



State Personnel Office

Classification Plan

Fiscal Year 2025

December 12, 2025

State of New Mexico

State Personnel Board

Dylan K. Lange, Director, State Personnel Office

Table of Contents

Introduction.....	3
Classification Philosophy and Classification System Objectives.....	3
History of the Classification System.....	3
Looking Ahead: Job Architecture & Classification	6
Ensuring Consistent Application.....	8
Job Analysis	8
Job Evaluation.....	8
The Process: Classification Development and Job Analysis.....	10
Classifications and Classification Descriptors.....	11
Position Assignment.....	12
Classification Changes	12
Appendix A: Job Families & Sub-Families, Job Leveling Guide	14
Appendix B: Job Title Glossary	16
Common Level Indicators	20
Leveling Criteria.....	22
Appendix C: Career Tracks	23
Appendix D: Job Catalog.....	47

Introduction

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 and goals for the classification system.

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 Office’s classification system are to:

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

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 1979, 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. 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.

In 2016, the State Personnel Office began a focused effort to improve the competitiveness of New Mexico classified service jobs in certain market sectors. A series of classification studies in support of a new classification structure that organizes classifications into occupation-based job families was implemented. The ten job families, approved by the State Personnel Board, and implemented were:

- Architecture
- Attorney
- Business
- Corrections
- Engineer, Surveyor & Water Resources
- Healthcare, Healthcare Physicians
- Information Technology
- Peace Officers
- Scientist
- Social Services

In 2024, an overall review of the classification system was performed. The New Mexico State Personnel Office (SPO), the Legislative Finance Committee (LFC), and the Department of Finance and Administration (DFA) supported the study across five core areas: Personnel Act Review, Process Review, Benefits and Compensation Benchmark Analysis, Job Classification Review, and Stakeholder Engagement and an Employee Survey. A Job Architecture initiative was recommended; this can be defined as a framework for organizing and structuring jobs or a logical system for organizing like jobs together. It supports the job analysis process, facilitates identifying professional development needs, makes career paths clearer for employees, improves workforce data reporting and analysis, and makes benchmarking compensation to the external market easier. Key components of Job



Architecture include Job Families, Job Sub-Families, Career tracks, Job Levels, and Job Titles. Career tracks enable employees to understand their career mobility within an agency, a division, and a classification series.

After Job Architecture was implemented on August 2nd, 2025, the total number of classifications was 847.

See Appendix A-E for all final Job Architecture implementation documents and the complete job catalog.

Looking Ahead: Job Architecture & Classification

Overall, the changes that were implemented from the new job architecture framework are designed to modernize the HR system, improve classification accuracy, and enhance the overall talent experience in the State of New Mexico. The State Personnel Office maintains that this is a foundation that is not person or employee-specific but rather position/role-specific. Ongoing standards that were established and maintained during the implementation, resolve that changes to titles and title assignments were/are based on responsibilities defined in the documented classification descriptors, not an individual's performance, education, experience, or longevity in a role. All employees were/are aligned to a level consistent with the position's current scope of work. Responsibilities and reporting relationships were not redefined as part of the implementation of the new framework.

As we look ahead, the SPO compensation and classification division are excited to build upon the foundational elements implemented by the Job Architecture initiative. This new system has streamlined classification processes, making them more transparent and consistent across the organization. By clearly defining roles and responsibilities, a more structured and equitable framework that supports career development and progression now exists. The title glossary, along with career track leveling, presents Human Resource professionals with a system for identifying the needs of their agency. Supporting guidance on the identification of the correct title and level is now available before a change request is made. See Review of Job Architecture Components Table 1.

Table 1. Job Architecture Components

Category	Components
Job Family	-Highest-level organizing of work type -Jobs are first organized in job family group based on the broad nature of work performed
Job Subfamily	-Sub-category organizing of jobs within a Job Family -Jobs will be organized in job sub-families based on the specific nature of work performed
Career Track	-Jobs Categorized based on Career Track -Management jobs (people managers), Professionals (individual contributors), Support or Technical job.
Job Level	-Organize by Job's Level within its Career Track

Category	Components
	-Descriptors and qualifiers are defined for each level from entry to the most senior, in both managerial and non-managerial career tracks
Job Title	-Job Relates to its Classification of All Above Elements -Multiple positions / employees can be linked to one job, helping standardize the titles

These advancements will not only improve operational efficiency but also foster a positive and inclusive workplace culture. By utilizing the new system to its full potential, the goal of attracting, developing, and retaining a diverse and talented workforce can be achieved.

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. The State Personnel Office does this through rigorous job analysis, 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. The State Personnel Office does this through a combination of interviews with subject matter experts ("SMEs") and managers. Typically, 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 performance of the essential duties of the classification. 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 also be sought.

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. This enables agencies 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

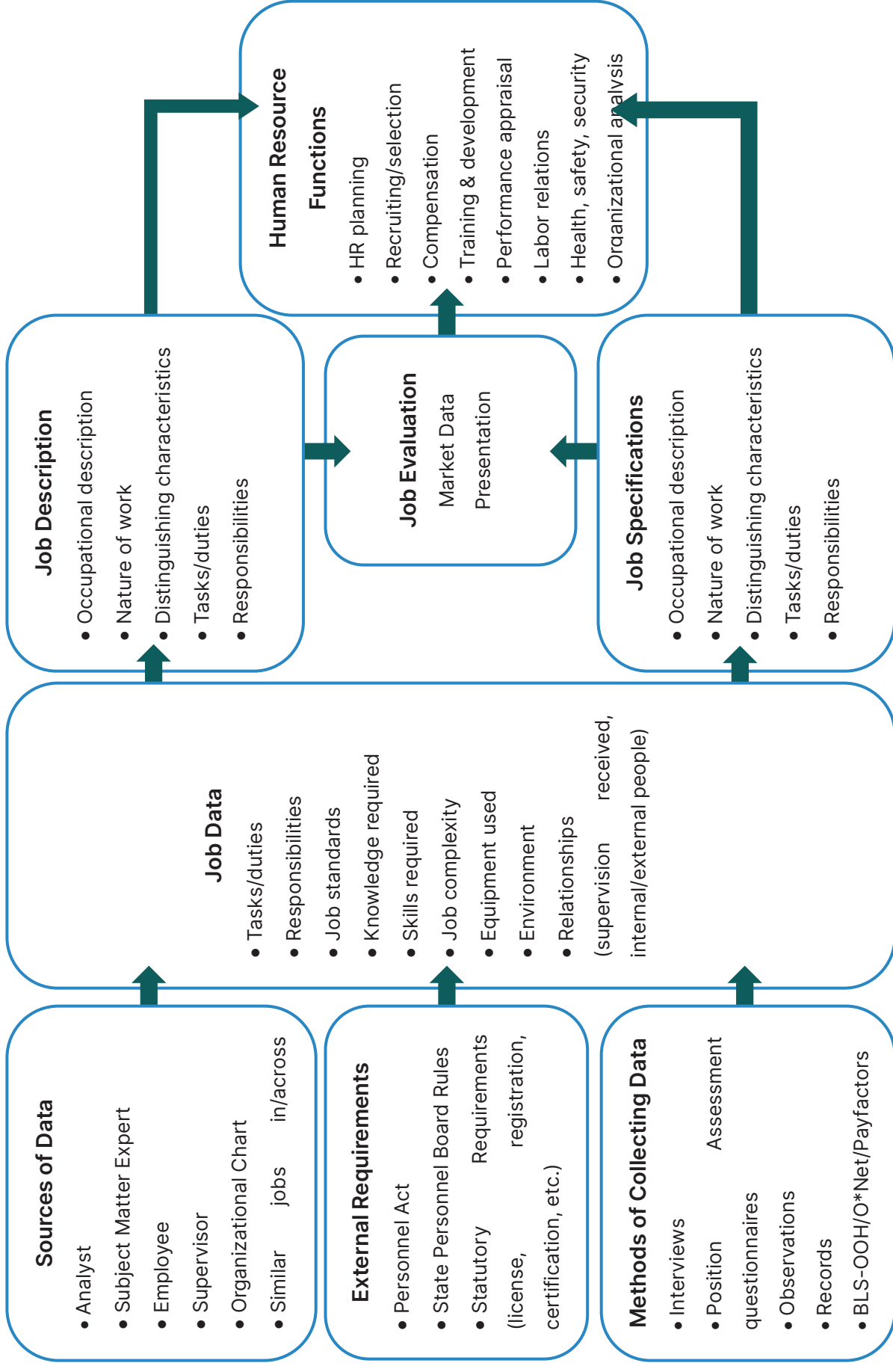
The goal of the job evaluation review committee is to establish the relative importance of jobs to the classified service or, in other words, to understand the value of each job's work to the employer.

The State Personnel Office is responsible for conducting a job evaluation review for all new classifications in the New Mexico classified service. The State Personnel Office appoints a job



evaluation committee to review the process to establish all newly created or revised classifications. See State Personnel Board Rule 1.7.4.9(A) NMAC.

The Process: Classification Development and Job Analysis



Classifications and Classification Descriptors

Utilizing job analysis and job 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.

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.

The **distinguishing characteristics** provide detailed examples of work performed in the occupation. Where there is more than one level in each classification, the examples of work performed are intended to be cumulative for each higher level of work.

Recommended education and experience for full performance describe the education and experience one would generally expect to find in an employee who can perform the full range of duties and responsibilities on 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** outline specific qualifications, such as licensure, that may be necessary for a given role at a certain agency. These conditions may vary depending on each agency's utilization of the classification unlike minimum qualifications that are standard across agencies. The **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 the most recent 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. See 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 levels) is based solely upon the way an agency utilizes the position, and the way 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. Under the new Job Architecture for the classified service, employees who manage people will be categorized under the Management track. These managers must oversee people, not programs. Contract employees or 1099 employees cannot be included in the count of full-time employees that a manager is required to supervise

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. See 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. An agency may also request a classification review or classification re-evaluation. Not only are classification reviews and evaluations already part of the classification study process, but that initial review and evaluation is conducted with the input of the agency. See State Personnel Board Rule 1.7.3.8(E) NMAC.

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.



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. See 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. See 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. See State Personnel Board Rule 1.7.3.10 NMAC.

Appendix A: Job Families & Sub-Families, Job Leveling Guide

Job Family	Job Sub-Family
Administrative Operations	Administrative Support, Customer Service, Internships, Marketing & Communications, Program Management
Architecture, Engineering, Planning	Design & Construction, Engineering
Arts, Culture, Education, Library Sciences	Art, Museum & History, Education & Instructional Support, Library & Archive Management
Business Operations	Data Analytics, Economic Development, Operations & Process Improvement, Project Management & Analysis
Facilities & Maintenance	Custodial Services, Facility Operations, Fleet Management, Maintenance Operations, Real Estate & Property Management
Finance	Accounting, Audit, Budget, Financial Planning & Analysis, Insurance & Claims, Procurement, Tax & Revenue
Healthcare & Social Services	Behavioral & Mental Health, Healthcare Administration, Medical Records & Information Management, Patient Care, Pharmacy, Laboratory & Radiologic Sciences, Rehabilitation Therapy, Social Services
Human Resources	Benefits, Classification & Compensation, Employee & Labor Relations, General HR, HR Technology, Talent Acquisition, Training & Development

Job Family	Job Sub-Family
Information Technology	Application Development, Database Administration, IT Project Management, IT Quality Assurance, IT Security, Risk & Compliance, IT Support, Network Administration, Systems Administration
Legal & Compliance	Compliance & Risk Management, Legal Services, Legal Support
Life & Physical Sciences	Compliance & Risk Management, Legal Services, Legal Support
Natural Resource Management	Conservation & Sustainability, Forestry, Livestock & Wildlife Management, Natural Resources Protection & Enforcement
Public Safety	Corrections, Emergency Management, Forensic Science, Law Enforcement, Safety & Security
Skilled Trades	Aircraft & Spaceport Operations, Crafts & Trades, Food Services, Transportation Operations

Appendix B: Job Title Glossary

Common Title	Definition
Administrator	Manages, operates, runs and/or controls an area of business operations or program infrastructure support. Serves as the day-to-day process owner of an area of business operations or program infrastructure support. Oversees the ongoing administration of a component of a program, a technology or a system. May work independently or be responsible for organizing people and resources efficiently so as to direct activities towards a common goal or objective. May provide input to the initial development of programs or systems initially, and is then charged with implementation, monitoring, maintaining or administering the process, program or technology. Works with management to plan and develop methods and procedures for the ongoing administration of area of responsibility.
Advocate	Promotes appropriate social services related causes. Resolves complaints by listening to individuals and their families; directs individuals to appropriate resources; assists with presenting facts and circumstances to support individual needs; assists with developing acceptable resolutions and follows up on outcomes.
Agent	Legally empowered to act on behalf of another person or an entity. May be employed to represent a client in negotiations and other dealings with third parties. May be given decision-making authority. May require specialized certifications and/or licensing from a professional organization(s).
Aide	Performs routine assignments that provide basic non-technical, non-clerical support to a department. Work is typically of a service-worker nature. Typically requires entry level education or experience.
Analyst	Applies knowledge and logical skills to complete a wide range of tasks, including regularly adapting methods to complete duties and responsibilities within its function, while continuing to develop proficiency in the discipline. Activities are typically quantitatively focused.
Assistant	Performs routine administrative tasks, such as customer service, record keeping, filing, etc. This job title definition does not apply when used with management positions (e.g., Assistant Director).
Auditor	Examines and verifies the performance of the organization's financial, operational, managerial, and/or information processes and systems to identify risks and areas for improvement.
Clerk	Uses knowledge of a functional area(s) to provide general office support, including filing, entering data, coding records, making routine calculations, producing standardized reports and other administrative tasks.

