



2022
STATE PERSONNEL OFFICE
CLASSIFICATION PLAN

State of New Mexico
State Personnel Board
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CLASSIFICATION PLAN 2022

This is the 2022 State Personnel Office Classification Plan.

State Personnel Board Rule 1.7.3.8(A) NMAC requires the State Personnel Office Director, pursuant to direction from the Board, to establish, maintain and, in conjunction with State Agencies, administer a classification plan for all positions throughout the classified service. State Personnel Board Rule 1.7.3.7 NMAC defines “classification plan” as a document developed by the Director **and approved annually by the Board**, that describes the Board’s classification philosophy and is the foundation for ensuring consistent application of the philosophy.

In addition to the classification philosophy and the methods used to ensure its consistent application, this Classification Plan provides a brief history of the State Personnel Office classification system, recent changes to the classification system, and the goals for the classification system for calendar year 2023.

CLASSIFICATION PHILOSOPHY AND CLASSIFICATION SYSTEM OBJECTIVES

The classification philosophy of the State Personnel Office is to provide a uniform and flexible classification system that meets the needs of its customers and allows State Agencies to recruit, retain, and motivate a quality workforce to provide efficient and effective services to all New Mexicans.

In support of this philosophy, the objectives of State Personnel’s classification system are to:

- Systematically group jobs into occupationally and quantifiably distinct classifications based on similarities in duties, responsibilities, and requirements;
 - Ensure all classified service positions are assigned to their appropriate classification;
 - Be adaptable to change; and
 - Establish a clear process for implementing classification studies.
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ENSURING CONSISTENT APPLICATION

It is the State Personnel Office's overarching goal to maintain the integrity of the classification system by consistently applying the classification philosophy and carrying out the classification system objectives. State Personnel does this through rigorous job analysis, careful job evaluation, detailed classification descriptor design, individualized position assignment, and meticulous classification studies.

JOB ANALYSIS

The purpose of job analysis is to determine the essential functions of a job. The State Personnel Office is responsible for conducting job analysis for all positions in the classified service.

The job analysis process involves analytic, systematic, detailed collection, examination, and interpretation of information about each job's tasks and responsibilities. State Personnel does this through a combination of interviews with subject matter experts (SMEs) and managers. SMEs are incumbents currently performing the tasks associated with the job. They are selected by an Agency as the people with the most knowledge in the step-by-step processes of the job's requirements. The State Personnel Office will request the SMEs to describe the functions of the job, their current job tasks, and any knowledge or skills their current job tasks require. Additional communication with Agency management and human resources representatives concerning the functions of the job may occur as well.

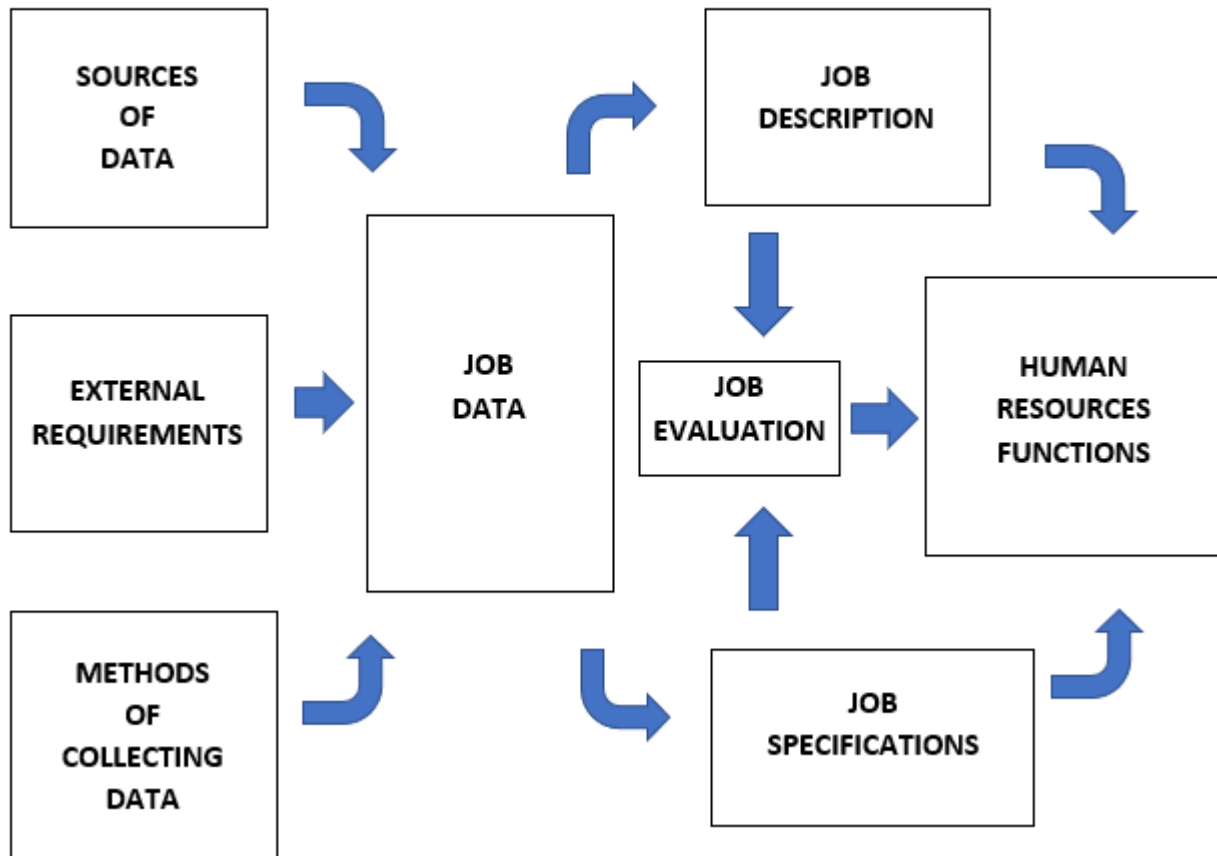
The job analysis process not only identifies the essential functions of each job, which is critical to creating a methodical classification system, it also provides Agency human resources with updated and reliable job information, enabling them to make better employment and management decisions, save money, increase productivity, comply with federal and state law requirements, and take a systematic approach to the selection of qualified candidates.

JOB EVALUATION

The goal of job evaluation is to establish the relative importance of jobs to the classified service or, in other words, to measure and understand the value of each job's work to the employer. The job evaluation process utilizes a point-factor evaluation methodology to measure the work involved in a job based on its compensable factors, such as skill and knowledge, and ultimately to match the job to the appropriate pay band.

The State Personnel Office is responsible for conducting job evaluation for all positions in the New Mexico classified service. The State Personnel Office Director appoints a job evaluation committee to apply the job evaluation and measurement process to all newly created or revised classifications. (State Personnel Board Rule 1.7.4.9(A) NMAC.)

The Process of Job Analysis and Job Evaluation



A more detailed flowchart is attached as Appendix 1.

CLASSIFICATIONS AND CLASSIFICATION DESCRIPTORS

Utilizing job analysis and job evaluation data, the State Personnel Office groups jobs into occupationally and quantifiably distinct classifications based on similarities in job responsibilities and requirements, with the goal of appropriately capturing and categorizing the work being performed throughout the classified service. The list of all current classifications is attached as Appendix 2.

In many instances, classifications are then further divided into levels -- for example, Basic (level I), Operational (level II), and Advanced (level III) -- based on the relative complexity of the job and the compensable factors of knowledge and skills, as measured through a point-factor system for determining job size and relative worth.

Job classification descriptors are written to provide a comprehensive understanding of each occupation's purpose, nature of work, distinguishing characteristics, and minimum and recommended qualifications. As the direct product of job analysis, classification descriptors provide management with the tools to accomplish many human resources functions. Depending on Agency utilization, a proper classification descriptor can guide managers in determining the applicable duties and responsibilities to assign a position or employee, as well as in designing an employee's performance appraisal and career development plan. Classification descriptors, along with performance history, can be used to develop recruitment strategies for job postings and as benchmarking tools to measure job applicants against.

Examples of the State Personnel Office's two classification descriptor formats are attached as Appendix 3. Both classification descriptors summarize the essential job tasks, duties, and responsibilities of the occupation. The **Distinguishing Characteristics** provide detailed examples of work performed in the occupation. Where there is more than one level in a given classification, the examples of work performed are intended to be cumulative for each higher level of work. **Recommended Education and Experience for Full Performance** describes the education and experience one would *generally* expect to find in an employee who can perform the full range of duties and responsibilities the first day on the job. These qualities are *not* minimum qualification requirements and serve only as a guide to managers for recruitment, selection, placement, performance appraisals, and career development. The **Minimum Qualifications** indicate the minimum education and experience requirements to be hired into the job. Where applicable, the **Statutory Requirements** describe the licensure, certification, diploma, or other legally required criteria necessary to be hired into the classification. The **Conditions of Employment** and **Working Conditions** describe the environment and stresses reasonably expected in the occupation. The **Default FLSA Status** (Fair Labor Standards Act Status) describes the classification's recommended FLSA designation under the Act and the statutes and rules of the federal Department of Labor. The **Established Date** is when the State Personnel Board adopted the job classification. And the **Revised Date** is when the job classification descriptor was subsequently approved by the Board following a revision or modification.

POSITION ASSIGNMENT

Position assignment refers to the assignment of a classified service position to a particular classification.

The State Personnel Director is required, in conjunction with State Agencies, to ensure that each position in the classified service is assigned to the classification that best represents the duties assigned by the employer and performed by the employee. (State Personnel Board Rule 1.7.3.9(A) NMAC.)

The placement of a particular job within a particular occupational classification (and at any of its various levels) is based solely upon the way an Agency utilizes the position and work is organized within an Agency, such as the duties that management assigns to a particular function to carry out a part of its mission.

CLASSIFICATION CHANGES

There are several mechanisms by which changes can be made to classification descriptors and classifications, keeping the classification system responsive to the needs of State Agencies.

The State Personnel Office Director can authorize the deletion of unused classification descriptors and revisions to existing classification descriptors. (State Personnel Board Rule 1.7.3.8(C) NMAC.)

An Agency can also request a classification study. Classification studies are typically requested when a classification no longer adequately captures the work being performed. Technically, an Agency may request a classification review or classification re-evaluation as well, but this rarely happens. Not only are classification review and evaluation already part of the classification study process, but that initial review and evaluation is conducted with the input of the Agency. (State Personnel Board Rule 1.7.3.8(E) NMAC.)

The two primary types of classification studies are:

- the **single classification study**, which is conducted when a single classification potentially needs revising; for example, if positions in the classification are determined to possess a previously unidentified, quantifiable job responsibility or level of work that needs to be acknowledged or if a position does not fit into any existing classification, and
- the **occupational group classification study**, which focuses on revising or creating a family of classifications that covers positions which perform different, but related, job functions with the intention of identifying and organizing positions that perform related, quantifiable work.

Some common reasons for conducting classification studies include:

- Substantial changes in the type of work or essential functions being performed by a classification,
 - Changes in organizational relationships and responsibilities, including industry and technology evolution,
 - Changes in professional certification/credential requirements (e.g., licensure) for a classification, and
 - Creation or identification of a new job, the duties and responsibilities of which are not captured by existing classifications.
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Classification studies are performed by the State Personnel Office's Compensation & Classification Division.

Prior to the implementation of a new classification or classification descriptor, the State Personnel Office Director is required to provide affected parties with an opportunity to comment on the addition or revision. (State Personnel Board Rule 1.7.3.8(D) NMAC.)

The State Personnel Board establishes a new or revised classification through the review, approval, and adoption of the corresponding new or revised classification descriptor. (State Personnel Board Rule 1.7.3.8(B) NMAC.)

