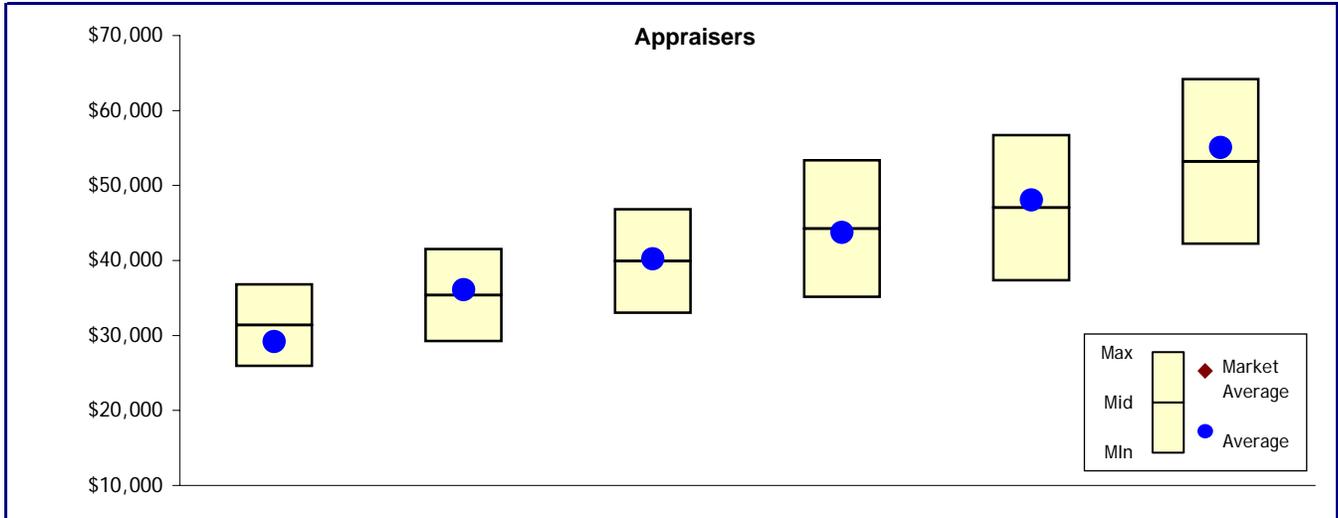


## Current Job Classification Data



Job Classification	Appraiser I	Appraiser II	Appraiser III	Appraiser IV	Appraiser V	Appraiser VI
Class Number	2060	2061	2062	2063	2064	2065
Level	Entry	Journey	Journey	Senior	Senior	Senior
Incumbents	2	4	26	20	34	9
Turnover Rate	0%	0%	11%	0%	6%	0%
Salary Group	B05	B07	B09	B10	B11	B13
Average Salary	\$ 29,197	\$ 36,113	\$ 40,192	\$ 43,737	\$ 48,052	\$ 55,074
Midpoint	\$ 31,380	\$ 35,370	\$ 39,912	\$ 44,232	\$ 47,034	\$ 53,196

## Proposed Changes

### Option 1

Job Classification	Delete, move to B07	Appraiser I	Appraiser III	Delete, move to B11	Appraiser III	Appraiser IV
New Levels		Entry	Journey		Journey	Senior
New Salary Group	B07	B07	B09	B11	B11	B13
Cost	\$ 2,100	\$ -	\$ -	\$ 540	\$ -	\$ -
					<b>Total Cost</b>	<b>\$ 2,640</b>

