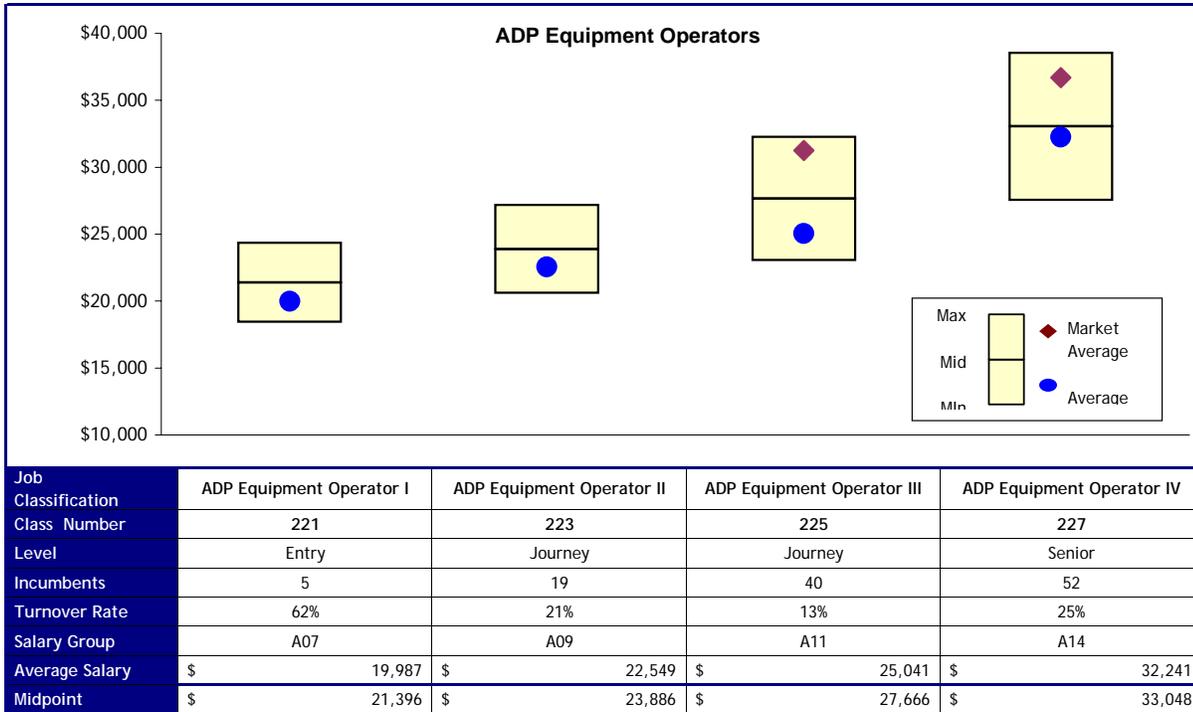


Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to A9	Computer Operator I	Computer Operator II	Computer Operator III
New Levels		Entry	Journey	Senior
New Salary Group	A09	A09	A11	A14
Cost	\$ 4,392	\$ -	\$ -	\$ -
Total Cost				\$ 4,392

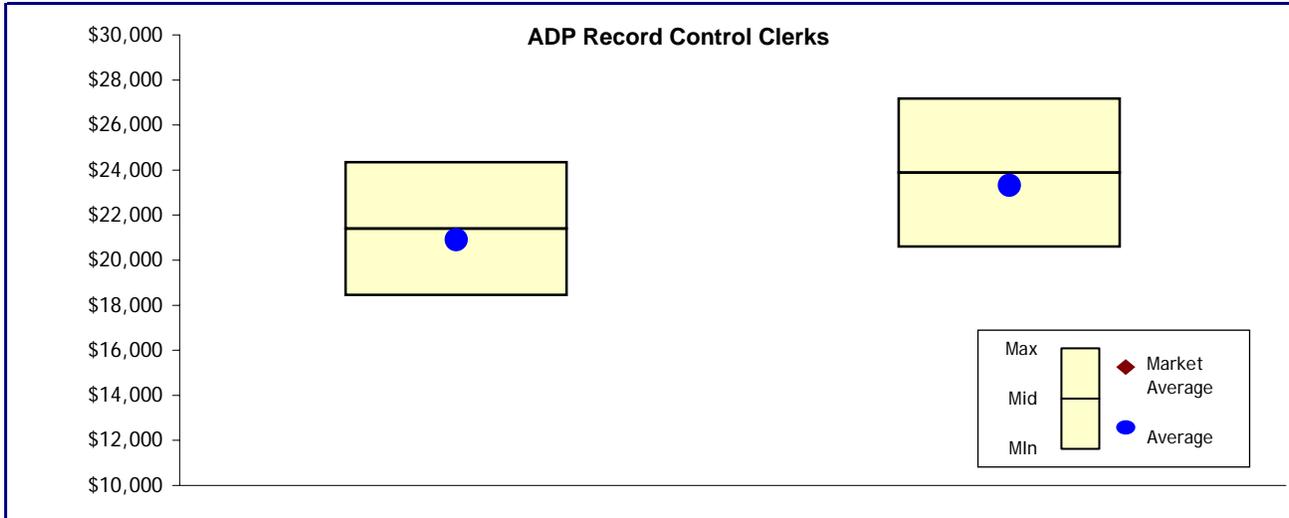
Option 2

Job Classification	Delete, move to A10	Computer Operator I	Computer Operator II	Computer Operator III
New Levels		Entry	Journey	Senior
New Salary Group	A10	A10	A12	A14
Cost	\$ 9,000	\$ 3,456	\$ 10,140	\$ -
Total Cost				\$ 22,596

