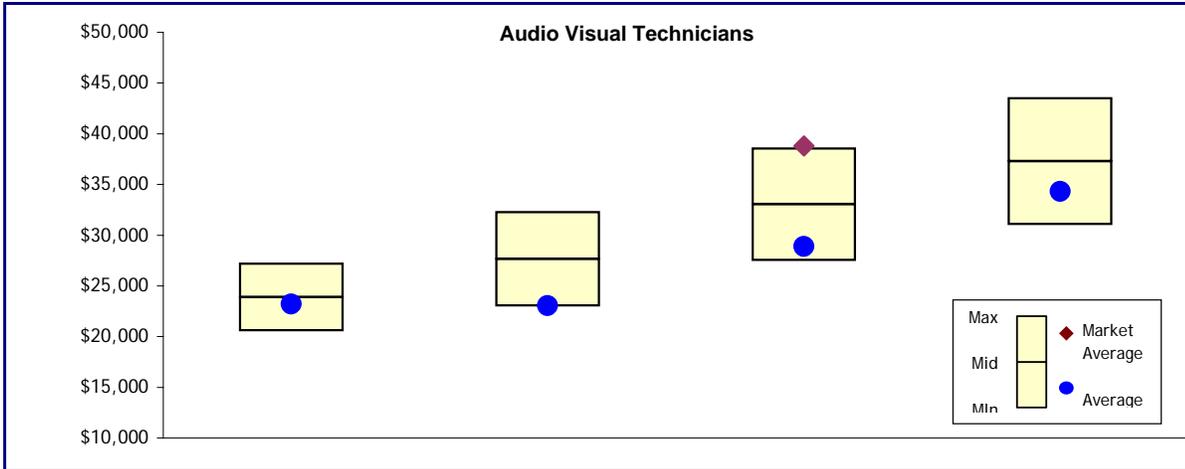


Current Job Classification Data



Job Classification	Audio Visual Technician I	Audio Visual Technician II	Audio Visual Technician III	Audio Visual Technician IV
Class Number	1840	1841	1842	1843
Level	Entry	Journey	Journey	Senior
Incumbents	6	1	6	6
Turnover Rate	14%	44%	25%	0%
Salary Group	A09	A11	A14	A16
Average Salary	\$ 23,196	\$ 23,052	\$ 28,880	\$ 34,327
Midpoint	\$ 23,886	\$ 27,666	\$ 33,048	\$ 37,284

Proposed Changes

Option 1

Job Classification	Audio Visual Technician I	Audio Visual Technician II	Audio Visual Technician III	Audio Visual Technician IV
New Levels	Entry	Journey	Journey	Senior
New Salary Group	A09	A11	A14	A16
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