Common Title	Definition
Consultant	Applies subject matter expert in a discipline, and possibly related function(s) /discipline(s); provides advice to individuals or the organization; serves as the initial point of contact for advice.
Coordinator	Organizes activities and operations for a program process or service under direct guidelines. Coordination often requires regular facilitation of outcomes across agencies. Duties are guided by significant precedent but uses both practical experience and educational knowledge to complete tasks.
Counselor	Conducts assessment and develops plan of action to assist customers find quality health and human services. May provide information regarding inspection services, human development services, schools, public transportation, employment opportunities and neighborhoods.
Designer	Creates and often executes plans for tangible or intangible objects such as, products, processes, media, graphics, services, and experiences, using advanced research methods to solve problems and assess the clients and audience needs.
Developer	Codes and develops software applications. Works as part of a development team in the design of software applications. Conducts requirement analysis, documents technical specifications, and writes, reviews, and debugs code. Recommends product revisions or enhancements based on user feedback. Develops and maintains documentation of user manuals.
Educator	Develops education plans and direct education for specific employees, employee groups, or the greater organization. <i>(See also Instructor).</i>
Generalist	Exhibits a wide array of knowledge on a variety of subjects, or broad understanding of a program area.
Investigator	Examines and analyzes information to uncover facts, resolve issues, and support legal, financial, or administrative processes. Gathers evidence, conducts interviews, and employs various investigative techniques to elucidate activities, behaviors, or financial transactions that may be complex, concealed, or illegal.
Inspector	Uses established guidelines, policies, practices, and regulations to examine operations, processes, and outputs against established industry, legal, quality standards. May also advise on quality compliance, provide input to area of specialization. Prepares and presents reports of findings and recommendations. Keeps the organization up-to-date

Common Title	Definition
	and compliant on the latest standards, codes, requirements. Often requires specialized certifications and/or licensing from a professional organization(s).
Instructor	Educates and trains on non-technical topics. Leads and instructs exercises for an individual or group of individuals.
Liaison	Develops relationships through personal contact and outreach efforts. Provides education and support and functions as a bridge between stakeholder groups and the government, striving to improve service. Collaborates to develop strategies to improve access to care and customer service.
Mechanic	Repairs and maintains machinery, transportation vehicles, or other mechanical devices.
Officer	Represents the organization in a specialized area and is often tasked with inspection and administrative enforcement of standards and regulations. This title can represent executives along with positions that traditionally use this title as an industry standard (e.g., Correctional Officer, Safety Officer).
Operator	Uses of a variety of manual and automatic machines and performs a variety of tasks where operations and sequence are specified by standard procedures.
Practitioner	Provides direct patient care in a skilled and effective manner, utilizing appropriate technical and decision-making skills.
Program Manager	Manages a major program with external interfaces to communities served. Responsible for program development, ongoing administration, and resource management.
Project Manager	Takes day-to-day of projects, frequently from original concept through final implementation. Defines project scope and objectives. Develops detailed work plans, schedules, project estimates, resource plans, and status reports. Conducts project meetings and is responsible for project tracking and analysis. Ensures adherence to quality standards and reviews project deliverables. Provides technical and analytical guidance to project team. Recommends and takes action to direct the analysis and solutions of problems. Incumbent might also be company's expert in a technical/business area.

Common Title	Definition
Representative	Serves as the initial point of contact for the work group/agency/department/organization to internal and external customers.
Specialist	Demonstrates specialized knowledge in a functional area. Regularly provides in-depth insight, advisory services and expertise to other professionals, management, and external contacts in an assigned functional area. Some exceptions may apply for positions that traditionally use this title as an industry standard (e.g., IT Security Specialist, Occupational Health & Safety Specialist)
Steward	Assists in performing administrative tasks, defining procedures, policies, and requirements of a department or business unit. Typically, requires strong knowledge of the business requirements and policies / processes of the department and work on a day-to-day basis within a business unit.
Technician	Provides technical support, conducts tests, assesses data, and may operate specialized equipment. Depending on the field, may work independently or under the direction of a professional. Positions with this title require a combination of basic knowledge, technical expertise, and manual skill typically attained through a technical degree program or certification from an accredited technical institute.
Technologist	Provides care in a skilled and effective manner and utilizes appropriate equipment, technologies, processes, and decision-making skills.
Therapist	Evaluates patients and develops interventional treatment plans that include a full range of treatment procedures and modalities. Treatment plans are designed to restore patients to the highest possible functional level. A bachelor's degree or higher from an accredited college or university and licensure are typically required.
Trainer	Designs and develops targeted training programs for specific functions or departments within an organization. This position typically requires recognized certifications in the relevant area of specialty, underscoring a high level of expertise and authority in professional settings.
Worker	Performs routine assignments that provide basic non-technical, non-clerical support to a department or function. Positions using this title typically require a high school diploma or GED and on-the-job training.

Common Level Indicators

For jobs that manage other employees, the level indicators should be added at the beginning of the job title, followed by a comma, and then the primary area for which the position is responsible. For jobs that do not manage other employees but manage a department or program, the level indicator should be added at the end of the job title after the primary area for which the position is responsible for.

Level Indicator	Definition
Associate	An entry-level individual contributor role that meets the standard requirements of a specialized job.
Deputy	A leadership role that acts as a substitute for the senior figure within an organization.
Director	A leadership role responsible for establishing strategic plans and objectives within its discipline and can make final decisions on administrative, employee or operational matters and ensures effective achievement of objectives. Works to identify and approve key business drivers and supports programs/processes/tools/designs for a job family.
Executive	A leadership role responsible for all operations associated with a given field. Sets strategies and oversees operations by directing senior management on the project goals. Applies highly advanced knowledge of a specific field. Demonstrates expert level of knowledge in area of specialization and regularly provides in-depth insight, advisory services and subject matter expertise to other professionals and management. Typically has Directors and above levels as direct reports.
Lead	An individual contributor role that provides process and technical leadership to a group of employees. Frequently provides senior-level expertise and performs escalated or more highly complex work of a similar nature to that for which they are overseeing.
Manager	A leadership role that accomplishes work objectives through the management of direct reports, including both internal and external staff. This role involves planning, organizing, integrating, coordinating, and controlling the activities of

Level Indicator	Definition
	others, providing direct day-to-day management to professionals and/or skilled support staff. Held accountable for the performance of people, services, systems, programs, projects, and resources and have the authority to change their direction, objectives, and assignments to meet performance and business needs. Works within specified guidelines and makes decisions regarding daily priorities and the application of technical/business processes within established guidelines for a work group or segment of a department. A people manager is responsible for setting the overall direction of staff members and holding staff accountable to department policies and objectives. A process manager is responsible for overseeing the efficiency and performance of processes and/or operations. These managers may not oversee the work of employees.
Senior	An individual contributor role that provides advanced job knowledge and exercises independent judgment. Recommends solutions for problems of moderate complexity. This title abbreviation should be added to the end of the job title followed by the primary skill set that designates the focus of the job.
Supervisor	An entry-level management role which regularly provides day-to-day direction of task-oriented work in alignment with departmental procedures and objectives, while performing escalated or more highly complex work of a similar nature to that which they oversee. (<i>According to SPO Board Rules, directs the work of two or more other employees.</i>)

Leveling Criteria

Leveling Criteria	Definition
Education & Experience	Years of related experience and/or professional degree requirements that are necessary to fulfill job responsibilities.
Job Knowledge & Technical Competence	The knowledge and area of expertise required to perform the job successfully.
Decision Making & Impact	The ability to analyze situations and reach productive decisions while consulting with the appropriate parties, when necessary, to identify the key concerns and/or issues to be addressed to make the best decision at the Agency or State level. Also refers to the level of impact the decision(s) have to the team, department, areas, or the Agency or State's success and includes whether roles have Agency or State-wide decision-making authority and budgetary impact.
Complexity & Independent Judgement	The level of autonomy to make decisions , and the degree to which the individual needs to identify and create solutions and serve as a reliable resource for other employees regarding an area of expertise. Also refers to the depth of understanding needed to complete required job tasks, complexity of budgetary responsibilities, reliance on tools/resources, the nature of standardized and non-standardized work, and the nature of problem solving required.
Teamwork & Leadership	Responsibility for people development , including supervision, training, and performance management, to build and maintain effective working relationships with others inside and outside of the State and Agencies. The ability to collaborate with teammates, leaders, and external stakeholders to achieve goals and resolve conflicts.

Appendix C: Career Tracks

Management Career Track				
Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Experience & Education	Typically requires a secondary education and a bachelor's degree or equivalent.	Typically requires a secondary education and a bachelor's degree or equivalent.	Typically requires a secondary education and a bachelor's degree or equivalent. An advanced degree may be required.	Typically requires a secondary education and a bachelor's degree or equivalent. An advanced degree may be required.
	Has 2 or more years of relevant experience, with at least one year of experience serving in a lead role.	Has 4 or more years of relevant experience, with 2 years of prior supervisory experience.	Has 6 or more years of experience, with 3 years of prior supervisory experience in the area of specialization.	Has 10 or more years of experience in the area of specialization.
	Alternatively, an equivalent combination of education, training, and/or experience. Specific positions may require certifications and/or licensures.	Alternatively, an equivalent combination of education, training, and/or experience. Specific positions may require certifications and/or licensures.	Alternatively, an equivalent combination of education, training, and/or experience. Specific positions may require certifications and/or licensures.	Previously senior management experience required. Alternatively, an equivalent combination of education, training, and/or experience. Specific positions may require certifications and/or licensures.

Management Career Track

Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Job Knowledge & Technical Competence	Requires knowledge of a function or body of work required to supervise the work of a team or work group.	Requires knowledge of basic management approaches, such as work scheduling, prioritizing, coaching and process execution.	Requires mastery-level job knowledge and technical skill within a specific discipline or area, or broad expertise across multiple related disciplines.	Requires mastery-job level knowledge and technical skill within a specific discipline or area of broad expertise across multiple disciplines.
	Requires specialized knowledge of technical or operational practices within an assigned discipline.	Requires advanced knowledge of a technical or operational practices within an assigned discipline.	Requires broad management and leadership knowledge to lead teams.	Requires extensive understanding of how to lead others across the Agency.
	Applies advanced knowledge of the process in order to effectively supervise daily operations.	Applies advanced knowledge of aligned field and process in order to effectively manage operations.	Requires understanding of how to support growth and development of direct reports.	
			Applies advanced technical knowledge to solve complex matters within an agency-wide / multiple functions or a process across the State.	

Management Career Track

Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Decision Making & Impact	Decisions focus on the routine situations that have established policies and procedures and do not require cross-functional coordination.	Decisions focus on moderately complex situations that frequently have established policies and procedures and may include cross-functional coordination.	Decisions focus on complex, long-term issues that require cross-functional coordination. Results have a substantial impact on the long-term success of the area directed.	Directs activities that have substantial impact on the achievement of Agency-wide results.
	May be responsible for implementing strategic plans. Has minimal impact on the long-term success of the area supervised.	Has direct impact on the immediate or short-term operational results of the area managed. Results have moderate strategic impact on the area managed. May have budgetary responsibility.	Develops new processes, standards, or operational plans in support of assigned area. Establishes key elements of tactical and operational plans with direct impact on the on the long-term success of the area managed. Has budgetary accountability.	Significant authority on developing and implementing new processes and policies.

Management Career Track

Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Complexity & Independent Judgment	Identifies, defines, and addresses problems with solutions that are not immediately evident, but typically not complex.	Problems and issues faced are vague, may not be standard, and may require understanding of a broader set of issues ranging from low to moderate complexity.	Problems faced are often complex, non-standard, and require extensive analysis.	Strategically directs department or large units.
	Performs escalated and/or more complex work of similar nature to the work the position oversees / supervises.	Problems are typically solved by drawing from prior experience.	Conducts appropriate information gathering to understand problems. Owns the strategic and operational direction of an assigned area.	Problems faced are often complex, non-standard, and require extensive investigation and analysis.
	Exercises independent judgment using defined policies and procedures to solve basic issues. Sets goals and determines how to accomplish defined results with some guidelines. Manager provides broad guidance and overall guidance.	Exercises independent judgment using defined policies/procedures to determine appropriate(s) for moderately complex issues. Small to medium budgetary responsibility with low complexity.	Exercises independent judgment across assigned area of responsibilities to determine appropriate action(s) for complex, and sometimes highly complex, issues. Possibly partners with executive-level leadership, primarily in own function(s).	Exercises independent judgment across multiple functions or agency responsibilities to determine appropriate actions(s) for highly complex agency-wide issues. Regularly partners with executive-level leadership, primarily in own function(s). Develops budgets and resources to meet strategic and operational targets.

Management Career Track				
Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Complexity & Independent Judgment (cont.)	Must adhere to an established budget with limited complexity.		Typically has oversight over a medium-to-large budget with relatively high complexity.	

