-EH | | | | | |
| 1108 | Resource Mgmt Agy Tech II-B/S | | | | | |
| 1106 | Resource Mgmt Agy Tech II-Ping | I | | | | I |

Market Based Adjustments for SEIU LOCAL 721

| AFFLICA | THOM: 95% of Median up to \$2 | .000 anu 4 <u>4</u> | 270 tilerealter, | 24 MOHUI F | iiase-iii | |
|--------------|--|---------------------|------------------|----------------------|----------------------|----------------------|
| | | Round | FINAL MBA | 8/31/2014 % Value | 6/21/2015 % Value | 6/19/2016 % Value |
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 1110 | Resource Mgmt Agy Tech III | | | | | |
| 1109 | Resource Mgmt Agy Tech-Wts/Msr | | | | | |
| 1924 | Survey Technician I | | | | | |
| 1925 | Survey Technician II | | | | | |
| 1926 | Survey Technician III | | | | | |
| 1927 | Survey Technician IV | | | | | |
| 5247 | Environmental Restratn Coord | 0.000/ | 0.000/ | 0.00% | 0.000/ | 0.000/ |
| 944 943 | Environmental Health Spec II Environmental Health Spec I | -8.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 945 | Environmental Health Spec III | | | | | |
| 1181 | Environmental Health Spec IV | | | | | |
| 1566 | Supervising Environ HIth Spec | | | | | |
| N0945 | Enviromental HIth Spec III-NE | | | | | |
| 1468 | Supp Staff Prog Assoc Rehab | | | | | |
| 1952 | Forensic Scientist II | -11.00% | 1.00% | 1.00% | 0.00% | 0.00% |
| 1689 | Crime Analyst I | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1690 | Crime Analyst II | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1691 | Senior Crime Analyst | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1948 | Supervising Forensic Scientist | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1949 | Forensic Lab Technician | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1951 | Forensic Scientist I | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1953 | Forensic Scientist III | | 1.00% | 1.00% | 0.00% | 0.00% |
| 1950 | Forensic Scientist Trainee | | 1.00% | 1.00% | 0.00% | 0.00% |
| 859 | Health Educator | -14.00% | 2.84% | 1.00% | 1.00% | 0.84% |
| 855 | HCA Training/Education Asst | | 2.84% | 1.00% | 1.00% | 0.84% |
| 857 | Health Education Assistant I | | 2.84% | 1.00% | 1.00% | 0.84% |
| 858 | Health Education Assistant II | | 2.84% | 1.00% | 1.00% | 0.84% |
| 2114 1629 | Public Health Prog Coordinator Senior Health Educator | | 2.84% 2.84% | 1.00% | 1.00% | 0.84% |
| 143 | HS Child Welfare Soc Wrkr III | -1.00% | 0.00% | 1.00% 0.00% | 1.00% 0.00% | 0.84% 0.00% |
| 144 | HS Child Welfare Soc Wrkr IV | -1.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 141 | HS Child Welfare Soc Wrkr I | | | | | |
| 142 | HS Child Welfare Soc Wrkr II | | | | | |
| 167 | Public Health Social Worker I | | | | | |
| 168 | Public Health Social Workr II | | | | | |
| 169 | Public Health Social Workr III | | | | | |
| 170 | Public Health Social Workr IV | | | | | |
| 406 | Community Services Coord | | | | | |
| 548 | Deputy Public Guardian-Consvtr | | | | | |
| 549 | Deputy Public Administrator | | | | | |
| 584 | Victim Advocate I | | | | | |
| 585 | Victim Advocate II | | | | | |
| 586 | Victim Advocate III | | | | | |
| 1214 56 | Mental HIth Associate HS Employment Services Sprvsr | | | | | |
| 295 | HS Employment Services Sprvsr | | | | | |
| 295 | HS Employment Specialist II | | | | | |
| 297 | HS Employment Specialist III | | | | | |
| 298 | HS Employment Specialist IV | | | | | |
| 1259 | Employment & Training Spec I | | | | | |
| 1260 | Employment & Training Spec II | | | | | |
| 1636 | Employment & Training Spec III | | | | | |
| 1637 | Employment & Training Spec IV | | | | | |
| 1367 | Supervising Social Worker | | | | | |
| 1473 | Alcohol/Drug Treatment Spe I | | | | | |
| 1474 | Alcohol/Drug Treatment Spe II | | | | | |
| 1476 | Alcohol/Drug Treatment Spe III | | | | | |
| 1584 | Patient Rights Advocate I | | | | | |
| 1587 | Patient Rights Advocate II | | | | | |
| 1675 | Account Executive I | | | | | |
| 1683 | Account Executive II | | | | | |
