

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

880




FROM: Human Resources Dept.

SUBMITTAL DATE:
May 25, 2007

SUBJECT: Classification study recommendations for Riverside County's Information Technology (IT) classes; and amend Ordinance No. 440 pursuant to Res. No. 440-8728.


RECOMMENDED MOTION: That the Board approve the recommendations in the attached Resolution No. 440-8728.

BACKGROUND: Established on March 14, 2000, Agenda Item 3.16, Board Policy C-28 (IT Competency Pay Plan) has accomplished its goals of recruiting and retaining the best IT professionals, reducing transfers within the County and motivating incumbents to acquire and master the IT competencies required by our highly complex IT infrastructure. This innovative policy provided a base rate averaging two-thirds of salary, and offered bonuses for up to 24 industry-related competencies averaging one-third of salary. IT Management and Human Resources (HR) reviewed the program and bonuses, at least annually, to ensure equity, accuracy, and currency.


 Ronald W. Komers
 Asst. County Executive Officer/Human Resources Dir.

FINANCIAL DATA	Current F.Y. Total Cost:	\$234.00	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$3.00	Budget Adjustment:	No
	Annual Net County Cost:	\$33.00	For Fiscal Year:	2006/07

SOURCE OF FUNDS: Department Funds	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE
 BY: 
 County Executive Office Signature Steve P. Schubert

- Policy
- Consent
- Policy
- Consent

Dept Recomm.:
Per Exec. Ofc.:

Prev. Agn. Ref.: _____ District: _____ Agenda Number: _____

G:\EXEC\Form 11\Class & Comp\RCIT Class Study.doc ATTACHMENTS FILED WITH THE CLERK OF THE BOARD

3.43

The County negotiated language with Service Employees International Union (SEIU) that gave Human Resources the ability to amend, revise, or discontinue the program, with negotiation limited to only any "effects" of the changes.

In addition, the County's Employee Relations Resolution No. 99-379, specifically reserves to the County the rights to "determine the methods, means, and personnel by which its operations are to be conducted" and to "prescribe the qualifications for employment". Included in these retained rights is the County's classification system which permits the County to determine what functions will be performed by each classification and what the qualifications are for each classification.

Over the past two years, HR, the IT Advisory Group (consisting of Department Management), and representatives of the SEIU have met to explore improving the IT Competency Pay Program (IT CPP). The focus of these meetings was to 1) more closely reflect the continuing evolution of the IT profession and job market, 2) have cost-of-living and "across-the-board" salary increases applied to both base and skill pay and 3) make the highly complex IT Competency Pay Policy administration more equitable, accurate and less burdensome. While a number of fine suggestions, including an "Outstanding Performance Pay Program", were made and considered in detail, the Executive Office and HR recommend that IT classifications with standard salary plan/grades as specified in County Ordinance 440 be established.

CLASSIFICATION ADDITIONS

To facilitate implementation of this revision, we converted the current ten IT "concepts" into classifications and established nine-step salary plan/grades for each. These new classifications are organized into four levels:

1. Level I: Assigned to trainees. Incumbents underfill Level II positions, and are appointed and assigned in a learning capacity that requires close supervision until Level II skills are regularly demonstrated on an on-going basis.
2. Level II: Assigned to journey-level incumbents who are fully competent in most if not all class concept competencies. Level II incumbents work independently, requiring little supervision.
3. Level III: Assigned to leadperson or master level incumbents; i.e., the "Senior" level that requires them to lead an assigned staff and/or use master level technical and analytical skills on a regular and on-going basis.
4. Supervisory: Assigned to incumbents who exercise the full scope of supervision over an IT staff.

These IT classifications are also designated by special unit when they are or could be occupied by incumbents, as follows:

1. The Confidential "- C" designation is for those unrepresented classes in which positions require confidential status: Section 3.b. of the Employee Relations Resolution defines a confidential employee as "any employee who may be privy to the decision-making process of County management affecting employee relations".
2. The Waste Resources Management District "- WRMD" designation is for those classes allocated to WRMD incumbents assigned to the County's Waste Department.

3. The Riverside County Parks and Open-Space District “- Parks” designation is for those classes allocated to Parks District incumbents.

