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A Biennial Report on Recommended Changes to the Classification Plan

September 1996

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Key Points Of Report

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Overall Conclusion

We recommend making changes to the Position Classification Plan (Plan) in order to ensure it is able to meet the changing needs of the State and labor market. The cumulative effect of these changes would result in a reduction in the number of classes in the Plan from 1,148 classes to a more manageable 773 classes. The benefits of implementing these changes would include making the Plan more flexible, equitable, and user-friendly for the state agencies using it. The estimated cost of implementing these changes would range between \$3,815,244 and \$8,631,228 per year, or approximately 0.1 percent to 0.3 percent of the annual current payroll costs for classified employees.

Key Facts And Findings

- To reduce the number of obsolete, unutilized, underutilized, or redundant classes, 422 classes should be deleted from the Plan.
- To accommodate new duties and functions and revise current class series to better reflect the market and needs of state agencies, 47 classes should be added to the Plan.
- To enable the State to effectively recruit and retain employees in those positions whose current salary ranges are significantly behind the salaries of comparable positions in the external labor market, 41 classes should be reallocated to higher salary groups within the Plan.
- To create title consistency within class series, to better accommodate the use of dual career tracks, and to delete references to specific agencies, 215 class titles should be changed within the Plan.
- To ensure that all classes are properly grouped according to function, 222 class numbers should be changed.

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This review of the State's Position Classification Plan has been conducted in accordance with the Position Classification Act, Texas Government Code, Chapter 654.

Overview

We recommend making changes to the State of Texas' Position Classification Plan (Plan) in order to ensure it adequately meets the needs of the State's classified state agencies (and others who voluntarily follow the Plan) and properly compensates the State's 129,367 classified employees. The cumulative effect of these changes would reduce the number of classes in the Plan from 1,148 to a more manageable 773 classes.

We have developed our specific recommendations using the following criteria:

- delete obsolete, unutilized, underutilized, or redundant classes
- add new classes to accommodate new duties and functions and to revise current class series
- reallocate positions which are currently not able to effectively recruit and retain employees due to non-competitive salaries
- revise outdated, inconsistent, or agency-specific titles
- regroup and renumber positions for better flow and ease of usability

The recommended changes are needed to make the Plan more useful and allow it to meet the changing needs of the labor market:

- In order for the Plan to successfully meet these challenges and assist agencies in attracting and retaining qualified employees, it should be flexible, equitable, and consistent. It should also be user-friendly in its administration.
- The external employment market is constantly changing. For example, new technology creates the need for new classes or a change in duties of existing ones. Over time, these factors cause some classes to become obsolete. Changes in the supply and demand for certain positions may also create the need to

change the salary group allocations of those positions.

The estimated cost to implement all of the recommended changes to the Plan would range between \$3,815,244 and \$8,631,228 per year, or between approximately 0.1 percent and 0.3 percent of the current annual expenditures for classified employee salaries.¹ This cost will vary depending on how individual agencies choose to reclassify their employees affected by class deletions or reallocations which result in positions being changed to classes in different salary groups. These decisions will need to be made by agencies based on the proper classification of positions, internal salary relationships among related positions, and budget constraints. Appendix 2, which details the reasons for each of the recommendations to the Plan (other than class number changes), lists the costs to implement each of the recommendations by class/class series.

¹The estimated costs do not include the cost of additional State-paid retirement or State-paid social security contributions for eligible employees.

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Section 1:

Reduce the Number of Obsolete, Unutilized, Underutilized, or Redundant Classes

In order to reduce the number of obsolete, unutilized, underutilized, or redundant classes, 422 classes should be deleted from the Plan. We believe these classes should be deleted because:

- There are classes that are either no longer being utilized or being occupied by only a few incumbents. Some of these positions have no or low utilization due to obsolescence of the work being performed; while others are classified in salary groups that are not competitive with the market. Yet other classes/class series, such as Budget Examiners, have had their positions performing these classified functions exempted from the Plan.
- The Plan currently contains classes whose duties overlap or duplicate the duties of other classes. In these instances, we have recommended the consolidation of several class series into a single, general class series, which can be readily used by all state agencies.

While these deletions will result in fewer, more general class series, agencies may maintain functional job descriptions which are specific to the nature of their employees' work.

Our goal to substantially reduce the number of classes within the Plan is consistent with the initiatives of other states. According to a survey on trends in state personnel practices released by the National Association of State Business Executives in April 1996, 27 states have reduced, or have initiatives in progress to reduce, the number of job classifications within their plans. Our recommendations will function to enhance the usability and flexibility of the Plan for its users and enhance consistency in pay across state agencies. The estimated increase in salary costs to implement all of the recommended deletions would range from \$544,152 to \$3,000,840 per year, due to the reclassification of employees in deleted classes to other classes in which there is a change in salary group. This amounts to 14 to 35 percent of the total costs associated with all of the recommendations to the Plan.

Section 2:

Consolidate Class Series, Bridge Inappropriate Salary Gaps, and Accommodate New Duties and Functions

In order to consolidate multiple similar class series into a single, more general class series, to bridge inappropriate salary gaps that are currently present within existing class series, and to describe new job functions not currently adequately captured within the Plan, 47 new classes should be added to the Plan. Although our aim has been to reduce the number of classes within the Plan overall, these additions will provide for greater consistency in pay across state agencies and ensure the Plan better reflects the market and needs of state agencies. There are no direct costs associated

with the creation of additional classes, although some of the additions are commensurate upon the deletion of other positions which may have a fiscal impact.

Section 3:

Reallocate Positions Whose Salary Ranges Are Significantly Behind the Market

In order to enable the State to effectively recruit and retain employees into those positions whose current salary ranges are significantly behind the salaries of comparable positions in the external labor market, 41 classes should be reallocated to higher salary groups within the Plan. Reallocations (changes of a position from one salary group to a different, usually higher, salary group) are based on market data and function to bring the salaries of those positions whose salaries are significantly behind the external labor market into line with comparable positions within the market. In these instances, the State may find it hard to recruit or retain qualified employees.

We believe 41 classes should be reallocated to higher salary groups because of indications that the current salary group assignment is too low. These indications include:

- market survey data showing the State's classified salaries are below the market
- the low- or non-utilization of a class or class series which is normally more prevalent in the market or more highly utilized within higher levels of that same class series within the Plan. These instances may indicate that state agencies are misclassifying their employees in other class series in order to pay them at the proper rate.
- a high turnover rate, particularly if a large percentage of the turnover is reported as being due to inadequate salary

These reallocations will help ensure that the state agencies using the Plan are better able to compete in the external market and attract and retain high-quality employees. Most of the recommended reallocations fall within the medical field, although other class series, such as Attorneys and Librarians, have been recommended for reallocation. The approximate increase in salary costs to implement all of the recommended reallocations ranges between \$3,271,092 and \$5,630,388 per year. The highest reallocation costs are associated with the Nurse and Licensed Vocational Nurse class series. These estimated costs (between \$2,771,100 and \$4,601,208) make up between 53 and 73 percent of the total salary implementation costs for all of the Plan recommendations.

When evaluating the costs involved, it is important to take into account the high costs of hiring, training, and retention involved in filling those positions whose salary ranges are significantly behind the market. According to an article published in the December 1990 issue of Personnel Journal, turnover costs were calculated to be equivalent to about 1.5 times the annual salary of positions exempt from the Fair

Labor Standards Act (FLSA) and .75 times the annual salary of FLSA non-exempt positions, regardless of the type of industry involved.

In fiscal year 1995, there were 1,682 (or approximately 1.27 percent) of the State's 131,998 classified employees who terminated due to inadequate salary. Assuming this percentage remains constant in fiscal year 1996, we can estimate there will be 1,643 terminations due to inadequate salary during this fiscal year. Using the current average annual classified salary of \$24,260.52, we can estimate the costs of turnover for the estimated terminations to range between \$29,895,025 and \$59,790,051, or between 3.5 and 15.7 times the cost to implement all of our recommendations.

Reallocating those positions whose salaries are significantly behind those of comparable positions in the market should assist in reducing some of the State's recruitment and retention problems. When the high cost of turnover and the problems caused by perceptions of unfairness and inequity are taken into account, the benefits of reallocations clearly appear to outweigh the initial costs incurred.

Section 4:

Revise Outdated, Inconsistent, or Agency-Specific Class Titles

In order to ensure the State's class titles are flexible and user-friendly, 215 class titles should be changed within the Plan. By recommending class title changes, we are attempting to accomplish the following:

- better describe the functions of a class or class series whose current title(s) do not accurately convey the duties being performed
- create title consistency within class series
- accommodate the use of dual career tracks by changing the titles of some supervisory or managerial positions in order to allow high-level technical positions to progress through a class series without having to assume supervisory responsibilities
- eliminate agency-specific classes and generalize class series for overall statewide use

These changes, which have no fiscal impact, are important in creating consistency and enhancing flexibility throughout the Plan.

Section 5:

Group Classes According to Function

In order to ensure that all classes are properly grouped according to function, 222 class numbers should be changed within the Plan. There have been many changes to the Plan since its inception in 1961. These changes have inadvertently caused some position numbering inconsistencies to develop within the Plan. In some cases, agencies may not know certain classes exist because their position numbers are not listed where they would be expected to be found. The changes we are recommending,

at no cost to the State, will serve to reestablish a logical grouping of classes according to function and enhance the overall usability of the Plan.

Section 6:

Discussion on Appendices

Appendix 1 provides information on the objective, scope, and methodology used in making recommendations for changes to the Plan.

Appendices 2 and 3 contain detailed information relating to specific changes recommended to the Plan. All bolded text within Appendices 2 and 3 represents a change from the current Plan. For instance, except for those classes with a “T” (indicating “temporary”) listed after their class number, a bolded class number indicates a class number change, a bolded salary group indicates a class reallocation, and a bolded class title indicates a title change from the current Plan. Those classes which are listed with a “T” following their class numbers are recommended new classes to the Plan.

Appendix 2, titled *Classification Plan Recommendations: Side-by-Side Comparison by Occupational Category*, provides an overview of the recommended changes to the Plan. The left-hand side of the detail lists the current Plan classes by occupational category. The right-hand side of the detail outlines any recommended changes to those classes. All bolded text in the right-hand side of the detail represents a change from the current Plan. In addition, any class listed in the left-hand side of the detail, but not in the right-hand side, indicates a recommended class deletion.

Appendix 3, titled *Detailed Reasons for Recommendations According to Occupational Category*, provides detailed information on the justification for each of the recommended changes (excluding recommended class number changes). The recommendations are again grouped according to occupational category. The detail lists each of the current classes or class series with recommendation(s) for change(s) in the right-hand column and the corresponding recommended changes to those classes or class series in the left-hand column (as in Appendix 2). Following each of these is a short narrative outlining the reasons for the recommended changes.

Included at the end of the narrative for each of the affected classes or class series is the approximate annual cost to implement the recommended changes. Recommended class reallocations or deletions are the only types of changes that may have a fiscal impact. In those instances in which a cost may be incurred, the minimum implementation cost was calculated by moving the incumbents affected to the same salary rate within the appropriate salary group of the new or revised class, or to the Step 1 rate of the higher salary group (if applicable), whichever is higher. The maximum cost was calculated by moving the incumbent up to two steps higher than the minimum allowable rate in accordance with the reallocation provisions of the General Appropriations Act.

Objective, Scope, and Methodology

The objective of this report is to provide recommendations for changes to the State Classification Plan (Plan) in order to ensure the Plan is able to effectively meet the needs of its users. By regularly reviewing and updating the Plan to ensure it is fair, equitable, and consistent, the State should be better able to recruit and retain qualified employees.

The recommendations outlined in the report are the result of a review of the State's 1,148 classes within the Plan. In making these recommendations, our Office reviewed:

- the number of incumbents in each class/class series
- turnover data for each class/class series
- market salaries for benchmarked positions
- internal salary relationships

The cost of implementing all of the recommendations was approximated and annualized. This cost was based on the number of classified employees in each of the affected classes as of May 31, 1996, using information supplied by the Comptroller's Office Human Resource Information System (HRIS). In those instances in which a cost may be incurred (reallocations or some deletions), the minimum estimated costs in implementing the Plan recommendations were calculated by moving the incumbents affected to the same salary rate within the appropriate salary group of the new or revised class, or to the Step 1 rate of the higher salary group (if applicable), whichever is higher. The maximum cost was calculated by moving the incumbent up to two steps higher than the minimum allowable rate (not to exceed the same salary step number as in the previous salary group) in accordance with the reallocation provisions of the General Appropriations Act. The estimated costs do not include the cost of additional State-paid retirement or State-paid social security contributions for eligible employees.

This review was conducted in accordance with the Position Classification Act, Texas Government Code, Chapter 654, by the following members of the State Auditor's staff:

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Appendix 2:

Classification Plan Recommendations: Side-by-Side Comparison by Occupational Category

CURRENT CLASS NO. **CURRENT S.G.** **CURRENT CLASS TITLE**

NEW CLASS NO. **NEW S.G.** **NEW CLASS TITLE**

CLERICAL/ADMINISTRATIVE (0000-0200)

0005 04 Switchboard Operator
 0006 05 Switchboard Operator/Receptionist
 0008 06 Switchboard Operator Supervisor

0005 04 Switchboard Operator
 0006 05 Switchboard Operator/Receptionist
 0008 06 Switchboard Operator Supervisor

0011 02 Messenger

0051 02 Clerk I
 0053 04 Clerk II
 0055 06 Clerk III

0051 02 Clerk I
 0053 04 Clerk II
 0055 06 Clerk III
0057T 08 Clerk IV

0061 06 Clerical Supervisor I
 0063 07 Clerical Supervisor II
 0065 09 Clerical Supervisor III
 0067 11 Clerical Supervisor IV

0063 07 **Clerical Supervisor I**
 0065 09 **Clerical Supervisor II**
 0067 11 **Clerical Supervisor III**

0103 03 Clerk Typist I
 0106 04 Clerk Typist II

5508 05 Office Support Clerk

0131 05 Secretary I
 0133 06 Secretary II
 0135 07 Secretary III
 0138 09 Administrative Secretary

0131 05 Secretary I
 0133 06 Secretary II
 0135 07 Secretary III
 0138 09 **Secretary IV**

0290 06 Word Processing Operator I
 0292 08 Word Processing Operator II
 0294 10 Word Processing Operator III

0147 06 Word Processing Operator I
0148 08 Word Processing Operator II
0149 10 Word Processing Operator III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1501	08	Administrative Technician I	0150	08	Administrative Technician I
1502	11	Administrative Technician II	0152	11	Administrative Technician II
1503	13	Administrative Technician III	0154	13	Administrative Technician III
1504	15	Administrative Technician IV	0156	15	Administrative Technician IV
1506	17	Executive Assistant I	0160	17	Executive Assistant I
1507	19	Executive Assistant II	0162	19	Executive Assistant II

AUTOMATED SYSTEMS (0201-0300)

0201	04	Data Entry Operator I	0201	04	Data Entry Operator I
0203	06	Data Entry Operator II	0203	06	Data Entry Operator II
0205	08	Data Entry Operator III	0205	08	Data Entry Operator III
0206	10	Data Entry Operator IV	0206	10	Data Entry Operator IV
0211	09	Data Entry Supervisor I			
0213	11	Data Entry Supervisor II			
0215	13	Data Entry Supervisor III			
0244	05	ADP Record Control Clerk I	0216	05	ADP Record Control Clerk I
0245	07	ADP Record Control Clerk II	0218	07	ADP Record Control Clerk II
0246	09	ADP Record Control Clerk III	0220	09	ADP Record Control Clerk III
0221	07	ADP Equipment Operator I	0221	07	ADP Equipment Operator I
0223	09	ADP Equipment Operator II	0223	09	ADP Equipment Operator II
0225	11	ADP Equipment Operator III	0225	11	ADP Equipment Operator III
0227	14	ADP Equipment Operator IV	0227	14	ADP Equipment Operator IV
0231	12	ADP Supervisor I			
0232	14	ADP Supervisor II			
0233	16	ADP Supervisor III	0233	16	ADP Supervisor I
0234	18	ADP Supervisor IV	0234	18	ADP Supervisor II
0255	10	Systems Support Specialist I	0235	10	Systems Support Specialist I
0257	12	Systems Support Specialist II	0236	12	Systems Support Specialist II
0259	14	Systems Support Specialist III	0237	14	Systems Support Specialist III
0254	16	Systems Support Specialist IV	0238	16	Systems Support Specialist IV

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
0251	18	Programmer Analyst I			
0252	20	Programmer Analyst II			
0253	21	Programmer Analyst III			
0268	18	Systems Programmer I			
0269	20	Systems Programmer II			
0270	21	Systems Programmer III			
0260	16	Systems Analyst I	0260	16	Systems Analyst I
0262	18	Systems Analyst II	0262	18	Systems Analyst II
0264	20	Systems Analyst III	0264	20	Systems Analyst III
0266	21	Systems Analyst IV	0266	21	Systems Analyst IV
0277	16	Data Base Administrator I	0277	16	Data Base Administrator I
0278	18	Data Base Administrator II	0278	18	Data Base Administrator II
0279	20	Data Base Administrator III	0279	20	Data Base Administrator III
0280	21	Data Base Administrator IV	0280	21	Data Base Administrator IV
0281	12	Telecommunications Specialist I	0281	12	Telecommunications Specialist I
0282	14	Telecommunications Specialist II	0282	14	Telecommunications Specialist II
0283	16	Telecommunications Specialist III	0283	16	Telecommunications Specialist III
0284	18	Telecommunications Supervisor	0284	18	Telecommunications Specialist IV
0285	20	Telecommunications Administrator	0285	20	Telecommunications Specialist V
0287	16	Network Manager I	0287	16	Network Specialist I
0288	18	Network Manager II	0288	18	Network Specialist II
0289	20	Network Manager III	0289	20	Network Specialist III
0274	19	Director of ADP I			
0275	21	Director of ADP II			
0273	21	Assistant Director of ADP			
0239	12	ADP Programmer Apprentice	0295	12	Programmer I
0240	14	ADP Programmer I	0296	14	Programmer II
0241	16	ADP Programmer II	0297	16	Programmer III
0242	18	ADP Programmer III	0298	18	Programmer IV
0243	20	ADP Programmer IV	0299	20	Programmer V
			0300T	21	Programmer VI

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
OFFICE SERVICES (0301-0500)					
0306	05	Duplicating Machine Operator I	0306	05	Duplicating Machine Operator I
0308	08	Duplicating Machine Operator II	0308	08	Duplicating Machine Operator II
0309	09	Reproduction Equipment Operator I	0309	09	Printing Technician I
0310	11	Reproduction Equipment Operator II	0310	11	Printing Technician II
0311	13	Reproduction Equipment Operator III	0311	13	Printing Technician III
0312	15	Reproduction Equipment Operator IV	0312	15	Printing Technician IV
0316	12	Reproduction Equipment Supervisor I			
0317	14	Reproduction Equipment Supervisor II			
0318	16	Reproduction Equipment Supervisor III	0313	16	Printing Technician V
0320	18	Director of Reprographics			
0325	05	Bindery Technician I	0321	05	Bindery Technician I
0326	07	Bindery Technician II	0322	07	Bindery Technician II
0327	11	Bindery Technician IV	0323	11	Bindery Technician IV
0328	09	Bindery Technician III	0324	09	Bindery Technician III
0340	06	Microfilm Camera Operator I	0340	06	Microfilm Camera Operator I
0341	08	Microfilm Camera Operator II	0341	08	Microfilm Camera Operator II
0343	09	Micrographics Technician I	0343	09	Micrographics Technician I
0344	11	Micrographics Technician II	0344	11	Micrographics Technician II
0346	13	Micrographics Supervisor I	0346	13	Micrographics Technician III
0347	15	Micrographics Supervisor II	0347	15	Micrographics Technician IV
0351	06	Darkroom Technician			
0361	10	Photographer I	0361	10	Photographer I
0363	12	Photographer II	0363	12	Photographer II
0365	14	Photographer III	0365	14	Photographer III
0367	16	Photographer IV	0367	16	Photographer IV
PLANNING, RESEARCH, AND INFORMATION (0501-1000)					
0515	16	Planning Assistant	0515	16	Planning Assistant
0516	17	Planner I	0516	17	Planner I

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
0517	19	Planner II	0517	19	Planner II
0518	20	Planner III	0518	20	Planner III
0519	21	Planner IV	0519	21	Planner IV
0520	21	Director, Program Planning			
0540	11	Research Assistant I	0540	11	Research Assistant I
0542	13	Research Assistant II	0542	13	Research Assistant II
0544	15	Research Specialist I	0544	15	Research Specialist I
0546	17	Research Specialist II	0546	17	Research Specialist II
0548	18	Research Specialist III	0548	18	Research Specialist III
0550	19	Director of Research			
0552	19	Research Associate	0552	19	Research Specialist IV
0554	21	Chief of Research	0554	21	Research Specialist V
7734	12	Marketing Specialist I	0560	12	Marketing Specialist I
7735	14	Marketing Specialist II	0562	14	Marketing Specialist II
7736	16	Marketing Specialist III	0564	16	Marketing Specialist III
7737	18	Marketing Specialist IV	0566	18	Marketing Specialist IV
4634	17	Marketing Agent, Department of Corrections			
1862	14	Information Specialist I	0570	14	Information Specialist I
1863	16	Information Specialist II	0572	16	Information Specialist II
1864	18	Information Specialist III	0574	18	Information Specialist III
1866	21	Research and Information Specialist	0576	21	Information Specialist IV
1861	18	Coordinator, Informational Media			
1868	19	Chief of Community Relations			
1869	19	Chief of Media Relations			
1889	16	Supervisor, Instructional Media Laboratory			
1890	09	Audio Visual Technician I	1880	09	Audio/Visual Technician I
			1881T	11	Audio/Visual Technician II
1891	14	Audio Visual Technician II	1882	14	Audio/Visual Technician III
1892	16	Audio Visual Technician III	1883	16	Audio/Visual Technician IV

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1899	16	Audio Visual Director			
4041	11	Visual Education Specialist			
7009	20	Director, Instructional Media Division			
1301	14	State Technical Operations Officer	0590	14	State Technical Operations Officer
1302	17	Emergency Management Information Officer	0592	17	Emergency Management Information Officer

ACCOUNTING, AUDITING, AND FINANCE (1001-1300)