Management Career Track

Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Teamwork & Leadership	Provides day-to-day work direction for employees in a singular group. Typically supervises not less than 3 full-time employees.	Leads, directs, and reviews the work of employees to accomplish operational plans and results. Manages employees or a process in a work unit or single function, department, or program.	Typically oversees a large team that consists of managers, supervisors, and their associated activities.	Manages a range of job families and/or functions that include multiple teams led by Managers/Senior Managers.
	Has input on employment decisions.	Typically supervises not less than 4 direct full-time experienced professionals or supervisors (May also manage or oversee indirect reports).	Regularly receives high-level direction and feedback from senior leadership in the form of objectives and established strategy.	Primarily focus of the role is on proactive strategic leadership rather than day-to-day operational execution but may be directly involved in the most complex operational issues.
	Maintains steady workflow and productivity and resolves operational decisions to achieve operational targets, service standards, etc.	Has input on employment decisions. May have the authority to hire, discharge, advance, or promote.	Oversees and has responsibility for a single department or portions of multiple departments.	Collaborates with direct reports, teammates, executive management, external stakeholders, and high-level officials as needed to complete work and achieve goals.
	Explains policies, standards, and processes to others.		Provides strategic leadership while accomplishing work through others.	
	Collaborates with direct reports and teammates as needed to complete work and achieve goals.			

Management Career Track				
Level Criteria	M1 Supervisor	M2 Manager	M3 Senior Manager	M4 Executive Manager
Teamwork & Leadership (cont.)		Responsibilities also include coaching and development, skill assessment, performance review, promotional decisions, and pay actions for employees. Collaborates with direct reports, teammates, and senior leaders as needed to complete work and achieve goals.	Implements the strategic vision of a department or agency-wide function. Oversees the implementation of operational policies and develops operational strategies.	

Professional Career Track					
Level Criteria	P1 Entry	P2 Intermediate	P3 Senior	P4 Lead/Specialist	P5 Principal
Experience & Education	Typically requires secondary education and a bachelor's degree or equivalent years of experience.	Typically requires secondary education and a bachelor's degree or equivalent years of experience.	Typically requires secondary education and a bachelor's degree or equivalent years of experience.	Typically requires a secondary education and a bachelor's degree or equivalent years of experience.	Typically requires at least a master's degree in a related field or an equivalent combination of education and experience.
	Has 0-2 years of relevant experience or an equivalent combination of education, training, and/or experience.	Has 2 or more years of relevant experience or an equivalent combination of education, training, and/or experience.	Has 4 or more years of relevant experience or an equivalent combination of education, training, and/or experience.	Has 6 or more years of relevant experience or an equivalent combination of education, training, and/or experience.	Has 8 or more years of relevant experience or an equivalent combination of education, training, and/or experience.

Professional Career Track					
Level Criteria	P1 Entry	P2 Intermediate	P3 Senior	P4 Lead/Specialist	P5 Principal
Job Knowledge & Technical Competence	Routine or narrow knowledge required to perform job tasks.	Moderate depth of knowledge required to perform job tasks. Occasionally consults additional process or knowledge resources.	Comprehensive knowledge required to perform job tasks. Seasoned professional with advanced applied experience.	Demonstrates mastery of processes applicable to role. Regularly provides guidance to associates in the use of new technologies, theories, concepts, and techniques.	Demonstrates expert-level knowledge and technical skills within specific discipline or area.
	Resolves routine issues with minimal interpretation of policies and guidelines.	Applies moderate level of knowledge, skills, and practices to perform a variety of assignments.	Applies advanced skills to knowledge areas within function. Not yet considered an expert.	Regularly provides guidance and mentorship to associates in the use of new technologies, theories, concepts, and techniques.	Regularly provides guidance and mentorship to associates in the use of new technologies, theories, concepts, and techniques.
	Basic familiarity with knowledge area and the associated technologies, services, and practices.	Continues to develop higher level knowledge and skills in own area.			Recognized as an expert in the field and sought after for advice and guidance.

Professional Career Track					
Level Criteria	P1 Entry	P2 Intermediate	P3 Senior	P4 Lead/Specialist	P5 Principal
Decision Making & Impact	Makes decisions regarding own work within defined parameters. Contributes to the completion of routine tasks and deliverables. Seeks new assignments to enhance on-the-job learning and development.	Makes decisions regarding own work often in ambiguous situations. Makes recommendations in own function and area of expertise. Contributes to significant milestones associated with a project or activity.	Makes decisions on moderately complex issues regarding project components and tasks. Often makes process improvements.	Makes decisions on complex issues regarding project components and advanced tasks. Contributes to development of new principles and concepts.	Makes decisions on complex to highly complex issues regarding work approach for project components and completion of team tasks and responsibilities. Regularly makes decisions under minimal guidance that have a significant impact on the agency's financial and business operations. Advises one or more areas, programs, or functions and provides recommendations to senior leaders on matters of significance.

Professional Career Track					
Level Criteria	P1 Entry	P2 Intermediate	P3 Senior	P4 Lead/Specialist	P5 Principal
Complexity & Independent Judgment	Work assignments are often straightforward and not complex. With direct guidance, responsible for working on basic assignments and projects.	Works on problems of moderate complexity. Uses independent judgment within defined policies and practices.	Works on diverse yet standard problems ranging from moderate to complex. Regularly exercises independent judgment on matters of significance.	Develops solutions to most often standard and at-times non-standard problems that require the use of ingenuity and creativity.	Develops solutions to non-standard, complex problems that require use of ingenuity and creativity to address complex complications.
	Follows standard policies, techniques, and practices. Delivers information and collaborates on problems and issues within defined parameters.	Problems faced are often procedural and straightforward.	Makes recommendations to management on approach/options to accomplish objectives.	Uses independent judgment requiring in-depth evaluation of variable factors. Problems may be undefined and require advanced analysis.	Uses independent judgment requiring in-depth evaluation of variable factors. Serves as reliable resource for other employees in area of expertise.

Professional Career Track					
Level Criteria	P1 Entry	P2 Intermediate	P3 Senior	P4 Lead/Specialist	P5 Principal
Teamwork & Leadership	Works with direct supervision on new and routine assignments.	Works under general supervision on new assignments.	Works independently with limited supervision.	Works independently under general supervision.	Leads highly complex project or activities in an assigned area;
	Jobs at this level are focused on professional development. Collaborates with teammates and supervisors and seeks assistance as needed to achieve goals.	May train new and/or developing professional or support employees. Collaborates with teammates and entry-level management as needed to complete work and achieve goals.	Work is evaluated upon completion to ensure results and objectives have been met. Mentors and supports entry-level or support employees. Collaborates with teammates mid-level management, and potentially senior leaders as needed to complete work and achieve goals.	Regularly trains and mentors professional employees. Responsible for guidance and delegation of work. May provide input into performance reviews and corrective action for professional employees. Collaborates with teammates, senior leaders, and potentially external stakeholders as needed to complete work and achieve goals.	responsibility may extend to additional areas. Requires ability to communicate with leadership regarding matters of significant importance to the Agency and/or State. Collaborates with teammates, senior leaders, and external stakeholders as needed to complete work and achieve results.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Experience & Education	Entry level; minimal education and/or experience needed.	High School Diploma or vocational degree.	High School Diploma or vocational degree.	High School Diploma or vocational degree.
	Vocational training may be needed based on given area. May require certifications and licensure to provide technical or skilled services.	Typically, 1 to 3 years of experience or any combination of training and/or experience. May require certifications and licensures to provide technical or skilled services.	Typically, 3 to 5 years of experience or any combination of training and/or experience. May require certifications and licensures to provide technical or skilled services.	Typically, more than 5 years of experience or any combination of training and/or experience. May require certifications and licensures to provide technical or skilled services.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Job Knowledge & Technical Competence	General knowledge; performs standard, non-specialized duties and tasks.	Working knowledge and understanding; performs a variety of standard and non-standard tasks.	Advanced knowledge and expertise of detailed aspects of the job; performs a variety of complex duties.	Comprehensive knowledge and expertise of all aspects of job; performs a variety of complex duties.
	Normally receives detailed instructions on work, approach, and priorities.	Works under moderate supervision using established procedures.	Works under general guidance and broad objectives.	Independently prioritizes tasks and responsibilities of self and team.
	Direction and guidance are regularly provided.		Has considerable discretion to address complex issues.	Serves as an escalation point/advisor for resolving complex issues.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Decision Making & Impact	Works within clearly defined work parameters and/or well-defined tasks, established deadlines, quality standards, and priorities.	Makes routine and non-routine decisions with some latitude but may still be subject to approval.	Work is varied, and the employee needs to be adaptable to respond to these changes, use independent judgment, and manage priorities. Has some latitude in responding and prioritizing non-routine issues.	Works with team to lead in accomplishment more complex tasks and resolving day-to-day technical/procedural challenges. Requires constant response to changing circumstances and using new information to adjust approach and quickly respond to new needs.
	Solves technical challenges within defined parameters and escalates as needed.	Solves basic to moderately complex technical challenges.		
	Makes decisions based on specific instructions, standard practices, and established procedures which generally require little or no supervision.	May make recommendations for solving problems of moderate complexity and importance.	Solves complex technical challenges.	Solves highly complex technical challenges.
	Work impacts typically limited to own area; errors may cause simple rework and/or correction.	Work impacts the achievement of overall objective/task.	Makes decisions that are guided by precedents, policies, and objectives. May provide guidance to less experienced employees.	Makes decisions that are guided by precedents, policies, and objectives; regularly makes decisions and recommendations on complex issues affecting a broad area.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Decision Making & Impact (cont.)			Work significantly impacts the achievement of overall objective/task.	Work significantly impacts achievement of overall objectives/task.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Complexity & Independent Judgment	Routine and/or well documented work, requiring minimal independent judgement.	Work is semi-routine in nature requiring some independent judgement.	Moderately complex work often requiring independent judgement to resolve.	Assumes ownership, leads advanced and highly specialized duties that require independent initiative and judgement.
	Addresses problems that are generally solved by following clear directions and procedures and by identifying opportunities for process improvements.	Follows precedents and procedures; may set priorities and organize work within general guidelines.	Collaborates with others to solve complex technical challenges.	Regularly works on new projects/tasks.
		Seeks assistance when confronted with difficult and/or unpredictable situations.	Sets goals and determines how to accomplish defined results with some guidelines.	Sets goals and determines how to accomplish defined results with some guidelines.
		Work progress is monitored by supervisor/manager.	Supervisor or manager provides broad guidance and overall direction.	Provides broad guidance and overall direction.

Technical Career Track				
Level Criteria	T1 Entry	T2 Intermediate	T3 Senior	T4 Lead
Teamwork & Leadership	Works under close supervision and/or within established policies, practices, and established quality and safety checks.	Works under general supervision; instructions given for routine work and detailed instructions given for new activities and special assignments.	Works under limited supervision, no instructions needed on routine work and general instructions given on new lines of work or special assignments.	Works under general guidance; often oversees work or serves as lead technical expert in complex area and/or project.
	Work typically reviewed/assessed by others.	Work periodically reviewed by others for compliance, quality and accuracy.	Regularly checks own work and possibly the work of others.	Regularly checks own work and possibly the work of others.
	Direction and guidance are regularly provided.	Elevates questions, problems, and significant challenges to more senior employees for direction or subject matter expertise.	Has considerable discretion to address complex procedures.	May provide updates to management regarding team or operational performance, work progress, and quality.

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Experience & Education	Typically requires a high school diploma, GED certificate or equivalent experience.	Typically requires a high school diploma, GED certificate.	Typically requires a high school diploma, GED certificate or associate's degree.	Typically requires a high school diploma, GED certificate or associate's degree. Bachelor's degree preferred.
	Has 0-2 years of experience or an equivalent combination of education and/or experience. May require certifications and licensures needed for specific support services.	Has 2 or more years of experience or an equivalent combination of education and/or experience. May require certification and licensures needed for specific support services.	Has 4 or more years of experience, or an equivalent combination of education and/or experience. May require certification and licensures for specific support services.	Has 5 or more years of experience or an equivalent combination of education and/or experience. May require certification and licensures for specific support services.

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Job Knowledge & Technical Competence	With guidance, develops knowledge to complete responsibilities for a single area or group of closely related tasks.	With minimal guidance, has full knowledge of the responsibilities for a single area or group of closely related tasks.	Has full knowledge of the responsibilities for a single area or group of closely related tasks.	Has full knowledge of responsibilities for a single technical area or group of related tasks.
	Applies basic knowledge of equipment, tools, systems, controls, procedures, and/or essential regulations to complete assigned work.	Applies basic to intermediate knowledge of equipment, tools, systems, controls, procedures, and/or essential regulations to complete assigned work.	Applies advanced knowledge of equipment, tools, systems, controls, procedures, and/or essential regulations to complete assigned work. May identify new approaches to improve efficiencies around routine work.	Applies expert agency or state-wide knowledge and understanding of the operational environment to develop highly responsive, effective customized solutions.

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Decision Making & Impact	Work is guided by well-defined tasks, established deadlines, quality standards, and priorities.	Work is guided by well-defined tasks, established deadlines, quality standards, and priorities.	Work is varied every day, and the employee needs to be adaptable to respond to these changes and to use independent judgement and management priorities.	Work requires constant response to changing circumstances and using new information to adjust approach and quickly respond to new needs.
	Solves basic administrative and operational challenges within defined parameters and escalates, as needed.	Solves basic to moderately complex and administrative and operational challenges.	Solves complex administrative and operational challenges.	Solves highly complex and administrative and operational challenges.
	Routinely seeks guidance from peers and supervisors to complete work.	Seeks guidance on non-routine tasks and issues.	Seeks guidance on complex tasks and issues.	Makes non-routine and high impact decisions, escalating matters as necessary. Decisions typically have a significant impact on operations. Leads to the resolution of complex issues.

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Decision Making & Impact (cont.)				Work impacts cross-department administrative operations. May contribute to policy and procedure enhancements.