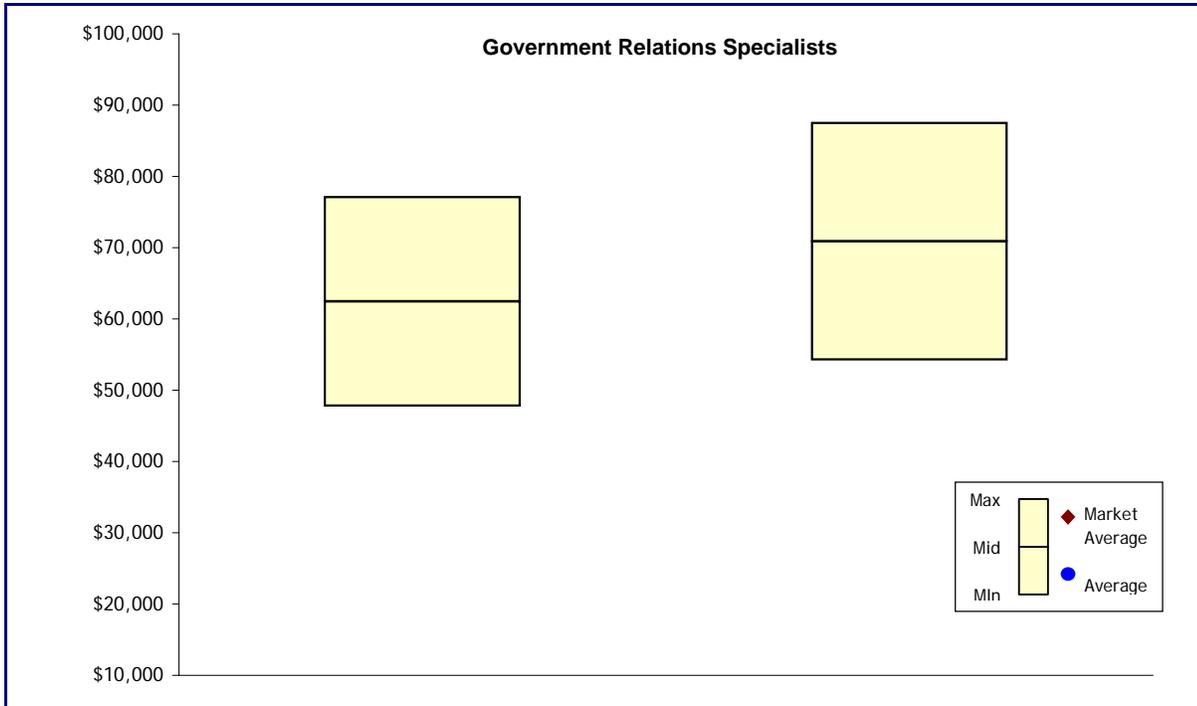
Option 2

Job Classification	Delete, move to A13	Audio Visual Technician I	Audio Visual Technician II	Audio Visual Technician III
New Levels		Entry	Journey	Senior
New Salary Group	A13	A13	A15	A17
Cost	\$ 16,860	\$ 2,880	\$ 2,460	\$ 2,688
Total Cost				\$ 24,888

Option 3

Job Classification	Delete, move to A13	Audio Visual Technician I	Audio Visual Technician II	Audio Visual Technician III
New Levels		Entry	Journey	Senior
New Salary Group	A13	A13	A15	A17
Cost	\$ 16,860	\$ 2,880	\$ 2,460	\$ 2,688
Total Cost				\$ 24,888

Proposed Job Classification



Proposed Job Series

Option 1

Job Classification	Government Relations Specialist I	Government Relations Specialist II
New Levels	Journey	Senior
New Salary Group	B15	B17
Cost	\$ -	\$ -
Total Cost		\$ -

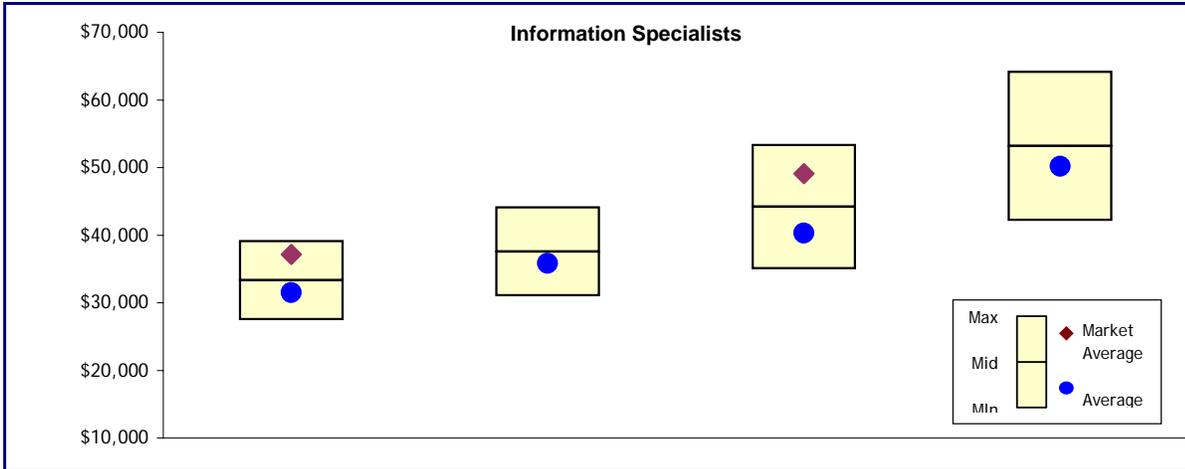
Option 2

Job Classification	Government Relations Specialist I	Government Relations Specialist II
New Levels	Journey	Senior
New Salary Group	B15	B17
Cost	\$ -	\$ -
Total Cost		\$ -

Option 3

Job Classification	Government Relations Specialist I	Government Relations Specialist II
New Levels	Journey	Senior
New Salary Group	B15	B17
Cost	\$ -	\$ -
Total Cost		\$ -