Employees affected by a classification study will be assigned to the new classification best representing the job performed on a date determined by the State Personnel Director. (State Personnel Board Rule 1.7.3.10 NMAC.)

HISTORY OF THE CLASSIFICATION SYSTEM

The Personnel Act of 1961 established a system of personnel administration "based solely on qualification and ability" intended to "provide greater economy and efficiency to the management of state affairs." (NMSA 1978, Section 10-9-2.) In the context of the time, and as an alternative to the political spoils system it replaced, the Personnel Act, and the State Personnel Board Rules that implement it, have been extremely successful in creating and maintaining a public service employment system for New Mexico State government for the last 50 years.

Over those decades, adjustments were made to the classification system as necessary. A major reclassification project in 2001 ("NM.HR.2001") significantly reduced the number of classifications that existed at the time, eliminating numerous superfluous and overlapping classification titles, many of which were being used to enable the promotion or retention of just a single employee. At the same time, however, based on the federal government's Standard Occupation Classification system ("SOC"), which the New Mexico State Legislature had adopted as the best-known classification practice at the time, NM.HR.2001 also incorporated three job levels into each classification as per the SOC system, regardless of whether three job levels existed in the classified service. In reality, the vast majority of job classifications within the State had, and have, only one level, where the work performed by the single-level position accomplishes the full range of responsibilities of the job. As a result, a good number of classifications continued to go unused after NM.HR.2001.

In 2010, a new classification descriptor format was adopted to include job knowledge, skills, and minimum qualifications, which did not exist prior to that time. In addition, a supervisory level was added across existing job families to prevent perceived abuse of the supervisory pay differential.

RECENT CLASSIFICATION SYSTEM DEVELOPMENTS

In 2016, the State Personnel Office began a focused effort to improve the competitiveness of New Mexico classified service jobs in certain market sectors. Toward that end, over the last six years, State Personnel has performed a series of classification studies in support of new classification structures that organize classifications into occupation-based job families.

The eight occupational structures and job families already completed by the State Personnel Office and approved by the State Personnel Board, as well as their implementation dates are:

- Corrections (2016)
- Information Technology (2016)
- Engineer, Surveyor, Water Resources, Engineering Technician (2017)
- Architects (2017)
- Social Services (2018)
- Attorneys (2018)
- Healthcare, Healthcare Physicians (2021)
- Peace Officers (2022)

The occupation-based job classifications are attached as Appendix 4.

A ninth occupation-based classification structure – Human Resources – was completed by the State Personnel Office and approved by the State Personnel Board in 2022 but has not yet been implemented. A tenth occupation-based classification structure – State Park Law Enforcement Rangers – will be presented to the State Personnel Board before the end of 2022.

Each of these new occupation-based classification families has a tailored pay line, which allows for more targeted, well-planned compensation adjustments to help ease market tensions and keep New Mexico's classified service jobs more competitive in these particular job sectors. The occupation-based classification framework also allows for the development and placement of new classifications within a job family in the future without having to re-shuffle and adjust the entire classification system.

Also during 2022, as part of its continuing efforts to audit and update the State classification system, the State Personnel Office, with the approval of the State Personnel Board, inactivated 205 classifications that were no longer in use. The deleted classifications and job codes are attached as Appendix 5.

As of the date of this Classification Plan, the classification system currently stands at 1,010 classifications, 289 of which are occupation-based job classifications.

LOOKING AHEAD: CLASSIFICATION IN 2023

For the foreseeable future, the State Personnel Office classification system will remain a hybrid of older, established general salary schedule classifications and newer, occupation-based classifications which will be developed. The State Personnel Office will continue to work to identify those areas in which an occupation-based classification structure would improve the classified service's ability to compete for qualified workers in a critical sector.

The Human Resources classification structure, which was completed by the State Personnel Office and approved by the State Personnel Board in 2022, will be implemented in 2023. Through that Study, 22 new Human Resources classifications were developed and 13 prior classifications will be replaced to more accurately reflect the Human Resources job responsibilities and duties being performed across State agencies. Once implemented, this Study will result in a net addition of 9 classifications to the classified service.

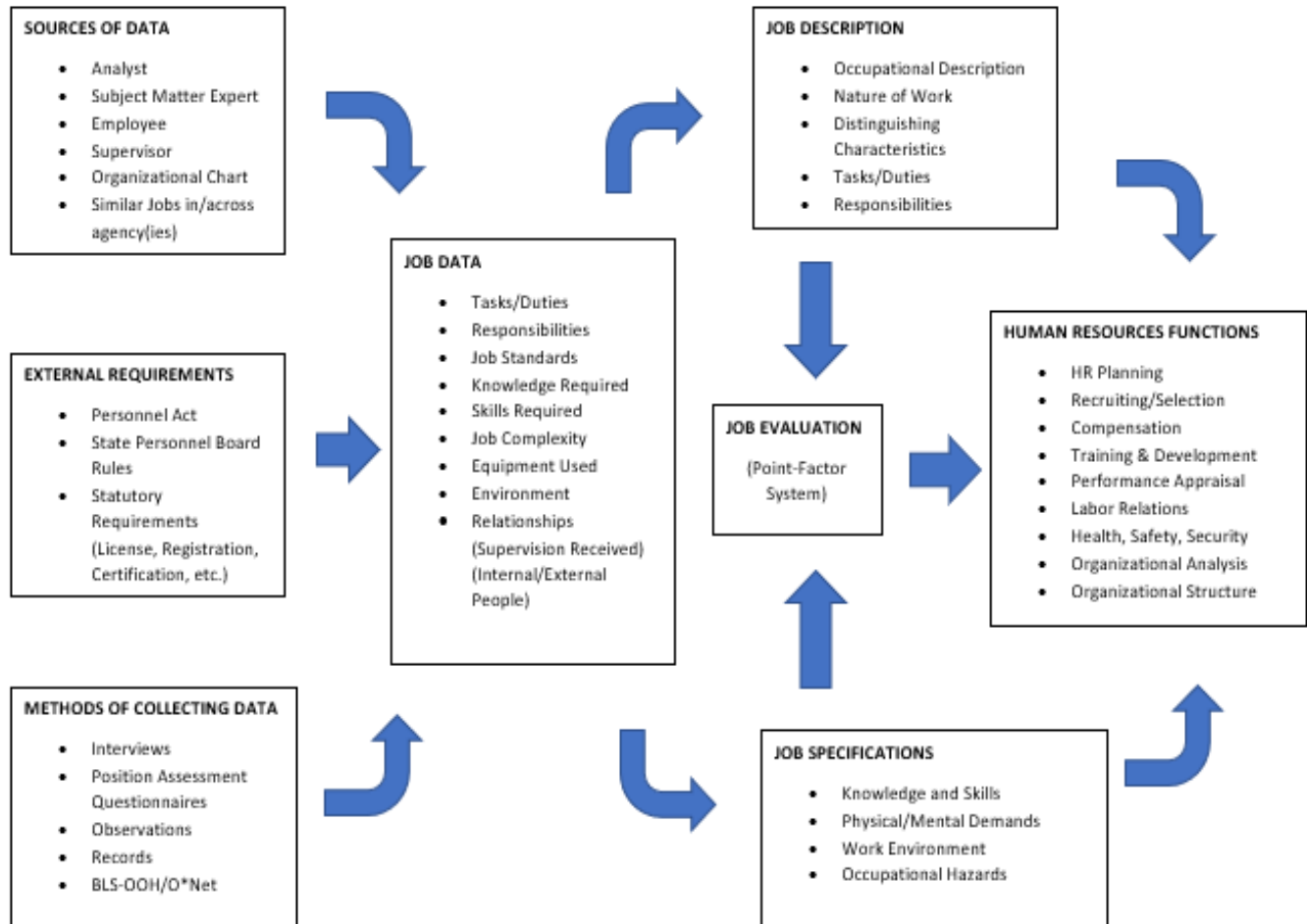
If approved by the State Personnel Board, the State Park Law Enforcement Rangers classification structure will also be implemented in 2023, adding 8 new classifications to the Peace Officer salary schedule.

Additionally in 2023, the State Personnel Office aims to:

- Review the alignment of existing occupation-based classification structures with their corresponding markets and re-evaluate those structures with demonstrated misalignment; and
 - Review the classification system, with Agency input, to determine the utility of having multiple job levels within each classification. This may result in classifications being condensed to reflect the needs of the classified service more accurately.
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APPENDIX

The Process of Job Analysis and Job Evaluation



APPENDIX 1

CURRENT CLASSIFICATIONS 2022

Classification Title
A/O I
A/O I-ECONOMICS
A/O I-ENV SCIENCE
A/O II
A/O II MANAGER-ED
A/O II-ECONOMICS
A/O II-ENV SCIENCE
A/O II-FORENSICS
A/O II-STATE AUDIT MANAGER
ACCOUNTANT & AUDITOR SUPV
ACCTNT & AUDITOR-A
ACCTNT & AUDITOR-B
ACCTNT & AUDITOR-O
ACTUARY-A
ACTUARY-B
ACTUARY-O
ADM LAW JDG/ADJCTR-A
ADM LAW JDG/ADJCTR-B
ADM LAW JDG/ADJCTR-O
ADM LAW JUDGE/ADJUDICATOR SUPV
ADMIN SERV COORD-A
ADMIN SERV COORD-B
ADMIN SERV COORD-O
ADMIN SERVICES COORDINATR SUPV
ADMIN/OPS II-FISH & WILDLIFE
ADR COORDINATOR
ADVANCED JOURNEYMAN ELECTRICN
ADVANCED PRACTICE NURSE II
ADVANCED PRACTICE NURSE II
AGO SPECIAL AGENT
AGO SPECIAL AGENT IN CHARGE
AIRCRAFT MEC & SRV-A
AIRCRAFT MEC & SRV-B
AIRCRAFT MEC & SRV-O
AIRCRAFT PILOT
ANTHRO ARCHEOLOGIST SUPV
ANTHRPLGST & ARCH-A
ANTHRPLGST & ARCH-B

Classification Title
ANTHRPLGST & ARCH-O
APPRAIS & RE ASSES-A
APPRAIS & RE ASSES-B
APPRAIS & RE ASSES-O
APPRS & ASSR REAL ESTATE SUPV
APS CLINICAL CONSULTANT
APS CLINICAL CONSULTANT SUPV
APS INTAKE WORKER
APS INTAKE WORKER SUPV
APS INVESTIGATIVE CASE WKR SUP
APS INVESTIGATIVE CASE WORKER
APS INVESTIGATIVE CASEWORKR SR
APS INVESTIGTVE CASEWORKR SUPV
APS REGIONAL MANAGER
ARB, MED & CONCIL-A
ARB, MED & CONCIL-B
ARB, MED & CONCIL-O
ARBIT MEDIATOR & CONCIL SUPV
ARCHITECT I
ARCHITECT II
ARCHIVIST-A
ARCHIVIST-B
ARCHIVIST-O
ART DIRECTOR-A
ART DIRECTOR-B
ART DIRECTOR-O
ASSISTIVE TECHNOLOGY SPEC
ASSISTIVE TECHNOLOGY SPEC SUPV
ATTORNEY I
ATTORNEY II
ATTORNEY II
ATTORNEY III
ATTORNEY III
ATTORNEY IV
ATTORNEY SUPERVISOR
AUTO SERVICE TECH/MECH SUPV
AUTO SRV TECH & MECH-A
AUTO SRV TECH & MECH-B
AUTO SRV TECH & MECH-O