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Complexity & Independent Judgment	Works on assignments that are standard and structured; work requires minimal independent judgement.	Completes basic to moderately complex administrative assignments; work involves minimal problem resolution.	Handles advanced and complex administrative assignments requiring independent initiative and judgement.	Addresses administrative problems that are highly varied, complex, and often non-reoccurring, requiring employees input and innovative techniques to resolve issues.
	Refers questions, problems, and issues to more senior employees for direction or subject matter expertise.	Follows precedents and procedures.	Assists lower-level employees in resolving escalated issues.	Regularly works on new assignments and projects that require the application of independent judgment / interpretation of policies and procedures.
	Addresses problems that are routine, somewhat repetitive, and generally solved by following clear directions and procedures.	May set priorities and organize work within general guidelines. Seeks assistance when confronted with difficult and / or unpredictable situations. Work progress is monitored by a supervisor or manager.	Collaborates and with business professionals and management to solve complex support challenges.	

Support Career Track				
Level Criteria	S1 Entry	S2 Intermediate	S3 Senior	S4 Lead/Specialist
Teamwork & Leadership	Works under close supervision and/or within established guidelines with minimal opportunity for deviation.	Works under moderate supervision using established procedures.	Works under general guidance and broad objectives.	Independently prioritizes tasks and responsibilities of self and team.
	Normally receives detailed instructions on work, approach, and priorities.	Plans and prioritizes own work; requires instructions on new assignments or highly-complex activities only.	Has considerable discretion to address complex procedures.	Serves as an escalation point/advisor for resolving complex issues; regularly checks the work of others.
	Direction and guidance are regularly provided.	Evaluates questions, problems, and significant challenges to more senior employees for direction or subject matter expertise.	Regularly checks own work; may review the work of others.	Sets goals and determines how to accomplish defined results with some guidelines. Provides broad guidance and overall direction.

Appendix D: Job Catalog

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
R9011B	Associate Computer Operator	Administrative Operations	Administrative Support	Technical	T1 – Entry	C1
R9011O	Computer Operator	Administrative Operations	Administrative Support	Technical	T2 – Intermediate	C2
AOAX40	Manager, Administrative Support	Administrative Operations	Administrative Support	Management	M2 – Manager	C9
AORX40	Manager, Public Records	Administrative Operations	Administrative Support	Management	M2 – Manager	C8
R9199O	Office Support Clerk	Administrative Operations	Administrative Support	Support	S2 – Intermediate	C2
R6011A	Senior Administrative Assistant	Administrative Operations	Administrative Support	Support	S3 – Senior	C4
AOAX45	Senior Manager, Administrative Support	Administrative Operations	Administrative Support	Management	M3 – Senior Manager	C10
B3011O	Senior Office Support Clerk	Administrative Operations	Administrative Support	Support	S3 – Senior	C3
R6011S	Supervisor, Administrative Support	Administrative Operations	Administrative Support	Management	M1 – Supervisor	C8
R9011S	Supervisor, Computer Operations	Administrative Operations	Administrative Support	Management	M1 – Supervisor	C4
R9199S	Supervisor, Office Support	Administrative Operations	Administrative Support	Management	M1 – Supervisor	C4

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
R40311	Associate Motor Vehicle Representative	Administrative Operations	Customer Service	Support	S1 – Entry	C3
CCIL23	Consumer Investigative Representative	Administrative Operations	Customer Service	Support	S2 – Intermediate	C7
R40510	Customer Service Representative	Administrative Operations	Customer Service	Support	S2 – Intermediate	C2
AOCX40	Manager, Customer Service	Administrative Operations	Customer Service	Management	M2 – Manager	C11
R4032S	Manager, Motor Vehicle Division	Administrative Operations	Customer Service	Management	M2 – Manager	C8
R40312	Motor Vehicle Representative	Administrative Operations	Customer Service	Support	S2 – Intermediate	C4
R4051A	Senior Customer Service Representative	Administrative Operations	Customer Service	Support	S3 – Senior	C3
AOCX45	Senior Manager, Customer Service	Administrative Operations	Customer Service	Management	M3 – Senior Manager	C12
R40320	Senior Motor Vehicle Representative	Administrative Operations	Customer Service	Support	S3 – Senior	C5
R4051S	Supervisor, Customer Service	Administrative Operations	Customer Service	Management	M1 – Supervisor	C6
R4030S	Supervisor, Motor Vehicle Division	Administrative Operations	Customer Service	Management	M1 – Supervisor	C6
FIGC15	Grants Analyst	Administrative Operations	Grants Administration	Professional	P2 – Intermediate	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
FIGX40	Manager, Grants	Administrative Operations	Grants Administration	Management	M2 – Manager	C11
FIGX45	Senior Manager, Grants	Administrative Operations	Grants Administration	Management	M3 – Senior Manager	C12
FIGS35	Supervisor, Grants	Administrative Operations	Grants Administration	Management	M1 – Supervisor	C10
SGCI17	College Undergraduate Intern	Administrative Operations	Internships	Support	S1 – Entry	C2
SGGI20	Graduate School Intern	Administrative Operations	Internships	Support	S1 – Entry	C3
SGHI87	High School Intern	Administrative Operations	Internships	Support	S1 – Entry	C1
J3041A	Editor	Administrative Operations	Marketing & Communications	Professional	P2 – Intermediate	C6
J1024A	Graphic Designer	Administrative Operations	Marketing & Communications	Professional	P2 – Intermediate	C4
AOMX40	Manager, Marketing & Communications	Administrative Operations	Marketing & Communications	Management	M2 – Manager	C12
X30514	Manager, Museum Publications	Administrative Operations	Marketing & Communications	Management	M2 – Manager	C10
AOPX40	Manager, Public Relations	Administrative Operations	Marketing & Communications	Management	M2 – Manager	C10
J3054	Marketing Coordinator	Administrative Operations	Marketing & Communications	Professional	P2 – Intermediate	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
B20310	Public Relations Coordinator	Administrative Operations	Marketing & Communications	Professional	P2 – Intermediate	C4
J3053	Senior Editor	Administrative Operations	Marketing & Communications	Professional	P3 – Senior	C8
AOMX45	Senior Manager, Marketing & Communications	Administrative Operations	Marketing & Communications	Management	M3 – Senior Manager	C13
B2031A	Senior Public Relations Coordinator	Administrative Operations	Marketing & Communications	Professional	P3 – Senior	C6
AOMS35	Supervisor, Marketing & Communications	Administrative Operations	Marketing & Communications	Management	M1 – Supervisor	C9
B2031S	Supervisor, Public Relations	Administrative Operations	Marketing & Communications	Management	M1 – Supervisor	C8
X50000	Manager, Program Management	Administrative Operations	Program Management	Management	M2 – Manager	C12
B90401	Program Coordinator	Administrative Operations	Program Management	Professional	P2 – Intermediate	C6
AOPM15	Program Manager	Administrative Operations	Program Management	Professional	P2 – Intermediate	C8
AOPX45	Senior Manager, Program Management	Administrative Operations	Program Management	Management	M3 – Senior Manager	C13
B90402	Senior Program Coordinator	Administrative Operations	Program Management	Professional	P3 – Senior	C7
AOPM20	Senior Program Manager	Administrative Operations	Program Management	Professional	P3 – Senior	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
X40000	Supervisor, Program Management	Administrative Operations	Program Management	Management	M1 – Supervisor	C11
AREP30	Architect	Architecture, Engineering, & Planning	Design & Construction	Professional	P2 – Intermediate	C9
ENSI17	Associate Geomatics Professional	Architecture, Engineering, & Planning	Design & Construction	Technical	T1 – Entry	C9
T40111	Building Inspector	Architecture, Engineering, & Planning	Design & Construction	Technical	T2 – Intermediate	C7
M50540	Construction Inspector	Architecture, Engineering, & Planning	Design & Construction	Professional	P2 – Intermediate	C8
X30111	Construction Project Manager	Architecture, Engineering, & Planning	Design & Construction	Professional	P2 – Intermediate	C10
ENSP23	Geomatics Professional	Architecture, Engineering, & Planning	Design & Construction	Technical	T2 – Intermediate	C10
T40112	Lead Building Inspector	Architecture, Engineering, & Planning	Design & Construction	Technical	T4 – Lead	C9
ENSX35	Manager, Geomatics	Architecture, Engineering, & Planning	Design & Construction	Management	M2 – Manager	C13
AEPX40	Manager, Planning	Architecture, Engineering, & Planning	Design & Construction	Management	M2 – Manager	C10
F3051A	Planner	Architecture, Engineering, & Planning	Design & Construction	Professional	P2 – Intermediate	C7
AEPW15	Public Works Inspector	Architecture, Engineering, & Planning	Design & Construction	Technical	T2 – Intermediate	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
AREX46	Senior Architect	Architecture, Engineering, & Planning	Design & Construction	Professional	P3 – Senior	C12
T4011A	Senior Building Inspector	Architecture, Engineering, & Planning	Design & Construction	Technical	T3 – Senior	C8
AECP20	Senior Construction Project Manager	Architecture, Engineering, & Planning	Design & Construction	Professional	P3 – Senior	C11
AEPX45	Senior Manager, Planning	Architecture, Engineering, & Planning	Design & Construction	Management	M3 – Senior Manager	C11
AEPL20	Senior Planner	Architecture, Engineering, & Planning	Design & Construction	Professional	P3 – Senior	C8
T4011S	Supervisor, Building Inspections	Architecture, Engineering, & Planning	Design & Construction	Management	M1 – Supervisor	C10
M5054S	Supervisor, Construction Inspections	Architecture, Engineering, & Planning	Design & Construction	Management	M1 – Supervisor	C9
AECS35	Supervisor, Construction Project Management	Architecture, Engineering, & Planning	Design & Construction	Management	M1 – Supervisor	C12
ENSX30	Supervisor, Geomatics	Architecture, Engineering, & Planning	Design & Construction	Management	M1 – Supervisor	C11
F3051S	Supervisor, Planning	Architecture, Engineering, & Planning	Design & Construction	Management	M1 – Supervisor	C9
ENET13	Associate Engineering Technician	Architecture, Engineering, & Planning	Engineering	Technical	T1 – Entry	C3
ENEP20	Engineer Graduate	Architecture, Engineering, & Planning	Engineering	Professional	P1 – Entry	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
ENEP23	Engineer Intern	Architecture, Engineering, & Planning	Engineering	Professional	P2 – Intermediate	C10
ENET15	Engineering Technician	Architecture, Engineering, & Planning	Engineering	Technical	T2 – Intermediate	C4
ENEX40	Executive Manager, Engineering	Architecture, Engineering, & Planning	Engineering	Management	M4 – Executive Manager	C14
ENEP30	Lead Engineer	Architecture, Engineering, & Planning	Engineering	Professional	P4 – Lead / Specialist	C12
ENET20	Lead Engineering Technician	Architecture, Engineering, & Planning	Engineering	Technical	T4 – Lead	C8
ENET23	Lead Senior Engineering Technician	Architecture, Engineering, & Planning	Engineering	Technical	T4 – Lead	C9
ENEX30	Manager, Engineering	Architecture, Engineering, & Planning	Engineering	Management	M2 – Manager	C12
ENTS23	Manager, Engineering Technician Services	Architecture, Engineering, & Planning	Engineering	Management	M2 – Manager	C10
ENEP26	Senior Engineer	Architecture, Engineering, & Planning	Engineering	Professional	P3 – Senior	C11
ENET17	Senior Engineering Technician	Architecture, Engineering, & Planning	Engineering	Technical	T3 – Senior	C6
ENEX35	Senior Manager, Engineering	Architecture, Engineering, & Planning	Engineering	Management	M3 – Senior Manager	C13
ENTS26	Senior Manager, Engineering Technician Services	Architecture, Engineering, & Planning	Engineering	Management	M3 – Senior Manager	C11

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
ENTS20	Supervisor, Engineering Technician Services	Architecture, Engineering, & Planning	Engineering	Management	M1 – Supervisor	C9
ENEX52	Executive Manager, Senior Executive Engineering	Architecture, Engineering, & Planning	Engineering Executive Management	Management	M4 – Executive Manager	C16
ENEX46	Senior Manager, Executive Engineering	Architecture, Engineering, & Planning	Engineering Executive Management	Management	M3 – Senior Manager	C15
F30910	Anthropologist	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C4
F30926	Archeologist	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C7
J10110	Art Director	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C5
I40120	Curator	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P3 – Senior	C7
J10270	Exhibit Designer	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Technical	T2 – Intermediate	C4
F30931	Historian	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C7
F40520	Interpretive Ranger	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C4
F3091S	Manager, Anthropology	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M2 – Manager	C7
ACCX40	Manager, Cultural Programs	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M2 – Manager	C10