HR established the proposed salary plan/grades using the “Employers Group: and “Culpepper, Inc.” IT compensation surveys: These two professional firms are highly respected by the HR and IT professions for the comprehensiveness and accuracy of their data. We used the most local geographical data available to determine accurate and competitive salaries for Riverside County and surrounding areas. The proposed salary plan/grade midpoints (Step 5) are set at the combined average of the two surveys and were then provided a 30% salary range spread between Step One and Step Nine. This method produces starting salaries approximately 6.2% ahead of the market’s minimum salaries and top step salaries approximately 95.7% of market maximums. Further, with only nine steps, these salary plan/grades offer new employees advancement to top step in four years from hire date; a 30% merit increase or 7.5% per year. Together with the County’s superior benefit package, retirement plan and work environment, the proposed salary plan/grades are very competitive.

Incumbents will be classified to the appropriate class, level, and salary step by HR with department management review. The incumbent’s current IT concept, competencies, experience and responsibility level as well as current salary will provide the basis for classification. No incumbent will have their salary reduced: If their current salary is higher than the assigned salary plan/grade, their salary would be “frozen”; i.e., remain the same until the salary plan/grade top step surpasses it.

The above plan to establish standard salary plan/grade classifications for IT classes was presented to the County IT Department (RCIT) top management on April 26, 2007. The Department Head and his immediate staff were impressed with the features and administrative simplicity of this approach, and gave their full support to it. This plan was then presented to SEIU on May 1st and May 10th, 2007, and to department management on May 8th, 9th and 10th, 2007. HR also offered to present this approach to the Laborers’ International Union of North America (LIUNA).

While management was agreeable and supportive of the proposal, SEIU contended that the incumbent classification process this proposal entails would result in many current IT incumbents having their salaries “frozen” by being assigned to class levels that do not allow for their growth of experience and advanced IT skills acquired during the duration of the IT CPP. Having thoroughly considered SEIU’s concerns and comments, HR maintains that the IT CPP as currently administered possesses greater deficiencies that require immediate correction. Classification problems that arise may be solved during implementation. We therefore propose to pursue this request.

Since this request is only to add the classes to the Class and Salary Listing, there is no cost impact at this time. The new IT classifications and their salary plan/grades are listed below, and all class specifications are attached.

IT APPLICATIONS DEVELOPER: Develop, modify, test, and/or install software to support business user applications and other duties as required.

1. **IT Applications Developer I:** It is recommended to add this class at salary plan/grade ITS 248 L9 (\$36,253 - \$49,048).
2. **IT Applications Developer I – C:** It is recommended to add this class at salary plan/grade ITC 248 L9 (\$36,253 - \$49,048).
3. **IT Applications Developer II:** It is recommended to add this class at salary plan/grade ITS 365 L9 (\$51,060 - \$69,081).

4. **IT Applications Developer II – C:** It is recommended to add this class at salary plan/grade ITC 365 L9 (\$51,060 - \$69,081).
5. **IT Applications Developer III:** It is recommended to add this class at salary plan/grade ITS 461 L9 (\$63,314 - \$85,660).
6. **IT Applications Developer III – C:** It is recommended to add this class at salary plan/grade ITC 461 L9 (\$63,314 - \$85,660).
7. **IT Supervising Applications Developer:** It is recommended to add this class at salary plan/grade ITS 550 L9 (\$73,445 - \$99,366).

IT BUSINESS SYSTEMS ANALYST: Develop and implement information technology systems solutions to address business needs and other duties as required.

1. **IT Business Systems Analyst I:** It is recommended to add this class at salary plan/grade ITS 268 L9 (\$36,887 - \$49,905).
2. **IT Business Systems Analyst II:** It is recommended to add this class at salary plan/grade ITS 372 L9 (\$51,953 - \$70,289).
3. **IT Business Systems Analyst III:** It is recommended to add this class at salary plan/grade ITS 471 L9 (\$64,422 - \$87,159).
4. **IT Supervising Business Systems Analyst:** It is recommended to add this class at salary plan/grade ITS 559 L9 (\$74,729 - \$101,104).
5. **IT Supervising Business Systems Analyst – C:** It is recommended to add this class at salary plan/grade ITC 559 L9 (\$74,729 - \$101,104).

IT COMMUNICATIONS ANALYST: Design, implement and/or maintain communication networks (data, voice, video, image and radio) and other duties as required.