Current Job Classification Data



Job Classification	Information Specialist I	Information Specialist II	Information Specialist III	Information Specialist IV
Class Number	1830	1831	1832	1833
Level	Entry	Journey	Senior	Senior
Incumbents	56	112	171	102
Turnover Rate	17%	16%	19%	11%
Salary Group	B06	B08	B10	B13
Average Salary	\$ 31,492	\$ 35,853	\$ 40,295	\$ 50,176
Midpoint	\$ 33,324	\$ 37,590	\$ 44,232	\$ 53,196

Proposed Changes

Option 1

Job Classification	Information Specialist I	Information Specialist II	Information Specialist III	Information Specialist IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B06	B08	B10	B13
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

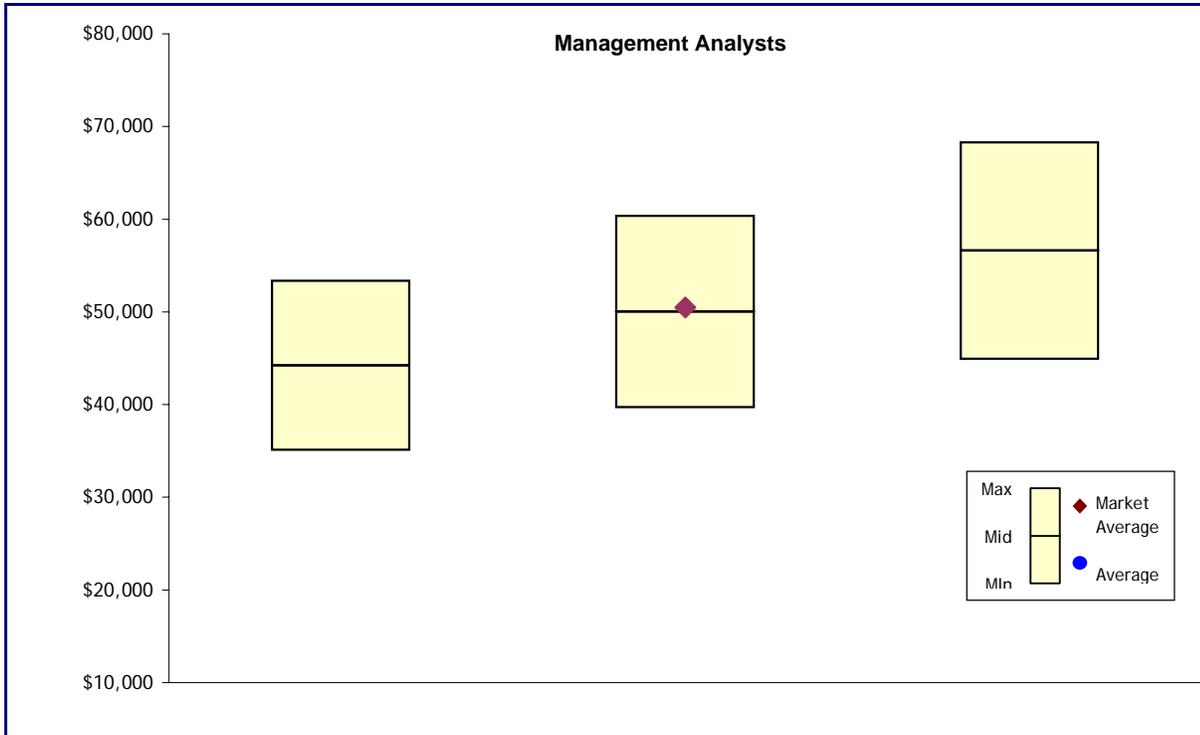
Option 2

Job Classification	Information Specialist I	Information Specialist II	Information Specialist III	Information Specialist IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B06	B08	B10	B13
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

Option 3

Job Classification	Information Specialist I	Information Specialist II	Information Specialist III	Information Specialist IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B7	B9	B11	B13
Cost	\$ 11,175	\$ 17,889	\$ 57,697	\$ -
Total Cost				\$ 86,761

Proposed Job Classification



Recommended Job Series

Option 1

Job Classification	Management Analyst I	Management Analyst II	Management Analyst III
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