APPENDIX 2

Classification Title
BAKER-A
BAKER-B
BAKER-O
BARBER-A
BARBER-B
BARBER-O
BEHAVIORAL HEALTH THERAP SUP
BEHAVIORAL HEALTH THERAPIST I
BEHAVIORAL HEALTH THERAPIST II
BEHAVIORAL HLTH THERAP MAN I
BEHAVIORAL HLTH THERAP MAN II
BILL & ACCT COLLECT-A
BILL & ACCT COLLECT-B
BILL & ACCT COLLECT-O
BLINDNESS SKILLS INSTRUCTOR
BOOKPG, ACTG & AUDIT-A
BOOKPG, ACTG & AUDIT-B
BOOKPG, ACTG & AUDIT-O
BOOKING, ACCOUNTING & AUDIT SUPV
BUDGET ANALYST SUPV
BUDGET ANALYST-A
BUDGET ANALYST-B
BUDGET ANALYST-O
BUS & TRUCK MECH SUPERVISOR
BUS OPS SPEC-A
BUS OPS SPEC-B
BUS OPS SPEC-O
BUS/TRK MEC/DS ENG-A
BUS/TRK MEC/DS ENG-B
BUS/TRK MEC/DS ENG-O
BUSINESS OPER SPECIALIST SUPV
CARE PARTNER I
CARE PARTNER II
CARE PARTNER III
CAREER LINK INTERN
CARPENTER-A
CARPENTER-B
CARPENTER-O
CARTGRPHR & PHOTOG-A

Classification Title
CARTGRPHR & PHOTOG-B
CARTGRPHR & PHOTOG-O
CERTIFIED PUBLIC ACCOUNTANT
CFO I
CFO I
CFO II
CFO III
CHEF & HEAD COOK SUPV
CHEMIST SUPERVISOR
CHEMIST-A
CHEMIST-B
CHEMIST-O
CHIEF FINANCIAL ACCOUNTANT
CHILD LEGAL SUPPORT ASST I
CHILD LEGAL SUPPORT ASST II
CID INVESTIGATOR
CID INVESTIGATOR SUPERVISOR
CLAIMS ADJ EXAM & INV SUPV
CLASSIFICATION AND TESTING MGR
CLERGY-A
CLERGY-B
CLERGY-O
CLINICAL PSYCHOLOGIST LEVEL I
CLINICAL PSYCHOLOGIST LEVEL II
CLINICAL PSYCHOLOGIST MANAGER
CLM ADJ, EXAM, INV-A
CLM ADJ, EXAM, INV-B
CLM ADJ, EXAM, INV-O
COATIN/PAINTNG/SPR-A
COATIN/PAINTNG/SPR-B
COATIN/PAINTNG/SPR-O
COLLEGE UNDERGRADUATE INTERN
COM & SOC SVC SPEC-A
COM & SOC SVC SPEC-B
COM & SOC SVC SPEC-O
COMM & SOC SERV SPEC SUPV
COMP, BNF & JOB ANA-A
COMP, BNF & JOB ANA-B
COMP, BNF & JOB ANA-O

Classification Title
COMPL OFF XCPT AGRI/CON SUPV
COMPLNCE OFFICER-A
COMPLNCE OFFICER-B
COMPLNCE OFFICER-O
COMPUTER OPERATOR SUPV
COMPUTER OPTR-A
COMPUTER OPTR-B
COMPUTER OPTR-O
CONSERVATION OFFICER PROG MGR
CONSERVATION OFFICER CAPTAIN
CONSERVATION OFFICER COLONEL
CONSERVATION OFFICER LIEUTENAN
CONSERVATION OFFICER MAJOR
CONSERVATIONIST
CONST & BLDG INSP AREA CHIEF
CONST & BLDG INSP MULTIPL CERT
CONST & BLDG INSP SINGLE CERT
CONSTRCT/BLDG INSP 1
CONSTRCT/BLDG INSP 2
CONSTRCT/BLDG INSP 3
CONSTRCTN & REL WRKER SUPV
CONSTRUCT LBR-A
CONSTRUCT LBR-B
CONSTRUCT LBR-O
CONSTRUCTION-PROJECT MANAGER
COOK, INST & CAF-A
COOK, INST & CAF-B
COOK, INST & CAFETERIA SUPV
COOK, INST & CAF-O
COORDINATOR-CLASSROOM TECH
CORR OFF SPEC-BOILER OPS
CORR OFF SPEC-CORR INDST SPEC
CORR OFF SPEC-ELECTRICIAN
CORR OFF SPEC-ELECTRONICS
CORR OFF SPEC-FIRE, SFTY FSSO
CORR OFF SPEC-HVAC
CORR OFF SPEC-K-9/STIU SPEC
CORR OFF SPEC-LOCKSMITH
CORR OFF SPEC-MAINTENANCE

Classification Title
CORR OFF SPEC-MECHANIC
CORR OFF SPEC-PLUMBER
CORR OFF SPEC-RECREATION
CORR OFF SPEC-SPECIAL PROGRAMS
CORR OFF SPEC-WASTEWATER
CORR OFF SPEC-WRHOUSE/CANTEEN
CORRECTNL OFF & JAIL-A
CORRECT DEP DIR PROB/PAROLE
CORRECT PROGRAMS MANAGER
CORRECTIONAL (STIU) ADMINIST
CORRECTIONAL (STIU) COORDINATR
CORRECTIONAL (STIU) INVESTIGAT
CORRECTIONAL CLASS BREAU CHIEF
CORRECTIONAL CLASSIFICATON MGR
CORRECTIONAL DEP DIR ADLT PRIS
CORRECTIONAL DEP WDN (MAX SEC)
CORRECTIONAL OFFICER
CORRECTIONAL OFFICER-CADET
CORRECTIONAL OFFICER-CAPTAIN
CORRECTIONAL OFFICER-LIEUTNANT
CORRECTIONAL OFFICER-MAJOR
CORRECTIONAL OFFICER-SERGEANT
CORRECTIONAL REGION MANAGER
CORRECTIONAL STIU MGR PROB/PAR
CORRECTIONAL UNIT MANAGER
CORRECTIONAL WARDEN (MAX SEC)
CORRECTIONAL WARDEN (MIN SEC)
COURT, MUN/LIC CLERK SUPV
COURT, MUNI/LIC CLK-A
COURT, MUNI/LIC CLK-B
COURT, MUNI/LIC CLK-O
CPS ADOPTION CONSULTANT
CPS COUNTY OFFICE MANAGER
CPS INVESTIGATOR CASE WKR
CPS INVESTIGATOR SR CASE WKR
CPS INVESTIGATOR SUPV
CPS MEDIATOR
CPS PERM PLG CASE WKR
CPS PERM PLG SR WKR

Classification Title
CPS PERM PLG SUPV
CPS PLACEMENT CASE WKR
CPS PLACEMENT SPEC
CPS PLACEMENT SR WKR
CPS PLACEMENT SUPV
CPS REGIONAL MANAGER
CPS TITLE IV-E SPEC
CPS YOUTH TRANSITION COORD
CRIM JUST & LW ENF-A
CRIM JUST & LW ENF-B
CRIM JUST & LW ENF-O
CRIME SCENE INVESTIGATOR
CRIMINAL JUSTICE & LAW ENF SUPV
CURATOR SUPV
CURATOR-A
CURATOR-B
CURATOR-O
CUST SRV REP-A
CUST SRV REP-B
CUST SRV REP-O
CUSTOMER SERVICE REP SUPV
CYFD DEPUTY DIVISION DIRECTOR
CYFD PROGRAM MANAGER I
CYFD PROGRAM MANAGER II
DATA ANALYST I
DATA ANALYST II
DATA ANALYST III
DATA ANALYST IV
DATA ENTRY KEYR-A
DATA ENTRY KEYR-B
DATA ENTRY KEYR-O
DENTAL ASSISTANT I
DENTAL ASSISTANT II
DENTAL HYGIENIST
DENTIST
DEP FORENSIC TOXCLGY BUR CHIEF
DEPUTY DIRECTOR OF AUDIT
DEPUTY DIRECTOR OF COMPLIANCE
DEPUTY DIRECTOR REVENUE PROC

Classification Title
DEPUTY STATE OMBUDSMAN
DESKTOP PUBLISHER-A
DESKTOP PUBLISHER-B
DESKTOP PUBLISHER-O
DIRECT CARE I
DIRECT CARE II
DIRECT CARE LEVEL III
DIRECT CARE LEVEL IV
DIRECT CARE SUPERVISOR
DIRECTOR OF THERAPY
DISPATCHER I
DISPATCHER II
DISPATCHER SUPERVISOR
DISTRICT RESOURCE SPECIALIST
DPS EMERGENCY COMM MANAGER
DPS EVIDENCE TECHNICIAN
DPS INVESTIGATOR
DPS INVESTIGATOR BASIC
DPS INVESTIGATOR OPERATIONAL
DPS INVESTIGATOR ADVANCED
DPS INVESTIGATOR SUPERVISOR
DVR DISABILITY ADJUDICATOR I
DVR DISABILITY ADJUDICATOR II
DVR DISABILITY ADJUDICATOR III
DVR DISABILITY ADJUDICATOR SUP
DWS UI QA REP
DWS UI QA REP SUPV
ECON DEVELOP PROG COORDINATOR
ECON DEVELOP REPRESENTATIVE
ECONOMIST SUPERVISOR
ECONOMIST-A
ECONOMIST-B
ECONOMIST-O
ED, TRAIN & LIB WK-A
ED, TRAIN & LIB WK-B
ED, TRAIN & LIB WK-O
EDITOR SUPV
EDITOR-A
EDITOR-B

Classification Title
EDITOR-O
EDUC ADMIN SUPV
EDUC ADMIN-A
EDUC ADMIN-B
EDUC ADMIN-O
EDUCATION, TRAIN & LIB WK SUPV
ELECTRONICS SPEC-A
ELECTRONICS SPEC-B
ELECTRONICS SPEC-O
ELIG INTRVR, GOV PR-A
ELIG INTRVR, GOV PR-B
ELIG INTRVR, GOV PR-O
ELIGIBILITY INTRVR, GOV PR SUPV
EMERGENCY MED PHYSICIAN II
EMERGENCY MED PHYSICIAN III
EMERGENCY MEDICINE PHYSICIAN I
EMERGENCY MGNT SPECIALIST
EMP, RECR & PLMT SP-A
EMP, RECR & PLMT SP-B
EMP, RECR & PLMT SP-O
EMPLOY RECRUIT & PLACE SUPV
ENGINEER EXECUTIVE
ENGINEER GRADUATE
ENGINEER INTERN
ENGINEER MANAGER I
ENGINEER MANAGER II
ENGINEER MANAGER III
ENGINEER PROFESSIONAL I
ENGINEER PROFESSIONAL II
ENGINEERING TECHNICIAN I
ENGINEERING TECHNICIAN II
ENGINEERING TECHNICIAN III
ENGINEERING TECHNICIAN IV
ENGINEERING TECHNICIAN SPV I
ENGINEERING TECHNICIAN SPV II
ENGINEERING TECHNICIAN SPV III
ENGINEERING TECHNICIAN V
ENVIRO SCI & SPEC-A
ENVIRO SCI & SPEC-B