1001	04	Accounting Clerk I	1001	04	Accounting Clerk I
1002	06	Accounting Clerk II	1002	06	Accounting Clerk II
1003	08	Accounting Clerk III	1003	08	Accounting Clerk III
1004	10	Accounting Clerk IV	1004	10	Accounting Clerk IV
1161	11	Accountant I	1010	11	Accountant I
1162	13	Accountant II	1012	13	Accountant II
1163	16	Accountant III	1014	16	Accountant III
1164	17	Chief Accountant I	1016	17	Accountant IV
1165	19	Chief Accountant II	1018	19	Accountant V
1166	20	Chief Accountant III	1020	20	Accountant VI
1208	21	Director of Accounting	1022	21	Accountant VII
1169	20	Director of Finance			
			1030T	11	Auditor I
			1032T	13	Auditor II
			1034T	15	Auditor III
			1036T	17	Auditor IV
			1038T	19	Auditor V
			1040T	20	Auditor VI
			1042T	21	Auditor VII
1088	12	Auditor I			
1089	14	Auditor II			
1090	16	Auditor III			
1084	18	Auditor IV			
1085	20	Auditor V			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1206	19	Assistant Director of Auditing			
1207	21	Director of Auditing			
1091	13	Assistant State Auditor I			
1092	15	Assistant State Auditor II			
1093	17	Assistant State Auditor III			
1097	19	Assistant State Auditor IV			
1098	21	Assistant State Auditor V			
1120	14	EDP Audit Specialist I			
1121	16	EDP Audit Specialist II			
1122	18	EDP Audit Specialist III			
1123	20	EDP Audit Specialist IV			
1124	21	EDP Audit Specialist V			
1209	14	Management Audit Assistant			
1211	15	Management Auditor I			
1213	17	Management Auditor II			
1215	19	Supervising Management Auditor			
1217	21	Management Audit Director			
1220	13	Internal Auditor I			
1222	15	Internal Auditor II			
1224	17	Internal Auditor III			
1226	19	Internal Auditor IV			
1228	20	Internal Auditor V			
1230	21	Internal Audit Director			
1070	18	Senior Tax Auditor I			
1071	21	Senior Tax Auditor II			
1205	21	Assistant Director, Auditing and Tax Reporting			
1059	11	Taxpayer Compliance Officer I	1059	11	Taxpayer Compliance Officer I
1060	12	Taxpayer Compliance Officer II	1060	12	Taxpayer Compliance Officer II
1061	14	Taxpayer Compliance Officer III	1061	14	Taxpayer Compliance Officer III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1067	16	Senior Enforcement Officer I	1067	16	Taxpayer Compliance Officer IV
1068	18	Senior Enforcement Officer II	1068	18	Taxpayer Compliance Officer V
1081	11	Accounts Examiner I			
1082	13	Accounts Examiner II			
1083	15	Accounts Examiner III			
1086	17	Accounts Examiner IV			
1087	17	Supervising Accounts Examiner			
1101	12	Insurance Examiner I			
1102	14	Insurance Examiner II			
1103	16	Insurance Examiner III			
1107	18	Insurance Examiner IV			
1108	20	Insurance Examiner V			
1114	21	Assistant Chief Insurance Examiner			
1130	18	Investment Officer I	1130	18	Investment Officer I
1131	20	Investment Officer II	1131	20	Investment Officer II
1180	21	Assistant Investment Officer	1132	21	Investment Officer III
1145	15	Securities Analyst			
1146	17	Senior Analyst			
1144	19	Supervising Analyst			
1142	19	Senior Examiner			
1147	20	Supervising Examiner			
1150	14	Budget Examiner I			
1151	17	Budget Examiner II			
1152	19	Budget Examiner III			
1153	21	Budget Examiner IV			
1155	14	Budget Analyst I	1155	14	Budget Analyst I
1156	17	Budget Analyst II	1156	17	Budget Analyst II
1157	19	Budget Analyst III	1157	19	Budget Analyst III
1158	21	Budget Analyst IV	1158	21	Budget Analyst IV

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1192	11	Claims Officer I	1192	11	Claims Officer I
1193	13	Claims Officer II	1193	13	Claims Officer II
1194	15	Claims Officer III	1194	15	Claims Officer III
1195	17	Claims Officer IV	1195	17	Claims Officer IV
3802	09	Reimbursement Officer I	1240	09	Reimbursement Officer I
3803	11	Reimbursement Officer II	1242	11	Reimbursement Officer II
3804	13	Reimbursement Officer III	1244	13	Reimbursement Officer III
3806	15	Reimbursement Officer IV	1246	15	Reimbursement Officer IV
3808	17	Reimbursement Officer V	1248	17	Reimbursement Officer V
1983	14	Economist I			
1985	16	Economist II	1250	16	Economist I
1986	18	Economist III	1252	18	Economist II
1987	20	Economist IV	1254	20	Economist III
2791	16	Financial Examiner Trainee	1260	16	Financial Examiner I
2793	19	Assistant Financial Examiner	1262	19	Financial Examiner II
2795	21	Commissioned Financial Examiner	1264	21	Financial Examiner III
6745	13	Field Representative I			
6746	15	Field Representative II			
INSPECTORS AND INVESTIGATORS (1301-1500)					
4141	09	Inspector I	1320	09	Inspector I
4142	11	Inspector II	1321	11	Inspector II
4143	13	Inspector III	1322	13	Inspector III
4144	15	Inspector IV	1323	15	Inspector IV
3425	16	Supervising Inspector	1324	17	Inspector V
			1325T	19	Inspector VI
			1326T	20	Inspector VII
2071	15	Manufacturing Process and Plant Inspector			
2785	16	Safety Services Inspector I			
2787	17	Safety Services Inspector II			
2789	19	Safety Services Inspector III			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4108	07	Sanitation Inspector I			
4109	11	Sanitation Inspector II			
7620	12	Agriculture Inspector I			
7621	14	Agriculture Inspector II			
7622	16	Agriculture Inspector III			
7623	18	Agriculture Inspector IV			
7650	06	Animal Health Inspector I			
7651	08	Animal Health Inspector II			
7652	10	Animal Health Inspector III			
7653	12	Animal Health Inspector IV			
7654	14	Animal Health Inspector V			
7655	16	Animal Health Area Supervisor			
9090	18	General Construction Inspector			
9091	20	Chief, Construction and Inspection			
3643	12	Investigator I	1350	12	Investigator I
3644	14	Investigator II	1351	14	Investigator II
3645	16	Investigator III	1352	16	Investigator III
3776	17	Senior Investigator-Examiner	1353	17	Investigator IV
3646	18	Investigator IV	1354	18	Investigator V
			1355T	20	Investigator VI
			1356T	21	Investigator VII
6705	18	Chief Investigator, Motor Vehicle Division			
7617	06	Assistant Agriculture Inspector I	1360	06	Sample Technician I
7618	08	Assistant Agriculture Inspector II	1362	08	Sample Technician II
7619	10	Assistant Agriculture Inspector III	1364	10	Sample Technician III
7701	08	Seed Analyst I	1370	08	Seed Analyst I
7702	10	Seed Analyst II	1372	10	Seed Analyst II
7703	12	Seed Analyst III	1374	12	Seed Analyst III
7704	14	Seed Analyst IV	1376	14	Seed Analyst IV
7705	16	Seed Analyst V	1378	16	Seed Analyst V

CURRENT CLASS NO. **CURRENT S.G.** **CURRENT CLASS TITLE**

NEW CLASS NO. **NEW S.G.** **NEW CLASS TITLE**

PROGRAM MANAGEMENT (1501-1700)

1545 21 Division Director

1550 16 Staff Services Officer I

1551 18 Staff Services Officer II

1552 19 Staff Services Officer III

1553 20 Staff Services Officer IV

1554 21 Chief of Staff Services

1556 21 Deputy Administrator

1558 21 Special Project Director

1561 19 Operations Director I

1562 20 Operations Director II

1563 17 Program Administrator I

1564 18 Program Administrator II

1565 19 Program Administrator III

1557 20 Director of Programs I

1559 21 Director of Programs II

5512 18 Program Specialist I

5513 19 Program Specialist II

5527 20 Program Specialist III

1657 17 Business Manager I

1658 19 Business Manager II

1659 21 Business Manager III

1656 18 Director of Business Management

5511 20 Assistant Regional Director I

5528 21 Assistant Regional Director II

5510 21 Regional Director

1550 16 Staff Services Officer I

1551 18 Staff Services Officer II

1552 19 Staff Services Officer III

1553 20 Staff Services Officer IV

1554 21 **Staff Services Officer V**

1563 17 Program Administrator I

1564 18 Program Administrator II

1565 19 Program Administrator III

1566 20 **Program Administrator IV**

1567 21 **Program Administrator V**

1570T **17** **Program Specialist I**

1571 18 **Program Specialist II**

1572 19 **Program Specialist III**

1573 20 **Program Specialist IV**

1574T **21** **Program Specialist V**

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5514	19	Chief of Program Evaluation			
7039	17	Program Officer I			
7040	19	Program Officer II			
7041	21	Program Officer III			
6805	21	Assistant Superintendent			
3051	16	Area Manager I			
3052	17	Area Manager II			
3053	18	Area Manager III			
3054	19	Area Manager IV			
3075	20	Area Manager V			
5401	14	Program Coordinator, Commission on Alcohol and Drug Abuse			
HUMAN RESOURCES (1701-1800)					
1701	04	Human Resources Management Clerk I			
1702	06	Human Resources Management Clerk II	1702	06	Human Resources Clerk I
1703	08	Human Resources Management Clerk III	1703	08	Human Resources Clerk II
1704	10	Human Resources Management Clerk IV	1704	10	Human Resources Clerk III
1711	11	Human Resources Management Assistant I	1711	11	Human Resources Assistant
1712	13	Human Resources Management Assistant II	1729	13	Human Resources Specialist I
1731	15	Human Resources Management Officer I	1731	15	Human Resources Specialist II
1732	16	Human Resources Management Officer II			
1733	17	Human Resources Management Officer III	1733	17	Human Resources Specialist III
1749	16	Assistant Human Resources Management Director			
1750	18	Human Resources Management Director I			
1751	19	Human Resources Management Director II	1735	19	Human Resources Specialist IV
1755	21	Director, Human Resources and Staff Development	1737	21	Human Resources Specialist V
1726	16	Human Resources Management Technician			
1727	18	Human Resources Management Specialist			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>
1721	14	Position Classification Analyst I
1722	17	Position Classification Analyst II
1723	19	Position Classification Analyst III
1724	21	Assistant Classification Officer

1780	11	Training Specialist I
1781	13	Training Specialist II
1782	15	Training Specialist III
1783	17	Training Specialist IV
1784	19	Training Specialist V
1795	17	Civil Rights Compliance Specialist

<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
1780	11	Training Assistant
1781	13	Training Specialist I
1782	15	Training Specialist II
1783	17	Training Specialist III
1784	19	Training Specialist IV
1785T	21	Training Specialist V

STATISTICS, PROCEDURES, AND WRITING (1801-1900)

1580	09	Field Records Analyst
1801	04	Statistical Clerk I
1802	06	Statistical Clerk II
1803	08	Statistical Clerk III
1811	09	Statistician I
1812	12	Statistician II
1813	15	Statistician III
1816	17	Statistician IV
1906	14	Methods Analyst
1581	16	Methods and Procedures Specialist
1584	16	Administrative Procedures Technician
1582	15	Technical Writer

1801	04	Statistical Clerk I
1802	06	Statistical Clerk II
1803	08	Statistical Clerk III
1811	09	Statistician I
1812	12	Statistician II
1813	15	Statistician III
1816	17	Statistician IV
1850	14	Methods and Procedures Specialist I
1851	16	Methods and Procedures Specialist II
1870	15	Technical Writer I
1871T	17	Technical Writer II

CURRENT CLASS NO. **CURRENT S.G.** **CURRENT CLASS TITLE**

1859 10 Journalist I
 1860 12 Journalist II

 1867 16 Educational Writer

NEW CLASS NO. **NEW S.G.** **NEW CLASS TITLE**

1902 04 **Stock and Inventory Clerk I**
 1903 06 **Stock and Inventory Clerk II**
 1911 09 **Stock and Inventory Clerk III**
1912 12 **Stock and Inventory Supervisor I**

PROPERTY MANAGEMENT AND PURCHASING (1901-2000)

1901 02 Stock Clerk I
 1902 04 Stock Clerk II
 1903 06 Stock Clerk III
 1911 09 Warehouse Supervisor
 1915 12 Warehouse Superintendent
 1925 03 Property Inventory Clerk I
 1926 06 Property Inventory Clerk II
 1929 09 Property Coordinator
 1931 14 Property Manager

1913 14 **Stock and Inventory Supervisor II**

1935 04 Purchasing Clerk I
 1936 06 Purchasing Clerk II
 1937 08 Purchasing Clerk III
 1940 10 Purchasing Clerk IV

1935 04 Purchasing Clerk I
 1936 06 Purchasing Clerk II
 1937 08 Purchasing Clerk III
 1940 10 Purchasing Clerk IV

1954 12 Purchaser I
 1955 14 Purchaser II
 1956 16 Purchaser III
 1957 18 Purchaser IV

1954 12 Purchaser I
 1955 14 Purchaser II
 1956 16 Purchaser III
 1957 18 Purchaser IV

1960 14 Specifications Technician I
 1961 17 Specifications Technician II
 1958 18 Specifications Chief

5600 09 Contract Technician I
 5602 11 Contract Technician II
 5604 13 Contract Technician III
 5606 15 Contract Specialist I
 5607 16 Contract Specialist II

1970 09 Contract Technician I
1972 11 Contract Technician II
1974 13 Contract Technician III
1976 15 Contract Specialist I
1978 16 Contract Specialist II
1980T **17** **Contract Specialist III**

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
LAND SURVEYING, APPRAISING, AND UTILITIES (2001-2100)					
2050	17	Assistant Land Surveyor, GLO	2050	17	Land Surveyor I
2052	20	Senior Land Surveyor, GLO	2052	20	Land Surveyor II
2054	21	Assistant Chief Land Surveyor, GLO	2054	21	Land Surveyor III
3701	13	Right of Way Appraiser I			
3702	15	Right of Way Appraiser II			
3705	19	Right of Way Appraiser III			
3900	13	Appraiser I	2060	13	Appraiser I
3901	15	Appraiser II	2061	15	Appraiser II
3902	17	Appraiser III	2062	17	Appraiser III
3906	18	Appraiser IV	2063	18	Appraiser IV
3903	19	Supervising Appraiser	2064	19	Appraiser V
3904	21	Chief Appraiser	2065	21	Appraiser VI
3721	12	Right of Way Agent I	2080	12	Right of Way Agent I
3722	14	Right of Way Agent II	2082	14	Right of Way Agent II
3723	16	Right of Way Agent III	2084	16	Right of Way Agent III
3726	18	Right of Way Agent IV	2086	18	Right of Way Agent IV
3741	11	Right of Way Utility Agent I			
3742	13	Right of Way Utility Agent II			
3743	16	Right of Way Utility Agent III			
3746	18	Right of Way Utility Agent IV			
2191	17	Utility Specialist I	2091	17	Utility Specialist I
2192	19	Utility Specialist II	2092	19	Utility Specialist II
2193	20	Utility Specialist III	2093	20	Utility Specialist III
2194	21	Utility Specialist IV	2094	21	Utility Specialist IV
2159	21	Superintendent of Utilities			
ENGINEERING AND DESIGN (2101-2300)					
2117	02	Engineering Aide I			
2118	04	Engineering Aide II			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
2119	06	Engineering Aide III	2119	06	Engineering Aide
2120	08	Engineering Aide IV			
2121	08	Engineering Technician I	2121	08	Engineering Technician I
2122	10	Engineering Technician II	2122	10	Engineering Technician II
2123	12	Engineering Technician III	2123	12	Engineering Technician III
2124	14	Engineering Technician IV	2124	14	Engineering Technician IV
2125	16	Engineering Technician V	2125	16	Engineering Technician V
2127	17	Engineering Specialist I	2127	17	Engineering Specialist I
2128	18	Engineering Specialist II	2128	18	Engineering Specialist II
2129	19	Engineering Specialist III	2129	19	Engineering Specialist III
2130	20	Engineering Specialist IV	2130	20	Engineering Specialist IV
2151	14	Engineering Assistant I	2151	14	Engineering Assistant I
2153	15	Engineering Assistant II	2153	15	Engineering Assistant II
2155	16	Engineering Assistant III	2155	16	Engineering Assistant III
2156	17	Engineer I			
2158	18	Engineer II	2158	18	Engineer I
2160	19	Engineer III	2160	19	Engineer II
2162	20	Engineer IV	2162	20	Engineer III
2164	21	Engineer V	2164	21	Engineer IV
2366	21	Chief of Building Engineering and Management			
1831	05	Traffic Recorder I			
1832	06	Traffic Recorder II			
1845	14	Traffic Data Coordinator I			
1855	16	Traffic Data Coordinator II			
2000	08	Drafter I			
2001	12	Drafter II			
2002	15	Drafter III			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
2015	12	Graphics Designer I	2166	12	Graphics Designer I
2016	14	Graphics Designer II	2167	14	Graphics Designer II
2017	16	Graphics Designer III	2168	16	Graphics Designer III
2170	11	Interactive Graphics Technician I	2170	11	Drafting Technician I
2172	13	Interactive Graphics Technician II	2172	13	Drafting Technician II
2174	15	Interactive Graphics Technician III	2174	15	Drafting Technician III
2176	17	Interactive Graphics Technician IV	2176	17	Drafting Technician IV
2251	14	Project Design Assistant I	2251	14	Architect Assistant I
2253	15	Project Design Assistant II	2253	15	Architect Assistant II
2254	16	Project Design Assistant III	2254	16	Architect Assistant III
2256	17	Architect I	2256	17	Architect I
2258	18	Architect II	2258	18	Architect II
2260	19	Architect III	2260	19	Architect III
2262	20	Architect IV	2262	20	Architect IV
2264	21	Architect V	2264	21	Architect V
2451	14	Landscape Architect Assistant I			
2453	15	Landscape Architect Assistant II			
2456	17	Landscape Architect I			
2458	18	Landscape Architect II			
2460	19	Landscape Architect III			
2462	20	Landscape Architect IV			
2464	21	Landscape Architect V			
ENVIRONMENTAL (2301-2700)					
2351	14	Geologist Assistant I	2351	14	Geologist Assistant I
2353	15	Geologist Assistant II	2353	15	Geologist Assistant II
2355	16	Geologist Assistant III	2355	16	Geologist Assistant III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
2356	17	Geologist I	2356	17	Geologist I
2358	18	Geologist II	2358	18	Geologist II
2360	19	Geologist III	2360	19	Geologist III
2362	20	Geologist IV	2362	20	Geologist IV
2364	21	Geologist V	2364	21	Geologist V
2551	14	Hydrologist Assistant I	2551	14	Hydrologist Assistant I
2553	15	Hydrologist Assistant II	2553	15	Hydrologist Assistant II
2255	16	Hydrologist Assistant III	2555	16	Hydrologist Assistant III
2556	17	Hydrologist I	2556	17	Hydrologist I
2558	18	Hydrologist II	2558	18	Hydrologist II
2560	19	Hydrologist III	2560	19	Hydrologist III
2562	20	Hydrologist IV	2562	20	Hydrologist IV
2564	21	Hydrologist V	2564	21	Hydrologist V
2661	11	Chemist I	2661	11	Chemist I
2662	13	Chemist II	2662	13	Chemist II
2663	15	Chemist III	2663	15	Chemist III
2664	17	Chemist IV	2664	17	Chemist IV
2665	19	Chemist V	2665	19	Chemist V
2667	21	Chemist VI	2667	21	Chemist VI
4111	11	Sanitarian I	2670	11	Sanitarian I
4112	13	Sanitarian II	2671	13	Sanitarian II
4113	15	Sanitarian III	2672	15	Sanitarian III
4114	17	Sanitarian IV	2673	17	Sanitarian IV
4115	19	Sanitarian V	2674	19	Sanitarian V
4116	21	Sanitarian VI	2675	21	Sanitarian VI
4060	11	Environmental Quality Specialist I	2680	11	Environmental Specialist I
4061	13	Environmental Quality Specialist II	2681	13	Environmental Specialist II
4062	15	Environmental Quality Specialist III	2682	15	Environmental Specialist III
4063	17	Environmental Quality Specialist IV	2683	17	Environmental Specialist IV
4064	19	Environmental Quality Specialist V	2684	19	Environmental Specialist V
4065	21	Environmental Quality Specialist VI	2685	21	Environmental Specialist VI

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4085	11	Wastewater Enforcement Coordinator I			
4086	13	Wastewater Enforcement Coordinator II			
4087	15	Wastewater Enforcement Coordinator III			
4088	17	Wastewater Enforcement Coordinator IV			
4089	19	Wastewater Enforcement Coordinator V			
4090	21	Wastewater Enforcement Coordinator VI			
7500	08	Fish and Wildlife Technician I	2690	08	Fish and Wildlife Technician I
7501	10	Fish and Wildlife Technician II	2691	10	Fish and Wildlife Technician II
7502	13	Fish and Wildlife Technician III	2692	13	Fish and Wildlife Technician III
7503	15	Fish and Wildlife Technician IV	2693	15	Fish and Wildlife Technician IV
7542	12	Biologist I, Conservation			
7543	14	Biologist II, Conservation			
7549	16	Biologist III, Conservation			
7730	12	Agronomist I			
7731	15	Agronomist II			
7732	18	Agronomist III			
7741	17	Soil Conservationist			
7805	18	Operations and Maintenance Supervisor			
7816	06	Park Ranger I	2695	06	Park Ranger I
7817	08	Park Ranger II	2696	08	Park Ranger II
7818	10	Park Ranger III	2697	10	Park Ranger III
			2698T	12	Park Ranger IV
SAFETY (2701-2800)					
2720	11	Deputy State Fire Marshal Apprentice			
2721	13	Deputy State Fire Marshal I	2721	13	Deputy State Fire Marshal I
2722	15	Deputy State Fire Marshal II	2722	15	Deputy State Fire Marshal II
2723	17	Deputy State Fire Marshal III	2723	17	Deputy State Fire Marshal III
2724	19	Deputy State Fire Marshal IV	2724	19	Deputy State Fire Marshal IV
2725	21	Deputy State Fire Marshal V	2725	21	Deputy State Fire Marshal V

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
2746	15	Fire and Safety Officer			
2750	15	Safety Officer I	2750	15	Safety Officer I
2751	17	Safety Officer II	2751	17	Safety Officer II
2752	19	Safety Manager I	2752	19	Safety Officer III
2753	21	Safety Manager II	2753	21	Safety Officer IV
2810	15	Risk Management Specialist I	2810	15	Risk Management Specialist I
2811	17	Risk Management Specialist II	2811	17	Risk Management Specialist II
2812	18	Risk Management Specialist III	2812	18	Risk Management Specialist III
2813	20	Risk Manager I	2813	20	Risk Management Specialist IV
2814	21	Risk Manager II	2814	21	Risk Management Specialist V
INSURANCE (2801-3000)					
2800	19	Actuary I	2805	19	Actuary I
2802	20	Actuary II	2807	20	Actuary II
2804	21	Actuary III	2809	21	Actuary III
2823	08	Insurance Technician I	2823	08	Insurance Technician I
2824	10	Insurance Technician II	2824	10	Insurance Technician II
2825	12	Insurance Technician III			
2826	14	Insurance Technician IV			
2827	15	Insurance Technician V			
2828	16	Insurance Technician VI			
2829	17	Insurance Technician VII			
2830	18	Insurance Technician VIII			
2841	12	Insurance Specialist I	2841	12	Insurance Specialist I
2842	14	Insurance Specialist II	2842	14	Insurance Specialist II
2843	16	Insurance Specialist III	2843	16	Insurance Specialist III
2844	17	Insurance Specialist IV	2844	17	Insurance Specialist IV
2845	18	Insurance Specialist V	2845	18	Insurance Specialist V
2880	19	Insurance Director I			
2883	20	Insurance Director II			
2885	21	Insurance Director III			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
2911	10	Retirement System Benefits Specialist I	2911	10	Retirement System Benefits Specialist I
2912	12	Retirement System Benefits Specialist II	2912	12	Retirement System Benefits Specialist II
2917	14	Retirement System Benefits Specialist III	2917	14	Retirement System Benefits Specialist III
2919	16	Retirement System Benefits Specialist IV	2919	16	Retirement System Benefits Specialist IV