1. **IT Communications Analyst I:** It is recommended to add this class at salary plan/grade ITS 294 L9 (\$38,379 - \$51,924).
2. **IT Communications Analyst II:** It is recommended to add this class at salary plan/grade ITS 390 L9 (\$54,055 - \$73,133).
3. **IT Communications Analyst III:** It is recommended to add this class at salary plan/grade ITS 492 L9 (\$67,028 - \$90,685).
4. **IT Supervising Communications Analyst:** It is recommended to add this class at salary plan/grade ITS 589 L9 (\$77,752 - \$105,194).

IT COMMUNICATIONS TECHNICIAN: Plan, organize, construct, adapt, install, test, maintain and/or repair communication equipment and/or components, and other duties as required.

1. **IT Communications Technician I:** It is recommended to add this class at salary plan/grade ITU 231 L9 (\$28,974 - \$39,201).
2. **IT Communications Technician II:** It is recommended to add this class at salary plan/grade ITU 307 L9 (\$40,809 - \$55,212).

3. **IT Communications Technician III:** It is recommended to add this class at salary plan/grade ITU 360 L9 (\$50,603 - \$68,463).
4. **IT Supervising Communications Technician:** It is recommended to add this class at salary plan/grade ITS 430 L9 (\$58,700 - \$79,417).

IT DATABASE ADMINISTRATOR: Create, implement, and/or maintain databases for storage, manipulation, and retrieval of information that is a critical organizational resource in an integrated business environment and other duties as required.

1. **IT Database Administrator I:** It is recommended to add this class at salary plan/grade ITS 308 L9 (\$39,026 - \$52,801).
2. **IT Database Administrator I – WRMD:** It is recommended to add this class at salary plan/grade ITW 308 L9 (\$39,026 - \$52,801).
3. **IT Database Administrator II:** It is recommended to add this class at salary plan/grade ITS 402 L9 (\$54,967 - \$74,367).
4. **IT Database Administrator II – WRMD:** It is recommended to add this class at salary plan/grade ITW 402 L9 (\$54,967 - \$74,367).
5. **IT Database Administrator III:** It is recommended to add this class at salary plan/grade ITS 505 L9 (\$68,159 - \$92,215).
6. **IT Database Administrator III – WRMD:** It is recommended to add this class at salary plan/grade ITW 505 L9 (\$68,159 - \$92,215).
7. **IT Supervising Database Administrator:** It is recommended to add this class at salary plan/grade ITS 605 L9 (\$79,064 - \$106,969).
8. **IT Supervising Database Administrator - WRMD:** It is recommended to add this class at salary plan/grade ITW 605 L9 (\$79,064 - \$106,969).

IT NETWORK ADMINSTRATOR: Design, configure, maintain and administer network resources in a LAN/WAN (Local Area Network/ Wide Area Network) environment and other duties as required.

1. **IT Network Administrator I:** It is recommended to add this class at salary plan/grade ITS 277 L9 (\$37,140 - \$50,249).
2. **IT Network Administrator I – C:** It is recommended to add this class at salary plan/grade ITC 277 L9 (\$37,140 - \$50,249).
3. **IT Network Administrator I – WRMD:** It is recommended to add this class at salary plan/grade ITW 277 L9 (\$37,140 - \$50,249).
4. **IT Network Administrator II:** It is recommended to add this class at salary plan/grade ITS 380 L9 (\$52,310 - \$70,773).
5. **IT Network Administrator II – C:** It is recommended to add this class at salary plan/grade ITC 380 L9 (\$52,310 - \$70,773).
6. **IT Network Administrator II – WRMD:** It is recommended to add this class at salary plan/grade ITW 380 L9 (\$52,310 - \$70,773).

7. **IT Network Administrator III:** It is recommended to add this class at salary plan/grade ITS 479 L9 (\$64,865 - \$87,758).
8. **IT Network Administrator III – C:** It is recommended to add this class at salary plan/grade ITC 479 L9 (\$64,865 - \$87,758).
9. **IT Network Administrator III – WRMD:** It is recommended to add this class at salary plan/grade ITW 479 L9 (\$64,865 - \$87,758).
10. **IT Supervising Network Administrator:** It is recommended to add this class at salary plan/grade ITS 570 L9 (\$75,243 - \$101,799).
11. **IT Supervising Network Administrator – C:** It is recommended to add this class at salary plan/grade ITC 570 L9 (\$75,243 - \$101,799).