| 1688 | Account Executive III | | | | | |
| 116 | HS Homeless Services Supervisr | J | | | | I |

Market Based Adjustments for SEIU LOCAL 721

| | · | | | 8/31/2014 | 6/21/2015 | 6/19/2016 |
|--------------|--|--------|--------------|-----------|-----------|-----------|
| | | Round | FINAL MBA | % Value | % Value | % Value |
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 112 | HS Homeless Svcs Soc Wkr I | | | | | |
| 113 | HS Homeless Svcs Soc Wkr II | | | | | |
| 114 | HS Homeless Svcs Soc Wkr III | | | | | |
| 115 | HS Homeless Svcs Soc Wkr IV | | | | | |
| 246 | HS IHSS Social Worker I | | | | | |
| 250 | HS IHSS Supervisor | | | | | |
| 247 248 | HS IHSS Social Worker II HS IHSS Social Worker III | | | | | |
| 249 | HS IHSS Social Worker IV | | | | | |
| 1724 | HS IHSS Social Worker Z | | | | | |
| 68 | HS Social Worker Intern | | | | | |
| 1788 | Social Worker IV | | | | | |
| 1789 | Social Worker III | | | | | |
| 1790 | Social Worker II | | | | | |
| 1791 | Social Worker I | | | | | |
| 2029 | Senior Deputy Pub Adm/Pub Grdn | | | | | |
| 117 | HS Veterans Claims Officer I | | | | | |
| 118 | HS Veterans Claims Officer II | | | | | |
| 1205 | Medical Social Svcs Supervisor | | | | | |
| 1210 | Medical Social Worker | | | | | |
| 1664 | Senior Medical Social Worker | 7.000/ | 0.00% | 0.000/ | 0.00% | 0.000/ |
| 35 32 | HS Client Benefit Spec II HS Client Benefit Spec I | -7.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 36 | HS Client Benefit Spec III | | | | | |
| 37 | HS Client Benefit Spec IV | | | | | |
| 15 | HS Client Benefit Supervisor | | | | | |
| 41 | HS Client Benefit Spec Trainee | | | | | |
| 254 | Family Svs Residential Wkr I | | | | | |
| 255 | Family Svs Residential Wkr II | | | | | |
| 256 | Family Svs Residential Wkr III | | | | | |
| 1156 | Community Services Worker I | | | | | |
| 1157 | Community Services Worker II | | | | | |
| 1158 | Community Services Worker III | | | | | |
| 1719 | Community Health Worker | | | | | |
| 2111 2112 | WIC Nutrition Assistant II | | | | | |
| 2112 | WIC Nutrition Assistant II WIC Nutrition Assistant III | | | | | |
| 1960 | Emergency Dispatch Sys Coord | | | | | |
| 680 | Information Systems Analyst | -7.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 335 | Service Desk Technician | 710070 | 0.00% | 0.0070 | 0.0070 | 0.0070 |
| 675 | PeopleSoft Analyst | | | | | |
| 676 | PeopleSoft Architect | | | | | |
| 1415 | Info Systems Prog Analyst | | | | | |
| 1503 | Telecom Network Supervisor | | | | | |
| 1504 | Telecom Network Analyst I | | | | | |
| 1505 | Telecom Network Analyst II | | | | | |
| 1506 | Telecom Network Analyst III | | | | | |
| 1550 | Data Systems Analyst | | | | | |
| 1551 1553 | Data Systems Specialist Desktop Support Analyst I | | | | | |
| 1861 | Desktop Support Analyst II | | | | | |
| 1747 | Applications Architect/Suprvsr | | | | | |
| 1969 | Office Support Trainee-CW | | | | | |
| 1970 | Office Support Worker-CW | | | | | |
| 1862 | Office Systems Sppt Analyst I | | | | | |
| 1863 | Office Systems Sppt Analyst II | | | | | |
| 1864 | Principal Office Sys Sup AnIst | | | | | |
| 1937 | Info Systems Sppt Analyst | | | | | |
| 1865 | Info Systems Sppt Analyst II | | | | | |
| 1866 | Principal Info Sys Sup Analyst | | | | | |
| 1867 | Principal Applica Arch/Supvsr | | | | | |
| 1868 1955 | Data Systems Architect Photographic/Imaging Sycs Tech | | | | | |
| 1900 | Photographic/Imaging Svcs Tech | | | | | ı |

Market Based Adjustments for SEIU LOCAL 721

| Job Code | 711 1 2107 | trioit. 33% of Median up to | , , , , , , , , , , , , , , , , , , , | 270 thereafter, | | | C /40 /204 C |
|--|------------|--------------------------------|---------------------------------------|-----------------|-----------|-----------|--------------|
| Dis Code | | | | | 8/31/2014 | 6/21/2015 | 6/19/2016 |
| Job Code | | | Round | | % Value | % Value | % Value |
| Supervisor-Proto/Imag Svs GiS Analyst/Programmer GiS Fachician GiS Technician GiS Specialist GiS | I-l-C-d- | tale Danasiation | | | 2044 45 | 2045 46 | 2046 47 |