EMPLOYMENT (3001-3500)

1576	13	Time Distribution Specialist I			
1577	15	Time Distribution Specialist II			
3001	08	Interviewing Clerk	3001	08	Employment Clerk
3005	10	Employment Interviewer I	3005	10	Employment Specialist I
3006	11	Employment Interviewer II	3006	11	Employment Specialist II
3007	12	Employment Interviewer III	3007	12	Employment Specialist III
3009	13	Employment Interviewer IV	3009	13	Employment Specialist IV
3041	14	Employment Supervisor I	3012	14	Employment Specialist V
3042	15	Employment Supervisor II	3013	15	Employment Specialist VI
3043	16	Employment Supervisor III	3014	16	Employment Specialist VII
3011	13	Supervising Interviewer			
3020	12	Counselor Interviewer			
3021	13	Employment Counselor I			
3022	14	Employment Counselor II			
3023	15	Employment Counselor III			
3031	13	Veterans Employment Representative I			
3032	14	Veterans Employment Representative II			
3033	15	Veterans Employment Representative III			
3061	17	Employment Security Field Assistant			
3101	13	Employment Technician I			
3102	14	Employment Technician II			
3103	16	Employment Technician III			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
3121	15	Placement Specialist I			
3122	16	Placement Specialist II			
3129	21	Chief of Job Service Operations, TEC			
3141	12	Labor Market Analyst I	3141	12	Labor Market Analyst I
3142	13	Labor Market Analyst II	3142	13	Labor Market Analyst II
3143	15	Labor Market Analyst III	3143	15	Labor Market Analyst III
3148	16	Supervising Labor Market Analyst	3148	16	Labor Market Analyst IV
3151	10	Unemployment Insurance Claims Examiner I			
3152	12	Unemployment Insurance Claims Examiner II			
3153	13	Unemployment Insurance Claims Examiner III			
3158	14	Supervising Unemployment Insurance Claims Examiner			
3171	15	Unemployment Insurance Specialist I	3171	15	Unemployment Insurance Specialist I
3172	16	Unemployment Insurance Specialist II	3172	16	Unemployment Insurance Specialist II
3184	17	Unemployment Insurance Supervisor	3173	17	Unemployment Insurance Specialist III
3190	15	Appeals Referee I, TEC			
3191	16	Appeals Referee II, TEC			
3192	18	Appeals Referee III, TEC			
3193	19	Assistant Supervisor of Appeals, TEC			
3194	21	Supervisor of Appeals, TEC			
3202	19	Associate Chief of Employment Service			
3211	15	Unemployment Tax Specialist I			
3212	16	Unemployment Tax Specialist II			
3195	16	Unemployment Tax Supervisor, TEC	3195	16	Unemployment Tax Specialist
LEGAL (3501-4000)					
3534	14	Attorney I			
3535	15	Attorney II	3535	16	Attorney I
3536	17	Attorney III	3536	17	Attorney II
3537	18	Attorney IV	3537	18	Attorney III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
3538	19	Attorney V	3538	19	Attorney IV
3539	21	Attorney VI	3539	21	Attorney V
3606	18	Assistant General Counsel			
3605	19	Legal Counselor			
3501	21	Legal Examiner			
3607	21	General Counsel			
1054	14	Hearings Examiner I	3540	16	Hearings Examiner I
1053	17	Hearings Examiner II	3541	17	Hearings Examiner II
			3542T	18	Hearings Examiner III
1052	19	Hearings Examiner III	3543	19	Hearings Examiner IV
1051	21	Hearings Examiner IV	3544	21	Hearings Examiner V
3511	19	Assistant Director of Hearings			
3510	21	Director of Hearings			
3550	09	Deputy Clerk I	3550	09	Deputy Clerk I
3552	11	Deputy Clerk II	3552	11	Deputy Clerk II
3554	14	Deputy Clerk III	3554	14	Deputy Clerk III
3556	17	Deputy Clerk IV	3556	17	Deputy Clerk IV
0141	10	Hearings Reporter I	3557	10	Hearings Reporter I
0142	12	Hearings Reporter II	3558	12	Hearings Reporter II
0143	14	Hearings Reporter III	3559	14	Hearings Reporter III
			3561T	14	Appellate Court Peace Officer
0137	09	Legal Secretary I	3565	09	Legal Secretary I
0146	11	Legal Secretary II	3566	11	Legal Secretary II
			3567T	13	Legal Secretary III
3560	09	Appellate Secretary I			
3562	11	Appellate Secretary II			
3564	13	Appellate Secretary III			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
3570	12	Legal Assistant I	3570	12	Legal Assistant I
3572	14	Legal Assistant II	3572	14	Legal Assistant II
3574	16	Legal Assistant III	3574	16	Legal Assistant III
			3576T	18	Legal Assistant IV
			3580T	18	Benefit Review Officer I
1056	20	Prehearing Examiner, TWCC	3582	20	Benefit Review Officer II
1057	21	Senior Prehearing Examiner, TWCC			
			3585	17	Ombudsman I
1058	16	Ombudsman, TWCC	3587T	18	Ombudsman II
			3595	18	Human Services Hearing Officer
5069	18	Human Services Hearing Officer			
MEDICAL AND HEALTH (4001-4500)					
4021	06	Clinical Records Clerk			
7451	08	Clinical Records Technician			
			4010	14	Clinical Records Administrator I
7452	14	Clinical Records Administrator I	4011	17	Clinical Records Administrator II
7453	17	Clinical Records Administrator II			
			4014	11	Nutritionist I
4001	11	Nutritionist I	4015	13	Nutritionist II
4002	13	Nutritionist II	4016	15	Nutritionist III
4003	15	Nutritionist III	4017	18	Nutritionist IV
4004	18	Nutritionist IV	4018	20	Nutritionist V
4005	20	Nutritionist V			
4055	17	Health Program Specialist I			
4056	19	Health Program Specialist II			
4070	11	Public Health Technician I	4070	11	Public Health Technician I
4072	13	Public Health Technician II	4072	13	Public Health Technician II
4074	15	Public Health Technician III	4074	15	Public Health Technician III
4076	17	Public Health Technician IV	4076	17	Public Health Technician IV

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4081	15	Epidemiologist I	4081	15	Epidemiologist I
4082	17	Epidemiologist II	4082	17	Epidemiologist II
4083	19	Epidemiologist III	4083	19	Epidemiologist III
4084	21	Epidemiologist IV	4084	21	Epidemiologist IV
4124	17	Veterinarian I			
4125	19	Veterinarian II			
4127	21	Veterinarian III	4127	21	Veterinarian
4158	17	Consultant Hospital Administration I			
4159	19	Consultant Hospital Administration II			
4160	21	Consultant Hospital Administration III			
4203	03	Laboratory Technician I	4203	04	Laboratory Technician I
4204	05	Laboratory Technician II	4204	06	Laboratory Technician II
4206	07	Laboratory Technician III	4206	08	Laboratory Technician III
4207	09	Laboratory Technician IV	4207	10	Laboratory Technician IV
4208	11	Laboratory Technician V	4208	12	Laboratory Technician V
4257	19	Laboratory Consultant			
4212	16	Infection Control Practitioner I			
4213	18	Infection Control Practitioner II			
4219	11	Microbiologist I	4219	11	Microbiologist I
4220	13	Microbiologist II	4220	13	Microbiologist II
4221	15	Microbiologist III	4221	15	Microbiologist III
4222	17	Microbiologist IV	4222	17	Microbiologist IV
4223	19	Microbiologist V	4223	19	Microbiologist V
4224	21	Microbiologist VI	4224	21	Microbiologist VI
4233	13	Cytotechnologist I			
4234	16	Cytotechnologist II			
4235	19	Cytotechnologist III			
4290	03	Radiological Technologist Assistant	4290	05	Radiological Technologist Assistant
4291	06	Radiological Technologist I	4291	08	Radiological Technologist I
4292	08	Radiological Technologist II	4292	10	Radiological Technologist II

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4293	11	Radiological Technologist III	4293 4294T	13 15	Radiological Technologist III Radiological Technologist IV
4298	09	Electroencephalograph Technician	4298	09	Electroencephalograph Technician
4340	06	Orthopedic Equipment Assistant	4340	06	Orthopedic Equipment Assistant
4342	08	Orthopedic Equipment Technician I	4342	08	Orthopedic Equipment Technician I
4344	10	Orthopedic Equipment Technician II	4344	10	Orthopedic Equipment Technician II
4345	12	Orthopedic Equipment Technician III	4345	12	Orthopedic Equipment Technician III
4348	02	Therapist Technician I	4348	02	Therapist Technician I
4349	04	Therapist Technician II	4349	04	Therapist Technician II
4350	05	Therapist Technician III	4350	05	Therapist Technician III
4351	07	Therapist Technician IV	4351	07	Therapist Technician IV
4352	09	Therapist Technician V	4352	09	Therapist Technician V
4354	12	Registered Therapist I	4354	14	Registered Therapist I
4355	14	Registered Therapist II	4355	16	Registered Therapist II
4356	16	Registered Therapist III	4356	18	Registered Therapist III
4357	18	Registered Therapist IV	4357	20	Registered Therapist IV
4358	19	Registered Therapist V	4358	21	Registered Therapist V
4359	09	Registered Therapist Assistant I	4359	09	Registered Therapist Assistant I
4360	11	Registered Therapist Assistant II	4360	11	Registered Therapist Assistant II
4370	02	Medical Aide I	4370	02	Medical Aide I
4372	04	Medical Aide II	4372	04	Medical Aide II
4373	05	Medical Aide III	4373	05	Medical Aide III
4376	07	Medical Aide IV	4376	07	Medical Aide IV
4739	09	Correctional Medication Aide			
4377	09	Medical Technician I	4377	09	Medical Technician I
4378	11	Medical Technician II	4378	11	Medical Technician II
4379	13	Medical Technician III	4379	13	Medical Technician III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4216	12	Medical Technologist I	4400T	11	Medical Technologist I
4217	15	Medical Technologist II	4401	13	Medical Technologist II
4218	18	Medical Technologist III	4402	15	Medical Technologist III
			4403	17	Medical Technologist IV
			4404T	19	Medical Technologist V
			4405T	21	Medical Technologist VI
4413	11	Medical Assistant I			
4414	13	Medical Assistant II			
4423	19	Physician Assistant			
4384	12	Nurse I	4406	14	Nurse I
4385	14	Nurse II	4407	16	Nurse II
4386	16	Nurse III	4408	18	Nurse III
4387	18	Nurse IV	4409	20	Nurse IV
4388	20	Nurse V	4410	21	Nurse V
4380	17	Nurse Program Specialist I			
4381	19	Nurse Program Specialist II			
4383	17	Advanced Nurse Practitioner			
4411	08	Licensed Vocational Nurse I	4411	10	Licensed Vocational Nurse I
4412	10	Licensed Vocational Nurse II	4412	12	Licensed Vocational Nurse II
4424	09	Pulmonary Physiology Technician			
4426	07	Respiratory Care Practitioner I	4426	09	Respiratory Care Practitioner I
4427	09	Respiratory Care Practitioner II	4427	11	Respiratory Care Practitioner II
4428	11	Respiratory Care Practitioner III	4428	13	Respiratory Care Practitioner III
4469	20	Nursing Consultant			
4481	04	Dental Assistant I	4481	04	Dental Assistant I
4482	06	Dental Assistant II	4482	06	Dental Assistant II
4483	08	Dental Assistant III	4483	08	Dental Assistant III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
4484	12	Dental Lab Technician			
4488	13	Dental Hygienist I	4488	13	Dental Hygienist I
4489	16	Dental Hygienist II	4489	16	Dental Hygienist II
4490	16	Pharmacist I	4490	18	Pharmacist I
4491	18	Pharmacist II	4491	20	Pharmacist II
4492	20	Pharmacist III	4492	21	Pharmacist III
4497	06	Pharmacy Technician I	4497	06	Pharmacy Technician I
4498	08	Pharmacy Technician II	4498	08	Pharmacy Technician II
4499	10	Pharmacy Technician III	4499	10	Pharmacy Technician III
5268	06	Research Technician I			
5269	12	Research Technician II			
CRIMINAL JUSTICE (4501-5000)					
4501	07	Correctional Officer I	4501	07	Correctional Officer I
4502	09	Correctional Officer II	4502	09	Correctional Officer II
4503	11	Correctional Officer III	4503	11	Correctional Officer III
4530	13	Sergeant of Correctional Officers	4510	13	Sergeant of Correctional Officers
4535	14	Lieutenant of Correctional Officers	4511	14	Lieutenant of Correctional Officers
4536	15	Captain of Correctional Officers	4512	15	Captain of Correctional Officers
4537	17	Major of Correctional Officers	4513	17	Major of Correctional Officers
5190	07	Youth Activities Supervisor I	4520	07	Juvenile Correctional Officer I
5191	09	Youth Activities Supervisor II	4521	09	Juvenile Correctional Officer II
5192	11	Youth Activities Supervisor III	4522	11	Juvenile Correctional Officer III
5193	12	Youth Activities Supervisor IV	4523	13	Juvenile Correctional Officer IV
			4524T	15	Juvenile Correctional Officer V
5150	16	Parole Analyst			
5151	14	Parole Officer I	4540	14	Parole Officer I
5152	15	Parole Officer II	4541	15	Parole Officer II

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5155	16	Parole Officer III	4542	16	Parole Officer III
5153	18	Parole Supervisor	4543	18	Parole Officer IV
5165	20	Parole Regional Supervisor	4544	20	Parole Officer V
4556	19	Warden I			
4558	21	Warden II	4558	21	Warden
4560	11	Counsel Substitute I	4560	11	Counsel Substitute I
4561	13	Counsel Substitute II	4561	13	Counsel Substitute II
4562	15	Counsel Substitute III	4562	15	Counsel Substitute III
4570	11	Correctional Transportation Officer I			
4571	12	Correctional Transportation Officer II	4571	12	Correctional Transportation Officer
4646	11	Industrial Supervisor I	4646	11	Industrial Specialist I
4647	12	Industrial Supervisor II	4647	12	Industrial Specialist II
4648	13	Industrial Supervisor III	4648	13	Industrial Specialist III
4649	14	Industrial Supervisor IV	4649	14	Industrial Specialist IV
4650	16	Industrial Supervisor V	4650	16	Industrial Specialist V
4651	18	Industrial Supervisor VI	4651	18	Industrial Specialist VI
4658	15	Superintendent of Gins			
4667	17	Assistant Manager, Livestock and Poultry Production			
4671	12	Unit Agriculture Supervisor I	4671	12	Agriculture Specialist I
4672	13	Unit Agriculture Supervisor II	4672	13	Agriculture Specialist II
4673	14	Unit Agriculture Supervisor III	4673	14	Agriculture Specialist III
4685	15	Farm Manager I	4674	15	Agriculture Specialist IV
4686	16	Farm Manager II	4675	16	Agriculture Specialist V
4608	15	Superintendent, Canning Plant			
4618	15	Superintendent, Packing Plant			
4679	15	Superintendent of Harvesting Equipment			
7610	08	Agricultural Supervisor			

CURRENT CLASS NO. **CURRENT S.G.** **CURRENT CLASS TITLE**

NEW CLASS NO. **NEW S.G.** **NEW CLASS TITLE**

SOCIAL SERVICES/MHMR (5001-6000)

3003	16	Youth Program Supervisor
5001	11	Social Service Worker I
5002	12	Social Service Worker II
5003	13	Social Service Worker III
5006	15	Social Service Supervisor I
5007	16	Social Service Supervisor II
5004	15	Human Services Specialist
5011	14	Social Service Case Analyst I
5012	16	Social Service Case Analyst II
5014	17	Social Service Program Consultant
5017	14	Adult Protective Services Specialist I
5018	16	Adult Protective Services Specialist II
5019	17	Adult Protective Services Specialist III
5020	15	Institutional Licensing Representative
5023	12	Child Protective Services Specialist I
5024	14	Child Protective Services Specialist II
5025	15	Child Protective Services Specialist III
5026	16	Child Protective Services Specialist IV
5028	17	Child Protective Services Specialist V
5035	11	Income Assistance Specialist I
5036	12	Income Assistance Specialist II
5037	13	Income Assistance Specialist III
5038	12	Income and Medical Assistance Specialist I
5039	13	Income and Medical Assistance Specialist II

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5041	18	Social Service Administrator I			
5042	19	Social Service Administrator II			
5043	20	Social Service Administrator III			
5044	21	Social Service Administrator IV			
5055	15	Disability Examiner I	5030	15	Disability Examiner I
5057	16	Disability Examiner II	5031	16	Disability Examiner II
5058	17	Disability Examiner III	5032	17	Disability Examiner III
5046	11	Case Review Specialist	5046	11	Disability Case Review Specialist
5050	06	Disability Services Technician I	5050	06	Disability Services Technician I
5051	08	Disability Services Technician II	5051	08	Disability Services Technician II
5052	12	Disability Determination Officer I	5052	12	Disability Determination Officer I
5053	14	Disability Determination Officer II	5053	14	Disability Determination Officer II
5061	16	Disability Determination Officer III	5054	16	Disability Determination Officer III
			5056T	18	Disability Determination Officer IV
5059	11	Rehabilitation Technician I	5059	11	Rehabilitation Technician I
5060	13	Rehabilitation Technician II	5060	13	Rehabilitation Technician II
5062	15	Vocational Rehabilitation Counselor I	5062	15	Vocational Rehabilitation Counselor I
5063	16	Vocational Rehabilitation Counselor II	5063	16	Vocational Rehabilitation Counselor II
5068	17	Vocational Rehabilitation Counselor III	5068	17	Vocational Rehabilitation Counselor III
5515	18	Vocational Rehabilitation Supervisor I			
5516	19	Vocational Rehabilitation Supervisor II			
5066	21	Director, Vocational Rehabilitation			
5070	07	Rehabilitation Services Technician I	5070	07	Rehabilitation Services Technician I
5071	09	Rehabilitation Services Technician II	5071	09	Rehabilitation Services Technician II
5072	11	Rehabilitation Services Technician III	5072	11	Rehabilitation Services Technician III
5073	13	Rehabilitation Services Technician IV	5073	13	Rehabilitation Services Technician IV
5078	09	Chaplaincy Services Assistant I	5078	09	Chaplaincy Services Assistant I
5079	11	Chaplaincy Services Assistant II	5079	11	Chaplaincy Services Assistant II
5080	12	Chaplaincy Services Assistant III	5080	12	Chaplaincy Services Assistant III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5081	13	Chaplain I	5081	13	Chaplain I
5082	16	Chaplain II	5082	16	Chaplain II
5083	18	Chaplain III	5083	18	Chaplain III
5105	14	Veterans Assistance Counselor I	5105	14	Veterans Assistance Counselor I
5106	15	Veterans Assistance Counselor II	5106	15	Veterans Assistance Counselor II
5107	16	Veterans Assistance Counselor III	5107	16	Veterans Assistance Counselor III
5108	17	Veterans Assistance Supervisor I	5108	17	Veterans Assistance Counselor IV
5109	18	Veterans Assistance Supervisor II	5109	18	Veterans Assistance Counselor V
4741	13	Chemical Dependency Counselor I	5112	13	Chemical Dependency Counselor I
4742	14	Chemical Dependency Counselor II	5113	14	Chemical Dependency Counselor II
4391	03	MHMR Aide	5120	03	MHMR Aide
4392	05	MHMR Services Assistant	5121	05	MHMR Services Assistant
4393	06	MHMR Specialist I	5122	06	MHMR Specialist I
4394	07	MHMR Specialist II	5123	07	MHMR Specialist II
4395	09	MHMR Supervisor	5124	09	MHMR Supervisor
4417	13	Qualified Mental Retardation Professional I	5130	13	Qualified Mental Retardation Professional I
4418	14	Qualified Mental Retardation Professional II	5131	14	Qualified Mental Retardation Professional II
4419	15	Qualified Mental Retardation Professional III	5132	15	Qualified Mental Retardation Professional III
4420	16	Qualified Mental Retardation Professional IV	5133	16	Qualified Mental Retardation Professional IV
5201	06	Houseparent I	5201	06	Houseparent I
5203	08	Houseparent II	5203	08	Houseparent II
5204	11	Houseparent III	5204	11	Houseparent III
5206	18	Workshop Program Director			
4702	09	Assistant Recreation Supervisor	5208	09	Recreation Program Specialist I
4703	11	Recreations Supervisor	5209	11	Recreation Program Specialist II
5210	13	Recreation Program Manager	5210	13	Recreation Program Specialist III
5216	06	Caseworker Assistant			
5211	09	Caseworker I	5211	09	Caseworker I
5212	12	Caseworker II	5212	12	Caseworker II
5213	15	Caseworker III	5213	15	Caseworker III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5215	18	Medical Caseworker/Psychiatric Caseworker	5215	18	Medical/Psychiatric Caseworker
5218	08	Clinical Social Work Assistant			
5220	11	Clinical Social Worker I	5220	11	Clinical Social Worker I
5221	13	Clinical Social Worker II	5221	13	Clinical Social Worker II
5222	15	Clinical Social Worker III	5222	15	Clinical Social Worker III
5223	17	Clinical Social Worker IV	5223	17	Clinical Social Worker IV
5224	18	Clinical Social Worker V	5224	18	Clinical Social Worker V
5231	11	Assistant Volunteer Coordinator I	5231	11	Volunteer Services Coordinator I
5232	13	Assistant Volunteer Coordinator II	5232	13	Volunteer Services Coordinator II
5233	15	Coordinator for Volunteer Services I	5233	15	Volunteer Services Coordinator III
5234	17	Coordinator for Volunteer Services II	5234	17	Volunteer Services Coordinator IV
5243	19	Chief of Volunteer Services	5243	19	Volunteer Services Coordinator V
5252	12	Psychological Assistant	5252	12	Psychological Assistant
5250	16	Psychologist			
5251	17	Clinical Psychologist			
5253	15	Associate Clinical Psychologist I	5253	15	Associate Psychologist I
5254	16	Associate Clinical Psychologist II	5254	16	Associate Psychologist II
5255	17	Associate Clinical Psychologist III	5255	17	Associate Psychologist III
5256	18	Associate Clinical Psychologist IV	5256	18	Associate Psychologist IV
5257	19	Associate Clinical Psychologist V	5257	19	Associate Psychologist V
5258	20	Associate Clinical Psychologist VI	5258	20	Associate Psychologist VI
5260	09	Case Manager Assistant			
5261	11	Case Manager I	5261	11	Case Manager I
5262	13	Case Manager II	5262	13	Case Manager II
5263	15	Case Manager III	5263	15	Case Manager III
5264	17	Case Manager Supervisor	5264	17	Case Manager IV
5351	10	Rehabilitation Teacher I	5351	10	Rehabilitation Teacher I
5352	12	Rehabilitation Teacher II	5352	12	Rehabilitation Teacher II
5354	14	Rehabilitation Caseworker			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5355	07	Rehabilitation Assistant I, Commission for the Blind			
5356	09	Rehabilitation Assistant II, Commission for the Blind			
5370	15	Supervising Business Consultant I, Business Enterprises Program			
5371	17	Supervising Business Consultant II, Business Enterprises Program			
5375	17	Field Operations Specialist, Business Enterprises Program			
5377	18	Supervisor, Field Operations, Commission for the Blind			
5378	16	Coordinator of Rehabilitation			
5501	02	Community Service Aide I	5501	02	Human Services Technician I
5502	04	Community Service Aide II	5502	04	Human Services Technician II
5503	06	Community Service Aide III	5503	06	Human Services Technician III
5504	07	Social Services Technician I	5504	07	Human Services Technician IV
5505	09	Social Services Technician II	5505	09	Human Services Technician V
5517	14	Quality Control Analyst I	5517	14	Human Services Quality Control Analyst I
5518	15	Quality Control Analyst II	5518	15	Human Services Quality Control Analyst II
5519	16	Quality Control Analyst III	5519	16	Human Services Quality Control Analyst III
5521	17	Quality Control Field Manager	5521	17	Human Services Quality Control Analyst IV
5522	19	Quality Control Section Director	5522	19	Human Services Quality Control Analyst V
5523	17	Aging Program Specialist I			
5524	18	Aging Program Specialist II			
5525	20	Aging Program Specialist III			
5530	09	Child Development Specialist I	5530	09	Child Development Specialist I
5531	11	Child Development Specialist II	5531	11	Child Development Specialist II
5532	13	Child Development Specialist III	5532	13	Child Development Specialist III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
5533	15	Child Development Specialist IV	5533	15	Child Development Specialist IV
5534	17	Child Development Specialist V	5534	17	Child Development Specialist V
5540	11	Child Support Officer I	5540	11	Child Support Officer I
5541	13	Child Support Officer II	5541	13	Child Support Officer II
5542	15	Child Support Officer III	5542	15	Child Support Officer III
5543	17	Child Support Officer IV	5543	17	Child Support Officer IV
			5550T	09	Child Support Technician I
			5551T	11	Child Support Technician II
			5552T	13	Child Support Technician III
5610	09	Interpreter I	5610	09	Interpreter I
5612	11	Interpreter II	5612	11	Interpreter II
5614	14	Interpreter III	5614	14	Interpreter III
5616	16	Interpreter IV	5616	16	Interpreter IV
5618	18	Interpreter V	5618	18	Interpreter V
7413	10	Translator, Spanish			
			5700T	11	Human Services Specialist I
			5701T	12	Human Services Specialist II
			5702T	13	Human Services Specialist III
			5703T	14	Human Services Specialist IV
			5704T	15	Human Services Specialist V
			5705T	16	Human Services Specialist VI
			5706T	17	Human Services Specialist VII