Classification Title
ENVIRO SCI & SPEC-O
ENVIRON SCIENT & SPEC SUPV
ENVIRON SPEC-NL-A
ENVIRON SPEC-NL-B
ENVIRON SPEC-NL-O
EPIDEMIOLOGIST SUPV
EPIDEMIOLOGIST-A
EPIDEMIOLOGIST-B
EPIDEMIOLOGIST-O
EXEC
EXEC SEC & ADM ASST-A
EXEC SEC & ADM ASST-B
EXEC SEC & ADM ASST-O
EXEC SEC & ADMIN ASST SUPV
EXECUTIVE BUDGET/POL ANALYST
FAMILY ASSISTANCE ANALYST I
FAMILY ASSISTANCE ANALYST II
FAMILY ASSISTANCE ANALYST SUPV
FARMWORKER, FARM & RANCH SUPV
FARMWORKER, FARM & RNCH-A
FARMWORKER, FARM & RNCH-B
FARMWORKER, FARM & RNCH-O
FIN ANALYST-A
FIN ANALYST-B
FIN ANALYST-O
FIN EXAMINER-A
FIN EXAMINER-B
FIN EXAMINER-O
FIN SPEC, AO-A
FIN SPEC, AO-B
FIN SPEC, AO-O
FINANCIAL ANALYST SUPERVISOR
FINANCIAL COORD-A
FINANCIAL COORD-B
FINANCIAL COORDINATOR SUPV
FINANCIAL COORD-O
FINANCIAL EXAMINER SUPERVISOR
FINANCIAL SPECIALIST SUPV
FISH & GAME WARDEN SUPV

Classification Title
FISH & GAME WARDEN-A
FISH & GAME WARDEN-B
FISH & GAME WARDEN-O
FOOD SERVER, NONRST-A
FOOD SERVER, NONRST-B
FOOD SERVER, NONRST-O
FORENSIC SCIENTIST 1
FORENSIC SCIENTIST 2
FORENSIC SCIENTIST SUPERVISOR
FORENSIC TECHNICIAN
FORENSIC TOXICOLOGY BUR CHIEF
FOREST & CONSRV WKR-A
FOREST & CONSRV WKR-B
FOREST & CONSRV WKR-O
FORESTER SUPV
FORESTER-A
FORESTER-B
FORESTER-O
GEN CERT REAL ESTATE APPRAISER
GEN I
GEN I-ECONOMICS
GEN I-ENV SCIENCE
GEN II
GEN II-ENV SCIENCE
GENERAL COUNSEL I
GENERAL COUNSEL II
GENERAL I-FISH & WILDLIFE
GEOSCIEN, XCPT HYDRO SUPV
GEOSCIENTIST-A
GEOSCIENTIST-B
GEOSCIENTIST-O
GRADUATE SCHOOL INTERN
GRAPHIC DESIGNER SUPERVISOR
GRAPHIC DESIGNER-A
GRAPHIC DESIGNER-B
GRAPHIC DESIGNER-O
GSD IT PROCUREMENT SPECIALIST
HEALTH EDUCATOR SUPERVISOR
HEALTH EDUCATOR-A

Classification Title
HEALTH EDUCATOR-B
HEALTH EDUCATOR-O
HEALTH PROGRAM MANAGER I
HEALTH PROGRAM MANAGER II
HEALTH PROGRAM MANAGER III
HEALTH SURVEYOR SUPERVISOR
HEALTHCARE PRAC-A
HEALTHCARE PRAC-B
HEALTHCARE PRAC-O
HEALTHCARE SURVYR-A
HEALTHCARE SURVYR-B
HEALTHCARE SURVYR-O
HEAT/AC/FRIG MECH-A
HEAT/AC/FRIG MECH-B
HEAT/AC/FRIG MECH-O
HEAT/AC/REFRIG MECH SUPV
HEAVY EQUIP OP-A
HEAVY EQUIP OP-B
HEAVY EQUIP OP-O
HIGH SCHOOL INTERN
HIGHWAY MAINT WKR-A
HIGHWAY MAINT WKR-B
HIGHWAY MAINT WKR-O
HIGHWAY MAINT WORKER SUPV
HISTORIAN
HLTHCARE PRACTITIONER & TECH SUPV
HOMELAND SECURITY SPECIALIST
HOSPITAL ADMINISTRATOR I
HOSPITAL ADMINISTRATOR II
HOSPITAL ADMINISTRATOR III
HOSPITAL ADMINISTRATOR IV
HPS ARCHAEOLOGICAL REVIEW
HPS DATA MANAGEMENT
HR ASST, XCPT PAYRL-A
HR ASST, XCPT PAYRL-B
HR ASST, XCPT PAYRL-O
HR PROCESS ANALYST
HR PROCESS ANALYST SENIOR
HR, TRAIN & LABOR REL SUPV

Classification Title
HR,TRAIN & LBR SPC-A
HR,TRAIN & LBR SPC-B
HR,TRAIN & LBR SPC-O
HSD QA SPECIALIST SUPERVISOR
HSD QUAL ASSURANCE SPECIALIST
HYDROLOGIST SUPERVISOR
HYDROLOGIST-A
HYDROLOGIST-B
HYDROLOGIST-O
IHS PRACTITIONER
IHS PRACTITIONER SUPV
IND TRUCK/TRAC OP-A
IND TRUCK/TRAC OP-B
IND TRUCK/TRAC OP-O
INFO AND RECORD CLERK SUPV
INFO/REC CLRK, AO-A
INFO/REC CLRK, AO-B
INFO/REC CLRK, AO-O
INS CLMS/POLCY CLK-A
INS CLMS/POLCY CLK-B
INS CLMS/POLCY CLK-O
INSTRUCT COORDNTR-A
INSTRUCT COORDNTR-B
INSTRUCT COORDNTR-O
INSTRUCTIONAL COORDINATOR SUPV
INSURANCE CLAIMS/PLCY CLK SUPV
INTERPRETIVE RANGER
IT APPLICATION DEV MANAGER I
IT APPLICATION DEV MANAGER II
IT APPLICATION DEV SUPV
IT APPLICATION DEVELOPER I
IT APPLICATION DEVELOPER II
IT APPLICATION DEVELOPER III
IT ARCHITECT I
IT ARCHITECT II
IT BUSINESS ANALYST I
IT BUSINESS ANALYST II
IT CIO I OR TECH MANAGER I
IT CIO II OR TECH MANAGER II

Classification Title
IT CIO III OR TECH MANAGER III
IT CIO IV
IT CIO V
IT COMMUNICATIONS MGR-DHSEM
IT DATABASE ADMIN MANAGER I
IT DATABASE ADMIN MANAGER II
IT DATABASE ADMIN SUPV
IT DATABASE ADMINISTRATOR I
IT DATABASE ADMINISTRATOR II
IT DATABASE ADMINISTRATOR III
IT END USER SUPPORT I
IT END USER SUPPORT II
IT END USER SUPPORT III
IT END USER SUPPORT MANAGER
IT END USER SUPPORT SUPV
IT GIS SPECIALIST I
IT GIS SPECIALIST II
IT NETWORK ADMIN MANAGER I
IT NETWORK ADMIN MANAGER II
IT NETWORK ADMIN SUPV
IT NETWORK ADMINISTRATOR I
IT NETWORK ADMINISTRATOR II
IT NETWORK ADMINISTRATOR III
IT PROJECT MANAGER I
IT PROJECT MANAGER II
IT PROJECT MANAGER III
IT PROJECT MANAGER IV
IT PROJECT MANAGER V
IT QUALITY ASSURANCE ANA II
IT QUALITY ASSURANCE ANA III
IT QUALITY ASSURANCE ANALYST I
IT QUALITY ASSURANCE MANAGER I
IT SEC & COMPLIANCE ADMIN I
IT SEC & COMPLIANCE ADMIN II
IT SEC & COMPLIANCE ADMIN III
IT SEC & COMPLIANCE MANAGER I
IT SEC & COMPLIANCE MANAGER II
IT SECURITY & COMPLIANCE SUPV
IT SYSTEMS ADMIN MANAGER I

Classification Title
IT SYSTEMS ADMIN MANAGER II
IT SYSTEMS ADMIN SUPERVISOR
IT SYSTEMS ADMINISTRATOR I
IT SYSTEMS ADMINISTRATOR II
IT SYSTEMS ADMINISTRATOR III
IT TECHNOLOGY OFFICER
JANITOR & CLEANER SUPERVISOR
JANITR & CLNR, NOMAID-A
JANITR & CLNR, NOMAID-B
JANITR & CLNR, NOMAID-O
JOURNEYMAN PLUMBER
JUVENILE CORR OFFICER I
JUVENILE CORR OFFICER II
JUVENILE CORR OFFICER SUPV
JUVENILE PROB PAR OFF I
JUVENILE PROB PAR OFF II
JUVENILE PROB PAROLE OFF SUPV
LABOR RELATIONS ADMINISTRATOR
LANDSCAPE & GRNDSKP WKR SUPV
LANDSCAPING & GRNDS-A
LANDSCAPING & GRNDS-B
LANDSCAPING & GRNDS-O
LAUNDRY & DRY CLEANING SUPV
LAUNDRY & DRY CLNG-A
LAUNDRY & DRY CLNG-B
LAUNDRY & DRY CLNG-O
LAW CLERK
LEGAL SECRETARY SUPERVISOR
LEGAL SECTY-A
LEGAL SECTY-B
LEGAL SECTY-O
LEGAL SUPPORT WKR, AO SUPV
LGL SUP WKR, AO-A
LGL SUP WKR, AO-B
LGL SUP WKR, AO-O
LIBRARIAN SUPV
LIBRARIAN-A
LIBRARIAN-B
LIBRARIAN-O

Classification Title
LIBRARY TECH-A
LIBRARY TECH-B
LIBRARY TECH-O
LIFE/PHY/SOC SCI T-A
LIFE/PHY/SOC SCI T-B
LIFE/PHY/SOC SCI T-O
LIFGRD, SKI PATROL-A
LIFGRD, SKI PATROL-B
LIFGRD, SKI PATROL-O
LINE I
LINE II
LINE II-ENV SCIENCE
LINE II-FISH & WILDLIFE
LIVESTOCK INSPECTOR I
LIVESTOCK INSPECTOR II
LIVESTOCK INSPECTOR SUPV
LPN/LVN
LPN/LVN SUPERVISOR
MAINT & REPAIR WKR-A
MAINT & REPAIR WKR-B
MAINT & REPAIR WKR-O
MAINT & REPAIR WORKER SUPV
MANAGEMENT ANALYST SUPERVISOR
MED & PUB HLTH SW-A
MED & PUB HLTH SW-B
MED & PUB HLTH SW-O
MED APPLIANCE TECH-A
MED APPLIANCE TECH-B
MED APPLIANCE TECH-O
MED REC & HLTH INF-A
MED REC & HLTH INF-B
MED REC & HLTH INF-O
MED SCI, XCPT EPDM-A
MED SCI, XCPT EPDM-B
MED SCI, XCPT EPDM-O
MEDCL SCIENTST, XCPT EPDM SUPV
MEDICAL & PUBLIC HLTH SW SUPV
MEDICAL ASSISTANT
MEDICAL CLAIMS CODER

Classification Title
MEDICAL LABORATORY TECH SUP
MEDICAL LABORATORY TECHN
MEDICAL LABORATORY TECHNICIAN
MEDICAL REC & HEALTH INFO SUPV
MEDICAL SECTY-A
MEDICAL SECTY-B
MEDICAL SECTY-O
MEN HLTH & SUB ABUSE-A
MEN HLTH & SUB ABUSE-B
MEN HLTH&SUB ABUSE-O
MENT HLTH & SUB AB SW SUPV
MENTAL HEALTH CNSL-A
MENTAL HEALTH CNSL-B
MENTAL HEALTH CNSL-O
MENTL HLTH CNSL SUPV
METAL & PLAST WRKR-A
METAL & PLAST WRKR-B
METAL & PLAST WRKR-O
METAL & PLASTIC WRKR SUPV
MGT ANALYST-A
MGT ANALYST-B
MGT ANALYST-O
MICROBIOLOGIST SUPERVISOR
MICROBIOLOGIST-A
MICROBIOLOGIST-B
MICROBIOLOGIST-O
MINE/GEOL SPEC-NL-A
MINE/GEOL SPEC-NL-B
MINE/GEOL SPEC-NL-O
MINING/GEOLOGICAL SPEC NL SUPV
MTD TRANS INSPECTOR SUPERVISOR
MTD TRANSPORTATION INSPECTOR
MULTI-MEDIA ART-A
MULTI-MEDIA ART-B
MULTI-MEDIA ART-O
MUS PRESS EDITOR MGR
MUS PRESS MKTG MGR
MUSEUM PRESS ART MANAGER
MUSEUM PUBLICATION DIR

