

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

401



FROM: Human Resources Dept.

SUBMITTAL DATE:
July 7, 2004

SUBJECT: Recommendations concerning the Environmental/Public Works Occupational Group Study as outlined in Resolution 440-8552.

RECOMMENDED MOTION: That the Board approve the recommendations contained in Resolution No. 440-8552. Attachments A, B and C are included for informational purposes.

BACKGROUND: The Human Resources Department is continuing to pursue a proactive review process whereby every job classification in the County is studied on a five-year cycle. Studies for the Courts, Law Library, Information Technology, Management, Health & Allied, Community and Human Services, Custodial, Maintenance and Trades, and Inspection and Technical have been completed over the past four years. Recommendations included in this document are based on the recently completed Classification and Compensation Study of the Environmental/Public Works classifications.

/Departmental Concurrence

Barbara Pliner for

Ronald W. Komers
Asst. County Executive Officer/HR Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 191,869	In Current Year Budget:	YES
	Current F.Y. Net County Cost:	\$1,759	Budget Adjustment:	NO
	Annual Net County Cost:	\$1,759	For Fiscal Year:	2005

SOURCE OF FUNDS: State Funds, Federal Funds, Measure A, Gas Tax, & Developer Fees & Departmental Budgets	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

County Executive Office Signature

Mary M. Chitras

Consent
 Policy

 Consent
 Policy

Prev. Agn. Ref.:

District:

Agenda Number:

3.37

OCCUPATIONAL GROUP STUDY OBJECTIVES

The primary objectives of the Environmental/Public Works Occupational Group Study were to: 1) evaluate every position and make sure that class specifications accurately and clearly describe the job and contain reasonable recruiting and job qualifying guidelines to be used as a framework for hiring, training, promoting and evaluating job performance; 2) compare the Environmental/Public Works job classifications to the Southern California five-county labor market to ensure external pay equity; 3) review and evaluate these classifications within the County to insure internal pay equity; 4) insure incumbents are properly classified based upon an analysis of duties performed; 5) consolidate, create and/or eliminate job classifications where appropriate and 6) insure that the FLSA status is correct for all incumbents in the study.

STUDY METHODOLOGY

This study includes 525 employees in 132 job classifications providing environmental and public works services throughout Riverside County. These classifications are in ten different departments including: Community Health Agency, Economic Development Agency, Facilities Management, Flood, Parks, Office on Aging, Transportation and Land Management Agency (i.e. Planning, Transportation, and Building and Safety) and Waste Management.

Position Description Questionnaires (PDQ's) were sent to all 525 incumbents to assist the study team in understanding specific job responsibilities for each position. Human Resources Analysts met with management and supervision responsible for these classifications and performed 156 on-site job audits of positions (approximately 30% of the total). Management responsible for positions in this study were asked to complete a Workforce Planning Questionnaire developed as a tool to determine the skills and competencies that are vital to the accomplishment of the department's mission, goals, and objectives.

We asked managers, supervisors, and employees to review current job specifications and provide feedback on their accuracy and completeness. Numerous classifications were also discussed in focus group meetings with members of the various departments led by the study team.

As with other occupational studies, the study team applied the strategy of selecting representative job classifications in Riverside County to compare level of compensation to similar jobs in other jurisdictions. Ten classifications were selected to model all environmental/public works job classes (about 8.0% of the total), with each department having representative classifications in the salary survey. All other Environmental/Public Works classifications were benchmarked to one of the ten classes surveyed. The standard five Southern California counties, San Bernardino, San Diego, Ventura, Orange, and Los Angeles, were surveyed for our benchmark data. Additionally, the Watson Wyatt Engineering Survey data was compared with benchmark data from our traditional five counties in order to validate recommendations formulated for this study.