PUBLIC SAFETY (6001-7000)

6025	06	Accident Code Clerk I
6026	07	Accident Code Clerk II
6027	07	Lead Accident Code Clerk I
6028	08	Lead Accident Code Clerk II
6029	09	Accident Code Supervisor I
6030	11	Accident Code Supervisor II

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
6070	13	Criminalist I	6070	13	Criminalist I
6071	14	Criminalist II	6071	14	Criminalist II
6072	15	Criminalist III	6072	15	Criminalist III
6073	16	Criminalist IV	6073	16	Criminalist IV
6074	17	Criminalist V	6074	17	Criminalist V
6075	18	Criminalist VI	6075	18	Criminalist VI
6076	18	Supervising Criminalist I			
6077	19	Supervising Criminalist II	6077	19	Criminalist VII
6098	07	Communications Center Operator	6090	07	Communications Center Specialist I
6099	08	Communications Center Specialist	6091	08	Communications Center Specialist II
6095	10	Communications Center Shift Leader	6092	10	Communications Center Specialist III
6100	11	Police Communications Operator I	6100	11	Police Communications Operator I
6103	12	Police Communications Operator II	6103	12	Police Communications Operator II
6104	13	Police Communications Operator III	6104	13	Police Communications Operator III
6105	15	Supervisor, Police Communications Facility	6105	15	Police Communications Supervisor I
6110	16	Headquarters Communication Center Supervisor	6106	16	Police Communications Supervisor II
6109	17	Regional Supervisor, Police Communications	6107	17	Police Communications Supervisor III
6111	13	Polygraph Examiner I			
6112	15	Polygraph Examiner II			
6113	12	Latent Print Technician			
6114	10	Fingerprint Technician Trainee	6114	10	Fingerprint Technician I
6115	11	Fingerprint Technician I	6115	11	Fingerprint Technician II
6116	12	Fingerprint Technician II	6116	12	Fingerprint Technician III
6117	14	Fingerprint Shift Supervisor	6117	14	Fingerprint Technician IV
6130	11	Crime Laboratory Evidence Technician	6130	11	Crime Laboratory Evidence Technician
6132	20	Assistant Field Laboratory Manager			
6148	14	Forensic Artist			
6161	10	Evaluator I			
6162	12	Evaluator II			
6163	15	Evaluator III			

CURRENT CLASS NO. **CURRENT S.G.** **CURRENT CLASS TITLE**

6220 07 Records Technician I, DPS
6221 09 Records Technician II, DPS
6222 10 Records Technician III, DPS

6224 08 Drivers License Technician
6225 10 Drivers License Examiner

6707 17 Supervisor, Motor Vehicles Section
6715 12 Motor Vehicle Transfer Analyst

6900 12 State Capitol Security Police Officer
6901 14 State Capitol Security Police Sergeant
6902 16 State Capitol Security Police Lieutenant
6905 17 State Capitol Security Police Captain
6910 21 Chief of Capitol Security Police

EDUCATION (deleted)

4735 14 Education Consultant
7021 17 Education Specialist I
7022 18 Education Specialist II
7005 19 Educational Program Director

LIBRARY AND RECORDS (7001-8000)

0247 08 Magnetic Tape Librarian
1408 07 Document Examiner I
1410 09 Document Examiner II
1412 11 Document Examiner III
1414 13 Document Examiner Supervisor
1549 18 Director of Records Service

NEW CLASS NO. **NEW S.G.** **NEW CLASS TITLE**

6220 07 **Public Safety Records Technician I**
6221 09 **Public Safety Records Technician II**
6222 10 **Public Safety Records Technician III**

6224 08 Drivers License Technician
6225 10 Drivers License Examiner

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
7032	11	Archeologist Assistant			
7304	13	Archeologist I	7304	13	Archeologist I
7306	15	Archeologist II	7306	15	Archeologist II
7308	17	Archeologist III	7308	17	Archeologist III
7310	21	State Archeologist	7310	21	State Archeologist
7315	11	Historian I	7315	11	Historian I
7317	13	Historian II	7317	13	Historian II
7319	15	Historian III	7319	15	Historian III
7415	05	Library Assistant I	7350	06	Library Assistant I
7416	07	Library Assistant II	7352	08	Library Assistant II
7417	09	Library Assistant III	7354	10	Library Assistant III
7450	05	Medical Librarian			
7401	11	Librarian I	7401	12	Librarian I
7402	13	Librarian II	7402	14	Librarian II
7403	15	Librarian III	7403	16	Librarian III
7404	16	Library Consultant/Administrator	7404	17	Librarian IV
7405	11	Archivist I	7405	11	Archivist I
7407	13	Archivist II	7407	13	Archivist II
7409	15	Archivist III	7409	15	Archivist III
7420	14	Law Librarian I			
7421	16	Law Librarian II			
1873	10	Exhibit Technician I	7460	10	Exhibit Technician I
1874	12	Exhibit Technician II	7462	12	Exhibit Technician II
1875	14	Exhibit Technician III	7464	14	Exhibit Technician III
1895	15	Museum Curator	7466	15	Museum Curator
CUSTODIAL AND DOMESTIC (8001-9000)					
8001	02	Building Custodian I	8001	02	Custodian I
8009	03	Building Custodian II	8009	03	Custodian II
8010	05	Building Custodian III	8010	05	Custodian III

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
8019	08	Housekeeping Supervisor I	8019	08	Custodian IV
8020	10	Housekeeping Supervisor II			
8011	11	Housekeeping Manager I	8021	11	Custodial Manager I
8012	13	Housekeeping Manager II	8023	13	Custodial Manager II
8013	15	Housekeeping Manager III	8025	15	Custodial Manager III
8031	04	Groundskeeper I	8031	04	Groundskeeper I
8032	05	Groundskeeper II	8032	05	Groundskeeper II
8033	07	Groundskeeper III	8033	07	Groundskeeper III
8050	08	Security Officer I	8050	08	Security Officer I
8051	10	Security Officer II	8051	10	Security Officer II
8052	12	Security Officer III	8052	12	Security Officer III
8060	02	Security Worker I	8060	02	Security Worker I
8061	03	Security Worker II	8061	03	Security Worker II
8063	05	Security Worker III	8063	05	Security Worker III
8065	07	Security Worker IV	8065	07	Security Worker IV
8102	02	Food Service Worker I	8102	02	Food Service Worker I
8103	03	Food Service Worker II	8103	03	Food Service Worker II
8104	05	Food Service Worker III	8104	05	Food Service Worker III
8149	09	Assistant Food Service Manager	8105	09	Food Service Manager I
8150	13	Food Service Manager I	8106	13	Food Service Manager II
8151	16	Food Service Manager II	8107	16	Food Service Manager III
8153	18	Chief of Food Service Management			
8115	02	Cook I			
8116	03	Cook II	8116	03	Cook I
8117	04	Head Cook I	8117	04	Cook II
8118	06	Head Cook II	8118	06	Cook III
8159	07	Dietetic Assistant	8156	07	Dietetic Assistant
8158	09	Dietetic Technician	8158	09	Dietetic Technician

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
8160	11	Dietitian I	8160	11	Dietitian I
8161	13	Dietitian II	8161	13	Dietitian II
8165	15	Dietitian III	8165	15	Dietitian III
8202	02	Sewing Room Worker	8202	02	Sewing Room Worker
8203	06	Sewing Room Supervisor	8203	06	Sewing Room Supervisor
8251	02	Laundry Worker I	8251	02	Laundry Worker I
8252	03	Laundry Worker II	8252	03	Laundry Worker II
8249	05	Washer	8253	05	Laundry Worker III
8255	06	Laundry Supervisor	8254	06	Laundry Worker IV
8260	09	Laundry Manager I	8260	09	Laundry Manager I
8261	11	Laundry Manager II	8261	11	Laundry Manager II
8262	14	Laundry Manager III	8262	14	Laundry Manager III
8263	16	Manager, Laundry and Linen Services	8263	16	Laundry Manager IV
8301	05	Barber I	8301	05	Barber I
8302	06	Barber II	8302	06	Barber II
8310	05	Cosmetologist I	8310	05	Cosmetologist I
8311	06	Cosmetologist II	8311	06	Cosmetologist II
4752	10	Canteen Manager I	8400	10	Canteen Manager I
4753	13	Canteen Manager II	8401	13	Canteen Manager II
MAINTENANCE (9001-9999)					
9001	03	Helper, Maintenance and Construction	9001	03	Maintenance Assistant
9003	02	Laborer			
9034	07	Air Conditioning and Boiler Operator I	9034	07	Air Conditioning and Boiler Operator I
9035	09	Air Conditioning and Boiler Operator II	9035	09	Air Conditioning and Boiler Operator II
9036	11	Air Conditioning and Boiler Operator III	9036	11	Air Conditioning and Boiler Operator III
9037	14	Air Conditioning and Boiler Operator IV	9037	14	Air Conditioning and Boiler Operator IV
9039	17	Chief Air Conditioning and Boiler Operator			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
9041	06	Maintenance Mechanic I	9041	06	Maintenance Mechanic I
9042	08	Maintenance Mechanic II	9042	08	Maintenance Mechanic II
9043	09	Maintenance Mechanic III	9043	09	Maintenance Mechanic III
9044	11	Maintenance Mechanic IV	9044	11	Maintenance Mechanic IV
9046	13	Maintenance Mechanic V	9046	13	Maintenance Mechanic V
9047	11	Electrical and Air Conditioning Mechanic I	9047	11	Electrical and Air Conditioning Mechanic I
9048	12	Electrical and Air Conditioning Mechanic II	9048	12	Electrical and Air Conditioning Mechanic II
9049	14	Electrical and Air Conditioning Mechanic III	9049	14	Electrical and Air Conditioning Mechanic III
9050	16	Chief Electrical and Air Conditioning Mechanic	9050	16	Electrical and Air Conditioning Mechanic IV
9051	10	Maintenance Supervisor I	9051	10	Maintenance Supervisor I
9052	12	Maintenance Supervisor II	9052	12	Maintenance Supervisor II
9053	14	Maintenance Supervisor III	9053	14	Maintenance Supervisor III
9054	15	Maintenance Supervisor IV	9054	15	Maintenance Supervisor IV
9085	14	Plant Maintenance Manager I			
9086	16	Plant Maintenance Manager II	9055	16	Maintenance Supervisor V
9087	18	Plant Maintenance Manager III	9087	18	Maintenance Manager I
9088	20	Plant Maintenance Manager IV	9088	20	Maintenance Manager II
9089	21	Plant Maintenance Superintendent	9089	21	Maintenance Manager III
9094	14	Building Manager			
9096	15	Clerk of the Works I			
9097	18	Clerk of the Works II			
9099	15	Superintendent of Building and Equipment, Department of Corrections			
9122	10	Locksmith			
9201	07	Tunnel Guard I			
9202	09	Tunnel Guard II			
9204	09	Tunnel Machinery Operator			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
9221	09	Deckhand			
9223	09	Oiler			
9226	09	Ships Carpenter			
9228	09	Maintenance Welder, Ferry			
9236	14	Assistant Ferry Manager			
9238	15	Ferry Manager			
9291	14	Maintenance Construction Supervisor I			
9292	15	Maintenance Construction Supervisor II			
9293	16	Maintenance Construction Supervisor III			
9305	13	Roadway Maintenance Supervisor I	9305	13	Roadway Maintenance Supervisor I
9306	15	Roadway Maintenance Supervisor II	9306	15	Roadway Maintenance Supervisor II
9307	16	Roadway Maintenance Supervisor III	9307	16	Roadway Maintenance Supervisor III
9308	17	Roadway Maintenance Supervisor IV	9308	17	Roadway Maintenance Supervisor IV
9309	18	Roadway Maintenance Supervisor V	9309	18	Roadway Maintenance Supervisor V
9312	17	District Roadway Maintenance Superintendent I			
9313	18	District Roadway Maintenance Superintendent II			
9314	19	District Roadway Maintenance Superintendent III			
9401	02	Truck Driver I	9401	02	Vehicle Driver I
9402	05	Truck Driver II	9402	05	Vehicle Driver II
			9404T	07	Vehicle Driver III
9403	09	Truck Driver III, Heavy Vans	9405	09	Vehicle Driver IV
9416	08	Motor Vehicle Mechanic I	9416	08	Motor Vehicle Mechanic I
9417	10	Motor Vehicle Mechanic II	9417	10	Motor Vehicle Mechanic II
9418	12	Motor Vehicle Mechanic III	9418	12	Motor Vehicle Mechanic III
9421	14	Motor Vehicle Repair, Supervisor	9421	14	Motor Vehicle Mechanic IV
9510	10	Machinist I	9510	10	Machinist I
9512	12	Machinist II	9512	12	Machinist II
9514	14	Machinist III	9514	14	Machinist III
9516	08	Welder, Combination			
9518	16	Welding Technician			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
9533	15	Sign Superintendent			
9541	09	Shop Supervisor I			
9542	12	Shop Supervisor II			
9543	13	Shop Supervisor III			
9544	15	Shop Supervisor IV			
9548	17	Equipment and Services Superintendent			
9620	15	Aircraft Pilot I	9620	15	Aircraft Pilot I
9622	17	Aircraft Pilot II	9622	17	Aircraft Pilot II
9624	19	Aircraft Pilot III	9624	19	Aircraft Pilot III
9626	20	Chief Pilot	9626	20	Aircraft Pilot IV
9630	10	Aircraft Mechanic Apprentice			
9632	13	Aircraft Mechanic I	9632	13	Aircraft Mechanic I
9634	15	Aircraft Mechanic II	9634	15	Aircraft Mechanic II
9635	17	Aircraft Mechanic III	9635	17	Aircraft Mechanic III
9636	17	Line Chief			
9638	19	Senior Aircraft Mechanic and Inspector			
9642	21	Chief of Aircraft Maintenance			
9654	19	Avionics Manager			
			9700T	09	Radio Communications Technician I
			9702T	11	Radio Communications Technician II
			9704T	12	Radio Communications Technician III
			9706T	14	Radio Communications Technician IV
9711	09	Radio Mechanic I			
9712	11	Radio Mechanic II			
9713	11	Radio Tower Technician I			
9715	13	Radio Tower Technician II			
9714	11	Radio Specialist			
9716	12	Communications Electronic Technician I			
9718	14	Communications Electronic Technician II			

<u>CURRENT CLASS NO.</u>	<u>CURRENT S.G.</u>	<u>CURRENT CLASS TITLE</u>	<u>NEW CLASS NO.</u>	<u>NEW S.G.</u>	<u>NEW CLASS TITLE</u>
9722	12	Communications Superintendent I			
9723	14	Communications Superintendent II			
9724	17	Communications Superintendent III			
9727	14	Communications Officer			
9729	09	Office Machine Service Technician I			
9732	11	Office Machine Service Technician II			
9733	13	Office Machine Service Technician III			
9736	16	Office Machine Service Technician IV			
9740	12	Metrologist I			
9742	15	Metrologist II			
9743	17	Metrologist III			
9755	09	Traffic Signal Repair Technician I	9755	09	Traffic Signal Repair Technician I
9756	12	Traffic Signal Repair Technician II	9756	12	Traffic Signal Repair Technician II
9757	14	Traffic Signal Repair Technician III	9757	14	Traffic Signal Repair Technician III
9758	15	Traffic Signal Repair Technician IV	9758	15	Traffic Signal Repair Technician IV

Detailed Reasons for Recommendations According to Occupational Category

Clerical/Administrative (0001-0200)

Messenger (0011-02)

Justification: The Messenger class should be deleted due to low usage (there are only four incumbents statewide). The duties can be accurately described using the Clerk class series.

Cost to Implement: \$0

Clerk I (0051-02)
Clerk II (0053-04)
Clerk III (0055-06)

Clerk I (0051-02)
Clerk II (0053-04)
Clerk III (0055-06)
Clerk IV (0057T-08)

Justification: A Clerk IV at Salary Group 08 should be added in order to incorporate other clerical-related classes recommended for deletion.

Cost to Implement: \$0

Clerical Supervisor I (0061-06)
Clerical Supervisor II (0063-07)
Clerical Supervisor III (0065-09)
Clerical Supervisor IV (0067-11)

Clerical Supervisor I (0063-07)
Clerical Supervisor II (0065-09)
Clerical Supervisor III (0067-11)

Justification: The Clerical Supervisor I class should be deleted in order to reduce the overlap between the Clerk and Clerical Supervisor class series. (The current Clerk III and Clerical Supervisor I are both at Salary Group 06.) The remaining three levels of the Clerical Supervisor class series should be renamed in order to accommodate the recommended deletion.

Cost to Implement: \$0

Clerk Typist I (0103-03)
Clerk Typist II (0106-04)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general Clerk class series can be used to classify the series' incumbents.

Cost to Implement: \$0-\$178,128

Office Support Clerk (5508-05)

Justification: The Office Support Clerk class should be deleted in order to reduce the overlap of and number of classes within the Plan. The duties can be described using the more general Clerk class series.

Cost to Implement: \$0-\$31,128

Secretary I (0131-05)
Secretary II (0133-06)
Secretary III (0135-07)
Administrative Secretary (0138-09)

Secretary I (0131-05)
Secretary II (0133-06)
Secretary III (0135-07)
Secretary IV (0138-09)

Justification: The title of the Administrative Secretary IV class should be changed in order to create title consistency within the class series.

Cost to Implement: \$0

Automated Systems (0201-0300)

Data Entry Supervisor I (0211-09)
Data Entry Supervisor II (0213-11)
Data Entry Supervisor III (0215-13)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general Administrative Technician class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$15,060

ADP Supervisor I (0231-12)
ADP Supervisor II (0232-14)
ADP Supervisor III (0233-16)
ADP Supervisor IV (0234-18)

ADP Supervisor I (0233-16)
ADP Supervisor II (0234-18)

Justification: The first two levels of the class series should be deleted in order to prevent overlap with the ADP Equipment Operator class series. The top two levels of the series should be renamed to accommodate these deletions. The current incumbents within the deleted positions can be appropriately classified within the ADP Equipment Operator class series which will be modified to include possible supervisory functions.

Cost to Implement: \$0-\$32,520

Programmer Analyst I (0251-18)
Programmer Analyst II (0252-20)
Programmer Analyst III (0253-21)

Justification: The Programmer Analyst class series should be deleted in order to reduce the number of classes within the Plan. The duties of the series can be incorporated into the revised Programmer class series.

Cost to Implement: \$0

Systems Programmer I (0268-18)
Systems Programmer II (0269-20)
Systems Programmer III (0270-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, revised Programmer class series can be used to classify the series' incumbents.

Cost to Implement: \$0

Telecommunications Specialist I (0281-12)	Telecommunications Specialist I (0281-12)
Telecommunications Specialist II (0282-14)	Telecommunications Specialist II (0282-14)
Telecommunications Specialist III (0283-16)	Telecommunications Specialist III (0283-16)
Telecommunications Supervisor (0284-18)	Telecommunications Specialist IV (0284-18)
Telecommunications Administrator (0285-20)	Telecommunications Specialist V (0285-20)

Justification: The titles of the Telecommunications Supervisor and Telecommunications Administrator should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Network Manager I (0287-16)	Network Specialist I (0287-16)
Network Manager II (0288-18)	Network Specialist II (0288-18)
Network Manager III (0289-20)	Network Specialist III (0289-20)

Justification: The titles should be changed in order to delete the managerial emphasis from the titles, since the functions of the positions generally tend to be technical and non-supervisory in nature.

Cost to Implement: \$0

Director of ADP I (0274-19)
Director of ADP II (0275-21)
Assistant Director of ADP (0273-21)

Justification: The Assistant Director of ADP and Director of ADP classes should be deleted in order to reduce the amount of overlap and the number of classes within the Plan. Both the Assistant Director of ADP and Director of ADP II are in Salary Group 21. The more general, revised Program Administrator class series can be used to describe the duties being performed by these three positions.

Cost to Implement: \$0

ADP Programmer Apprentice (0239-12)	Programmer I (0295-12)
ADP Programmer I (0240-14)	Programmer II (0296-14)
ADP Programmer II (0241-16)	Programmer III (0297-16)
ADP Programmer III (0242-18)	Programmer IV (0298-18)
ADP Programmer IV (0243-20)	Programmer V (0299-20)
	Programmer VI (0300T-21)

Justification: The ADP Programmer class series should be revised to a more general Programmer class series in order to reduce the overlap of and number of classes within the Plan. The revised series can accommodate the Systems Programmer and Programmer Analyst series recommended for deletion.