Classification Title
MUSEUM TECH & CONSERVATOR SUPV
MUSEUM TECH & CONSV-A
MUSEUM TECH & CONSV-B
MUSEUM TECH & CONSV-O
MVD AGENT
MVD AGENT SENIOR
MVD AGENT SUPERVISOR
MVD BUREAU CHIEF
MVD OPERATIONS GENERALIST
MVD STAFF ADMINISTRATOR
NAT SCI COORD-A
NAT SCI COORD-B
NAT SCI COORD-O
NATURAL SCIENCE COORD SUPV
NM LAW ENFORCEMENT ACADEMY INS
NM LEA INSTRUCTOR MANAGER
NM VETERANS CEM INTERMNT ADMIN
NM VETERANS CEM INTERMNT SUPV
NM VETERANS CEM INTERMT SPEC I
NM VETERANS CEM INTERN SPEC II
NMFTA INSTRUCTOR
NMLB CHIEF ADMIN & LAW ENF OFF
NMLB REGIONAL OPERATIONS MANAGER
NURSING SUPPORT III
NURSING SUPPORT LEVEL I
NURSING SUPPORT LEVEL II
NUTRITIONIST I
NUTRITIONIST II
NUTRITIONIST MANAGER I
NUTRITIONIST MANAGER II
NUTRITIONIST MANAGER III
NUTRITIONIST MANAGER IV
NUTRITIONIST SUPERVISOR
OCC HLTH & SFTY SP-A
OCC HLTH & SFTY SP-B
OCC HLTH & SFTY SP-O
OCCUP HLTH & SFTY SPEC SUPV
OCCUPATIONAL THERAPIST AIDE
OCCUPATIONAL THERAPIST ASSIST

Classification Title
OCCUPATIONAL THERAPIST I
OCCUPATIONAL THERAPIST SUP
OFFICE & ADMIN SUP-A
OFFICE & ADMIN SUP-B
OFFICE & ADMIN SUP-O
OFFICE & ADMIN SUPP WRKR SUPV
OFFICE CLERK, GENERAL SUPVR
OFFICE CLRK, GEN-A
OFFICE CLRK, GEN-B
OFFICE CLRK, GEN-O
OMBUDSMAN CARE TRANSITION SPEC
OMBUDSMAN REGIONAL COORDINATOR
OMBUDSMAN SUPERVISOR
OPER RESCH ANAL-A
OPER RESCH ANAL-B
OPER RESCH ANAL-O
OPERATIONAL JOURNEYMAN ELECTRN
PAINTER/CNST & MAIN-A
PAINTER/CNST & MAIN-B
PAINTER/CNST & MAIN-O
PARALEGAL & LEGAL ASST SUPV
PARALEGL & LGL ASST-A
PARALEGL & LGL ASST-B
PARALEGL & LGL ASST-O
PED STATISTICIAN CHIEF
PED STATISTICIAN SUPV
PERS & HOME CARAID-A
PERS & HOME CARAID-B
PERS & HOME CARAID-O
PETROLEUM SPEC-A
PETROLEUM SPEC-B
PETROLEUM SPECIALIST SUPV
PETROLEUM SPEC-O
PHARMACIST I
PHARMACIST II
PHARMACIST III
PHARMACIST MANAGER I
PHARMACIST MANAGER II
PHARMACY TECHNICIAN I

Classification Title
PHARMACY TECHNICIAN II
PHARMACY TECHNICIAN III
PHLEBOTOMIST
PHLEBOTOMIST SUPERVISOR
PHYSICAL THERAPIST I
PHYSICAL THERAPIST SUPERVISOR
PHYSICAL THERAPY AIDE
PHYSICAL THERAPY ASSISTANT
PHYSICIAN ASSISTANT LEVEL I
PHYSICIAN ASSISTANT LEVEL II
PHYSICIAN LEVEL I
PHYSICIAN LEVEL II
PHYSICIAN LEVEL III
PHYSICIAN LEVEL III-OB/GYN
PHYSICIAN LEVEL III-SURGEON
PHYSICIAN LEVEL II-OB/GYN
PHYSICIAN LEVEL II-SURGEON
PHYSICIAN LEVEL I-OB/GYN
PHYSICIAN LEVEL I-SURGEON
PLANT & SYS OPERATOR SUPV
PLANT/SYS OPR, AO-A
PLANT/SYS OPR, AO-B
PLANT/SYS OPR, AO-O
POLICE & SHER PO-A
POLICE & SHER PO-B
POLICE & SHER PO-O
POLICE & SHERIFF PATRL OFF SUPV
PR COORD-A
PR COORD-B
PR COORD-O
PRESCRIBING PSYCHOLOGIST
PRINC EXEC BUDGET/POL ANALYST
PRINTING MACH OP-A
PRINTING MACH OP-B
PRINTING MACH OP-O
PROB OFF & CORR TRMT-A
PROB OFF & CORR TRMT-B
PROB OFF & CORR TRMT-O
PROB OFF CORR TRMT SPEC SUPV

Classification Title
PROBATION PAROLE OFFICER I
PROBATION PAROLE OFFICER II
PROBATION PAROLE OFFICER SUPV
PROCESS IMPORVEMENT ANALYST
PROFESSIONAL SURVEYOR I
PROFESSIONAL SURVEYOR II
PROFESSIONAL SURVEYOR MGR I
PROFESSIONAL SURVEYOR MGR II
PROFESSIONAL SURVEYOR MGR III
PROGRAM COORDINATOR I
PROGRAM COORDINATOR II
PROGRAMMATIC PHYSICIAN I
PROGRAMMATIC PHYSICIAN MANAGER
PROGRAMMATIC PHYSICIAN SUP
PROPERTY & CASUALTY ADJUST II
PROPERTY & CASUALTY ADJUSTER I
PSYCHIATRIC NURSE PRACT I
PSYCHIATRIC NURSE PRACT II
PSYCHIATRIST LEVEL I
PSYCHIATRIST LEVEL II
PSYCHIATRIST MANAGER
PUB RELATION SPEC-A
PUB RELATION SPEC-B
PUB RELATION SPEC-O
PUBLIC HEALTH DATA SCIENTIST
PUBLIC RELATIONS COORD SUPV
PUBLIC RELATIONS SPEC SUPV
PUBLIC UTILITIES ECONOMIST
PUBLIC UTILITIES ENGINEER
PURCHAS AGT, XCT WHLS/RE SUPV
PURCHASING AGENT-A
PURCHASING AGENT-B
PURCHASING AGENT-O
RADIO TECHLGST & TEC-B
RADIOLOGIC TECHNOLOGIST I
RADIOLOGIC TECHNOLOGIST II
RADIOLOGIC TECHNOLOGIST SUP
RECEPTNST/INFO CLK-A
RECEPTNST/INFO CLK-B

Classification Title
RECEPTNST/INFO CLK-O
RECREATIONAL THERAPIST I
RECREATIONAL THERAPIST II
RECREATIONAL THERAPIST SUP
RECREATIONAL THERAPY AIDE
REGISTERED DIETITIAN
REGISTERED NURSE LEVEL I
REGISTERED NURSE LEVEL II
REGISTERED NURSE LEVEL III
REGISTERED NURSE MANAGER I
REGISTERED NURSE MANAGER II
REGISTERED NURSE MANAGER III
REGISTERED NURSE MANAGER IV
REGISTERED NURSE SUPERVISOR
REHAB COUNSELOR SUPERVISOR
REHAB COUNSELOR-A
REHAB COUNSELOR-B
REHAB COUNSELOR-O
RESIDENTIAL COORDINATOR
RESPIRATORY THERAPIST I
RESPIRATORY THERAPIST II
RESPIRATORY THERAPIST SUP
RETIREMENT SPECIALIST 1
RETIREMENT SPECIALIST 2
RETIREMENT SPECIALIST, SUPV
RLD ELECTRICAL BUREAU CHIEF
SCHOOL BUS TRANS SPECIALIST
SCHOOL BUS TRANS SUPERVISOR
SCI SR WORKER
SCI SUPERVISOR
SCI WORKER
SEC,EX LGL/MED/EXE-A
SEC,EX LGL/MED/EXE-B
SEC,EX LGL/MED/EXE-O
SECRETARY SUPERVISOR
SECS/COMMDTS/FIN-A
SECS/COMMDTS/FIN-B
SECS/COMMDTS/FIN-O
SECURITS/COMMDTS/FIN SRVS SUPV

Classification Title
SECURITY GUARD SUPERVISOR
SECURITY GUARD-A
SECURITY GUARD-B
SECURITY GUARD-O
SELF-ENRICHMNT ED-A
SELF-ENRICHMNT ED-B
SELF-ENRICHMNT ED-O
SENIOR ENGINEER EXECUTIVE
SENIOR EXEC BUDGET/POL ANALYST
SET & EXHIBIT DESIGNER SUPV
SET & EXHIBIT DSGR-A
SET & EXHIBIT DSGR-B
SET & EXHIBIT DSGR-O
SHIP/REC/TRAF CLK-A
SHIP/REC/TRAF CLK-B
SHIP/REC/TRAF CLK-O
SIGNED LANGUAGE INTERPRETER
SOC & HUMAN SRVC ASST SUPV
SOC & HUMAN SVC ASST-A
SOC & HUMAN SVC ASST-B
SOC & HUMAN SVC ASST-O
SOC WKR, AO-A
SOC WKR, AO-B
SOC WKR, AO-O
SOC/COM SV COORD-A
SOC/COM SV COORD-B
SOC/COM SV COORD-O
SOCIAL WORKER, ALL OTHER SUPV
SOCIAL/COMM SERVCS COORD SUPV
SPACEPORT AEROSPACE ENGINEER
SPACEPORT AMERICA SALES AGENT
SPACEPORT FLIGHT CONTROL SPEC
SPACEPORT OPERATIONS MANAGER
SPACEPORT VISUAL BRAND COMMUNI
SPD PROCUREMENT SPECIALIST I
SPD PROCUREMENT SPECIALIST II
SPD PROCUREMENT SPECIALIST MAN
SPD PROCUREMENT SPECIALIST SUPV
SPECIAL AGENT

Classification Title
SPECIAL AGENT SUPERVISOR
SPEECH-LANG PATHOLOGIST SUP
SPEECH-LANGUAGE PATHOLOGIST I
SPO HR DIVISION DIRECTOR
STAFF
STAFF ARCHITECT
STAFF-ECONOMICS
STAFF-ENV SCIENCE
STAFF-FORENSICS
STATE AUDIT AUDITOR COORDNATOR
STATE AUDITOR I
STATE AUDITOR II
STATE FIRE INSPECTOR
STATE FIRE INVESTIGATOR
STATE GOVERNMENT INTERN
STATE INVESTIGATOR
STATE INVESTIGATOR SUPERVISOR
STATE SCIENTIFIC LAB DIRECTOR
STATISTICIAN-A
STATISTICIAN-B
STATISTICIAN-O
STEAM PLANT/BOIL OPERATOR SUPV
STEAM PLT/BOIL OP-A
STEAM PLT/BOIL OP-B
STEAM PLT/BOIL OP-O
STOCK CLRK & ORDER FILLER SUPV
STOCK CLRK/ORD FIL-A
STOCK CLRK/ORD FIL-B
STOCK CLRK/ORD FIL-O
STUDENT AIDE
SUB ABUSE & BEH CNSL-A
SUB ABUSE & BEH CNSL-B
SUB ABUSE & BEH CNSL-O
SUBST ABUSE & BEHAV SUPV
SUPERVISING JOURNEYMAN ELECTRN
SUPERVISING JOURNEYMAN PLUMBER
SURVEYOR INTERN I
SURVEYOR INTERN II
SWITCHBRD OPER-A