FINDINGS

Normally, in a study of this magnitude, it would be expected some employees would be found working above or below what is required by their job class specification. Most incumbents were found to be working within their defined class specification. However, three incumbents in three classifications were found to be performing work outside the scope of their job classification. As in prior studies, employees found working out of class or below class have been reassigned or reclassified into the appropriate classification. Classifications affected by salary compaction, and the consolidation of existing classifications into other class series were also reviewed during this occupational group study.

Twenty-three classification specifications have been revised/updated to reflect current duties and responsibilities. Fifty-one classifications were no longer in use and have been inactivated. Seven others will be inactivated, the majority being consolidated into other classifications or class series.

STUDY RECOMMENDATIONS

Due to the impact of the current financial situation of the State of California on budgetary funds for the County of Riverside, and the County's continuing cost containment strategy, all recommendations proposed in this Form 11 are absolutely essential to the operation of the affected departments. The recommendations made in this study are primarily to remove "Difficult to Recruit" premiums, consolidate class series and implement a select number of Parity Adjustments. Within this context of rigorous County frugality and prudence involving budgetary expenditures, the following classification actions are being recommended. All Department Heads fully support these recommendations.

RECOMMENDED CLASSIFICATION ACTIONS

I. Difficult to Recruit Classifications

Twenty-five Engineering classifications have been designated Difficult to Recruit over the past two years. Most of these classes have been administratively placed in DTS (SEIU), DTW (Waste) and DTM (Waste mgmt) salary plans in a 14 or 15 step grade. It is recommended to move these classifications from the 14/15 step Difficult to Recruit salary plan/grade and incorporate them back into the appropriate 10/12 step SEU, WMP and WMM salary plan/grade. This is an adjustment in salary range only and is not intended to cause any parity increase for the incumbents. There will be no County Cost to implement these changes.

Assistant Civil Engineer – WRMD – from salary plan/grade DTW 163 L14 (\$53,121 - \$75,008) to WMP 173 L10 (\$59,060 - \$75,008). There are no incumbents.

Assistant Civil Engineer – from salary plan/grade DTS 589 L14 (\$52,305 - \$73,851) to SEU 644 L10 (\$58,150 - \$73,875). There is one incumbent.

Assistant Engineer – from salary plan/grade DTS 547 L14 (\$49,613 - \$70,039) to SEU 616 L10 (\$55,151 - \$70,044). There are nine incumbents.

Assistant Engineer – WRMD – from salary plan/grade DTW 160 L14 (\$50,429 - \$71,195) to WMP 170 L10 (\$56,063 - \$71,195). There are two incumbents.

Assistant Public Health Engineer – RE – from salary plan/grade DTS 590 L14 (\$52,305 - \$73,875) to SEU 644 L10 (\$58,150 - \$73,875). There are no incumbents.

Associate Civil Engineer – from salary plan/grade DTS 643 L14 (\$58,152 - \$82,132) to SEU 686 L10 (\$64,658 - \$82,132). There are 32 incumbents.

Associate Civil Engineer – WRMD – from salary plan/grade DTW 172 L14 (\$58,968 - \$83,288) to WMP 181 L10 (\$65,567 - \$83,288). There are two incumbents.

Associate Engineer – from salary plan/grade DTS 616 L14 (\$55,151 - \$77,882) to SEU 670 L10 (\$61,329 - \$77,899). There are five incumbents.

Associate Engineer – WRMD – from salary plan/grade DTW 169 L14 (\$55,945 - \$79,007) to WMP 176 L10 (\$62,202 - \$79,007). There are no incumbents.

Associate Engineer – Air/Wtr Qlty Control – from salary plan/grade DTS 616 L14 (\$55,151 - \$77,882) to SEU 670 L10 (\$61,329 - \$77,899). There is one incumbent.

Form 11-Environmental/Public Works Study

July 7, 2004

Page 4

Associate Engineer – Air/Wtr Qlty Control – RE – from salary plan/grade DTS 643 L14 (\$58,152 - \$82,132) to SEU 686 L10 (\$64,658 - \$82,132). There are two incumbents.

