



MEMORANDUM

Date: May 22, 2026

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: Jan Leshor 
County Administrator

Re: **Human Resources 2025 Benchmarking Results and Resulting Salary Grade Changes and Pay Adjustments**

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As part of the Compensation Strategy Plan, Human Resources annually reviews up to one-half of our current job classifications to assess their market competitiveness. Below are the results of the 2025 benchmarking project and recommended salary grade changes and costing, which is reflected in the Fiscal Year (FY) 2026/27 Recommended Budget.

Benchmarking Results

The County currently has 1,100 job classifications of which 578 job classifications were reviewed as part of the 2025 benchmarking project (Attachment 1). The selection of job classifications for review was taken from a combination of recruitment data used when analyzing in-demand jobs, as well as those in specific industries that were known to have experienced market changes, or requests for review from a department. The benchmarking project was completed in July 2025, which evidenced a total of 167 (28.7%) job classifications falling below market. Despite this initial total, salary structure maintenance adjustments described below to the grade and range associated with the FY 2025/26 budget reduced the number of classifications below market.

➤ *Salary Structure Maintenance*

Labor markets continually move and as a result, it is essential that we regularly move the salary range minimums and maximums to align with the job market. This is referred to as salary structure maintenance and is now a part of the Compensation Strategy Plan to keep the pay system accurate, fair, and functional over time. In line with the 3.6% pay adjustments in July 2025, the salary ranges were adjusted by 3.6%, which then resulted in 106 (18.3%) job classifications falling below market (Attachment 2) Additionally, in line with the 1.4% pay adjustments in January 2026, the salary ranges were again adjusted by 1.4% at that time. To ensure market competitiveness, the County plans to continue to move the salary structure over the short term until we align with the overall labor market trend that would permit pay adjustments to exceed the required salary structure maintenance.

Salary Grade Changes for Job Classifications

When moving job classifications to a different salary grade, adjustments must ensure integrity of the job classification system, i.e. that job families stay intact and job classifications internally align with one another. With this in mind, the following metric was developed to guide how to make grade adjustments:

Benchmarked Job Classifications	Salary Grade Metric
Job Classifications 1 Grade Below Market	No Movement of Salary Grade
Job Classifications 2 or More Grades Below Market	Movement of Salary Grade to Within 1 Grade of Market
Job Classifications Previously Identified as In-Demand	Movement of Salary Grade to the Market

Applying this salary grade metric to the classifications determined to be below market in 2025 Benchmarking Project, results in the following salary grade movement:

Job Classifications Below Market	Number of Job Classifications Identified	Salary Grade Placement
Total Job Classifications Below Market	106	61 Job Classifications Result in No Movement to Salary Grade
Job Classifications Two or More Grades Below Market	8	8 Job Classifications Result in Movement of Salary Grade to within One Grade of Market
Job Classifications Previously Identified as In-Demand	37	37 Job Classifications Result in Movement of Salary Grade to Market

Those job classifications remaining one grade below the job market will catch up with and align with the market over time through future salary structure maintenance. This temporary “lag” is necessary to ensure the integrity of the job classification system and pay structure as moving multiple job classifications and salary grades disrupts the system and causes it to become out of alignment with the market.

➤ *Job Classifications Identified for Salary Grade Changes*

To maintain consistency of the job classification system and salary structure, two subsets of the 106 job classifications that were identified as below market have been recommended for salary grade changes as follows.

○ *In-Demand Classifications and Costing*

Human Resources and the Deputy County Administrators have worked to identify in-demand job classifications that have an impact on the County’s ability to perform its daily operations. The criteria for identifying such positions include an absence in the job market for qualified, experienced workers

who possess specialized training/skills in the specified job classification as evidenced by Human Resources data in the following areas:

- The average number of applicants meeting the minimum qualifications per requisition;
- The requisition's fill-rate;
- The rate of rejected offers; and
- The voluntary turnover rate.

In the 2025 Benchmark Project, 37 job classifications of the 106 job classifications identified as below market, had previously been identified as in-demand. (Classifications highlighted in green in Attachment 2) Due to the critical need and overall impact on the County for these job classifications, the recommendation is to bring these job classifications to market. Twelve of these job classifications have already been brought to market based on departmental budget capacity (Classifications with an asterisk, "*" in Attachment 2).

Costing for the remaining subset of in-demand job classifications to move to market is \$1,142,702, which includes employee related expenses (EREs).

- *Two or More Grades Below Market and Costing*

There remains a subset of eight job classifications of the 106 job classifications identified as below market, that were two or more grades below market. Given that the salary structure maintenance will delay these positions from gaining placement to within one grade of market, these eight job classifications will be moved within one grade of market to maintain consistency with the other job classifications that are currently within one grade of the market (Classifications highlighted in yellow in Attachment 2) It is anticipated that over time this group of job classifications will align with the market through future salary structure maintenance.