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
ACMC15	Museum Conservator	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P3 – Senior	C6
V70990	Museum Fabricator	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Technical	T2 – Intermediate	C4
V41990	Museum Preparator	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Technical	T2 – Intermediate	C4
I40130	Museum Registrar	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P2 – Intermediate	C5
J1011A	Senior Art Director	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Professional	P3 – Senior	C6
ACCX45	Senior Manager, Cultural Programs	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M3 – Senior Manager	C11
ACCS35	Supervisor, Cultural Programs	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M1 – Supervisor	C8
I4012S	Supervisor, Curation	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M1 – Supervisor	C8
J1027S	Supervisor, Exhibit Design	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M1 – Supervisor	C8
V7099S	Supervisor, Museum Fabrication	Arts, Culture, Education, & Library Sciences	Art, Museum & History	Management	M1 – Supervisor	C6
I3023	Assistive Technology Consultant	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Technical	T2 – Intermediate	C5
B9039B	Associate Education Administrator	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P1 – Entry	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
I30221	Blindness Skills Instructor	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P2 – Intermediate	C5
B9039A	Education Administration Specialist	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P4 – Lead / Specialist	C10
B90390	Education Administrator	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P2 – Intermediate	C8
ACEX50	Executive Manager, Educational Programs	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Management	M4 – Executive Manager	C13
I90310	Instructional Coordinator	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P2 – Intermediate	C4
I90311	Learning Management System Administrator	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P2 – Intermediate	C7
B9039S	Manager, Educational Programs	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Management	M2 – Manager	C11
I9031A	Senior Instructional Coordinator	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Professional	P3 – Senior	C5
ACEX45	Senior Manager, Educational Programs	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Management	M3 – Senior Manager	C12
I3023S	Supervisor, Assistive Technology	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Management	M1 – Supervisor	C6
I9031S	Supervisor, Instructional Coordination	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Management	M1 – Supervisor	C7
I9041A	Teacher Assistant	Arts, Culture, Education, & Library Sciences	Education & Instructional Support	Support	S1 – Entry	C1

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
I40110	Archivist	Arts, Culture, Education, & Library Sciences	Library & Archive Management	Professional	P2 – Intermediate	C5
I4021A	Librarian	Arts, Culture, Education, & Library Sciences	Library & Archive Management	Professional	P2 – Intermediate	C7
I4031A	Library Technician	Arts, Culture, Education, & Library Sciences	Library & Archive Management	Support	S2 – Intermediate	C2
I4021S	Supervisor, Library Services	Arts, Culture, Education, & Library Sciences	Library & Archive Management	Management	M1 – Supervisor	C8
Q20101	Economic Development Coordinator	Business Operations	Economic Development	Professional	P2 – Intermediate	C7
F30110	Economist	Business Operations	Economic Development	Professional	P2 – Intermediate	C10
BOEB15	Employment Business Consultant	Business Operations	Economic Development	Support	S2 – Intermediate	C6
X52010	Manager, Economic Development	Business Operations	Economic Development	Management	M2 – Manager	C12
X40125	Manager, Economics	Business Operations	Economic Development	Management	M2 – Manager	C13
Q20102	Senior Economic Development Coordinator	Business Operations	Economic Development	Professional	P3 – Senior	C9
F3011A	Senior Economist	Business Operations	Economic Development	Professional	P3 – Senior	C11
BOEX45	Senior Manager, Economic Development	Business Operations	Economic Development	Management	M3 – Senior Manager	C13

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
X60125	Senior Manager, Economics	Business Operations	Economic Development	Management	M3 – Senior Manager	C14
F30111	Senior Utilities Economist	Business Operations	Economic Development	Professional	P3 – Senior	C12
F3011S	Supervisor, Economics	Business Operations	Economic Development	Management	M1 – Supervisor	C12
C1199B	Associate Business Operations Analyst	Business Operations	Operations & Process Improvement	Professional	P1 – Entry	C4
DDAA26	Associate Data Analyst	Business Operations	Operations & Process Improvement	Professional	P1 – Entry	C7
C20501	Associate Retirement Coordinator	Business Operations	Operations & Process Improvement	Professional	P1 – Entry	C3
C11990	Business Operations Analyst	Business Operations	Operations & Process Improvement	Professional	P2 – Intermediate	C5
DDAA30	Data Analyst	Business Operations	Operations & Process Improvement	Professional	P2 – Intermediate	C9
X70000	Executive Manager, Business Operations	Business Operations	Operations & Process Improvement	Management	M4 – Executive Manager	C12
BORX50	Executive Manager, Retirement	Business Operations	Operations & Process Improvement	Management	M4 – Executive Manager	C12
DDAA40	Lead Data Analyst	Business Operations	Operations & Process Improvement	Professional	P4 – Lead / Specialist	C11
BOBX40	Manager, Business Operations	Business Operations	Operations & Process Improvement	Management	M2 – Manager	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
BODX40	Manager, Data Analytics	Business Operations	Operations & Process Improvement	Management	M2 – Manager	C14
BOQX40	Manager, Quality Assurance	Business Operations	Operations & Process Improvement	Management	M2 – Manager	C11
BORX40	Manager, Retirement	Business Operations	Operations & Process Improvement	Management	M2 – Manager	C9
C11111	Process Improvement Specialist	Business Operations	Operations & Process Improvement	Professional	P4 – Lead / Specialist	C11
BOQA15	Quality Assurance Analyst	Business Operations	Operations & Process Improvement	Professional	P2 – Intermediate	C5
C20502	Retirement Coordinator	Business Operations	Operations & Process Improvement	Professional	P2 – Intermediate	C4
C1199A	Senior Business Operations Analyst	Business Operations	Operations & Process Improvement	Professional	P3 – Senior	C6
D2031A	Senior Data Analyst	Business Operations	Operations & Process Improvement	Professional	P3 – Senior	C10
X60000	Senior Manager, Business Operations	Business Operations	Operations & Process Improvement	Management	M3 – Senior Manager	C10
BODX45	Senior Manager, Quality	Business Operations	Operations & Process Improvement	Management	M3 – Senior Manager	C12
BORX45	Senior Manager, Retirement	Business Operations	Operations & Process Improvement	Management	M3 – Senior Manager	C11
BORC20	Senior Retirement Coordinator	Business Operations	Operations & Process Improvement	Professional	P3 – Senior	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C1199S	Supervisor, Business Operations	Business Operations	Operations & Process Improvement	Management	M1 – Supervisor	C8
BODS35	Supervisor, Data Analytics	Business Operations	Operations & Process Improvement	Management	M1 – Supervisor	C13
C2050S	Supervisor, Retirement	Business Operations	Operations & Process Improvement	Management	M1 – Supervisor	C7
BOLA15	Legal Analyst	Business Operations	Project Management & Analysis	Professional	P2 – Intermediate	C6
BOPM15	Project Manager	Business Operations	Project Management & Analysis	Professional	P2 – Intermediate	C10
BOPX45	Senior Manager, Project Management	Business Operations	Project Management & Analysis	Management	M3 – Senior Manager	C12
C20110	Accountant	Finance	Accounting	Professional	P2 – Intermediate	C5
R30310	Associate Financial Coordinator	Finance	Accounting	Support	S1 – Entry	C2
C20100	Certified Public Accountant	Finance	Accounting	Professional	P5 – Principal	C9
C20990	Financial Coordinator	Finance	Accounting	Support	S2 – Intermediate	C3
FIAX40	Manager, Accounting	Finance	Accounting	Management	M2 – Manager	C11
C3900	Principal Accountant	Finance	Accounting	Professional	P5 – Principal	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C2011A	Senior Accountant	Finance	Accounting	Professional	P3 – Senior	C6
D2011A	Senior Actuary	Finance	Accounting	Professional	P3 – Senior	C10
C2099A	Senior Financial Coordinator	Finance	Accounting	Support	S3 – Senior	C4
FIAX45	Senior Manager, Accounting	Finance	Accounting	Management	M3 – Senior Manager	C12
C2011S	Supervisor, Accounting	Finance	Accounting	Management	M1 – Supervisor	C9
C2099S	Supervisor, Finance Support	Finance	Accounting	Management	M1 – Supervisor	C6
FAAD15	Auditor	Finance	Audit	Professional	P2 – Intermediate	C7
FAAX50	Executive Manager, Audit	Finance	Audit	Management	M4 – Executive Manager	C13
C20610	Financial Examiner	Finance	Audit	Professional	P2 – Intermediate	C7
C20123	Lead State Auditor	Finance	Audit	Professional	P4 – Lead / Specialist	C10
FAAX40	Manager, Audit	Finance	Audit	Management	M2 – Manager	C11
X52012	Manager, State Audit	Finance	Audit	Management	M2 – Manager	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C2061A	Senior Financial Examiner	Finance	Audit	Professional	P3 – Senior	C8
FAAX45	Senior Manager, Audit	Finance	Audit	Management	M3 – Senior Manager	C12
C20122	Senior State Auditor	Finance	Audit	Professional	P3 – Senior	C9
C20121	State Auditor	Finance	Audit	Professional	P2 – Intermediate	C8
M50520	State Investigator	Finance	Audit	Professional	P2 – Intermediate	C7
FAAS35	Supervisor, Audit	Finance	Audit	Management	M1 – Supervisor	C9
M5052S	Supervisor, State Investigations	Finance	Audit	Management	M1 – Supervisor	C8
C20310	Budget Analyst	Finance	Budget	Professional	P2 – Intermediate	C6
C9002	Lead Budget Analyst	Finance	Budget	Professional	P4 – Lead / Specialist	C9
FBFX40	Manager, Budget & Finance	Finance	Budget	Management	M2 – Manager	C11
C9003	Principal Budget Analyst	Finance	Budget	Professional	P5 – Principal	C10
C2031A	Senior Budget Analyst	Finance	Budget	Professional	P3 – Senior	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
FBFS35	Supervisor, Budget & Finance	Finance	Budget	Management	M1 – Supervisor	C10
X53032	Executive Manager, Budget & Finance	Finance	Finance Executive Management	Management	M4 – Executive Manager	C13
X33032	Senior Manager, Budget & Finance	Finance	Finance Executive Management	Management	M3 – Senior Manager	C12
FAFX50	Executive Manager, Financial Analysis	Finance	Financial Planning & Analysis	Management	M4 – Executive Manager	C13
FPPX50	Executive Manager, Payroll	Finance	Financial Planning & Analysis	Management	M4 – Executive Manager	C13
B3031A	Financial Analysis Specialist	Finance	Financial Planning & Analysis	Professional	P4 – Lead / Specialist	C9
C20510	Financial Analyst	Finance	Financial Planning & Analysis	Professional	P2 – Intermediate	C6
Q30310	Investment Manager	Finance	Financial Planning & Analysis	Professional	P4 – Lead / Specialist	C11
B3031S	Manager, Financial Analysis	Finance	Financial Planning & Analysis	Management	M2 – Manager	C10
Q3031S	Manager, Investments	Finance	Financial Planning & Analysis	Management	M2 – Manager	C14
FIPX40	Manager, Payroll	Finance	Financial Planning & Analysis	Management	M2 – Manager	C11
FIPC15	Payroll Coordinator	Finance	Financial Planning & Analysis	Professional	P2 – Intermediate	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
FIPC25	Payroll Specialist	Finance	Financial Planning & Analysis	Professional	P4 – Lead / Specialist	C10
Q3031A	Principal Investment Manager	Finance	Financial Planning & Analysis	Professional	P5 – Principal	C13
C2051A	Senior Financial Analyst	Finance	Financial Planning & Analysis	Professional	P3 – Senior	C8
X63032	Senior Manager, Financial Analysis	Finance	Financial Planning & Analysis	Management	M3 – Senior Manager	C12
FIPX45	Senior Manager, Payroll	Finance	Financial Planning & Analysis	Management	M3 – Senior Manager	C12
FIPC20	Senior Payroll Coordinator	Finance	Financial Planning & Analysis	Professional	P3 – Senior	C9
C2051S	Supervisor, Financial Analysis	Finance	Financial Planning & Analysis	Management	M1 – Supervisor	C9
FIPS35	Supervisor, Payroll	Finance	Financial Planning & Analysis	Management	M1 – Supervisor	C10
C1031B	Associate Claims Adjuster	Finance	Insurance & Claims	Support	S1 – Entry	C1
C10323	Associate Insurance Adjuster	Finance	Insurance & Claims	Professional	P1 – Entry	C7
CPCU23	Associate Insurance Underwriter	Finance	Insurance & Claims	Professional	P1 – Entry	C6
C10310	Claims Adjuster	Finance	Insurance & Claims	Support	S2 – Intermediate	C3

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
R90410	Claims Clerk	Finance	Insurance & Claims	Support	S2 – Intermediate	C1
C10324	Insurance Adjuster	Finance	Insurance & Claims	Professional	P2 – Intermediate	C8
CPCU26	Insurance Underwriter	Finance	Insurance & Claims	Professional	P2 – Intermediate	C8
C1031A	Senior Claims Adjuster	Finance	Insurance & Claims	Support	S3 – Senior	C4
R9041A	Senior Claims Clerk	Finance	Insurance & Claims	Support	S3 – Senior	C4
C1031S	Supervisor, Claims Adjustment	Finance	Insurance & Claims	Management	M1 – Supervisor	C7
CPCS30	Supervisor, Insurance Underwriting	Finance	Insurance & Claims	Management	M1 – Supervisor	C10
C1023B	Associate Purchasing Coordinator	Finance	Procurement	Professional	P1 – Entry	C4
C10241	IT Procurement Specialist	Finance	Procurement	Professional	P4 – Lead / Specialist	C11
X10140	Manager, Procurement	Finance	Procurement	Management	M2 – Manager	C11
FPUX40	Manager, Procurement Coordination	Finance	Procurement	Management	M2 – Manager	C11
FPPC15	Procurement Coordinator	Finance	Procurement	Professional	P2 – Intermediate	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C10035	Procurement Specialist	Finance	Procurement	Professional	P4 – Lead / Specialist	C10
C10230	Purchasing Coordinator	Finance	Procurement	Professional	P2 – Intermediate	C5
FPPX45	Senior Manager, Procurement	Finance	Procurement	Management	M3 – Senior Manager	C12
FPPC20	Senior Procurement Coordinator	Finance	Procurement	Professional	P3 – Senior	C9
C1023A	Senior Purchasing Coordinator	Finance	Procurement	Professional	P3 – Senior	C7
R5081A	Senior Stock Clerk	Finance	Procurement	Support	S3 – Senior	C2
R5081O	Stock Clerk	Finance	Procurement	Support	S2 – Intermediate	C1
FICS35	Supervisor, Contract Management	Finance	Procurement	Management	M1 – Supervisor	C11
C1023S	Supervisor, Purchasing	Finance	Procurement	Management	M1 – Supervisor	C9
R5081S	Supervisor, Stock & Inventory	Finance	Procurement	Management	M1 – Supervisor	C4
CRCA23	Associate Royalty Compliance Auditor	Finance	Tax & Revenue	Professional	P1 – Entry	C6
FRAG10	Associate Tax & Revenue Examiner	Finance	Tax & Revenue	Support	S1 – Entry	C3

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C20131	Associate Tax Auditor	Finance	Tax & Revenue	Professional	P1 – Entry	C5
C2081B	Associate Tax Collection Coordinator	Finance	Tax & Revenue	Support	S1 – Entry	C3
FTRE25	Lead Tax & Revenue Examiner	Finance	Tax & Revenue	Support	S4 – Lead / Specialist	C12
C20134	Lead Tax Auditor	Finance	Tax & Revenue	Professional	P4 – Lead / Specialist	C10
CRCX35	Manager, Royalty Compliance Audit	Finance	Tax & Revenue	Management	M2 – Manager	C10
CRCA26	Royalty Compliance Auditor	Finance	Tax & Revenue	Professional	P2 – Intermediate	C7
CRCA30	Senior Royalty Compliance Auditor	Finance	Tax & Revenue	Professional	P3 – Senior	C8
FRAG20	Senior Tax & Revenue Examiner	Finance	Tax & Revenue	Support	S3 – Senior	C5
C20133	Senior Tax Auditor	Finance	Tax & Revenue	Professional	P3 – Senior	C8
C2081A	Senior Tax Collection Coordinator	Finance	Tax & Revenue	Support	S3 – Senior	C5
C2013S	Supervisor, Tax	Finance	Tax & Revenue	Management	M1 – Supervisor	C9
FTRX40	Supervisor, Tax & Revenue	Finance	Tax & Revenue	Management	M1 – Supervisor	C10

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
FRAG15	Tax & Revenue Examiner	Finance	Tax & Revenue	Support	S2 – Intermediate	C4
C20132	Tax Auditor	Finance	Tax & Revenue	Professional	P2 – Intermediate	C7
C20810	Tax Collection Coordinator	Finance	Tax & Revenue	Support	S2 – Intermediate	C4
C20700	Tax Information & Policy Specialist	Finance	Tax & Revenue	Professional	P3 – Senior	C7
HBHT20	Associate Behavioral Health Therapist	Healthcare & Social Services	Behavioral & Mental Health	Professional	P1 – Entry	C8
G1014B	Associate Mental Health Counselor	Healthcare & Social Services	Behavioral & Mental Health	Professional	P1 – Entry	C4
HSBH15	Behavioral Health Coordinator	Healthcare & Social Services	Behavioral & Mental Health	Support	S3 – Senior	C8
HBHX30	Behavioral Health Program Manager	Healthcare & Social Services	Behavioral & Mental Health	Professional	P4 – Lead / Specialist	C10
HBHT23	Behavioral Health Therapist	Healthcare & Social Services	Behavioral & Mental Health	Professional	P2 – Intermediate	C9
HCPY30	Clinical Psychologist	Healthcare & Social Services	Behavioral & Mental Health	Professional	P3 – Senior	C11
HSBX50	Executive Manager, Behavioral Health	Healthcare & Social Services	Behavioral & Mental Health	Management	M4 – Executive Manager	C13
HCPY35	Lead Clinical Psychologist	Healthcare & Social Services	Behavioral & Mental Health	Professional	P4 – Lead / Specialist	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HPSX46	Manager, Psychiatry	Healthcare & Social Services	Behavioral & Mental Health	Management	M2 – Manager	C20
G10140	Mental Health Counselor	Healthcare & Social Services	Behavioral & Mental Health	Professional	P2 – Intermediate	C5
HCPY40	Prescribing Psychologist	Healthcare & Social Services	Behavioral & Mental Health	Professional	P4 – Lead / Specialist	C14
HPMH30	Psychiatric Nurse Practitioner	Healthcare & Social Services	Behavioral & Mental Health	Professional	P3 – Senior	C14
HBHX35	Senior Manager, Behavioral Health	Healthcare & Social Services	Behavioral & Mental Health	Management	M3 – Senior Manager	C12
G1014A	Senior Mental Health Counselor	Healthcare & Social Services	Behavioral & Mental Health	Professional	P3 – Senior	C8
HBHT26	Supervisor, Behavioral Health	Healthcare & Social Services	Behavioral & Mental Health	Management	M1 – Supervisor	C10
G1014S	Supervisor, Mental Health Counseling	Healthcare & Social Services	Behavioral & Mental Health	Management	M1 – Supervisor	C9
HCNP30	Advanced Practice Nurse	Healthcare & Social Services	Direct Care	Professional	P3 – Senior	C13
HLSU11	Associate Certified Nursing Assistant	Healthcare & Social Services	Direct Care	Technical	T1 – Entry	C3
HCRX35	Associate Manager, Nursing	Healthcare & Social Services	Direct Care	Management	M1 – Supervisor	C13
HNDC10	Associate Patient Care Assistant	Healthcare & Social Services	Direct Care	Support	S1 – Entry	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HCRN17	Associate Registered Nurse	Healthcare & Social Services	Direct Care	Professional	P1 – Entry	C7
HNSU13	Certified Nursing Assistant	Healthcare & Social Services	Direct Care	Technical	T2 – Intermediate	C4
HDAT11	Dental Assistant	Healthcare & Social Services	Direct Care	Technical	T2 – Intermediate	C3
HDHY20	Dental Hygienist	Healthcare & Social Services	Direct Care	Technical	T3 – Senior	C9
HDPD35	Dentist	Healthcare & Social Services	Direct Care	Professional	P4 – Lead / Specialist	C14
HNUX40	Executive Manager, Nutrition	Healthcare & Social Services	Direct Care	Management	M4 – Executive Manager	C11
P90210	Home Caregiver	Healthcare & Social Services	Direct Care	Support	S2 – Intermediate	C2
HNDC15	Lead Patient Care Assistant	Healthcare & Social Services	Direct Care	Support	S4 – Lead / Specialist	C6
HCRN30	Lead Registered Nurse	Healthcare & Social Services	Direct Care	Professional	P4 – Lead / Specialist	C11
HLPN15	Licensed Practical Nurse/Vocational Nurse	Healthcare & Social Services	Direct Care	Technical	T2 – Intermediate	C5
HCXR40	Manager, Nursing	Healthcare & Social Services	Direct Care	Management	M2 – Manager	C13
HNUX26	Manager, Nutrition	Healthcare & Social Services	Direct Care	Management	M2 – Manager	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HPRO46	Manager, Programmatic Physician	Healthcare & Social Services	Direct Care	Management	M2 – Manager	C17
HNUT17	Nutritionist	Healthcare & Social Services	Direct Care	Professional	P2 – Intermediate	C6
HNDC11	Patient Care Assistant	Healthcare & Social Services	Direct Care	Support	S2 – Intermediate	C3
HHOP40	Physician	Healthcare & Social Services	Direct Care	Professional	P4 – Lead / Specialist	C19
HPPA30	Physician Assistant	Healthcare & Social Services	Direct Care	Professional	P3 – Senior	C13
HHOP46	Principal Physician	Healthcare & Social Services	Direct Care	Professional	P5 – Principal	C20
HPRO35	Programmatic Physician	Healthcare & Social Services	Direct Care	Professional	P5 – Principal	C15
HDIE23	Registered Dietitian	Healthcare & Social Services	Direct Care	Professional	P2 – Intermediate	C10
HCRN20	Registered Nurse	Healthcare & Social Services	Direct Care	Professional	P2 – Intermediate	C9
HCRS26	Registered Nurse Supervisor	Healthcare & Social Services	Direct Care	Professional	P5 – Principal	C11
HCRX46	Senior Manager, Nursing	Healthcare & Social Services	Direct Care	Management	M3 – Senior Manager	C14
HNUX30	Senior Manager, Nutrition	Healthcare & Social Services	Direct Care	Management	M3 – Senior Manager	C10

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HNUT20	Senior Nutritionist	Healthcare & Social Services	Direct Care	Professional	P3 – Senior	C7
HNDC13	Senior Patient Care Assistant	Healthcare & Social Services	Direct Care	Support	S3 – Senior	C4
HCRN23	Senior Registered Nurse	Healthcare & Social Services	Direct Care	Professional	P3 – Senior	C10
HLPS17	Supervisor, Licensed Practical Nurse/Licensed Vocational Nurse	Healthcare & Social Services	Direct Care	Management	M1 – Supervisor	C7
HNUS23	Supervisor, Nutrition	Healthcare & Social Services	Direct Care	Management	M1 – Supervisor	C7
HNDS15	Supervisor, Patient Care	Healthcare & Social Services	Direct Care	Management	M1 – Supervisor	C8
HPRO40	Supervisor, Programmatic Physician	Healthcare & Social Services	Direct Care	Management	M1 – Supervisor	C16
V90820	Adaptive Equipment Technician	Healthcare & Social Services	Healthcare Administration	Technical	T2 – Intermediate	C2
R6013B	Associate Medical Secretary	Healthcare & Social Services	Healthcare Administration	Support	S1 – Entry	C1
HMMX50	Executive Manager, Medicaid Medical Officer	Healthcare & Social Services	Healthcare Administration	Management	M4 – Executive Manager	C14
HMPX50	Executive Manager, Medical Programs	Healthcare & Social Services	Healthcare Administration	Management	M4 – Executive Manager	C13
K90990	Healthcare Program Coordinator	Healthcare & Social Services	Healthcare Administration	Professional	P2 – Intermediate	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
E21110	Healthcare Surveyor	Healthcare & Social Services	Healthcare Administration	Professional	P2 – Intermediate	C7
HMHX40	Hospital Administrator	Healthcare & Social Services	Healthcare Administration	Professional	P5 – Principal	C13
HSHX40	Manager, Health Services	Healthcare & Social Services	Healthcare Administration	Management	M2 – Manager	C11
HSPX40	Manager, Healthcare Programs	Healthcare & Social Services	Healthcare Administration	Management	M2 – Manager	C11
HSML15	Medical Licensing Coordinator	Healthcare & Social Services	Healthcare Administration	Professional	P2 – Intermediate	C4
R60130	Medical Secretary	Healthcare & Social Services	Healthcare Administration	Support	S2 – Intermediate	C2
F10435	Public Health Data Scientist	Healthcare & Social Services	Healthcare Administration	Professional	P4 – Lead / Specialist	C10
K9099A	Senior Healthcare Program Coordinator	Healthcare & Social Services	Healthcare Administration	Professional	P3 – Senior	C7
E2111A	Senior Healthcare Surveyor	Healthcare & Social Services	Healthcare Administration	Professional	P3 – Senior	C8
HSPX45	Senior Manager, Healthcare Programs	Healthcare & Social Services	Healthcare Administration	Management	M3 – Senior Manager	C12
HMMX45	Senior Manager, Medicaid Medical Officer	Healthcare & Social Services	Healthcare Administration	Management	M3 – Senior Manager	C13
HMPX45	Senior Manager, Medical Programs	Healthcare & Social Services	Healthcare Administration	Management	M3 – Senior Manager	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
R6013A	Senior Medical Secretary	Healthcare & Social Services	Healthcare Administration	Support	S3 – Senior	C3
K9099S	Supervisor, Healthcare Programs	Healthcare & Social Services	Healthcare Administration	Management	M1 – Supervisor	C9
E2111S	Supervisor, Healthcare Surveyor	Healthcare & Social Services	Healthcare Administration	Management	M1 – Supervisor	C9
K20710	Medical Records Clerk	Healthcare & Social Services	Medical Records & Information Management	Support	S2 – Intermediate	C2
K20811	Medical Records Coder	Healthcare & Social Services	Medical Records & Information Management	Support	S2 – Intermediate	C5
K2071A	Senior Medical Records Clerk	Healthcare & Social Services	Medical Records & Information Management	Support	S3 – Senior	C3
K2071S	Supervisor, Medical Records	Healthcare & Social Services	Medical Records & Information Management	Management	M1 – Supervisor	C7
HPHX35	Manager, Pharmacy	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Management	M2 – Manager	C14
HRAS23	Manager, Radiology	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Management	M2 – Manager	C9
HCLT15	Medical Laboratory Technician	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Technical	T2 – Intermediate	C4
HCLT17	Medical Laboratory Technologist	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Professional	P2 – Intermediate	C5
HPHR23	Pharmacist	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Professional	P4 – Lead / Specialist	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HPTV13	Pharmacy Technician	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Technical	T2 – Intermediate	C3
HPLE11	Phlebotomist	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Technical	T2 – Intermediate	C2
HRAD20	Radiologic Technologist	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Professional	P2 – Intermediate	C5
HPHX40	Senior Manager, Pharmacy	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Management	M3 – Senior Manager	C15
HPTV15	Senior Pharmacy Technician	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Technical	T3 – Senior	C5
HCLS23	Supervisor, Medical Laboratory Technology	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Management	M1 – Supervisor	C8
HPHR30	Supervisor, Pharmacy	Healthcare & Social Services	Pharmacy, Laboratory & Radiologic Sciences	Management	M1 – Supervisor	C13
HMHX35	Executive Manager, Rehabilitation Therapy	Healthcare & Social Services	Rehabilitation Therapy	Management	M4 – Executive Manager	C14
HOTV17	Occupational Therapy Assistant	Healthcare & Social Services	Rehabilitation Therapy	Technical	T2 – Intermediate	C6
HPHY23	Physical Therapist	Healthcare & Social Services	Rehabilitation Therapy	Professional	P2 – Intermediate	C10
HPHV11	Physical Therapy Aide	Healthcare & Social Services	Rehabilitation Therapy	Technical	T1 – Entry	C2
HPHV17	Physical Therapy Assistant	Healthcare & Social Services	Rehabilitation Therapy	Technical	T2 – Intermediate	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HREA13	Recreational Therapist	Healthcare & Social Services	Rehabilitation Therapy	Professional	P2 – Intermediate	C3
HREA10	Recreational Therapy Aide	Healthcare & Social Services	Rehabilitation Therapy	Technical	T1 – Entry	C1
HRET17	Respiratory Therapist	Healthcare & Social Services	Rehabilitation Therapy	Professional	P2 – Intermediate	C6
HREA15	Senior Recreational Therapist	Healthcare & Social Services	Rehabilitation Therapy	Professional	P3 – Senior	C5
HOTP26	Supervisor, Occupational Therapy	Healthcare & Social Services	Rehabilitation Therapy	Management	M1 – Supervisor	C12
HPHY26	Supervisor, Physical Therapy	Healthcare & Social Services	Rehabilitation Therapy	Management	M1 – Supervisor	C11
HRES17	Supervisor, Recreational Therapy	Healthcare & Social Services	Rehabilitation Therapy	Management	M1 – Supervisor	C6
HRTS23	Supervisor, Respiratory Therapy	Healthcare & Social Services	Rehabilitation Therapy	Management	M1 – Supervisor	C9
HSLP26	Supervisor, Speech & Language Pathology	Healthcare & Social Services	Rehabilitation Therapy	Management	M1 – Supervisor	C9
G3013	Adult Protective Services Case Worker	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C6
G3015	Adult Protective Services Clinical Consultant	Healthcare & Social Services	Social Services	Professional	P4 – Lead / Specialist	C9
SCIW20	Associate Child Protective Services Case Worker	Healthcare & Social Services	Social Services	Professional	P1 – Entry	C4