IT SYSTEMS ADMINISTRATOR: Design, program, install, configure and/or maintain computer resources supporting application and database servers in a mid-range/mainframe and/or client server environment and other duties as required.

1. **IT Systems Administrator I:** It is recommended to add this class at salary plan/grade ITS 325 L9 (\$41,986 - \$56,804).
2. **IT Systems Administrator II:** It is recommended to add this class at salary plan/grade ITS 446 L9 (\$59,135 - \$80,006).
3. **IT Systems Administrator III:** It is recommended to add this class at salary plan/grade ITS 545 L9 (\$73,327 - \$99,207).
4. **IT Supervising Systems Administrator:** It is recommended to add this class at salary plan/grade ITS 630 L9 (\$85,059 - \$115,080).

IT SYSTEMS OPERATOR: Maintain and operate computer resources and provide customer support in a midrange/ mini-computer/ mainframe environment and other duties as required.

1. **IT Systems Operator I:** It is recommended to add this class at salary plan/grade ITU 220 L9 (\$27,699 - \$37,475).
2. **IT Systems Operator II:** It is recommended to add this class at salary plan/grade ITU 296 L9 (\$39,013 - \$52,782).
3. **IT Systems Operator III:** It is recommended to add this class at salary plan/grade ITU 348 L9 (\$48,376 - \$65,449).
4. **IT Supervising Systems Operator:** It is recommended to add this class at salary plan/grade ITS 413 L9 (\$56,116 - \$75,921).

IT USER SUPPORT TECHNICIAN: Provide technical assistance, training and/or support in the use of IT hardware and/or software and other duties as required.

1. **IT User Support Technician I:** It is recommended to add this class at salary plan/grade ITU 197 L9 (\$26,767 - \$36,214).
2. **IT User Support Technician I – C:** It is recommended to add this class at salary plan/grade ITC 197 L9 (\$26,767 - \$36,214).

3. **IT User Support Technician I – Parks:** It is recommended to add this class at salary plan/grade ITP 197 L9 (\$26,767 - \$36,214).
4. **IT User Support Technician II:** It is recommended to add this class at salary plan/grade ITU 289 L9 (\$37,700 - \$51,005).
5. **IT User Support Technician II – C:** It is recommended to add this class at salary plan/grade ITC 289 L9 (\$37,700 - \$51,005).
6. **IT User Support Technician II – Parks:** It is recommended to add this class at salary plan/grade ITP 289 L9 (\$37,700 - \$51,005).
7. **IT User Support Technician III:** It is recommended to add this class at salary plan/grade ITU 337 L9 (\$46,748 - \$63,247).
8. **IT User Support Technician III – C:** It is recommended to add this class at salary plan/grade ITC 337 L9 (\$46,748 - \$63,247).
9. **IT User Support Technician III – Parks:** It is recommended to add this class at salary plan/grade ITP 337 L9 (\$46,748 - \$63,247).
10. **IT Supervising User Support Technician:** It is recommended to add this class at salary plan/grade ITS 395 L9 (\$54,227 - \$73,366).

IT WEB DEVELOPER: Design, develop, maintain and support intranet, internet and extranet content, layout, format and information flow and other duties as required.

1. **IT Web Developer I:** It is recommended to add this class at salary plan/grade ITS 228 L9 (\$33,681 - \$45,569).
2. **IT Web Developer I – C:** It is recommended to add this class at salary plan/grade ITC 228 L9 (\$33,681 - \$45,569).
3. **IT Web Developer I – WRMD:** It is recommended to add this class at salary plan/grade ITW 228 L9 (\$33,681 - \$45,569).
4. **IT Web Developer II:** It is recommended to add this class at salary plan/grade ITS 345 L9 (\$47,439 - \$64,182).
5. **IT Web Developer II – C:** It is recommended to add this class at salary plan/grade ITC 345 L9 (\$47,439 - \$64,182).
6. **IT Web Developer II – WRMD:** It is recommended to add this class at salary plan/grade ITW 345 L9 (\$47,439 - \$64,182).
7. **IT Web Developer III:** It is recommended to add this class at salary plan/grade ITS 435 L9 (\$58,824 - \$79,585).
8. **IT Web Developer III – C:** It is recommended to add this class at salary plan/grade ITC 435 L9 (\$58,824 - \$79,585).
9. **IT Web Developer III – WRMD:** It is recommended to add this class at salary plan/grade ITW 435 L9 (\$58,824 - \$79,585).