Costing for this subset of job classifications to move within one grade of market is \$137,462, which includes EREs.

Law Enforcement Job Classification Pay Adjustments

Human Resources also reviewed the Law Enforcement Commissioned classifications in the 2025 Benchmarking Project, which resulted in a subset of the law enforcement job classifications being identified for pay adjustments. The FY 2026/27 Recommended Budget includes funding for these adjustments, but the salary grades for these job classifications will not be recommended for movement until the following classification structure issues are addressed.

In the law enforcement grades (LE), there are 11 grades that include both Corrections and Commissioned job classifications. The range spread of each salary grade is significantly narrow in terms of the spread from minimum to maximum pay of the range and the salary grades have a smaller percentage of differences between the levels. Given the parameters of this pay structure, some of the

pay adjustments may exceed current salary range maximums. Additionally, given the relatively small subset of salary grades, it is likely that changing the salary grades for these job classifications may require movement of other job classifications that are in the job family. Therefore, it is recommended to not move the salary grades for these positions at this time but instead work with the Sheriff's Department on a review of its current overall salary structure and identify a salary structure that will meet its ongoing needs.

The 2025 Benchmarking Project identified the need for pay adjustments for Commissioned staff to align with the job market for employees in the following job classifications.

➤ *Commission Group 1*

The recommended pay adjustment to align with the job market for Commission Group 1 is 5.81%. Commission Group 1 includes the following job classifications:

- Deputy Sheriff I
- Deputy Sheriff II
- Deputy Sheriff III
- Detective I
- Detective II

➤ *Commission Group 2*

The recommended pay adjustment to align with the job market for Commission Group 2 is 10.03%. Commission Group 2 includes the following job classifications:

- Deputy Sergeant I
- Deputy Sergeant II
- Detective III

Costing for this subset of job classifications to move within one grade of market is \$3,451,885, which includes EREs.

Timeline for Movement of the Salary Grades

The FY 2026/27 Recommended Budget provides for a 3% pay adjustment for all County employees. Given the nature of where the job classifications fall in the market that are identified herein, coupled with the need to continue to align the job classifications to the market, Human Resources staff recommend that the salary grade changes and resulting pay adjustments and the law enforcement market pay adjustments occur prior to the tentatively proposed 3% pay adjustment. These pay adjustments resulting from the 2025 Benchmarking Project are proposed to go into effect June 14, 2026.

The Honorable Chair and Members, Pima County Board of Supervisors
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Conclusion

The Recommended Budget for FY 2026/2027 includes funding to allow for job classifications that were two or more grades below market to be moved to within one grade of market, the in-demand job classifications to be moved to market, and the law enforcement commission job classifications as identified herein to receive pay adjustments in line with the proposed percentages identified. The total overall cost for FY 2026/27 for these changes made in accordance with the 2025 Benchmarking Project is \$4,732,049 including EREs, which is above the \$4,378,065 in the Recommended Budget due to natural changes in personnel occurring since the budgeted estimate was calculated. The increase of \$353,984 will be noted and included in the Final Budget. It is anticipated that a total of \$176,715 will be covered in the FY 2025/26 Budget for the portion of the July 2025 benchmark adjustments that will go into effect June 14, 2026 and reflected on July 2, 2026 paychecks.

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Attachments

c: Carmine DeBonis, Jr., Deputy County Administrator
Steve Holmes, Deputy County Administrator
Chad Kasmar, Deputy County Administrator
Cathy Bohland, Director, Human Resources
Art Cuaron, Director, Finance & Risk Management

ATTACHMENT 1

Attachment #1
2025 Benchmarked Classifications List

Job Code	Job Title	1/2025 Grade
5836	911 Call Intake Specialist	04
5243	911 Dispatch Manager	17
5446	911 Dispatch Supervisor I	12
5997	911 Dispatch Supervisor II	14
5714	911 Dispatcher I	07
5587	911 Dispatcher II	10
5998	911 Dispatcher III	11
5503	Accountant I - Central Services	11
5504	Accountant I - Elected Officials	11
5505	Accountant I - Schools	11
5391	Accountant II - Central Services	13
5392	Accountant II - Elected Officials	13
5393	Accountant II - Schools	13
5244	Accountant III - Central Services	15
5245	Accountant III - Elected Officials	15
5246	Accountant III - Schools	15
5156	Accounting Supervisor - Central Services	17
5157	Accounting Supervisor - Elected Officials	17
5895	Accounting Support Specialist I	02
5862	Accounting Support Specialist II	03
5670	Accounts Payable Specialist - Finance	08
5837	Accounts Payable Technician - Finance	04
5927	Administrative Assistant I	01
5896	Administrative Assistant II	02
5838	Administrative Assistant III	04
5805	Administrative Assistant Supervisor	05
5394	Administrative Services Manager I	13
1394	Administrative Services Manager I - UC	13
5248	Administrative Services Manager II	15
1248	Administrative Services Manager II - UC	15
5754	Administrative Specialist I	06
5671	Administrative Specialist II	08
5589	Administrative Specialist III	10
5447	Administrative Specialist Supervisor	12
5591	Air Quality Analyst	10
1308	Aircraft Maintenance Technician	14
1201	Aircraft Maintenance Technician Supervisor	16
5506	Animal Behavioral Assessment Coordinator	11

