

Mutually Agreed SEIU Benchmark Listing
Attachment D of the MOU
for
September 19, 2021 - September 18, 2024

Classifications in bold are the benchmark classes which are the data component for salary survey purposes. For example, the salary survey results for the Accountant II benchmark will apply to the classifications of Accountant I, Accountant III, Accounting Analyst, Property Tax Specialist and Property Tax Systems Coordinator. If an equity adjustment is applied to the benchmark classification, then all the classes tied to the benchmark will be affected similarly.

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Position Title	Class Code	Range
Accountant II	UB4	HV
Accountant I	UB2	49
Accountant III	UB6	6B
Accounting Analyst	UB7	AD
Property Tax Specialist	UE1	HV
Property Tax Systems Coordinator	UE3	G7
Account Clerk	CH3	BB
Account Clerk Trainee	CH1	AT
Accounting Clerical Supervisor I	CH6	V2
Accounting Clerical Supervisor II	CH9	JL
Accounting Technician	CH7	V2
Cashier - Disposal Site	BS9	K3
Medical Billing Technician	CH4	V2
Payroll Supervisor	BK8	HQ
Public Guardian Clerk	BP1	FQ
Sr. Account Clerk	CH5	I9
Sr. Accounting Technician	CH8	JL
Sr. Medical Billing Technician	XC7	C4
Agricultural Weights & Measures Inspector II	TG5	JG
Agricultural Biologist Aide	TC1	31
Agricultural Weights & Measures Inspector I	TG3	EO
Agricultural Weights & Measures Inspector III	TG7	55
Vector Control Specialist	TC6	55
Animal Control Officer II	AC7	D6
Animal Care Worker	AC2	D2
Animal Control Officer I	AC5	D4
Animal Health Specialist	AC6	D5
Animal Services Assistant	AC1	D2
Animal Services Coordinator	AC4	DO
Animal Svcs Clk Disp	AD3	FC
Shelter Maint Mgr	AC3	D3
Registered Veterinary Technician	AD4	ZF
Appraiser II	DA7	BW
Appraiser I	DA5	BU
Appraiser/Auditor Aide	DA2	EQ
Sr. Appraiser	DA8	JO
Assessment Clerk	BL3	MA
Assessment Technician	BL5	IV

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Position Title	Class Code	Range
Auditor-Appraiser II	UG7	HW
Auditor-Appraiser I	UG5	BK
Auditor-Appraiser III	UG8	BO
Auditor III	UF4	G7
Auditor I	UF2	G5
Auditor II	UF3	G6
Auditor IV	UF6	VH
Automotive Mechanic	MM4	DN
Auto Services Attendant	MM1	RG
Sr. Automotive Mechanic	MM5	IU
Benefits Representative	SC6	J3
Assistant Fair Hearing Officer	SF1	NX
Cal Child Services Specialist I	SG3	8C
Cal Child Services Specialist II	SG5	J6
Benefits Representative Supervisor	SE5	07
Benefits Representative Trainee	SC3	KY
Health Client Benefit Rep	NM6	J6
Med Care Eligibility Worker	SC8	J6
Med Care Program Eligibility Supervisor	SE2	SX
Mental Health Fee Clerk	SC4	8C
Public Health Investigator	NV5	LU
Sr. Public Health Investigator	NV7	LW
Staff Develop Trainer	SE4	EK
Building Inspector II	TR6	JI
Building Counter Supervisor	TP6	IK
Building Inspector I	TR4	BP
Building Plans Checker	TP7	HY
Housing Rehabilitation Specialist	TR7	JI
Sr. Building Inspector	TR8	X6
Sr. Building Plans Checker	TP8	X6
Supervising Building Inspector	TR9	MQ
Building Maintenance Worker II	MG6	R8
Building Equipment Mechanic	MH3	R5
Building Equipment Supervisor	MH8	LI
Building Maintenance Supervisor	MH7	H9
Building Maintenance Worker I	MG4	JK
Building Maintenance Worker III	MG8	IF
Maintenance Custodian	FD5	I3
Maintenance Electrician	MG9	TL
Maintenance Electro/Mechanical Worker	MG3	TL
Maintenance Plumber	MG7	TL
Sr. Building Equipment Mechanic	MH6	VZ
Sr. Maint Electrician	MG5	1C