Option 3

Job Classification	Delete, move to A11	Computer Operator I	Computer Operator II	Computer Operator III
New Levels		Entry	Journey	Senior
New Salary Group	A11	A11	A13	A15
Cost	\$ 15,324	\$ 19,620	\$ 53,112	\$ 7,976
Total Cost				\$ 96,032

Current Job Classification Data



Job Classification	ADP Record Control Clerk I		ADP Record Control Clerk II	
Class Number	218		220	
Level	Entry		Journey	
Incumbents	12		24	
Turnover Rate	33%		15%	
Salary Group	A07		A09	
Average Salary	\$	20,903	\$	23,316
Midpoint	\$	21,396	\$	23,886

Proposed Changes

Option 1

Job Classification	Computer Records Control Clerk I		Computer Records Control Clerk II	
New Levels	Entry		Journey	
New Salary Group	A07		A09	
Cost	\$	-	\$	-
		Total Cost	\$	-

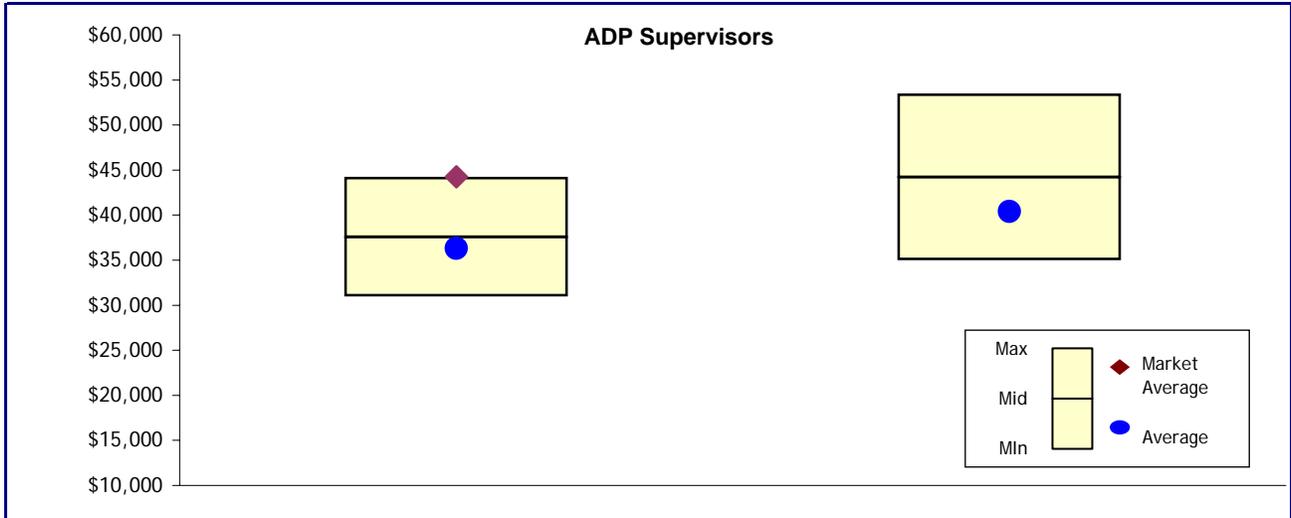
Option 2

Job Classification	Delete, move to A09		Computer Records Control Clerk	
New Levels			Journey	
New Salary Group	A09		A09	
Cost	\$	7,392	\$	-
		Total Cost	\$	7,392

Option 3

Job Classification	Delete, move to A09		Computer Records Control Clerk	
New Levels			Journey	
New Salary Group	A09		A09	
Cost	\$	7,392	\$	-
		Total Cost	\$	7,392

Current Job Classification Data



Job Classification	ADP Supervisor I		ADP Supervisor II	
Class Number	233		234	
Level	Journey		Senior	
Incumbents	19		14	
Turnover Rate	14%		15%	
Salary Group	B08		B10	
Average Salary	\$	36,317	\$	40,409
Midpoint	\$	37,590	\$	44,232

Proposed Changes

Option 1

Job Classification	Computer Operations Supervisor I		Computer Operators Supervisor II	
New Levels	Journey		Senior	
New Salary Group	B08		B10	
Cost	\$	-	\$	-
		Total Cost	\$	-