Associate Public Health Engineer – RE – from salary plan/grade DTS 642 L14 (\$58,152 - \$82,127) to SEU 686 L10 (\$64,658 - \$82,132). There are no incumbents.

Chief of Survey and Mapping - from salary plan/grade DTN 170 L15 (\$76,885 - \$111,460) to MCO 662 L12 (\$87,752 - \$111,460). There is one incumbent.

Flood Control Principal Engineer – from salary plan/grade DTN 170 L15 (\$76,885 - \$111,460) to MCO 662 L12 (\$87,752 - \$111,460). There are four incumbents.

Junior Engineer – from salary plan/grade DTS 460 L14 (\$44,383 - \$62,633) to SEU 544 L10 (\$49,334 - \$62,633). There are six incumbents.

Principal Engineer – WRMD - from salary plan/grade DTM 170 L15 (\$76,885 - \$111,460) to WMM 176 L12 (\$87,752 - \$111,460). There are two incumbents.

Sr. Civil Engineer – from salary plan/grade DTS 688 L14 (\$66,426 - \$93,851) to SEU 698 L10 (\$73,868 - \$93,851). There are 25 incumbents.

Sr. Civil Engineer – WRMD – from salary plan/grade DTM 166 L14 (\$68,107 - \$96,088) to WMM 171 L10 (\$75,698 - \$96,088). There are six incumbents.

Sr. Engineer – from salary plan/grade DTS 688 L14 (\$66,426 - \$93,851) to SEU 698 L10 (\$73,868 - \$93,851). There are no incumbents.

Sr. Engineer – Air/Wtr Q.C. – from salary plan/grade DTS 688 L14 (\$66,426 - \$93,851) to SEU 698 L10 (\$73,868 - \$93,851). There are no incumbents.

Sr. Land Surveyor - from salary plan/grade DTS 642 L14 (\$58,152 - \$82,127) to SEU 686 L10 (\$64,658 - \$82,132). There are four incumbents.

Sr. Public Health Engineer - from salary plan/grade DTS 687 L14 (\$66,426 - \$93,816) to SEU 698 L10 (\$73,868 - \$93,851). There is one incumbent.

Subdivision Engineer – from salary plan/grade DTS 690 L14 (\$70,397 - \$99,489) to SEU 707 L10 (\$78,132 - \$99,489). There is one incumbent.

Supervising Land Surveyor - from salary plan/grade DTS 687 L14 (\$66,426 - \$93,816) to SEU 698 L10 (\$73,868 - \$93,851). There are four incumbents.

Supervising Photogrammetrist – from salary plan/grade DTS 687 L14 (\$66,426 - \$93,816) to SEU 698 L10 (\$73,868 - \$93,851). There is one incumbent.

2. Senior Engineering Technician

TLMA, Flood and Waste Management recommended that the Senior Engineering Technician classifications be granted a parity adjustment of approximately 2.0%. These proposed parity adjustments will establish a more equitable pay relationship between the Engineering Tech, Senior Engineering Tech and Principal Engineering Tech job classifications. Currently the salary range for the Senior Engineering Tech is closer to the Engineering Tech; however, the job duties and responsibilities more closely resemble that of the Principal Engineering Tech. Due to growth and expansion within the County, the level of responsibility, decision making, and lead duties has also increased for the senior level position. These recommendations were requested by TLMA, Flood and WRMD management and are supported by Human Resources. The Total Annual Cost of the following recommendations will be \$58,544 and there will be no Net County Cost. Recommended adjustments to salary plan and grades are as follows:

Sr. Engineering Tech - from salary plan/grade UPE 559 L10 (\$43,063 - \$54,668) to UPE 567 L10 (\$43,893 - \$55,761). There are 35 incumbents.

Sr. Engineering Tech – LLS – from salary plan/grade UPE 577 L10 (\$45,402 - \$57,647) to UPE 587 L10 (\$46,282 - \$58,800). There is one incumbent.