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
G1091B	Associate Health Educator	Healthcare & Social Services	Social Services	Professional	P1 – Entry	C4
G1011B	Associate Mental Health & Substance Abuse Counselor	Healthcare & Social Services	Social Services	Professional	P1 – Entry	C3
HSCW15	Case Work Aide	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C4
SCIW23	Case Worker	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C7
G20110	Chaplain	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C5
SICW23	Child Protective Services Case Worker	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C7
X30691	Children Youth & Family Program Coordinator	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C8
G10920	Corrections Case Worker	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C5
HSCR15	Corrections Records Coordinator	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C4
X70691	Executive Manager, Social Services	Healthcare & Social Services	Social Services	Management	M4 – Executive Manager	C13
G10601	Family Assistance Analyst	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C3
G10910	Health Educator	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
HSHC15	Housing Stability Coordinator	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C7
GVSX26	Lead Veteran Service Officer	Healthcare & Social Services	Social Services	Support	S4 – Lead / Specialist	C7
G3017	Manager, Adult Protective Services Case Work	Healthcare & Social Services	Social Services	Management	M2 – Manager	C11
SCMX40	Manager, Child Protective Services Case Work	Healthcare & Social Services	Social Services	Management	M2 – Manager	C11
HSOX40	Manager, Ombudsman	Healthcare & Social Services	Social Services	Management	M2 – Manager	C10
X50691	Manager, Social Services	Healthcare & Social Services	Social Services	Management	M2 – Manager	C10
G10230	Mental Health & Substance Abuse Counselor	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C4
G42023	Ombudsman	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C7
R40610	Public Assistance Representative	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C3
G10150	Rehabilitation Counselor	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C5
G50111	Residential Services Representative	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C4
I3021B	Self-Enrichment Instructor	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
G30130	Senior Adult Protective Services Case Worker	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C7
SICW26	Senior Child Protective Services Case Worker	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C8
G1092A	Senior Corrections Case Worker	Healthcare & Social Services	Social Services	Support	S3 – Senior	C6
HSCR20	Senior Corrections Records Coordinator	Healthcare & Social Services	Social Services	Support	S3 – Senior	C6
G10602	Senior Family Assistance Analyst	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C6
G1091A	Senior Health Educator	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C6
SRMX46	Senior Manager, Child Protective Services	Healthcare & Social Services	Social Services	Management	M3 – Senior Manager	C12
HSSX45	Senior Manager, Social Services	Healthcare & Social Services	Social Services	Management	M3 – Senior Manager	C11
G1011A	Senior Mental Health & Substance Abuse Counselor	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C6
R4061A	Senior Public Assistance Representative	Healthcare & Social Services	Social Services	Support	S3 – Senior	C4
G1015A	Senior Rehabilitation Counselor	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C6
G1093A	Senior Social Services Assistant	Healthcare & Social Services	Social Services	Support	S3 – Senior	C3

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
B9151A	Senior Social Services Coordinator	Healthcare & Social Services	Social Services	Support	S3 – Senior	C7
G1022A	Senior Social Worker	Healthcare & Social Services	Social Services	Professional	P3 – Senior	C6
I3025	Sign Language Interpreter	Healthcare & Social Services	Social Services	Technical	T2 – Intermediate	C9
G10930	Social Services Assistant	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C2
B91510	Social Services Coordinator	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C5
G10701	Social Services Quality Assurance Analyst	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C7
G10220	Social Worker	Healthcare & Social Services	Social Services	Professional	P2 – Intermediate	C5
G3013S	Supervisor, Adult Protective Services Case Work	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
SIHS26	Supervisor, Case Work	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
SPCS26	Supervisor, Child Protective Services Case Work	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
G1060S	Supervisor, Family Assistance Program	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C7
G1091S	Supervisor, Health Education	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
G1023S	Supervisor, Mental Health & Substance Abuse Counseling	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C8
G42S26	Supervisor, Ombudsman	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
R4061S	Supervisor, Public Assistance Programs	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C6
G1015S	Supervisor, Rehabilitation Counseling	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
G15S11	Supervisor, Residential Services	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C7
B9151S	Supervisor, Social Services	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
HSSQ35	Supervisor, Social Services Quality Assurance	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C8
G1022S	Supervisor, Social Work	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
X30321	Supervisor, WIC Program Management	Healthcare & Social Services	Social Services	Management	M1 – Supervisor	C9
GVSO20	Veteran Service Officer	Healthcare & Social Services	Social Services	Support	S3 – Senior	C5
GVSO17	Veteran Service Representative	Healthcare & Social Services	Social Services	Support	S2 – Intermediate	C3
R90321	WIC Office Support Clerk	Healthcare & Social Services	Social Services	Support	S3 – Senior	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
LINT52	Language Interpreter	Healthcare & Social Services	Social Services	Technical	T2 – Intermediate	C5
C10720	Classification & Compensation Analyst	Human Resources	Classification & Compensation	Professional	P2 – Intermediate	C8
C1072A	Senior Classification & Compensation Analyst	Human Resources	Classification & Compensation	Professional	P3 – Senior	C9
HRLR15	Labor Relations Administrator	Human Resources	Employee & Labor Relations	Professional	P2 – Intermediate	C7
RELR26	Lead Labor Relations Administrator	Human Resources	Employee & Labor Relations	Professional	P4 – Lead / Specialist	C9
RSPL01	Senior Labor Relations Administrator	Human Resources	Employee & Labor Relations	Professional	P3 – Senior	C8
HRLS35	Supervisor, Labor Relations	Human Resources	Employee & Labor Relations	Management	M1 – Supervisor	C10
RHRG17	Associate Human Resources Generalist	Human Resources	General HR	Professional	P1 – Entry	C5
RHRX40	Executive Manager, Human Resources	Human Resources	General HR	Management	M4 – Executive Manager	C12
RHRC15	Human Resources Assistant	Human Resources	General HR	Support	S2 – Intermediate	C4
RHRG20	Human Resources Generalist	Human Resources	General HR	Professional	P2 – Intermediate	C6
RHRG26	Lead Human Resources Generalist	Human Resources	General HR	Professional	P4 – Lead / Specialist	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
RHRX35	Manager, Human Resources	Human Resources	General HR	Management	M2 – Manager	C10
RHRX26	Principal Human Resources Generalist	Human Resources	General HR	Professional	P5 – Principal	C9
RHRG23	Senior Human Resources Generalist	Human Resources	General HR	Professional	P3 – Senior	C7
RHRX36	Senior Manager, Human Resources	Human Resources	General HR	Management	M3 – Senior Manager	C11
RHRX30	Supervisor, Human Resources	Human Resources	General HR	Management	M1 – Supervisor	C9
C1071B	Associate Recruiter	Human Resources	Talent Acquisition	Professional	P1 – Entry	C3
C1071O	Recruiter	Human Resources	Talent Acquisition	Professional	P2 – Intermediate	C5
C1071A	Senior Recruiter	Human Resources	Talent Acquisition	Professional	P3 – Senior	C6
C1071S	Supervisor, Recruitment	Human Resources	Talent Acquisition	Management	M1 – Supervisor	C7
HRTD25	Lead Training & Development Coordinator	Human Resources	Training & Development	Professional	P4 – Lead / Specialist	C8
C1073A	Senior Training & Development Coordinator	Human Resources	Training & Development	Professional	P3 – Senior	C7
HRTS35	Supervisor, Training	Human Resources	Training & Development	Management	M1 – Supervisor	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
C10730	Training & Development Coordinator	Human Resources	Training & Development	Professional	P2 – Intermediate	C5
IDAD20	Associate IT Application Developer	Information Technology	Application Development	Professional	P1 – Entry	C8
IDAD23	IT Application Developer	Information Technology	Application Development	Professional	P2 – Intermediate	C10
IDAX30	Manager, IT Applications	Information Technology	Application Development	Management	M2 – Manager	C13
IDAD26	Senior IT Application Developer	Information Technology	Application Development	Professional	P3 – Senior	C11
IDAX35	Senior Manager, IT Applications	Information Technology	Application Development	Management	M3 – Senior Manager	C14
IDAS26	Supervisor, IT Applications	Information Technology	Application Development	Management	M1 – Supervisor	C12
IDAT20	Data Steward	Information Technology	Data Analytics	Professional	P2 – Intermediate	C10
IDAT35	Manager, Data Science	Information Technology	Data Analytics	Management	M2 – Manager	C13
IDAT31	Senior Data Scientist	Information Technology	Data Analytics	Professional	P3 – Senior	C11
IDAS40	Supervisor, Data Science	Information Technology	Data Analytics	Management	M1 – Supervisor	C12
ITDA20	Associate IT Database Administrator	Information Technology	Database Administration	Professional	P1 – Entry	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
IDAT30	Data Engineer	Information Technology	Database Administration	Professional	P2 – Intermediate	C10
ITDA23	IT Database Administrator	Information Technology	Database Administration	Professional	P2 – Intermediate	C10
IDTX35	Manager, Data Engineering	Information Technology	Database Administration	Management	M2 – Manager	C13
ITDX30	Manager, IT Database Administration	Information Technology	Database Administration	Management	M2 – Manager	C14
ITDA26	Senior IT Database Administrator	Information Technology	Database Administration	Professional	P3 – Senior	C11
ITDS26	Supervisor, IT Database Administration	Information Technology	Database Administration	Management	M1 – Supervisor	C12
IPPR23	Associate IT Project Manager	Information Technology	IT Project Management	Professional	P1 – Entry	C9
IPPR26	IT Project Manager	Information Technology	IT Project Management	Professional	P2 – Intermediate	C11
IXGS26	Manager, Information Technology	Information Technology	IT Project Management	Management	M2 – Manager	C11
IPPR30	Senior IT Project Manager	Information Technology	IT Project Management	Professional	P3 – Senior	C12
ITTS35	Supervisor, Information Technology	Information Technology	IT Project Management	Management	M1 – Supervisor	C10
IQAA20	Associate IT Quality Assurance Analyst	Information Technology	IT Quality Assurance	Professional	P1 – Entry	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
IQAA23	IT Quality Assurance Analyst	Information Technology	IT Quality Assurance	Professional	P2 – Intermediate	C9
IQAX30	Manager, IT Quality Assurance	Information Technology	IT Quality Assurance	Management	M2 – Manager	C12
IQAA26	Senior IT Quality Assurance Analyst	Information Technology	IT Quality Assurance	Professional	P3 – Senior	C10
ICSC20	Associate IT Security Analyst	Information Technology	IT Security, Risk & Compliance	Professional	P1 – Entry	C8
ICSX40	Executive Manager, IT Security	Information Technology	IT Security, Risk & Compliance	Management	M4 – Executive Manager	C14
ICSC23	IT Security Analyst	Information Technology	IT Security, Risk & Compliance	Professional	P2 – Intermediate	C9
ITSE15	IT Security Specialist	Information Technology	IT Security, Risk & Compliance	Professional	P4 – Lead / Specialist	C11
ICSS26	Manager, IT Security	Information Technology	IT Security, Risk & Compliance	Management	M2 – Manager	C12
ICSC26	Senior IT Security Analyst	Information Technology	IT Security, Risk & Compliance	Professional	P3 – Senior	C10
ICSX30	Senior Manager, IT Security	Information Technology	IT Security, Risk & Compliance	Management	M3 – Senior Manager	C13
IEUP13	Associate IT Support Technician	Information Technology	IT Support	Technical	T1 – Entry	C4
IEUP15	IT Support Technician	Information Technology	IT Support	Technical	T2 – Intermediate	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
IEUX26	Manager, IT Support	Information Technology	IT Support	Management	M2 – Manager	C11
IEUP17	Senior IT Support Technician	Information Technology	IT Support	Technical	T3 – Senior	C7
IEUS20	Supervisor, IT Support	Information Technology	IT Support	Management	M1 – Supervisor	C9
IXGX35	Executive Manager, Information Technology	Information Technology	IT Technical Management	Management	M4 – Executive Manager	C14
IADD30	IT Architect	Information Technology	IT Technical Management	Professional	P4 – Lead / Specialist	C11
IBBA23	IT Business Analyst	Information Technology	IT Technical Management	Professional	P2 – Intermediate	C10
ITPM15	IT Technical Program Manager	Information Technology	IT Technical Management	Professional	P4 – Lead / Specialist	C12
IBBS30	Manager, IT Business Analytics	Information Technology	IT Technical Management	Management	M2 – Manager	C12
IADD35	Principal IT Architect	Information Technology	IT Technical Management	Professional	P5 – Principal	C12
IBBA26	Senior IT Business Analyst	Information Technology	IT Technical Management	Professional	P3 – Senior	C11
IXGX30	Senior Manager, Information Technology	Information Technology	IT Technical Management	Management	M3 – Senior Manager	C12
INEA20	Associate IT Network Administrator	Information Technology	Network Administration	Professional	P1 – Entry	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
INEA23	IT Network Administrator	Information Technology	Network Administration	Professional	P2 – Intermediate	C9
INEX30	Manager, IT Network Administration	Information Technology	Network Administration	Management	M2 – Manager	C12
INEA26	Senior IT Network Administrator	Information Technology	Network Administration	Professional	P3 – Senior	C11
INEX35	Senior Manager, IT Network Administration	Information Technology	Network Administration	Management	M3 – Senior Manager	C14
ISSA20	Associate IT Systems Administrator	Information Technology	Systems Administration	Professional	P1 – Entry	C8
ITGT20	IT GIS Specialist	Information Technology	Systems Administration	Professional	P2 – Intermediate	C9
ISSA23	IT Systems Administrator	Information Technology	Systems Administration	Professional	P2 – Intermediate	C10
ISSX30	Manager, IT Systems Administration	Information Technology	Systems Administration	Management	M2 – Manager	C12
ITGT23	Senior IT GIS Specialist	Information Technology	Systems Administration	Professional	P3 – Senior	C10
ISSA26	Senior IT Systems Administrator	Information Technology	Systems Administration	Professional	P3 – Senior	C11
ISSX35	Senior Manager, IT Systems Administration	Information Technology	Systems Administration	Management	M3 – Senior Manager	C13
C10410	Compliance Officer	Legal & Compliance	Compliance & Risk Management	Professional	P2 – Intermediate	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
LCRX50	Executive Manager, Risk Management	Legal & Compliance	Compliance & Risk Management	Management	M4 – Executive Manager	C13
LCCX40	Manager, Compliance	Legal & Compliance	Compliance & Risk Management	Management	M2 – Manager	C10
LCTX40	Manager, Transportation Compliance	Legal & Compliance	Compliance & Risk Management	Management	M2 – Manager	C10
C1041A	Senior Compliance Officer	Legal & Compliance	Compliance & Risk Management	Professional	P3 – Senior	C7
LCCX45	Senior Manager, Compliance	Legal & Compliance	Compliance & Risk Management	Management	M3 – Senior Manager	C12
LCTX45	Senior Manager, Transportation Compliance	Legal & Compliance	Compliance & Risk Management	Management	M3 – Senior Manager	C12
C1041S	Supervisor, Compliance	Legal & Compliance	Compliance & Risk Management	Management	M1 – Supervisor	C9
LCTS35	Supervisor, Transportation Compliance	Legal & Compliance	Compliance & Risk Management	Management	M1 – Supervisor	C9
LCCO10	Associate Compliance Officer	Legal & Compliance	Compliance & Risk Management	Professional	P1 – Entry	C4
LCCO25	Lead Compliance Officer	Legal & Compliance	Compliance & Risk Management	Professional	P4 – Lead / Specialist	C8
G10801	Associate Disability Adjudicator	Legal & Compliance	Legal Services	Professional	P1 – Entry	C4
H1021B	Associate Hearing Officer	Legal & Compliance	Legal Services	Professional	P1 – Entry	C6