5756	Animal Care Dispatch Supervisor	06
5899	Animal Care Dispatcher	02
5757	Animal Care Field Investigation Officer	06
5806	Animal Care Field Officer	05
1448	Animal Care Field Operations Manager	13
5672	Animal Care Field Supervisor	08
5931	Animal Care Technician I	01
5864	Animal Care Technician II	03
5507	Animal Placement Coordinator	11
1395	Animal Placement Manager	13
5395	Animal Placement Manager - UC	13
5250	Architect I	15
5158	Architect II	17
5932	Architect Intern	01
5397	Architectural Designer	13
5104	Architectural Manager	18
5758	Armory Specialist	06
1067	Assistant Director Human Resources	19
1979	Board of Supervisor Aide	12
1978	Board of Supervisor Senior Aide	13
5509	Body Camera Systems Coord	11
5311	Brand Manager	14
5398	Building Inspections Supervisor	13
5635	Building Inspector	11
5676	Building Trades Plans Technician	08
5808	Buyer I	05
5717	Buyer II	07
5636	Buyer III	09
1203	Capital Improvement Projects Manager I - UC	16
5203	Capital Improvement Projects Manager I	16
1106	Capital Improvement Projects Manager II	18
5313	Capital Improvement Specialist	14
1401	Chaplain	13
5166	Chief Building Inspector	17
1069	Chief Building Official	19
1070	Chief Deputy Assessor	19
4019	Chief Deputy Sheriff	L11
1073	Chief Deputy Superintendent Schools - Financial Operations	19
1074	Chief Deputy Treasurer	19
1017	Chief Financial Advisor - Sheriff's Department	21
5204	Chief Hydrologist	16
1041	Chief of Veterinary Services	22

5511	Clinical Dietitian I	11
5402	Clinical Dietitian II	13
1167	Clinical Operations Manager	17
5455	Communications Coordinator	12
1205	Communications Manager	16
5513	Communications Specialist	11
5514	Community & Workforce Coordinator	11
5315	Community & Workforce Manager I	14
5206	Community & Workforce Manager II	16
5811	Community & Workforce Specialist I	05
5760	Community & Workforce Specialist II	06
5933	Community & Workforce Technician I	01
5869	Community & Workforce Technician II	03
5515	Community Engagement Coordinator	11
5316	Community Engagement Manager	14
1316	Community Engagement Manager - UC	14
5902	Community Health Worker I	02
5870	Community Health Worker II	03
5761	Community Health Worker III	06
2024	Compensation Analyst	15
1168	Compensation Manager	17
5320	Consumer Health and Food Safety Manager	14
5519	Contract Coordinator I	11
5404	Contract Coordinator II	13
5520	Correctional Health Coordinator	11
1322	Correctional Health Manager	14
5904	Corrections Cook I	02
5842	Corrections Cook II	04
5323	Corrections Food Service Manager	14
4000	Corrections Officer I	L1
4002	Corrections Officer II	L2
4004	Corrections Officer III	L3
4007	Corrections Sergeant I	L4
4010	Corrections Sergeant II	L5
1326	Crime Victim Compensation Program Manager	14
5407	Criminal Intelligence Analyst	13
5408	Criminal Investigations Data Analyst	13
5327	Criminal Investigator AZPC	14
5207	Criminal Investigator Supervisor AZPC	16
1981	Crisis Intervention Team Coordinator	11
5328	Cultural Resources Program Manager I	14
1328	Cultural Resources Program Manager I - UC	14

5208	Cultural Resources Program Manager II	16
1208	Cultural Resources Program Manager II - UC	16
5722	Custodial Supervisor	07
5938	Custodian I	01
5907	Custodian II	02
5874	Custodian III	03
5525	Department Personnel Coordinator	11
5993	Department Personnel Coordinator Elected Officials	13
5816	Department Personnel Specialist	05
5991	Department Personnel Specialist I Elected Official	06
5992	Department Personnel Specialist II Elected Official	10
1078	Deputy Director Elections	19
1113	Deputy Director Office Emergency Mgmt	18
1079	Deputy Director Environmental Quality	19
1018	Deputy Director Finance and Risk Management	21
1112	Deputy Director Fleet Services	18
1080	Deputy Director Library	19
1114	Deputy Director Pima County Animal Care	18
1049	Deputy Director Regional Wastewater Reclamation	20
1050	Deputy Director Transportation	20
4017	Deputy Sheriff Captain	L9
4021	Deputy Sheriff Captain Classified	L9
4003	Deputy Sheriff I	L2
4005	Deputy Sheriff II	L3
4008	Deputy Sheriff III	L4
4016	Deputy Sheriff Lieutenant	L8
4011	Deputy Sheriff Sergeant I	L5
4014	Deputy Sheriff Sergeant II	L6
4006	Detective I	L3
4009	Detective II	L4
4012	Detective III	L5
1027	Director Elections	21
1028	Director Environmental Quality	21
1051	Director Fleet Services	20
1032	Director Human Resources	21
1053	Director Library	20
1005	Director of Finance	23
1054	Director Office of Emergency Management	20
1034	Director Procurement	21
1013	Director Public Defense Services	22
1036	Director Real Property Services	21
1037	Director Regional Wastewater Reclamation	21