Cost to Implement: \$0

Office Services (0301-0500)

Reproduction Equipment Operator I (0309-09)	Printing Technician I (0309-09)
Reproduction Equipment Operator II (0310-11)	Printing Technician II (0310-11)
Reproduction Equipment Operator III (0311-13)	Printing Technician III (0311-13)
Reproduction Equipment Operator IV (0312-15)	Printing Technician IV (0312-15)
Reproduction Equipment Supervisor I (0316-12)	
Reproduction Equipment Supervisor II (0317-14)	
Reproduction Equipment Supervisor III (0318-16)	Printing Technician V (0313-16)
Director of Reprographics (0320-18)	

Justification: The titles of the Reproduction Equipment Operator class series should be changed to Printing Technicians in order to generalize the class series and better describe the range of duties being performed. The first two levels of the Reproduction Equipment Supervisor class series should be deleted and the title of the third level should be changed to Printing Technician IV in order to reduce the overlap between the Reproduction Equipment Operator and Reproduction Equipment Supervisor class series and better accommodate the use of dual career tracks. The Director of Reprographics class should be deleted in order to reduce the number of classes within the Plan; its duties can be accurately described using the revised Program Administrator class series.

Cost to Implement: \$0-\$46,668

Micrographics Technician I (0343-09)	Micrographics Technician I (0343-09)
Micrographics Technician II (0344-11)	Micrographics Technician II (0344-11)
Micrographics Supervisor I (0346-13)	Micrographics Technician III (0346-13)
Micrographics Supervisor II (0347-15)	Micrographics Technician IV (0347-15)

Justification: The titles of the Micrographics Supervisor classes should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Darkroom Technician (0351-06)

Justification: The Darkroom Technician class should be deleted due to low usage (one incumbent). The duties can be described using the Clerk class series.

Cost to Implement: \$0

Planning, Research, and Information (0501-1000)

Director, Program Planning (0520-21)

Justification: The Director, Program Planning class should be deleted in order to alleviate the overlap created between it and the Planner IV class, both at Salary Group 21. The more general Planner class series can be used to describe the duties being performed.

Cost to Implement: \$0

Research Specialist I (0544-15)
Research Specialist II (0546-17)
Research Specialist III (0548-18)
Director of Research (0550-19)
Research Associate (0552-19)
Chief of Research (0554-21)

Research Specialist I (0544-15)
Research Specialist II (0546-17)
Research Specialist III (0548-18)
Research Specialist IV (0552-19)
Research Specialist V (0554-21)

Justification: The Research Specialist class series should be overhauled to reduce redundancies within the series and better accommodate the use of dual career tracks. The Director of Research class should be deleted to alleviate the overlap created between it and the Research Associate class, both at Salary Group 19. The Research Associate and Chief of Research classes should be renamed to Research Specialists IV and V, respectively, to allow for the use of dual career tracks.

Cost to Implement: \$0

Marketing Agent, Department of Corrections (4634-17)

Justification: The Marketing Agent, Department of Corrections class should be deleted due to low usage (one incumbent), and in order to delete reference to a specific agency. The duties of the position can be appropriately described by the Marketing Specialist class series.

Cost to Implement: \$0-\$3,204

Information Specialist I (1862-14)
Information Specialist II (1863-16)
Information Specialist III (1864-18)
Research and Information Specialist
(1866-21)

Information Specialist I (0570-14)
Information Specialist II (0572-16)
Information Specialist III (0574-18)
Information Specialist IV (0576-21)

Justification: The title of the Research and Information Specialist class should be changed to Information Specialist IV in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Coordinator, Informational Media (1861-18)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The more general Information Specialist class series can be used to describe the duties being performed.

Cost to Implement: \$0

Chief of Community Relations (1868-19)
Chief of Media Relations (1869-19)

Justification: The Chief of Community Relations and Chief of Media Relations classes should be deleted due to non-utilization.

Cost to Implement: \$0

Supervisor, Instructional Media Laboratory (1889-16)

Justification: The Supervisor, Instructional Media Laboratory class should be deleted due to low usage (one incumbent). The position's duties can be appropriately described by the more general, revised Audio/Visual Technician class series.

Cost to Implement: \$0

Audio Visual Technician I (1890-09)
Audio Visual Technician II (1891-14)
Audio Visual Technician III (1892-16)
Audio Visual Director (1899-16)
Visual Education Specialist (4041-11)

Audio/Visual Technician I (0580-09)
Audio/Visual Technician II (0581T-11)
Audio/Visual Technician III (0582-14)
Audio/Visual Technician IV (0583-16)

Justification: The Audio Visual class series should be overhauled in order to decrease the amount of overlap within the series, create title consistency, and better allow for the use of dual career tracks. A more general Audio/Visual Technician II class should be created at Salary Group 11 in order to accommodate the Visual Education Specialist class recommended for deletion. In addition to the Visual Education Specialist class, the Audio Visual Director class should be deleted and consolidated within the revised Audio/Visual Technician class series; it

is currently in the same salary group as the revised Audio/Visual Technician IV.

Cost to Implement: \$0

Director, Instructional Media Division (7009-20)

Justification: This class should be deleted due to non-utilization.

Cost to Implement: \$0

Accounting, Auditing, and Finance (1001-1300)

Accountant I (1161-11)

Accountant II (1162-13)

Accountant III (1163-16)

Chief Accountant I (1164-17)

Chief Accountant II (1165-19)

Chief Accountant III (1166-20)

Director of Accounting (1208-21)

Accountant I (1010-11)

Accountant II (1012-13)

Accountant III (1014-16)

Accountant IV (1016-17)

Accountant V (1018-19)

Accountant VI (1020-20)

Accountant VII (1022-21)

Justification: The titles for the Chief Accountant and Director of Accounting classes should be changed in order to create title consistency and better allow for the use of dual career tracks.

Cost to Implement: \$0

Director of Finance (1169-20)

Justification: The Director of Finance class should be deleted due to low usage. (The series has only three incumbents.) The duties of the position can be appropriately described using the revised Program Administrator class series.

Cost to Implement: \$0

Auditor I (1030T-11)

Auditor II (1032T-13)

Auditor III (1034T-15)

Auditor IV (1036T-17)

Auditor V (1038T-19)

Auditor VI (1040-20)

Auditor VII (1042T-21)

Justification: A new general Auditor series should be created at Salary Groups 11, 13, 15, 17, 19, 20, and 21 in order to accommodate several auditing-related series recommended for deletion. The new series would closely parallel the revised Accountant class series.

Cost to Implement: \$0

Auditor I (1088-12)
Auditor II (1089-14)
Auditor III (1090-16)
Auditor IV (1084-18)
Auditor V (1085-20)
Assistant Director of Auditing (1206-19)
Director of Auditing (1207-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of the series can be incorporated into the new general Auditor class series.

Cost to Implement: \$0-\$595,344

Assistant State Auditor I (1091-13)
Assistant State Auditor II (1092-15)
Assistant State Auditor III (1093-17)
Assistant State Auditor IV (1097-19)
Assistant State Auditor V (1098-21)

Justification: The entire class series should be deleted in order to reduce the overlap of classes within the Plan. The more general, new Auditor class series can be used to describe the duties being performed.

Cost to Implement: \$0

EDP Audit Specialist I (1120-14)
EDP Audit Specialist II (1121-16)
EDP Audit Specialist III (1122-18)
EDP Audit Specialist IV (1123-20)
EDP Audit Specialist V (1124-21)

Justification: The entire class series should be deleted in order to reduce the overlap of series within the Plan. The more general, new Auditor class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$16,584

Management Audit Assistant (1209-14)
Management Auditor I (1211-15)
Management Auditor II (1213-17)
Supervising Management Auditor (1215-19)
Management Audit Director (1217-21)

Justification: The entire class series should be deleted in order to reduce the overlap of series within the Plan. The more general, new Auditor class series can be used to appropriately describe the duties being performed.

Cost to Implement: \$0-\$13,968

Internal Auditor I (1220-13)
Internal Auditor II (1222-15)
Internal Auditor III (1224-17)
Internal Auditor IV (1226-19)
Internal Auditor V (1228-20)
Internal Audit Director (1230-21)

Justification: The Internal Auditor class series should be deleted in order to reduce the overlap of class series within the Plan. The duties of the positions can be appropriately described using more general, new Auditor class series.

Cost to Implement: \$0

Senior Tax Auditor I (1070-18)
Senior Tax Auditor II (1071-21)

Justification: The class series should be deleted due to low usage. The more general, new Auditor class series can be used to describe the duties being performed by the positions.

Cost to Implement: \$0

Assistant Director, Auditing and Tax Reporting (1205-21)

Justification: This class should be deleted due to non-utilization. The new Auditor or revised Program Administrator class series could be used to describe the duties being performed.

Cost to Implement: \$0

Taxpayer Compliance Officer I (1059-11)	Taxpayer Compliance Officer I (1059-11)
Taxpayer Compliance Officer II (1060-12)	Taxpayer Compliance Officer II (1060-12)
Taxpayer Compliance Officer III (1061-14)	Taxpayer Compliance Officer III (1061-14)
Senior Enforcement Officer I (1067-16)	Taxpayer Compliance Officer IV (1067-16)
Senior Enforcement Officer II (1068-18)	Taxpayer Compliance Officer V (1068-18)

Justification: The titles of the Senior Enforcement Officers should be changed to Taxpayer Compliance Officers IV and V in order to create title consistency within the class series.

Cost to Implement: \$0

Accounts Examiner I (1081-11)
Accounts Examiner II (1082-13)
Accounts Examiner III (1083-15)
Accounts Examiner IV (1086-17)
Supervising Accounts Examiner (1087-17)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, new Auditor class series can be used to classify the incumbents within the series.

Cost to Implement: \$0

Insurance Examiner I (1101-12)
Insurance Examiner II (1102-14)
Insurance Examiner III (1103-16)
Insurance Examiner IV (1107-18)
Insurance Examiner V (1108-20)
Assistant Chief Insurance Examiner (1114-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, new Auditor class series can be used to classify the series' incumbents.

Cost to Implement: \$0-\$72,108

Investment Officer I (1130-18)	Investment Officer I (1130-18)
Investment Officer II (1131-20)	Investment Officer II (1131-20)
Assistant Investment Officer (1180-21)	Investment Officer III (1132-21)

Justification: The title of the Assistant Investment Officer class should be changed in order to create title consistency within the class series.

Cost to Implement: \$0

Securities Analyst (1145-15)
Senior Analyst (1146-17)
Supervising Analyst (1144-19)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, new Auditor class series can be used to describe the duties being performed.

Cost to Implement: \$0

Senior Examiner (1142-19)
Supervising Examiner (1147-20)

Justification: The class series should be deleted in order to reduce the number of classes within the Plan. The more general revised Investigator or new Auditor class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$5,664

Budget Examiner I (1150-14)
Budget Examiner II (1151-17)
Budget Examiner III (1152-19)
Budget Examiner IV (1153-21)

Justification: The entire class series should be deleted due to non-utilization.

Cost to Implement: \$0

Economist I (1983-14)
Economist II (1985-16)
Economist III (1986-18)
Economist IV (1987-20)

Economist I (1250-16)
Economist II (1252-18)
Economist III (1254-20)

Justification: The first level of the class series should be deleted due to non-usage over a period of years. The remaining class titles should be changed to accommodate this deletion.

Cost to Implement: \$0

Financial Examiner Trainee (2791-16)
Assistant Financial Examiner (2793-19)
Commissioned Financial Examiner (2795-21)

Financial Examiner I (1260-16)
Financial Examiner II (1262-19)
Financial Examiner III (1264-21)

Justification: The titles within the Financial Examiner class series should be changed in order to create title consistency within the series.

Cost to Implement: \$0

Field Representative I (6745-13)
Field Representative II (6746-15)

Justification: The class series should be deleted in order to reduce the number of classes within the Plan. The more general Investigator or new Auditor class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$3,672

Inspectors and Investigators (1301-1500)

Inspector I (4141-09)
Inspector II (4142-11)
Inspector III (4143-13)
Inspector IV (4144-15)
Supervising Inspector (3425-16)

Inspector I (1320-09)
Inspector II (1321-11)
Inspector III (1322-13)
Inspector IV (1323-15)
Inspector V (1324-17)
Inspector VI (1325T-19)
Inspector VII (1326T-20)

Justification: The title of the Supervising Inspector class should be changed to allow for the use of dual career tracks. This class should also be reallocated in order to accommodate other Inspector-related classes recommended for deletion and to compensate employees at a rate more in line with the market. Two additional Inspector classes should be created at Salary Groups 19 and 20 to accommodate other Inspector-related classes recommended for deletion.

Cost to Implement: \$6,720-\$55,644

Manufacturing Process and Plant Inspector (2071-15)

Justification: The class should be deleted and consolidated within the more general Inspector class series.

Cost to Implement: \$0

Safety Services Inspector I (2785-16)
Safety Services Inspector II (2787-17)
Safety Services Inspector III (2789-19)

Justification: The class series should be deleted and consolidated within the more general Inspector class series.

Cost to Implement: \$0-\$47,712

Sanitation Inspector I (4108-07)
Sanitation Inspector II (4109-11)

Justification: The class series should be deleted. There are currently no incumbents in the Sanitation Inspector I class, and those employees within the second level class can be consolidated within the more general Inspector class series.

Cost to Implement: \$0

Agriculture Inspector I (7620-12)
Agriculture Inspector II (7621-14)
Agriculture Inspector III (7622-16)
Agriculture Inspector IV (7623-18)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of the positions can be consolidated within the more general Inspector class series.

Cost to Implement: \$0-\$252,240

Animal Health Inspector I (7650-06)
Animal Health Inspector II (7651-08)
Animal Health Inspector III (7652-10)
Animal Health Inspector IV (7653-12)
Animal Health Inspector V (7654-14)
Animal Health Area Supervisor (7655-16)

Justification: The class series should be deleted in order to reduce the number of classes within the Plan. The first three levels of the series can be incorporated into the revised Sample Technician class series, since the work deals with data collection, rather than actual inspection work. The last three levels in the series can be appropriately consolidated within the general Inspector class series.

Cost to Implement: \$0-\$97,872

General Construction Inspector (9090-18)
Chief, Construction and Inspection (9091-20)

Justification: The class series should be deleted and consolidated within the more general, revised Inspector class series.

Cost to Implement: \$0-\$33,708

Investigator I (3643-12)	Investigator I (1350-12)
Investigator II (3644-14)	Investigator II (1351-14)
Investigator III (3645-16)	Investigator III (1352-16)
Senior Investigator-Examiner (3776-17)	Investigator IV (1353-17)
Investigator IV (3646-18)	Investigator V (1354-18)
	Investigator VI (1355T-20)
	Investigator VII (1356T-21)

Justification: The title of the Senior Investigator-Examiner class should be changed in order to allow its incorporation into and create title consistency within the more general Investigator class series. Two additional levels of the series should be created in order to bring the series more in line with the market and accommodate other Investigator-related classes recommended for deletion.

Cost to Implement: \$0

Chief Investigator, Motor Vehicle Division (6705-18)

Justification: This class should be deleted due to agency-specificity and non-utilization. The more general Investigator class series could be used to describe the duties of the position.

Cost to Implement: \$0

Assistant Agriculture Inspector I (7617-06)	Sample Technician I (1360-06)
Assistant Agriculture Inspector II (7618-08)	Sample Technician II (1362-08)
Assistant Agriculture Inspector III (7619-10)	Sample Technician III (1364-10)

Justification: The duties of the positions deal with the collection of samples for analysis, rather than actual inspection work. The revised titles refer to general, rather than specific, types of sample collection, and thus can also accommodate the first three levels of the Animal Health Inspector series recommended for deletion.

Cost to Implement: \$0

Program Management (1501-1700)

Division Director (1545-21)

Justification: The Division Director class should be deleted in order to reduce the number of classes within the Plan. The more general, revised Program Administrator class series can be used to describe the duties being performed.

Cost to Implement: \$0

Staff Services Officer I (1550-16)
Staff Services Officer II (1551-18)
Staff Services Officer III (1552-19)
Staff Services Officer IV (1553-20)
Chief of Staff Services (1554-21)

Staff Services Officer I (1550-16)
Staff Services Officer II (1551-18)
Staff Services Officer III (1552-19)
Staff Services Officer IV (1553-20)
Staff Services Officer V (1554-21)

Justification: The title of the Chief of Staff Services class should be changed in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Deputy Administrator (1556-21)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The revised Program Administrator class series can be used to describe the duties of the position.

Cost to Implement: \$0

Special Project Director (1558-21)

Justification: The Special Project Director class should be deleted and consolidated within the more general, revised Program Administrator class series.

Cost to Implement: \$0

Operations Director I (1561-19)
Operations Director II (1562-20)

Justification: The entire class series should be deleted in order to reduce the overlap of and number of classes within the Plan. The duties can be described by the more general, revised Program Administrator class series.

Cost to Implement: \$0

Program Administrator I (1563-17)
Program Administrator II (1564-18)
Program Administrator III (1565-19)
Director of Programs I (1557-20)
Director of Programs II (1559-21)

Program Administrator I (1563-17)
Program Administrator II (1564-18)
Program Administrator III (1565-19)
Program Administrator IV (1566-20)
Program Administrator V (1567-21)

Justification: The titles of the Director of Programs classes should be changed to Program Administrators IV and V in order to create title consistency within the class series. The revised series will parallel the revised Program Specialist class series.

Cost to Implement: \$0

Program Specialist I (5512-18)
Program Specialist II (5513-19)
Program Specialist III (5527-20)

Program Specialist I (1570T-17)
Program Specialist II (1571-18)
Program Specialist III (1572-19)
Program Specialist IV (1573-20)
Program Specialist V (1574T-21)

Justification: Two new Program Specialist I and Program Specialist V classes should be created in Salary Groups 17 and 21, respectively. The titles of the

existing classes in the series should be changed in order to accommodate these additions. The extension of the Program Specialist class series would mirror the revised Program Administrator class series and accommodate related class series recommended for deletion.

Cost to Implement: \$0

Business Manager I (1657-17)
Business Manager II (1658-19)
Business Manager III (1659-21)
Director of Business Management (1656-18)

Justification: The entire class series should be deleted and consolidated within the Staff Services Officer or revised Program Administrator class series.

Cost to Implement: \$0-\$81,804

Assistant Regional Director I (5511-20)
Assistant Regional Director II (5528-21)
Regional Director (5510-21)

Justification: This class series should be deleted in order to delete the location-specificity of the classes. The duties of the series can be described by the more general, revised Program Administrator class series.

Cost to Implement: \$0

Chief of Program Evaluation (5514-19)

Justification: This position should be deleted and consolidated within the more general, revised Program Administrator class series.

Cost to Implement: \$0

Program Officer I (7039-17)
Program Officer II (7040-19)
Program Officer III (7041-21)

Justification: The entire class series should be deleted due to low usage. The more general, revised Program Specialist class series can appropriately describe the duties being performed.

Cost to Implement: \$0

Assistant Superintendent (6805-21)

Justification: This class should be deleted due to low usage (two incumbents). The duties of this position can be described by the more general, revised Program Administrator class series.

Cost to Implement: \$0

Area Manager I (3051-16)
Area Manager II (3052-17)
Area Manager III (3053-18)
Area Manager IV (3054-19)
Area Manager V (3075-20)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of this series can be appropriately described using the revised Program Administrator class series.

Cost to Implement: \$960-\$2,028

Program Coordinator, Commission on Alcohol and Drug Abuse (5401-14)

Justification: This class should be deleted, at the using agency's request, due to non-utilization.

Cost to Implement: \$0

Human Resource Management (1701-1800)

Human Resources Management Clerk I
(1701-04)

Human Resources Management Clerk II
(1702-06)

Human Resources Clerk I (1702-06)

Human Resources Management Clerk III
(1703-08)

Human Resources Clerk II (1703-08)

Human Resources Management Clerk IV
(1704-10)

Human Resources Clerk III (1704-10)

Justification: The first level of the series should be deleted due to low utilization and non-competitive salaries. There are only three employees statewide in the Human Resources Management Clerk I class, as compared to 440 employees in the other three levels of the series. This can probably be explained by the results of a 1995 Austin area survey, which indicates the State's Human Resources Management Clerk I position is 25 percent behind the market. The titles of the remaining classes should be changed for simplicity and to accommodate the first-level deletion.

Cost to Implement: \$4,212-\$5,124

Human Resources Management Assistant I
(1711-11)

Human Resources Assistant (1711-11)

Human Resources Management Assistant II
(1712-13)

Human Resources Specialist I (1729-13)

Human Resources Management Officer I
(1731-15)

Human Resources Specialist II (1731-15)

Human Resources Management Officer II
(1732-16)

Human Resources Management Officer III
(1733-17)

Human Resources Specialist III (1733-17)

Assistant Human Resources Management
Director (1749-16)

Human Resources Management Director I (1750-18)
 Human Resources Management Director II (1751-19) **Human Resources Specialist IV (1735-19)**
 Director, Human Resources and Staff Development (1755-21) **Human Resources Specialist V (1737-21)**

Justification: The class series should be overhauled in order to create more consistency with other professional class series and provide for more general classes conducive to dual career tracks. The overhaul of the Human Resources class series would parallel the changes recommended to the Training Specialist class series.

Cost to Implement: \$0-\$165,072

Human Resources Management Technician (1726-16)
 Human Resources Management Specialist (1727-18)

Justification: These classes should be deleted and consolidated within the more general, revised Human Resources Specialist class series.

Cost to Implement: \$0-\$112,068

Position Classification Analyst I (1721-14)
 Position Classification Analyst II (1722-17)
 Position Classification Analyst III (1723-19)
 Assistant Classification Officer (1724-21)

Justification: The class series should be deleted and consolidated within the more general, revised Human Resources Specialist class series.

Cost to Implement: \$0-\$1,764

Training Specialist I (1780-11)	Training Assistant (1780-11)
Training Specialist II (1781-13)	Training Specialist I (1781-13)
Training Specialist III (1782-15)	Training Specialist II (1782-15)
Training Specialist IV (1783-17)	Training Specialist III (1783-17)
Training Specialist V (1784-19)	Training Specialist IV (1784-19)
	Training Specialist V (1785T-21)

Justification: The class series should be overhauled in order to create greater consistency with other professional class series. The revised series would parallel the revised Human Resources Specialist class series.

Cost to Implement: \$0

Civil Rights Compliance Specialist (1795-17)

Justification: The Civil Rights Compliance Specialist class should be deleted in order to reduce the number of classes within the Plan. The more general, revised Human Resources Specialist class series can be used to describe the duties being performed.

Cost to Implement: \$0

Statistics, Procedures, And Writing (1801-1900)

Field Records Analyst (1580-09)

Justification: The Field Records Analyst class should be deleted due to low usage. (There are only two incumbents statewide.) The duties of the position can be appropriately described using the Administrative Technician class series.

Cost to Implement: \$0-\$4,128

Methods Analyst (1906-14)

Methods and Procedures Specialist I
(1850-14)

Methods and Procedures Specialist
(1581-16)

Methods and Procedures Specialist II
(1851-16)

Justification: The Methods Analyst class title should be changed to Methods and Procedures Specialist I and the Methods and Procedures Specialist class title changed to Methods and Procedures Specialist II in order to create title consistency between the two related classes.