Classification Title
SWITCHBRD OPERATOR SUPV
SWITCHBRD OPER-B
SWITCHBRD OPER-O
TAILOR/DRSSMKR/CS-A
TAILOR/DRSSMKR/CS-B
TAILOR/DRSSMKR/CS-O
TAX AUDITOR I
TAX AUDITOR II
TAX AUDITOR III
TAX AUDITOR IV
TAX AUDITOR SUPERVISOR
TAX EXAM, COLL & REV AGT SUPV
TAX INFO/POL SPEC
TEACHER ASST-A
TEACHER ASST-B
TEACHER ASST-O
TITLE EXAMINER/ABTRACTOR SUPV
TITLE EXM/ABSTR-A
TITLE EXM/ABSTR-B
TITLE EXM/ABSTR-O
TRAFFIC TECH-A
TRAFFIC TECH-B
TRAFFIC TECHNICIAN SUPERVISOR
TRAFFIC TECH-O
TRAIN & DEV SPEC-A
TRAIN & DEV SPEC-B
TRAIN & DEV SPEC-O
TRAIN AND DEVEL SPECIALIST SUP
TRANS INSPECTOR SUPERVISOR
TRANSP INSPECTOR-A
TRANSP INSPECTOR-B
TRANSP INSPECTOR-O
TX EXM/COLL/REV AG-A
TX EXM/COLL/REV AG-B
TX EXM/COLL/REV AG-O
UNREGISTERED APPRENTICE PLUMBR
UNREGISTRD APPRENTICE ELECTRCN
URBAN & REG PLNR-A
URBAN & REG PLNR-B

Classification Title
URBAN & REG PLNR-O
URBAN & REGIONAL PLANNER SUPV
VETERINARIAN
VETERINARIAN SUPERVISOR
WAGE SUBSIDY INTERN
WATER RESOURCE PROFESSIONAL IV
WATER RESOURCES MANAGER I
WATER RESOURCES MANAGER II
WATER RESOURCES PROF II
WATER RESOURCES PROF III
WATER RESOURCES PROFESSIONAL I
WELDR/CUTTR/SOD-A
WELDR/CUTTR/SOD-B
WELDR/CUTTR/SOD-O
WIC DIETICIAN & NUTRI SUPV
WIC ELIGIBILITY INTERVIEWER
WIC OFFICE CLERK
WIC STAFF MANAGER
WILDFIRE PREVENTION & CONSERVA
WOODWORKER SUPERVISOR
WOODWORKER, AO-A
WOODWORKER, AO-B
WOODWORKER, AO-O
WORKERS' COMP ADJUSTER I
WORKERS' COMP ADJUSTER II
WORKERS' COMPENSATION SPEC
WTR & LIQ WASTE TR-A
WTR & LIQ WASTE TR-B
WTR & LIQ WASTE TR-O
YOUTH CHALLENGE ACADEMY CADRE
YOUTH CHALLENGE ACADEMY CADRE
YOUTH CHALLENGE ACD CADRE SUPV
ZOOLGST/WLDLFE BIO-A
ZOOLGST/WLDLFE BIO-B
ZOOLGST/WLDLFE BIO-O
ZOOLOGIST & WILDLIFE BIO SUPV



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

CONSERVATION SCIENTISTS

Class Title	Class Code	Pay Band	Alt Pay Band*
Conservation Scientists-B	F1031B	50	
Conservation Scientists-O	F1031O	55	
Conservation Scientists-A	F1031A	60	

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Manage, improve and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands from fire and rodent damage. May instruct farmers, agricultural production managers or ranchers in best ways to use crop rotation, contour plowing or terracing to conserve soil and water, in the number and kind of livestock and forage plants best suited to particular ranges and in range and farm improvements, such as fencing and reservoirs for stock watering.

Nature of Work

Conservation scientists manage, improve, and protect the country's natural resources. They work with landowners and Federal, State, and local governments to devise ways to use and improve the land while safeguarding the environment. Conservation scientists advise farmers, farm managers, and ranchers on how they can improve their land for agricultural purposes and to control erosion. A growing number of conservation scientists also are advising landowners and governments on recreational uses for the land.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role assist in the management, improvement, and protection of natural resources and in the planning for elimination of soil erosion and protection of rangeland from fire and rodent damage.

Recommended Education and Experience for Full Performance

Associates Degree in Forestry, Range Management, or Ecology and two (2) years of experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management.

APPENDIX 3

CONSERVATION SCIENTISTS

Minimum Qualifications

High school diploma or Equivalent and one (1) year work experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management.

Operational

- Employees in this Role instruct farmers, agricultural production managers, or ranchers in crop rotation, contour plowing, or terracing.
- Employees assist in facility planning, design and construction; employ research techniques; and review pertinent regulations, laws, manuals, and procedures.

Recommended Education and Experience for Full Performance

Associate's degree in Forestry, Range Management, or Ecology and four (4) years of experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management.

Minimum Qualifications

High school diploma or Equivalent and two (2) years of experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management.

Advanced

- Employees in this Role provide consultation on number and kind of livestock and forage plants best suited to particular ranges.
- Employees use water, wastewater, and solid waste treatment method tools, equipment, and materials used in grounds and facilities maintenance and construction; prepare budget and procurement and prepare reports including analysis of existing conditions and recommendations for improvement procedures; conduct interviews, and surveys; identify and research complex management problems; compose or revise policies and procedures.

Recommended Education and Experience for Full Performance

Bachelor's degree in Forestry, Range Management, or Ecology and two (2) years of experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management.

Minimum Qualifications

Associates Degree in Forestry, Range Management, or Ecology and two (2) years of experience in Forestry or Range Management, Ecology, Hydrology, Geology or Watershed Management. Any combination of education from an accredited college or university in a related field and/or direct experience in this occupation totaling four (4) years may substitute for the required education and experience.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

Biology — Knowledge of plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.

Law and Government — Knowledge of laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.

CONSERVATION SCIENTISTS

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Geography — Knowledge of principles and methods for describing the features of land, sea, and air masses, including their physical characteristics, locations, interrelationships, and distribution of plant, animal, and human life.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Public Safety and Security — Knowledge of relevant equipment, policies, procedures, and strategies to promote effective local, state, or national security operations for the protection of people, data, property, and institutions.

Food Production — Knowledge of techniques and equipment for planting, growing, and harvesting food products (both plant and animal) for consumption, including storage/handling techniques.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Chemistry — Knowledge of the chemical composition, structure, and properties of substances and of the chemical processes and transformations that they undergo. This includes uses of chemicals and their interactions, danger signs, production techniques, and disposal methods.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Speaking — Talking to others to convey information effectively.

Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Coordination — Adjusting actions in relation to others' actions.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Negotiation — Bringing others together and trying to reconcile differences.

CONSERVATION SCIENTISTS

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Persuasion — Persuading others to change their minds or behavior.

Service Orientation — Actively looking for ways to help people.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Writing — Communicating effectively in writing as appropriate for the needs of the audience.

Statutory Requirements: N/A

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization*, *essential functions*, and the *recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Established: 07/07/2001

Revised: 9/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.



PROGRAM COORDINATOR

General Summary

The Program Coordinator plans, coordinates, and evaluates the day-to-day operational, fiscal, and administrative activities of a defined funded program/project or set of funded programs/projects, including responsibility for program marketing, internal and external liaison/logistics, and reporting.

Program Coordinator I

Jobcode: B90401

Pay Band: 70

FLSA Status: Exempt

Distinguishing Characteristics

This is the full performance level of this classification. The Program Coordinator I coordinates the operation of a specialized or technical program(s).

Recommended Education and Experience for Full Performance

Bachelor's Degree and five (5) years program administration or project management in areas related to the purpose of the position.

Minimum Qualifications

Bachelor's Degree and three (3) years program administration or project management in areas related to the purpose of the position. Any combination of education in a related field and/or direct experience in this occupation totaling seven (7) years may substitute for the required education and experience.

Essential Duties and Responsibilities

- Plan, develop and implement effective program procedures for efficient, targeted, and measurable services and outcomes. Direct logistical activities to promote the success of programs.
- Prepares grants and grant proposals, RFPs, and/or other funding-related requests related to program(s).
- Implement and monitor programming to meet desired outcomes.
- Monitor program activities in relation to established program goals and report on progress, correct deficiencies.
- Updates operating manuals and policies.
- Provide information, guidance and technical support to program participants, the public, and partner organizations.
- Use statistical and database management programs to analyze data and prepare summary narrative reports, graphs, tables, charts and illustrations. Monitor trends using collected data and determine if further study/assessment is indicated.
- Develop training/educational material, brochures and related program marketing and informational material for varied audiences.
- Organize and establish regular meetings with designated groups to foster positive relationships and promote program success.
- Recommend policy and procedure changes to improve program outcomes.

Program Coordinator II

Jobcode: B90402

Pay Band: 75

FLSA Status: Exempt

Distinguishing Characteristics

The Program Coordinator II is distinguished by its responsibilities for coordinating programs that have major organizational impact and that involve the additional functions of discretion to issue RFPs or similar contracts for mission-critical services; select and evaluate sub-grantees; direct/allocate budget with primary responsibility for

PROGRAM COORDINATOR

program success and performance-based budgeting; oversee contractor performance and determine contract continuation, suspension or termination; draft and implement unique, program-specific policies and procedures; and provide testimony and advocacy to legislative or regulatory bodies.

Recommended Education and Experience for Full Performance

Bachelor's Degree and seven (7) years program administration or project management in areas related to the purpose of the position.

Minimum Qualifications

Bachelor's Degree and five (5) years program administration or project management in areas related to the purpose of the position. Any combination of education in a related field and/or direct experience in this occupation totaling nine (9) years may substitute for the required education and experience.

Essential Duties and Responsibilities*

- Responsible for success of full life-cycle funding, budgeting, financial receivables and payables, and reporting processes related to the program(s).
- Develop, issue and monitor RFPs and/or make awards to sub-grantees and contractors.
- Oversee the supervision of personnel** (e.g. contractors, non-state employees) who are essential to implementing the program(s), providing direct services, and/or complying with federal, state, regulatory or other oversight requirements.
- Provide testimony and/or advocacy to legislative, regulatory and funding organizations.
- Ensure policies and procedures are compliant with federal, state, regulatory or oversight regulations.
- May provide instruction on business or economic model development to further program outreach and effectiveness.

Statutory Requirements: N/A

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each agency's utilization, essential functions, and the recruitment needs at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Working Conditions: Work is performed in an office setting. Late hours, weekend, and callback work may be required. Will be exposed to regular periods of video display terminal and keyboard usage and stressful situations. Some travel may be required.