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Position Title	Class Code	Range
Building Permit Technician II	TP3	86
Building Permit Technician I	TP2	8D
Sr. Building Permit Technician	TP5	HU
Buyer	VC3	VP
Sr. Buyer	VC5	HT
California Children Services - Physical Therapist	PP5	F5
California Children Services - Occupational Therapist	PP6	F5
Occupational Therapist - Mental Health	PP8	F5
Child Support Specialist II	BY2	KZ
Child Support Specialist I	BY1	KI
Child Support Specialist III	BY3	XO
Collection Officer	BY6	CF
Supervising Child Support Specialist	BY7	XQ
Victim Services Representative	BY4	VY
Civil Engineer	EE1	NM
Assist In Civil Engineering	ED5	YO
Associate Civil Engineer	ED7	NH
Jr. In Civil Engineering	ED3	NB
Traffic Engineer	ED6	NH
Clinical Lab Scientist	NC7	GH
Coroner Forensic Technician	RE2	VX
Lab Assistant/Phlebotomist	NA3	I2
Lab Technician	NA5	WQ
Medical Lab Technician	NC6	GU
Pharmacy Technician	NJ1	FA
Senior Lab Assistant/Phlebotomist	NA4	S8
Code Compliance Investigator II	GL5	IL
Code Compliance Investigator I	GL3	DQ
Code Compliance Investigator III	GL7	CZ
Code Compliance Investigator IV	GL8	TJ
Comm Technician II	MY5	GI
Comm Installer	MY1	RO
Comm Technician I	MY3	JZ
Sr. Comm Technician	MY6	BD
Supervising Communications Technician	MY7	X7

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Position Title	Class Code	Range
Cook	FG5	IY
Cook's Assistant	FG3	R1
Head Cook	FG7	W8
Criminalist II	BM2	Q9
Criminalist I	BM1	ZQ
Custodian	FD2	RI
Custodian Leadworker	FD4	R2
Housekeeper	FC3	K6
Supervising Custodian	FD8	WZ
Employment and Training Specialist II	SH1	IH
Employment and Training Specialist I	SF5	KC
Sr. Employment and Training Specialist	SH2	IC
Veterans Services Representative	SR7	VU
Engineering Tech II	EC4	IB
Engineering Aide I	EB3	I1
Engineering Aide II	EB5	WG
Engineering Associate	EC9	MO
Engineering Tech I	EC2	DY
Engineering Tech III	EC5	HZ
Pre-Treatment Program Specialist	EC3	HZ
Sr. Engineering Associate	EC8	IG
Environmental Health Specialist I	TJ7	XK
Environmental Health Aide	TJ1	KG
Environmental Health Specialist II	TJ8	H8
Environmental Health Specialist III	TJ9	XG
Environmental Health Specialist Trainee	TJ5	KK
Environmental Program Coordinator	TM5	CV
Water Quality Specialist I	TJ2	XI
Water Quality Specialist II	TJ3	JV
Water Quality Specialist III	TJ6	UQ
Solid Waste Inspector II	TN4	IT
Solid Waste Inspector I	TN1	8G
Supervising Water Quality Specialist	TL6	Q5
GIS Analyst II	GG2	72
GIS Analyst I	GG1	71
GIS Analyst III	GG3	73
GEO Info Sys Tech I	CV3	87
GEO Info Sys Tech II	CV5	BJ

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Position Title	Class Code	Range
Group Supervisor II	SV5	JJ
Group Supervisor I	SV3	KM
Sr. Group Supervisor	SV7	TU
Pretrial Svcs Specialist	SS5	48
Probation Aide	SU2	VQ
Institutional Supervisor	SW2	E4
Health Educator	NH7	H3
Epidemiologist	NH1	XB
Health Program Specialist	NX5	PA
Program Coordinator	UU3	BV
Public Health Nutritionist	NU5	H1
Sr. Health Educator	NH6	H2
Sr. Public Health Nutritionist	NU7	H3
Substance Abuse Prevention Coordinator	NT5	H1
Heavy Equipment Mechanic II	MN7	FG
Hvy Equipment Mechanic I	MN3	Y1
Pump Maintenance Mechanic	MP4	F9
Supervising Heavy Equipment Mechanic	MP5	XA
Human Svcs Data App Specialist	JJ1	74
Human Svcs Data App Supervisor	JJ6	75
IT App Dev & Support Analyst II	DD2	92
IT App Dev & Support Analyst I	DD1	91
IT App Dev & Support Analyst III	DD3	93
IT App Dev & Support Analyst IV	DD5	94
IT App Dev & Support Analyst Supervisor	DD6	94
IT Support Services Analyst II	TT2	Q2
IT Support Services Analyst I	TT1	Q1
IT Support Services Analyst III	TT3	Q3
IT Support Services Analyst IV	TT5	Q4
IT Support Services Supervisor	TT6	Q4
IT Sys Admin Analyst II	HH2	X2
IT Sys Admin Analyst I	HH1	X1
IT Sys Admin Analyst III	HH3	X3
IT Sys Admin Analyst IV	HH5	X4
IT Sys Admin Analyst Supervisor	HH6	X4
IT Network/Communications Analyst II	NN2	22
IT Network/Communications Analyst I	NN1	21
IT Network/Communications Analyst III	NN3	23
IT Network/Communications Analyst Supervisor	NN6	24