1038	Director Transportation	21
5984	Division Manager - Assessor	18
5987	Division Manager - Treasurer's Office	19
5129	Division Manager Finance and Risk Management	19
1129	Division Manager Finance and Risk Management - UC	19
5132	Division Manager Human Resources	18
1132	Division Manager Human Resources - UC	18
1134	Division Manager Procurement	18
5135	Division Manager Public Health	18
1135	Division Manager Public Health - UC	18
5019	Division Manager Regional Wastewater Reclamation	18
2019	Division Manager Regional Wastewater Reclamation - UC	18
5136	Division Manager Transportation	18
1136	Division Manager Transportation - UC	18
5972	Domestic Violence Services Program Coordinator	11
5723	Driver Coordinator	07
5940	Driver I	01
5876	Driver II	03
5460	Educational Programming Supervisor	12
5527	EEO Coordinator - Sheriff's Department	11
1973	Elections Operations Manager	16
5528	Elections Operations Supervisor	11
5910	Elections Technician I	02
5817	Elections Technician II	05
5600	Electronics Specialist I	12
5529	Electronics Specialist II	13
5264	Electronics Specialist Supervisor	15
5331	Emergency Management Communications Manager	15
1331	Emergency Management Communications Manager - UC	15
5332	Emergency Management Program Manager	15
1332	Emergency Management Program Manager - UC	15
5531	Employee Recognition Coordinator	13
5410	Employee Relations Compliance Officer	15
1176	Employee Relations Manager	17
5210	Engineer I	16
5177	Engineer II	17
5137	Engineer III	18
5462	Engineering Assistant I	12
5334	Engineering Assistant II	14
6012	Engineering Assistant III	15
2011	Engineering Division Manager	19
5943	Engineering Intern	01

5725	Engineering Plans Technician	07
5601	Environmental Analyst	10
5532	Environmental Education Program Coordinator	11
5335	Environmental Education Program Manager	14
1335	Environmental Education Program Manager - UC	14
5684	Environmental Education Program Specialist	08
5726	Environmental Health Specialist I	08
5602	Environmental Health Specialist II	10
5463	Environmental Health Supervisor	12
5844	Environmental Health Technician	05
5179	Environmental Quality Manager	17
1179	Environmental Quality Manager - UC	17
5336	Environmental Quality Program Manager	14
1336	Environmental Quality Program Manager - UC	14
5533	Environmental Specialist	11
5411	Epidemiologist	13
2013	Epidemiology Program Manager	15
5819	Equipment Operator I	05
5727	Equipment Operator II	07
5685	Equipment Operator III	08
5728	Events Coordinator - KSC	07
5337	Events Manager	14
1337	Events Manager - UC	14
5877	Events Specialist - KSC	03
5944	Events Worker	01
5213	Evidence Control Manager	16
5820	Evidence Technician I	05
5686	Evidence Technician II	08
5412	Executive Administrative Assistant I	13
1412	Executive Administrative Assistant I - UC	13
5338	Executive Administrative Assistant II	14
1338	Executive Administrative Assistant II - UC	14
5266	Executive Administrative Assistant III	15
1266	Executive Administrative Assistant III - UC	15
5215	Facility Operations Manager	16
1215	Facility Operations Manager - UC	16
1139	Finance Administrator - Sheriff's Department	20
1974	Financial Administrator - Schools	17
5534	Financial Analyst I - Central Services	11
5535	Financial Analyst I - Elected Officials	11
5413	Financial Analyst II - Central Services	13
5414	Financial Analyst II - Elected Officials	13