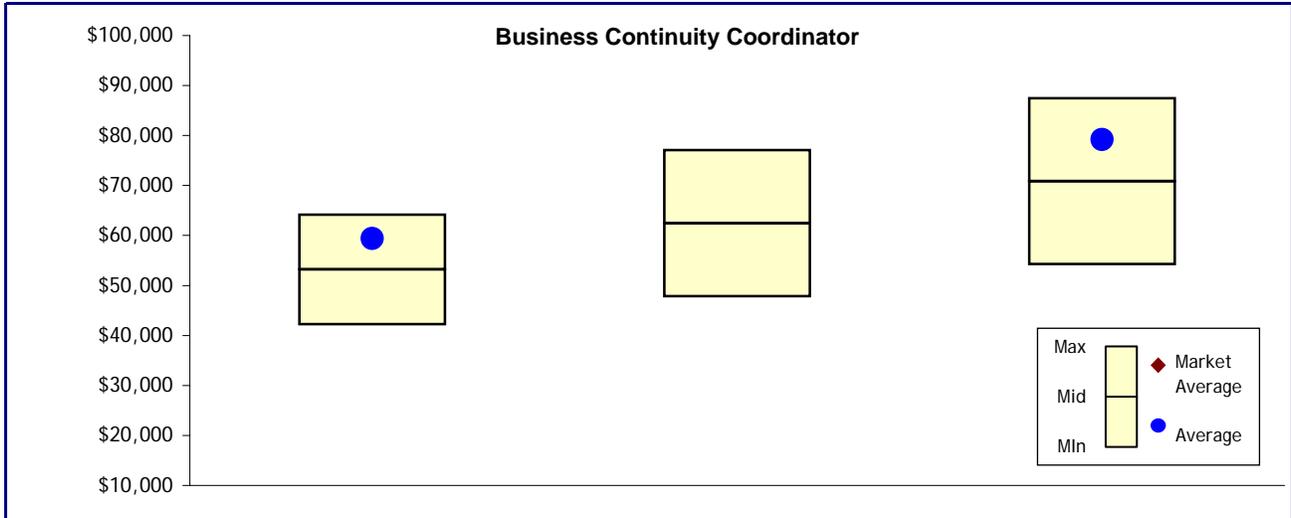
Option 2

Job Classification	Delete, move to B10		Computer Operations Supervisor	
New Levels			Senior	
New Salary Group	B10		B10	
Cost	\$	7,875	\$	-
		Total Cost	\$	7,875

Option 3

Job Classification	Delete, move to B10		Computer Operations Supervisor	
New Levels			Senior	
New Salary Group	B10		B10	
Cost	\$	7,875	\$	-
		Total Cost	\$	7,875

Current Job Classification Data



Job Classification	Business Continuity Coordinator I	Business Continuity Coordinator II	Business Continuity Coordinator III
Class Number	293	294	295
Level	Journey	Senior	Senior
Incumbents	1	0	1
Turnover Rate	0%		0%
Salary Group	B13	B15	B17
Average Salary	\$ 59,388		\$ 79,200
Midpoint	\$ 53,196	\$ 62,460	\$ 70,872

Proposed Changes

Option 1

Job Classification	Business Continuity Coordinator I	Business Continuity Coordinator II	Business Continuity Coordinator III
New Levels	Journey	Senior	Senior
New Salary Group	B13	B15	B17
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

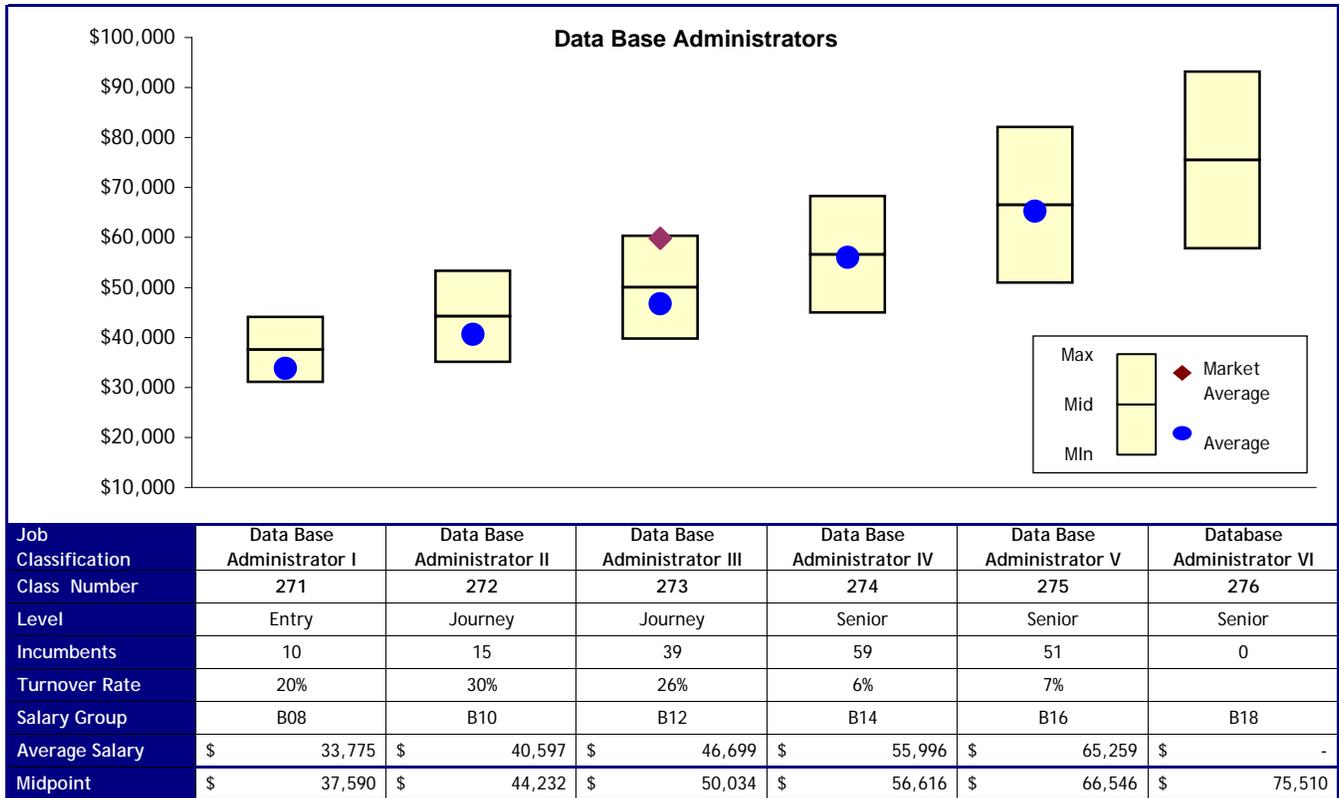
Option 2

Job Classification	Business Continuity Coordinator I	Business Continuity Coordinator II	Business Continuity Coordinator III
New Levels	Journey	Senior	Senior
New Salary Group	B13	B15	B17
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	Business Continuity Coordinator I	Business Continuity Coordinator II	Business Continuity Coordinator III
New Levels	Journey	Senior	Senior
New Salary Group	B13	B15	B17
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Data Base Administrator I	Data Base Administrator II	Data Base Administrator III	Data Base Administrator IV	Data Base Administrator V	Database Administrator VI
New Levels	Entry	Journey	Journey	Senior	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16	B18
Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost						\$ -