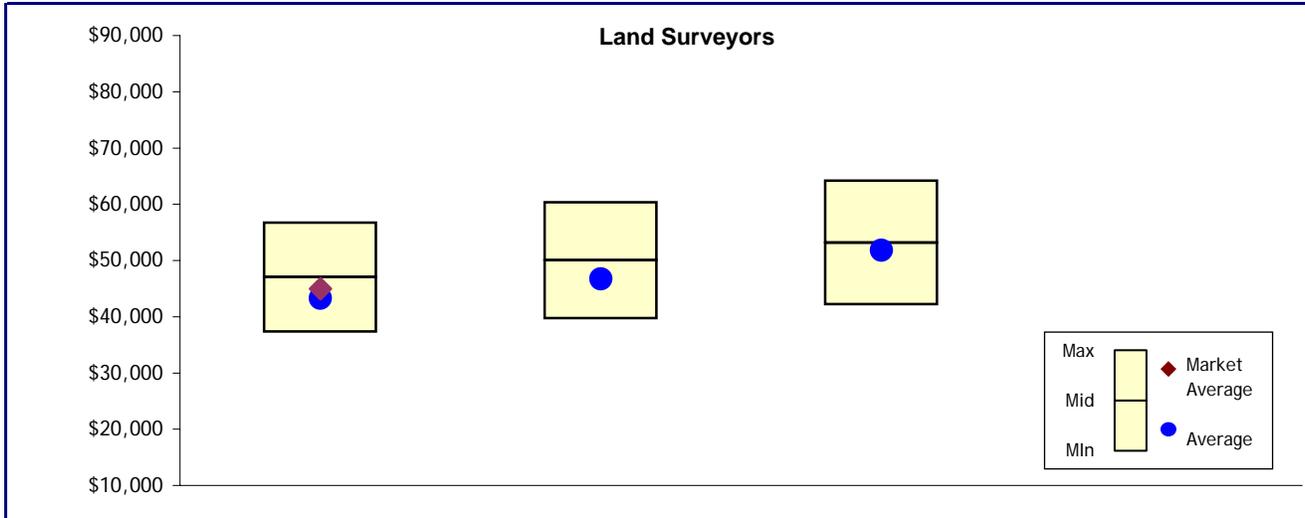
### Option 2

Job Classification	Delete, move to B09	Delete, move to B09	Appraiser I	Delete, move to B11	Appraiser II	Appraiser III
New Levels			Entry		Journey	Senior
New Salary Group	B09	B09	B09	B11	B11	B13
Cost	\$ 7,582	\$ -	\$ -	\$ 540	\$ -	\$ -
					<b>Total Cost</b>	<b>\$ 8,122</b>

### Option 3

Job Classification	Delete, move to B09	Delete, move to B09	Appraiser I	Delete, move to B11	Appraiser II	Appraiser III
New Levels			Entry		Journey	Senior
New Salary Group	B09	B09	B09	B11	B11	B13
Cost	\$ 7,582	\$ -	\$ -	\$ 540	\$ -	\$ -
					<b>Total Cost</b>	<b>\$ 8,122</b>

# Current Job Classification Data



Job Classification	Land Surveyor I	Land Surveyor II	Land Surveyor III	(new class)
Class Number	2050	2052	2054	
Level	Journey	Senior	Senior	
Incumbents	7	10	9	
Turnover Rate	0%	0%	0%	
Salary Group	B11	B12	B13	
Average Salary	\$ 43,272	\$ 46,740	\$ 51,833	
Midpoint	\$ 47,034	\$ 50,034	\$ 53,196	

## Proposed Changes

### Option 1

Job Classification	Land Surveyor I	Delete, move to B13	Land Surveyor II	Land Surveyor III
New Levels	Journey		Senior	Senior
New Salary Group	B11	B13	B13	B15
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

