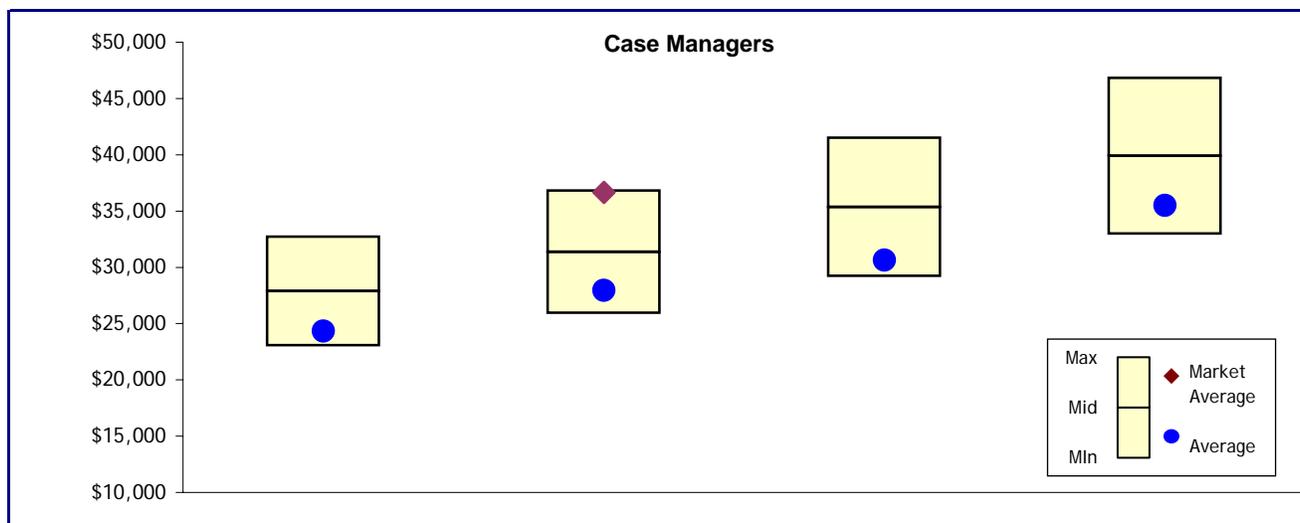


Current Job Classification Data



Job Classification	Case Manager I	Case Manager II	Case Manager III	Case Manager IV
Class Number	5226	5227	5228	5229
Level	Entry	Journey	Senior	Senior
Incumbents	42	72	87	16
Turnover Rate	44%	14%	9%	14%
Salary Group	B03	B05	B07	B09
Average Salary	\$ 24,339	\$ 27,939	\$ 30,636	\$ 35,505
Midpoint	\$ 27,894	\$ 31,380	\$ 35,370	\$ 39,912

Proposed Changes

Option 1

Job Classification	Case Manager I	Case Manager II	Case Manager III	Case Manager IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B04	B05	B07	B09
Cost	\$ 29,220	\$ -	\$ -	\$ -
Total Cost				\$ 29,220

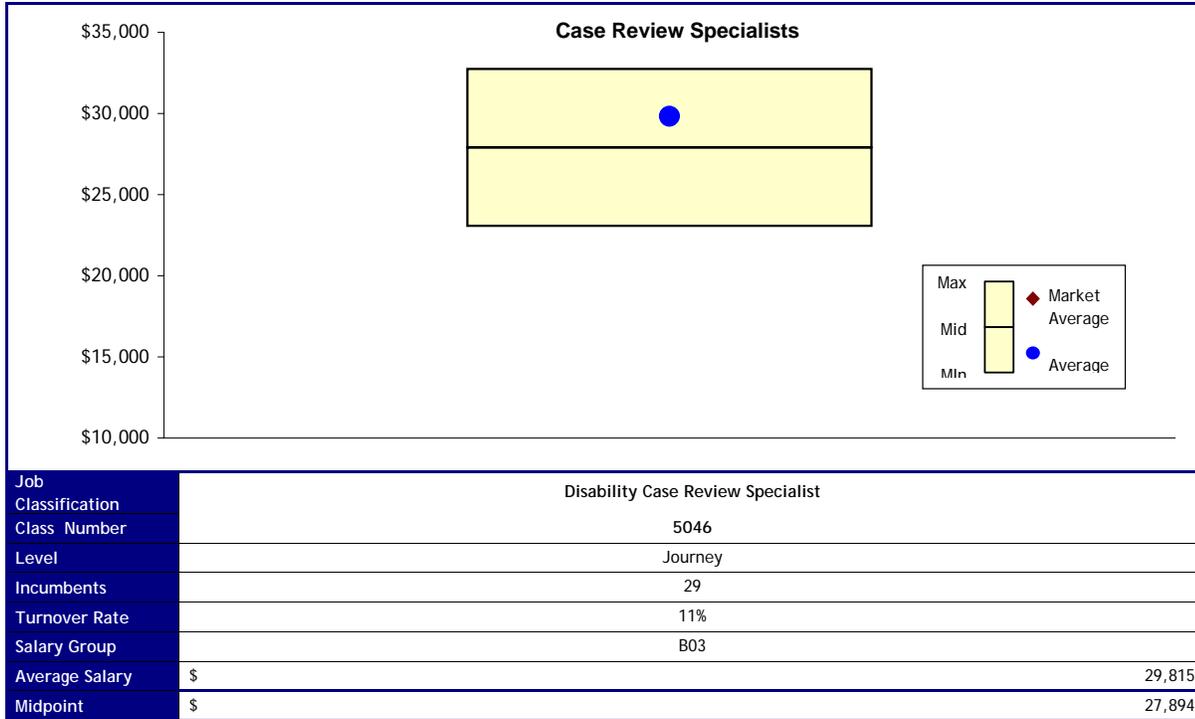
Option 2

Job Classification	Case Manager I	Case Manager II	Case Manager III	Case Manager IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B04	B06	B08	B10
Cost	\$ 29,220	\$ 25,176	\$ 58,356	\$ 12,672
Total Cost				\$ 125,424

Option 3

Job Classification	Case Manager I	Case Manager II	Case Manager III	Case Manager IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B05	B07	B09	B11
Cost	\$ 77,770	\$ 113,616	\$ 211,869	\$ 38,880
Total Cost				\$ 442,135

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Disability Case Review Specialist	
New Levels	Journey	
New Salary Group	B03	
Cost	\$	-
Total Cost		\$ -

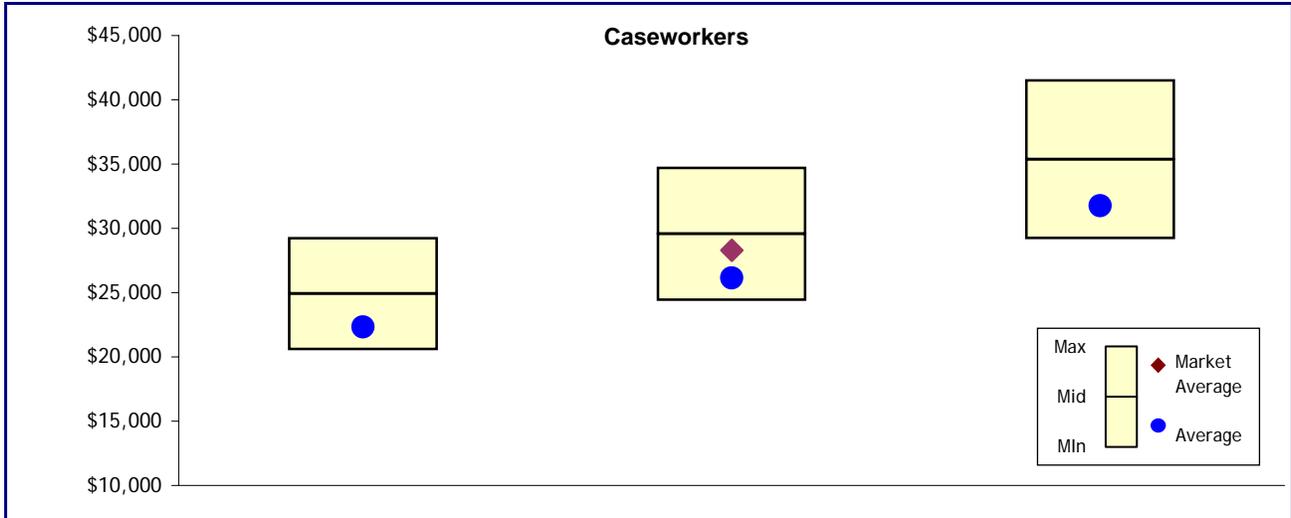
Option 2

Job Classification	Disability Case Review Specialist	
New Levels	Journey	
New Salary Group	B03	
Cost	\$	-
Total Cost		\$ -

Option 3

Job Classification	Disability Case Review Specialist	
New Levels	Journey	
New Salary Group	B03	
Cost	\$	-
Total Cost		\$ -

Current Job Classification Data



Job Classification	Caseworker I	Caseworker II	Caseworker III
Class Number	5211	5212	5213
Level	Entry	Journey	Senior
Incumbents	17	167	264
Turnover Rate	0%	26%	22%
Salary Group	B01	B04	B07
Average Salary	\$ 22,338	\$ 26,127	\$ 31,753
Midpoint	\$ 24,918	\$ 29,568	\$ 35,370

Proposed Changes

Option 1

Job Classification	Delete, move to Case Manager class B04	Delete, move to Case Manager class B04	Delete, move to Case Manager class B07
New Levels			
New Salary Group	B04	B04	B07
Cost	\$ 35,592	\$ -	\$ -
Total Cost			\$ 35,592

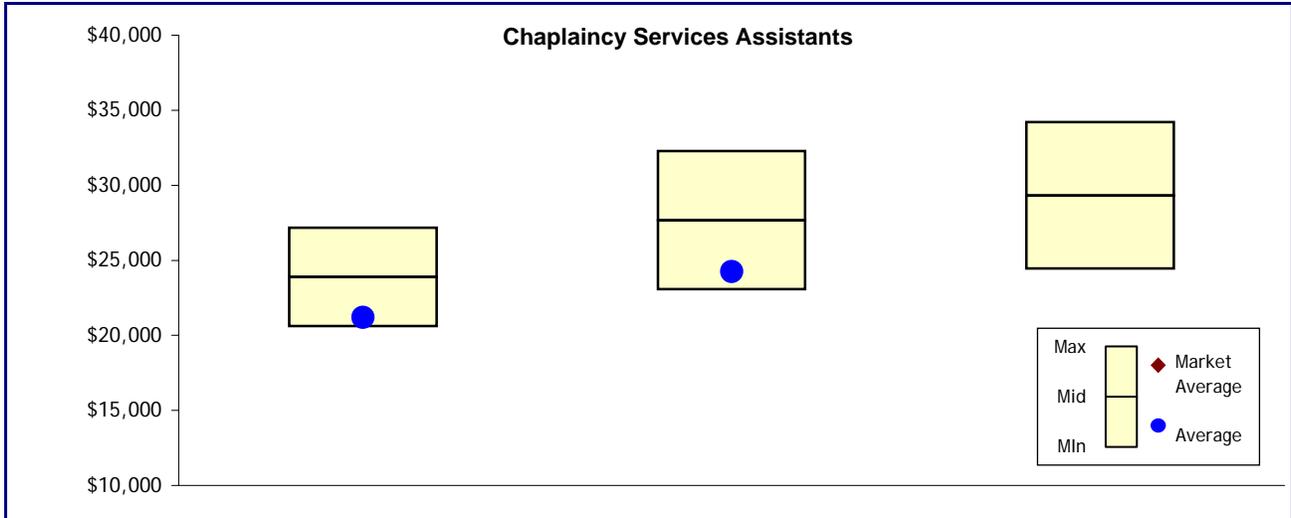
Option 2

Job Classification	Delete, move to Case Manager class B04	Delete, move to Case Manager class B04	Delete, move to Case Manager class B08
New Levels			
New Salary Group	B04	B04	B08
Cost	\$ 35,592	\$ -	\$ 131,614
Total Cost			\$ 167,206

Option 3

Job Classification	Delete, move to Case Manager class B05	Delete, move to Case Manager class B05	Delete, move to Case Manager class B09
New Levels			
New Salary Group	B05	B05	B09
Cost	\$ 61,092	\$ 81,721	\$ 455,106
Total Cost			\$ 597,919

Current Job Classification Data



Job Classification	Chaplaincy Services Assistant I		Chaplaincy Services Assistant II		Chaplaincy Services Assistant III	
Class Number	5078		5079		5080	
Level	Entry		Journey		Journey	
Incumbents	2		1		0	
Turnover Rate	114%		50%			
Salary Group	A09		A11		A12	
Average Salary	\$	21,192	\$	24,252	\$	-
Midpoint	\$	23,886	\$	27,666	\$	29,322