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Position Title	Class Code	Range
Latent Print Examiner	BN2	L9
Latent Print Examiner Trainee	BN1	L8
Legal Secretary II	BH3	C1
Law Clerk - County Counsel	JC3	85
Law Clerk - DA	JC4	85
Legal Process Clerk II	BA9	FE
Legal Secretary I	BH2	C2
Paralegal	JC2	IQ
Sr. Legal Secretary	BH5	B9
Medical Assistant	NW7	Y7
Community Health Worker I	NW3	3
Community Health Worker II	NW5	K7
Community Mental Health Aide	NM3	K7
¹ Student Nurse Trainee	VJ9	AV
Office Assistant II	BC5	J8
Case Data Clerk	BN3	M6
Clerk I	BA4	D1
Clerk II	BA6	28
Clerk III	BA8	FB
Clerk III Supervisory	BA7	JF
Dupl Equip Opr I	CR1	DJ
Dupl Equip Opr II	CR3	29
Dupl Equip Opr III	CR7	IZ
* ¹ Election Worker - Central	BA2	KB
* ¹ Election Worker – Misc	BA1	KB
Imaging Technician	CC2	Y6
Legal Document Examiner	BU9	P3
Receptionist	BU3	KJ
Records Clerk	BV7	FB
Sr. Case Data Clerk	BN6	FI
Sr. Receptionist	BU7	JF
¹ Student Worker I	VJ2	9
¹ Student Worker II	VJ4	AR
¹ Student Worker III	VJ6	AU
¹ Student Worker IV	VJ8	AY
Office Assistant I	BC3	J7
Office Assistant III	BC7	JF
Office Assistant III Supervisor	BC8	01
Personnel Technician	VE2	Y2
Payroll Clerk	BB1	FN
Personnel Clerk	BB5	FN
Personnel Payroll Clerk	BB3	FN
Pharmacist	NJ5	BA

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Position Title	Class Code	Range
Physician Assistant/Nurse Practitioner	PJ3	IA
Nurse-Midwife	PJ4	38
Psych MH Nurse Practitioner	PJ5	ZR
Planner II	GA5	CI
Hydrologist	GB2	VI
Park Planner I	GW2	DS
Park Planner II	GW4	CI
Park Planner III	GW6	C8
Park Planner IV	GW8	TH
Planner I	GA3	DS
Planner III	GA7	C8
Planner IV	GA8	TH
Planner IV (B)	GA8B	VI
Planning Technician	GF4	FX
Registered Geologist	GB1	KV
Resource Planner I	TM4	DS
Resource Planner II	TM6	CI
Resource Planner III	TM8	C8
Resource Planner IV	TM9	TH
Supervising Planner	GA9	TH
Urban Designer	WA5	YK
Housing Specialist I	GE1	Z1
Housing Specialist II	GE2	Z2
Housing Specialist III	GE3	Z3
Public Health Microbiologist	NE7	A9
Sr. Public Health Microbiologist	NE8	XP
Public Health Nurse II	PH5	VK
Clinic Nurse I	PG3	WW
Clinic Nurse II	PG5	WA
Clinic Nurse III	PG7	VK
Detention LVN	PD4	JQ
Detention Nurse Specialist I	PD5	CY
Detention Nurse Specialist II	PD6	CO
LVN	PC3	SF
Mental Health Nurse Clinician	SK6	MZ
Psychiatric Technician	PC4	SF
Public Health Nurse I	PH3	WA
Public Health Nurse III	PH8	YI
Public Works Maintenance Worker II	MU5	8F
Heavy Equipment Service Worker	MK3	FO
Parks Maint Supervisor	MF5	JM
Parks Maint Worker I	ME1	36
Parks Maint Worker II	ME2	Y8
Parks Maint Worker III	ME4	ES
Public Works Dispatcher	MU1	DD
Public Works Maintenance Worker I	MU3	I6