| GiS Analyst/Programmer GiS Specialist GiS Specialis | | • | iviedian | Aujustinent | 2014-15 | 2015-16 | 2016-17 |
| 2035 GIS Technician | | | | | | | |
| 2036 GIS Specialist | | , | | | | | |
| 2336 GIS Specialist | 2034 | GIS Technician I | | | | | |
| 2037 Senior GIS Specialist | 2035 | GIS Technician II | | | | | |
| 2038 Senior GIS Specialist Senior GIS Technician 1940 Legal Management Asst III -18.00% 6.63% 2.21% 2.21% 2.22% 2.28% 1321 Legal Processing Assistant II 6.84% 2.28% 2.28% 2.28% 2.28% 1323 Legal Processing Assistant II 6.84% 2.28% 2.28% 2.28% 2.28% 1323 Legal Processing Assistant III 6.84% 2.28% 2. | 2036 | GIS Specialist I | | | | | |
| 1940 Legal Management Asst III | 2037 | GIS Specialist II | | | | | |
| 1940 Legal Management Asst III | 2038 | Senior GIS Specialist | | | | | |
| 1321 Legal Processing Assistant 6,84% 2,28% 2,28% 2,28% 2,28% 1323 Legal Processing Assistant 6,84% 2,28% 2,28% 2,28% 2,28% 1323 Legal Processing Assistant 6,84% 2,28% 2,28% 2,28% 2,28% 1328 Legal Management Asst 6,84% 2,28% 2 | 2040 | Senior GIS Technician | | | | | |
| 1222 Legal Processing Assistant III | 1940 | Legal Management Asst III | -18.00% | 6.63% | 2.21% | 2.21% | 2.21% |
| 1323 Legal Processing Assistant III | 1321 | Legal Processing Assistant I | | 6.84% | 2.28% | 2.28% | 2.28% |
| 1938 Legal Management Asst 6,84% 2,28% 2,28% 2,28% 2,28% 1939 Legal Management Asst II 6,84% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,28% 2,23% 2 | 1322 | Legal Processing Assistant II | | 6.84% | 2.28% | 2.28% | 2.28% |
| 1939 Legal Management Asst II 6.84% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.23% 2. | 1323 | Legal Processing Assistant III | | 6.84% | 2.28% | 2.28% | 2.28% |
| 1939 Legal Management Asst II 6.84% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.28% 2.23% 2. | 1938 | Legal Management Asst I | | 6.84% | 2.28% | 2.28% | 2.28% |
| 1941 Legal Management Asst IV 6.37% 2.12% 2.12% 2.12% 2.23% 310 Senior Paralegal 6.68% 2.23% 2.23% 2.23% 2.23% 2.23% 310 Senior Paralegal 6.34% 2.11% | 1939 | - | | 6.84% | 2.28% | 2.28% | 2.28% |
| 1967 | | | | | | | |
| Senior Paralegal 6.34% 2.11% 2.11% 2.11% 2.11% 2.11% 2.11% 2.10% 2 | | | | | | | |
| 960 Supervising Appraiser -11.00% 1.00% 1.00% 0.00 | | • | | | | | |
| 980 Supervising Auditor-Appraiser 1773 Librarian -20.00% 1778 Library Monitor 1778 Library Monitor 1779 Library Monitor 1770 Sa. 844% 1771 Cibrary Monitor 1771 City Library Technician II 1771 City Library Technician III 1771 City Library Technician III 1771 City Library Monitor 1772 Library Technician III 1771 City Library Monitor 1772 Library Technician III 1771 City Library Monitor 1772 Library Monitor 1772 Library Monitor 1773 Library Technician III 1774 City Librarian 1775 City Librarian 1776 City Librarian 1777 City Librarian 1778 Library Monitor 1779 Library Monitor 1770 Library Monitor 1770 Library Monitor 1771 City Librarian 1771 City Librarian 1772 Librarian Specialist 1 Child Spprt Svcs Mgmt Asst II 2 Child Spprt Svcs Mgmt Asst II 3 Child Spprt Svcs Mgmt Asst II 4 A44% 1 Child Spprt Svcs Mgmt Asst II 4 B44% 1 Child Spprt Svcs Mgmt Asst II 4 B44% 1 Child Spprt Svcs Mgmt Asst II 4 B44% 1 Child Spprt Svcs Mgmt Asst II 4 B44% 1 Child Sppt Svcs Mgmt Asst II 5 B48 Imaging Specialist II 6 B48 Include II 7 Child Spprt Svcs Mgmt Asst II 7 Child Sppr | | | -11 00% | | | | |
| 1773 | | | 11.00% | | | | |
| 1078 Library Monitor 8.84% 2.95% 2.95% 2.95% 2.95% 1080 Library Page 8.84% 2.95% 2.95% 2.95% 2.95% 2.95% 2.95% 1080 | | | 20.00% | | | | |
| 1080 Library Page | | | -20.00% | | | | |
| 1324 Library Technician | | • | | | | | |
| 1326 Library Technician II | | | | | | | |
| 1327 Library Technician III | | | | | | | |
| 1771 City Librarian 6.63% 2.21% 2.21% 2.21% 1772 Librarian Specialist 6.85% 2.28% | | • | | | | | |
| 1772 Librarian Specialist -16.00% 4.84% 1.61 | | • | | | | | |
| 1332 Management Assistant II | | | | | | | |