Proposed Changes

Option 1

Job Classification	Delete, move to A11	Chaplaincy Services Assistant	Delete due to non-usage
New Levels		Journey	
New Salary Group	A11	A11	
Cost	\$ 3,720	\$ -	\$ -
Total Cost			\$ 3,720

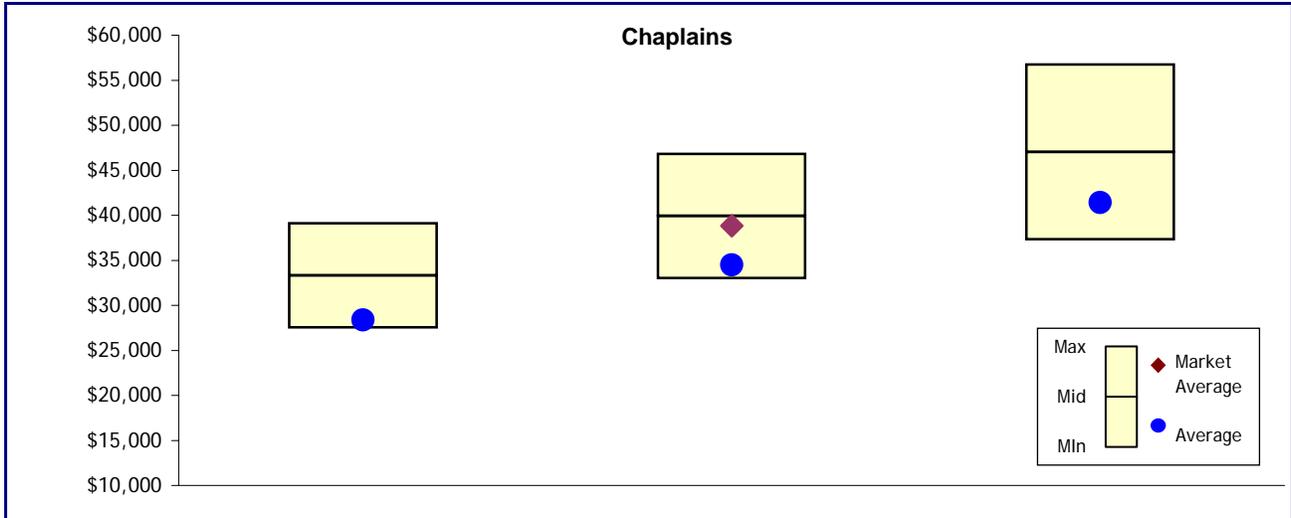
Option 2

Job Classification	Delete, move to A11	Chaplaincy Services Assistant	Delete due to non-usage
New Levels		Journey	
New Salary Group	A11	A11	
Cost	\$ 3,720	\$ -	\$ -
Total Cost			\$ 3,720

Option 3

Job Classification	Delete, move to A11	Chaplaincy Services Assistant	Delete due to non-usage
New Levels		Journey	
New Salary Group	A11	A11	
Cost	\$ 3,720	\$ -	\$ -
Total Cost			\$ 3,720

Current Job Classification Data



Job Classification	Chaplain I		Chaplain II		Chaplain III	
Class Number	5081		5082		5083	
Level	Entry		Journey		Senior	
Incumbents	16		87		13	
Turnover Rate	46%		21%		0%	
Salary Group	B06		B09		B11	
Average Salary	\$	28,371	\$	34,484	\$	41,412
Midpoint	\$	33,324	\$	39,912	\$	47,034

Proposed Changes

Option 1

Job Classification	Chaplain I		Chaplain II		Chaplain III	
New Levels	Entry		Journey		Senior	
New Salary Group	B06		B09		B11	
Cost	\$	-	\$	-	\$	-
Total Cost					\$	-

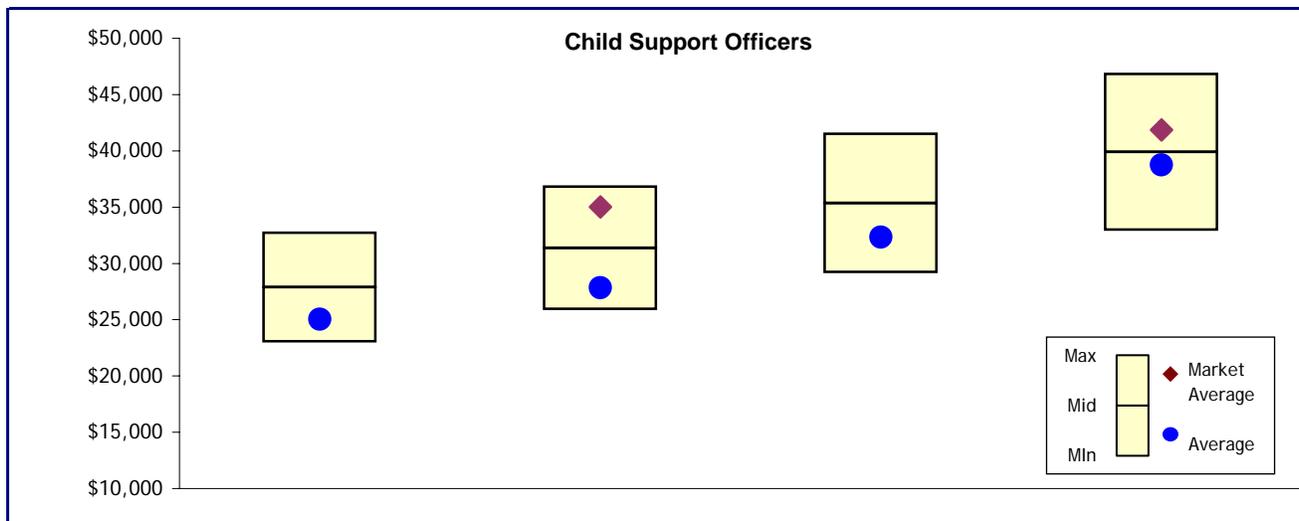
Option 2

Job Classification	Chaplain I		Chaplain II		Chaplain III	
New Levels	Entry		Journey		Senior	
New Salary Group	B06		B09		B11	
Cost	\$	-	\$	-	\$	-
Total Cost					\$	-

Option 3

Job Classification	Chaplain I		Chaplain II		Chaplain III	
New Levels	Entry		Journey		Senior	
New Salary Group	B07		B09		B11	
Cost	\$	13,776	\$	-	\$	-
Total Cost					\$	13,776

Current Job Classification Data



Job Classification	Child Support Officer I	Child Support Officer II	Child Support Officer III	Child Support Officer IV
Class Number	5540	5541	5542	5543
Level	Entry	Journey	Senior	Senior
Incumbents	60	413	462	298
Turnover Rate	29%	15%	9%	11%
Salary Group	B03	B05	B07	B09
Average Salary	\$ 25,038	\$ 27,851	\$ 32,342	\$ 38,747
Midpoint	\$ 27,894	\$ 31,380	\$ 35,370	\$ 39,912

Proposed Changes

Option 1

Job Classification	Child Support Officer I	Child Support Officer II	Child Support Officer III	Child Support Officer IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B03	B05	B07	B09
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

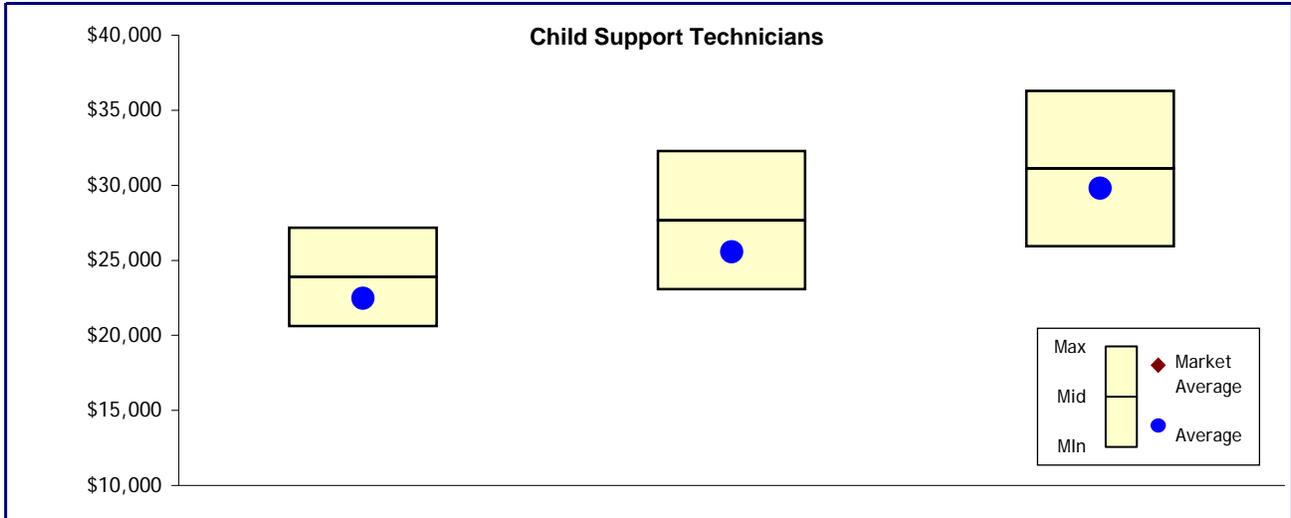
Option 2

Job Classification	Child Support Officer I	Child Support Officer II	Child Support Officer III	Child Support Officer IV
New Levels	Entry	Journey	Senior	Senior
New Salary Group	B03	B05	B07	B09
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

Option 3

Job Classification	Delete, move to B05	Child Support Officer I	Child Support Officer II	Child Support Officer III
New Levels		Entry	Journey	Senior
New Salary Group	B05	B05	B07	B09
Cost	\$ 80,004	\$ -	\$ -	\$ -
Total Cost				\$ 80,004

Current Job Classification Data



Job Classification	Child Support Technician I	Child Support Technician II	Child Support Technician III
Class Number	5550	5551	5552
Level	Entry	Journey	Senior
Incumbents	98	299	29
Turnover Rate	10%	11%	13%
Salary Group	A09	A11	A13
Average Salary	\$ 22,471	\$ 25,562	\$ 29,796
Midpoint	\$ 23,886	\$ 27,666	\$ 31,116

Proposed Changes

Option 1

Job Classification	Child Support Technician I	Child Support Technician II	Child Support Technician III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

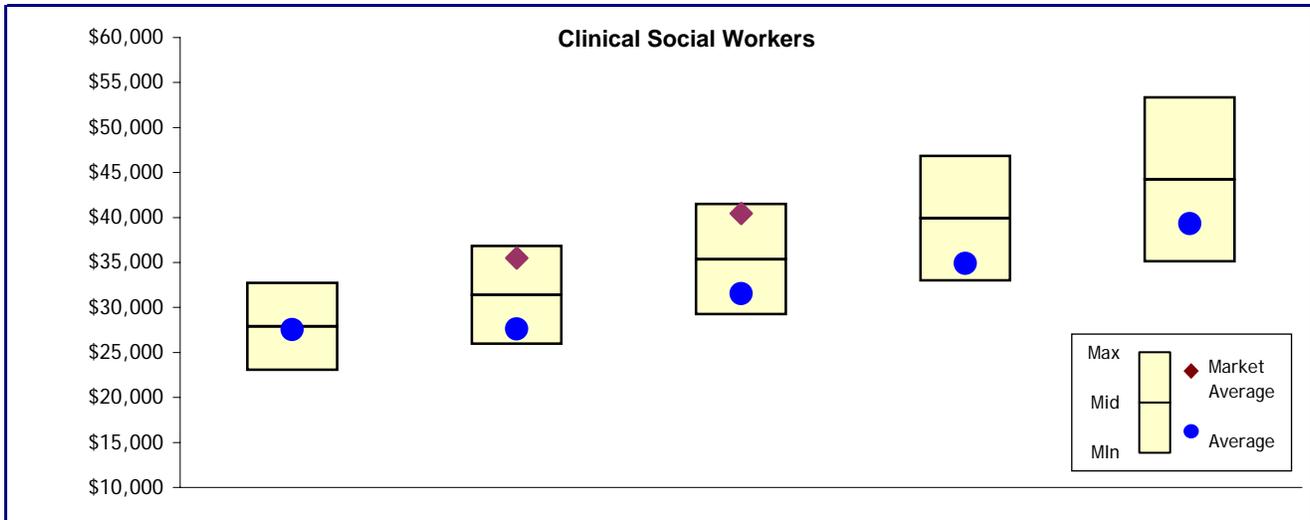
Option 2

Job Classification	Child Support Technician I	Child Support Technician II	Child Support Technician III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	Child Support Technician I	Child Support Technician II	Child Support Technician III
New Levels	Entry	Journey	Senior
New Salary Group	A09	A11	A13
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Job Classification	Clinical Social Worker I	Clinical Social Worker II	Clinical Social Worker III	Clinical Social Worker IV	Clinical Social Worker V
Class Number	5220	5221	5222	5223	5224
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	1	13	40	64	49
Turnover Rate	0%	25%	8%	22%	15%
Salary Group	B03	B05	B07	B09	B10
Average Salary	\$ 27,540	\$ 27,602	\$ 31,551	\$ 34,885	\$ 39,324
Midpoint	\$ 27,894	\$ 31,380	\$ 35,370	\$ 39,912	\$ 44,232

Proposed Changes

Option 1

Job Classification	Delete, move to B05	Clinical Social Worker I	Clinical Social Worker II	Clinical Social Worker III	Clinical Social Worker IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B05	B05	B07	B09	B11
Cost	\$ -	\$ -	\$ -	\$ -	\$ 18,754
Total Cost					\$ 18,754

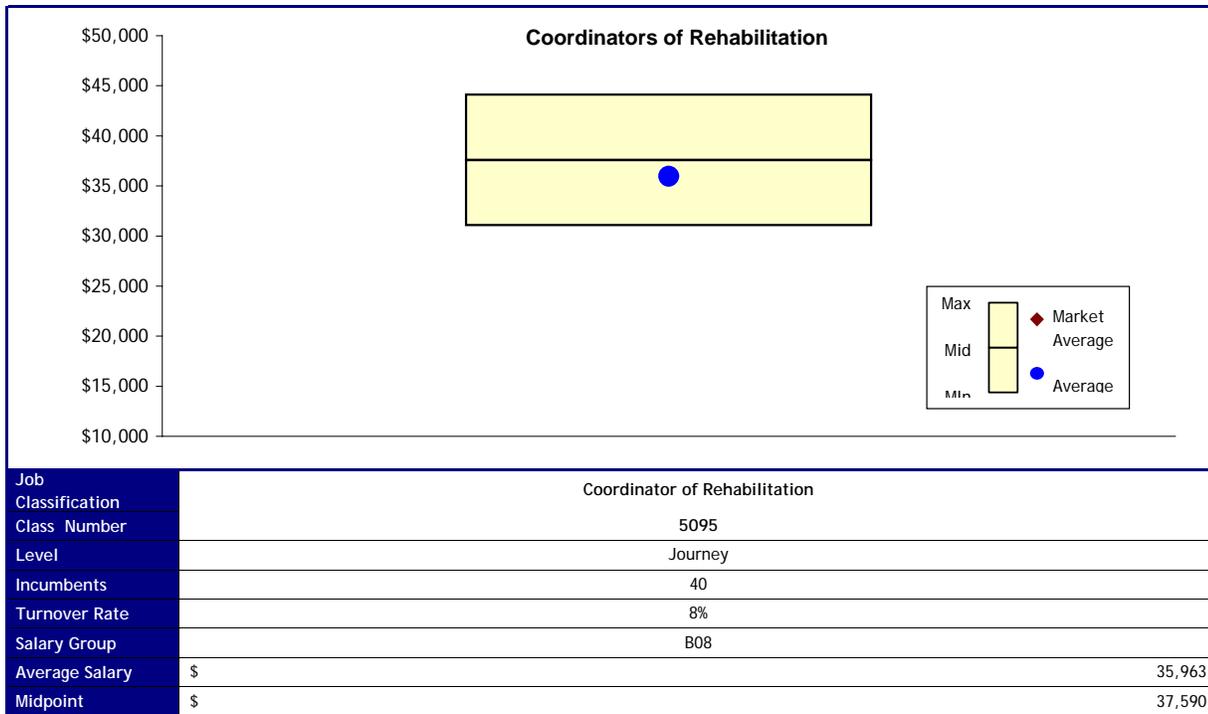
Option 2

Job Classification	Delete, move to B06	Clinical Social Worker I	Clinical Social Worker II	Clinical Social Worker III	Clinical Social Worker IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B06	B06	B08	B10	B12
Cost	\$ -	\$ 4,872	\$ 15,540	\$ 48,535	\$ 79,508
Total Cost					\$ 148,455

Option 3

Job Classification	Delete, move to B07	Clinical Social Worker I	Clinical Social Worker II	Clinical Social Worker III	Clinical Social Worker IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B07	B07	B09	B11	B13
Cost	\$ 1,692	\$ 22,392	\$ 65,841	\$ 168,425	\$ 172,470
Total Cost					\$ 430,820

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to new HHS Program Coordinator class in B10	
New Levels		
New Salary Group	B10	
Cost	\$	31,197
Total Cost \$		31,197

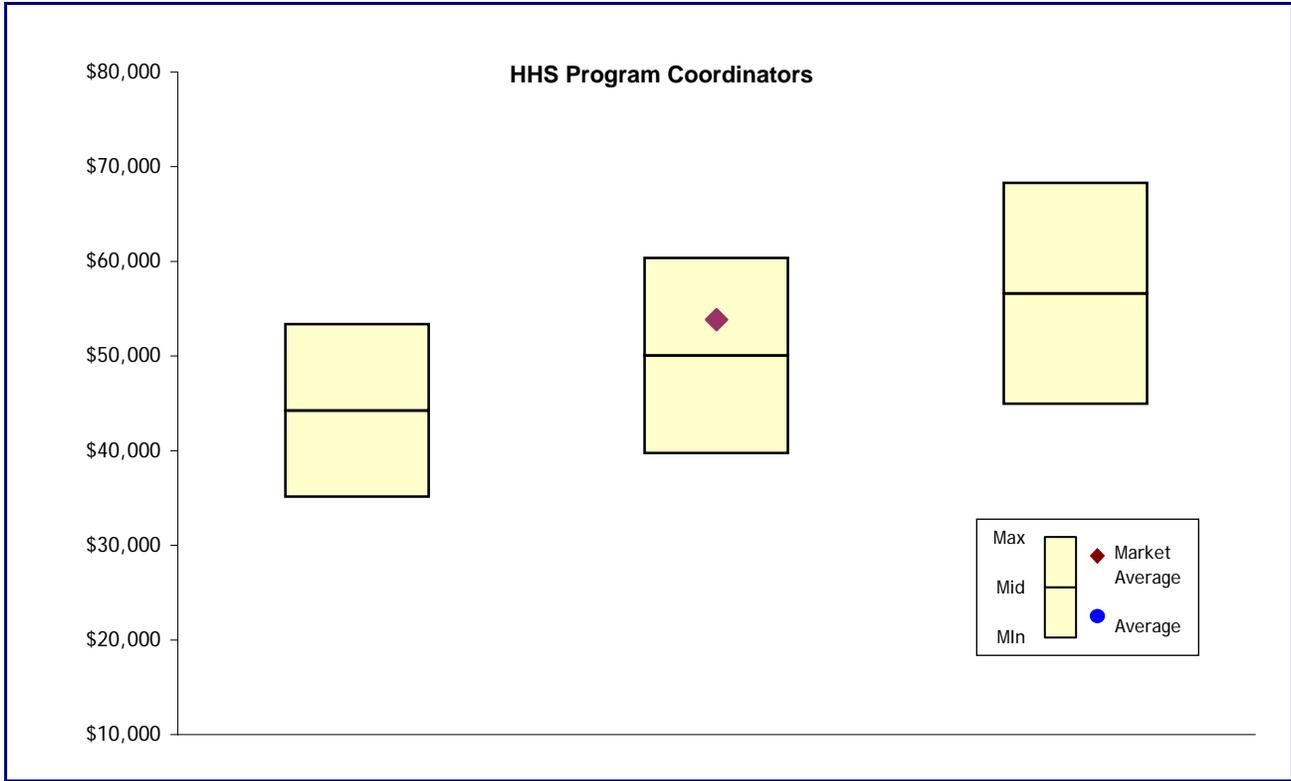
Option 2

Job Classification	Delete, move to new HHS Program Coordinator class in B10	
New Levels		
New Salary Group	B10	
Cost	\$	31,197
Total Cost \$		31,197

Option 3

Job Classification	Delete, move to new HHS Program Coordinator class in B10	
New Levels		
New Salary Group	B10	
Cost	\$	31,197
Total Cost \$		31,197

Proposed Job Classification



Proposed Job Series

Option 1

Job Classification	HHS Program Coordinator I	HHS Program Coordinator II	HHS Program Senior Coordinator II
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

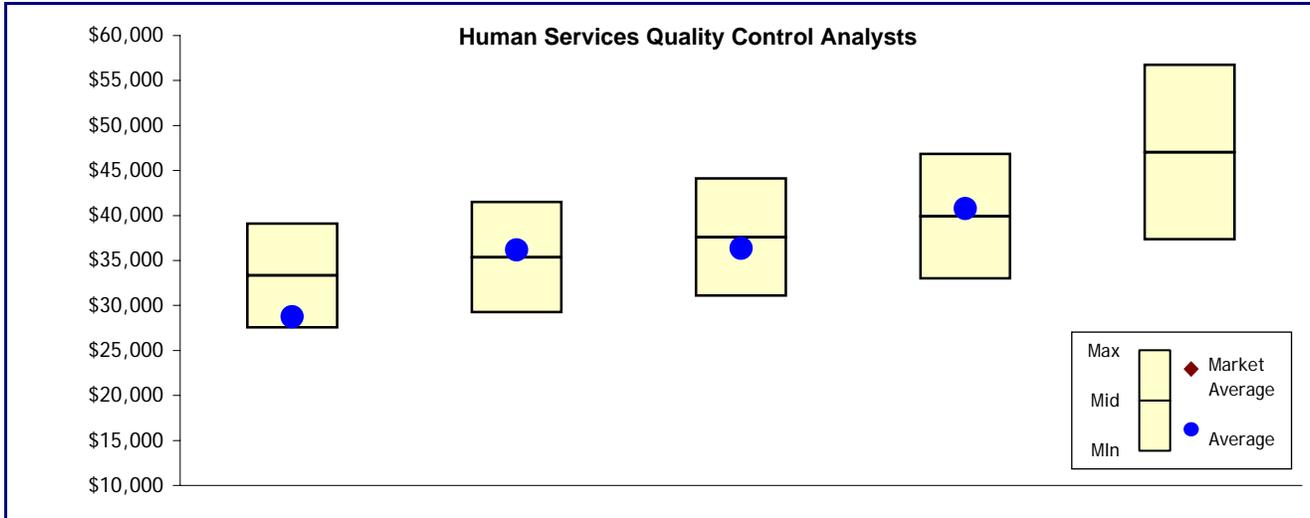
Option 2

Job Classification	HHS Program Coordinator I	HHS Program Coordinator II	HHS Program Senior Coordinator II
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	HHS Program Coordinator I	HHS Program Coordinator II	HHS Program Senior Coordinator II
New Levels	Journey	Journey	Senior
New Salary Group	B10	B12	B14
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Job Classification	Human Services Quality Control Analyst I	Human Services Quality Control Analyst II	Human Services Quality Control Analyst III	Human Services Quality Control Analyst IV	Human Services Quality Control Analyst V
Class Number	5524	5525	5526	5527	5528
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	1	16	132	12	0
Turnover Rate	0%	11%	18%	17%	
Salary Group	B06	B07	B08	B09	B11
Average Salary	\$ 28,740	\$ 36,166	\$ 36,326	\$ 40,767	
Midpoint	\$ 33,324	\$ 35,370	\$ 37,590	\$ 39,912	\$ 47,034

Proposed Changes

Option 1

Job Classification	Delete, move to B07	Quality Assurance Specialist I	Delete, move to B09	Quality Assurance Specialist II	Quality Assurance Specialist III
New Levels		Entry		Journey	Senior
New Salary Group	B07	B07	B09	B09	B11
Cost	\$ 492	\$ -	\$ 19,274	\$ -	\$ -
Total Cost					\$ 19,766

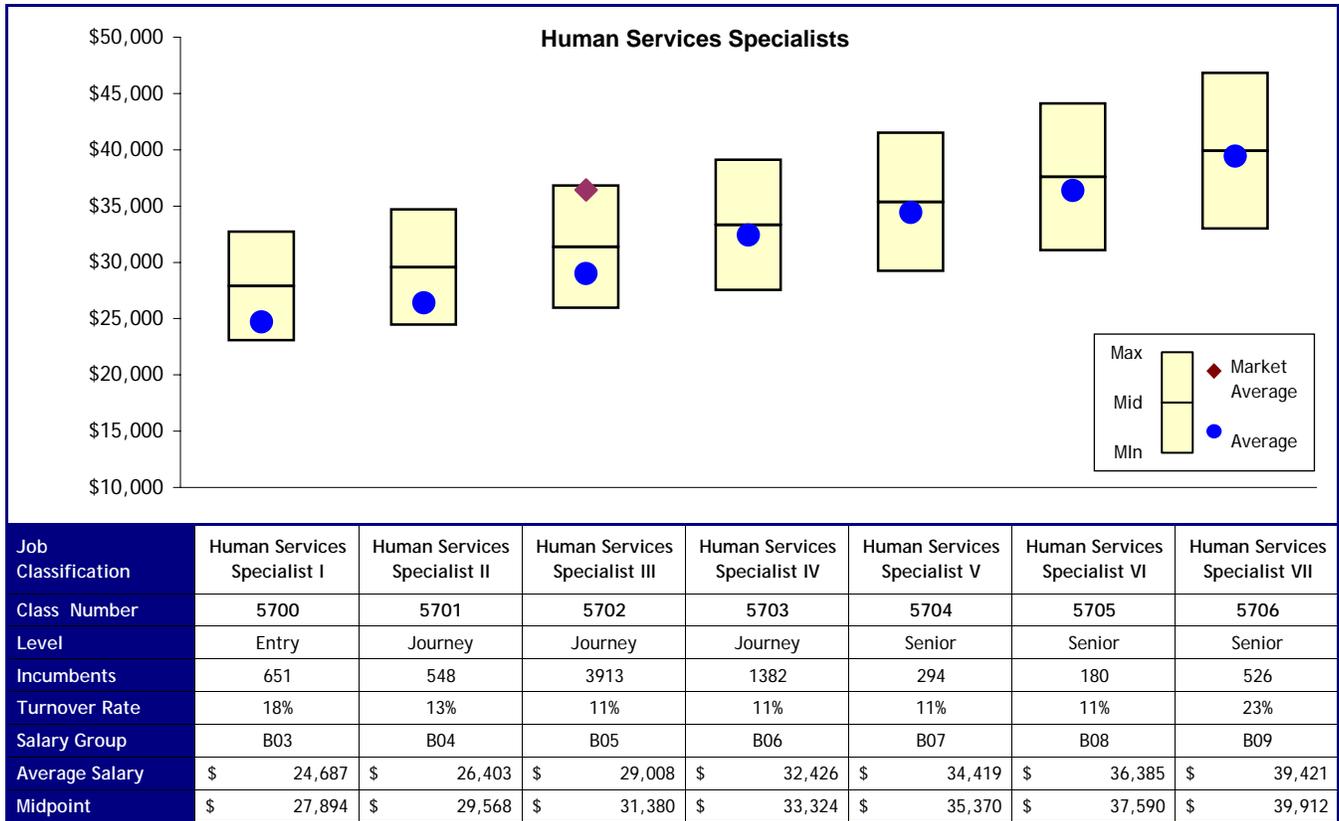
Option 2

Job Classification	Delete, move to B07	Quality Assurance Specialist I	Delete, move to B09	Quality Assurance Specialist II	Quality Assurance Specialist III
New Levels		Entry		Journey	Senior
New Salary Group	B07	B07	B09	B09	B11
Cost	\$ 492	\$ -	\$ 19,274	\$ -	\$ -
Total Cost					\$ 19,766

Option 3

Job Classification	Delete, move to B07	Quality Assurance Specialist I	Delete, move to B09	Quality Assurance Specialist II	Quality Assurance Specialist III
New Levels		Entry		Journey	Senior
New Salary Group	B07	B07	B09	B09	B11
Cost	\$ 492	\$ -	\$ 19,274	\$ -	\$ -
Total Cost					\$ 19,766

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Human Services Specialist I	Delete, move to B05	Human Services Specialist II	Delete, move to B07	Human Services Specialist III	Delete, move to B09	Human Services Specialist IV
New Levels	Entry		Journey		Senior		Senior
New Salary Group	B03	B05	B05	B07	B07	B09	B09
Cost	\$ -	\$ 53,261	\$ -	\$ 65,407	\$ -	\$ 31,653	\$ -
Total Cost							\$ 150,321

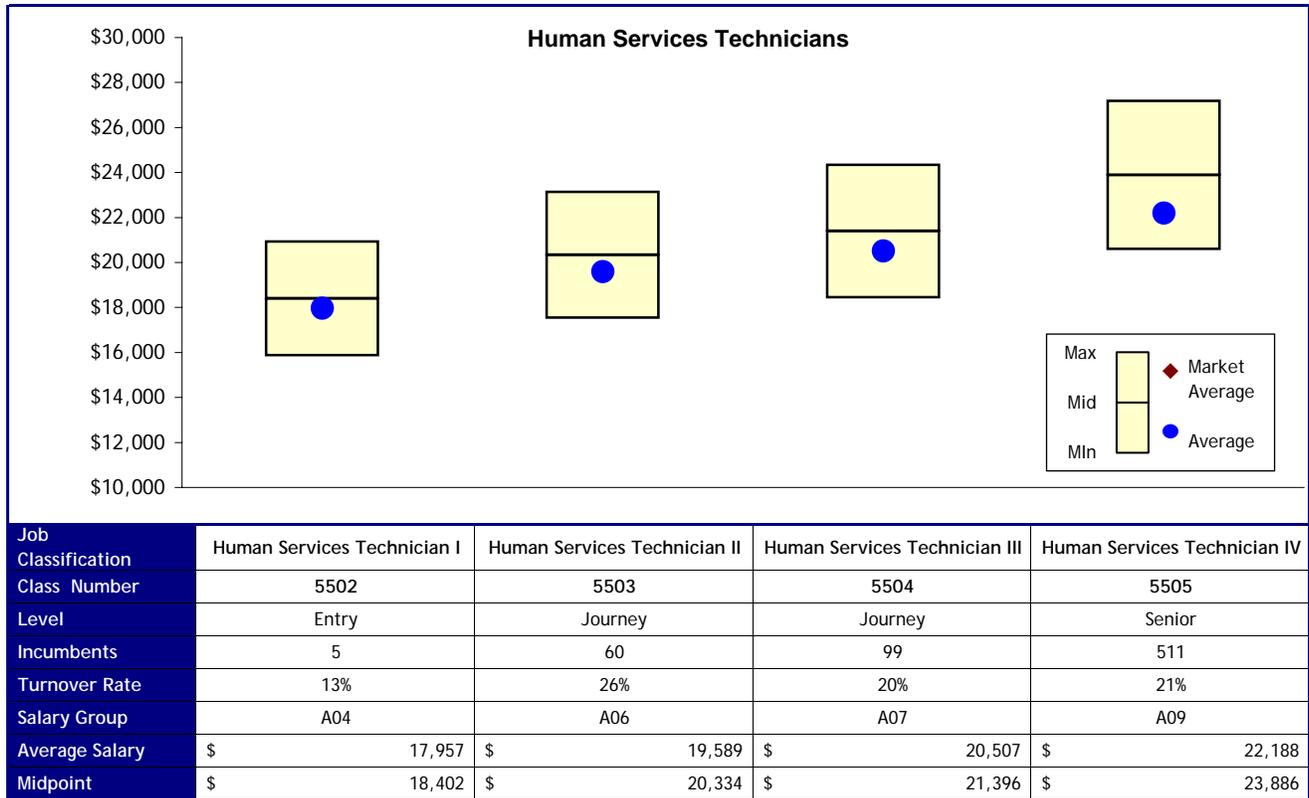
Option 2

Job Classification	Human Services Specialist I	Delete, move to B05	Human Services Specialist II	Delete, move to B07	Human Services Specialist III	Delete, move to B09	Human Services Specialist IV
New Levels	Entry		Journey		Senior		Senior
New Salary Group	B03	B05	B05	B07	B07	B09	B09
Cost	\$ -	\$ 53,261	\$ -	\$ 65,407	\$ -	\$ 31,653	\$ -
Total Cost							\$ 150,321

Option 3

Job Classification	Human Services Specialist I	Delete, move to B05	Human Services Specialist II	Delete, move to B07	Human Services Specialist III	Delete, move to B09	Human Services Specialist IV
New Levels	Entry		Journey		Senior		Senior
New Salary Group	B03	B05	B05	B07	B07	B09	B09
Cost	\$ -	\$ 53,261	\$ -	\$ 65,407	\$ -	\$ 31,653	\$ -
Total Cost							\$ 150,321

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Human Services Technician I	Delete, move to A07	Human Services Technician II	Human Services Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A05	A07	A07	A09
Cost	\$ -	\$ 3,648	\$ -	\$ -
Total Cost				\$ 3,648

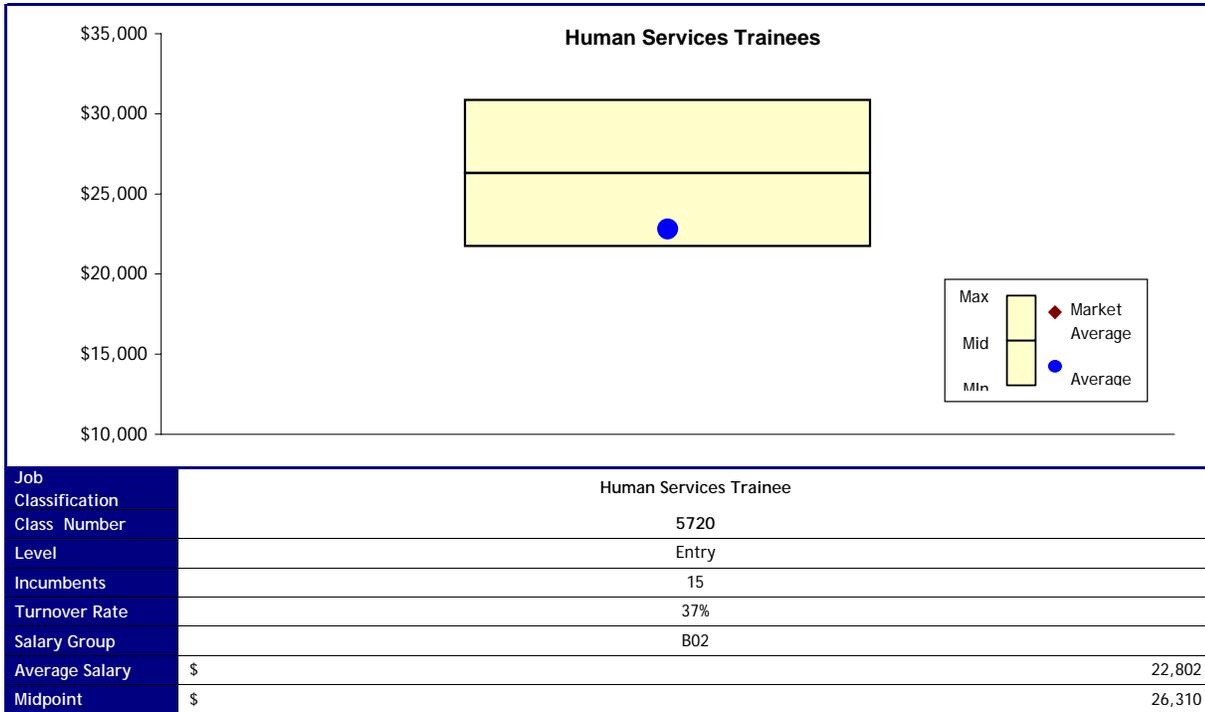
Option 2

Job Classification	Human Services Technician I	Delete, move to A07	Human Services Technician II	Human Services Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A05	A07	A07	A09
Cost	\$ -	\$ 3,648	\$ -	\$ -
Total Cost				\$ 3,648

Option 3

Job Classification	Human Services Technician I	Delete, move to A07	Human Services Technician II	Human Services Technician III
New Levels	Entry		Journey	Senior
New Salary Group	A05	A07	A07	A09
Cost	\$ -	\$ 3,648	\$ -	\$ -
Total Cost				\$ 3,648

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to Human Service Specialist at B03	
New Levels		
New Salary Group	B03	
Cost	\$	10,896
Total Cost \$		10,896

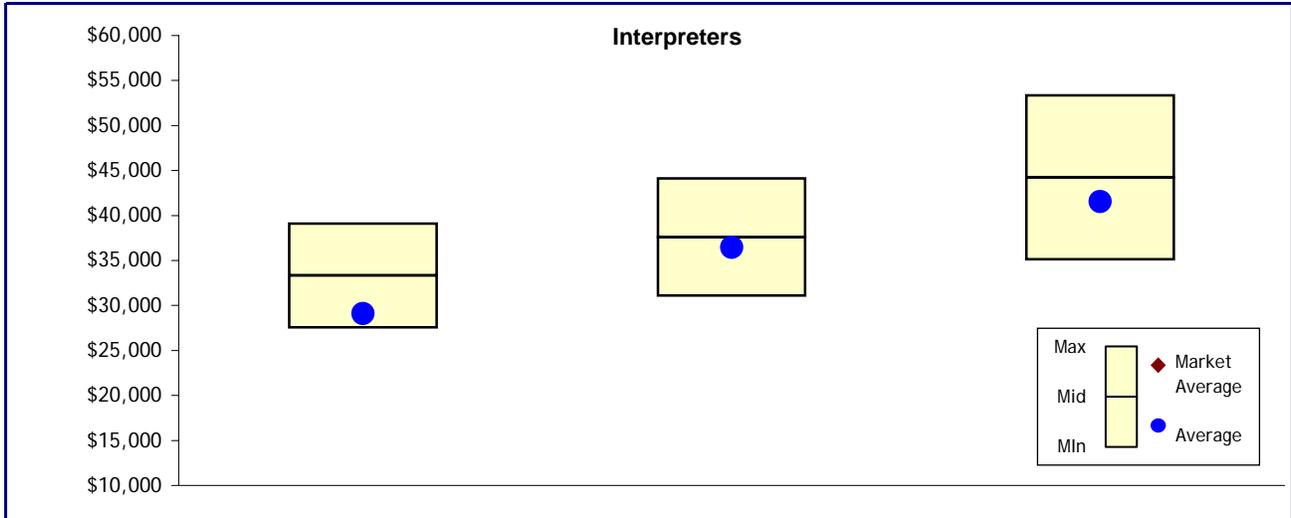
Option 2

Job Classification	Delete, move to Human Service Specialist at B03	
New Levels		
New Salary Group	B03	
Cost	\$	10,896
Total Cost \$		10,896

Option 3

Job Classification	Delete, move to Human Service Specialist at B03	
New Levels		
New Salary Group	B03	
Cost	\$	10,896
Total Cost \$		10,896

Current Job Classification Data



Job Classification	Interpreter I	Interpreter II	Interpreter III
Class Number	5614	5616	5618
Level	Journey	Senior	Senior
Incumbents	4	11	2
Turnover Rate	0%	31%	0%
Salary Group	B06	B08	B10
Average Salary	\$ 29,091	\$ 36,462	\$ 41,558
Midpoint	\$ 33,324	\$ 37,590	\$ 44,232

Proposed Changes

Option 1

Job Classification	Delete, move to B08	Interpreter I	Interpreter II
New Levels		Journey	Senior
New Salary Group	B08	B08	B10
Cost	\$ 7,908	\$ -	\$ -
Total Cost			\$ 7,908

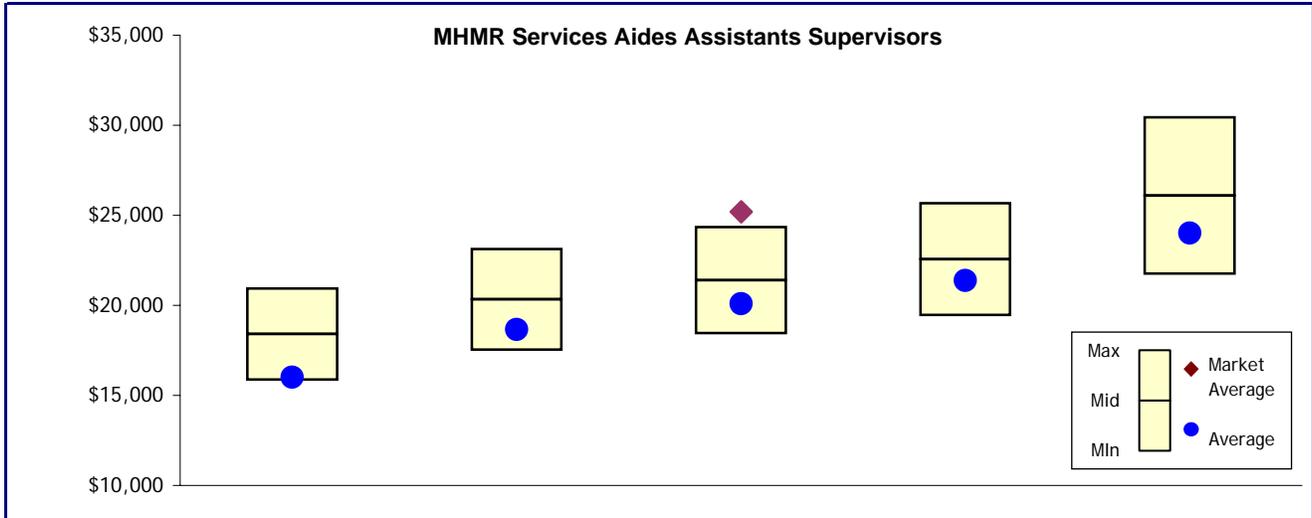
Option 2

Job Classification	Delete, move to B08	Interpreter I	Interpreter II
New Levels		Journey	Senior
New Salary Group	B08	B08	B10
Cost	\$ 7,908	\$ -	\$ -
Total Cost			\$ 7,908

Option 3

Job Classification	Delete, move to B08	Interpreter I	Interpreter II
New Levels		Journey	Senior
New Salary Group	B08	B08	B10
Cost	\$ 7,908	\$ -	\$ -
Total Cost			\$ 7,908

Current Job Classification Data



Job Classification	MHMR Services Aide	MHMR Services Assistant I	MHMR Services Assistant II	MHMR Services Assistant III	MHMR Services Supervisor
Class Number	5120	5121	5122	5123	5124
Level	Entry	Entry	Journey	Journey	Senior
Incumbents	1202	5581	1330	1025	327
Turnover Rate	79%	28%	16%	15%	12%
Salary Group	A04	A06	A07	A08	A10
Average Salary	\$ 16,006	\$ 18,656	\$ 20,088	\$ 21,384	\$ 24,005
Midpoint	\$ 18,402	\$ 20,334	\$ 21,396	\$ 22,566	\$ 26,094

Proposed Changes

Option 1

Job Classification	MHMR Services Aide	MHMR Services Assistant I	MHMR Services Assistant II	MHMR Services Assistant III	MHMR Services Supervisor
New Levels	Entry	Entry	Journey	Journey	Senior
New Salary Group	A04	A06	A07	A08	A10
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

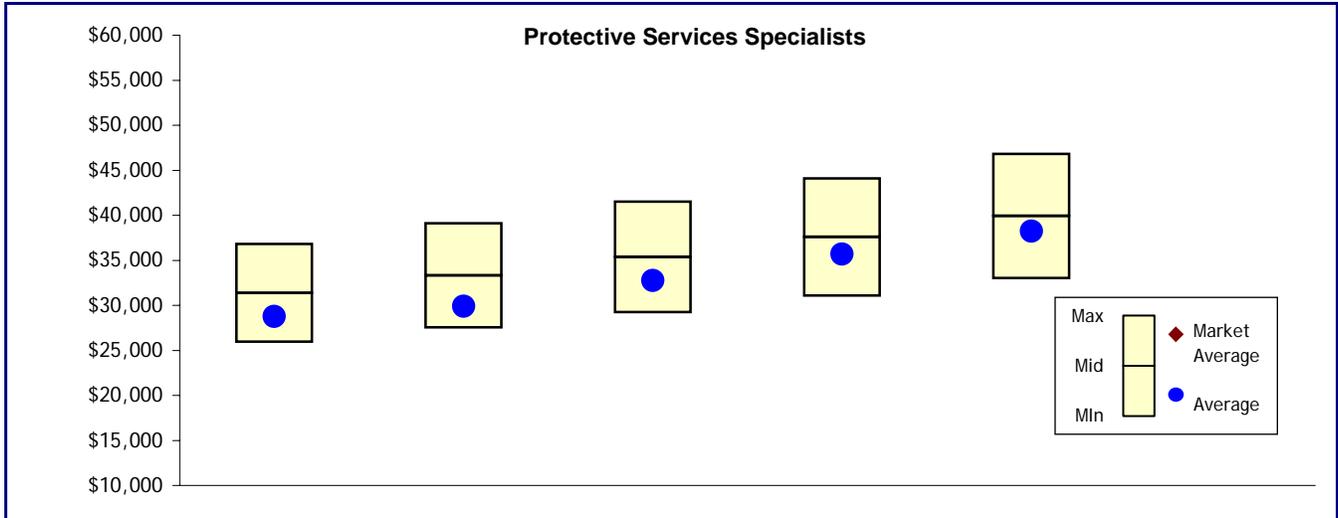
Option 2

Job Classification	MHMR Services Assistant I	Delete, move to A07	MHMR Services Assistant II	MHMR Services Assistant III	MHMR Services Supervisor
New Levels	Entry		Journey	Journey	Senior
New Salary Group	A05	A07	A07	A09	A11
Cost	\$ 839,436	\$ 1,096,296	\$ -	\$ 23,088	\$ 25,416
Total Cost					\$ 1,984,236

Option 3

Job Classification	MHMR Services Assistant I	Delete, move to A08	MHMR Services Assistant II	MHMR Services Assistant III	MHMR Services Supervisor
New Levels	Entry		Journey	Journey	Senior
New Salary Group	A06	A08	A08	A10	A12
Cost	\$ 1,835,460	\$ 4,952,822	\$ 89,705	\$ 674,558	\$ 284,856
Total Cost					\$ 7,837,401

Current Job Classification Data



Job Classification	Protective Services Specialist I	Protective Services Specialist II	Protective Services Specialist III	Protective Services Specialist IV	Protective Services Specialist V	
Class Number	5023	5024	5025	5026	5027	
Level	Entry	Journey	Journey	Senior	Senior	
Incumbents	135	1174	1122	1423	166	
Turnover Rate	27%	34%	19%	14%	10%	
Salary Group	B05	B06	B07	B08	B09	
Average Salary	\$ 28,759	\$ 29,896	\$ 32,751	\$ 35,701	\$ 38,232	
Midpoint	\$ 31,380	\$ 33,324	\$ 35,370	\$ 37,590	\$ 39,912	

Proposed Changes

Option 1

Job Classification	Protective Services Specialist I	Protective Services Specialist II	Protective Services Specialist III	Protective Services Specialist IV	Protective Services Specialist V	
New Levels	Entry	Journey	Journey	Senior	Senior	
New Salary Group	B05	B06	B07	B08	B09	
Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
					Total Cost	\$ -

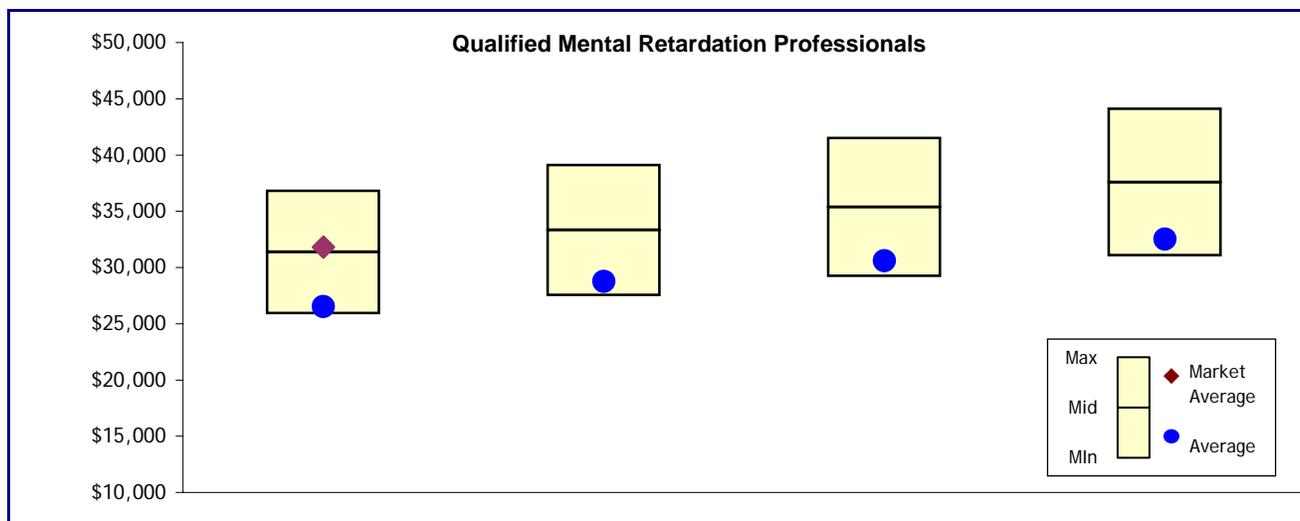
Option 2

Job Classification	Protective Services Specialist I	Delete, move to B07	Protective Services Specialist II	Delete, move to B09	Protective Services Specialist III	Protective Services Specialist IV
New Levels	Entry		Journey		Senior	Senior
New Salary Group	B05	B07	B07	B09	B09	B11
Cost	\$ -	\$ 167,066	\$ -	\$ 11,820	\$ -	\$ -
					Total Cost	\$ 178,886

Option 3

Job Classification	Protective Services Specialist I	Delete, move to B07	Protective Services Specialist II	Delete, move to B09	Protective Services Specialist III	Protective Services Specialist IV
New Levels	Entry		Journey		Senior	Senior
New Salary Group	B05	B07	B07	B09	B09	B11
Cost	\$ -	\$ 167,066	\$ -	\$ 11,820	\$ -	\$ -
					Total Cost	\$ 178,886

Current Job Classification Data



Job Classification	Qualified Mental Retardation Professional I	Qualified Mental Retardation Professional II	Qualified Mental Retardation Professional III	Qualified Mental Retardation Professional IV
Class Number	5130	5131	5132	5133
Level	Entry	Journey	Journey	Senior
Incumbents	4	34	95	72
Turnover Rate	0%	8%	11%	19%
Salary Group	B05	B06	B07	B08
Average Salary	\$ 26,532	\$ 28,758	\$ 30,583	\$ 32,531
Midpoint	\$ 31,380	\$ 33,324	\$ 35,370	\$ 37,590

Proposed Changes

Option 1

Job Classification	Qualified Mental Retardation Professional I	Qualified Mental Retardation Professional II	Qualified Mental Retardation Professional III	Qualified Mental Retardation Professional IV
New Levels	Entry	Journey	Journey	Senior
New Salary Group	B05	B06	B07	B08
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

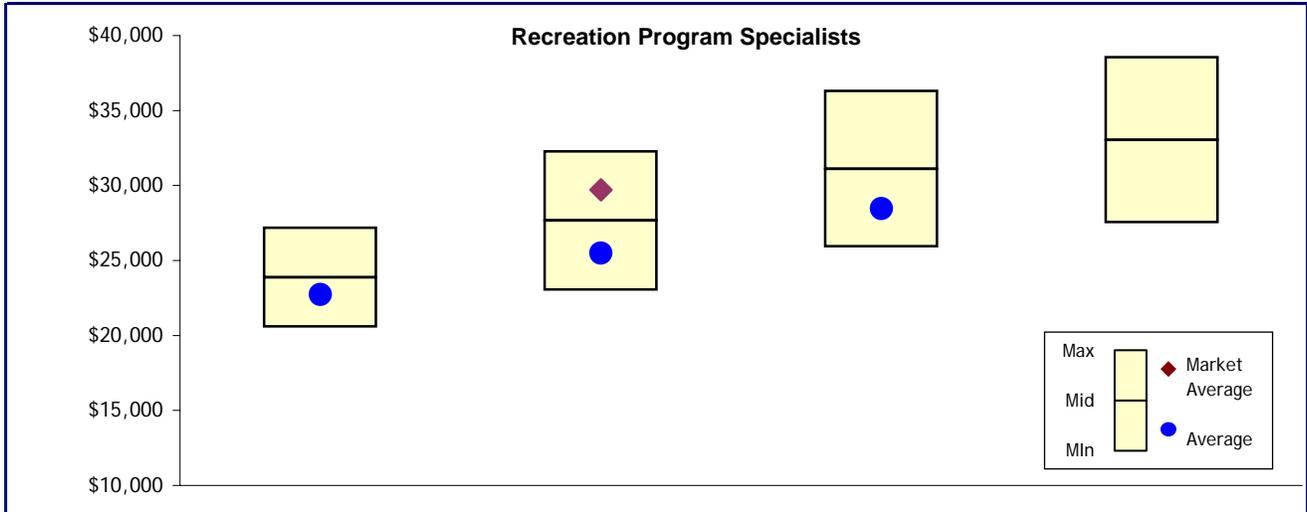
Option 2

Job Classification	Qualified Mental Retardation Professional I	Qualified Mental Retardation Professional II	Qualified Mental Retardation Professional III	Qualified Mental Retardation Professional IV
New Levels	Entry	Journey	Journey	Senior
New Salary Group	B05	B06	B07	B08
Cost	\$ -	\$ -	\$ -	\$ -
Total Cost				\$ -

Option 3

Job Classification	Delete, move to B06	Qualified Mental Retardation Professional I	Qualified Mental Retardation Professional II	Qualified Mental Retardation Professional III
New Levels		Entry	Journey	Senior
New Salary Group	B06	B06	B07	B08
Cost	\$ 4,032	\$ -	\$ -	\$ -
Total Cost				\$ 4,032

Current Job Classification Data



Job Classification	Recreation Program Specialist I	Recreation Program Specialist II	Recreation Program Specialist III	Recreation Program Specialist IV
Class Number	5140	5142	5144	5146
Level	Entry	Journey	Senior	Senior
Incumbents	40	9	12	0
Turnover Rate	23%	17%	15%	66%
Salary Group	A09	A11	A13	A14
Average Salary	\$ 22,721	\$ 25,483	\$ 28,463	\$ -
Midpoint	\$ 23,886	\$ 27,666	\$ 31,116	\$ 33,048

Proposed Changes

Option 1

Job Classification	Recreation Program Specialist I	Recreation Program Specialist II	Recreation Program Specialist III	Delete due to non-usage
New Levels	Entry	Journey	Senior	
New Salary Group	A09	A11	A13	
Cost	\$ -	\$ -	\$ -	
Total Cost				\$ -

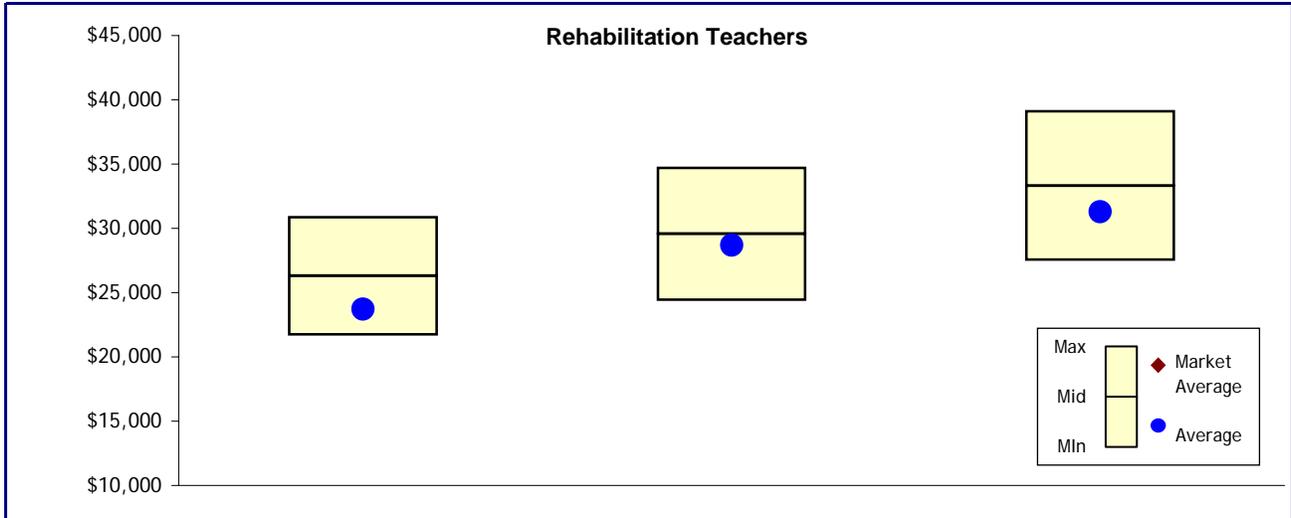
Option 2

Job Classification	Recreation Program Specialist I	Recreation Program Specialist II	Recreation Program Specialist III	Delete due to non-usage
New Levels	Entry	Journey	Senior	
New Salary Group	A09	A11	A13	
Cost	\$ -	\$ -	\$ -	
Total Cost				\$ -

Option 3

Job Classification	Recreation Program Specialist I	Recreation Program Specialist II	Recreation Program Specialist III	Delete due to non-usage
New Levels	Entry	Journey	Senior	
New Salary Group	A09	A11	A13	
Cost	\$ -	\$ -	\$ -	
Total Cost				\$ -

Current Job Classification Data



Job Classification	Rehabilitation Teacher I	Rehabilitation Teacher II	Rehabilitation Teacher III
Class Number	5090	5091	5092
Level	Entry	Journey	Senior
Incumbents	23	73	69
Turnover Rate	9%	13%	18%
Salary Group	B02	B04	B06
Average Salary	\$ 23,721	\$ 28,697	\$ 31,278
Midpoint	\$ 26,310	\$ 29,568	\$ 33,324

Proposed Changes

Option 1

Job Classification	Rehabilitation Teacher I	Rehabilitation Teacher II	Rehabilitation Teacher III
New Levels	Entry	Journey	Senior
New Salary Group	B02	B04	B06
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

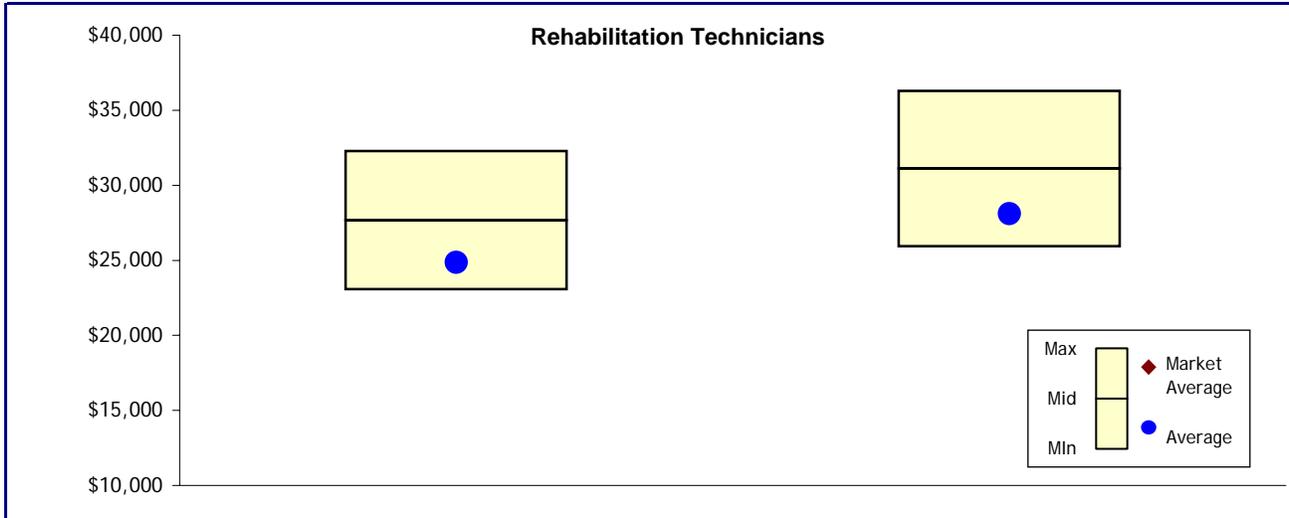
Option 2

Job Classification	Rehabilitation Teacher I	Rehabilitation Teacher II	Rehabilitation Teacher III
New Levels	Entry	Journey	Senior
New Salary Group	B02	B04	B06
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Option 3

Job Classification	Rehabilitation Teacher I	Rehabilitation Teacher II	Rehabilitation Teacher III
New Levels	Entry	Journey	Senior
New Salary Group	B02	B04	B06
Cost	\$ -	\$ -	\$ -
Total Cost			\$ -

Current Job Classification Data



Job Classification	Rehabilitation Technician I	Rehabilitation Technician II
Class Number	5085	5086
Level	Entry	Journey
Incumbents	42	16
Turnover Rate	15%	20%
Salary Group	A11	A13
Average Salary	\$ 24,854	\$ 28,116
Midpoint	\$ 27,666	\$ 31,116

Proposed Changes

Option 1

Job Classification	Delete, move to Rehabilitation Therapy Technician series	Delete, move to Rehabilitation Therapy Technician series
New Levels		
New Salary Group	A11	A13
Cost	\$ -	\$ -
Total Cost		\$ -

Option 2

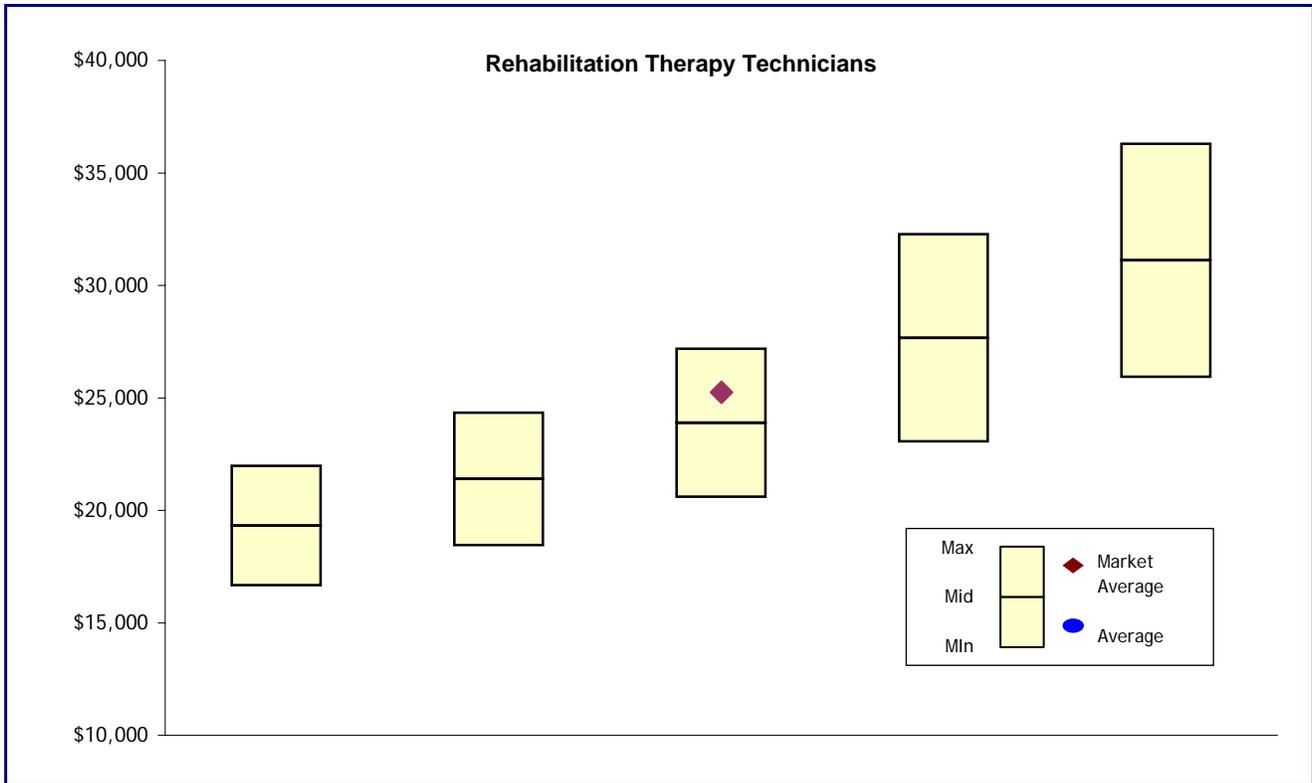
Job Classification	Delete, move to Rehabilitation Therapy Technician series	Delete, move to Rehabilitation Therapy Technician series
New Levels		
New Salary Group	A12	A14
Cost	\$ 7,188	\$ 4,080
Total Cost		\$ 11,268

Option 3

Job Classification	Delete, move to Rehabilitation Therapy Technician series	Delete, move to Rehabilitation Therapy Technician series
New Levels		
New Salary Group	A13	A15
Cost	\$ 48,924	\$ 22,800
Total Cost		\$ 71,724

Note: New job class series created to consolidate Rehabilitation Technician and Therapist Technician series.

Proposed Job Classification



Proposed Job Series

Option 1

Job Classification	Rehabilitation Therapy Technician I	Rehabilitation Therapy Technician III	Rehabilitation Therapy Technician III	Rehabilitation Therapy Technician IV	Rehabilitation Therapy Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A05	A07	A09	A11	A13
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Option 2

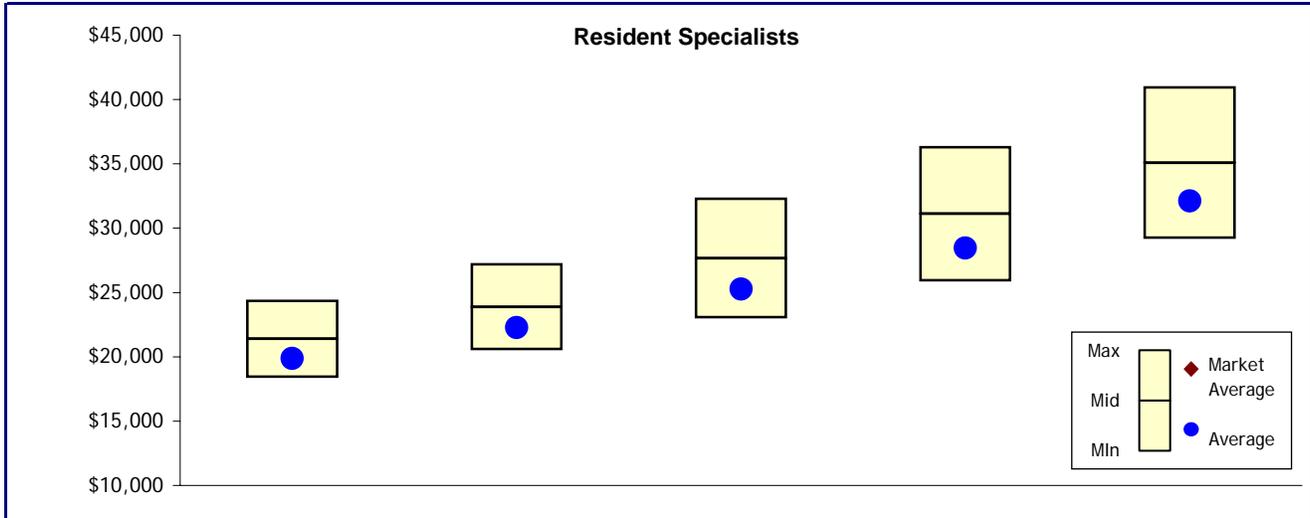
Job Classification	Rehabilitation Therapy Technician I	Rehabilitation Therapy Technician II	Rehabilitation Therapy Technician III	Rehabilitation Therapy Technician IV	Rehabilitation Therapy Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A06	A08	A10	A12	A14
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Option 3

Job Classification	Rehabilitation Therapy Technician I	Rehabilitation Therapy Technician II	Rehabilitation Therapy Technician III	Rehabilitation Therapy Technician IV	Rehabilitation Therapy Technician V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A07	A09	A11	A13	A15
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Note: Creation of new job class which consolidates Rehabilitation Technician and Therapist Technician series.

Current Job Classification Data



Job Classification	Resident Specialist I	Resident Specialist II	Resident Specialist III	Resident Specialist IV	Resident Specialist V
Class Number	5201	5203	5205	5207	5209
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	36	142	57	14	22
Turnover Rate	16%	20%	17%	0%	23%
Salary Group	A07	A09	A11	A13	A15
Average Salary	\$ 19,874	\$ 22,272	\$ 25,273	\$ 28,448	\$ 32,105
Midpoint	\$ 21,396	\$ 23,886	\$ 27,666	\$ 31,116	\$ 35,082

Proposed Changes

Option 1

Job Classification	Resident Specialist I	Resident Specialist II	Resident Specialist III	Resident Specialist IV	Resident Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A07	A09	A11	A13	A15
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

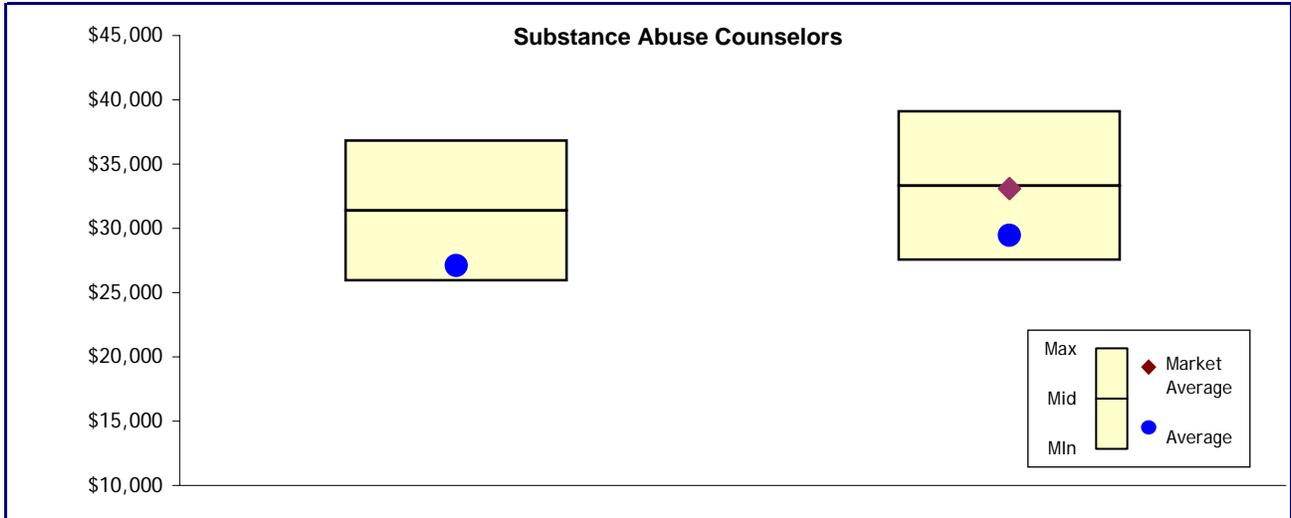
Option 2

Job Classification	Resident Specialist I	Resident Specialist II	Resident Specialist III	Resident Specialist IV	Resident Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A07	A09	A11	A13	A15
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Option 3

Job Classification	Resident Specialist I	Resident Specialist II	Resident Specialist III	Resident Specialist IV	Resident Specialist V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A07	A09	A11	A13	A15
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

Current Job Classification Data



Job Classification	Substance Abuse Counselor I		Substance Abuse Counselor II	
Class Number	5112		5113	
Level	Journey		Senior	
Incumbents	76		25	
Turnover Rate	58%		25%	
Salary Group	B05		B06	
Average Salary	\$	27,106	\$	29,463
Midpoint	\$	31,380	\$	33,324

Proposed Changes

Option 1

Job Classification	Substance Abuse Counselor I		Substance Abuse Counselor II	
New Levels	Journey		Senior	
New Salary Group	B05		B06	
Cost	\$	-	\$	-
		Total Cost	\$	-

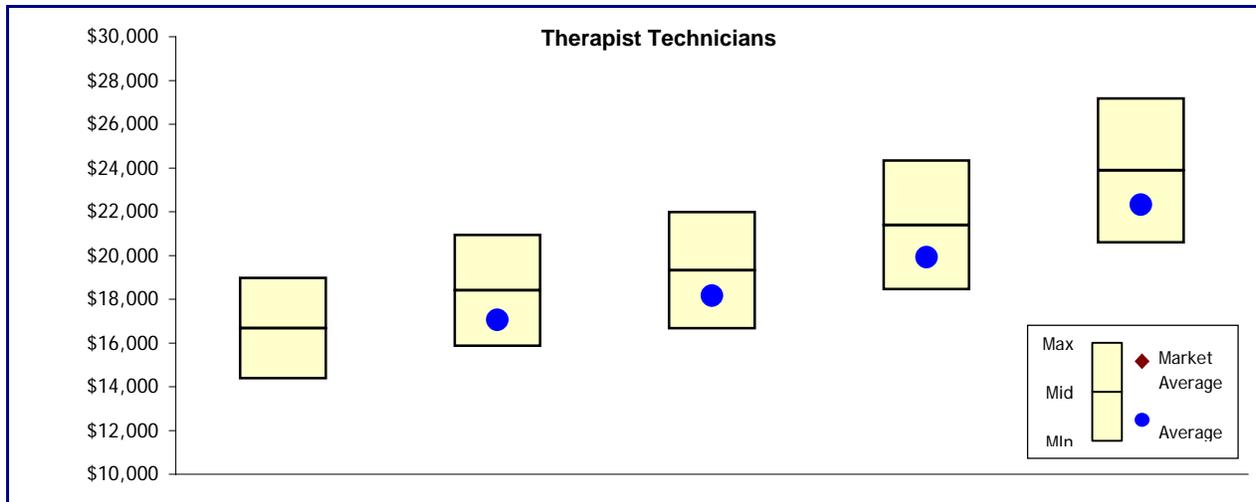
Option 2

Job Classification	Substance Abuse Counselor I		Substance Abuse Counselor II	
New Levels	Journey		Senior	
New Salary Group	B05		B06	
Cost	\$	-	\$	-
		Total Cost	\$	-

Option 3

Job Classification	Substance Abuse Counselor I		Substance Abuse Counselor II	
New Levels	Journey		Senior	
New Salary Group	B05		B06	
Cost	\$	-	\$	-
		Total Cost	\$	-

Current Job Classification Data



Job Classification	Therapist Technician I	Therapist Technician II	Therapist Technician III	Therapist Technician IV	Therapist Technician V
Class Number	4348	4349	4350	4351	4352
Level	Entry	Journey	Journey	Senior	Senior
Incumbents		32	355	323	195
Turnover Rate	400%	19%	16%	12%	11%
Salary Group	A02	A04	A05	A07	A09
Average Salary	\$ -	\$ 17,052	\$ 18,166	\$ 19,917	\$ 22,314
Midpoint	\$ 16,674	\$ 18,402	\$ 19,320	\$ 21,396	\$ 23,886