10. **IT Supervising Web Developer:** It is recommended to add this class at salary plan/grade ITS 509 L9 (\$68,236 - \$92,319).

PARITY ADJUSTMENTS

Radio Communication Engineer Series: As a result of an urgent Riverside County IT Department (RCIT) request, HR expeditiously duplicated two classes for positions responsible for varied and complex radio communications engineering work in the Public Safety Enterprise Communication (PSEC) 800 MHz radio communication upgrade project. PSEC services the County Sheriff Department, the County Fire Department and other Riverside County departments. This multi-million dollar improvement project, scheduled for completion in August 2010, requires highly skilled Federal Communications Commission (FCC) licensed (or eligible for licensing) radio engineers to design and oversee the construction and maintenance of PSEC and related technologies.

The class duplication process, while expeditious, led to salary compaction between levels I and II, and also produced a salary range for the higher, advanced Level II that failed to attract sufficient qualified candidates, despite six months of concentrated recruiting by HR and RCIT, including telephone interviews with candidates as far away as Iraq. We determined that this failure is due to the very limited supply of Level II candidates, most of whom acquired their qualifications, experience, knowledge, skills and abilities through advanced military service. As a result, they are currently in very high demand in the civilian community. RCIT is currently paying \$185 per hour (approximately \$385,000 per year) for one licensed Radio Engineer consultant - - exorbitant considering the PSEC projects lengthy duration. HR and RCIT recommend the following parity adjustment for this critically needed senior-level engineering class based on internal equity.

Radio Communications Engineer II: It is recommended to grant this classification an approximate 19.7% parity adjustment from salary plan/grade IPS 706 L 17 (\$67,600 - \$103,473) to salary plan/grade IPS 742 L 13 (\$89,944 - \$123,822). This recommended adjustment places this class in approximate parity with the Engineering Division Manager (\$90,047 - \$123,790), Flood Control Principal Engineer (\$90,039 - \$123,822 per year) and the Principal Engineer – WRMD (\$90,039 - \$123,822) classes. There is one incumbent in this class who is currently paid at an advanced rate of \$109,171 per year. If this request is approved, he would be assigned to IPS 742 Step 9 (\$111,301) an approximate 2% increase.

The approval of the above recommendations constitute the completion of the IT Job Family Occupational Group Study, covering twelve IT classifications, approximately 648 positions and approximately 512 incumbents. If this request is approved, Board Policy C-28 would be revised by the Executive Office and HR to reflect these changes.

IMPLEMENTATION

There is no cost impact at this time to create the new IT classifications. However, if this request is approved, approximately 512 employees would be classified into the appropriate new classifications and levels, which will have a cost impact that cannot be exactly determined. However, HR did conduct an assessment of the affected incumbents based on their current IT concepts, competency levels and salaries. Their current salaries were also used to determine the salary step, one through nine, of the class and level to which they were assigned. Based on this assessment, HR estimates at least 70 of the 512 IT employees would have their salaries frozen, since their salary is above their assessed salary plan/grade top step.

HR recommends that we classify incumbents to salary plan/grade steps that are equal to, or immediately higher than, their current salaries so that no employee is harmed by this proposal. Estimated annual costs including benefits are \$154,667 for LIUNA incumbents and \$381,329 for SEIU incumbents for a total of \$535,996. The cost estimate for unrepresented incumbents is \$5,931 per year including benefits. The annual cost for all affected employees totals an estimated \$541,926 including benefits. This implementation cost will diminish through future attrition, promotion, transfers, and the future hiring of IT staff at market-based salaries.