Cost to Implement: \$0

Administrative Procedures Technician (1584-16)

Justification: The Administrative Procedures Technician class should be deleted in order to reduce the amount of overlap within the Plan. The more general, revised Methods and Procedures Specialist class series can appropriately describe the duties of the position.

Cost to Implement: \$0

Technical Writer (1582-15)

Technical Writer I (1870-15)

Technical Writer II (1871T-17)

Justification: The Technical Writer class should be renamed to Technical Writer I and a Technical Writer II class should be created at Salary Group 17 in order to accommodate other writing-related classes recommended for deletion.

Cost to Implement: \$0

Journalist I (1859-10)

Journalist II (1860-12)

Justification: The entire class series should be deleted due to low usage. (There are four incumbents in the series statewide.) The duties of the positions can be appropriately described using the Information Specialist or Technical Writer class series.

Cost to Implement: \$11,568-\$34,620

Educational Writer (1867-16)

Justification: The Educational Writer class should be deleted due to low usage (three incumbents). The positions' duties can be described by the Technical Writer class series.

Cost to Implement: \$0-\$6,576

Property Management and Purchasing (1901-2000)

Stock Clerk I (1901-02)

Stock Clerk II (1902-04)

Stock Clerk III (1903-06)

Warehouse Supervisor (1911-09)

Warehouse Superintendent (1915-12)

Property Inventory Clerk I (1925-03)

Property Inventory Clerk II (1926-06)

Property Coordinator (1929-09)

Property Manager (1931-14)

Stock and Inventory Clerk I (1902-04)

Stock and Inventory Clerk II (1903-06)

Stock and Inventory Clerk III (1911-09)

**Stock and Inventory Supervisor I
(1912-12)**

**Stock and Inventory Supervisor II
(1913-14)**

Justification: The stock, warehouse, and property inventory classes should be overhauled and consolidated into one, more general class series. The Stock Clerk I class should be deleted due to low usage (two incumbents, or under one percent of the series total); this is probably indicative of a non-competitive salary rate. The Stock Clerks II and III and Warehouse Supervisor should be changed to Stock and Inventory Clerks I, II, and III, respectively, to further support the overhaul of the class series. The Warehouse Superintendent and Property Manager classes should be changed to Stock and Inventory Supervisors I and II to support the series consolidation, as well. The Property Inventory Clerks I and II and Property Coordinator should be deleted. The revised Stock and Inventory class series can appropriately accommodate these deleted classes.

Cost to Implement: \$3,732

Specifications Technician I (1960-14)

Specifications Technician II (1961-17)

Specifications Chief (1958-18)

Justification: This class series should be deleted due to low usage. (There are only two incumbents in the Specifications Technician II class.) The duties of these positions can be accurately described using the revised Technical Writer class series.

Cost to Implement: \$0

Contract Specialist I (5606-15)
Contract Specialist II (5607-16)

Contract Specialist I (1976-15)
Contract Specialist II (1978-16)
Contract Specialist III (1980T-17)

Justification: A new Contract Specialist III class should be created at Salary Group 17. This will allow agencies to adequately compensate contract managers responsible for larger and more complex contracts, and to ensure internal equity is maintained across equivalent levels of responsibility.

Cost to Implement: \$0

Land Surveying, Appraising, and Utilities (2001-2100)

Assistant Land Surveyor, GLO (2050-17)
Senior Land Surveyor, GLO (2052-20)
Assistant Chief Land Surveyor, GLO
(2054-21)

Land Surveyor I (2050-17)
Land Surveyor II (2052-20)
Land Surveyor III (2054-21)

Justification: The titles of the class series should be changed in order to delete the agency-specificity of the positions and create series title consistency.

Cost to Implement: \$0

Right of Way Appraiser I (3701-13)
Right of Way Appraiser II (3702-15)
Right of Way Appraiser III (3705-19)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general Appraiser class series could be used to describe the duties of the positions.

Cost to Implement: \$0

Appraiser I (3900-13)
Appraiser II (3901-15)
Appraiser III (3902-17)
Appraiser IV (3906-18)
Supervising Appraiser (3903-19)
Chief Appraiser (3904-21)

Appraiser I (2060-13)
Appraiser II (2061-15)
Appraiser III (2062-17)
Appraiser IV (2063-18)
Appraiser V (2064-19)
Appraiser VI (2065-21)

Justification: The titles of the Supervising Appraiser and Chief Appraiser classes should be changed in order to allow for the use of dual career tracks and create series title consistency.

Cost to Implement: \$0

Right of Way Utility Agent I (3741-11)
Right of Way Utility Agent II (3742-13)
Right of Way Utility Agent III (3743-16)
Right of Way Utility Agent IV (3746-18)

Justification: The entire class series should be deleted due to low usage. The duties of the series can be appropriately described using the Right of Way Agent class series.

Cost to Implement: \$0

Superintendent of Utilities (2159-21)

Justification: The Superintendent of Utilities class should be deleted to prevent overlap with the Utility Specialist class series. The class is currently not being used; however, the Utility Specialist class series could be used to appropriately describe the position's duties.

Cost to Implement: \$0

Engineering and Design (2101-2300)

Engineering Aide I (2117-02)
Engineering Aide II (2118-04)
Engineering Aide III (2119-06)
Engineering Aide IV (2120-08)

Engineering Aide (2119-06)

Justification: The Engineering Aides I, II, and IV should be deleted due to non-utilization. For the first two levels, this is probably due to a lack of salary comparability with the external market; the Engineering Aide IV class may not be utilized due to the fact that it overlaps with the first level of the Engineering Technician class series. The Engineering Aide III class title should be changed to accommodate the class deletions.

Cost to Implement: \$0

Engineer I (2156-17)
Engineer II (2158-18)
Engineer III (2160-19)
Engineer IV (2162-20)
Engineer V (2164-21)

Engineer I (2158-18)
Engineer II (2160-19)
Engineer III (2162-20)
Engineer IV (2164-21)

Justification: The first level of the class series is seven percent below the market. This is supported by the fact that only seven of the State's 1,011 Engineers are at the first level. While the current Classification Salary Schedule will not allow the upper level classes within the series (which are over 20 percent below the market) to match the market, starting the series at a higher level will begin to bring the series more in line with it. In addition, the class series currently starts at the same salary group as the Engineering Specialist class series, which is performing similar work, but does not have the authority of a Professional Engineer, required of the Engineer class series. The deletion of the Engineer I

class will help to better differentiate between the two class series.
Cost to Implement: \$2,184-\$18,756

Chief of Building Engineering and Management (2366-21)

Justification: The Chief of Building Engineering and Management should be deleted due to non-utilization.

Cost to Implement: \$0

Traffic Recorder I (1831-05)

Traffic Recorder II (1832-06)

Justification: The entire class series should be deleted because it is no longer being used.

Cost to Implement: \$0

Traffic Data Coordinator I (1845-14)

Traffic Data Coordinator II (1855-16)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The Engineering Technician series can be used to appropriately describe the duties being performed.

Cost to Implement: \$0

Drafter I (2000-08)

Drafter II (2001-12)

Drafter III (2002-15)

Justification: The entire class series should be deleted in order to reduce the redundancy and overlap of classes within the Plan. The positions can be incorporated within the Interactive Graphics Technician class series, which is recommended for a change of titles to Drafting Technicians.

Cost to Implement: \$3,600-\$8,292

Interactive Graphics Technician I (2170-11) **Drafting Technician I (2170-11)**

Interactive Graphics Technician II (2172-13) **Drafting Technician II (2172-13)**

Interactive Graphics Technician III (2174-15) **Drafting Technician III (2174-15)**

Interactive Graphics Technician IV (2176-17) **Drafting Technician IV (2176-17)**

Justification: The class titles should be changed in order to incorporate the Drafter class series recommended for deletion. The current titles specify computer-related drafting work; the change to a more general title will alleviate this specificity and accommodate the incorporation.

Cost to Implement: \$0

Project Design Assistant I (2251-14)
Project Design Assistant II (2253-15)
Project Design Assistant III (2254-16)

Architect Assistant I (2251-14)
Architect Assistant II (2253-15)
Architect Assistant III (2254-16)

Justification: The titles should be changed in order to provide better insight into the duties and responsibilities of the positions. The current titles do not clearly indicate that the positions perform architectural assistance work.

Cost to Implement: \$0

Landscape Architect Assistant I (2451-14)
Landscape Architect Assistant II (2453-15)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The class series currently has no incumbents, and its duties can be appropriately described using the more general Project Design Assistant class series (which has a recommended change of titles to Architect Assistants).

Cost to Implement: \$0

Landscape Architect I (2456-17)
Landscape Architect II (2458-18)
Landscape Architect III (2460-19)
Landscape Architect IV (2462-20)
Landscape Architect V (2464-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general Architect class series can be used to appropriately classify the positions.

Cost to Implement: \$0

Environmental (2301-2700)

Environmental Quality Specialist I (4060-11)	Environmental Specialist I (2680-11)
Environmental Quality Specialist II (4061-13)	Environmental Specialist II (2681-13)
Environmental Quality Specialist III (4062-15)	Environmental Specialist III (2682-15)
Environmental Quality Specialist IV (4063-17)	Environmental Specialist IV (2683-17)
Environmental Quality Specialist V (4064-19)	Environmental Specialist V (2684-19)
Environmental Quality Specialist VI (4065-21)	Environmental Specialist VI (2685-21)

Justification: The class series titles should be changed to more general titles in order to accommodate the Wastewater Enforcement Coordinator, Biologist, and Agronomist class series recommended for deletion.

Cost to Implement: \$0

Wastewater Enforcement Coordinator I (4085-11)
Wastewater Enforcement Coordinator II (4086-13)
Wastewater Enforcement Coordinator III (4087-15)
Wastewater Enforcement Coordinator IV (4088-17)
Wastewater Enforcement Coordinator V (4089-19)
Wastewater Enforcement Coordinator VI (4090-21)

Justification: The entire class series should be deleted due to low usage (there is only one incumbent in the entire class series). The duties of the position could accurately be described using the more general, revised Environmental Specialist class series.

Cost to Implement: \$0

Biologist I, Conservation (7542-12)
Biologist II, Conservation (7543-14)
Biologist III, Conservation (7549-16)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. There are only nine incumbents in the series statewide, and these positions can be appropriately classified within the revised Environmental Specialist class series. In addition, the incorporation of the series into the more extensive Environmental Specialist class series would allow for greater career progression that is more in line with similar class series performing comparable work.

Cost to Implement: \$0-\$17,568

Agronomist I (7730-12)
Agronomist II (7731-15)
Agronomist III (7732-18)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. There are only eight employees in the entire class series statewide. The more general, revised Environmental Specialist class series could be used to accommodate these classes, as well as allow for a career progression which is consistent with other series performing comparable work.

Cost to Implement: \$0-\$12,528

Soil Conservationist (7741-17)

Justification: The Soil Conservationist class should be deleted because it is no longer being used.

Cost to Implement: \$0

Operations and Maintenance Supervisor (7805-18)

Justification: This class should be deleted because it is no longer being used.

Cost to Implement: \$0

Park Ranger I (7816-06)
Park Ranger II (7817-08)
Park Ranger III (7818-10)

Park Ranger I (2695-06)
Park Ranger II (2696-08)
Park Ranger III (2697-10)
Park Ranger IV (2698T-12)

Justification: A new Park Ranger IV class should be added at Salary Group 12 in order to create consistency with the Texas Parks and Wildlife Department's internal efforts to maintain an effective relationship with field position changes previously approved through the Department's salary equity program. Approximately 100 Park Ranger IV positions would be utilized by the Department.

Cost to Implement: \$0

Safety (2701-2800)

Deputy State Fire Marshal Apprentice (2720-11)

Justification: The Deputy State Fire Marshal Apprentice class should be deleted due to non-utilization. The position's duties can be effectively described using the more general Inspector class series.

Cost to Implement: \$0

Fire and Safety Officer (2746-15)

Justification: The Fire and Safety Officer class should be deleted due to low usage (one incumbent). The position's duties can be effectively described using the more general Safety Officer class series.

Cost to Implement: \$0

Safety Officer I (2750-15)
Safety Officer II (2751-17)
Safety Manager I (2752-19)
Safety Manager II (2753-21)

Safety Officer I (2750-15)
Safety Officer II (2751-17)
Safety Officer III (2752-19)
Safety Officer IV (2753-21)

Justification: The titles of the Safety Manager I and Safety Manager II classes should be changed to Safety Officer III and Safety Officer IV, respectively, in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Risk Management Specialist I (2810-15)
Risk Management Specialist II (2811-17)
Risk Management Specialist III (2812-18)
Risk Manager I (2813-20)
Risk Manager II (2814-21)

Risk Management Specialist I (2810-15)
Risk Management Specialist II (2811-17)
Risk Management Specialist III (2812-18)
Risk Management Specialist IV (2813-20)
Risk Management Specialist V (2814-21)

Justification: The titles of the Risk Manager class series should be changed to Risk Management Specialists IV and V, respectively, in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Insurance (2801-3000)

Insurance Technician I (2823-08)
Insurance Technician II (2824-10)
Insurance Technician III (2825-12)
Insurance Technician IV (2826-14)
Insurance Technician V (2827-15)
Insurance Technician VI (2828-16)
Insurance Technician VII (2829-17)
Insurance Technician VIII (2830-18)

Insurance Technician I (2823-08)
Insurance Technician II (2824-10)

Justification: The last six levels of this eight-level series should be deleted in order to reduce the high number of series levels and prevent the overlap of job duties and responsibilities between this class series and the Insurance Specialist class series. The duties of the deleted classes can be appropriately incorporated into the Insurance Specialist class series.

Cost to Implement: \$0-\$15,168

Insurance Director I (2880-19)
Insurance Director II (2883-20)
Insurance Director III (2885-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, revised Program Administrator class series can be used.

Cost to Implement: \$0

Employment (3001-3500)

Time Distribution Specialist I (1576-13)
Time Distribution Specialist II (1577-15)

Justification: The entire class series should be deleted due to a lack of utilization for several years.

Cost to Implement: \$0

Interviewing Clerk (3001-08)

Employment Clerk (3001-08)

Justification: The Interviewing Clerk title should be changed for consistency with the overhauled Employment Specialist class series.

Cost to Implement: \$0

Employment Interviewer I (3005-10)
Employment Interviewer II (3006-11)
Employment Interviewer III (3007-12)
Employment Interviewer IV (3009-13)
Employment Supervisor I (3041-14)
Employment Supervisor II (3042-15)
Employment Supervisor III (3043-16)

Employment Specialist I (3005-10)
Employment Specialist II (3006-11)
Employment Specialist III (3007-12)
Employment Specialist IV (3009-13)
Employment Specialist V (3012-14)
Employment Specialist VI (3013-15)
Employment Specialist VII (3014-16)

Justification: The class titles should be changed in order to create a more general employment-related series and to support a reduction in the number of classes within the Plan. This more general series could accommodate the Supervising Interviewer, Counselor Interviewer, Employment Counselor, Veterans Employment Representative, Employment Technician, and Placement Specialist class series recommended for deletion.

Cost to Implement: \$0

Supervising Interviewer (3011-13)
Counselor Interviewer (3020-12)

Justification: These classes should be deleted in order to reduce the number of classes within the Plan. The Supervising Interviewer class is in the same salary group as the current Employment Interviewer IV class, which it may supervise. The Counselor Interviewer class has no incumbents. Both classes can be incorporated within the revised Employment Specialist class series.

Cost to Implement: \$0

Employment Counselor I (3021-13)
Employment Counselor II (3022-14)
Employment Counselor III (3023-15)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, revised Employment Specialist class series can be used to accurately describe the duties of the positions.

Cost to Implement: \$0

Veterans Employment Representative I (3031-13)
Veterans Employment Representative II (3032-14)
Veterans Employment Representative III (3033-15)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The positions can be accommodated within the more general, revised Employment Specialist class series.

Cost to Implement: \$0

Employment Security Field Assistant (3061-17)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The more general Program Specialist class series can be used to accurately describe the duties and responsibilities of the position.

Cost to Implement: \$0

Employment Technician I (3101-13)
Employment Technician II (3102-14)
Employment Technician III (3103-16)

Justification: The class series should be deleted in order to reduce the number of classes within the Plan. The positions can be accommodated within the more general, revised Employment Specialist class series.

Cost to Implement: \$0

Placement Specialist I (3121-15)
Placement Specialist II (3122-16)

Justification: The class series should be deleted in order to reduce the number of classes within the Plan. The positions can be appropriately classified within the more general, revised Employment Specialist class series.

Cost to Implement: \$0

Chief of Job Service Operations, TEC (3129-21)

Justification: The class should be deleted due to non-utilization. The class is agency-specific and its duties could be appropriately described using the more general, revised Program Administrator class series.

Cost to Implement: \$0

Labor Market Analyst I (3141-12)	Labor Market Analyst I (3141-12)
Labor Market Analyst II (3142-13)	Labor Market Analyst II (3142-13)
Labor Market Analyst III (3143-15)	Labor Market Analyst III (3143-15)
Supervising Labor Market Analyst (3148-16)	Labor Market Analyst IV (3148-16)

Justification: The title of the Supervising Labor Market Analyst should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Unemployment Insurance Claims Examiner I (3151-10)
Unemployment Insurance Claims Examiner II (3152-12)
Unemployment Insurance Claims Examiner III (3153-13)
Supervising Unemployment Insurance Claims Examiner (3158-14)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The series can be appropriately consolidated within the more general Claims Officer class series.

Cost to Implement: \$2,616-\$28,128

Unemployment Insurance Specialist I (3171-15)
Unemployment Insurance Specialist II (3172-16)
Unemployment Insurance Supervisor (3184-17)

Unemployment Insurance Specialist I (3171-15)
Unemployment Insurance Specialist II (3172-16)
Unemployment Insurance Specialist III (3173-17)

Justification: The title of the Unemployment Insurance Supervisor class should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Appeals Referee I, TEC (3190-15)
Appeals Referee II, TEC (3191-16)
Appeals Referee III, TEC (3192-18)
Assistant Supervisor of Appeals, TEC (3193-19)
Supervisor of Appeals, TEC (3194-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The current class series is agency-specific and can be appropriately consolidated within the modified Hearings Examiner class series.

Cost to Implement: \$3,672

Associate Chief of Employment Service (3202-19)

Justification: The class should be deleted in order to reduce the number of classes within the Plan. The class has no incumbents and is agency-specific. The duties of the position could be accurately described using the more general, revised Program Administrator class series.

Cost to Implement: \$0

Unemployment Tax Specialist I (3211-15)
Unemployment Tax Specialist II (3212-16)
Unemployment Tax Supervisor, TEC (3195-16)

Unemployment Tax Specialist (3195-16)

Justification: The first two levels of the series should be deleted due to non-usage. The second and third levels of the series are in the same salary group. Since there are no employees in the Unemployment Tax Specialist II class and 23 employees in the Unemployment Tax Supervisor class, the Specialist II class should be deleted and incorporated within the Supervisor class. The title change of the Supervisor class to Unemployment Tax Specialist will accommodate this deletion.

Cost to Implement: \$0

Legal (3501-4000)

Attorney I (3534-14)
Attorney II (3535-15)
Attorney III (3536-17)

Attorney I (3535-16)
Attorney II (3536-17)

Attorney IV (3537-18)
Attorney V (3538-19)
Attorney VI (3539-21)

Attorney III (3537-18)
Attorney IV (3538-19)
Attorney V (3539-21)

Justification: The Attorney I should be deleted and the Attorney II should be reallocated to Salary Group 16. There is low usage in the lowest two levels of the Attorney class series (less than three percent of the State's Attorneys), which supports the fact that these two levels are below the market. The market typically starts entry-level Attorneys around the equivalent of the State's Salary Group 17. The recommendation to reallocate the Attorney II to Salary Group 16, rather than delete it and begin the series at Salary Group 17, would keep the series in line with the similar Hearings Examiner class series, responsible for incorporating the deleted Appeals Referee class series. The remaining classes within the series should be renamed in order to accommodate the deletion of the first level.

Cost to Implement: \$10,884-\$28,752

Assistant General Counsel (3606-18)
Legal Counselor (3605-19)
Legal Examiner (3501-21)
General Counsel (3607-21)

Justification: These classes should be deleted in order to reduce the amount of overlap and redundancies within the Plan. The positions have a low usage rate statewide, and their incumbents can be appropriately classified within the more general Attorney class series.

Cost to Implement: \$0

Hearings Examiner I (1054-14)
Hearings Examiner II (1053-17)

Hearings Examiner III (1052-19)
Hearings Examiner IV (1051-21)

Hearings Examiner I (**3540-16**)
Hearings Examiner II (**3541-17**)
Hearings Examiner III (3542T-18)
Hearings Examiner IV (3543-19)
Hearings Examiner V (3544-21)

Justification: The Hearings Examiner I class should be reallocated to Salary Group 16 in order to bring the series more in line with the market; parallel the similar, revised Attorney class series; and incorporate the Appeals Referee, TEC class series recommended for deletion. The current lowest level (below Salary Group 16) of these two series have only two employees statewide. The concurrent addition of a class at Salary Group 18 will bring the class series closer in line with the comparable Attorney class series.

Cost to Implement: \$7,056

Assistant Director of Hearings (3511-19)
Director of Hearings (3510-21)

Justification: These classes should be deleted in order to reduce the number of classes within the Plan. The more general Hearings Examiner or revised

Program Administrator class series could be used to classify these positions.

Cost to Implement: \$0

Appellate Court Peace Officer (3561T-14)

Justification: An Appellate Court Peace Officer class should be created at Salary Group 14 in order to provide the Courts with a commissioned peace officer classification. Chapter 53.091 of the Texas Government Code stipulates that the Courts are entitled to such positions. The Appellate Court Peace Officer class will be responsible for maintaining the security, protection, and safety of persons and state and personal property within the court offices and complexes and enforcing general and criminal laws. Market data supports the creation of this position at Salary Group 14.

Cost to Implement: \$0

Legal Secretary I (0137-09)
Legal Secretary II (0146-11)

Legal Secretary I (3565-09)
Legal Secretary II (3566-11)
Legal Secretary III (3567T-13)

Justification: A new Legal Secretary III class at Salary Group 13 should be added in order to bring the class series more in line with the market and incorporate the Appellate Secretary class series recommended for deletion.

Cost to Implement: \$0

Appellate Secretary I (3560-09)
Appellate Secretary II (3562-11)
Appellate Secretary III (3564-13)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The more general, revised Legal Secretary class series can be used to describe the functions of the series.

Cost to Implement: \$0

Legal Assistant I (3570-12)
Legal Assistant II (3572-14)
Legal Assistant III (3574-16)

Legal Assistant I (3570-12)
Legal Assistant II (3572-14)
Legal Assistant III (3574-16)
Legal Assistant IV (3576T-18)

Justification: A new Legal Assistant IV class should be added at Salary Group 18 in order to bring the class series more in line with the market.

Cost to Implement: \$0

Veterinarian I (4124-17)
Veterinarian II (4125-19)
Veterinarian III (4127-21)

Veterinarian (4127-21)

Justification: The first two levels of the class series should be deleted in order to bring the series in line with the market. The salary ranges for the Veterinarian I and II classes are significantly below the market, which is supported by the fact that the Veterinarian I class has zero incumbents and the Veterinarian II class has only one.