5267	Financial Analyst III - Central Services	15
5268	Financial Analyst III - Elected Officials	15
5181	Financial Analyst Supervisor - Central Services	17
5182	Financial Analyst Supervisor - Elected Officials	17
5216	Financial Operations Manager - Elected Official	16
5465	Financial Policies, Procedures, and Training Coordinator	12
5269	Financial Policies, Procedures, and Training Supervisor	15
5339	Financial Projects Coordinator	15
5845	Financial Services Representative I	04
5770	Financial Services Representative II	06
5466	Financial Systems Analyst I - Finance	12
5415	Financial Systems Analyst II - Finance	13
5270	Financial Systems Analyst III - Finance	15
5183	Financial Systems Analyst Supervisor - Finance	17
5217	Fleet Maintenance Manager	16
5771	Fleet Services Automotive Specialist I (Light-Duty)	06
5687	Fleet Services Automotive Specialist II (Heavy-Duty)	08
5645	Fleet Services Automotive Specialist III (Light-Duty)	09
5537	Fleet Services Automotive Specialist IV (Heavy-Duty)	11
5340	Fleet Services Automotive Supervisor	14
5772	Fleet Services Automotive Technician II (Heavy-Duty)	06
5878	Fleet Services Automotive Technician I (Light-Duty)	03
5846	Fleet Services Support Specialist I	04
5773	Fleet Services Support Specialist II	06
5416	Fleet Services Support Supervisor	13
5688	Forensic Autopsy Technician	08
5341	Forensic Supervisor	15
5689	Forensic Technician I	08
5538	Forensic Technician II	11
1184	Forensics Anthropologist	17
5539	Grants Coordinator I	11
5470	Grants Coordinator II	12
5342	Grants Manager I	14
1342	Grants Manager I - UC	14
1218	Grants Manager II	16
5218	Grants Manager II - UC	16
5273	Grounds Manager - Kino Sports Complex	15
5774	Grounds Specialist - KSC	06
5343	Grounds Supervisor - KSC	14
5879	Groundskeeper I - KSC	03
6016	Groundskeeper II - KSC	05
1471	Guardian and Estate Administration Supervisor	12

1540	Guardian and Estate Administrator	11
5604	Horticulture Manager	10
5847	Horticulturist I	04
5732	Horticulturist II	07
5541	Human Resources Coordinator I	11
5417	Human Resources Coordinator II	13
5542	Human Resources Information Systems Technician	11
1996	Human Resources Manager - Elected Official	16
2025	Human Resources Medical Risk Manager	17
5219	Human Resources Nurse Liaison	16
5276	Human Resources Occupational Health Manager	15
1277	Human Resources Records & Leave Manager	16
5776	Human Resources Specialist	06
5344	Human Resources Supervisor	14
1220	Human Resources Training and Education Manager	16
5607	HVAC Specialist	12
5278	HVAC Supervisor	15
5474	Hydrologist I	12
5418	Hydrologist II	13
5345	Hydrologist III	14
1221	Information & Records Mgr SD	16
5608	Information & Records Supvr SD	10
5544	Information Technology Service Analyst I	11
5421	Information Technology Service Analyst II	13
5649	Information Technology Service Technician	09
1691	Instructor	08
5475	Instrumentation Process Control Coordinator I	12
5424	Instrumentation Process Control Coordinator II	13
5187	Instrumentation Process Control Manager I	17
5142	Instrumentation Process Control Manager II	18
5545	Instrumentation Process Control Specialist	11
5349	Instrumentation Process Control Supervisor	15
5350	Interior Design Manager	14
5609	Interior Designer I	10
5476	Interior Designer II	12
5188	Internal Audit Supervisor - Finance	17
5546	Internal Auditor I - Finance	11
5351	Internal Auditor II - Finance	14
5653	Justice Peer Support Coordinator	09
5548	Laboratory Chemist	11
5286	Laboratory Manager	15
5426	Laboratory Supervisor	13

5696	Laboratory Technician	08
5427	Land Mobile Radio System Analyst I	13
5355	Land Mobile Radio System Analyst II	14
5549	Latent Print Examiner I	13
5428	Latent Print Examiner II	14
5737	Law Clerk	07
1064	Legal Defender	20
5480	Legal Office Supervisor	12
5356	Legal Office Support Manager	14
1356	Legal Office Support Manager - UC	14
5912	Legal Processing Support	02
5881	Legal Secretary	03
5697	Librarian	09
5654	Librarian I	10
5481	Librarian II	13
5287	Librarian III	15
5783	Librarian Substitute Intermittent	06
5824	Library Associate	05
5949	Library Page	01
5913	Library Program Instructor	02
5228	Library Services Manager	17
5914	Library Technical Assistant	02
5739	Library Technical Assistant Supervisor	07
5288	Library Technical Services Manager	15
5482	Licensed Clinical Social Worker	12
6009	Licensed Master Social Worker	11
5784	Locksmith	08
5950	Mail Services Worker	01
5916	Medical Assistant	02
5611	Medical Case Manager	10
5740	Medical Claims Examiner	07
5362	Medical Claims Manager	14
5430	Medicolegal Death Investigation Supervisor	13
5612	Medicolegal Death Investigator	10
5883	Morgue Assistant	03
5483	Morgue Supervisor	12
5741	Motor Pool Coordinator	07
1289	Motor Pool Manager	15
5550	Natural Resources Program Coordinator	11
5363	Natural Resources Program Manager	14
5698	Natural Resources Program Specialist	08
5699	Natural Resources Specialist	08