| 11 Child Spprt Svcs Mgmt Asst I 4.84% 1.61% 1.61% 1.61% 12 Child Sppt Svcs Mgmt Asst II 4.84% 1.61% 1.61% 1.61% 13 Child Sppt Svcs Mgmt Asst III 4.84% 1.61% 1.61% 1.61% 14 Child Sppt Svcs Mgmt Asst IV 4.84% 1.61% 1.61% 1.61% 77 HS Case Aide I 4.84% 1.61% 1.61% 1.61% 18 Imaging Specialist I 4.84% 1.61% 1.61% 1.61% 198 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 199 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 1269 Clerical Supervisor II 4.84% 1.61% 1.61% 1.61% 1270 Clerical Supervisor III 4.84% 1.61% 1.61% 1.61% 1271 Clerical Supervisor III 4.84% 1.61% 1.61% 1.61% 1284 Courier I 4.84% 1.61% 1.61% 1.61% 1285 Courier II 4.84% 1.61% 1.61% </td <td></td> <td>·</td> <td></td> <td></td> <td></td> <td></td> <td></td> | | · | | | | | |
| 12 | | • | -16.00% | | | | |
| 13 Child Sppt Svcs Mgmt Asst III 4.84% 1.61% 1.61% 1.61% 14 Child Sppt Svcs Mgmt Asst IV 4.84% 1.61% 1.61% 1.61% 77 HS Case Aide I 4.84% 1.61% 1.61% 1.61% 78 HS Case Aide II 4.84% 1.61% 1.61% 1.61% 198 Imaging Specialist I 4.84% 1.61% 1.61% 1.61% 199 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 199 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 199 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 126 Elections Precinct Coordinator 4.84% 1.61% 1.61% 1.61% 1269 Clerical Supervisor II 4.84% 1.61% 1.61% 1.61% 1270 Clerical Supervisor III 4.84% 1.61% 1.61% 1.61% 1271 Clerical Supervisor III 4.84% 1.61% 1.61% <td< td=""><td>11</td><td>Child Spprt Svcs Mgmt Asst I</td><td></td><td>4.84%</td><td>1.61%</td><td>1.61%</td><td></td></td<> | 11 | Child Spprt Svcs Mgmt Asst I | | 4.84% | 1.61% | 1.61% | |
| 14 Child Spprt Svcs Mgmt Asst IV 77 HS Case Aide I 81 HS Case Aide I 82 HS Case Aide I 83 HS Case Aide I 84 HS Case Aide I 85 Imaging Specialist I 86 Imaging Specialist II 87 HS Gase Aide I 88 HS Case Aide I 89 Imaging Specialist II 89 Imaging Specialist II 80 Hashing Specialist II 81 HS Case Aide I 84 HS Case Aide I 85 Imaging Specialist II 86 Elections Precinct Coordinator 86 Elections Precinct Coordinator 87 HS Case Aide I 88 HS Case Aide I 89 Imaging Specialist II 89 Imaging Specialist II 80 Hashing Specialist II 80 Hashing Specialist II 81 Hashing Specialist II 81 Hashing Specialist II 82 Hashing Specialist II 83 Hashing Specialist II 84 Hashing In 161% 85 L61% 86 Hashing In 161% 87 Hashing In 161% 88 Hashing In 161% 88 Hashing In 161% 89 Hashing In 161% 89 Imaging Specialist II 89 Imaging Specialist II 80 Hashing In 161% 81 Hashing | 12 | Child Spprt Svcs Mgmt Asst II | | 4.84% | 1.61% | 1.61% | 1.61% |
| 77 HS Case Aide I 4.84% 1.61% 1.61% 1.61% 78 HS Case Aide II 4.84% 1.61% 1.61% 1.61% 198 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 199 Imaging Specialist II 4.84% 1.61% 1.61% 1.61% 326 Elections Precinct Coordinator 4.84% 1.61% 1.61% 1.61% 1269 Clerical Supervisor II 4.84% 1.61% 1.61% 1.61% 1270 Clerical Supervisor III 4.84% 1.61% 1.61% 1.61% 1271 Clerical Trainee 4.84% 1.61% 1.61% 1.61% 1273 Clerical Trainee 4.84% 1.61% 1.61% 1.61% 1284 Courier II 4.84% 1.61% 1.61% 1.61% 1285 Courier III 4.84% 1.61% 1.61% 1.61% 1331 Management Assistant II 4.84% 1.61% 1.61% 1.61% | 13 | Child Sppt Svcs Mgmt Asst III | | 4.84% | 1.61% | 1.61% | 1.61% |
| HS Case Aide | 14 | Child Spprt Svcs Mgmt Asst IV | | 4.84% | 1.61% | 1.61% | 1.61% |
| 198 | 77 | HS Case Aide I | | 4.84% | 1.61% | 1.61% | 1.61% |
| 199 | 78 | HS Case Aide II | | 4.84% | 1.61% | 1.61% | 1.61% |
| 326 Elections Precinct Coordinator 4.84% 1.61% | 198 | Imaging Specialist I | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1.69 Clerical Supervisor | 199 | Imaging Specialist II | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1270 Clerical Supervisor | 326 | Elections Precinct Coordinator | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1271 Clerical Supervisor III | 1269 | Clerical Supervisor I | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1273 Clerical Trainee 4.84% 1.61% 1. | 1270 | Clerical Supervisor II | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1273 Clerical Trainee 4.84% 1.61% 1. | 1271 | Clerical Supervisor III | | 4.84% | 1.61% | 1.61% | 1.61% |