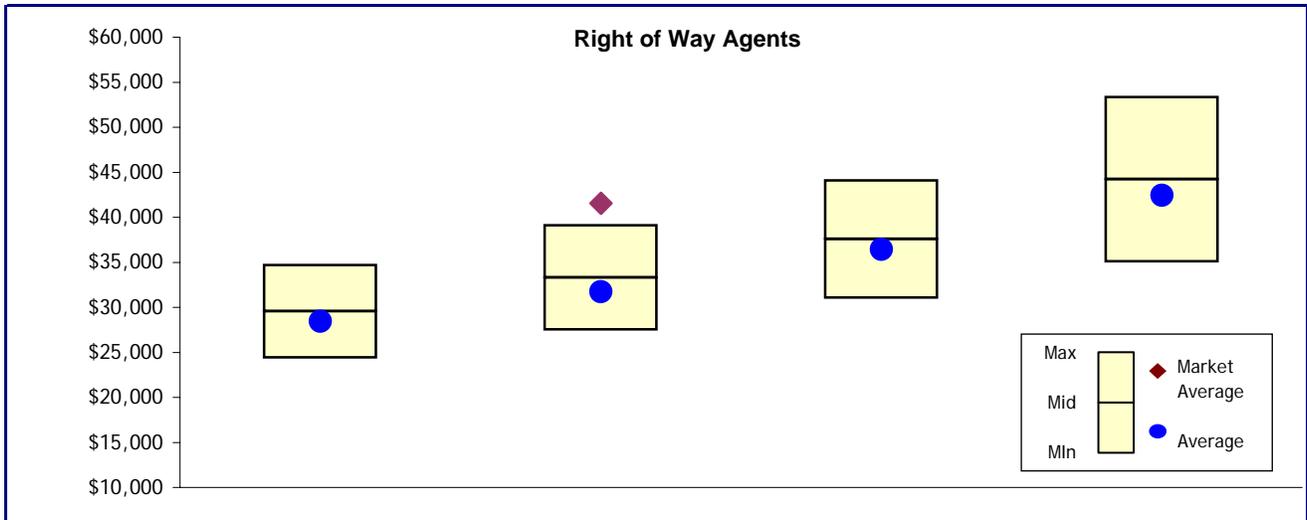
### Option 2

Job Classification	Land Surveyor I	Delete, move to B13	Land Surveyor II	Land Surveyor III
New Levels	Journey		Senior	Senior
New Salary Group	B11	B13	B13	B15
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

### Option 3

Job Classification	Land Surveyor I	Delete, move to B13	Land Surveyor II	Land Surveyor III
New Levels	Journey		Senior	Senior
New Salary Group	B11	B13	B13	B15
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

# Current Job Classification Data



Job Classification	Right of Way Agent I	Right of Way Agent II	Right of Way Agent III	Right of Way Agent IV
Class Number	2080	2082	2084	2086
Level	Entry	Journey	Journey	Senior
Incumbents	29	47	45	36
Turnover Rate	3%	8%	13%	18%
Salary Group	B04	B06	B08	B10
Average Salary	\$ 28,438	\$ 31,725	\$ 36,414	\$ 42,452
Midpoint	\$ 29,568	\$ 33,324	\$ 37,590	\$ 44,232

## Proposed Changes

### Option 1

Job Classification	Right of Way Agent I	Right of Way Agent II	Right of Way Agent III	Right of Way Agent IV
New Levels	Entry	Journey	Journey	Senior
New Salary Group	B04	B06	B08	B10
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ -</b>

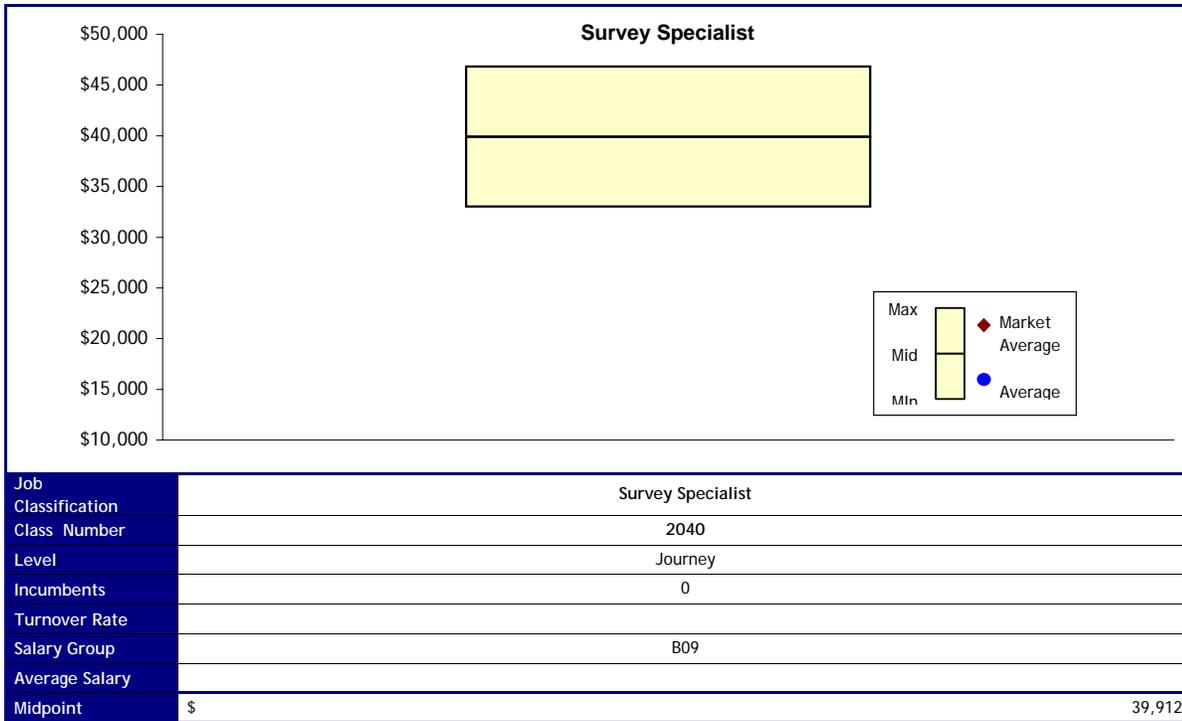
### Option 2

Job Classification	Delete, move to B06	Right of Way Agent I	Right of Way Agent II	Right of Way Agent III
New Levels		Entry	Journey	Senior
New Salary Group	B06	B06	B08	B10
Cost	\$ 14,396	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 14,396</b>