Proposed Changes

Option 1

Job Classification	Delete, move to Rehabilitation Therapy Technician series				
New Levels					
New Salary Group	A05	A05	A05	A07	A09
Cost	\$ -	\$ 5,544	\$ -	\$ -	\$ -
				Total Cost	\$ 5,544

Option 2

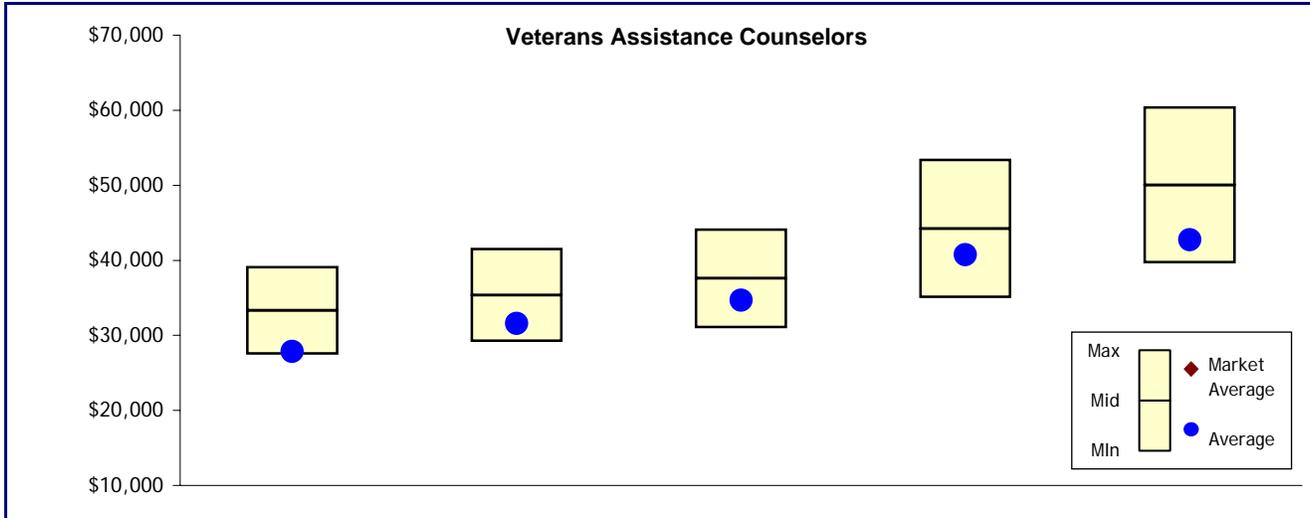
Job Classification	Delete, move to Rehabilitation Therapy Technician series				
New Levels					
New Salary Group	A06	A06	A06	A08	A10
Cost	\$ -	\$ 19,236	\$ 24,551	\$ 17,933	\$ 12,399
				Total Cost	\$ 74,119

Option 3

Job Classification	Delete, move to Rehabilitation Therapy Technician series				
New Levels					
New Salary Group	A07	A07	A07	A09	A11
Cost	\$ -	\$ 44,820	\$ 174,587	\$ 245,343	\$ 176,091
				Total Cost	\$ 640,841

Note: New job class series created to consolidate Rehabilitation Technician and Therapist Technician series.

Current Job Classification Data



Job Classification	Veterans Assistance Counselor I	Veterans Assistance Counselor II	Veterans Assistance Counselor III	Veterans Assistance Counselor IV	Veterans Assistance Counselor V
Class Number	5105	5106	5107	5108	5109
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	12	8	22	7	1
Turnover Rate	34%	13%	22%	0%	0%
Salary Group	B06	B07	B08	B10	B12
Average Salary	\$ 27,840	\$ 31,597	\$ 34,657	\$ 40,756	\$ 42,744
Midpoint	\$ 33,324	\$ 35,370	\$ 37,590	\$ 44,232	\$ 50,034

Proposed Changes

Option 1

Job Classification	Veterans Assistance Counselor I	Veterans Assistance Counselor II	Veterans Assistance Counselor III	Veterans Assistance Counselor IV	Veterans Assistance Counselor V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B06	B07	B08	B10	B12
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ -

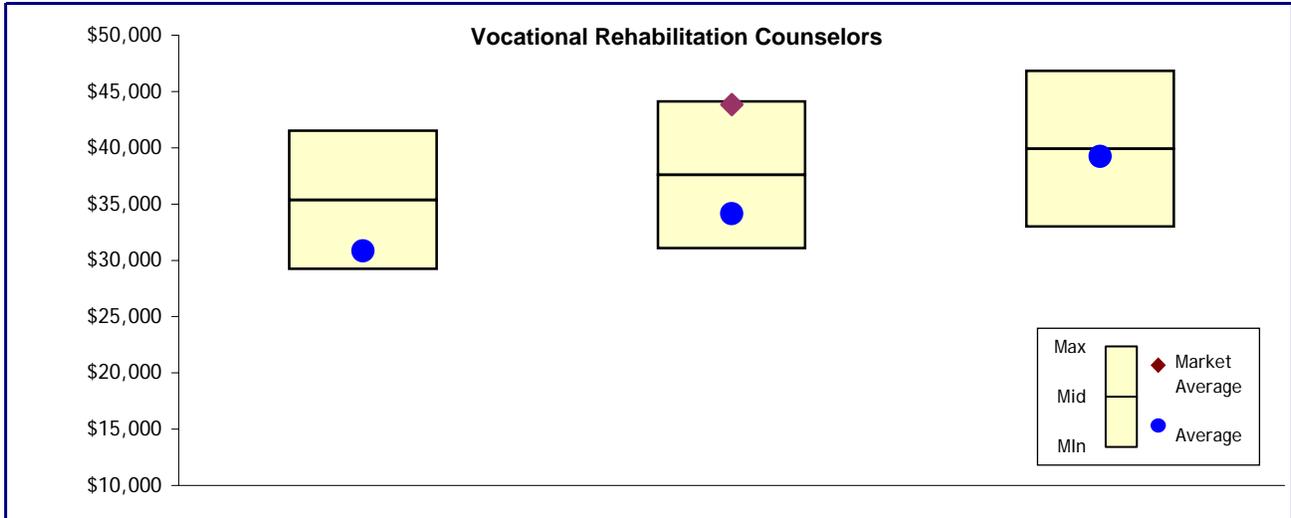
Option 2

Job Classification	Delete, move to B08	Delete, move to B08	Veterans Assistance Counselor I	Veterans Assistance Counselor II	Veterans Assistance Counselor III
New Levels			Entry	Journey	Senior
New Salary Group	B08	B08	B08	B10	B12
Cost	\$ 38,736	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ 38,736

Option 3

Job Classification	Delete, move to B08	Delete, move to B08	Veterans Assistance Counselor I	Veterans Assistance Counselor II	Veterans Assistance Counselor III
New Levels			Entry	Journey	Senior
New Salary Group	B08	B08	B08	B10	B12
Cost	\$ 38,736	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ 38,736

Current Job Classification Data



Job Classification	Vocational Rehabilitation Counselor I	Vocational Rehabilitation Counselor II	Vocational Rehabilitation Counselor III
Class Number	5062	5063	5064
Level	Entry	Journey	Senior
Incumbents	257	158	184
Turnover Rate	26%	19%	10%
Salary Group	B07	B08	B09
Average Salary	\$ 30,828	\$ 34,143	\$ 39,216
Midpoint	\$ 35,370	\$ 37,590	\$ 39,912

Proposed Changes

Option 1

Job Classification	Vocational Rehabilitation Counselor I	Vocational Rehabilitation Counselor II	Vocational Rehabilitation Counselor III
New Levels	Entry	Journey	Senior
New Salary Group	B07	B09	B11
Cost	\$ -	\$ 19,278	\$ 93,675
		Total Cost	\$ 112,953

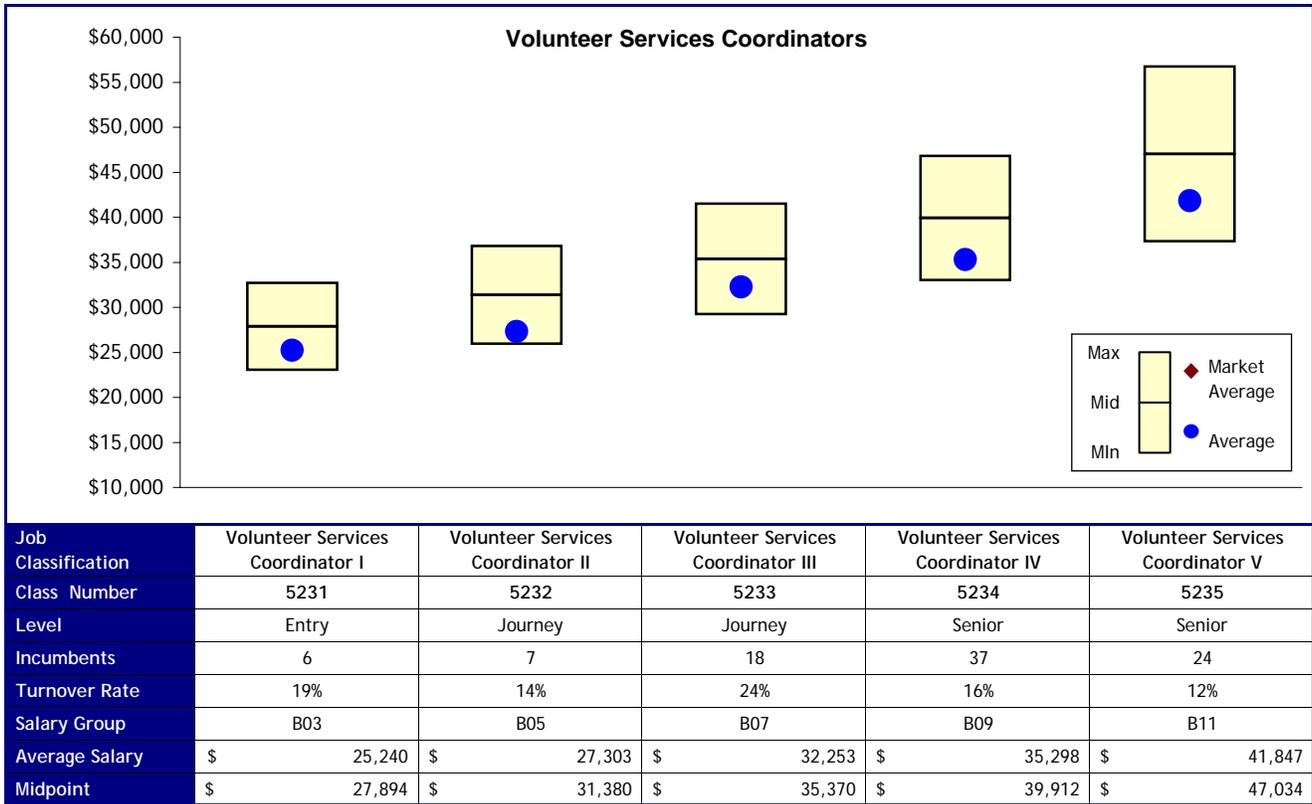
Option 2

Job Classification	Vocational Rehabilitation Counselor I	Vocational Rehabilitation Counselor II	Vocational Rehabilitation Counselor III
New Levels	Entry	Journey	Senior
New Salary Group	B08	B10	B12
Cost	\$ 249,696	\$ 207,590	\$ 329,245
		Total Cost	\$ 786,531

Option 3

Job Classification	Vocational Rehabilitation Counselor I	Vocational Rehabilitation Counselor II	Vocational Rehabilitation Counselor III
New Levels	Entry	Journey	Senior
New Salary Group	B08	B10	B12
Cost	\$ 249,696	\$ 207,590	\$ 329,245
		Total Cost	\$ 786,531

Current Job Classification Data



Proposed Changes

Option 1

Job Classification	Delete, move to B05	Volunteer Services Coordinator I	Volunteer Services Coordinator II	Volunteer Services Coordinator III	Volunteer Services Coordinator IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B05	B05	B07	B09	B11
Cost	\$ 6,144	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ 6,144

Option 2

Job Classification	Delete, move to B05	Volunteer Services Coordinator I	Volunteer Services Coordinator II	Volunteer Services Coordinator III	Volunteer Services Coordinator IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B05	B05	B07	B09	B11
Cost	\$ 6,144	\$ -	\$ -	\$ -	\$ -
Total Cost					\$ 6,144

Option 3

Job Classification	Delete, move to B07	Delete, move to B07	Volunteer Services Coordinator I	Volunteer Services Coordinator II	Volunteer Services Coordinator III
New Levels		Entry	Journey	Senior	Senior
New Salary Group	B07	B07	B07	B09	B11
Cost	\$ 23,952	\$ 13,500	\$ -	\$ -	\$ -
Total Cost					\$ 37,452