Cost to Implement: \$5,052

Consultant Hospital Administration I (4158-17)
Consultant Hospital Administration II (4159-19)
Consultant Hospital Administration III (4160-21)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The series has only nine incumbents, and their duties can be appropriately described using the revised Program Specialist or Program Administrator class series.

Cost to Implement: \$0

Laboratory Technician I (4203-03)
Laboratory Technician II (4204-05)
Laboratory Technician III (4206-07)
Laboratory Technician IV (4207-09)
Laboratory Technician V (4208-11)

Laboratory Technician I (4203-**04**)
Laboratory Technician II (4204-**06**)
Laboratory Technician III (4206-**08**)
Laboratory Technician IV (4207-**10**)
Laboratory Technician V (4208-**12**)

Justification: Each class within the class series should be reallocated to one higher salary group in order to bring the series in line with the market. The class series, overall, had a fiscal year 1995 turnover rate of 27.81 percent, the third highest rate for that fiscal year. Inadequate salary was slated as the reason for 17 percent of those terminations.

Cost to Implement: \$98,520-146,640

Laboratory Consultant (4257-19)

Justification: The Laboratory Consultant class should be deleted in order to reduce the number of classes within the Plan. The class only has 15 incumbents statewide, and the position's duties can be appropriately described using the revised Program Specialist class series.

Cost to Implement: \$0

Infection Control Practitioner I (4212-16)
Infection Control Practitioner II (4213-18)

Justification: The entire class series should be deleted due to low usage. There is only one incumbent statewide.) The Nurse, Medical Technologist, Program Specialist, or related class series could be used to describe the duties of

the positions, depending on the educational or training background required.

Cost to Implement: \$0-\$2,316

Cytotechnologist I (4233-13)
Cytotechnologist II (4234-16)
Cytotechnologist III (4235-19)

Justification The entire class series should be deleted in order to reduce the number of classes within the Plan. The series has a total of only 17 incumbents, and its laboratory functions can be appropriately described using the revised Medical Technologist class series.

Cost to Implement: \$0-\$30,348

Radiological Technologist Assistant (4290-03)	Radiological Technologist Assistant (4290-05)
Radiological Technologist I (4291-06)	Radiological Technologist I (4291-08)
Radiological Technologist II (4292-08)	Radiological Technologist II (4292-10)
Radiological Technologist III (4293-11)	Radiological Technologist III (4293-13)
	Radiological Technologist IV (4294T-15)

Justification: Each class within the class series should be reallocated to two higher salary groups and a Radiological Technologist IV class should be added at Salary Group 15. The State's salaries for Radiological Technologists are significantly behind relevant labor markets. One indicator of this is the fact that agencies are abandoning the series in order to compensate their employees at higher, more competitive salaries. The first three levels in the series are now occupied by a total of only six incumbents.) Revising the series as recommended would bring the series more in line with the market and accommodate the responsibilities of Ultrasound Technicians and Mammographers, recommended as new classes by the Department of Health, but not created in order to support the philosophy of reducing the number of specialized classes within the Plan.

Cost to Implement: \$31,932-\$55,992

Registered Therapist I (4354-12)	Registered Therapist I (4354-14)
Registered Therapist II (4355-14)	Registered Therapist II (4355-16)
Registered Therapist III (4356-16)	Registered Therapist III (4356-18)
Registered Therapist IV (4357-18)	Registered Therapist IV (4357-20)
Registered Therapist V (4358-19)	Registered Therapist V (4358-21)

Justification: Each class within the class series should be reallocated to two higher salary groups. The series' turnover rate for fiscal year 1995 was 23.79 percent. Of the series' 69 terminations, 37 (or 53.62 percent) of them were due to inadequate salary. The recruitment and retention of Registered Therapists has been an ongoing concern for several bienniums, and market salary data strongly supports these reallocations. These reallocations should be contingent upon the reallocation of the

Registered Nurse class series, as these two series generally receive comparable salaries in the market.

Cost to Implement: \$27,360-\$37,584

Correctional Medication Aide (4739-09)

Justification: The Correctional Medication Aide class should be deleted in order to reduce the number of classes within the Plan. The Texas Department of Criminal Justice, the current users of the class, confirmed that these positions were recently transferred to The University of Texas Medical Branch at Galveston (which is exempt from the Plan), and as such, would no longer be needed.

Cost to Implement: \$0

Medical Technologist I (4216-12)
Medical Technologist II (4217-15)
Medical Technologist III (4218-18)

Medical Technologist I (4400T-11)
Medical Technologist II (4401-13)
Medical Technologist III (4402-15)
Medical Technologist IV (4403-17)
Medical Technologist V (4404T-19)
Medical Technologist VI (4405T-21)

Justification: The three-level Medical Technologist class series should be revised and expanded to a six-level series at Salary Groups 11, 13, 15, 17, 19, and 21 in order to bring the series in line with the market and the Chemist and Microbiologist class series, which work in similar laboratory situations with similar complexities of work. The revision of the series would also accommodate the Cytotechnologist class series which is recommended for deletion.

Cost to Implement: \$0-\$73,392

Medical Assistant I (4413-11)
Medical Assistant II (4414-13)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The positions at the Texas Department of Criminal Justice were transferred to The University of Texas Medical Branch at Galveston, and will no longer be needed at the agency. The remaining incumbents within the series (four) at the School for the Deaf can be appropriately classified within the Medical Technician class series.

Cost to Implement: \$0

Physician Assistant (4423-19)

Justification: The Physician Assistant class should be deleted due to non-utilization.

Cost to Implement: \$0

Nurse I (4384-12)
Nurse II (4385-14)
Nurse III (4386-16)
Nurse IV (4387-18)
Nurse V (4388-20)

Nurse I (4406-14)
Nurse II (4407-16)
Nurse III (4408-18)
Nurse IV (4409-20)
Nurse V (4410-21)

Justification: The entire class series should be reallocated upward by two salary groups in the first four levels of the series, and by one salary group in the fifth level. During fiscal year 1995, the Nurse class series had a 25.13 percent turnover rate, one of the highest rates of any series in the Plan. Inadequate salary was listed as the reason for 121 of the 448 series' terminations (or 27 percent). The Nurse I class is no longer being used by any agency due to noncompetitive salaries, and beginning September 1, 1995, the Texas Department of Mental Health and Mental Retardation had their Registered Nurses exempted from the Plan due to recruiting and retention difficulties. The recruitment and retention of Nurses has been an ongoing concern statewide, and market salary data strongly supports these reallocations.

Cost to Implement: \$605,496-\$1,953,444

Nurse Program Specialist I (4380-17)
Nurse Program Specialist II (4381-19)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of the positions can be appropriately incorporated into the Nurse or revised Program Specialist class series.

Cost to Implement: \$0-\$102,240

Advanced Nurse Practitioner (4383-17)

Justification: The Advanced Nurse Practitioner class should be deleted due to low usage. The revised Nurse or Program Specialist class series could be used to accurately describe the duties being performed.

Cost to Implement: \$0-\$43,752

Licensed Vocational Nurse I (4411-08)
Licensed Vocational Nurse II (4412-10)

Licensed Vocational Nurse I (4411-10)
Licensed Vocational Nurse II (4412-12)

Justification: Each class within the series should be reallocated upward by two salary groups in order to bring the series in line with the market. The 39.48 percent turnover rate for the Licensed Vocational Nurse class series was the highest of any series in the Plan during fiscal year 1995. The turnover rates were 57.57 percent for the first level of the series and 34.72 percent for the second level, both rates of which are significantly higher than the overall statewide turnover rate of 13.51 percent. Inadequate salary was listed as the reason for 140 of the 576 series' terminations (or 24 percent). While they still continue to use the classified series titles, the Texas Department of Mental Health and

Mental Retardation exempted their Licensed Vocational Nurses at the beginning of fiscal year 1996 in order to counteract some of the recruiting and retention difficulties surrounding the series. The recruitment and retention of Licensed Vocational Nurses has been an ongoing concern, and market salary data strongly supports these reallocations.

Cost to Implement: \$2,165,604-\$2,647,764

Pulmonary Physiology Technician (4424-09)

Justification: This class should be deleted due to non-utilization. In addition, the duties could be appropriately incorporated into the Medical Technician class series.

Cost to Implement: \$0

Respiratory Care Practitioner I (4426-07)

Respiratory Care Practitioner I (4426-09)

Respiratory Care Practitioner II (4427-09)

Respiratory Care Practitioner II (4427-11)

Respiratory Care Practitioner III (4428-11)

Respiratory Care Practitioner III (4428-13)

Justification: Each class within the series should be reallocated upward by two salary groups, as supported by market salary data. The Respiratory Care Practitioner I class is not being utilized by any agency, most likely due to non-competitive salaries.

Cost to Implement: \$28,380

Nursing Consultant (4469-20)

Justification: The Nursing Consultant class should be deleted in order to reduce the number of classes within the Plan. The duties of the position can be appropriately described by the Nurse or revised Program Specialist class series.

Cost to Implement: \$0

Dental Lab Technician (4484-12)

Justification: The Dental Lab Technician class should be deleted due to non-usage.

Cost to Implement: \$0

Pharmacist I (4490-16)

Pharmacist I (4490-18)

Pharmacist II (4491-18)

Pharmacist II (4491-20)

Pharmacist III (4492-20)

Pharmacist III (4492-21)

Justification: The entire class series should be reallocated upward (by two salary groups for the first two levels and one salary group for the third level) in order to bring the series in line with the market. Although only three of the 12 terminations in fiscal year 1995 were due to inadequate salary, the recruitment and retention of pharmacists has been an ongoing concern over several bienniums. The Pharmacist I classification is no longer being used due to noncompetitive salaries. In addition, market

salary surveys consistently indicate that the State's classified salaries for pharmacists are significantly below the market. For example, according to the Texas Hospital Association's 1995 survey, the average annual starting salary for a Staff Pharmacist in Texas was \$39,354 while the average maximum salary was \$55,869. In comparison, the salary range for the State's classified Pharmacist I is \$28,668 to \$36,108.

Cost to Implement: \$74,052-\$240,144

Research Technician I (5268-06)
Research Technician II (5269-12)

Justification: The entire class series should be deleted due to low usage. (There are only two incumbents in the series statewide.) The duties of these laboratory positions can be appropriately described using the Laboratory Technician class series.

Cost to Implement: \$0

Criminal Justice (4501-5000)

Youth Activities Supervisor I (5190-07)
Youth Activities Supervisor II (5191-09)
Youth Activities Supervisor III (5192-11)
Youth Activities Supervisor IV (5193-12)

Juvenile Correctional Officer I (4520-07)
Juvenile Correctional Officer II (4521-09)
Juvenile Correctional Officer III (4522-11)
Juvenile Correctional Officer IV (4523-13)
Juvenile Correctional Officer V (4524-15)

Justification: The titles of the class series should be changed in order to better describe the functions of the positions at the Texas Youth Commission. In addition, the fourth level of the series should be reallocated to Salary Group 13 and a fifth level should be added at Salary Group 15 in order to bring the series more in line with the Correctional Officer class series used by the Texas Department of Criminal Justice.

Cost to Implement: \$73,560-153,684

Parole Analyst (5150-16)
Parole Officer I (5151-14)
Parole Officer II (5152-15)
Parole Officer III (5155-16)
Parole Supervisor (5153-18)
Parole Regional Supervisor (5165-20)

Parole Officer I (4540-14)
Parole Officer II (4541-15)
Parole Officer III (4542-16)
Parole Officer IV (4543-18)
Parole Officer V (4544-20)

Justification: The Parole Analyst class should be deleted to reduce series overlap; the revised Parole Officer class series can be used to appropriately describe the duties of the position. The Parole Supervisor and Parole Regional Supervisor classes should be renamed in order to create title consistency within the class series and allow for the use of dual career tracks.

Cost to Implement: \$0

Warden I (4556-19)
Warden II (4558-21)

Warden (4558-21)

Justification: The first level of the series should be deleted since it is not being used. The Warden II class, on the other hand, has 100 incumbents. The title of the Warden II class should be changed to accommodate the recommended deletion.

Cost to Implement: \$0

Correctional Transportation Officer I
(4570-11)
Correctional Transportation Officer II
(4571-12)

**Correctional Transportation Officer
(4571-12)**

Justification: The first level of the series should be deleted due to non-usage. All of the series' incumbents (139) are in the Correctional Transportation Officer II class. The title of the second level class should be changed to accommodate the recommended deletion.

Cost to Implement: \$0

Industrial Supervisor I (4646-11)
Industrial Supervisor II (4647-12)
Industrial Supervisor III (4648-13)
Industrial Supervisor IV (4649-14)
Industrial Supervisor V (4650-16)
Industrial Supervisor VI (4651-18)

**Industrial Specialist I (4646-11)
Industrial Specialist II (4647-12)
Industrial Specialist III (4648-13)
Industrial Specialist IV (4649-14)
Industrial Specialist V (4650-16)
Industrial Specialist VI (4651-18)**

Justification: The titles of the Industrial Supervisor class series should be changed in order to delete the supervisory emphasis from the titles. The positions are not responsible for supervising other industrial employees, but rather, inmates in an industrial setting.

Cost to Implement: \$0

Superintendent of Gins (4658-15)

Justification: The Superintendent of Gins class should be deleted due to non-utilization.

Cost to Implement: \$0

Assistant Manager, Livestock and Poultry Production (4667-17)

Justification: This class should be deleted due to non-utilization.

Cost to Implement: \$0

Unit Agricultural Supervisor I (4671-12)
Unit Agricultural Supervisor II (4672-13)
Unit Agriculture Supervisor III (4673-14)
Farm Manager I (4685-15)
Farm Manager II (4686-16)

Agriculture Specialist I (4671-12)
Agriculture Specialist II (4672-13)
Agriculture Specialist III (4673-14)
Agriculture Specialist IV (4674-15)
Agriculture Specialist V (4675-16)

Justification: The titles of the Unit Agricultural Supervisor and Farm Manager class series should be changed in order to create title consistency within the series.

Cost to Implement: \$0

Superintendent, Canning Plant (4608-15)
Superintendent, Packing Plant (4618-15)
Superintendent of Harvesting Equipment (4679-15)

Justification: These classes should be deleted due to non-utilization.

Cost to Implement: \$0

Agricultural Supervisor (7610-8)

Justification: This class should be deleted due to low usage. (There is only one incumbent statewide.) The Administrative Technician class could be used to classify the position.

Cost to Implement: \$0

Social Services (5001-6000)

Youth Program Supervisor (3003-16)

Justification: The Youth Program Supervisor class should be deleted due to low usage. The Administrative Technician or revised Program Administrator class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$18,408

Social Service Worker I (5001-11)
Social Service Worker II (5002-12)
Social Service Worker III (5003-13)
Social Service Supervisor I (5006-15)
Social Service Supervisor II (5007-16)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The proposed, more general Human Services Specialist class series can be used to describe the duties of the positions.

Cost to Implement: \$0

Human Services Specialist (5004-15)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The proposed, more general Human Services Specialist

class series can be used to describe the duties of the position.

Cost to Implement: \$0

Social Service Case Analyst I (5011-14)

Social Service Case Analyst II (5012-16)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The revised Human Services Quality Control Analyst class series can be used to appropriately classify the positions' incumbents.

Cost to Implement: \$0

Social Service Program Consultant (5014-17)

Justification: The Social Service Program Consultant class should be deleted in order to reduce the number of classes within the Plan. The class' duties can be appropriately described using the proposed Human Services Specialist class series or revised Program Specialist class series.

Cost to Implement: \$0

Adult Protective Services Specialist I (5017-14)

Adult Protective Services Specialist II (5018-16)

Adult Protective Services Specialist III (5019-17)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The proposed, more general Human Services Specialist class series can be used to describe the duties of the positions.

Cost to Implement: \$0

Institutional Licensing Representative (5020-15)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The proposed, more general Human Services Specialist class series can be used to describe the duties of the position.

Cost to Implement: \$0

Child Protective Services Specialist I (5023-12)

Child Protective Services Specialist II (5024-14)

Child Protective Services Specialist III (5025-15)

Child Protective Services Specialist IV (5026-16)

Child Protective Services Specialist V (5028-17)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The proposed, more general Human Services Specialist class series can be used to describe the duties of the positions.

Cost to Implement: \$0

Vocational Rehabilitation Supervisor I
(5515-18)
Vocational Rehabilitation Supervisor II
(5516-19)
Director, Vocational Rehabilitation
(5066-21)

Justification: The supervisory and director level classes should be deleted in order to reduce the number of classes within the Plan. There are only three incumbents in the Director, Vocational Rehabilitation class. The more general, revised Program Administrator class series can be used to classify the positions' incumbents.

Cost to Implement: \$0

Veterans Assistance Counselor I (5105-14)	Veterans Assistance Counselor I (5105-14)
Veterans Assistance Counselor II (5106-15)	Veterans Assistance Counselor II (5106-15)
Veterans Assistance Counselor III (5107-16)	Veterans Assistance Counselor III (5107-16)
Veterans Assistance Supervisor I (5108-17)	Veterans Assistance Counselor IV (5108-17)
Veterans Assistance Supervisor II (5109-18)	Veterans Assistance Counselor V (5109-18)

Justification: The titles of the supervisory classes should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Workshop Program Director (5206-18)

Justification: This class should be deleted due to non-usage. The revised Program Administrator class series could be used to accurately describe the position's duties and responsibilities.

Cost to Implement: \$0

Assistant Recreation Supervisor (4702-09)	Recreation Program Specialist I (5208-09)
Recreations Supervisor (4703-11)	Recreation Program Specialist II (5209-11)
Recreation Program Manager (5210-13)	Recreation Program Specialist III (5210-13)

Justification: The titles of the series should be changed to Recreation Program Specialists I, II, and III in order to create title consistency within the class series.

Cost to Implement: \$0

Caseworker Assistant (5216-06)

Justification: The Caseworker Assistant class should be deleted in order to reduce the number of classes within the Plan. The duties of the position can be appropriately described by the proposed Human Services Technician class series.

Cost to Implement: \$0

Medical Caseworker/Psychiatric
Caseworker (5215-18)

Medical/Psychiatric Caseworker (5215-18)

Justification: The title of the Medical Caseworker/Psychiatric Caseworker should be shortened for ease of use.

Cost to Implement: \$0

Clinical Social Work Assistant (5218-08)

Justification: The class should be deleted in order to reduce the number of classes within Plan. The proposed Human Services Technician class series can be used to adequately describe the duties being performed.

Cost to Implement: \$0-\$5,688

Assistant Volunteer Coordinator I (5231-11)

Volunteer Services Coordinator I (5231-11)

Assistant Volunteer Coordinator II (5232-13)

Volunteer Services Coordinator II (5232-13)

Coordinator of Volunteer Services I
(5233-15)

Volunteer Services Coordinator III (5233-15)

Coordinator of Volunteer Services II
(5234-17)

Volunteer Services Coordinator IV (5234-17)

Chief of Volunteer Services (5243-19)

Volunteer Services Coordinator V (5243-19)

Justification: The titles of the class series should be changed in order to create title consistency and provide greater flexibility in the use of dual career tracks.

Cost to Implement: \$0

Psychological Assistant (5252-12)

Psychological Assistant (5252-12)

Psychologist (5250-16)

Clinical Psychologist (5251-17)

Associate Clinical Psychologist I (5253-15)

Associate Psychologist I (5253-15)

Associate Clinical Psychologist II (5254-16)

Associate Psychologist II (5254-16)

Associate Clinical Psychologist III (5255-17)

Associate Psychologist III (5255-17)

Associate Clinical Psychologist IV (5256-18)

Associate Psychologist IV (5256-18)

Associate Clinical Psychologist V (5257-19)

Associate Psychologist V (5257-19)

Associate Clinical Psychologist VI (5258-20)

Associate Psychologist VI (5258-20)

Justification: The Psychologist and Clinical Psychologist classes should be deleted to reduce the overlap of duties within the Plan. The more general, revised Associate Psychologist class series can be used to describe the duties of the positions. The title changes within the Associate Clinical Psychologist series will support the generalization of the class series and better accommodate the recommended deletions.

Cost to Implement: \$0

Case Manager Assistant (5260-09)	
Case Manager I (5261-11)	Case Manager I (5261-11)
Case Manager II (5262-13)	Case Manager II (5262-13)
Case Manager III (5263-15)	Case Manager III (5263-15)
Case Manager Supervisor (5264-17)	Case Manager IV (5264-17)

Justification: The Case Manager Assistant class should be deleted in order to reduce the number of classes within the Plan. The duties can be appropriately described using the proposed Human Services Technician class series. The title of the Case Manager Supervisor should be changed to Case Manager IV in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Rehabilitation Caseworker (5354-14)

Justification: The Rehabilitation Caseworker class should be deleted in order to reduce the number of classes within the Plan. The duties of the position can be appropriately described using the Caseworker or proposed Human Services Specialist class series.

Cost to Implement: \$0-\$44,952

Rehabilitation Assistant I, Commission for the Blind (5355-07)
 Rehabilitation Assistant II, Commission for the Blind (5356-09)

Justification: This class series should be deleted in order to reduce the use of agency-specific classes within the Plan. The duties of the positions can be appropriately described using the more general Rehabilitation Services Technician class series.

Cost to Implement: \$0

Supervising Business Consultant I, Business Enterprises Program (5370-15)
 Supervising Business Consultant II, Business Enterprises Program (5371-17)
 Field Operations Specialist, Business Enterprises Program (5375-17)
 Supervisor, Field Operations, Commission for the Blind (5377-18)

Justification: These classes should be deleted due to low usage and to reduce the use of agency-specific classes. The incumbents in these positions can be appropriately classified within the Administrative Technician, revised Program Specialist, or proposed Human Services Specialist class series.

Cost to Implement: \$0-\$17,544

Coordinator of Rehabilitation (5378-16)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The position's duties can be appropriately described using the proposed Human Services Specialist class series.

Cost to Implement: \$0

Community Service Aide I (5501-02)
Community Service Aide II (5502-04)
Community Service Aide III (5503-06)
Social Services Technician I (5504-07)
Social Services Technician II (5505-09)

Human Services Technician I (5501-02)
Human Services Technician II (5502-04)
Human Services Technician III (5503-06)
Human Services Technician IV (5504-07)
Human Services Technician V (5505-09)

Justification: The titles of the class series should be revised in order to create consistency with other human services titles and better accommodate related class series recommended for deletion.

Cost to Implement: \$0

Quality Control Analyst I (5517-14)

Human Services Quality Control Analyst I
(5517-14)

Quality Control Analyst II (5518-15)

Human Services Quality Control Analyst II
(5518-15)

Quality Control Analyst III (5519-16)

Human Services Quality Control Analyst III
(5519-16)

Field Manager (5521-17)

Human Services Quality Control Analyst IV
(5521-17)

Section Director (5522-19)

Human Services Quality Control Analyst V
(5522-19)

Justification: The titles of the class series should be changed in order to ensure consistency with other revised human services series titles and allow for the use of dual career tracks.

Cost to Implement: \$0

Aging Program Specialist I (5523-17)

Aging Program Specialist II (5524-18)

Aging Program Specialist III (5525-20)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties can be appropriately described using the revised Program Specialist class series.