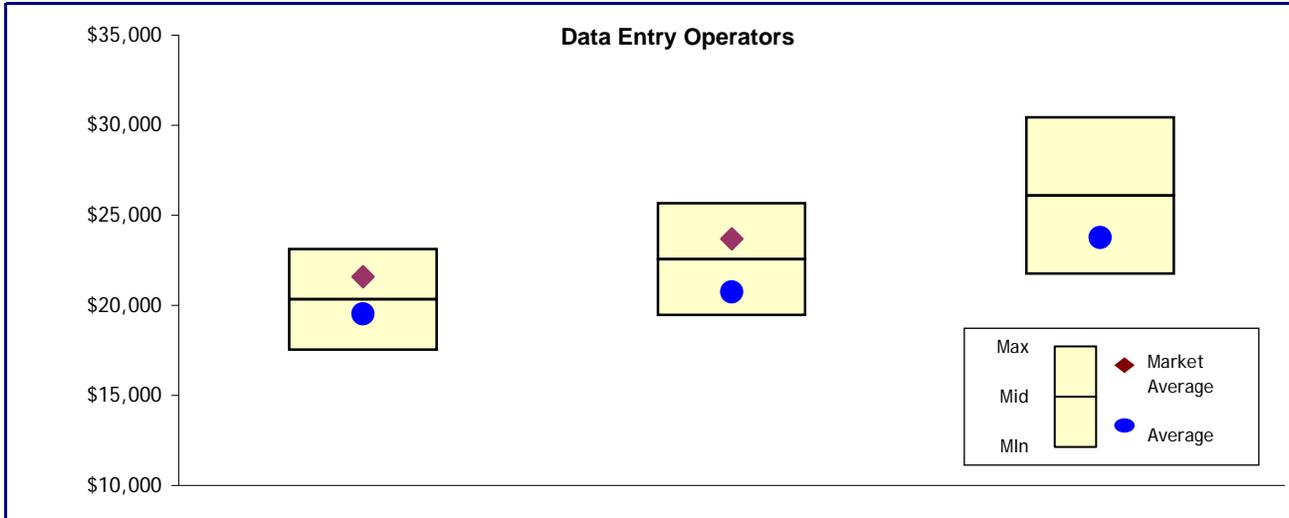
Option 2

Job Classification	Delete, move to B11	Data Base Administrator I	Data Base Administrator II	Data Base Administrator III	Data Base Administrator IV	Data Base Administrator V
New Levels		Entry	Journey	Journey	Senior	Senior
New Salary Group	B11	B11	B13	B15	B17	B19
Cost	\$ 35,981	\$ 3,312	\$ 13,500	\$ 11,244	\$ 7,773	\$ -
Total Cost						\$ 71,810

Option 3

Job Classification	Delete, move to B11	Data Base Administrator I	Data Base Administrator II	Data Base Administrator III	Data Base Administrator IV	Data Base Administrator V
New Levels		Entry	Journey	Journey	Senior	Senior
New Salary Group	B11	B11	B13	B15	B17	B19
Cost	\$ 35,981	\$ 3,312	\$ 13,500	\$ 11,244	\$ 7,773	\$ -
Total Cost						\$ 71,810

Current Job Classification Data



Job Classification	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III
Class Number	203	205	207
Level	Entry	Journey	Senior
Incumbents	29	173	142
Turnover Rate	18%	23%	16%
Salary Group	A06	A08	A10
Average Salary	\$ 19,531	\$ 20,737	\$ 23,771
Midpoint	\$ 20,334	\$ 22,566	\$ 26,094

Proposed Changes

Option 1

Job Classification	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III
New Levels	Entry	Journey	Senior
New Salary Group	A06	A08	A10
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