### Option 3

Job Classification	Delete, move to B07	Right of Way Agent I	Right of Way Agent II	Right of Way Agent III
New Levels		Entry	Journey	Senior
New Salary Group	B07	B07	B09	B11
Cost	\$ 40,138	\$ 5,592	\$ 4,952	\$ 3,060
<b>Total Cost</b>				<b>\$ 53,742</b>

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Delete due to non-usage
New Levels	
New Salary Group	
Cost	
Total Cost \$ -	

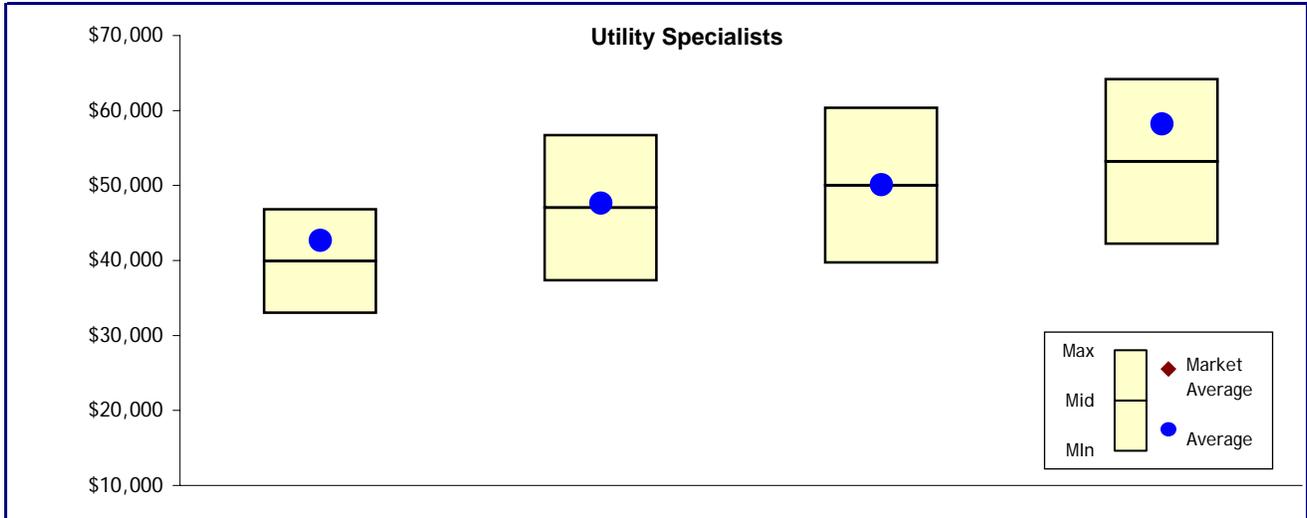
### Option 2

Job Classification	Delete due to non-usage
New Levels	
New Salary Group	
Cost	
Total Cost \$ -	

### Option 3

Job Classification	Delete due to non-usage
New Levels	
New Salary Group	
Cost	
Total Cost \$ -	

# Current Job Classification Data



Job Classification	Utility Specialist I	Utility Specialist II	Utility Specialist III	Utility Specialist IV
Class Number	2091	2092	2093	2094
Level	Entry	Journey	Senior	Senior
Incumbents	2	8	7	5
Turnover Rate	40%	38%	48%	36%
Salary Group	B09	B11	B12	B13
Average Salary	\$ 42,669	\$ 47,647	\$ 50,100	\$ 58,213
Midpoint	\$ 39,912	\$ 47,034	\$ 50,034	\$ 53,196

## Proposed Changes

### Option 1

Job Classification	Delete, move to B12	Delete, move to B12	Utility Specialist I	Utility Specialist II
New Levels			Journey	Senior
New Salary Group	B12	B12	B12	B14
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

### Option 2

Job Classification	Delete, move to B12	Delete, move to B12	Utility Specialist I	Utility Specialist II
New Levels			Journey	Senior
New Salary Group	B12	B12	B12	B14
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

### Option 3

Job Classification	Delete, move to B12	Delete, move to B12	Utility Specialist I	Utility Specialist II
New Levels			Journey	Senior
New Salary Group	B12	B12	B12	B14
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -