

2021 STATE PERSONNEL OFFICE CLASSIFICATION PLAN



State of New Mexico
State Personnel Board
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CLASSIFICATION PLAN 2021

This is the 2021 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 2022.

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. Subject matter experts 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 required 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.

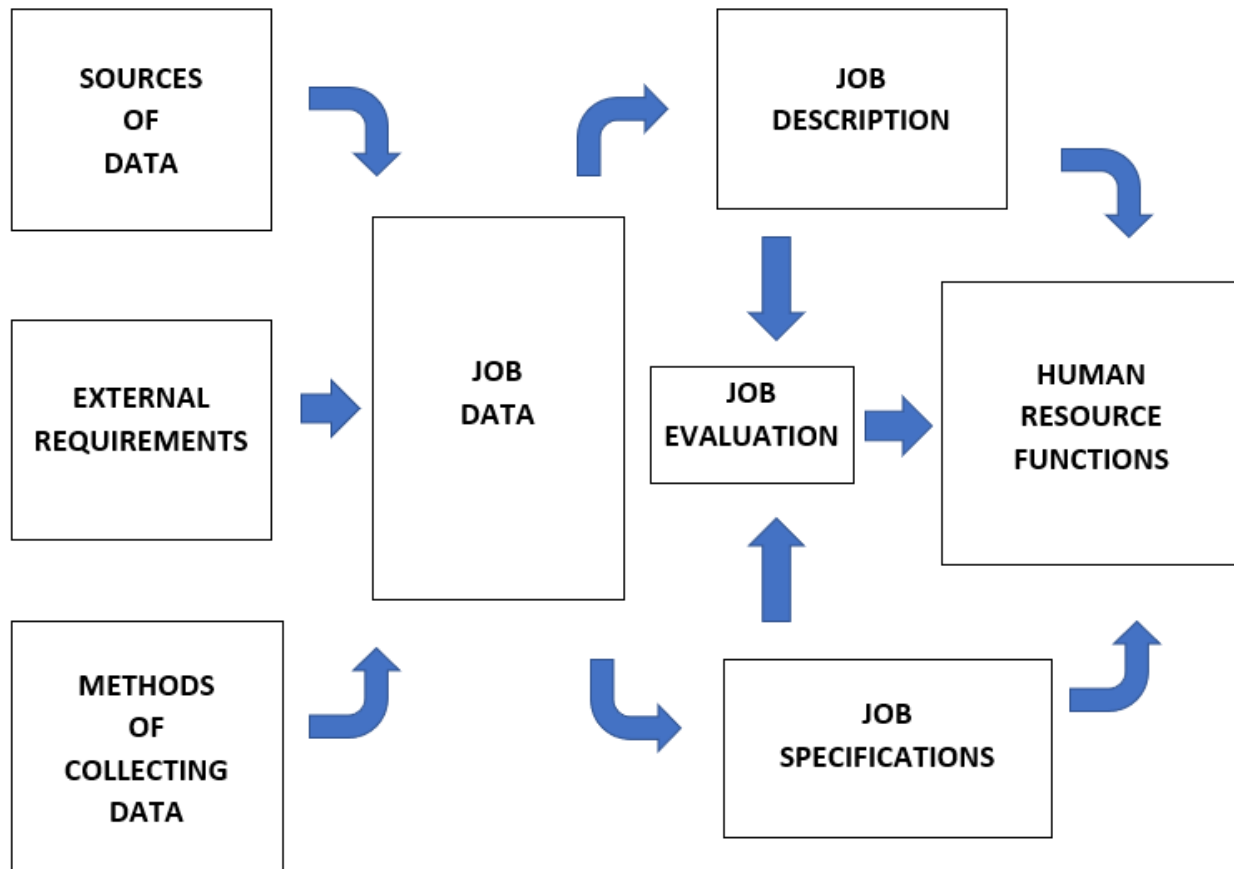
The job analysis process not only identifies the essential functions of each job, which is critical to creating a methodical classification system, it also provides Agency human resources with updated and reliable job information, enabling them to make better employment and management decisions, save 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 every 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 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, State Personnel 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 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 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 the review and re-evaluation processes already part of the classification study process, but, additionally, every initial classification study with its initial job analysis and job 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) of a classification, and
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- Creation or identification of a new job, the duties and responsibilities of which are not captured by existing classifications.

Classification studies are performed by the State Personnel Office's Compensation & Classification Division. 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.)

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.)

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 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 five years, State Personnel has performed a series of classification studies in support of a new classification structure that organizes classifications into occupation-based job families.

The six classification studies and job families already completed and implemented are:

- Architecture
- Attorneys
- Corrections
- Engineer, Surveyor, Water Resources, Engineering Tech
- Information Technology
- Social Services

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

Each of these new occupation-based classification families has a tailored pay line, which will allow 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 will also allow 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.

Currently, the classification system stands at 1,157 classifications, 260 of which are occupationally-based job classifications.

An eighth study of a job family of classifications – the Healthcare study – was completed in 2020, but its implementation was postponed due to certain Agencies' budgetary constraints resulting from the public health emergency. The Healthcare job family classifications will become effective December 11, 2021, and will be implemented before the close of the year. This will add approximately another 100 classification descriptors to the classified service.

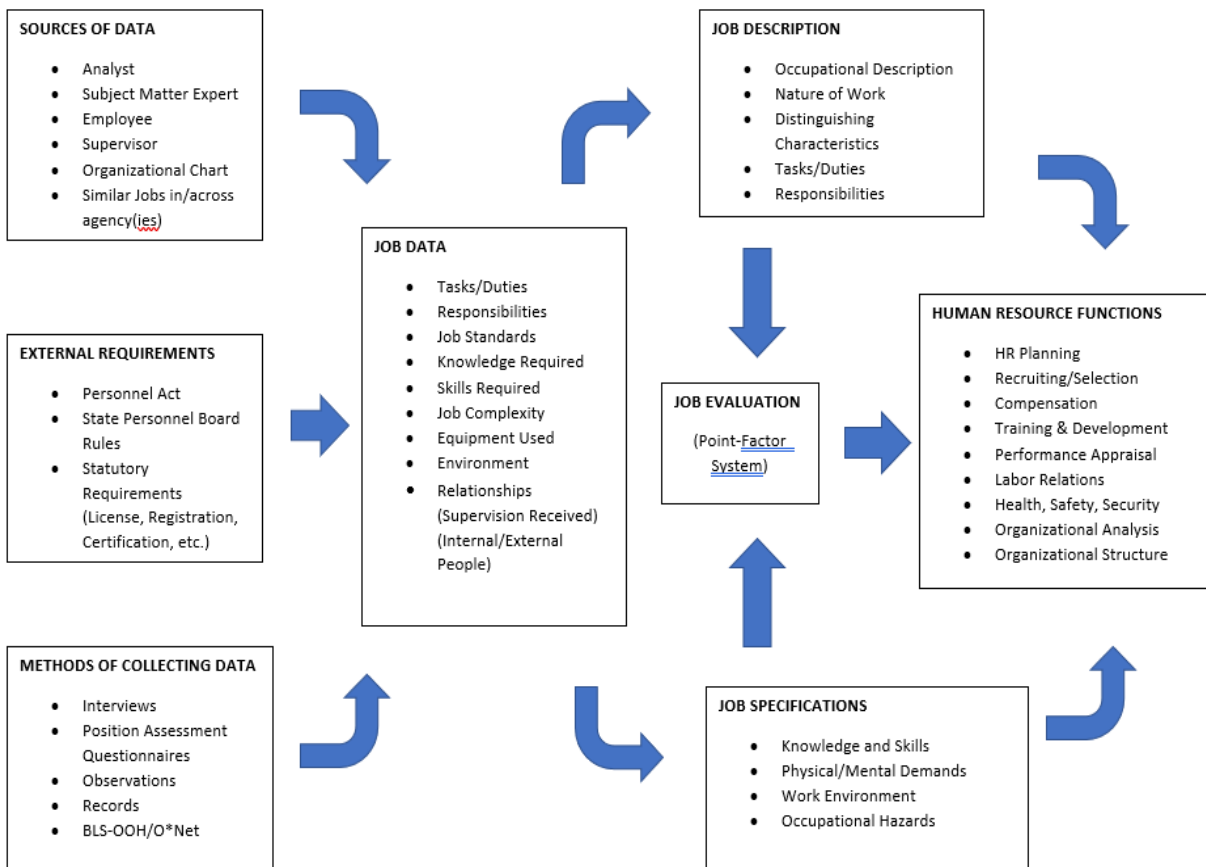
LOOKING AHEAD: CLASSIFICATION IN 2022

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 that would benefit from an occupation-based classification structure.

In 2022, State Personnel aims to complete classification studies to support the development of additional occupation-based job families in the areas of Healthcare Facility Surveyors and Human Resources. This will improve the classified service's ability to compete for qualified workers in these critical job sectors.

APPENDIX

The Process of Job Analysis and Job Evaluation



APPENDIX 1

CURRENT STATE PERSONNEL CLASSIFICATIONS

Classification Title
A/O MANAGER I - CONSTRUCTION AREA
A/O MANAGER II - CONSTRUCTION PROJECTS
A/O MANAGER II - TRANSPORTATION PLANNING
ACCOUNTANT & AUDITOR SUPV
ACCOUNTANT & AUDITOR-A
ACCOUNTANT & AUDITOR-B
ACCOUNTANT & AUDITOR-O
ACTUARY-A
ACTUARY-B
ACTUARY-O
ADMIN/OPS I
ADMIN/OPS I - DENTAL
ADMIN/OPS I - ECONOMICS
ADMIN/OPS I - ENVIRONMENTAL SCIENCE
ADMIN/OPS I - FORENSIC SCIENCE
ADMIN/OPS I - HOSPITAL ADMINISTRATION
ADMIN/OPS I - MTD/SID
ADMIN/OPS I - NURSING
ADMIN/OPS I - NUTRITION/DIETITIAN
ADMIN/OPS I - OT/PT/SLP
ADMIN/OPS I - PHARMACY
ADMIN/OPS I - PHYSICIAN
ADMIN/OPS I - PSYCHIATRY
ADMIN/OPS II
ADMIN/OPS II - DENTAL
ADMIN/OPS II - ECONOMIC DEVELOPMENT
ADMIN/OPS II - ECONOMICS
ADMIN/OPS II - ENVIRONMENTAL SCIENCE
ADMIN/OPS II - FISH & WILDLIFE
ADMIN/OPS II - FORENSIC SCIENCE
ADMIN/OPS II - HOSPITAL ADMINISTRATION
ADMIN/OPS II - MTD/SID
ADMIN/OPS II - NURSING
ADMIN/OPS II - NUTRITION/DIETITIAN
ADMIN/OPS II - OT/PT/SLP
ADMIN/OPS II - PHARMACY
ADMIN/OPS II - PHYSICIAN
ADMIN/OPS II - PSYCHIATRY
ADMIN/OPS II - STATE AUDIT
ADMINISTRATIVE LAW JUDGE, ADJUDCATR SUPV
ADMINISTRATIVE LAW JUDGE, ADJUDICATOR-A
ADMINISTRATIVE LAW JUDGE, ADJUDICATOR-B
ADMINISTRATIVE LAW JUDGE, ADJUDICATOR-O
ADMINISTRATIVE SERVICES COORDINATOR SUPV
ADMINISTRATIVE SERVICES COORDINATOR-A
ADMINISTRATIVE SERVICES COORDINATOR-B
ADMINISTRATIVE SERVICES COORDINATOR-O
ADR COORDINATOR
ADULT PROTECTIVE SERVICES CLINICAL CONSULTANT
ADULT PROTECTIVE SERVICES INTAKE WORKER
ADULT PROTECTIVE SERVICES INTAKE WORKER SUPV
ADULT PROTECTIVE SERVICES INVESTIGATIVE CASE WORKER
ADULT PROTECTIVE SERVICES INVESTIGATIVE CASE WORKER SUPV
ADVANCED PRACTICE NURSE I
ADVANCED PRACTICE NURSE II
AIRCRAFT MECHANICS & SERVICE TECH-A
AIRCRAFT MECHANICS & SERVICE TECH-B
AIRCRAFT MECHANICS & SERVICE TECH-O
AIRCRAFT PILOT
ANTHROPOLOGIST & ARCHEOLOGIST-A
ANTHROPOLOGIST & ARCHEOLOGIST-B
ANTHROPOLOGIST & ARCHEOLOGIST-O
ANTHROPOLOGIST AND ARCHEOLOGIST SUPERVISOR

Classification Title
APPRAIS & RE ASSES-O
APPRAISER & ASSESSOR OF REAL ESTATE SUPV
APPRAISER & ASSESSOR OF REAL ESTATE-A
APPRAISER & ASSESSOR OF REAL ESTATE-B
APS CLINICAL CONSULTANT SUPV
APS INVESTIGATIVE CASEWORKR SR
APS INVESTIGTVE CASEWORKR SUPV
APS REGIONAL MANAGER
APS REGIONAL MANAGER
ARBITRATOR, MEDIATOR, & CONCILIATOR-A
ARBITRATOR, MEDIATOR, & CONCILIATOR-B
ARBITRATOR, MEDIATOR, & CONCILIATOR-O
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 III
Attorney IV
Attorney SUPERVISO
AUTOMOTIVE SERVICE TECHNICIAN & MECH SUPV
AUTOMOTIVE SERVICE TECHNICIAN & MECH-A
AUTOMOTIVE SERVICE TECHNICIAN & MECH-B
AUTOMOTIVE SERVICE TECHNICIAN & MECH-O
BAKER-A
BAKER-B
BAKER-O
BARBER-A
BARBER-B
BARBER-O
BEHAVIORAL HEALTH THERAP SUP
BEHAVIORAL HEALTH THERAPIST
BEHAVIORAL HEALTH THERAPIST I
BEHAVIORAL HEALTH THERAPIST II
BEHAVIORAL HEALTH THERAPIST SUPV
BEHAVIORAL HLTH THERAP MAN I
BEHAVIORAL HLTH THERAP MAN II
BILL AND ACCOUNT COLLECTOR-A
BILL AND ACCOUNT COLLECTOR-B
BILL AND ACCOUNT COLLECTOR-O
BINDERY WORKER-A
BINDERY WORKER-B
BINDERY WORKER-O
BLINDNESS SKILLS INSTRUCTOR
BOOKKEEPNG, ACCOUNTNG & AUDTNG CLRK SUPV
BOOKKEEPNG, ACCOUNTNG & AUDTNG CLRK-A
BOOKKEEPNG, ACCOUNTNG & AUDTNG CLRK-B
BOOKKEEPNG, ACCOUNTNG & AUDTNG CLRK-O
BUDGET ANALYST SUPV
BUDGET ANALYST-A
BUDGET ANALYST-B
BUDGET ANALYST-O
BUS&TRCK MECHANIC & DIESEL ENG SPEC SUPV
BUS&TRCK MECHANIC & DIESEL ENG SPEC-A
BUS&TRCK MECHANIC & DIESEL ENG SPEC-B
BUS&TRCK MECHANIC & DIESEL ENG SPEC-O
BUSINESS OPERATIONS SPECIALIST, AO SUPV
BUSINESS OPERATIONS SPECIALIST, AO-A

APPENDIX 2

Classification Title
BUSINESS OPERATIONS SPECIALIST, AO-B
BUSINESS OPERATIONS SPECIALIST, AO-O
CAMERA OPERATOR, TELEVISION, VIDEO-A
CAMERA OPERATOR, TELEVISION, VIDEO-B
CAMERA OPERATOR, TELEVISION, VIDEO-O
CAREER LINK INTERN
CARPENTER-A
CARPENTER-B
CARPENTER-O
CARTOGRAPHER & PHOTOGRAMMETRIST-A
CARTOGRAPHER & PHOTOGRAMMETRIST-B
CARTOGRAPHER & PHOTOGRAMMETRIST-O
CERTIFIED MEDICATION AIDE
CERTIFIED NURSE MIDWIFE
CERTIFIED NURSE PRACTITIONER
CERTIFIED PUBLIC ACCOUNTANT
CHEF & HEAD COOK SUPV
CHEF & HEAD COOK-A
CHEF & HEAD COOK-B
CHEF & HEAD COOK-O
CHEMIST SUPV
CHEMIST-A
CHEMIST-B
CHEMIST-O
CHIEF FINANCIAL ACCOUNTANT
CHIEF FINANCIAL OFFICER I
CHIEF FINANCIAL OFFICER II
CHIEF FINANCIAL OFFICER III
CHILD SUPPORT LEGAL ASSISTANT 1
CHILD SUPPORT LEGAL ASSISTANT 2
CHILD, FAMILY, & SCHOOL SOCIAL WORKER-A
CHILD, FAMILY, & SCHOOL SOCIAL WORKER-B
CHILD, FAMILY, & SCHOOL SOCIAL WORKER-O
CID INVESTIGATOR
CID INVESTIGATOR SUPERVISOR
CIVIL ENGINEERING TECHNICIAN-NL-A
CIVIL ENGINEERING TECHNICIAN-NL-O
CLAIM ADJUSTER, EXAMINER, & INVEST SUPV
CLAIM ADJUSTER, EXAMINER, & INVEST-A
CLAIM ADJUSTER, EXAMINER, & INVEST-B
CLAIM ADJUSTER, EXAMINER, & INVEST-O
CLASSIFICATION AND TESTING MANAGER
CLERGY-A
CLERGY-B
CLERGY-O
CLINICAL NURSE SPECIALIST
CLINICAL PSYCHOLOGIST I
CLINICAL PSYCHOLOGIST II
CLINICAL PSYCHOLOGIST LEVEL I
CLINICAL PSYCHOLOGIST LEVEL II
CLINICAL PSYCHOLOGIST MANAGER
COATING, PAINTING, & SPRAYING MACH-A
COATING, PAINTING, & SPRAYING MACH-B
COATING, PAINTING, & SPRAYING MACH-O
COLLEGE UNDERGRADUATE INTERN
COMMUNITY & SOCIAL SERVICE SPEC SUPV
COMMUNITY & SOCIAL SERVICE SPEC-A
COMMUNITY & SOCIAL SERVICE SPEC-B
COMMUNITY & SOCIAL SERVICE SPEC-O
COMPENSATION, BENEFIT & JOB ANAL SPEC-A
COMPENSATION, BENEFIT & JOB ANAL SPEC-B
COMPENSATION, BENEFIT & JOB ANAL SPEC-O
COMPLIANCE OFFCR, XCPT AGRI/CONSTRT SUPV
COMPLIANCE OFFCR, XCPT AGRI/CONSTRT-A
COMPLIANCE OFFCR, XCPT AGRI/CONSTRT-B