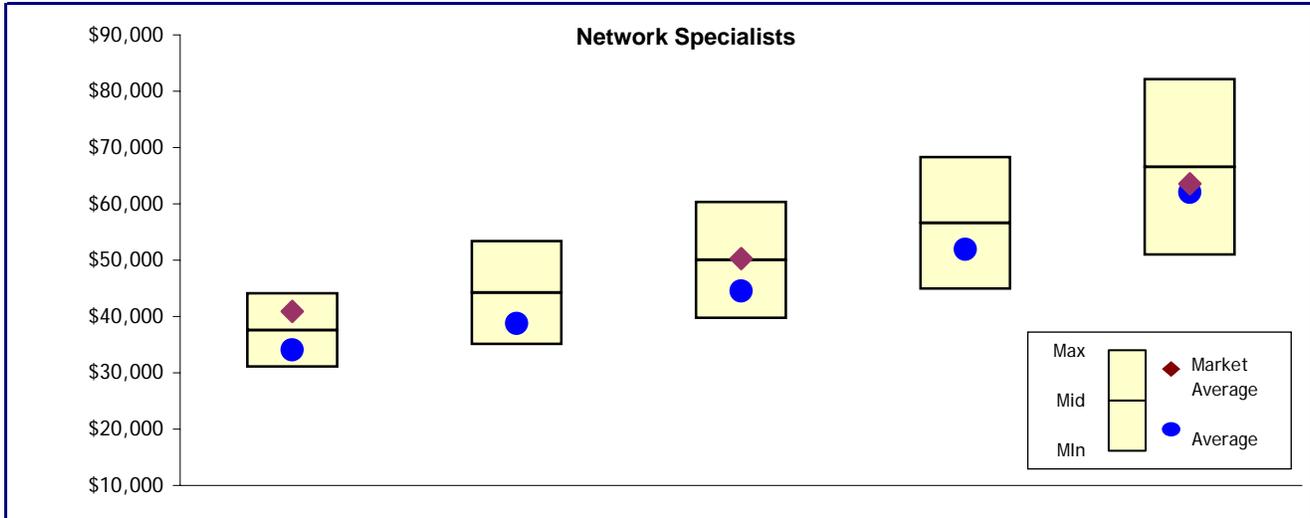
Option 2

Job Classification	Delete, move to A08	Data Entry Operator I	Data Entry Operator II
New Levels		Journey	Senior
New Salary Group	A08	A08	A10
Cost	\$ 16,872	\$ -	\$ -
Total Cost			\$ 16,872

Option 3

Job Classification	Delete, move to A08	Data Entry Operator I	Data Entry Operator II
New Levels		Journey	Senior
New Salary Group	A08	A08	A10
Cost	\$ 16,872	\$ -	\$ -
Total Cost			\$ 16,872

Current Job Classification Data



Job Classification	Network Specialist I	Network Specialist II	Network Specialist III	Network Specialist IV	Network Specialist V
Class Number	287	288	289	290	291
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	191	175	213	98	44
Turnover Rate	10%	14%	8%	11%	3%
Salary Group	B08	B10	B12	B14	B16
Average Salary	\$ 34,070	\$ 38,768	\$ 44,523	\$ 51,904	\$ 62,050
Midpoint	\$ 37,590	\$ 44,232	\$ 50,034	\$ 56,616	\$ 66,546

Proposed Changes

Option 1

Job Classification	Network Specialist I	Network Specialist II	Network Specialist III	Network Specialist IV	Network Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

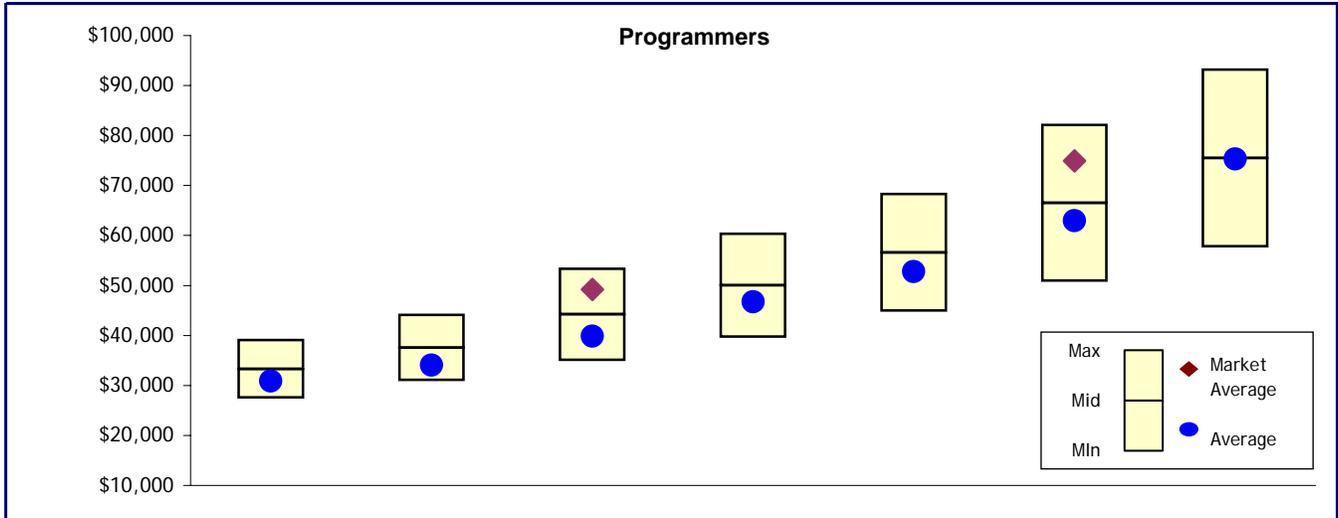
Option 2

Job Classification	Network Specialist I	Network Specialist II	Network Specialist III	Network Specialist IV	Network Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Option 3

Job Classification	Network Specialist I	Network Specialist II	Network Specialist III	Network Specialist IV	Network Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Current Job Classification Data



Job Classification	Programmer I	Programmer II	Programmer III	Programmer IV	Programmer V	Programmer VI	Programmer VII
Class Number	239	240	241	242	243	244	245
Level	Entry	Journey	Journey	Journey	Senior	Senior	Senior
Incumbents	7	46	89	184	291	132	1
Turnover Rate	0%	11%	14%	13%	8%	7%	0%
Salary Group	B06	B08	B10	B12	B14	B16	B18
Average Salary	\$ 30,849	\$ 34,061	\$ 39,866	\$ 46,736	\$ 52,741	\$ 62,952	\$ 75,317
Midpoint	\$ 33,324	\$ 37,590	\$ 44,232	\$ 50,034	\$ 56,616	\$ 66,546	\$ 75,510