1 RESOLUTION NO. 440-8728

2
3 BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in
4 regular session assembled on _____, 2007, that pursuant to Section 4.C. of
5 Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to
6 amend the Class and Salary Listing of Ordinance No. 440, operative the beginning of the pay period
7 following approval, as follows:

8	Job			Salary
9	<u>Code</u>	<u>+/-</u>	<u>Class Title</u>	<u>Plan/Grade</u>
10	86100	+	IT Applications Developer I	ITS 248
11	86188	+	IT Applications Developer I – C	ITC 248
12	86101	+	IT Applications Developer II	ITS 365
13	86189	+	IT Applications Developer II – C	ITC 365
14	86103	+	IT Applications Developer III	ITS 461
15	86190	+	IT Applications Developer III – C	ITC 461
16	86105	+	IT Supervising Applications Developer	ITS 550
17	86113	+	IT Business Systems Analyst I	ITS 268
18	86115	+	IT Business Systems Analyst II	ITS 372
19	86117	+	IT Business Systems Analyst III	ITS 471
20	86119	+	IT Supervising Business Systems Analyst	ITS 559
21	86142	+	IT Supervising Business Systems Analyst - C	ITC 559
22	86137	+	IT Database Administrator I	ITS 308
23	80096	+	IT Database Administrator I – WRMD	ITW 308
24	86138	+	IT Database Administrator II	ITS 402
25	80097	+	IT Database Administrator II – WRMD	ITW 402
26	86139	+	IT Database Administrator III	ITS 505
27	80098	+	IT Database Administrator III – WRMD	ITW 505
28	86140	+	IT Supervising Database Administrator	ITS 605
	80099	+	IT Supervising Database Administrator – WRMD	ITW 605
	86151	+	IT Network Administrator I	ITS 277
	86148	+	IT Network Administrator I – C	ITC 277
	80100	+	IT Network Administrator I – WRMD	ITW 277

1	<u>Job</u>		<u>Class Title</u>	<u>Salary</u>
2	<u>Code</u>	<u>+/-</u>		<u>Plan/Grade</u>
3	86153	+	IT Network Administrator II	ITS 380
4	86149	+	IT Network Administrator II – C	ITC 380
5	80101	+	IT Network Administrator II – WRMD	ITW 380
6	86155	+	IT Network Administrator III	ITS 479
7	86150	+	IT Network Administrator III – C	ITC 479
8	80102	+	IT Network Administrator III – WRMD	ITW 479
9	86157	+	IT Supervising Network Administrator	ITS 570
10	86158	+	IT Supervising Network Administrator – C	ITC 570
11	86191	+	IT Web Developer I	ITS 228
12	86198	+	IT Web Developer I – C	ITC 228
13	80103	+	IT Web Developer I – WRMD	ITW 228
14	86195	+	IT Web Developer II	ITS 345
15	86199	+	IT Web Developer II – C	ITC 345
16	80104	+	IT Web Developer II – WRMD	ITW 345
17	86196	+	IT Web Developer III	ITS 435
18	86200	+	IT Web Developer III – C	ITC 435
19	80105	+	IT Web Developer III – WRMD	ITW 435
20	86197	+	IT Supervising Web Developer	ITS 509
21	86161	+	IT Systems Administrator I	ITS 325
22	86164	+	IT Systems Administrator II	ITS 446
23	86165	+	IT Systems Administrator III	ITS 545
24	86167	+	IT Supervising Systems Administrator	ITS 630
25	86171	+	IT Systems Operator I	ITU 220
26	86174	+	IT Systems Operator II	ITU 296
27	86175	+	IT Systems Operator III	ITU 348
28	86177	+	IT Supervising Systems Operator	ITS 413
	86181	+	IT User Support Technician I	ITU 197
	86178	+	IT User Support Technician I – C	ITC 197
	85097	+	IT User Support Technician I – Parks	ITP 197
	86183	+	IT User Support Technician II	ITU 289
	86179	+	IT User Support Technician II – C	ITC 289

Job Code	+/-	Class Title	Salary Plan/Grade
85098	+	IT User Support Technician II – Parks	ITP 289
86185	+	IT User Support Technician III	ITU 337
86180	+	IT User Support Technician III – C	ITC 337
85099	+	IT User Support Technician III – Parks	ITP 337
86187	+	IT Supervising User Support Technician	ITS 395
86120	+	IT Communications Analyst I	ITS 294
86121	+	IT Communications Analyst II	ITS 390
86124	+	IT Communications Analyst III	ITS 492
86125	+	IT Supervising Communications Analyst	ITS 589
86127	+	IT Communications Technician I	ITU 231
86130	+	IT Communications Technician II	ITU 307
86131	+	IT Communications Technician III	ITU 360
86135	+	IT Supervising Communications Technician	ITS 430

BE IT FURTHER RESOLVED that pursuant to Section 8.C. of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director 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
76429	Radio Communications Engineer II	IPS 706	IPS 742