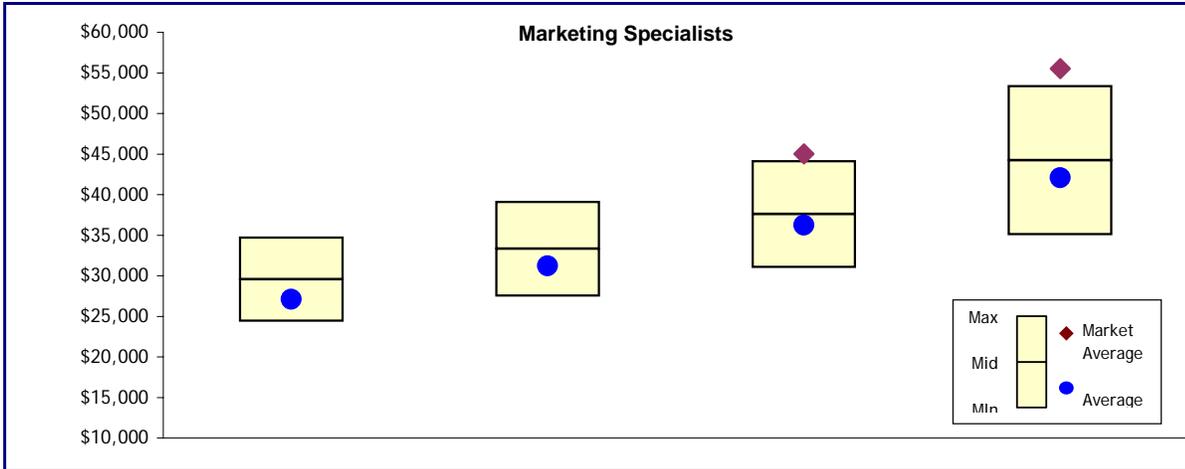
Option 2

Job Classification	Management Analyst I	Management Analyst II	Management Analyst III
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	Management Analyst I	Management Analyst II	Management Analyst III
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Job Classification	Marketing Specialist I	Marketing Specialist II	Marketing Specialist III	Marketing Specialist IV
Class Number	1821	1822	1823	1824
Level	Entry	Journey	Journey	Senior
Incumbents	11	10	15	14
Turnover Rate	19%	24%	21%	27%
Salary Group	B04	B06	B08	B10
Average Salary	\$ 27,113	\$ 31,220	\$ 36,248	\$ 42,092
Midpoint	\$ 29,568	\$ 33,324	\$ 37,590	\$ 44,232

Proposed Changes

Option 1

Job Classification	Marketing Specialist I	Delete, move to B08	Marketing Specialist II	Marketing Specialist III
New Levels	Entry		Journey	Senior
New Salary Group	B06	B08	B08	B10
Cost	\$ 12,756	\$ 10,176	\$ -	\$ -
Total Cost				\$ 22,932

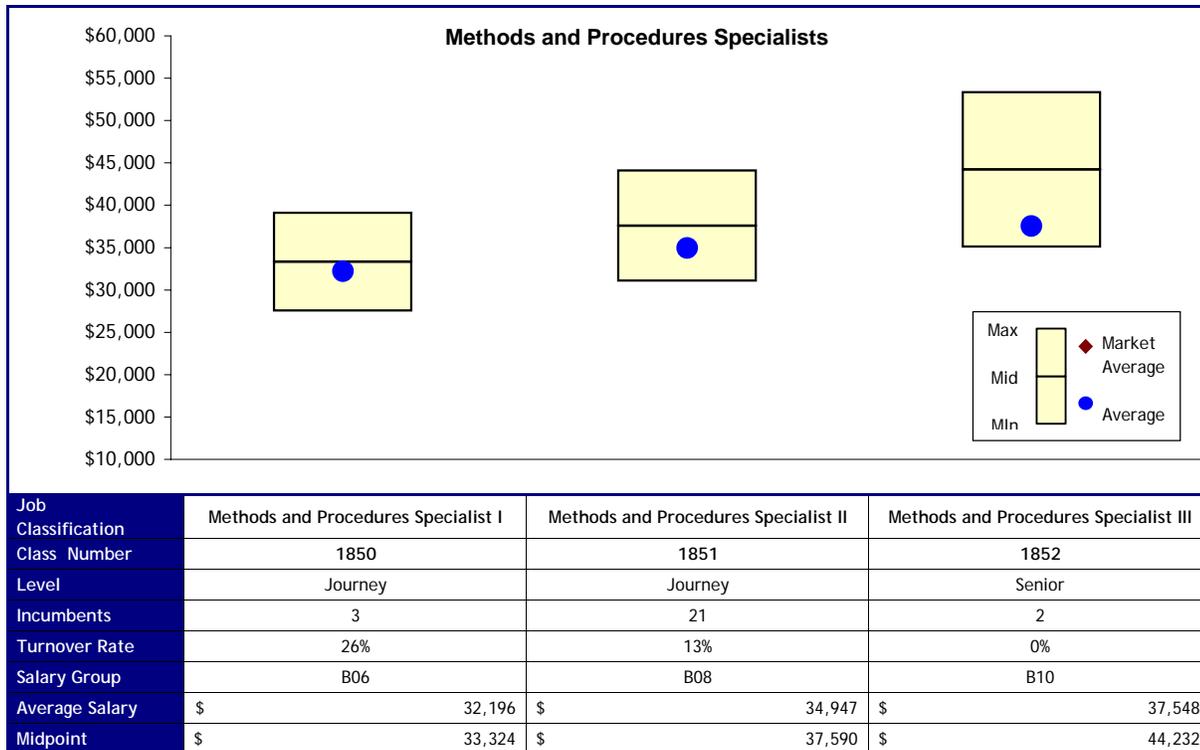
Option 2

Job Classification	Marketing Specialist I	Delete, move to B9	Marketing Specialist II	Marketing Specialist III
New Levels	Entry		Journey	Senior
New Salary Group	B07	B09	B9	B11
Cost	\$ 27,606	\$ 22,248	\$ 5,280	\$ -
Total Cost				\$ 55,134

Option 3

Job Classification	Marketing Specialist I	Delete, move to B10	Marketing Specialist II	Marketing Specialist III
New Levels	Entry		Journey	Senior
New Salary Group	B08	B10	B10	B12
Cost	\$ 45,148	\$ 38,801	\$ 17,952	\$ 9,050
Total Cost				\$ 110,951

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to Management Analyst I	Delete, move to Management Analyst I	Delete, move to Management Analyst II
New Levels			
New Salary Group			
Cost	\$ 8,712	\$ 29,654	\$ 4,608
Total Cost			\$ 42,974

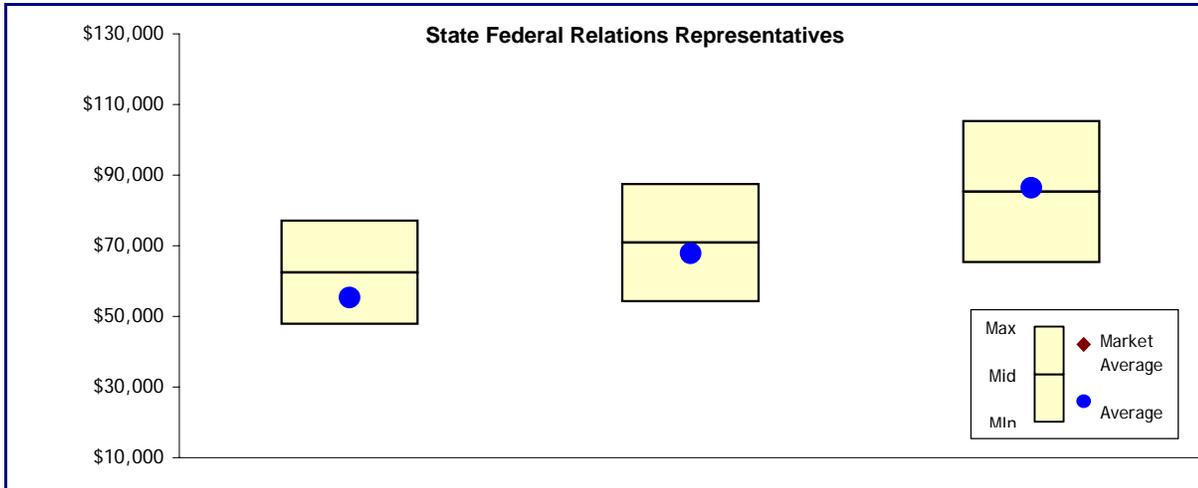
Option 2

Job Classification	Delete, move to Management Analyst I	Delete, move to Management Analyst I	Delete, move to Management Analyst II
New Levels			
New Salary Group			
Cost	\$ 8,712	\$ 29,654	\$ 4,608
Total Cost			\$ 42,974

Option 3

Job Classification	Delete, move to Management Analyst I	Delete, move to Management Analyst I	Delete, move to Management Analyst II
New Levels			
New Salary Group			
Cost	\$ 8,712	\$ 29,654	\$ 4,608
Total Cost			\$ 42,974

Current Job Classification Data



Job Classification	State and Federal Relations Representative I	State and Federal Relations Representative II	State and Federal Relations Representative III
Class Number	1880	1881	1882
Level	Journey	Senior	Senior
Incumbents	4	2	1
Turnover Rate	0%	44%	80%
Salary Group	B15	B17	B19
Average Salary	\$ 55,338	\$ 67,836	\$ 86,400
Midpoint	\$ 62,460	\$ 70,872	\$ 85,350

Proposed Changes

Option 1

Job Classification	State and Federal Relations Representative I	State and Federal Relations Representative II	State and Federal Relations Representative III
New Levels	Journey	Senior	Senior
New Salary Group	B15	B17	B19
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

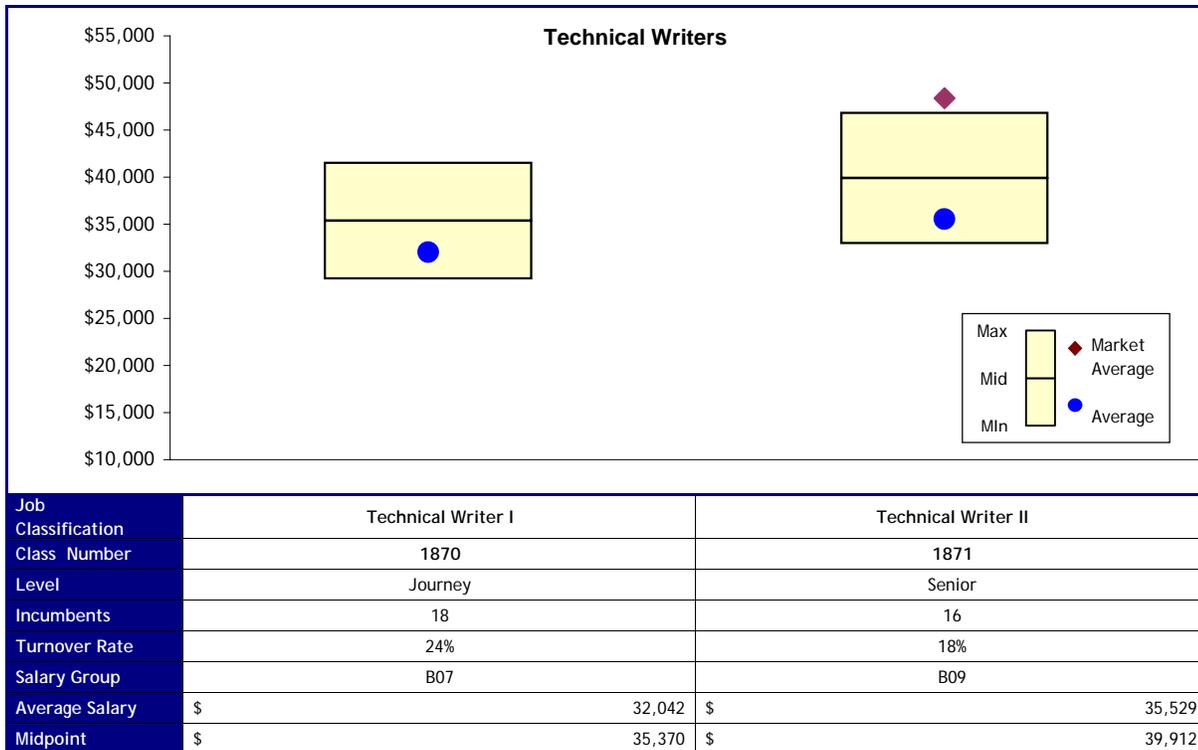
Option 2

Job Classification	State and Federal Relations Representative I	State and Federal Relations Representative II	State and Federal Relations Representative III
New Levels	Journey	Senior	Senior
New Salary Group	B15	B17	B19
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	State and Federal Relations Representative I	State and Federal Relations Representative II	State and Federal Relations Representative III
New Levels	Journey	Senior	Senior
New Salary Group	B15	B17	B19
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Technical Writer I	Technical Writer II
New Levels	Journey	Senior
New Salary Group	B8	B10
Cost	\$ 8,688	\$ 12,396
Total Cost		\$ 21,084

Option 2

Job Classification	Technical Writer I	Technical Writer II
New Levels	Journey	Senior
New Salary Group	B8	B10
Cost	\$ 8,688	\$ 12,396
Total Cost		\$ 21,084

Option 3

Job Classification	Technical Writer I	Technical Writer II
New Levels	Journey	Senior
New Salary Group	B9	B11
Cost	\$ 30,079	\$ 39,808
Total Cost		\$ 69,887