Proposed Changes

Option 1

Job Classification	Delete, move to B08	Programmer I	Programmer II	Programmer III	Programmer IV	Programmer V	Programmer VI
New Levels		Entry	Journey	Journey	Senior	Senior	Senior
New Salary Group	B08	B08	B10	B12	B14	B16	B18
Cost	\$ 7,572	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost							\$ 7,572

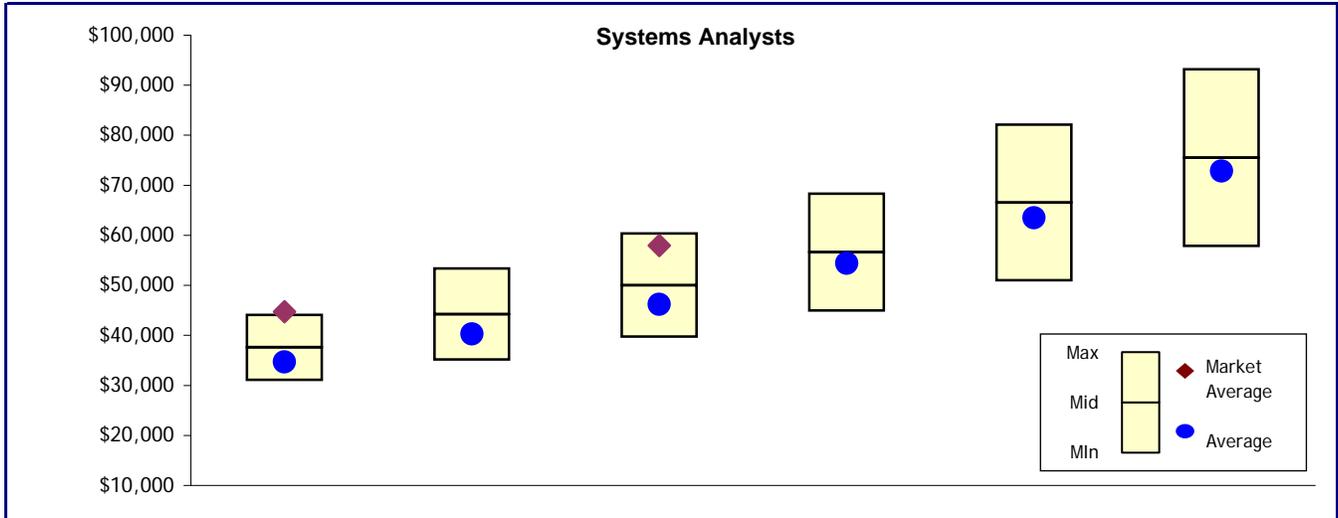
Option 2

Job Classification	Delete, move to B08	Programmer I	Programmer II	Programmer III	Programmer IV	Programmer V	Programmer VI
New Levels		Entry	Journey	Journey	Senior	Senior	Senior
New Salary Group	B08	B08	B10	B12	B14	B16	B18
Cost	\$ 7,572	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost							\$ 7,572

Option 3

Job Classification	Delete, move to B08	Programmer I	Delete, move to B12	Programmer II	Delete, move to B16	Programmer III	Programmer IV
New Levels		Entry		Journey		Senior	Senior
New Salary Group	B08	B08	B12	B12	B16	B16	B18
Cost	\$ 7,572	\$ -	\$ 123,543	\$ -	\$ 330,324	\$ -	\$ -
Total Cost							\$ 461,439

Current Job Classification Data



Job Classification	Systems Analyst I	Systems Analyst II	Systems Analyst III	Systems Analyst IV	Systems Analyst V	Systems Analyst VI
Class Number	254	255	256	257	258	259
Level	Entry	Journey	Journey	Senior	Senior	Senior
Incumbents	131	414	575	533	437	55
Turnover Rate	13%	11%	11%	12%	11%	0%
Salary Group	B08	B10	B12	B14	B16	B18
Average Salary	\$ 34,665	\$ 40,301	\$ 46,217	\$ 54,417	\$ 63,494	\$ 72,873
Midpoint	\$ 37,590	\$ 44,232	\$ 50,034	\$ 56,616	\$ 66,546	\$ 75,510

Proposed Changes

Option 1

Job Classification	Systems Analyst I	Systems Analyst II	Systems Analyst III	Systems Analyst IV	Systems Analyst V	Systems Analyst VI
New Levels	Entry	Journey	Journey	Senior	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16	B18
Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost						\$ -