| 1284 Courier | 1273 | Clerical Trainee | | | 1.61% | 1.61% | 1.61% |
| 1285 Courier II | 1284 | Courier I | | | | | |
| 1286 Courier III | 1285 | Courier II | | | | | |
| 1331 Management Assistant I 4.84% 1.61% 1.61% 1.61% 1333 Management Assistant III 4.84% 1.61% 1.61% 1.61% 1339 Office Assistant I 4.84% 1.61% 1.61% 1.61% 1344 Office Assistant II 4.84% 1.61% 1.61% 1.61% 1345 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1347 Office Assistant III 4.84% 1.61% 1.61% 1.61% 157 Nursing Assistant III -6.00% 0.00% 0.00% 0.00% 0.00% 205 Registered Dietetic Tech I 4.84% 1.61% 1.61% 1.61% 206 Registered Dietetic Tech II 4.84% 1.61% 1.61% 1.61% 426 Diagnostic Services Supervisor 461 Health Technician II 4.84% 4.84% 1.61% 1.61% 1.61% 4846 1.61% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% 0.00% | | | | | | | |
| 1333 Management Assistant III 4.84% 1.61% 1.61% 1.61% 1339 Office Assistant I 4.84% 1.61% 1.61% 1.61% 1344 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1345 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1347 Office Assistant II 4.84% 1.61% 1.61% 1.61% 157 Nursing Assistant II -6.00% 0.00% 0.00% 0.00% 0.00% 205 Registered Dietetic Tech I 4.84% 1.61% 1.61% 1.61% 206 Registered Dietetic Tech II 4.84% 1.61% 1.61% 1.61% 426 Diagnostic Services Supervisor 461 Health Technician II 462 Health Technician III 462 Health Technician III 462 | | | | | | | |
| 1339 Office Assistant I 4.84% 1.61% 1.61% 1.61% 1344 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1345 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1347 Office Assistant IV 4.84% 1.61% 1.61% 1.61% 157 Nursing Assistant III -6.00% 0.00% 0.00% 0.00% 0.00% 205 Registered Dietetic Tech II 426 Diagnostic Technician 426 Diagnostic Services Supervisor 461 Health Technician II 462 Health Technician III 462 Health Technician III 462 | | | | | | | |
| 1344 Office Assistant II 4.84% 1.61% 1.61% 1.61% 1345 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1.61% 1347 Office Assistant IV 4.84% 1.61% | | | | | | | |
| 1345 Office Assistant III 4.84% 1.61% 1.61% 1.61% 1347 Office Assistant IV 4.84% 1.61% 1.61% 1.61% 1.61% 157 Nursing Assistant II -6.00% 0.00% 0.00% 0.00% 0.00% 0.00% 205 Registered Dietetic Tech II 4.84% 1.61% </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> | | | | | | | |
| 1347 Office Assistant IV 4.84% 1.61% 1.61% 1.61% 157 Nursing Assistant II -6.00% 0.00% 0.00% 0.00% 0.00% 205 Registered Dietetic Tech II 426 226 226 227 227 228 | | | | | | | |
| 157 Nursing Assistant II | | | | | | | |
| 205 Registered Dietetic Tech I 206 Registered Dietetic Tech II 426 Diagnostic Technician 427 Diagnostic Services Supervisor 461 Health Technician I 462 Health Technician II 463 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 1310 Medical Office Assistant IV | | | 6.00% | | | | |
| 206 Registered Dietetic Tech II 426 Diagnostic Technician 427 Diagnostic Services Supervisor 461 Health Technician I 462 Health Technician II 483 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 1310 Medical Office Assistant IV | | | -0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 426 Diagnostic Technician 427 Diagnostic Services Supervisor 461 Health Technician I 462 Health Technician II 863 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 1310 Medical Office Assistant IV | | • | | | | | |
| 427 Diagnostic Services Supervisor 461 Health Technician I 462 Health Technician II 863 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 1310 Medical Office Assistant IV | | - | | | | | |
| 461 Health Technician I 462 Health Technician II 863 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | • | | | | | |
| 462 Health Technician II 863 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | | | | | | |
| 863 Health Technician III 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | | | | | | |
| 1328 Medical Office Assistant I 1329 Medical Office Assistant II 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | | | | | | |
| 1329 Medical Office Assistant II 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | | | | | | |
| 1330 Medical Office Assistant III 2110 Medical Office Assistant IV | | | | | | | |
| 2110 Medical Office Assistant IV | | | | | | | |
| | | | | | | | |
| 156 Nursing Assistant I | | | | | | | |
| | 156 | Nursing Assistant I | | | | | |

Market Based Adjustments for SEIU LOCAL 721

| N: 95% of Median up to \$ | 2000 and 4 <u>4</u> | 2% tnereafter, | 24 Month P | nase-in | |
|---|--|--|--|--|--|
| | Round | FINAL MBA | 8/31/2014 % Value | 6/21/2015 % Value | 6/19/2016 % Value |
| Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| rsing Assistant III | | | | | |
| ical Assistant I | | | | | |
| ical Assistant II | | | | | |
| ensic Pathology Technician | | | | | |
| ce Systems Coordinator II | -15.00% | 3.84% | 1.28% | 1.28% | 1.28% |
| ce Systems Coordinator I | | 3.84% | 1.28% | 1.28% | 1.28% |
| ce Systems Coordinator III | | 3.84% | 1.28% | 1.28% | 1.28% |
| ce Systems Coordinator IV | | 3.84% | 1.28% | 1.28% | 1.28% |
| rmacist II | -2.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| rmacist I | | | | | |
| rmacy Supervisor | | | | | |
| sical Therapist | -12.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| ior Physical Therapist | | | | | |
| ior Speech Pathologist | | | | | |
| ech Pathologist | | | | | |
| ensed Physical Therapy Asst | | | | | |
| ervising Therapist I | | | | | |
| ervising Therapist II | | | | | |
| upational Therapist | | | | | |
| ior Occupational Therapist | | | | | |
| tified Occupational Ther Asst | | | | | |
| nner III | -1.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| nsportation Analyst | | | | | |
| ior Transportation Analyst | | | | | |
| ns Examiner | | | | | |
| ior Plans Examiner | | | | | |
| nner I | | | | | |
| nner II | | | | | |
| nner IV | | | | | |
| Adult Prot Svcs Soc Wkr I | | | | | |
| Adult Prot Svcs Soc Wkr II | | | | | |
| Adult Prot Svcs Soc Wkr III | | | | | |
| Adult Prot Svcs Soc Wkr IV | | | | | |
| Adult Prot Svcs Soc Supervisor | | | | | |
| Ilt Svcs Regional Coord | | | | | |
| ncipal Respiratory Therapst | -9.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| chiatric Social Wkr III | -10.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| chiatric Social Wkr IV | | | | | |
| ntal Hlth Associate-Lic | | | | | |
| chiatric Social Wkr I | | | | | |
| chiatric Social Wkr II | 24.000/ | 0.0004 | 0.0004 | 0.000/ | 0.0004 |
| chiatrist II | -34.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| chiatrist I-NE | | | | | |
| chiatrist II-NE | | | | | |
| chiatrist III-NE | 14.00% | 0.000/ | 0.0004 | 0.000/ | 0.000/ |
| lic Safety Dispatcher II | 14.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| lic Safety Dispatcher I | | | | | |
| riff's Tech Commun Spec I | | | | | |
| riff's Tech Commun Spec II nmunications Operator I | | | | | |
| • | | | | | |
| nmunications Operator II | | | | | |
| nmunications Operator III nmunications Operator IV | | | | | |
| lic Works Inspector III | -12 00% | 1.84% | 1 00% | 0.849/ | 0.000/ |
| lic Works Inspector III | -13.00% | 1.84% | 1.00% 1.00% | 0.84% 0.84% | 0.00% 0.00% |
| lic Works Inspector II | | 1.84% | 1.00% | | 0.00% |
| ior Public Works Inspector | | 1.84% | 1.00% | 0.84% 0.84% | 0.00% |
| lic Works Maint Worker III | -13.00% | 1.84% | 1.00% | 0.84% | 0.00% |
| lic Works Maint Worker II | -13.00% | | | | |
| | | | | | 0.00% |
| | | | | | 0.00% 0.00% |
| o Service Worker | | | | | 0.00% |
| | | | | | 0.00% |
| lic Work lic Work o Service | s Maint Worker II s Maint Worker IV | s Maint Worker II s Maint Worker IV e Worker | s Maint Worker II 1.84% s Maint Worker IV 1.84% e Worker 1.84% | s Maint Worker II 1.84% 1.00% s Maint Worker IV 1.84% 1.00% e Worker 1.84% 1.00% | s Maint Worker II 1.84% 1.00% 0.84% s Maint Worker IV 1.84% 1.00% 0.84% e Worker 1.84% 1.00% 0.84% 1.00% 0.84% |

Market Based Adjustments for SEIU LOCAL 721