5231	Natural Resources Superintendent	16
5613	Nutrition Education Program Coordinator	10
5785	Nutrition Education Program Supervisor	06
5917	Nutrition Education Specialist I	02
5850	Nutrition Education Specialist II	04
5786	Painter	06
5700	Paralegal	08
5551	Paralegal Supervisor	11
5655	Paralegal Trainer	09
5614	Parks Coordinator I	10
5552	Parks Coordinator II	11
5484	Parks Manager I	12
5365	Parks Manager II	14
5787	Parks Specialist I	06
5656	Parks Specialist II	09
5366	Parks Supervisor	14
5884	Parks Technician I	03
5825	Parks Technician II	05
5701	Payroll Specialist - Finance	08
5851	Payroll Technician - Finance	04
1191	Permit and Regulatory Compliance Manager	17
5485	Permit Regulatory Compliance Coordinator	12
5290	Permit Regulatory Compliance Officer	15
5616	Permit Regulatory Compliance Specialist	10
1015	Physician Dentist	22
1291	Pilot	15
5617	Plumber	12
5292	Plumber Supervisor	15
5432	Printing and Reproduction Services Supervisor	13
5788	Printing Production Technician I	06
5702	Printing Production Technician II	08
5918	Process Server	02
5368	Procurement Officer	15
5555	Procurement Services Coordinator	11
5489	Property Appraisal Supervisor	14
5743	Property Appraiser I	09
5659	Property Appraiser II	11
6020	Property Appraiser III	12
1065	Public Defender	20
1101	Public Fiduciary	19
5705	Public Fiduciary Entitlements Specialist	08
5952	Public Health Aide	01

5557	Public Health Data/Informatics Analyst I	11
5434	Public Health Data/Informatics Analyst II	13
1434	Public Health Data/Informatics Analyst II - UC	13
5827	Public Health Educator I	05
5745	Public Health Educator II	07
5706	Public Health Licensed Practical Nurse	08
5371	Public Health Nurse	14
5192	Public Health Nursing Manager	17
5236	Public Health Nursing Supervisor	16
5746	Public Health Policy Analyst I	07
5620	Public Health Policy Analyst II	10
5372	Public Health Policy Manager	14
5373	Public Health Program Manager I	14
1373	Public Health Program Manager I - UC	14
5295	Public Health Program Manager II	15
1295	Public Health Program Manager II - UC	15
5852	Public Health Program Specialist I	04
6018	Public Health Program Specialist II	07
5296	Public Health Registered Nurse	15
5853	Public Safety Data Technician I	04
6031	Public Safety Data Technician II	06
5886	Public Safety Specialist	03
5887	Public Safety Transcript Tech	03
5621	Public Works Construction Inspector I	10
5492	Public Works Construction Inspector II	12
5559	Public Works Crew Supervisor	11
5747	Public Works Engineering Technician	07
5238	Public Works Manager I	16
1193	Public Works Manager II	17
5375	Public Works Supervisor I	14
5297	Public Works Supervisor II	15
5560	Purchasing and Warehouse Supervisor	11
5194	Purchasing Manager	17
1194	Purchasing Manager - UC	17
5561	Range and Agricultural Program Coordinator	11
5790	Range and Agricultural Specialist	06
5919	Rangemaster	02
5791	Real Property Acquisition Agent I	06
5562	Real Property Acquisition Agent II	11
5376	Real Property Appraisal Supervisor	14
5493	Real Property Appraiser I	12
5435	Real Property Appraiser II	13

2014	Real Property Services Chief Real Estate Appraiser	17
2015	Real Property Services Manager	16
5377	Real Property Services Supervisor	14
5855	Records Technician I - Sheriff's Department	04
6008	Records Technician II - Sheriff's Department	06
5957	Recreation Aide	01
5748	Recreation Center Supvr II	07
5857	Recreation Coordinator I	04
5830	Recreation Coordinator II	05
5563	Recreation Program Coordinator	11
5436	Recreation Program Manager	13
5920	Recreation Specialist	02
5239	Recreation Superintendent	16
5565	Regression Modeler I	13
5378	Regression Modeler II	14
6007	Regression Modeler Supervisor	16
5623	Research Analyst I	10
5494	Research Analyst II	12
5516	Restoration Coordinator	11
1318	Restoration Manager	14
5439	Safety Loss Prevention Manager	13
1439	Safety Loss Prevention Manager - UC	13
5569	Safety Loss Prevention Officer	11
5570	Shooting Sports Coordinator	11
5380	Shooting Sports Operations Manager	14
5495	Shooting Sports Supervisor	12
5299	Site Review Project Manager I	15
5195	Site Review Project Manager II	17
5440	Social Media Engagement Coordinator	13
5624	Social Worker	10
5300	Social Worker Supervisor	15
1300	Social Worker Supervisor - UC	15
1241	Superintendent of Schools Program Director	16
1934	Superintendent of Schools Program Manager	13
5382	Survey Coordinator	14
5196	Survey Manager	17
5497	Survey Party Chief	12
5572	Sustainability Program Coordinator	11
5383	Sustainability Program Manager I	14
1383	Sustainability Program Manager I - UC	14
5242	Sustainability Program Manager II	16
1242	Sustainability Program Manager II - UC	16