Classification Title
COMPLIANCE OFFCR, XCPT AGRI/CONSTRT-O
COMPUTER OPERATOR SUPV
COMPUTER OPERATOR-A
COMPUTER OPERATOR-B
COMPUTER OPERATOR-O
CONSERVATION SCIENTIST-A
CONSERVATION SCIENTIST-B
CONSERVATION SCIENTIST-O
CONSERVATIONIST
CONSTRUCTION - PROJECT MANAGER
CONSTRUCTION & BLDG INSPECTOR AREA CHIEF
CONSTRUCTION & BLDG INSPECTOR MULTI CERT
CONSTRUCTION & BLDG INSPECTOR SINGL CERT
CONSTRUCTION & BUILDING INSPECTOR-1
CONSTRUCTION & BUILDING INSPECTOR-2
CONSTRUCTION & BUILDING INSPECTOR-3
CONSTRUCTION & RELATED WORKER, AO SUPV
CONSTRUCTION & RELATED WORKER, AO-A
CONSTRUCTION & RELATED WORKER, AO-B
CONSTRUCTION & RELATED WORKER, AO-O
CONSTRUCTION LABORER-A
CONSTRUCTION LABORER-B
CONSTRUCTION LABORER-O
COOK, INSTITUTION AND CAFETERIA SUPV
COOK, INSTITUTION AND CAFETERIA-A
COOK, INSTITUTION AND CAFETERIA-B
COOK, INSTITUTION AND CAFETERIA-O
COORDINATOR - CLASSROOM TECH
CORRECTION OFFICER SPC-BOILER OPERATIONS
CORRECTION OFFICER SPC-CORR INDUSTRIES
CORRECTION OFFICER SPC-ELECTRICIAN
CORRECTION OFFICER SPC-ELECTRONICS
CORRECTION OFFICER SPC-FIRE, SFTY (FSSO)
CORRECTION OFFICER SPC-HVAC
CORRECTION OFFICER SPC-K-9/STIU SPEC
CORRECTION OFFICER SPC-LOCKSMITH
CORRECTION OFFICER SPC-MAINTENANCE
CORRECTION OFFICER SPC-MECHANIC
CORRECTION OFFICER SPC-PLUMBER
CORRECTION OFFICER SPC-RECREATION
CORRECTION OFFICER SPC-SPECIAL PROGRAMS
CORRECTION OFFICER SPC-WAREHOUSE/CANTEEN
CORRECTION OFFICER SPC-WASTEWATER
CORRECTIONAL (STIU) ADMINISTRATOR
CORRECTIONAL (STIU) COORDINATOR
CORRECTIONAL (STIU) INVESTIGATOR
CORRECTIONAL (STIU) MANAGER PROB/PAROLE
CORRECTIONAL CLASSIFICATION BUREAU CHIEF
CORRECTIONAL CLASSIFICATION MANAGER
CORRECTIONAL DEPUTY DIR ADULT PRISONS
CORRECTIONAL DEPUTY DIRECTOR PROB/PAROL
CORRECTIONAL DEPUTY WARDEN (MAX SEC)
CORRECTIONAL OFFICER
CORRECTIONAL OFFICER-CADET
CORRECTIONAL OFFICER-CAPTAIN
CORRECTIONAL OFFICER-LIEUTENANT
CORRECTIONAL OFFICER-MAJOR
CORRECTIONAL OFFICER-SERGEANT
CORRECTIONAL PROGRAMS MANAGER
CORRECTIONAL REGION MANAGER
CORRECTIONAL UNIT MANAGER
CORRECTIONAL WARDEN (MAX SEC)
CORRECTIONAL WARDEN (MIN SEC)
COURIER & MESSENGER-A
COURIER & MESSENGER-B

Classification Title
COURIER & MESSENGER-O
COURT, MUNICIPAL & LICENSE CLERK SUPV
COURT, MUNICIPAL & LICENSE CLERK-A
COURT, MUNICIPAL & LICENSE CLERK-B
COURT, MUNICIPAL & LICENSE CLERK-O
CPS PLACEMENT CASE WKR
CPS ADOPTION CONSULTANT
CPS COUNTY OFFICE MANAGER
CPS INVESTIGATION CASE WKR
CPS INVESTIGATION SR CASE WKR
CPS INVESTIGATION SUPV
CPS INVESTIGATIONS CASE WKR
CPS INVESTIGATIONS SENIOR WORKER
CPS INVESTIGATIONS SUPERVISOR
CPS MEDIATOR
CPS PERM PLG CASE WKR
CPS PERM PLG SR WKR
CPS PERM PLG SUPV
CPS PERMANENCY PLANNING WORKER
CPS PLACEMENT SPEC
CPS PLACEMENT SR WKR
CPS PLACEMENT SUPERVISOR
CPS PLACEMENT SUPV
CPS Regional MANAGER
CPS TITLE IV-E SPEC
CPS Youth Transition Coord
CPS YOUTH TRANSITION COORDINATOR
CRIMINAL JUSTICE & LAW ENF TCHR SUPV
CRIMINAL JUSTICE & LAW ENF TCHR-A
CRIMINAL JUSTICE & LAW ENF TCHR-B
CRIMINAL JUSTICE & LAW ENF TCHR-O
CURATOR SUPV
CURATOR-A
CURATOR-B
CURATOR-O
CUSTOMER SERVICE REPRESENTATIVE SUPV
CUSTOMER SERVICE REPRESENTATIVE-A
CUSTOMER SERVICE REPRESENTATIVE-B
CUSTOMER SERVICE REPRESENTATIVE-O
CYFD DEPUTY DIVISION DIRECTOR
CYFD PROGRAM MANAGER I
CYFD PROGRAM MANAGER II
DATA ENTRY KEYER-A
DATA ENTRY KEYER-B
DATA ENTRY KEYER-O
DENTAL ASSISTANT I
DENTAL ASSISTANT II
DENTAL ASSISTANT-A
DENTAL ASSISTANT-B
DENTAL ASSISTANT-O
DENTAL HYGIENIST
DENTAL HYGIENIST-A
DENTAL HYGIENIST-B
DENTAL HYGIENIST-O
DENTIST
DENTIST, GENERAL SUPV
DENTIST, GENERAL-A
DENTIST, GENERAL-B
DENTIST, GENERAL-O
DEPUTY DIRECTOR OF AUDIT
DEPUTY DIRECTOR OF COMPLIANCE
DEPUTY DIRECTOR OF REVENUE PROCESSING
DEPUTY FORENSIC TOXICOLOGY BUR CHIEF
DEPUTY STATE OMBUDSMAN
DESKTOP PUBLISHER-A

Classification Title
DESKTOP PUBLISHER-B
DESKTOP PUBLISHER-O
DETECTIVE & CRIMINAL INVESTIGATOR SUPV
DETECTIVE & CRIMINAL INVESTIGATOR-A
DETECTIVE & CRIMINAL INVESTIGATOR-B
DETECTIVE & CRIMINAL INVESTIGATOR-O
DIETITIAN & NUTRITIONIST SUPV
DIETITIAN & NUTRITIONIST-A
DIETITIAN & NUTRITIONIST-B
DIETITIAN & NUTRITIONIST-O
DIRECT CARE I
DIRECT CARE II
DIRECT CARE LEVEL III
DIRECT CARE LEVEL IV
DIRECTOR OF NURSING
DIRECTOR OF THERAPY
DISPATCHER 1
DISPATCHER 2
DISPATCHER SUPV
DISTRICT RESOURCE SPECIALIST
DPS EMERGENCY COMMUNICATIONS MANAGER
DPS INVESTIGATOR
DPS INVESTIGATOR SUPERVISOR
DVR DISABILITY ADJUDICATOR I
DVR DISABILITY ADJUDICATOR II
DVR DISABILITY ADJUDICATOR III
DVR DISABILITY ADJUDICATOR SUPERVISOR
DWS UI QA REP SUPV
DWS UI QA REPRESENTATIVE
ECONOMIC DEVELOPMENT PROGRAM COORD
ECONOMIC DEVELOPMENT REPRESENTATIVE
ECONOMIST SUPV
ECONOMIST-A
ECONOMIST-B
ECONOMIST-O
EDITOR SUPV
EDITOR-A
EDITOR-B
EDITOR-O
EDUCATION ADMINISTRATOR SUPV
EDUCATION ADMINISTRATOR-A
EDUCATION ADMINISTRATOR-B
EDUCATION ADMINISTRATOR-O
EDUCATION, TRAINING & LIBRARY WRKR, AO SUPV
EDUCATION, TRAINING & LIBRARY WRKR, AO-A
EDUCATION, TRAINING & LIBRARY WRKR, AO-B
EDUCATION, TRAINING & LIBRARY WRKR, AO-O
ELECTRICIAN-A
ELECTRICIAN-B
ELECTRONICS SPEC-A
ELIGIBILITY INTERVIEWER, GOVT PRGM SUPV
ELIGIBILITY INTERVIEWER, GOVT PRGM-A
ELIGIBILITY INTERVIEWER, GOVT PRGM-B
ELIGIBILITY INTERVIEWER, GOVT PRGM-O
EMERGENCY MANAGEMENT SPECIALIST
EMERGENCY MED PHYSICIAN II
EMERGENCY MED PHYSICIAN III
EMERGENCY MEDICINE PHYSICIAN I
EMPLOYMNT, RECRUITMNT & PLACEMNT SPC SUPV
EMPLOYMNT, RECRUITMNT & PLACEMNT SPC-A
EMPLOYMNT, RECRUITMNT & PLACEMNT SPC-B
EMPLOYMNT, RECRUITMNT & PLACEMNT SPC-O
ENGINEER EXECUTIVE
ENGINEER GRADUATE
ENGINEER INTERN

Classification Title
ENGINEER MANAGER I
ENGINEER MANAGER II
ENGINEER MANAGER III
ENGINEER PROFESSIONAL I
ENGINEER PROFESSIONAL II
ENGINEER SPECIALIST, ALL OTHER-NL SUPV
ENGINEER SPECIALIST, ALL OTHER-NL-A
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
ENVIRON SPEC-NL-A
ENVIRON SPEC-NL-O
ENVIRONMENTAL SCIENTIST & SPEC SUPV
ENVIRONMENTAL SCIENTIST & SPEC-A
ENVIRONMENTAL SCIENTIST & SPEC-B
ENVIRONMENTAL SCIENTIST & SPEC-O
EPIDEMIOLOGIST SUPV
EPIDEMIOLOGIST-A
EPIDEMIOLOGIST-B
EPIDEMIOLOGIST-O
EXECUTIVE
EXECUTIVE - DENTAL
EXECUTIVE - ECONOMICS
EXECUTIVE - ENVIRONMENTAL SCIENCE
EXECUTIVE - FORENSIC SCIENCE
EXECUTIVE - HOSPITAL ADMINISTRATION
EXECUTIVE - MTD/SID
EXECUTIVE - NURSING
EXECUTIVE - NUTRITION/DIETITIAN
EXECUTIVE - OT/PT/SLP
EXECUTIVE - PHARMACY
EXECUTIVE - PHYSICIAN
EXECUTIVE - PSYCHIATRY
EXECUTIVE BUDGET AND POLICY ANALYST
EXECUTIVE SECRETARY & ADMIN ASSIST SUPV
EXECUTIVE SECRETARY & ADMIN ASSIST-A
EXECUTIVE SECRETARY & ADMIN ASSIST-B
EXECUTIVE SECRETARY & ADMIN ASSIST-O
FAMILY & GENERAL PRACTITIONER SUPV
FAMILY & GENERAL PRACTITIONER-A
FAMILY & GENERAL PRACTITIONER-B
FAMILY & GENERAL PRACTITIONER-O
FAMILY ASSISTANCE ANALYST 1
FAMILY ASSISTANCE ANALYST 2
FAMILY ASSISTANCE ANALYST SUPERVISOR
FARMWORKER, FARM & RANCH ANIMAL SUPV
FARMWORKER, FARM & RANCH ANIMAL-A
FARMWORKER, FARM & RANCH ANIMAL-B
FARMWORKER, FARM & RANCH ANIMAL-O
FINANCIAL ANALYST SUPV
FINANCIAL ANALYST-A
FINANCIAL ANALYST-B
FINANCIAL ANALYST-O
FINANCIAL COORDINATOR SUPV
FINANCIAL COORDINATOR-A
FINANCIAL COORDINATOR-B
FINANCIAL COORDINATOR-O
FINANCIAL EXAMINER SUPERVISOR
FINANCIAL EXAMINER-A
FINANCIAL EXAMINER-B

Classification Title
FINANCIAL EXAMINER-O
FINANCIAL SPECIALIST, ALL OTHER SUPV
FINANCIAL SPECIALIST, ALL OTHER-A
FINANCIAL SPECIALIST, ALL OTHER-B
FINANCIAL SPECIALIST, ALL OTHER-O
FIRE INSPECTOR & INVESTIGATOR SUPV
FIRE INSPECTOR & INVESTIGATOR-A
FIRE INSPECTOR & INVESTIGATOR-B
FIRE INSPECTOR & INVESTIGATOR-O
FOOD SERVER, NONRESTAURANT-A
FOOD SERVER, NONRESTAURANT-B
FOOD SERVER, NONRESTAURANT-O
FORENSIC SCIENTIST 1
FORENSIC SCIENTIST 2
FORENSIC SCIENTIST SUPERVISOR
FORENSIC TECHNICIAN
FORENSIC TOXICOLOGY BUREAU CHIEF
FOREST & CONSERVATION WORKER-A
FOREST & CONSERVATION WORKER-B
FOREST & CONSERVATION WORKER-O
FORESTER SUPV
FORESTER-A
FORESTER-B
FORESTER-O
GAME & FISH WARDEN SUPV
GAME & FISH WARDEN-A
GAME & FISH WARDEN-O
GAME & FISHWARDEN-B
GEN CERT REAL ESTATE APPRAISER & ADVISOR
GENERAL COUNSEL I
GENERAL COUNSEL II
GENERAL I
GENERAL I - DENTAL
GENERAL I - ECONOMICS
GENERAL I - ENVIRONMENTAL SCIENCE
GENERAL I - FISH & WILDLIFE
GENERAL I - FORENSIC SCIENCE
GENERAL I - HOSPITAL ADMINISTRATION
GENERAL I - MTD/SID
GENERAL I - NUTRITION/DIETITIAN
GENERAL I - OT/PT/SLP
GENERAL I - PHARMACY
GENERAL I - PHYSICIAN
GENERAL I - PSYCHIATRY
GENERAL I - PUBLIC DEFENDER
GENERAL II
GENERAL II - DENTAL
GENERAL II - ECONOMICS
GENERAL II - ENGINEERING
GENERAL II - ENVIRONMENTAL SCIENCE
GENERAL II - HOSPITAL ADMINISTRATION
GENERAL II - MTD/SID
GENERAL II - NURSING
GENERAL II - NUTRITION/DIETITIAN
GENERAL II - OT/PT/SLP
GENERAL II - PHARMACY
GENERAL II - PHYSICIAN
GENERAL II - PSYCHIATRY
GENERAL MANAGER I ADE ENGINEERING SUPPT
GENERAL MANAGER I ADE MAINTENANCE
GEOLOGICAL & PETROLEUM TECHNICIAN-A
GEOLOGICAL & PETROLEUM TECHNICIAN-B
GEOLOGICAL & PETROLEUM TECHNICIAN-O
GEOSCIENTST, XCPT HYDROLGST&GEOGRPHR SUPV
GEOSCIENTST,XCPT HYDROLGST&GEOGRPHR-A

Classification Title
GEOSCIENTST,XCPT HYDROLGST&GEOGRPHR-B
GEOSCIENTST,XCPT HYDROLGST&GEOGRPHR-O
GRADUATE SCHOOL INTERN
GRAPHIC DESIGNER SUPV
GRAPHIC DESIGNER-A
GRAPHIC DESIGNER-B
GRAPHIC DESIGNER-O
GSD IT PROCUREMENT SPECIALIST
HEALTH EDUCATOR SUPV
HEALTH EDUCATOR-A
HEALTH EDUCATOR-B
HEALTH EDUCATOR-O
HEALTH PROGRAM MANAGER I
HEALTH PROGRAM MANAGER II
HEALTH PROGRAM MANAGER III
HEALTH TECHNOLOGIST & TECH ,ALL OTHER-A
HEALTH TECHNOLOGIST & TECH ,ALL OTHER-B
HEALTH TECHNOLOGIST & TECH ,ALL OTHER-O
HEALTHCAR PRACTITIONR &TECHNICAL WK SUPV
HEALTHCAR PRACTITIONR &TECHNICAL WK-A
HEALTHCAR PRACTITIONR &TECHNICAL WK-B
HEALTHCAR PRACTITIONR &TECHNICAL WK-O
HEALTHCARE SUPPORT WORKER, ALL OTHER-A
HEALTHCARE SUPPORT WORKER, ALL OTHER-B
HEALTHCARE SUPPORT WORKER, ALL OTHER-O
HEALTHCARE SURVEYOR SUPV
HEALTHCARE SURVEYOR-A
HEALTHCARE SURVEYOR-B
HEALTHCARE SURVEYOR-O
HEATING, AIR CONDITIONING, & REFRIG SUPV
HEATING, AIR CONDITIONING, & REFRIG-A
HEATING, AIR CONDITIONING, & REFRIG-B
HEATING, AIR CONDITIONING, & REFRIG-O
HEAVY EQUIPMENT OPERATOR-A
HEAVY EQUIPMENT OPERATOR-B
HEAVY EQUIPMENT OPERATOR-O
HELPERS--CONSTRUC TRADES, AO-A
HELPERS--CONSTRUC TRADES, AO-B
HELPERS--CONSTRUC TRADES, AO-O
HIGH SCHOOL INTERN
HIGHWAY MAINTENANCE WORKER SUPV
HIGHWAY MAINTENANCE WORKER-A
HIGHWAY MAINTENANCE WORKER-B
HIGHWAY MAINTENANCE WORKER-O
HISTORIAN
HOME HEALTH AIDE SUPV
HOME HEALTH AIDE-A
HOME HEALTH AIDE-B
HOME HEALTH AIDE-O
HOMELAND SECURITY SPECIALIST
HOSPITAL ADMINISTRATOR I
HOSPITAL ADMINISTRATOR II
HOSPITAL ADMINISTRATOR III
HOSPITAL ADMINISTRATOR IV
HPS ARCHAEOLOGICAL REVIEW
HPS DATA MANAGEMENT
HR ASSISTANT, XCPT PAYRLL-A
HR ASSISTANT, XCPT PAYRLL-B
HR ASSISTANT, XCPT PAYRLL-O
HR PROCESS ANALYST
HR PROCESS ANALYST SENIOR
HR, TRAINING & LABOR REL SPEC SUPV
HR, TRAINING & LABOR REL SPEC-A
HR, TRAINING & LABOR REL SPEC-B
HR, TRAINING & LABOR REL SPEC-O

Classification Title
HSD QUALITY ASSURANCE SPECIALIST
HSD QUALITY ASSURANCE SPECIALIST SUPV
HYDROLOGIST SUPV
HYDROLOGIST-A
HYDROLOGIST-B
HYDROLOGIST-O
IHS PRACTITIONER
IHS PRACTITIONER SUPV
INDUSTRIAL TRUCK & TRACTOR OPERATOR-A
INDUSTRIAL TRUCK & TRACTOR OPERATOR-B
INDUSTRIAL TRUCK & TRACTOR OPERATOR-O
INFORMATION & RECORD CLERK, ALL OTH SUPV
INFORMATION & RECORD CLERK, ALL OTH-A
INFORMATION & RECORD CLERK, ALL OTH-B
INFORMATION & RECORD CLERK, ALL OTH-O
INSTRUCTIONAL COORDINATOR SUPV
INSTRUCTIONAL COORDINATOR-A
INSTRUCTIONAL COORDINATOR-B
INSTRUCTIONAL COORDINATOR-O
INSURANCE CLAIM &POLICY PROCESS CLK SUPV
INSURANCE CLAIM &POLICY PROCESS CLK-A
INSURANCE CLAIM &POLICY PROCESS CLK-B
INSURANCE CLAIM &POLICY PROCESS CLK-O
INTERPRETER & TRANSLATOR-A
INTERPRETER & TRANSLATOR-B
INTERPRETER & TRANSLATOR-O
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
IT CIO III OR TECH MANAGER III
IT CIO IV
IT CIO V
IT COMMUNICATIONS MANAGER - 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 GEOGRAPHICAL INFO SYSTEM SPEC I
IT GEOGRAPHICAL INFO SYSTEM SPEC 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

Classification Title
IT PROJECT MANAGER IV
IT PROJECT MANAGER V
IT QUALITY ASSURANCE ANALYST I
IT QUALITY ASSURANCE ANALYST II
IT QUALITY ASSURANCE ANALYST III
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
JANITOR & CLEANER, XCPT MAID/HSKPR SUPV
JANITOR & CLEANER, XCPT MAID/HSKPR-A
JANITOR & CLEANER, XCPT MAID/HSKPR-B
JANITOR & CLEANER, XCPT MAID/HSKPR-O
JOURNEYMAN PLUMBER
JUVENILE CORRECTION OFFICER I
JUVENILE CORRECTION OFFICER II
JUVENILE CORRECTION OFFICER SUPV
JUVENILE PROBATION PAROLE OFFICER 1
JUVENILE PROBATION PAROLE OFFICER 2
JUVENILE PROBATION PAROLE OFFICER SUPV
LABOR RELATIONS ADMINISTRATOR
LANDSCAPE ARCHITECT-A
LANDSCAPE ARCHITECT-B
LANDSCAPE ARCHITECT-O
LANDSCAPING & GROUNDSKEEPING WRKR SUPV
LANDSCAPING & GROUNDSKEEPING WRKR-A
LANDSCAPING & GROUNDSKEEPING WRKR-B
LANDSCAPING & GROUNDSKEEPING WRKR-O
LAUNDRY & DRY-CLEANING WORKER SUPV
LAUNDRY & DRY-CLEANING WORKER-A
LAUNDRY & DRY-CLEANING WORKER-B
LAUNDRY & DRY-CLEANING WORKER-O
LAW CLERK
LAW CLERK-A
LAW CLERK-B
LAW CLERK-O
LAWYER SUPV ATTORNEY SUPV
LAWYER-A ATTORNEY I
LEGAL SECRETARY SUPV
LEGAL SECRETARY-A
LEGAL SECRETARY-B
LEGAL SECRETARY-O
LEGAL SUPPORT WORKER, ALL OTHER SUPV
LEGAL SUPPORT WORKER, ALL OTHER-A
LEGAL SUPPORT WORKER, ALL OTHER-B
LEGAL SUPPORT WORKER, ALL OTHER-O
LIBRARIAN TECHNICIAN-A
LIBRARIAN TECHNICIAN-B
LIBRARIAN TECHNICIAN-O
LIBRARIAN-A
LIBRARIAN-B
LIBRARIAN-O
LIBRARIAN-SUPV
LIBRARY ASSISTANT, CLERICAL-A
LIBRARY ASSISTANT, CLERICAL-B

Classification Title
LIBRARY ASSISTANT, CLERICAL-O
LICENSED PRACTICL & LICENSED VOC NRS SUPV
LICENSED PRACTICL & LICENSED VOC NRS-A
LICENSED PRACTICL & LICENSED VOC NRS-B
LICENSED PRACTICL & LICENSED VOC NRS-O
LIFE, PHYSICAL & SOCIAL SCIENCE TECH-A
LIFE, PHYSICAL & SOCIAL SCIENCE TECH-B
LIFE, PHYSICAL & SOCIAL SCIENCE TECH-O
LIFEGUARD, SKI PATROL & OTH REC-B
LIFEGUARD, SKI PATROL & OTH REC-A
LIFEGUARD, SKI PATROL & OTH REC-O
LINE I
LINE I - DENTAL
LINE I - ECONOMICS
LINE I - ENGINEERING
LINE I - ENVIRONMENTAL SCIENCE
LINE I - FORENSIC SCIENCE
LINE I - HOSPITAL ADMINISTRATION
LINE I - MTD/SID
LINE I - NURSING
LINE I - NUTRITION/DIETITIAN
LINE I - OT/PT/SLP
LINE I - PHARMACY
LINE I - PHYSICIAN
LINE I - PSYCHIATRY
LINE II
LINE II - DENTAL
LINE II - ECONOMICS
LINE II - ENGINEERING
LINE II - ENVIRONMENTAL SCIENCE
LINE II - FISH & WILDLIFE
LINE II - FORENSIC SCIENCE
LINE II - HOSPITAL ADMINISTRATION
LINE II - MTD/SID
LINE II - NURSING
LINE II - NUTRITION/DIETITIAN
LINE II - OT/PT/SLP
LINE II - PHARMACY
LINE II - PHYSICIAN
LINE II - PSYCHIATRY
LINE MANAGER I MAINTENANCE
LIVESTOCK INSPECTOR 1
LIVESTOCK INSPECTOR 2
LIVESTOCK INSPECTOR SUPV
LPN/LVN
LPN/LVN SUPERVISOR
MAIL CLRK & MAIL MACH OPER, XCPT POS-A
MAIL CLRK & MAIL MACH OPER, XCPT POS-B
MAIL CLRK & MAIL MACH OPER, XCPT POS-O
MAINTENANCE & REPAIR WORKER, GEN SUPV
MAINTENANCE & REPAIR WORKER, GEN-A
MAINTENANCE & REPAIR WORKER, GEN-B
MAINTENANCE & REPAIR WORKER, GEN-O
MANAGEMENT ANALYST SUPV
MANAGEMENT ANALYST-A
MANAGEMENT ANALYST-B
MANAGEMENT ANALYST-O
MARKET RESEARCH ANALYST-A
MARKET RESEARCH ANALYST-B
MARKET RESEARCH ANALYST-O
MEDICAL & CLINICAL LAB TECHNICIAN-A
MEDICAL & CLINICAL LAB TECHNICIAN-B
MEDICAL & CLINICAL LAB TECHNICIAN-O
MEDICAL & CLINICAL LAB TECHNOLOGIST SUPV
MEDICAL & CLINICAL LAB TECHNOLOGIST-A

Classification Title
MEDICAL & CLINICAL LAB TECHNOLOGIST-B
MEDICAL & CLINICAL LAB TECHNOLOGIST-O
MEDICAL &PUBLIC HEALTH SOCIAL WORKR SUPV
MEDICAL &PUBLIC HEALTH SOCIAL WORKR-A
MEDICAL &PUBLIC HEALTH SOCIAL WORKR-B
MEDICAL &PUBLIC HEALTH SOCIAL WORKR-O
MEDICAL APPLIANCE TECHNICIAN-A
MEDICAL APPLIANCE TECHNICIAN-B
MEDICAL APPLIANCE TECHNICIAN-O
MEDICAL ASSISTANT
MEDICAL CLAIMS CODER
MEDICAL LABORATORY TECH SUP
MEDICAL LABORATORY TECHN
MEDICAL LABORATORY TECHNICIAN
MEDICAL RECORDS &HEALTH INFO TECH SUPV
MEDICAL RECORDS &HEALTH INFO TECH-A
MEDICAL RECORDS &HEALTH INFO TECH-B
MEDICAL RECORDS &HEALTH INFO TECH-O
MEDICAL SCIENTST, XCPT EPIDMLGST SUPV
MEDICAL SCIENTST, XCPT EPIDMLGST-A
MEDICAL SCIENTST, XCPT EPIDMLGST-B
MEDICAL SCIENTST, XCPT EPIDMLGST-O
MEDICAL SECRETARY-A
MEDICAL SECRETARY-B
MEDICAL SECRETARY-O
MEDICAL TRANSCRIPTIONIST-A
MEDICAL TRANSCRIPTIONIST-B
MEDICAL TRANSCRIPTIONIST-O
MENTAL HEALTH &SUBSTNCE ABUS SOC WK SUPV
MENTAL HEALTH &SUBSTNCE ABUS SOC WK-A
MENTAL HEALTH &SUBSTNCE ABUS SOC WK-B
MENTAL HEALTH &SUBSTNCE ABUS SOC WK-O
MENTAL HEALTH COUNSELOR SUPV
MENTAL HEALTH COUNSELOR-A
MENTAL HEALTH COUNSELOR-B
MENTAL HEALTH COUNSELOR-O
METAL WORKER& PLASTIC WRKR, ALL OTH SUPV
METAL WORKER& PLASTIC WRKR, ALL OTH-A
METAL WORKER& PLASTIC WRKR, ALL OTH-B
METAL WORKER& PLASTIC WRKR, ALL OTH-O
MICROBIOLOGIST SUPV
MICROBIOLOGIST-A
MICROBIOLOGIST-B
MICROBIOLOGIST-O
MINING & GEOLOGICAL SPECIALIST-NL SUPV
MINING & GEOLOGICAL SPECIALIST-NL-A
MINING & GEOLOGICAL SPECIALIST-NL-B
MINING & GEOLOGICAL SPECIALIST-NL-O
MTD TRANSPORTATION INSPECTOR
MTD TRANSPORTATION INSPECTOR SUPV
MULTI-MEDIA ARTIST & ANIMATOR-A
MULTI-MEDIA ARTIST & ANIMATOR-B
MULTI-MEDIA ARTIST & ANIMATOR-O
MUS PRESS ART MGR
MUS PRESS EDITOR MGR
MUS PRESS MKTG MGR
MUSEUM PUBLICATION DIR
MUSEUM TECHNICIAN & CONSERVATOR SUPV
MUSEUM TECHNICIAN & CONSERVATOR-A
MUSEUM TECHNICIAN & CONSERVATOR-B
MUSEUM TECHNICIAN & CONSERVATOR-O
MVD Agent Supervisor
MVD STAFF ADMINISTRATOR
NATURAL SCIENCES COORDINATOR SUPV
NATURAL SCIENCES COORDINATOR-A

Classification Title
NATURAL SCIENCES COORDINATOR-B
NATURAL SCIENCES COORDINATOR-O
NM LAW ENFORCEMENT ACADEMY INS
NM VETERANS' CEMETERY INTERNMNT
ADMINISTRATOR
NM VETERANS' CEMETERY INTERNMNT SPECIALIST I
NM VETERANS' CEMETERY INTERNMNT SPECIALIST II
NM VETERANS' CEMETERY INTERNMNT SUPV
NMFTA Instructor
NURSING AIDE, ORDERLIES, &ATTENDANT SUPV
NURSING AIDE, ORDERLIES, &ATTENDANT-A
NURSING AIDE, ORDERLIES, &ATTENDANT-B
NURSING AIDE, ORDERLIES, &ATTENDANT-O
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 HEALTH & SFTY SPC SUPV
OCCUPATIONAL HEALTH & SFTY SPEC-A
OCCUPATIONAL HEALTH & SFTY SPEC-B
OCCUPATIONAL HEALTH & SFTY SPEC-O
OCCUPATIONAL THERAPIST AIDE
OCCUPATIONAL THERAPIST ASSIST
OCCUPATIONAL THERAPIST ASSISTANT-A
OCCUPATIONAL THERAPIST ASSISTANT-B
OCCUPATIONAL THERAPIST ASSISTANT-O
OCCUPATIONAL THERAPIST I
OCCUPATIONAL THERAPIST SUP
OCCUPATIONAL THERAPIST SUPV
OCCUPATIONAL THERAPIST-A
OCCUPATIONAL THERAPIST-B
OCCUPATIONAL THERAPIST-O
OFFICE & ADMIN SPPORT WORKER, AO SUPV
OFFICE & ADMIN SPPORT WORKER, AO-A
OFFICE & ADMIN SPPORT WORKER, AO-B
OFFICE & ADMIN SPPORT WORKER, AO-O
OFFICE CLERK, GENERAL SUPV
OFFICE CLERK, GENERAL-A
OFFICE CLERK, GENERAL-B
OFFICE CLERK, GENERAL-O
OMBUDSMAN CARE TRANSITION SPEC
OMBUDSMAN REGIONAL COORDINATOR
OMBUDSMAN SUPERVISOR
OPERATION RESEARCH ANALYST-A
OPERATION RESEARCH ANALYST-B
OPERATION RESEARCH ANALYST-O
OPERATIONAL JOURNEYMAN ELECTR
PAINTER, CONSTRUCTION & MAIN-A
PAINTER, CONSTRUCTION & MAIN-B
PAINTER, CONSTRUCTION & MAIN-O
PARALEGAL & LEGAL ASSISTANT SUPV
PARALEGAL & LEGAL ASSISTANT-A
PARALEGAL & LEGAL ASSISTANT-B
PARALEGAL & LEGAL ASSISTANT-O
PAYROLL & TIMEKEEPING CLERK-A
PAYROLL & TIMEKEEPING CLERK-B
PAYROLL & TIMEKEEPING CLERK-O
PED STATISTICIAN CHIEF
PED STATISTICIAN SUPV
PERSONAL & HOME CARE AIDE-A

Classification Title
PERSONAL & HOME CARE AIDE-B
PERSONAL & HOME CARE AIDE-O
PERSONAL FINANCIAL ADVISOR SUPERVISOR
PERSONAL FINANCIAL ADVISOR-A
PERSONAL FINANCIAL ADVISOR-B
PERSONAL FINANCIAL ADVISOR-O
PETROLEUM SPECIALIST SUPV
PETROLEUM SPECIALIST-A
PETROLEUM SPECIALIST-B
PETROLEUM SPECIALIST-O
PHARMACIST I
PHARMACIST II
PHARMACIST III
PHARMACIST MANAGER I
PHARMACIST MANAGER II
PHARMACIST SUPV
PHARMACIST-A
PHARMACIST-B
PHARMACIST-O
PHARMACY TECHNICIAN I
PHARMACY TECHNICIAN II
PHARMACY TECHNICIAN III
PHARMACY TECHNICIAN-A
PHARMACY TECHNICIAN-B
PHARMACY TECHNICIAN-O
PHLEBOTOMIST
PHLEBOTOMIST SUPERVISOR
PHOTOGRAPHER-A
PHOTOGRAPHER-B
PHOTOGRAPHER-O
PHYSICAL SCIENTIST, ALL OTHER-A
PHYSICAL SCIENTIST, ALL OTHER-B
PHYSICAL SCIENTIST, ALL OTHER-O
PHYSICAL THERAPIST AIDE SUPV
PHYSICAL THERAPIST AIDE-A
PHYSICAL THERAPIST AIDE-B
PHYSICAL THERAPIST AIDE-O
PHYSICAL THERAPIST ASSISTANT-A
PHYSICAL THERAPIST ASSISTANT-B
PHYSICAL THERAPIST ASSISTANT-O
PHYSICAL THERAPIST I
PHYSICAL THERAPIST SUPERVISOR
PHYSICAL THERAPIST SUPV
PHYSICAL THERAPIST-A
PHYSICAL THERAPIST-B
PHYSICAL THERAPIST-O
PHYSICAL THERAPY AIDE
PHYSICAL THERAPY ASSISTANT
PHYSICIAN
PHYSICIAN ASSISTANT
PHYSICIAN ASSISTANT LEVEL I
PHYSICIAN ASSISTANT LEVEL II
PHYSICIAN ASSISTANT SUPV
PHYSICIAN LEVEL I
PHYSICIAN LEVEL I - OB/GYN
PHYSICIAN LEVEL I - SURGEON
PHYSICIAN LEVEL II
PHYSICIAN LEVEL II - SURGEON
PHYSICIAN LEVEL II - OB/GYN
PHYSICIAN LEVEL III
PHYSICIAN LEVEL III - OB/GYN
PHYSICIAN LEVEL III - SURGEON
PHYSICIAN MANAGER
PLANT & SYSTEM OPERATOR, ALL OTHER SUPV
PLANT & SYSTEM OPERATOR, ALL OTHER-A

Classification Title
PLANT & SYSTEM OPERATOR, ALL OTHER-B
PLANT & SYSTEM OPERATOR, ALL OTHER-O
PLUMBER SUPERVISOR
PLUMBER, PIPEFITTER, & STEAM FITTER SUPV
PLUMBER, PIPEFITTER, & STEAM FITTER-A
PLUMBER, PIPEFITTER, & STEAM FITTER-B
PLUMBER, PIPEFITTER, & STEAM FITTER-O
POLICE & SHERIFF PATROL OFFICER SUPV
POLICE & SHERIFF PATROL OFFICER-A
POLICE & SHERIFF PATROL OFFICER-B
POLICE & SHERIFF PATROL OFFICER-O
PRECRIBING PSYCHOLOGIST
PRINCIPAL EXECUTIVE BUDGET AND POLICY ANALYST
PRINTING MACHINE OPERATOR-A
PRINTING MACHINE OPERATOR-B
PRINTING MACHINE OPERATOR-O
PRIVATE DETECTIVE & INVESTIGATOR SUPV
PRIVATE DETECTIVE & INVESTIGATOR-A
PRIVATE DETECTIVE & INVESTIGATOR-B
PRIVATE DETECTIVE & INVESTIGATOR-O
PROBATION OFFICER & CORR TRMT SPEC SUPV
PROBATION OFFICER & CORR TRMT SPEC-A
PROBATION OFFICER & CORR TRMT SPEC-B
PROBATION OFFICER & CORR TRMT SPEC-O
PROBATION PAROLE OFFICER 1
PROBATION PAROLE OFFICER 2
PROBATION PAROLE OFFICER SUPV
PROCESS IMPROVEMENT ANALYST
PRODUCTION, PLANNING, & EXPED CLRK-A
PRODUCTION, PLANNING, & EXPED CLRK-B
PRODUCTION, PLANNING, & EXPED CLRK-O
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 ADJUSTER I
PROPERTY & CASUALTY ADJUSTER II
PSYCHIATRIC NURSE PRACT I
PSYCHIATRIC NURSE PRACT II
PSYCHIATRIC TECHNICIAN SUPV
PSYCHIATRIC TECHNICIAN-A
PSYCHIATRIC TECHNICIAN-B
PSYCHIATRIC TECHNICIAN-O
PSYCHIATRIST LEVEL I
PSYCHIATRIST LEVEL II
PSYCHIATRIST MANAGER
PSYCHIATRIST SUPV
PSYCHIATRIST-A
PSYCHIATRIST-B
PSYCHIATRIST-O
PUBLIC DEFENDER 2
PUBLIC DEFENDER 3
PUBLIC DEFENDER 4
PUBLIC HEALTH DATA SCIENTIST
PUBLIC RELATIONS COORDINATOR SUPV
PUBLIC RELATIONS COORDINATOR-A
PUBLIC RELATIONS COORDINATOR-B
PUBLIC RELATIONS COORDINATOR-O
PUBLIC RELATIONS SPECIALIST SUPV

Classification Title
PUBLIC RELATIONS SPECIALIST-A
PUBLIC RELATIONS SPECIALIST-B
PUBLIC RELATIONS SPECIALIST-O
PUBLIC UTILITIES ECONOMIST
PUBLIC UTILITIES ENGINEER
PURCHSING AGENT, XCPT WHLSALE/RETAIL-A
PURCHSING AGENT, XCPT WHLSALE/RETAIL-B
PURCHSING AGENT, XCPT WHLSALE/RETAIL-O
PURCHSING AGENT, XCPT WHLSALE/RETAL SUPV
RADIOLOGIC TECHNOLOGIST & TECHNICIAN SUPV
RADIOLOGIC TECHNOLOGIST & TECHNICIAN-A
RADIOLOGIC TECHNOLOGIST & TECHNICIAN-B
RADIOLOGIC TECHNOLOGIST & TECHNICIAN-O
RADIOLOGIC TECHNOLOGIST I
RADIOLOGIC TECHNOLOGIST II
RADIOLOGIC TECHNOLOGIST SUP
RECEPTIONIST & INFORMATION CLERK-A
RECEPTIONIST & INFORMATION CLERK-B
RECEPTIONIST & INFORMATION CLERK-O
RECREATION WORKER-A
RECREATION WORKER-B
RECREATION WORKER-O
RECREATIONAL THERAPIST I
RECREATIONAL THERAPIST II
RECREATIONAL THERAPIST SUP
RECREATIONAL THERAPIST SUPV
RECREATIONAL THERAPIST-A
RECREATIONAL THERAPIST-B
RECREATIONAL THERAPIST-O
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
REGISTERED NURSE SUPV
REGISTERED NURSE-A
REGISTERED NURSE-B
REGISTERED NURSE-O
REHABILITATION COUNSELOR SUPV
REHABILITATION COUNSELOR-A
REHABILITATION COUNSELOR-B
REHABILITATION COUNSELOR-O
RESIDENTIAL COORDINATOR
RESPIRATORY THERAPIST I
RESPIRATORY THERAPIST II
RESPIRATORY THERAPIST SUP
RESPIRATORY THERAPIST SUPERVISOR
RESPIRATORY THERAPIST-A
RESPIRATORY THERAPIST-B
RESPIRATORY THERAPIST-O
RETIREMENT SPECIALIST, LEVEL 1
RETIREMENT SPECIALIST, LEVEL 2
RETIREMENT SPECIALIST, SUPERVISOR
RLD ELECTRICAL BUREAU CHIEF
SCHOOL BUS TRANSPORTATION SPECIALIST
SCHOOL BUS TRANSPORTATION SUPERVISOR
SCI SR WKR
SCI SUPV
SCI WKR
SECRETARY, XCPT LEGAL,MEDICAL & EXEC-A

Classification Title
SECRETARY, XCPT LEGAL,MEDICAL & EXEC-B
SECRETARY, XCPT LEGAL,MEDICAL & EXEC-O
SECRTRY, XCPT LEGAL,MEDICAL & EXEC SUPV
SECURITIES, COMMODITIES, & FIN SRVS SUPV
SECURITIES, COMMODITIES, & FIN SRVS-A
SECURITIES, COMMODITIES, & FIN SRVS-B
SECURITIES, COMMODITIES, & FIN SRVS-O
SECURITY GUARD SUPV
SECURITY GUARD-A
SECURITY GUARD-B
SECURITY GUARD-O
SELF-ENRICHMENT EDUCATION TEACHER-A
SELF-ENRICHMENT EDUCATION TEACHER-B
SELF-ENRICHMENT EDUCATION TEACHER-O
SENIOR ENGINEER EXECUTIVE
SENIOR EXECUTIVE BUDGET AND POLICY ANALYST
SET & EXHIBIT DESIGNER-A
SET & EXHIBIT DESIGNER-B
SET & EXHIBIT DESIGNER-O
SET AND EXHIBIT DESIGNER SUPERVISOR
SHIPPING, RECEIVING, AND TRAFFIC CLERK-A
SHIPPING, RECEIVING, AND TRAFFIC CLERK-B
SHIPPING, RECEIVING, AND TRAFFIC CLERK-O
SIGNED LANGUAGE INTERPRETER
SOCIAL & HUMAN SERVICE ASSISTANT SUPV
SOCIAL & HUMAN SERVICE ASSISTANT-A
SOCIAL & HUMAN SERVICE ASSISTANT-B
SOCIAL & HUMAN SERVICE ASSISTANT-O
SOCIAL & COMMUNITY SERVICE COORDNATOR SUPV
SOCIAL & COMMUNITY SERVICE COORDNATOR-A
SOCIAL & COMMUNITY SERVICE COORDNATOR-B
SOCIAL & COMMUNITY SERVICE COORDNATOR-O
SOCIAL WORKER, ALL OTHER SUPV
SOCIAL WORKER, ALL OTHER-A
SOCIAL WORKER, ALL OTHER-B
SOCIAL WORKER, ALL OTHER-O
SPACEPORT AEROSPACE ENGINEER
SPACEPORT AMERICA SALES AGENT
SPACEPORT FLIGHT CONTROL SPECIALIST
SPACEPORT OPERATIONS MANAGER
SPACEPORT VISUAL BRAND COMMUNICATOR
SPECIAL AGENT
SPECIAL AGENT SUPERVISOR
SPEECH-LANG PATHOLOGIST SUP
SPEECH-LANGUAGE PATHOLOGIST I
SPEECH-LANGUAGE PATHOLOGIST-A
SPEECH-LANGUAGE PATHOLOGIST-B
SPEECH-LANGUAGE PATHOLOGIST-O
SPO HR DIVISION DIRECTOR
STAFF
STAFF - DENTAL
STAFF - ECONOMICS
STAFF - ENVIRONMENTAL SCIENCE
STAFF - FORENSIC SCIENCE
STAFF - HOSPITAL ADMINISTRATION
STAFF - MTD/SID
STAFF - NURSING
STAFF - NUTRITION/DIETITIAN
STAFF - OT/PT/SLP
STAFF - PHARMACY
STAFF - PHYSICIAN
STAFF - PSYCHIATRY
STAFF ARCHITECT
STAFF ARCHITECT
STATE AUDIT AUDITOR COORDINATOR