| APPLICA | ATION: 95% of Median up to \$3 | 2000 and 4 | ∠ ⁄o tilerearter, | | | |
|----------|--|------------|-------------------|-----------|-----------|-----------|
| | | | | 8/31/2014 | 6/21/2015 | 6/19/2016 |
| | | Round | FINAL | % Value | % Value | % Value |
| | | | MBA | | | |
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 481 | Custodian I | | 1.84% | 1.00% | 0.84% | 0.00% |
| 482 | Custodian II | | 1.84% | 1.00% | 0.84% | 0.00% |
| 485 | Custodian III | | 1.84% | 1.00% | 0.84% | 0.00% |
| 595 | Maintenance Supervisor | | 1.84% | 1.00% | 0.84% | 0.00% |
| 783 | Maintenance Worker Trainee | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1971 | Maintenance Worker Trainee-CW | | 1.84% | 1.00% | 0.84% | 0.00% |
| 598 | Maintenance Worker IV | | 1.84% | 1.00% | 0.84% | 0.00% |
| 599 | Maintenance Worker III | | 1.84% | 1.00% | 0.84% | 0.00% |
| 600 | Maintenance Worker II | | 1.84% | 1.00% | 0.84% | 0.00% |
| 601 | Maintenance Worker I | | 1.84% | 1.00% | 0.84% | 0.00% |
| 761 | Tire Specialist | | 1.84% | 1.00% | 0.84% | 0.00% |
| 776 | Parks Operations Supervisor | | 1.84% | 1.00% | 0.84% | 0.00% |
| 801 | Garage Attendant | | 1.84% | 1.00% | 0.84% | 0.00% |
| 849 | GSA Custodian Supervisor | | 1.84% | 1.00% | 0.84% | 0.00% |
| 852 | GSA Maintenance Wkr I | | 1.84% | 1.00% | 0.84% | 0.00% |
| 853 | GSA Maintenance Wkr II | | 1.84% | 1.00% | 0.84% | 0.00% |
| 860 | GSA Maintenance Wkr III | | 1.84% | 1.00% | 0.84% | 0.00% |
| 850 | GSA Maintenance Supervisor | | 1.84% | 1.00% | 0.84% | 0.00% |
| 851 | GSA Maintenance Trainee | | 1.84% | 1.00% | 0.84% | 0.00% |
| 869 | Heavy Equip Service Wkr | | 1.84% | 1.00% | 0.84% | 0.00% |
| 871 | Heavy Equip Service Wkr Trne | | 1.84% | 1.00% | 0.84% | 0.00% |
| 987 | Hospital Central Svcs Suprvsr | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1045 | Laundry Utility Worker | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1043 | · · | | 1.84% | | | |
| 1054 | Laundry Worker I | | | 1.00% | 0.84% | 0.00% |
| | Laundry Worker II Public Works Maint Worker Spec | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1090 | • | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1137 | Supervisor-Public Works Maint | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1379 | Supervisor-Laundry Services | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1381 | Laundry Assistant Supervisor | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1521 | HCA Housekeeper I | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1524 | HCA Housekeeper II | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1712 | Parts Specialist | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1714 | Senior Parts Specialist | | 1.84% | 1.00% | 0.84% | 0.00% |
| 1453 | Radiologic Technologist | -13.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 209 | Senior Nuclear Medicine Tech | | 1.84% | 1.00% | 0.84% | 0.00% |
| 208 | Nuclear Medicine Technologist | | 1.84% | 1.00% | 0.84% | 0.00% |
| 331 | Radiologic Specialist I | | 1.84% | 1.00% | 0.84% | 0.00% |
| 332 | Radiologic Specialist II | | 1.84% | 1.00% | 0.84% | 0.00% |
| 333 | Radiologic Specialist III | | 1.84% | 1.00% | 0.84% | 0.00% |
| 334 | Radiologic Specialist IV | | 1.84% | 1.00% | 0.84% | 0.00% |
| 971 | Real Property Agent II | -1.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 970 | Real Property Agent I | | | | | |
| 977 | Supervising Assessor's Tech | | | | | |
| 1002 | Senior Real Property Agent | | | | | |
| 321 | Registered Dietician II | -9.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 322 | Registered Dietician III | | | | | |
| 320 | Registered Dietician I | | | | | |
| 2115 | Public Health Nutritionist I | | | | | |
| 2116 | Public Health Nutritionist II | | | | | |
| 2117 | Public Health Nutritionist III | | | | | |
| 285 | Nutrition Program Worker I | | | | | |
| 287 | Nutrition Program Worker II | | | | | |
| 288 | Nutrition Program Worker III | | | | | |
| 364 | Supervising Nutrition Prog Wkr | | | | | |