Established: 1/14/2016 (with SPB recommendations to RFP/MQs on the I) Revised: 10/26/2021

**Essential Duties and Responsibilities are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of duties. Classification description subject to change. Please refer to SPO website (www.spo.state.nm.us) to ensure this represents the most current copy of the position.*

***Does not necessarily imply supervision of classified subordinates.*

OCCUPATION-BASED CLASSIFICATION STRUCTURES

ARCHITECT

ARCHITECT I
ARCHITECT II
STAFF ARCHITECT

ATTORNEY

ATTORNEY I
ATTORNEY II
ATTORNEY III
ATTORNEY IV
ATTORNEY SUPERVISOR
GENERAL COUNSEL I
GENERAL COUNSEL II
LAW CLERK

CORRECTIONS

CORR OFF SPEC-BOILER OPS
CORR OFF SPEC-CORR INDST SPEC
CORR OFF SPEC-ELECTRICIAN
CORR OFF SPEC-ELECTRONICS
CORR OFF SPEC-FIRE, SFTY FSSO
CORR OFF SPEC-HVAC
CORR OFF SPEC-K-9/STIU SPEC
CORR OFF SPEC-LOCKSMITH
CORR OFF SPEC-MAINTENANCE
CORR OFF SPEC-MECHANIC
CORR OFF SPEC-PLUMBER
CORR OFF SPEC-RECREATION
CORR OFF SPEC-SPECIAL PROGRAMS
CORR OFF SPEC-WASTEWATER
CORR OFF SPEC-WRHOUSE/CANTEEN
CORRECTIONAL (STIU) ADMINIST
CORRECTIONAL (STIU) COORDINATR
CORRECTIONAL (STIU) INVESTIGAT
CORRECTIONAL CLASS BREAU CHIEF
CORRECTIONAL CLASSIFICATON MGR
CORRECTIONAL DEP DIR ADLT PRIS
CORRECTIONAL DEP WDN (MAX SEC)
CORRECTIONAL OFFICER
CORRECTIONAL OFFICER-CADET
CORRECTIONAL OFFICER-CAPTAIN
CORRECTIONAL OFFICER-LIEUTNANT
CORRECTIONAL OFFICER-MAJOR
CORRECTIONAL OFFICER-SERGEANT

CORRECTIONAL STIU MGR PROB/PAR
CORRECTIONAL UNIT MANAGER
CORRECTIONAL WARDEN (MAX SEC)
CORRECTIONAL WARDEN (MIN SEC)

ENGINEER

ENGINEER EXECUTIVE
ENGINEER GRADUATE
ENGINEER INTERN
ENGINEER MANAGER I
ENGINEER MANAGER II
ENGINEER MANAGER III
ENGINEER PROFESSIONAL I
ENGINEER PROFESSIONAL II
ENGINEERING TECHNICIAN I
ENGINEERING TECHNICIAN II
ENGINEERING TECHNICIAN III
ENGINEERING TECHNICIAN IV
ENGINEERING TECHNICIAN SPV I
ENGINEERING TECHNICIAN SPV II
ENGINEERING TECHNICIAN SPV III
ENGINEERING TECHNICIAN V
PROFESSIONAL SURVEYOR I
PROFESSIONAL SURVEYOR II
PROFESSIONAL SURVEYOR MGR I
PROFESSIONAL SURVEYOR MGR II
PROFESSIONAL SURVEYOR MGR III
SENIOR ENGINEER EXECUTIVE
SURVEYOR INTERN I
SURVEYOR INTERN II
WATER RESOURCE PROFESSIONAL IV
WATER RESOURCES MANAGER I
WATER RESOURCES MANAGER II
WATER RESOURCES PROF II
WATER RESOURCES PROF III
WATER RESOURCES PROFESSIONAL I

HEALTHCARE

ADVANCED PRACTICE NURSE II
BEHAVIORAL HEALTH THERAP SUP
BEHAVIORAL HEALTH THERAPIST I
BEHAVIORAL HEALTH THERAPIST II
BEHAVIORAL HLTH THERAP MAN I
BEHAVIORAL HLTH THERAP MAN II

APPENDIX 4

CARE PARTNER I
CARE PARTNER II
CARE PARTNER III
CLINICAL PSYCHOLOGIST LEVEL I
CLINICAL PSYCHOLOGIST LEVEL II
CLINICAL PSYCHOLOGIST MANAGER
DENTAL ASSISTANT I
DENTAL ASSISTANT II
DENTAL HYGIENIST
DENTIST
DIRECT CARE I
DIRECT CARE II
DIRECT CARE LEVEL III
DIRECT CARE LEVEL IV
DIRECT CARE SUPERVISOR
DIRECTOR OF THERAPY
EMERGENCY MED PHYSICIAN II
EMERGENCY MED PHYSICIAN III
EMERGENCY MEDICINE PHYSICIAN I
HOSPITAL ADMINISTRATOR I
HOSPITAL ADMINISTRATOR II
HOSPITAL ADMINISTRATOR III
HOSPITAL ADMINISTRATOR IV
LPN/LVN
LPN/LVN SUPERVISOR
MEDICAL LABORATORY TECH SUP
MEDICAL LABORATORY TECHN
MEDICAL LABORATORY TECHNICIAN
NURSING SUPPORT III
NURSING SUPPORT LEVEL I
NURSING SUPPORT LEVEL II
NUTRITIONIST I
NUTRITIONIST II
NUTRITIONIST MANAGER I
NUTRITIONIST MANAGER II
NUTRITIONIST MANAGER III
NUTRITIONIST MANAGER IV
NUTRITIONIST SUPERVISOR
OCCUPATIONAL THERAPIST AIDE
OCCUPATIONAL THERAPIST ASSIST
OCCUPATIONAL THERAPIST I
OCCUPATIONAL THERAPIST SUP
PHARMACIST I

PHARMACIST II
PHARMACIST III
PHARMACIST MANAGER I
PHARMACIST MANAGER II
PHARMACY TECHNICIAN I
PHARMACY TECHNICIAN II
PHARMACY TECHNICIAN III
PHLEBOTOMIST
PHLEBOTOMIST SUPERVISOR
PHYSICAL THERAPIST I
PHYSICAL THERAPIST SUPERVISOR
PHYSICAL THERAPY AIDE
PHYSICAL THERAPY ASSISTANT
PHYSICIAN ASSISTANT LEVEL I
PHYSICIAN ASSISTANT LEVEL II
PHYSICIAN LEVEL I
PHYSICIAN LEVEL II
PHYSICIAN LEVEL III
PHYSICIAN LEVEL III-OB/GYN
PHYSICIAN LEVEL III-SURGEON
PHYSICIAN LEVEL II-OB/GYN
PHYSICIAN LEVEL II-SURGEON
PHYSICIAN LEVEL I-OB/GYN
PHYSICIAN LEVEL I-SURGEON
PRESCRIBING PSYCHOLOGIST
PROGRAMMATIC PHYSICIAN I
PROGRAMMATIC PHYSICIAN MANAGER
PROGRAMMATIC PHYSICIAN SUP
PSYCHIATRIC NURSE PRACT I
PSYCHIATRIC NURSE PRACT II
PSYCHIATRIST LEVEL I
PSYCHIATRIST LEVEL II
PSYCHIATRIST MANAGER
RADIOLOGIC TECHNOLOGIST I
RADIOLOGIC TECHNOLOGIST II
RADIOLOGIC TECHNOLOGIST SUP
RECREATIONAL THERAPIST I
RECREATIONAL THERAPIST II
RECREATIONAL THERAPIST SUP
RECREATIONAL THERAPY AIDE
REGISTERED DIETITIAN
REGISTERED NURSE LEVEL I
REGISTERED NURSE LEVEL II

REGISTERED NURSE LEVEL III
REGISTERED NURSE MANAGER I
REGISTERED NURSE MANAGER II
REGISTERED NURSE MANAGER III
REGISTERED NURSE MANAGER IV
REGISTERED NURSE SUPERVISOR
RESPIRATORY THERAPIST I
RESPIRATORY THERAPIST II
RESPIRATORY THERAPIST SUP
SPEECH-LANG PATHOLOGIST SUP
SPEECH-LANGUAGE PATHOLOGIST I
VETERINARIAN
VETERINARIAN SUPERVISOR

INFORMATION TECHNOLOGY

IT APPLICATION DEV MANAGER I
IT APPLICATION DEV MANAGER II
IT APPLICATION DEV SUPV
IT APPLICATION DEVELOPER I
IT APPLICATION DEVELOPER II
IT APPLICATION DEVELOPER III
IT ARCHITECT I
IT ARCHITECT II
IT BUSINESS ANALYST I
IT BUSINESS ANALYST II
IT CIO I OR TECH MANAGER I
IT CIO II OR TECH MANAGER II
IT CIO III OR TECH MANAGER III
IT CIO IV
IT CIO V
IT DATABASE ADMIN MANAGER I
IT DATABASE ADMIN MANAGER II
IT DATABASE ADMIN SUPV
IT DATABASE ADMINISTRATOR I
IT DATABASE ADMINISTRATOR II
IT DATABASE ADMINISTRATOR III
IT END USER SUPPORT I
IT END USER SUPPORT II
IT END USER SUPPORT III
IT END USER SUPPORT MANAGER
IT END USER SUPPORT SUPV
IT GIS SPECIALIST I
IT GIS SPECIALIST II
IT NETWORK ADMIN MANAGER I

IT NETWORK ADMIN MANAGER II
IT NETWORK ADMIN SUPV
IT NETWORK ADMINISTRATOR I
IT NETWORK ADMINISTRATOR II
IT NETWORK ADMINISTRATOR III
IT PROJECT MANAGER I
IT PROJECT MANAGER II
IT PROJECT MANAGER III
IT PROJECT MANAGER IV
IT PROJECT MANAGER V
IT QUALITY ASSURANCE ANA II
IT QUALITY ASSURANCE ANA III
IT QUALITY ASSURANCE ANALYST I
IT QUALITY ASSURANCE MANAGER I
IT SEC & COMPLIANCE ADMIN I
IT SEC & COMPLIANCE ADMIN II
IT SEC & COMPLIANCE ADMIN III
IT SEC & COMPLIANCE MANAGER I
IT SEC & COMPLIANCE MANAGER II
IT SECURITY & COMPLIANCE SUPV
IT SYSTEMS ADMIN MANAGER I
IT SYSTEMS ADMIN MANAGER II
IT SYSTEMS ADMIN SUPERVISOR
IT SYSTEMS ADMINISTRATOR I
IT SYSTEMS ADMINISTRATOR II
IT SYSTEMS ADMINISTRATOR III
IT TECHNOLOGY OFFICER

PEACE OFFICER

AGO SPECIAL AGENT
AGO SPECIAL AGENT IN CHARGE
CONSERVATION OFFICER CAPTAIN
CONSERVATION OFFICER COLONEL
CONSERVATION OFFICER LIEUTENANT
CONSERVATION OFFICER MAJOR
CONSERVATION OFFICER PROG MGR
FISH & GAME WARDEN SUPV
FISH & GAME WARDEN-A
FISH & GAME WARDEN-B
FISH & GAME WARDEN-O
LIVESTOCK INSPECTOR II
LIVESTOCK INSPECTOR SUPV
NM LAW ENFORCEMENT ACADEMY INS
NM LEA INSTRUCTOR MANAGER

NMLB CHIEF ADMIN & LAW ENF OFF
NMLB REGIONAL OPERATIONS MANAGER
SPECIAL AGENT
SPECIAL AGENT SUPERVISOR

SOCIAL SERVICES

APS CLINICAL CONSULTANT
APS CLINICAL CONSULTANT SUPV
APS INTAKE WORKER
APS INTAKE WORKER SUPV
APS INVESTIGATIVE CASE WKR SUP
APS INVESTIGATIVE CASE WORKER
APS INVESTIGATIVE CASEWORKR SR
APS INVESTIGTVE CASEWORKR SUPV
APS REGIONAL MANAGER
CPS ADOPTION CONSULTANT
CPS COUNTY OFFICE MANAGER
CPS INVESTIGATOR CASE WKR
CPS INVESTIGATOR SR CASE WKR
CPS INVESTIGATOR SUPV
CPS MEDIATOR
CPS PERM PLG CASE WKR
CPS PERM PLG SR WKR
CPS PERM PLG SUPV
CPS PLACEMENT CASE WKR
CPS PLACEMENT SPEC
CPS PLACEMENT SR WKR
CPS PLACEMENT SUPV
CPS REGIONAL MANAGER
CPS TITLE IV-E SPEC
CPS YOUTH TRANSITION COORD
DEPUTY STATE OMBUDSMAN
IHS PRACTITIONER
IHS PRACTITIONER SUPV
OMBUDSMAN CARE TRANSITION SPEC
OMBUDSMAN REGIONAL COORDINATOR
OMBUDSMAN SUPERVISOR
SCI SR WORKER
SCI SUPERVISOR
SCI WORKER