Sr. Engineering Tech – WRMD – from salary plan/grade WMP 148 L10 (\$44,074 – \$55,680) to WMP 150 L10 (\$44,745 - \$56,794). There are five incumbents.

3. Survey Technician Series

It is recommended to consolidate the existing Survey Technician classifications into the Engineering Technician series and then inactivate the Survey Technician classes. It was determined by job audits conducted by Human Resources, and confirmed by management, that this class series and the Engineering Tech class series have the same scope of responsibility and level of job duties and the incumbents are often used interchangeably. The Riverside County Flood Department currently uses engineering technician titles for their right-of-way land surveying work. This same type of work is being performed with land surveying positions in TLMA. Other counties, including San Bernardino and Los Angeles, use engineering technician titles for their sub-professional survey positions. This consolidation would bring uniformity and also facilitate the interchange of office and field staff to more effectively respond to changes in workload in the various divisions or sections within the Department/District. The Total Annual Cost of these recommendations will be \$128,496 with a Net County cost of \$842.

The Survey Tech, Survey Instrument Tech, Principal Survey Tech, Principal Survey Tech – LLS, Survey Party Chief, and Survey Party Chief RE/LLS classifications are currently below the salary plan/grades of the Engineering Tech series and will receive parity adjustments. This consolidation will appropriately bring both classification series to the same salary plans/grades. The recommended 2.0% parity adjustment for the Sr. Engineering Tech job classification will be applied prior to the reclassification of the Survey Tech job series into the Engineering Tech job series.

The consolidation of titles is shown below:

<u>CURRENT TITLE & SALARY</u>	<u>FILLED</u>	<u>NEW TITLE & SALARY</u>
Survey Party Chief – RE/LLS (\$49,083 - \$62,322)	5	Principal Engineering Tech - LLS (\$53,717 – \$68,213)
Survey Party Chief (\$46,568 - \$59,100)	7	Principal Engineering Tech (\$50,936 - \$64,683)

<u>CURRENT TITLE & SALARY</u>	<u>FILLED</u>	<u>NEW TITLE & SALARY</u>
Principal Survey Tech – LLS (\$41,055 - \$52,109)	0	Sr. Engineering Tech - LLS (\$46,310 – \$58,800)
Principal Survey Tech (\$38,915 - \$49,418)	9	Sr. Engineering Tech (\$43,990 – \$55,761)
Survey Instrument Tech (\$37,128 - \$47,102)	9	Engineering Tech II (\$37,900 - \$48,116)
Survey Technician (\$33,752 - \$42,842)	6	Engineering Tech I (\$34,105 - \$43,284)

4. Other Classification Actions

Geologist Series - It is recommended to inactivate two classifications in the series: **Junior Engineering Geologist** and **Assistant Engineering Geologist**. These two classifications represent a duplication of job duties performed by the Engineering Geologist job series and are not being utilized in the current recruitment process for hiring.

Associate Engineering Geologist - It is recommended to grant a parity salary grade adjustment of approximately 5.5% from salary plan/grade SEU 643 L10 (\$58,152 - \$73,840) to SEU 670 L10 (\$61,329 - \$77,899). There is one incumbent. This will reduce salary compaction within the Engineering Geologist job series and will establish the proper internal salary relationship between the Associate Geologist and the Associate Engineering Geologist. The Total Annual Cost of the following recommendations will be \$4,829 with a Net County Cost of \$917.

<u>CURRENT CLASSES</u>		<u>NEW CLASS SERIES</u>	
Job Class	Grade	Job Class	Grade
Chief Engineering Geologist	MCO 616	Chief Engineering Geologist	MCO 616
Assoc. Engineering Geologist	SEU 643	Assoc. Engineering Geologist	SEU 670
Assoc. Geologist	SEU 616	Assoc. Geologist	SEU 616
Assistant Engineering Geologist	SEU 589	Inactivate this classification	
Assistant Geologist	SEU 547	Assistant Geologist	SEU 547
Junior Engineering Geologist	SEU 460	Inactivate this classification	

Highway Operations Superintendent - It is recommended to grant a parity salary grade adjustment of approximately 7.2% from salary plan/grade MCO 592 L12 (\$69,165 – 92,571) to MCO 626 L12 (\$74,171 - \$99,489). This single-position management classification oversees and manages the work of Senior Civil Engineers. This action will reduce salary compaction and establish the proper internal salary relationship between the position of Highway Operations Superintendent and the Senior Civil Engineer classifications. There are no current incumbents and there will be no cost to implement this change.