| 1560 | Senior Agricultural Inspector | -7.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 52 | Agriculture Inspector I | | | | | |
| 53 | Agriculture Inspector II | | | | | |
| 54 | Agriculture Inspector III | | | | | |
| 55 | Agriculture Inspector IV | | | | | |
| 51 | Agriculture Inspector Trainee | | | | | |
| 573 | Insect Detection Specialist I | | | | | |
| 575 | Insect Detection Specialist II | | | | | |
| 1860 | Supervising Agricultural Insp | | | | | |
| | , | | | | | 1 |

Market Based Adjustments for SEIU LOCAL 721

| | | Round | FINAL | 8/31/2014 % Value | 6/21/2015 % Value | 6/19/2016 % Value |
|--------------|---|---------|----------------|----------------------|----------------------|----------------------|
| | | | MBA | | | |
| Job Code | Job Description | Median | Adjustment | 2014-15 | 2015-16 | 2016-17 |
| 1693 | Senior Public Defenders Invest | -3.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 578 | Investigative Assistant I | | | | | |
| 579 450 | Investigative Assistant II | | | | | |
| | Public Defender Investigatr I | | | | | |
| 451 785 | Public Defender Investigatr II | | | | | |
| 1089 | Supervising Public Def Invest Investigative Assistant III | | | | | |
| 1692 | Senior Psychologist | -4.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 5233 | Senior Psychologist-NE | 4.00% | 0.00% | 0.0070 | 0.0070 | 0.0070 |
| 1802 | Staff Psychologist | | | | | |
| 502 | Sheriff Records Specialist II | -3.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 501 | Sheriff Records Specialist I | 3.0075 | 0.0070 | 0.0070 | 0.0070 | 0.0070 |
| 497 | Senior Sheriff Records Sprvsr | | | | | |
| 498 | Sheriff Records Division Spysr | | | | | |
| 499 | Sheriff Records Supervisor | | | | | |
| 500 | Senior Sheriff Records Spec | | | | | |
| 503 | Custody Records Technician I | | | | | |
| 504 | Custody Records Technician II | | | | | |
| 786 | Senior Sheriff Cust Rec Sprvsr | | | | | |
| 787 | Sheriff Custody Records Sprvsr | | | | | |
| 788 | Sheriff Intake & Release Spec | | | | | |
| 789 | Senior Sheriff Int & RIs Spec | | | | | |
| 790 | Sheriff Fingerprint Specialist | | | | | |
| 1364 | Sheriff Cadet I | | | | | |
| 1365 | Sheriff Cadet II | | | | | |
| 1358 | Records Technician I | | | | | |
| 1359 | Records Technician II | | | | | |
| 1360 | Records Technician III | | | | | |
| 1363 | Records Technician IV | | | | | |
| 2300 | Reserve Firefighter | | | | | |
| 1071 | Lifeguard I | | | | | |
| 1072 | Lifeguard II | | | | | |
| 1660 | Senior Lifeguard | | | | | |
| 275 | Supervisor-Hospital Spprt Svcs | -13.00% | 1.84% | 1.00% | 0.84% | 0.00% |
| 1956 | Supervisor-Public Safety Disp | -24.00% | 8.74% | 2.91% | 2.91% | 2.91% |
| 1033 | Supervising Sheriff's TC Spec | 20.00% | 7.78% | 2.59% | 2.59% | 2.59% |
| 2060 | Water & Wastewater Svc Wkr II | -29.00% | 9.00% | 3.00% | 3.00% | 3.00% 3.00% |
| 2059 2061 | Water & Wastewater Svc Wkr I Water & Wastewater Svc Wkr III | | 9.00% 9.00% | 3.00% 3.00% | 3.00% 3.00% | 3.00% |
| 2061 | Water & Wastewater Svc Wkr IV | | 9.00% | 3.00% | 3.00% | 3.00% |
| 2062 | Water & Wastewater Svc Sprvsr | | 9.00% | 3.00% | 3.00% | 3.00% |
| 2063 | Water & Wastewater Svc Sprvsi Water & Wastewater Svc Wkr Trn | | 9.00% | 3.00% | 3.00% | 3.00% |
| 2058 | Water & Wastewater Svs Asst | | 9.00% | 3.00% | 3.00% | 3.00% |
| 2050 | Wastewater Operator | | 9.00% | 3.00% | 3.00% | 3.00% |
| 2064 | Water & Wastewater Lab Tech | | 9.00% | 3.00% | 3.00% | 3.00% |
| 271 | Water Resources Specialist I | | 9.00% | 3.00% | 3.00% | 3.00% |
| 276 | Water Resources Specialist II | | 9.00% | 3.00% | 3.00% | 3.00% |
| 277 | Water Resources Specialist III | | 9.00% | 3.00% | 3.00% | 3.00% |
| 278 | Water Resources Specialist IV | | 9.00% | 3.00% | 3.00% | 3.00% |
| 1202 | Weights & Measures Inspec II | -10.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| 1201 | Weights & Measures Inspec I | | 2.22,6 | 2.2276 | 2.2370 | 2.2270 |
| 1203 | Weights & Measures Inspec III | | | | | |
| 1204 | Supervising Weights & Msrs Ins | | | | | |