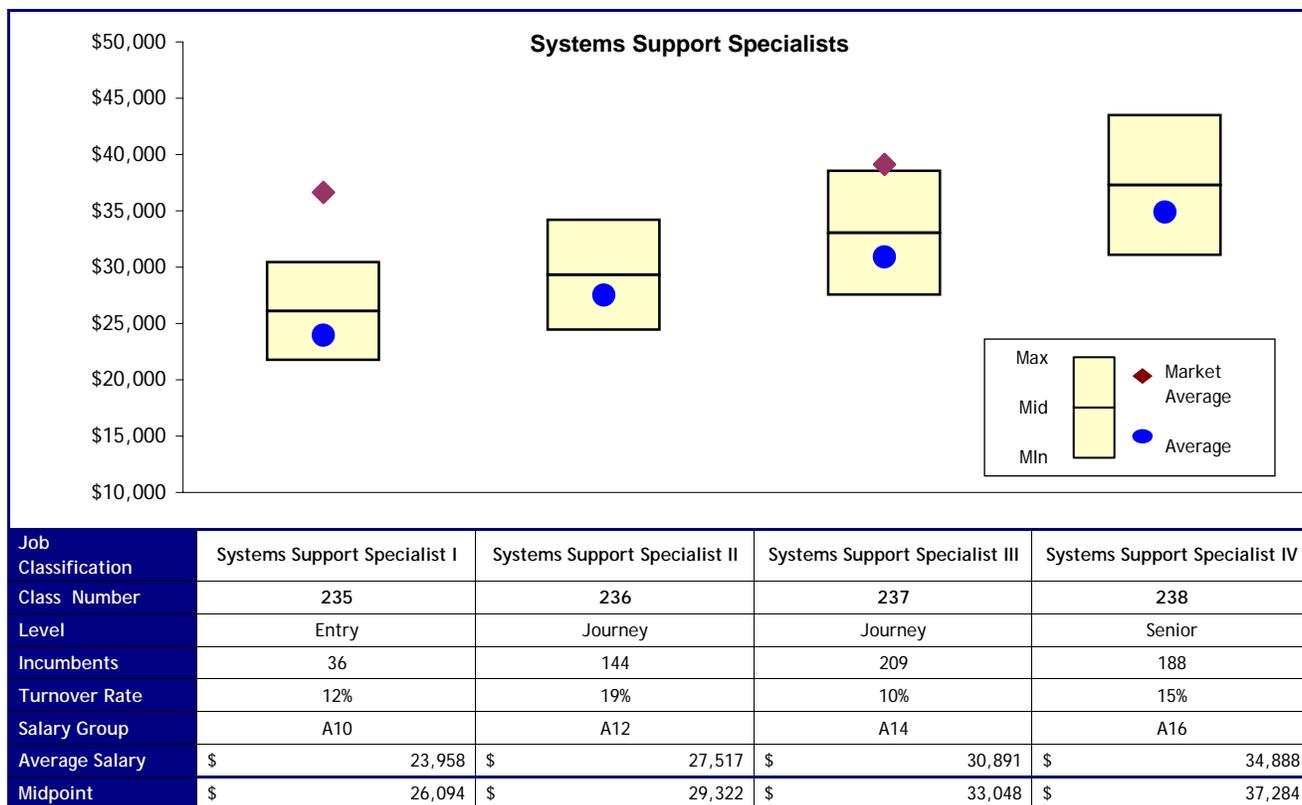
Option 2

Job Classification	Delete, move to B10	System Analyst I	System Analyst II	System Analyst III	System Analyst IV	System Analyst V
New Levels		Entry	Journey	Journey	Senior	Senior
New Salary Group	B10	B10	B12	B14	B16	B18
Cost	\$ 202,149	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost						\$ 202,149

Option 3

Job Classification	Delete, move to B10	System Analyst I	System Analyst II	System Analyst II	System Analyst III	System Analyst IV
New Levels		Entry	Journey	Journey	Senior	Senior
New Salary Group	B10	B10	B12	B14	B16	B18
Cost	\$ 202,149	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost						\$ 202,149

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to A12	System Support Specialist I	System Support Specialist II	System Support Specialist III
New Levels		Entry	Journey	Senior
New Salary Group	A12	A12	A14	A16
Cost	\$ 36,798	\$ -	\$ -	\$ -
			Total Cost	\$ 36,798

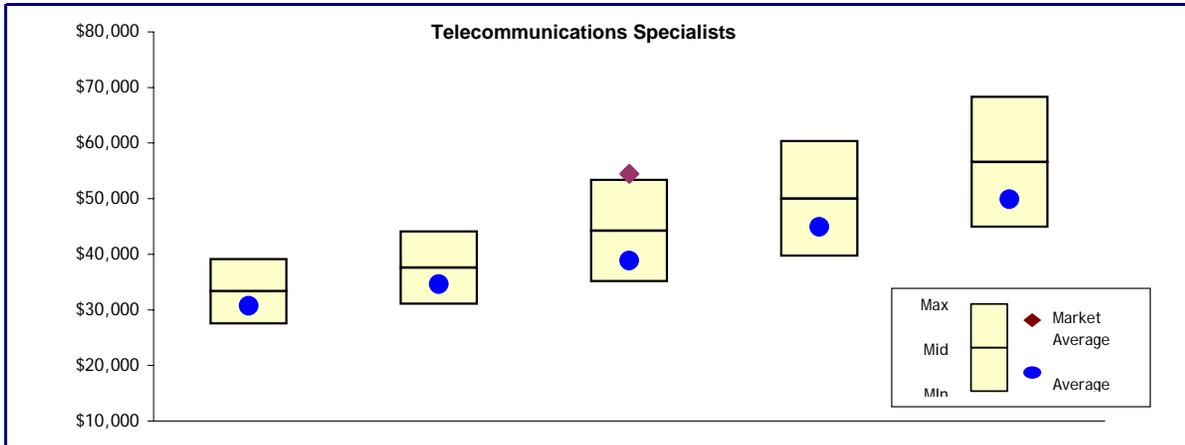
Option 2

Job Classification	Delete, move to A13	System Support Specialist I	System Support Specialist II	System Support Specialist III
New Levels		Entry	Journey	Senior
New Salary Group	A13	A13	A15	A17
Cost	\$ 77,630	\$ 25,363	\$ 56,598	\$ 69,534
			Total Cost	\$ 229,125