Classification Title
STATE AUDITOR I
STATE AUDITOR II
STATE FIRE INSPECTOR
STATE FIRE INVESTIGATOR
STATE GOVERNMENT INTERN
STATE GOVERNMENT INTERN
STATE INVESTIGATOR
STATE INVESTIGATOR SUPERVISOR
STATE SCIENTIFIC LABORATORY DIRECTOR
STATISTICIAN-A
STATISTICIAN-B
STATISTICIAN-O
STEAM PLANT/BOILER OPERATOR SUPV
STEAM PLANT/BOILER OPERATOR-A
STEAM PLANT/BOILER OPERATOR-B
STEAM PLANT/BOILER OPERATOR-O
STIU INVESTIGATOR
STOCK CLERK & ORDER FILLER SUPV
STOCK CLERK & ORDER FILLER-A
STOCK CLERK & ORDER FILLER-B
STOCK CLERK & ORDER FILLER-O
STUDENT AIDE
SUBSTANCE ABUSE & BEHAV DISORDER CNSLR-A
SUBSTANCE ABUSE & BEHAV DISORDER CNSLR-B
SUBSTANCE ABUSE & BEHAV DISORDER CNSLR-O
SUBSTNCE ABUSE & BEHAV DISORDR CNSLR SUPV
SUPERVISING JOURNEYMAN ELECTRN
SURVEYOR INTERN I
SURVEYOR INTERN II
SWITCHBOARD OPERATOR, INCL ANS SRVS SUPV
SWITCHBOARD OPERATOR, INCL ANS SRVS-A
SWITCHBOARD OPERATOR, INCL ANS SRVS-B
SWITCHBOARD OPERATOR, INCL ANS SRVS-O
TAILOR, DRESSMAKER & CUSTOM SEWER-A
TAILOR, DRESSMAKER & CUSTOM SEWER-B
TAILOR, DRESSMAKER & CUSTOM SEWER-O
TAX AUDITOR I
TAX AUDITOR II
TAX AUDITOR III
TAX AUDITOR IV
TAX AUDITOR SUPV
TAX EXAMINER, COLLECTOR & REV AGNT SUPV
TAX EXAMINER, COLLECTOR & REV AGNT-A
TAX EXAMINER, COLLECTOR & REV AGNT-B
TAX EXAMINER, COLLECTOR & REV AGNT-O
TAX INFORMATION AND POLICY SPECIALIST
TEACHER ASSISTANT-A
TEACHER ASSISTANT-B
TEACHER ASSISTANT-O
TECHNICAL WRITER-A
TECHNICAL WRITER-B
TECHNICAL WRITER-O
THERAPIST, ALL OTHER-A
THERAPIST, ALL OTHER-B
THERAPIST, ALL OTHER-O
TITLE EXAMINER, ABTRACTOR, & SRCH SUPV
TITLE EXAMINER, ABSTRACTOR, & SRCH-A
TITLE EXAMINER, ABSTRACTOR, & SRCH-B
TITLE EXAMINER, ABSTRACTOR, & SRCH-O
TRAFFIC TECHNICIAN SUPV
TRAFFIC TECHNICIAN-A
TRAFFIC TECHNICIAN-B
TRAFFIC TECHNICIAN-O
TRAINING & DEVELOPMENT SPECIALIST SUPV
TRAINING & DEVELOPMENT SPECIALIST-A

Classification Title
TRAINING & DEVELOPMENT SPECIALIST-B
TRAINING & DEVELOPMENT SPECIALIST-O
TRANSPORTATION INSPECTOR SUPV
TRANSPORTATION INSPECTOR-A
TRANSPORTATION INSPECTOR-B
TRANSPORTATION INSPECTOR-O
UI TAX REPRESENTATIVE
UI TAX REPRESENTATIVE SENIOR
UI TAX REPRESENTATIVE SUPERVISOR
UNREGISTERED APPRENTICE PLUMBR
UPHOLSTERER-A
UPHOLSTERER-B
UPHOLSTERER-O
URBAN AND REGIONAL PLANNER SUPV
URBAN AND REGIONAL PLANNER-A
URBAN AND REGIONAL PLANNER-B
URBAN AND REGIONAL PLANNER-O
VETERINARIAN
VETERINARIAN SUPERVISOR
VETERINARIAN-A
VETERINARIAN-B
VETERINARIAN-O
WAGE SUBSIDY INTERN
WATER & LIQUID WASTE TREATMENT PLANT-A
WATER & LIQUID WASTE TREATMENT PLANT-B
WATER & LIQUID WASTE TREATMENT PLANT-O
WATER RESOURCE PROFESSIONAL IV
WATER RESOURCES MANAGER I
WATER RESOURCES MANAGER II
WATER RESOURCES PROF II
WATER RESOURCES PROF III
WATER RESOURCES PROFESSIONAL I
WELDER, CUTTER, SOLDERER & BRAZER-A
WELDER, CUTTER, SOLDERER & BRAZER-B
WELDER, CUTTER, SOLDERER & BRAZER-O
WIC DIETICIAN AND NUTRITIONIST
WIC DIETICIAN AND NUTRITIONIST SUPV
WIC ELIGIBILITY INTERVIEWER
WIC OFFICE CLERK
WIC STAFF MANAGER
WILDFIRE PREVENTION & CONSERVATION COORD
WOODWORKER, ALL OTHER SUPV
WOODWORKER, ALL OTHER-A
WOODWORKER, ALL OTHER-B
WOODWORKER, ALL OTHER-O
WORD PROCESSOR & TYPIST-A
WORD PROCESSOR & TYPIST-B
WORD PROCESSOR & TYPIST-O
WORKERS' COMPENSATION ADJUSTER I
WORKERS' COMPENSATION ADJUSTER II
WORKERS' COMPENSATION SPECIALIST
Youth Challenge Academy Cadre
YOUTH CHALLENGE ACADEMY CADRE
YOUTH CHALLENGE ACD CADRE SUPV
ZOOLOGIST & WILDLIFE BIOLOGIST SUPV
ZOOLOGIST & WILDLIFE BIOLOGIST-A
ZOOLOGIST & WILDLIFE BIOLOGIST-B
ZOOLOGIST & WILDLIFE BIOLOGIST-O



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 CLASSIFICATIONS

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

CORRECTION OFFICER SPC-BOILER OPERATIONS
CORRECTION OFFICER SPC-CORR INDUSTRIES
CORRECTION OFFICER SPC-ELECTRICIAN
CORRECTION OFFICER SPC-ELECTRONICS
CORRECTION OFFICER SPC-FIRE, SFTY (FSSO)
CORRECTION OFFICER SPC-HVAC
CORRECTION OFFICER SPC-K-9/STIU SPEC
CORRECTION OFFICER SPC-LOCKSMITH
CORRECTION OFFICER SPC-MAINTENANCE
CORRECTION OFFICER SPC-MECHANIC
CORRECTION OFFICER SPC-PLUMBER
CORRECTION OFFICER SPC-RECREATION
CORRECTION OFFICER SPC-SPECIAL PROGRAMS
CORRECTION OFFICER SPC-WAREHOUSE/CANTEEN
CORRECTION OFFICER SPC-WASTEWATER
CORRECTIONAL (STIU) ADMINISTRATOR
CORRECTIONAL (STIU) COORDINATOR
CORRECTIONAL (STIU) INVESTIGATOR
CORRECTIONAL (STIU) MANAGER PROB/PAROLE
CORRECTIONAL CLASSIFICATION BUREAU CHIEF
CORRECTIONAL CLASSIFICATION MANAGER
CORRECTIONAL DEPUTY DIR ADULT PRISONS
CORRECTIONAL DEPUTY WARDEN (MAX SEC)
CORRECTIONAL OFFICER
CORRECTIONAL OFFICER-CADET
CORRECTIONAL OFFICER-CAPTAIN
CORRECTIONAL OFFICER-LIEUTENANT
CORRECTIONAL OFFICER-MAJOR
CORRECTIONAL OFFICER-SERGEANT

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 I
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
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
DIRECTOR OF THERAPY
EMERGENCY MED PHYSICIAN II
EMERGENCY MED PHYSICIAN III
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 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 I - OB/GYN
PHYSICIAN LEVEL I - SURGEON
PHYSICIAN LEVEL II
PHYSICIAN LEVEL II - SURGEON
PHYSICIAN LEVEL II - OB/GYN
PHYSICIAN LEVEL III
PHYSICIAN LEVEL III - OB/GYN
PHYSICIAN LEVEL III - SURGEON
PRECRIBING 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 GEOGRAPHICAL INFO SYSTEM SPEC I
IT GEOGRAPHICAL INFO SYSTEM SPEC 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 ANALYST I
IT QUALITY ASSURANCE ANALYST II
IT QUALITY ASSURANCE ANALYST III
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

SOCIAL SERVICES

ADULT PROTECTIVE SERVICES CLINICAL
CONSULTANT
ADULT PROTECTIVE SERVICES INTAKE WORKER
ADULT PROTECTIVE SERVICES INTAKE WORKER SUPV
ADULT PROTECTIVE SERVICES INVESTIGATIVE CASE
WORKER
ADULT PROTECTIVE SERVICES INVESTIGATIVE CASE
WORKER SUPV
APS CLINICAL CONSULTANT SUPV
APS INVESTIGATIVE CASEWORKR SR
APS INVESTIGTVE CASEWORKR SUPV
APS REGIONAL MANAGER
CPS PLACEMENT CASE WKR
CPS ADOPTION CONSULTANT
CPS COUNTY OFFICE MANAGER
CPS INVESTIGATION CASE WKR
CPS INVESTIGATION SR CASE WKR
CPS INVESTIGATION SUPV
CPS MEDIATOR
CPS PERM PLG CASE WKR
CPS PERM PLG SR WKR
CPS PERM PLG SUPV

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 WKR
SCI SUPV
SCI WORKER