IMPLEMENTATION:

The Environmental/Public Works parity study analysis found most classifications to be paid at or above market pay rates when the Difficult to Recruit rates were taken into consideration. Departments have aggressively utilized the Difficult to Recruit process to keep Riverside County salaries on a par with the salaries at other jurisdictions. Salary ranges for 11 job classifications are recommended for adjustment upward. There are 37 incumbents in these classifications. However, 121 other job classifications (including 488 employees) are not recommended for a salary adjustment.

The total cost of implementing these proposals will be \$191,869 annually. Net County cost for these recommendations will be \$1,759. None of the recommended increases causes compaction that requires any additional action outside this proposal. Department Heads concur with these recommendations and indicate they have sufficient funds for implementation.

The annual cost for SEIU represented employee adjustments is \$55,822, SEIU – WASTE is \$7,364 and for LIUNA is \$128,683. The County, by contractual agreement with SEIU and LIUNA, must spend the established Parity Pool amount. LIUNA has a remaining parity pool budget of \$128,702 and WASTE has utilized its budget for the contract period. Expenses in these Form 11 recommendations related to LIUNA will be charged to the respective year 2000 – 2006 Memorandum of Understanding parity pool. SEIU and WASTE have utilized their parity pool budgets for this contract period. Therefore, by agreement, costs related to SEIU represented classifications will be charged against their next contract period. Attachment 'B', ENVIRONMENTAL/PUBLIC HEALTH STUDY COST REPORT, reports "Bargaining Unit" and "Department" costs, as well as how much of the cost is Net County Cost.

RESOLUTION NO. 440-8552

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on July 27, 2004, that pursuant to Section 4.C. of Ordinance No. 440, the Assistant County Executive Officer/Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period following approval, as follows:

Job Code	+/-	Class Title	Salary Plan/Grade
97453	-	Principal Survey Technician	UPE 523
97452	-	Survey Instrument Technician	UPE 496
97451	-	Survey Technician	UPE 449
76663	-	Assistant Engineering Geologist	SEU 589
97455	-	Survey Party Chief RE/LLS	SEU 541
97454	-	Survey Party Chief	SEU 496
97436	-	Principal Survey Technician – LLS	UPE 541

BE IT FURTHER RESOLVED that pursuant to Section 8.C. of Ordinance No. 440, the Assistant County Executive Officer/Director of Human Resources is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
76422	Assistant Civil Engineer	DTS 589	SEU 644
80009	Assistant Civil Engineer – WRMD	DTW 163	WMP 173
76421	Assistant Engineer	DTS 547	SEU 616
80064	Assistant Engineer – WRMD	DTW 160	WMP 170
76823	Assistant Public Health Engineer RE	DTS 590	SEU 644
76424	Associate Civil Engineer	DTS 643	SEU 686
80010	Associate Civil Engineer – WRMD	DTW 172	WMP 181