Option 3

Job Classification	Delete, move to A14	System Support Specialist I	System Support Specialist II	System Support Specialist III
New Levels		Entry	Journey	Senior
New Salary Group	A14	A14	A16	A18
Cost	\$ 130,142	\$ 135,664	\$ 253,004	\$ 277,043
			Total Cost	\$ 795,853

Current Job Classification Data



Job Classification	Telecommunications Specialist I	Telecommunications Specialist II	Telecommunications Specialist III	Telecommunications Specialist IV	Telecommunications Specialist V
Class Number	281	282	283	284	285
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	21	40	49	24	21
Turnover Rate	3%	8%	8%	14%	5%
Salary Group	B06	B08	B10	B12	B14
Average Salary	\$ 30,695	\$ 34,637	\$ 38,868	\$ 44,895	\$ 49,879
Midpoint	\$ 33,324	\$ 37,590	\$ 44,232	\$ 50,034	\$ 56,616

Proposed Changes

Option 1

Job Classification	Telecommunications Specialist I	Telecommunications Specialist II	Telecommunications Specialist III	Telecommunications Specialist IV	Telecommunications Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B07	B09	B11	B13	B15
Cost	\$ 6,336	\$ 7,824	\$ 16,580	\$ 8,892	\$ 7,977
				Total Cost	\$ 47,609

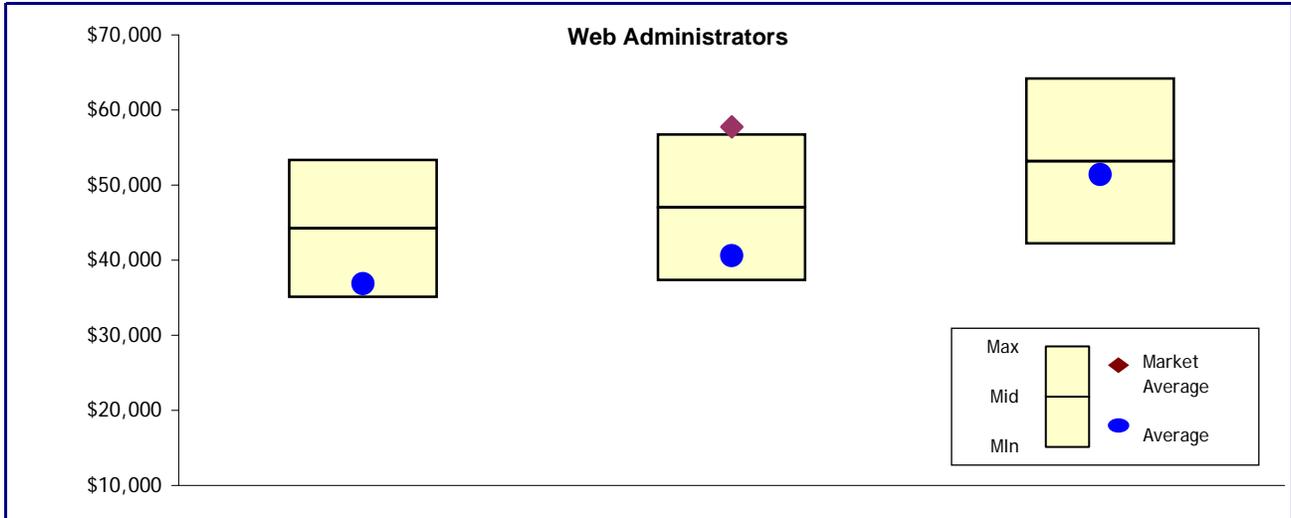
Option 2

Job Classification	Telecommunications Specialist I	Telecommunications Specialist II	Telecommunications Specialist III	Telecommunications Specialist IV	Telecommunications Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14	B16
Cost	\$ 24,693	\$ 46,046	\$ 80,076	\$ 42,269	\$ 36,821
				Total Cost	\$ 229,905

Option 3

Job Classification	Delete, move to B10	Telecommunications Specialist I	Telecommunication Specialist II	Telecommunications Specialist III	Telecommunications Specialist IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B10	B10	B12	B14	B16
Cost	\$ 94,439	\$ 46,046	\$ 80,076	\$ 42,269	\$ 36,821
				Total Cost	\$ 299,651

Current Job Classification Data



Job Classification	Web Administrator I	Web Administrator II	Web Administrator III
Class Number	277	278	279
Level	Journey	Journey	Senior
Incumbents	7	2	4
Turnover Rate	0%	0%	0%
Salary Group	B10	B11	B13
Average Salary	\$ 36,848	\$ 40,586	\$ 51,401
Midpoint	\$ 44,232	\$ 47,034	\$ 53,196

Proposed Changes

Option 1

Job Classification	Web Administrator I	Web Administrator II	Web Administrator III
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ 536	\$ -
Total Cost			\$ 536

Option 2

Job Classification	Web Administrator I	Web Administrator II	Web Administrator III
New Levels	Journey	Journey	Senior
New Salary Group	B11	B13	B15
Cost	\$ 5,562	\$ 3,260	\$ 1,092
Total Cost			\$ 9,914

Option 3

Job Classification	Web Administrator I	Web Administrator II	Web Administrator III
New Levels	Journey	Journey	Senior
New Salary Group	B12	B14	B16
Cost	\$ 20,022	\$ 8,684	\$ 7,273
Total Cost			\$ 35,979