5749	Tactical Medic	07
1302	Tactical Medical Coordinator	15
1197	Talent Acquisition Manager	17
5890	Tax Collection Specialist I - Treasurer's Office	03
5858	Tax Collection Specialist II - Treasurer's Office	04
5709	Tax Collection Supervisor - Treasurer's Office	08
5798	Trades Maint Specialist I	06
5663	Trades Maint Specialist II	09
5384	Trades Maint Supervisor	14
5959	Trades Maintenance Helper	01
5891	Trades Maintenance Technician	03
5832	Traffic Engineering Technician I	05
5750	Traffic Engineering Technician II	07
5385	Traffic Signal and Lighting Maintenance Supervisor	14
5626	Traffic Signal Technician I	10
5499	Traffic Signal Technician II	12
5442	Training and Development Officer	13
5575	Training and Education Coordinator I - Department	11
5500	Training and Education Coordinator II - Department	12
6034	Training and Education Specialist-Department	09
5576	Training Specialist - Sheriff's Department	11
5799	Transportation Maintenance Specialist I	06
5665	Transportation Maintenance Specialist II	09
5386	Transportation Maintenance Supervisor	14
5892	Transportation Maintenance Technician I	03
5859	Transportation Maintenance Technician II	04
1198	Treasurer's Investment Manager	17
5988	Treasurer's Office Services Manager	17
5627	Trial Support Service Specialist	10
5443	Trial Support Service Supervisor	13
5710	Utility Coordinator	08
5800	Utility Locator	06
5801	Utility Maintenance Worker I	06
5711	Utility Maintenance Worker II	08
5628	Utility Maintenance Worker III	10
1102	Veterinarian	21
5751	Victim Advocate	07
5578	Victim Advocate Supervisor	11
1994	Victim Services Director - Elected Official	17
5579	Volunteer Coordinator	11
5444	Volunteer Manager	13
1444	Volunteer Manager - UC	13

5802	Voter Outreach Coordinator	06
5893	Voter Registration Clerk	03
5833	Voter Registration Specialist	05
5667	Voter Registration Unit Supervisor	09
5580	Warehouse Supply Supervisor	11
5926	Warehouse Supply Tech I	02
5860	Warehouse Supply Tech II	04
5753	Wastewater Conveyance System Monitor I	08
5629	Wastewater Conveyance System Monitor II	10
5103	Wastewater Engineering Manager	19
5581	Wastewater Heavy Duty Maintenance Mechanic	11
1199	Wastewater Infrastructure Manager	17
5803	Wastewater Maintenance Specialist I	06
5668	Wastewater Maintenance Specialist II	09
5389	Wastewater Maintenance Supervisor	14
5894	Wastewater Maintenance Technician I	03
5834	Wastewater Maintenance Technician II	05
5582	Wastewater Operations and Maintenance Supervisor I	12
5501	Wastewater Operations and Maintenance Supervisor II	13
5804	Wastewater Operations and Maintenance Technician I	07
5712	Wastewater Operations and Maintenance Technician II	09
5630	Wastewater Operations and Maintenance Technician III	11
5304	Wastewater Operations Manager	15
5502	Wastewater Planner Scheduler	12
5390	Wastewater Planning Manager	14
5305	Wastewater Technical Services Manager	16
5583	Wastewater Technical Trainer	11
5445	Wastewater Technical Training Supervisor	14
5306	Wastewater Treatment Plant Maintenance Manager	15
5153	Wastewater Treatment Plant Manager	18
5713	Welder	10
5585	Wellness Program Coordinator	13
1066	Wireless Integrated Network Executive Director	20
5200	Wireless Services Manager	17
5861	Youth Crew Leader	04
5586	Zoning and Building Code Enforcement Inspector	11