Job Code	Class Title	From Salary Plan/Grade	To Salary Plan/Grade
76423	Associate Engineer	DTS 616	SEU 670
76617	Associate Engineer - Air/Water Quality Control	DTS 616	SEU 670
76618	Associate Engineer - Air/Water Quality Control - RE	DTS 643	SEU 686
80066	Associate Engineer - WRMD	DTW 169	WMP 176
76665	Associate Engineering Geologist	SEU 643	SEU 670
76825	Associate Public Health Engineer R.E.	DTS 642	SEU 686
76465	Chief of Surveying & Mapping	DTN 170	MCO 662
76475	Flood Control Principal Engineer	DTN 170	MCO 662
66526	Highway Operations Superintendent	MCO 592	MCO 626
76420	Junior Engineer	DTS 460	SEU 544
80002	Principal Engineer - WRMD	DTM 170	WMM 176
76425	Senior Civil Engineer	DTS 688	SEU 698
80038	Senior Civil Engineer - WRMD	DTM 166	WMM 171
76428	Senior Engineer	DTS 688	SEU 698
76619	Senior Engineer - Air/Water Quality Control	DTS 688	SEU 698
97433	Senior Engineering Technician	UPE 559	UPE 568
97437	Senior Engineering Technician - LLS	UPE 577	UPE 587
80060	Senior Engineering Technician - WRMD	WMP 148	WMP 150
76484	Senior Land Surveyor	DTS 642	SEU 686
76826	Senior Public Health Engineer	DTS 687	SEU 698
76426	Subdivision Engineer	DTS 690	SEU 707
92286	Supervising Photogrammetrist	DTS 687	SEU 698

ATTACHMENT "A"

External Market Survey Data Summary

	Riverside County Job Title	Riverside Annual Max Salary	Survey Annual Median	% Diff From Median	Riverside Annual Total Package	Survey Total Package Median	% Diff From Median
1	ASSOCIATE CIVIL ENGINEER	\$82,128	\$80,880	+1.5%	\$95,429	\$87,600	+8.2%
2	ASSOCIATE ENGINEER	\$77,880	\$70,008	+10.1%	\$90,745	\$77,602	+14.5%
3	ASSOCIATE GEOLOGIST	\$70,044	\$74,460	-6.3%	\$82,104	\$81,782	+0.4%
4	CURATOR OF HISTORY - PARKS	\$40,788	\$44,934	-10.2%	\$48,727	\$52,590	-7.9%
5	ENGINEERING TECHNICIAN II	\$48,120	\$50,052	-4.0%	\$56,811	\$56,398	+0.7%
6	HIST PRESERVATION OFFICER -PARK	\$53,280	\$54,882	-3.0%	\$62,501	\$63,071	-0.9%
7	PARK ATTENDANT - PARKS	\$29,424	\$27,684	+5.9%	\$36,196	\$33,912	+6.3%
8	PARK RANGER II - PARKS	\$39,972	\$38,964	+2.5%	\$47,827	\$46,335	+3.1%
9	PLANNER III	\$60,996	\$65,664	-7.7%	\$72,127	\$72,684	-0.8%
10	SR ENGINEERING TECHNICIAN	\$54,672	\$54,744	-0.1%	\$64,036	\$61,505	+4.0%
	External Market Survey Avg	\$55,730	\$56,227	-0.9%	\$65,650	\$63,348	+3.5%

ATTACHMENT "B"

ENVIRONMENTAL/PUBLIC WORKS STUDY UNIT COST REPORT

BARGAINING UNIT	# EE s	PARITY \$ INCREASE	GENERAL FUND \$
Parks	49	\$ -	\$ -
LIUNA	128	128,683	\$ 538
SEIU	322	55,822	\$ 1,221
Waste	14	7,364	\$ 0
Waste Mgmt	12	\$ -	\$ -
GRAND TOTAL	525	\$ 191,869	\$ 1,759
DEPARTMENTS			
CHA	1	\$ -	\$ -
EDA	163	\$ -	\$ -
Facilities	6	\$ -	\$ -
Flood	96	\$ 56,849	\$ 0
Office on			
Aging	1	\$ -	\$ -
Parks	49	\$ -	\$ -
Waste Mgmt	44	7,364	\$ 0
TLMA Total	166	\$ 127,656	\$ 1,759
Bldg &			
Safety	25	\$ 5,535	\$ 0
Planning	26	\$ 4,829	\$ 917
Transportation	115	\$ 117,292	\$ 842
GRAND TOTAL	525	\$ 191,869	\$ 1,759