Cost to Implement: \$0

Child Support Technician I (5550T-09)

Child Support Technician II (5551T-11)

Child Support Technician III (5552T-13)

Justification: A new class series of Child Support Technicians in Salary Groups 09, 11, and 13 should be created in order to classify approximately 725 employees performing Child Support Technician work. These positions, currently classified as Administrative Technicians, assist Child Support Officers and Attorneys in their efforts to establish and enforce court orders for child support. Their essential functions include preparing pleadings and other legal documents; responding to program specific questions from parents, attorneys, and officials; interviewing clients; assisting with locate investigations; and opening and reviewing new cases. The proposed salary

groups are comparable to similar program support positions in the Plan, such as the Rehabilitation Services Technician class series.

Cost to Implement: \$0

Translator, Spanish (7413-10)

Justification: The Translator, Spanish class should be deleted due to low usage (one incumbent). The Interpreter class can be used to describe the duties being performed.

Cost to Implement: \$0-\$1,500

Human Services Specialist I (5700T-11)
Human Services Specialist II (5701T-12)
Human Services Specialist III (5702T-13)
Human Services Specialist IV (5703T-14)
Human Services Specialist V (5704T-15)
Human Services Specialist VI (5705T-16)
Human Services Specialist VII (5706T-17)

Justification: A new, general Human Services Specialist class series should be created at Salary Groups 11, 12, 13, 14, 15, 16, and 17 in order to consolidate a number of classes and class series within the Plan performing similar functions.

Cost to Implement: \$0

Public Safety (6001-7000)

Accident Code Clerk I (6025-06)
Accident Code Clerk II (6026-07)
Lead Accident Code Clerk I (6027-07)
Lead Accident Code Clerk II (6028-08)
Accident Code Supervisor I (6029-09)
Accident Code Supervisor II (6030-11)

Justification: The entire class series should be deleted in order to reduce the overlap of and number of classes within the Plan. The more general Clerk and Clerical Supervisor class series can be used to describe the duties being performed.

Cost to Implement: \$0-\$24,648

Criminalist I (6070-13)	Criminalist I (6070-13)
Criminalist II (6071-14)	Criminalist II (6071-14)
Criminalist III (6072-15)	Criminalist III (6072-15)
Criminalist IV (6073-16)	Criminalist IV (6073-16)
Criminalist V (6074-17)	Criminalist V (6074-17)
Criminalist VI (6075-18)	Criminalist VI (6075-18)

Supervising Criminalist I (6076-18)
Supervising Criminalist II (6077-19)

Criminalist VII (6077-19)

Justification: The Supervising Criminalist I class should be deleted in order to alleviate the overlap between it and the Criminalist VI class, both at the same salary groups. The Supervising Criminalist II title should be changed to Criminalist VII in order to create series title consistency and allow for the use of dual career tracks.

Cost to Implement: \$0

Communications Center Operator
(6098-07)
Communications Center Specialist
(6099-08)
Communications Center Shift Leader
(6095-10)

**Communications Center Specialist I
(6090-07)
Communications Center Specialist II
(6091-08)
Communications Center Specialist III
(6092-10)**

Justification: The titles of the series should be changed in order to create series title consistency and allow for the use of dual career tracks.

Cost to Implement: \$0

Supervisor, Police Communications Facility
(6105-15)
Headquarters Communication Center
Supervisor (6110-16)
Regional Supervisor, Police
Communications (6109-17)

**Police Communications Supervisor I
(6105-15)
Police Communications Supervisor II
(6106-16)
Police Communications Supervisor III
(6107-17)**

Justification: The series titles should be changed in order to create title consistency and delete location distinctions.

Cost to Implement: \$0

Polygraph Examiner I (6111-13)
Polygraph Examiner II (6112-15)

Justification: This class series should be deleted since it is no longer being utilized.

Cost to Implement: \$0

Latent Print Technician (6113-12)
Fingerprint Technician Trainee (6114-10)
Fingerprint Technician I (6115-11)
Fingerprint Technician II (6116-12)
Fingerprint Shift Supervisor (6117-14)

**Fingerprint Technician I (6114-10)
Fingerprint Technician II (6115-11)
Fingerprint Technician III (6116-12)
Fingerprint Technician IV (6117-14)**

Justification: The Latent Print Technician class should be deleted in order to prevent the overlap of classes within the Plan. Its duties can be appropriately consolidated within the revised Fingerprint Technician class series. The titles of the Fingerprint Technician classes should be changed in order to create title consistency within the series and allow for the use of dual career tracks.

Cost to Implement: \$0

Assistant Field Laboratory Manager (6132-20)

Justification: This class should be deleted due to low usage (only one incumbent statewide). The more general, revised Program Administrator class series can be used to describe the duties of the position.

Cost to Implement: \$0

Forensic Artist (6148-14)

Justification: This class should be deleted due to non-usage.

Cost to Implement: \$0

Evaluator I (6161-10)

Evaluator II (6162-12)

Evaluator III (6163-15)

Justification: The entire class series should be deleted due to low usage. The duties can be accurately described using the Administrative Technician class series.

Cost to Implement: \$0-\$1,656

Records Technician I, DPS (6220-07)

Records Technician II, DPS (6221-09)

Records Technician III, DPS (6222-10)

Public Safety Records Technician I (6220-07)

Public Safety Records Technician II (6221-09)

Public Safety Records Technician III (6222-10)

Justification: The titles of the entire class series should be changed in order to delete their agency-specificity.

Cost to Implement: \$0

Supervisor, Motor Vehicles Section (6707-17)

Justification: This class should be deleted since it is no longer being used.

Cost to Implement: \$0

Motor Vehicle Transfer Analyst (6715-12)

Justification: The Motor Vehicle Transfer Analyst class should be deleted in order to reduce the number of classes within the Plan. The more general Administrative Technician class series can be used to describe the duties being performed.

Cost to Implement: \$0-32,556

State Capitol Security Police Officer (6900-12)

State Capitol Security Police Sergeant (6901-14)

State Capitol Security Police Lieutenant (6902-16)

State Capitol Security Police Captain (6905-17)

Chief of Capitol Security Police (6910-21)

Justification: The entire class series should be deleted due to low usage. The positions have been exempted from the Classification Plan and only one incumbent remains in the series statewide (in the State Capitol Security Police Captain

position). The revised Program Administrator class series can be used to classify the current incumbent.

Cost to Implement: \$0

Education (deleted)

Education Consultant (4735-14)
Education Specialist I (7021-17)
Education Specialist II (7022-18)
Educational Program Director (7005-19)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of each can be appropriately described using the more general Program Specialist class series. Although the Education Consultant class is at a Salary Group 14, its incumbents are performing the same functions as the Education Specialist class series, which is slotted within salary groups more appropriate for the duties being performed.

Cost to Implement: \$499,320-\$513,108

Library and Records (7001-8000)

Magnetic Tape Librarian (0247-08)

Justification: The Magnetic Tape Librarian class should be deleted due to low usage. (There are only four incumbents statewide.) The duties of the position can be appropriately described using the Library Assistant or ADP Record Control Clerk class series.

Cost to Implement: \$0-\$4,800

Document Examiner I (1408-07)
Document Examiner II (1410-09)
Document Examiner III (1412-11)
Document Examiner Supervisor (1414-13)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The only agency using the series recommended its deletion; the duties can be accurately described using the Administrative Technician class series.

Cost to Implement: \$1,008-\$15,072

Director of Records Service (1549-18)

Justification: This class should be deleted due to low usage. The position's duties can be appropriately described using the revised Program Administrator class series.

Cost to Implement: \$0

Archeologist Assistant (7032-11)

Justification: The Archeologist Assistant class should be deleted due to low usage. The more general Administrative Technician class series can be used to describe the duties being performed.

Cost to Implement: \$0

Library Assistant I (7415-05)

Library Assistant I (**7350-06**)

Library Assistant II (7416-07)

Library Assistant II (**7352-08**)

Library Assistant III (7417-09)

Library Assistant III (**7354-10**)

Justification: Each class within the class series should be reallocated upward by one salary group in order to bring the salaries more in line with the market. Market data supports the need for these reallocations.

Cost to Implement: \$20,424-\$37,860

Medical Librarian (7450-05)

Justification: The Medical Librarian class should be deleted due to low usage. (There are only three incumbents statewide.) The duties can be appropriately described using the revised Library Assistant or Clerk class series.

Cost to Implement: \$0-\$2,664

Librarian I (7401-11)

Librarian I (7401-12)

Librarian II (7402-13)

Librarian II (7402-14)

Librarian III (7403-15)

Librarian III (7403-16)

Library Consultant/Administrator (7404-16)

Librarian IV (7404-17)

Justification: Each class within the series should be reallocated upward by one salary group in order to bring the series more in line with the market. Market salary data supports these reallocations. The title of the Library Consultant/Administrator class should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$36,624-\$75,348

Law Librarian I (7420-14)

Law Librarian II (7421-16)

Justification: The entire class series should be deleted in order to reduce the overlap of and number of classes within the Plan. The more general Librarian class series can be used to describe the functions of the positions.

Cost to Implement: \$0

Custodial and Domestic (8001-9000)

Building Custodian I (8001-02)

Custodian I (8001-02)

Building Custodian II (8009-03)

Custodian II (8009-03)

Building Custodian III (8010-05)

Custodian III (8010-15)

Housekeeping Supervisor I (8019-08)

Custodian IV (8019-08)

Housekeeping Supervisor II (8020-10)
Housekeeping Manager I (8011-11)
Housekeeping Manager II (8012-13)
Housekeeping Manager III (8013-15)

Custodial Manager I (8021-11)
Custodial Manager II (8023-13)
Custodial Manager III (8025-15)

Justification: The titles should be changed for generalization and to create consistency between the Building Custodian and Housekeeping class series titles, which are performing similar types of work. The deletion of the Housekeeping Supervisor II class will reduce the large number of series levels (there are only seven employees in this class statewide).

Cost to Implement: \$0-\$9,492

Assistant Food Service Manager (8149-09)
Food Service Manager I (8150-13)
Food Service Manager II (8151-16)
Chief of Food Service Management
(8153-18)

Food Service Manager I (8105-09)
Food Service Manager II (8106-13)
Food Service Manager III (8107-16)

Justification: Title changes should be made in order to create title consistency within the class series. The Chief of Food Service Management class should be deleted in order to reduce the number of levels within this top-heavy class series; the more general Program Administrator class series can be used to describe the duties being performed.

Cost to Implement: \$0

Cook I (8115-02)
Cook II (8116-03)
Head Cook I (8117-04)
Head Cook II (8118-06)

Cook I (8116-03)
Cook II (8117-04)
Cook III (8118-06)

Justification: The salary group for the Cook I class is too low to adequately attract and retain employees; only one incumbent occupies this level of the series, while 371 incumbents occupy the remaining three levels. During fiscal year 1995, there was one termination in this class, and it was due to inadequate salary. A 1995 Austin area survey indicates that entry level cooks within the Austin area have salaries that are five percent above the State's Head Cook II class (the third level in series); thus, the first level is too low to be in line with the market. In addition to the deletion, title changes to the series should be made in order to create consistency between the Cook and Head Cook class titles.

Cost to Implement: \$732

Laundry Worker I (8251-02)
Laundry Worker II (8252-03)
Washer (8249-05)
Laundry Supervisor (8255-06)
Laundry Manager I (8260-09)
Laundry Manager II (8261-11)

Laundry Worker I (8251-02)
Laundry Worker II (8252-03)
Laundry Worker III (8253-05)
Laundry Worker IV (8254-06)
Laundry Manager I (8260-09)
Laundry Manager II (8261-11)

Laundry Manager III (8262-14)
Manager, Laundry and Linen Services
(8263-16)

Laundry Manager III (8262-14)
Laundry Manager IV (8263-16)

Justification: Title changes should be made in order to create title consistency within the class series.

Cost to Implement: \$0

Maintenance (9001-9999)

Helper, Maintenance and Construction
(9001-03)

Maintenance Assistant (9001-03)

Justification: The titles of this class should be changed for generalization and ease of use.

Cost to Implement: \$0

Laborer (9003-02)

Justification: The Laborer class should be deleted due to low usage. (The position has only eight incumbents.) The salary range for this position is below the market, as indicated by the high turnover rate of the class (216.67 percent). Over one-half of the class' terminations were due to inadequate salary. The duties of the position can be appropriately described using the revised Maintenance Assistant class.

Cost to Implement: \$5,496-\$5,880

Air Conditioning and Boiler Operator I
(9034-07)

Air Conditioning and Boiler Operator I
(9034-07)

Air Conditioning and Boiler Operator II
(9035-09)

Air Conditioning and Boiler Operator II
(9035-09)

Air Conditioning and Boiler Operator III
(9036-11)

Air Conditioning and Boiler Operator III
(9036-11)

Air Conditioning and Boiler Operator IV
(9037-14)

Air Conditioning and Boiler Operator IV
(9037-14)

Chief Air Conditioning and Boiler Operator
(9039-17)

Justification: The Chief Air Conditioning and Boiler Operator class should be deleted due to low usage (one incumbent). The Maintenance Supervisor or Maintenance Manager class series can be used to accurately describe the duties being performed.

Cost to Implement: \$0-3,204

Electrical and Air Conditioning
Mechanic I (9047-11)

Electrical and Air Conditioning
Mechanic II (9048-12)

Electrical and Air Conditioning
Mechanic III (9049-14)

Chief Electrical and Air Conditioning
Mechanic (9050-16)

Electrical and Air Conditioning Mechanic I
(9047-11)

Electrical and Air Conditioning Mechanic II
(9048-12)

Electrical and Air Conditioning Mechanic III
(9049-14)

Electrical and Air Conditioning Mechanic IV
(9050-16)

Justification: The title of the Chief Electrical and Air Conditioning Mechanic should be changed in order to allow for the use of dual career tracks.

Cost to Implement: \$0

Maintenance Supervisor I (9051-10)

Maintenance Supervisor II (9052-12)

Maintenance Supervisor III (9053-14)

Maintenance Supervisor IV (9054-15)

Plant Maintenance Manager I (9085-14)

Plant Maintenance Manager II (9086-16)

Plant Maintenance Manager III (9087-18)

Plant Maintenance Manager IV (9088-20)

Plant Maintenance Superintendent
(9089-21)

Maintenance Supervisor I (9051-10)

Maintenance Supervisor II (9052-12)

Maintenance Supervisor III (9053-14)

Maintenance Supervisor IV (9054-15)

Maintenance Supervisor V (9055-16)

Maintenance Manager I (9087-18)

Maintenance Manager II (9088-20)

Maintenance Manager III (9089-21)

Justification: The Maintenance Manager I class should be deleted and the Plant Maintenance Manager II class changed to a Maintenance Supervisor V in order to reduce the overlap between the Maintenance Supervisor and Plant Maintenance Manager class series. The remaining Plant Maintenance Manager classes should be renamed in order to generalize the titles of the positions for accommodating other class series recommended for deletion.

Cost to Implement: \$0

Building Manager (9094-14)

Justification: The Building Manager class should be deleted due to low usage (five incumbents statewide). The more general Maintenance Supervisor class series can be used to appropriately describe the duties of the position.

Cost to Implement: \$0

Clerk of the Works I (9096-15)

Clerk of the Works II (9097-18)

Justification: This class series should be deleted due to low usage. (There are only six incumbents in the entire class series.) The work being performed is inspection-related. The revised Inspector class series can be used to reclassify the current incumbents.

Cost to Implement: \$0-\$11,832

Superintendent of Building and Equipment, Department of Corrections (9099-15)

Justification: This class should be deleted in order to reduce the title's agency-specificity and the number of classes within the Plan. The duties of the position can be appropriately described using the Maintenance Supervisor class series.
Cost to Implement: \$0

Locksmith (9122-10)

Justification: The Locksmith class should be deleted due to low usage (six incumbents). The more general Maintenance Mechanic class series can be used to describe the duties being performed.
Cost to Implement: \$0-\$7,848

Tunnel Guard I (9201-07)

Tunnel Guard II (9202-09)

Justification: These classifications should be deleted due to low usage (only one incumbent in the Tunnel Guard II class). The positions' duties can be accurately described using the revised Inspector class series.
Cost to Implement: \$0

Tunnel Machinery Operator (9204-09)

Justification: The Tunnel Machinery Operator class should be deleted due to low usage (two incumbents statewide). The more general Maintenance Mechanic class series can be used to describe the duties being performed.
Cost to Implement: \$0

Deckhand (9221-09)

Oiler (9223-09)

Ships Carpenter (9226-09)

Justification: The Deckhand, Oiler, and Ships Carpenter classes are no longer being used, and as such, should be deleted.
Cost to Implement: \$0

Maintenance Welder, Ferry (9228-09)

Assistant Ferry Manager (9236-14)

Ferry Manager (9238-15)

Justification: These classes should be deleted due to non-utilization.
Cost to Implement: \$0

Maintenance Construction Supervisor I (9291-14)
Maintenance Construction Supervisor II (9292-15)
Maintenance Construction Supervisor III (9293-16)

Justification: The Maintenance Construction Supervisor class series should be deleted in order to reduce the overlap of and number of classes within the Plan. The general Maintenance Supervisor class series can be used to accurately describe the duties being performed.

Cost to Implement: \$0

District Roadway Maintenance Superintendent I (9312-17)
District Roadway Maintenance Superintendent II (9313-18)
District Roadway Maintenance Superintendent III (9314-19)

Justification: The entire class series should be deleted due to low usage. The duties of the series can be appropriately described by the Roadway Maintenance Supervisor class series.

Cost to Implement: \$0

Truck Driver I (9401-02)
Truck Driver II (9402-05)

Vehicle Driver I (9401-02)
Vehicle Driver II (9402-05)
Vehicle Driver III (9404T-07)

Truck Driver III, Heavy Vans (9403-09)

Vehicle Driver IV (9405-09)

Justification: The titles of the class series should be generalized in order to accommodate various types of motor vehicles. An additional class should be added at Salary Group 07 in order to better bridge the varying responsibilities within the class series.

Cost to Implement: \$0

Motor Vehicle Mechanic I (9416-08)
Motor Vehicle Mechanic II (9417-10)
Motor Vehicle Mechanic III (9418-12)
Motor Vehicle Repair, Supervisor (9421-14)

Motor Vehicle Mechanic I (9416-08)
Motor Vehicle Mechanic II (9417-10)
Motor Vehicle Mechanic III (9418-12)
Motor Vehicle Mechanic IV (9421-14)

Justification: The title of the Motor Vehicle Repair, Supervisor class should be changed in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Welder, Combination (9516-08)
Welding Technician (9518-16)

Justification: The two welding classes should be deleted due to low usage. (There are two incumbents in the Welder, Combination class and four incumbents in the Welding Technician class.) The incumbents in the two positions can be appropriately classified within the Maintenance Mechanic and Maintenance Supervisor class series, respectively.

Cost to Implement: \$0

Sign Superintendent (9533-15)

Justification: The Sign Superintendent class should be deleted in order to reduce the number of classes within the Plan. The duties of the position can be described by the Maintenance Supervisor class series.

Cost to Implement: \$0

Shop Supervisor I (9541-09)
Shop Supervisor II (9542-12)
Shop Supervisor III (9543-13)
Shop Supervisor IV (9544-15)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of the positions can be incorporated into the more general Maintenance Mechanic and Maintenance Supervisor class series.

Cost to Implement: \$0-\$118,896

Equipment and Services Superintendent (9548-17)

Justification: This class should be deleted in order to reduce the number of classes within the Plan. The position's duties can be appropriately described using the revised Program Administrator class series.

Cost to Implement: \$0

Aircraft Pilot I (9620-15)
Aircraft Pilot II (9622-17)
Aircraft Pilot III (9624-19)
Chief Pilot (9626-20)

Aircraft Pilot I (9620-15)
Aircraft Pilot II (9622-17)
Aircraft Pilot III (9624-19)
Aircraft Pilot IV (9626-20)

Justification: The title of the Chief Pilot should be changed to Aircraft Pilot IV in order to accommodate the use of dual career tracks.

Cost to Implement: \$0

Aircraft Mechanic Apprentice (9630-10)

Justification: The Aircraft Mechanic Apprentice class should be deleted because it is no longer being used.

Cost to Implement: \$0

Line Chief (9636-17)
Senior Aircraft Mechanic and Inspector (9638-19)
Chief of Aircraft Maintenance (9642-21)
Avionics Manager (9654-19)

Justification: The Line Chief class should be deleted because it is not being used. The Senior Aircraft Mechanic and Inspector class should be deleted due to low usage (one incumbent); the duties of the position can be appropriately described using the revised Inspector class series. The Chief of Aircraft Maintenance class should be deleted due to low usage (one incumbent); its

duties can be described by the Maintenance Manager class series. The Avionics Manager class should be deleted due to low usage (one incumbent). The duties of this class can be described using the revised Program Administrator class series.

Cost to Implement: \$0

Radio Communications Technician I
(9700T-09)

Radio Communications Technician II
(9702T-11)

Radio Communications Technician III
(9704T-12)

Radio Communications Technician IV
(9706T-14)

Justification: A new Radio Communications Technician class series at Salary Groups 09, 11, 12, and 14 should be created in order to accommodate the Radio Mechanic, Radio Tower Technician, Radio Specialist, and Communications Electronic Technician class series recommended for deletion.

Cost to Implement: \$0

Radio Mechanic I (9711-09)

Radio Mechanic II (9712-11)

Radio Tower Technician I (9713-11)

Radio Tower Technician II (9715-13)

Radio Specialist (9714-11)

Justification: The current radio-related class series should be deleted in order to reduce the number of classes within the Plan. The duties of the series can be appropriately described using the new Radio Communications Technician class series.

Cost to Implement: \$0-\$1,608

Communications Electronic Technician I (9716-12)

Communications Electronic Technician II (9718-14)

Justification: The entire class series should be deleted in order to reduce the number of classes within the Plan. The duties of the series can be appropriately described using the new Radio Communications Technician class series.

Cost to Implement: \$0

Communications Superintendent I (9722-12)

Communications Superintendent II (9723-14)

Communications Superintendent III (9724-17)

Justification: The Communications Superintendent class series should be deleted due to low usage. There are no incumbents in the Communications Superintendent I class, 3 incumbents in the Communications Superintendent II class, and 3 incumbents in the Communications Superintendent III class. The duties of the positions can be accurately

described using the Telecommunications Specialist class series.

Cost to Implement: \$0-\$8,436

Communications Officer (9727-14)

Justification: This class should be deleted due to low usage (only one incumbent statewide). The Telecommunications Specialist class series can be used to describe the duties being performed.

Cost to Implement: \$0

Office Machine Service Technician I (9729-09)

Office Machine Service Technician II (9732-11)

Office Machine Service Technician III (9733-13)

Office Machine Service Technician IV (9736-16)

Justification: The entire class series should be deleted due to low usage. The series' duties can be appropriately described using the Maintenance Mechanic and Maintenance Supervisor class series.

Cost to Implement: \$0

Metrologist I (9740-12)

Metrologist II (9742-15)

Metrologist III (9743-17)

Justification: The entire class series should be deleted due to low usage. (The series contains only three employees statewide, within the Metrologist II class.) The incumbents can be appropriately classified within the revised Inspector class series.

Cost to Implement: \$0