DELETED CLASSIFICATIONS 2022

Job Code	Classification	Grade
B9042O	ENG COORD SPEC-NL-O	70
M2021B	FIRE INSP & INVEST-B	50
C2052A	PERS FIN ADVISOR-A	60
C2052B	PERS FIN ADVISOR-B	50
C2052O	PERS FIN ADVISOR-O	55
C2052S	PERSONAL FINANCIAL ADVISR SUPV	65
C63111	UI TAX REPRESENTATIVE	55
C63112	UI TAX REPRESENTATIVE SENIOR	60
C6311S	UI TAX REPRESENTATIVE SUPV	65
E1012A	LANDSCPE ARCHITECT-A	70
E1012B	LANDSCPE ARCHITECT-B	60
E1012O	LANDSCPE ARCHITECT-O	65
F1031A	CONSERVATION SCI-A	60
F1031B	CONSERVATION SCI-B	50
F1031O	CONSERVATION SCI-O	55
F2099A	PHYSICAL SCI,AO-A	60
F2099B	PHYSICAL SCI,AO-B	50
F2099O	PHYSICAL SCI,AO-O	55
F3021A	MKT RESEARCH ANAL-A	60
F3021B	MKT RESEARCH ANAL-B	50
F3021O	MKT RESEARCH ANAL-O	55
F4041A	GEOLGCL&PETRO TECH-A	55
F4041B	GEOLGCL&PETRO TECH-B	45
F4041O	GEOLGCL&PETRO TECH-O	50
G10141	BEHAVIORAL HEALTH THERAPIST	70
G10142	BEHAVIORL HEALTH THERAPST SUPV	75
G1021A	CHILD,FMLY& SCH SW-A	65
G1021B	CHILD,FMLY& SCH SW-B	55
G1021O	CHILD,FMLY& SCH SW-O	60
H2092A	LAW CLERK-A	65
H2092B	LAW CLERK-B	55
H2092O	LAW CLERK-O	60
J3042A	TECH WRITER-A	55
J3042B	TECH WRITER-B	45
J3042O	TECH WRITER-O	50
J3091A	INTERPRETER & TRAN-A	50
J3091B	INTERPRETER & TRAN-B	40
J3091O	INTERPRETER & TRAN-O	45
J4021A	PHOTOGRAPHER-A	45
J4021B	PHOTOGRAPHER-B	35
J4021O	PHOTOGRAPHER-O	40
J4031A	CAMERA OPER,TV,VID-A	50
J4031B	CAMERA OPER,TV,VID-B	40
J4031O	CAMERA OPER,TV,VID-O	45
K1021A	DENTIST, GENERAL-A	90

K1021B	DENTIST, GENERAL-B	80
K1021O	DENTIST, GENERAL-O	85
K1021S	DENTIST, GENERAL SUPV	95
K1031A	DIETICIAN &NUTRIT-A	65
K1031B	DIETICIAN &NUTRIT-B	55
K1031O	DIETICIAN &NUTRIT-O	60
K1031S	DIETICIAN & NUTRITIONIST SUPV	70
K10321	WIC Dietician & Nutritionist	65
K1032S	WIC Dietician & Nutri Supv	70
K1051A	PHARMACIST-A	90
K1051B	PHARMACIST-B	80
K1051O	PHARMACIST-O	85
K1051S	PHARMACIST SUPV	95
K10621	Physician	99
K1062A	FAMILY & GEN PRACT-A	97
K1062B	FAMILY & GEN PRACT-B	95
K1062O	FAMILY & GEN PRACT-O	96
K1062S	FAMILY & GENRL PRACTITIONR SUPV	98
K10661	Clinical Psychologist I	85
K10662	Clinical Psychologist II	90
K1066A	PSYCHIATRIST-A	97
K1066B	PSYCHIATRIST-B	95
K1066O	PSYCHIATRIST-O	96
K1066S	PSYCHIATRIST SUPV	98
K10701	PHYSICIANS ASSISTANT	85
K1070S	PHYSICIAN ASSISTANT SUPV	90
K10801	CERTIFIED NURSE PRACTITIONER	90
K10802	CERTIFIED NURSE MIDWIFE	90
K10803	CLINICAL NURSE SPECIALIST	90
K1111A	REG NURSE-A	80
K1111B	REG NURSE-B	70
K1111O	REG NURSE-O	75
K1111S	REGISTERED NURSE SUPERVISOR	85
K1122A	OCCUP THERAPIST-A	80
K1122B	OCCUP THERAPIST-B	70
K1122O	OCCUP THERAPIST-O	75
K1122S	OCCUPATIONAL THERAPY SUPV	85
K1123A	PHYS THERAPIST-A	80
K1123B	PHYS THERAPIST-B	70
K1123O	PHYS THERAPIST-O	75
K1123S	PHYSICAL THERAPIST SUPV.	85
K1125A	REC THERAPIST-A	60
K1125B	REC THERAPIST-B	50
K1125O	REC THERAPIST-O	55
K1125S	RECREATIONAL THERAPIST SUPV.	65
K1126A	RESPIRATORY THERP-A	60
K1126B	RESPIRATORY THERP-B	50

K1126O	RESPIRATORY THERP-O	55
K1126S	Respiratory Therapist Supv	65
K1127A	SPEECH-LANG PATH-A	75
K1127B	SPEECH-LANG PATH-B	65
K1127O	SPEECH-LANG PATH-O	70
K1129A	THERAPIST, AO-A	60
K1129B	THERAPIST, AO-B	50
K1129O	THERAPIST, AO-O	55
K1131A	VETERINARIAN-A	85
K1131B	VETERINARIAN-B	75
K1131O	VETERINARIAN-O	80
K2011A	MED&CLIN LAB TCHNO-A	60
K2011B	MED&CLIN LAB TCHNO-B	50
K2011O	MED&CLIN LAB TCHNO-O	55
K2011S	MED. & CLINICAL LAB TECH.SUPV.	65
K2012A	MED&CLIN LAB TECH-A	50
K2012B	MED&CLIN LAB TECH-B	40
K2012O	MED&CLIN LAB TECH-O	45
K2021A	DENTAL HYGIENIST-A	70
K2021B	DENTAL HYGIENIST-B	60
K2021O	DENTAL HYGIENIST-O	65
K2034A	RADIO TECHLGST&TEC-A	60
K2034O	RADIO TECHLGST&TEC-O	55
K2034S	RADIOLOGIC TECH/TECHN SUPV.	65
K2052A	PHARMACY TECH-A	45
K2052B	PHARMACY TECH-B	35
K2052O	PHARMACY TECH-O	40
K2053A	PSYCHIATRIC TECH-A	45
K2053B	PSYCHIATRIC TECH-B	35
K2053O	PSYCHIATRIC TECH-O	40
K2053S	PSYCH. TECH. SUPERVISOR	50
K2061A	LPN & LVN-A	60
K2061B	LPN & LVN-B	50
K2061O	LPN & LVN-O	55
K2061S	LP NURSE & LV NURSE SUPV	65
K2099A	HEALTH TECHN & TCH-A	50
K2099B	HEALTH TECHN & TCH-B	40
K2099O	HEALTH TECHN & TCH-O	45
L1011A	HOME HEALTH AIDE-A	40
L1011B	HOME HEALTH AIDE-B	30
L1011O	HOME HEALTH AIDE-O	35
L1011S	HOME HEALTH AIDE SUPERVISOR	45
L1012A	NURS AIDE,ORDR,ATN-A	50
L1012B	NURS AIDE,ORDR,ATN-B	40
L1012O	NURS AIDE,ORDR,ATN-O	45
L1012S	NURSING AIDE SUPERVISOR	55
L10131	CERTIFIED MEDICATION AIDE	40

L2011A	OCCUP THERPST ASST-A	55
L2011B	OCCUP THERPST ASST-B	45
L2011O	OCCUP THERPST ASST-O	50
L2021A	PHY THERPST ASST-A	55
L2021B	PHY THERPST ASST-B	45
L2021O	PHY THERPST ASST-O	50
L2022A	PHY THERPST AIDE-A	45
L2022B	PHY THERPST AIDE-B	35
L2022O	PHY THERPST AIDE-O	40
L2022S	PHYSICAL THERAPIST AIDE SUPV	50
L9091A	DENTAL ASST-A	50
L9091B	DENTAL ASST-B	40
L9091O	DENTAL ASST-O	45
L9094A	MED TRANSCRPTNST-A	45
L9094B	MED TRANSCRPTNST-B	35
L9094O	MED TRANSCRPTNST-O	40
L9099A	HLTH SUPP WRKR,AO-A	45
L9099B	HLTH SUPP WRKR,AO-B	35
L9099O	HLTH SUPP WRKR,AO-O	40
N1011A	CHEF & HEAD COOK-A	45
N1011B	CHEF & HEAD COOK-B	35
N1011O	CHEF & HEAD COOK-O	40
P9032A	RECREATION WRKR-A	45
P9032B	RECREATION WRKR-B	35
P9032O	RECREATION WRKR-O	40
R3051A	PAYROLL/TIMEKPN CK-A	45
R3051B	PAYROLL/TIMEKPN CK-B	35
R3051O	PAYROLL/TIMEKPN CK-O	40
R4121A	LIBRARY ASST,CLERI-A	35
R4121B	LIBRARY ASST,CLERI-B	25
R4121O	LIBRARY ASST,CLERI-O	30
R5021A	COURIER & MESG NR-A	25
R5021B	COURIER & MESG NR-B	25
R5021O	COURIER & MESG NR-O	25
R5061A	PROD/PLAN/EXP CLK-A	40
R5061B	PROD/PLAN/EXP CLK-B	30
R5061O	PROD/PLAN/EXP CLK-O	35
R9022A	WORD PRCSSR & TYP-A	40
R9022B	WORD PRCSSR & TYP-B	30
R9022O	WORD PRCSSR & TYP-O	35
R9051A	MAIL CLK/ MAIL MAC-A	25
R9051B	MAIL CLK/ MAIL MAC-B	25
R9051O	MAIL CLK/ MAIL MAC-O	25
T3019A	HELPER-CONSTRUC-A	40
T3019B	HELPER-CONSTRUC-B	30
T3019O	HELPER-CONSTRUC-O	35
T4099A	CONST & REL WRKR-A	50

T4099B	CONST & REL WRKR-B	40
T4099O	CONST & REL WRKR-O	45
V5011A	BINDERY WORKER-A	40
V5011B	BINDERY WORKER-B	30
V5011O	BINDERY WORKER-O	35
V6093A	UPHOLSTER-A	40
V6093B	UPHOLSTER-B	30
V6093O	UPHOLSTER-O	35
X20400	LINE II - NURSING	85
X20450	LINE II -NUTRITION / DIETICIAN	75
X30400	STAFF - NURSING	85
X40400	A/O I - NURSING	90
X50400	A/O II - NURSING	95
X60400	Director of Nursing	95
X60650	GEN I - PHYSICIAN	98
X61011	GEN I - PUBLIC DEFENDER	90
X61062	PHYSICIAN MANAGER	99
X61111	General Counsel I	90
X61112	General Counsel II	95