ATTACHMENT "C"

Classifications Inactivated

NO.	JOB CODE	UNION CODE	JOB TITLE
1	76436	UNM	ADMIN ENGINEER
2	92747	UP4	ASSISTANT ENGINEERING PHOTO TECH
3	80067	SW2	ASSOC ENGINEER - AIR/WATER QC - WRMD
4	80011	SW2	ASSOC ENGINEER - AIR/WATER QC -RE-WRMD
5	13967	UNC	CAO EXECUTIVE SECRETARY
6	76427	UNM	COMPUTER GRAPHICS ENG. MGR
7	80015	MWU	COMPUTER GRAPHICS ENG. MGR - WRMD (D)
8	77205	SEU	COMPUTER SYSTEMS PROGRAMMER III (D)
9	74267	MGT	DIRECTOR OF FLEET SERVICES
10	74239	MGT	DIRECTOR OF LEADERSHIP & ORG DEVELOPMENT
11	74232	MGT	DIRECTOR OF PURCHASING & FLEET SERVICES (D)
12	13465	UNC	EMPLOYEE SERVICES SUPERVISOR
13	77278	SE2	ENG SYSTEMS PROG/ANALYST I
14	77279	SE2	ENG SYSTEMS PROG/ANALYST II
15	77275	SE2	ENG SYSTEMS PROG/ANALYST III
16	77276	SE2	ENG SYSTEMS PROG/ANALYST IV
17	80019	SW2	ENGINEERING AIDE - WRMD
18	97448	UP4	ENGINEERING INFORMATION TECH
19	15830	UP4	ESTATE PROPERTY CUSTODIAN
20	74189	MGT	EXECUTIVE DIR OF EDA (D)
21	73964	SEU	HEAD NURSE
22	74682	SE2	HOSPITAL SAFETY COORDINATOR
23	74784	MCO	HRMS MANAGER
24	80061	SW2	JUNIOR ENGINEER - WRMD
25	76661	SE2	JUNIOR ENGINEERING GEOLOGIST
26	74616	UNM	MENTAL HEALTH PERSONNEL OFFICER
27	13442	UP5	PARK ATTENDANT
28	62175	UP4	PARK ASSISTANT (D)
29	85042	SPG	PARK ASSISTANT - PARKS
30	85025	SPG	PARK INTERPRETER TRAINEE - PARKS
31	79461	UP4	PARK RANGER I (D)
32	79460	UP4	PARK RANGER II (D)
33	73846	SE2	PHYSICIAN (JAIL)
34	97445	UP4	RIGHT - OF WAY COORDINATOR
35	85035	SPG	RIGHT - OF WAY COORDINATOR - PARKS
36	79732	LEX	SHERIFF PROGRAM DIRECTOR
37	79733	MCO	SHERIFF PROGRAMS DIRECTOR
38	15932	SES	SR. ACCOUNTING TECHNICIAN
39	80092	SW2	SR. ENGINEERING TECH - WRMD - LLS
40	79465	UP4	SR. PARK RANGER (D)
41	97446	UP4	SR. RIGHT -OF-WAY COORDINATOR
42	13991	CNF	SUPV EXECUTIVE SECRETARY
43	13793	SES	SUPV LEGAL DOCUMENT INDEXER
44	92283	SES	SUPV PHOTOGRAMMETRIC ANALYST
45	77263	SE2	SYSTEMS ANALYST III (D)
46	77264	SES	SYSTEMS MANAGER (D)
47	97375	UP4	TELEPHONE SYSTEMS COORDINATOR (D)
48	76440	MGT	WASTE MANAGEMENT DIVISION ENGINEER
49	76441	UNM	WASTE MANAGEMENT PRINCIPAL ENGINEER
50	37590	UP4	WELFARE FRAUD TECHNICIAN (D)
51	37589	UP4	WELFARE FRAUD TRAINEE (D)