ATTACHMENT 2

Attachment #2
All Jobs Below Market as of 7-2025

Job Code	Job Title	1/2025 Grade	Proposed/New
5836	911 Call Intake Specialist	4	6
5714	911 Dispatcher I	7	8
5587	911 Dispatcher II	10	11
5998	911 Dispatcher III	11	12
5446	911 Dispatch Supervisor I	12	13
5997	911 Dispatch Supervisor II	14	15
5896	Administrative Assistant II	2	2
5756	Animal Care Dispatch Supervisor	6	7
5672	Animal Care Field Supervisor*	8	10
5931	Animal Care Technician I*	1	3
5864	Animal Care Technician II*	3	4
1444	Volunteer Manager	13	13
1316/5316	Community Engagement Manager	14	14
5463	Environmental Health Supervisor	12	13
5320	Consumer Health and Food Safety Manager	14	15
2013	Epidemiology Program Manager	15	16
5785	Nutrition Education Program Supervisor	6	10
5613	Nutrition Education Program Coordinator	10	12
6018	Public Health Program Specialist II	7	7
5746	Public Health Policy Analyst I	7	7
5620	Public Health Policy Analyst II	10	10
5916	Medical Assistant*	2	3
5706	Public Health Licensed Practical Nurse	8	8
5688	Forensic Autopsy Technician	8	8
5883	Morgue Assistant	3	3
5430	Medicolegal Death Investigation Supervisor	13	13
5933	Community & Workforce Technician I	1	1
5811	Community & Workforce Specialist I	5	5
5760	Community & Workforce Specialist II	6	6
1315/5315	Community & Workforce Manager I	14	14
5740	Medical Claims Examiner	7	7
5460	Educational Programming Supervisor	12	12
1218/5218	Grants Manager II	16	16
5862	Accounting Support Specialist II	3	3
5701	Payroll Specialist - Finance	8	8
5534	Financial Analyst I - Central Services	11	11
5535	Financial Analyst I - Elected Officials	11	11
5414	Financial Analyst II - Elected Officials	13	13
5270	Financial Systems Analyst III - Finance	15	15
5465	Financial Policies, Procedures, and Training Coordinator	12	12
1974	Financial Administrator - Schools	17	17

5912	Legal Processing Support	2	4
5751	Victim Advocate	7	9
5578	Victim Advocate Supervisor	11	11
5881	Legal Secretary	3	5
5356	Legal Office Support Manager	14	14
5551	Paralegal Supervisor	11	11
5877	Events Specialist - KSC	3	3
5728	Events Coordinator - KSC	7	8
5913	Library Program Instructor	2	2
5914	Library Technical Assistant	2	2
5741	Motor Pool Coordinator	7	7
5950	Mail Services Worker	1	1
5890	Tax Collection Specialist I - Treasurer's Office	3	4
5858	Tax Collection Specialist II - Treasurer's Office	4	5
5709	Tax Collection Supervisor - Treasurer's Office	8	8
5910	Elections Technician I*	2	4
5817	Elections Technician II*	5	7
1802/5802	Voter Outreach Coordinator	6	7
1934	Superintendent of Schools Program Manager	13	13
6007	Regression Modeler Supervisor	16	16
5791	Real Property Acquisition Agent I	6	9
5562	Real Property Acquisition Agent II	11	14
5376	Real Property Appraisal Supervisor	14	15
5377	Real Property Services Supervisor	14	15
5874	Custodian III	3	3
5699	Natural Resources Specialist	8	8
5857	Recreation Coordinator I	4	4
5830	Recreation Coordinator II	5	5
5748	Recreation Center Supvr II	7	8
5919	Rangemaster	2	2
5552	Parks Coordinator II	11	11
5365	Parks Manager II	14	14
5732	Horticulturist II	7	7
5774	Grounds Specialist - KSC	6	6
5548	Laboratory Chemist	11	11
5426	Laboratory Supervisor	13	13
5710	Utility Coordinator	8	8
5786	Painter	6	6
5569	Safety Loss Prevention Officer	11	11
1439/5439	Safety Loss Prevention Manager	13	14
5892	Transportation Maintenance Technician I	3	3
5859	Transportation Maintenance Technician II	4	4
5385	Traffic Signal and Lighting Maintenance Supervisor	14	15
5725	Engineering Plans Technician	7	8

5832	Traffic Engineering Technician I	5	6
5750	Traffic Engineering Technician II	7	11
5397	Architectural Designer	13	13
5250	Architect I	15	16
5158	Architect II	17	18
5104	Architectural Manager	18	19
5335	Environmental Education Program Manager	14	14
5208	Cultural Resources Program Manager II	16	16
1242	Sustainability Program Manager II	16	16
5474	Hydrologist I	12	12
5418	Hydrologist II*	13	14
5345	Hydrologist III*	14	15
5204	Chief Hydrologist*	16	17
1336/5336	Environmental Quality Program Manager	14	14
5398	Building Inspections Supervisor	13	14
5776	Human Resources Specialist*	6	7
5542	Human Resources Information Systems Technician	11	11
5344	Human Resources Supervisor*	14	15
1996/5996	Human Resources Manager - Elected Official	16	16
1176	Employee Relations Manager	17	17
5918	Process Server*	2	5

Yellow denotes jobs that are two or more grades below market

Green denotes In-Demand jobs

* Grade changes previously approved based on Departmental budget capacity