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Position Title	Class Code	Range
Public Works Maintenance Worker III	MU7	Y3
Disposal Site Main Wkr	MW6	WF
Heavy Equipment Operator - Disposal	MW7	TQ
Lead Heavy Equipment Operator	MW3	EW
Public Works Maintenance Worker IV	MU9	CR
Public Works Supervisor	MV4	GM
Transfer Truck Driver	MW4	TQ
Public Works Equipment Trainer	UT2	PL
Radiology Technologist	NG3	AJ
Chief Radiology Technologist	NG4	BG
Real Property Agent	DE5	6D
Assistant Real Property Agent	DE3	HG
Sr. Real Property Agent	DE6	SY
Recreation Supervisor	GT7	52
¹ Aquatics Aide	GK8	TC
Aquatics Coordinator	GK5	Y4
Aquatics Prog Spec	GK4	34
Aquatics Supervisor	GK7	52
Cultural Affairs Specialist	GS5	52
¹ Head Lifeguard	GK3	AZ
¹ Lifeguard	GK1	AK
¹ Lifeguard Instructor	GK2	AM
¹ Parks Services Officer	TU3	G1
¹ Pk Rec Cul Wkr I	GM1	TC
¹ Pk Rec Cul Wkr II	GM2	EG
¹ Pk Rec Cul Wkr III	GM3	EH
¹ Pk Rec Cul Wkr IV	GM4	EJ
Recreation Coordinator	GT5	Y4
Recreation Program Specialist	GT4	34
Sanitation Maintenance Worker II	MR3	WI
Sanitation Maintenance Worker I	MR1	FU
Sanitation Maintenance Worker III	MR5	IE
Secretary	BJ5	YA
Administrative Aide	UR1	LD
Administrative Secretary - Board of Supervisors	BJ8	TI
Board Clerk	BX5	8E
Clerical Supervisor I	BD3	VO
Clerical Supervisor II	BD6	JY
Division Secretary	BJ4	Y5
Executive Secretary	BJ9	II
Executive Secretary - CAO	BJ7	TI
Sr. Board Clerk	BX6	LD
Recording Services Supervisor	BU8	FB

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Position Title	Class Code	Range
Sheriff's Records Clerk	BN5	FZ
Sheriff's Community Services Officer	BN7	IS
Sheriff's Property Clerk	CM5	EV
Sheriff's Property/Evidence Supervisor	CM8	SU
Social Worker II	SM4	SK
Med Care Service Worker	SM7	L6
Social Worker I	SM2	S1
Sr. Mental Health Client Specialist I	SK5	GG
Clinical Psychologist	SY3	ZD
Mental Health Client Specialist I	NP5	SG
Mental Health Client Specialist II	NP6	SN
Mental Health Supervising Client Specialist	SK8	MT
Mental Health Utilization Review Specialist	SK7	MT
Mental Health Counselor I	SL3	EB
Mental Health Counselor II	SL5	DZ
Sr. Mental Health Client Specialist II	SL6	GZ
Sr. Mental Health Counselor	SL7	SH
Sr. Social Worker	SM8	H4
Deputy Public Guardian	DG4	H4
In Home Support Services Quality Assurance Specialist	SM6	SL
Social Work Supervisor I	SN6	H4
Social Work Supervisor II	SN8	SJ
Sr. Staff Development Trainer	SM9	SJ
Protective Services Quality Assurance Specialist	SM5	ZG
Treatment Plant Operator	MT3	ID
Electr Instr Supvr	MS8	MX
Electr Instr Tech I	MS3	HO
Electr Instr Tech II	MS5	GL
Sr. Treatment Plant Operator	MT6	IM
Treatment Plant Operator - Supervisor	MT8	MX
Treatment Plant Operator I - Tr	MT1	WO
Vector Ecologist	TC7	58
Warehouse Worker	CK3	Y9
Medical Supply Clerk	CL5	I4
Parking Attendant	BW4	27
Parts Technician	MN1	KO
Purchasing Technician	CL6	35
Warehouse Supervisor	CK5	WJ
Welfare Fraud Investigator II	RH3	VF
Child Support Investigator I	RI1	KP
Child Support Investigator II	RI2	VF

Investigator Assistant	NV6	KN
Sr. Welfare Fraud Investigator	RH6	VG
Welfare Fraud Investigator I	RH2	KP

* Tied to Clerk II Step 1 - Section 165.1

¹ Classifications that are Extra Help