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
LLLA45	Attorney	Legal & Compliance	Legal Services	Professional	P3 – Senior	C11
G10802	Disability Adjudicator	Legal & Compliance	Legal Services	Professional	P2 – Intermediate	C5
LLLX45	Executive Manager, Attorney	Legal & Compliance	Legal Services	Management	M4 – Executive Manager	C15
H10210	Hearing Officer	Legal & Compliance	Legal Services	Professional	P2 – Intermediate	C9
LCLA25	Lead Attorney	Legal & Compliance	Legal Services	Professional	P4 – Lead / Specialist	C12
LCAX40	Manager, Attorney	Legal & Compliance	Legal Services	Management	M2 – Manager	C13
H1022A	Mediator	Legal & Compliance	Legal Services	Professional	P2 – Intermediate	C6
G10803	Senior Disability Adjudicator	Legal & Compliance	Legal Services	Professional	P3 – Senior	C8
H1021A	Senior Hearing Officer	Legal & Compliance	Legal Services	Professional	P3 – Senior	C10
LCAX45	Senior Manager, Attorney	Legal & Compliance	Legal Services	Management	M3 – Senior Manager	C14
LLLS45	Supervisor, Attorney	Legal & Compliance	Legal Services	Management	M1 – Supervisor	C12
G1080S	Supervisor, Disability Adjudication	Legal & Compliance	Legal Services	Management	M1 – Supervisor	C9

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
G10501	Child Support Assistant	Legal & Compliance	Legal Support	Support	S2 – Intermediate	C3
R4031A	Court Clerk	Legal & Compliance	Legal Support	Support	S2 – Intermediate	C4
LLLC23	Law Clerk	Legal & Compliance	Legal Support	Support	S3 – Senior	C8
LCLC25	Lead Court Clerk	Legal & Compliance	Legal Support	Support	S4 – Lead / Specialist	C6
R6012O	Legal Assistant	Legal & Compliance	Legal Support	Support	S2 – Intermediate	C2
H2011O	Paralegal	Legal & Compliance	Legal Support	Support	S2 – Intermediate	C4
G10502	Senior Child Support Assistant	Legal & Compliance	Legal Support	Support	S3 – Senior	C5
R6012A	Senior Legal Assistant	Legal & Compliance	Legal Support	Support	S3 – Senior	C4
H2011A	Senior Paralegal	Legal & Compliance	Legal Support	Support	S3 – Senior	C7
R6012S	Supervisor, Legal Support	Legal & Compliance	Legal Support	Management	M1 – Supervisor	C7
F2041B	Associate Environmental Scientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P1 – Entry	C7
F2042B	Associate Geoscientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P2 – Intermediate	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
F20410	Environmental Scientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P2 – Intermediate	C9
X70200	Executive Manager, Environmental Science	Life & Physical Sciences	Environmental & Natural Sciences	Management	M4 – Executive Manager	C14
F20420	Geoscientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P2 – Intermediate	C9
F2043A	Hydrologist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P3 – Senior	C11
X30200	Manager, Environmental Science	Life & Physical Sciences	Environmental & Natural Sciences	Management	M2 – Manager	C12
E21710	Petroleum Specialist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P2 – Intermediate	C8
F2041A	Senior Environmental Scientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P3 – Senior	C10
F2042A	Senior Geoscientist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P3 – Senior	C10
X50200	Senior Manager, Environmental Science	Life & Physical Sciences	Environmental & Natural Sciences	Management	M3 – Senior Manager	C13
E2171A	Senior Petroleum Specialist	Life & Physical Sciences	Environmental & Natural Sciences	Professional	P3 – Senior	C11
F2041S	Supervisor, Environmental Science	Life & Physical Sciences	Environmental & Natural Sciences	Management	M1 – Supervisor	C11
F2042S	Supervisor, Geoscience	Life & Physical Sciences	Environmental & Natural Sciences	Management	M1 – Supervisor	C11

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
E2171S	Supervisor, Petroleum	Life & Physical Sciences	Environmental & Natural Sciences	Management	M1 – Supervisor	C12
F2031B	Associate Chemist	Life & Physical Sciences	Laboratory Sciences	Professional	P1 – Entry	C3
F1022B	Associate Microbiologist	Life & Physical Sciences	Laboratory Sciences	Professional	P1 – Entry	C4
F2031O	Chemist	Life & Physical Sciences	Laboratory Sciences	Professional	P2 – Intermediate	C6
F1041A	Epidemiology Specialist	Life & Physical Sciences	Laboratory Sciences	Professional	P4 – Lead / Specialist	C11
X7025O	Executive Manager, Laboratory	Life & Physical Sciences	Laboratory Sciences	Management	M4 – Executive Manager	C14
F4099O	Laboratory Technician	Life & Physical Sciences	Laboratory Sciences	Technical	T2 – Intermediate	C2
F1042O	Medical Scientist	Life & Physical Sciences	Laboratory Sciences	Professional	P2 – Intermediate	C6
F1022O	Microbiologist	Life & Physical Sciences	Laboratory Sciences	Professional	P2 – Intermediate	C5
F2031A	Senior Chemist	Life & Physical Sciences	Laboratory Sciences	Professional	P3 – Senior	C7
F1041O	Senior Epidemiologist	Life & Physical Sciences	Laboratory Sciences	Professional	P3 – Senior	C10
F1042A	Senior Medical Scientist	Life & Physical Sciences	Laboratory Sciences	Professional	P3 – Senior	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
F2031S	Supervisor, Chemistry	Life & Physical Sciences	Laboratory Sciences	Management	M1 – Supervisor	C8
F1041S	Supervisor, Epidemiology	Life & Physical Sciences	Laboratory Sciences	Management	M1 – Supervisor	C12
F1042S	Supervisor, Medical Science	Life & Physical Sciences	Laboratory Sciences	Management	M1 – Supervisor	C9
F1022S	Supervisor, Microbiology	Life & Physical Sciences	Laboratory Sciences	Management	M1 – Supervisor	C7
F1023B	Associate Wildlife Biologist	Life & Physical Sciences	Zoological Sciences	Professional	P1 – Entry	C5
HVES40	Executive Manager, Veterinary Management	Life & Physical Sciences	Zoological Sciences	Management	M4 – Executive Manager	C13
F1023A	Senior Wildlife Biologist	Life & Physical Sciences	Zoological Sciences	Professional	P3 – Senior	C7
F1023S	Supervisor, Wildlife Biology	Life & Physical Sciences	Zoological Sciences	Management	M1 – Supervisor	C8
HVET35	Veterinarian	Life & Physical Sciences	Zoological Sciences	Professional	P5 – Principal	C11
F1023O	Wildlife Biologist	Life & Physical Sciences	Zoological Sciences	Professional	P2 – Intermediate	C6
NRAQ15	Air Protection Professional	Natural Resources Management	Conservation & Sustainability	Professional	P2 – Intermediate	C10
NRAQ10	Associate Air Protection Professional	Natural Resources Management	Conservation & Sustainability	Professional	P1 – Entry	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
NRWA10	Associate Waste Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P1 – Entry	C8
EWRP20	Associate Water Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P1 – Entry	C8
F10310	Conservationist	Natural Resources Management	Conservation & Sustainability	Professional	P2 – Intermediate	C8
NRNX50	Executive Manager, Natural Resources	Natural Resources Management	Conservation & Sustainability	Management	M4 – Executive Manager	C13
F20411	Land Management Analyst	Natural Resources Management	Conservation & Sustainability	Professional	P2 – Intermediate	C8
NRAQ25	Lead Air Protection Professional	Natural Resources Management	Conservation & Sustainability	Professional	P4 – Lead / Specialist	C12
NRWA25	Lead Waste Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P4 – Lead / Specialist	C12
EWRP30	Lead Water Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P4 – Lead / Specialist	C12
NRAX40	Manager, Air Protection	Natural Resources Management	Conservation & Sustainability	Management	M2 – Manager	C13
NRNX40	Manager, Natural Resources	Natural Resources Management	Conservation & Sustainability	Management	M2 – Manager	C10
NRWX40	Manager, Waste Resources	Natural Resources Management	Conservation & Sustainability	Management	M2 – Manager	C13
EWRX40	Manager, Water Resources	Natural Resources Management	Conservation & Sustainability	Management	M2 – Manager	C13

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
B91210	Natural Resources Representative	Natural Resources Management	Conservation & Sustainability	Support	S2 – Intermediate	C2
NRAQ20	Senior Air Protection Professional	Natural Resources Management	Conservation & Sustainability	Professional	P3 – Senior	C11
NRAX45	Senior Manager, Air Protection	Natural Resources Management	Conservation & Sustainability	Management	M3 – Senior Manager	C14
NRNX45	Senior Manager, Natural Resources	Natural Resources Management	Conservation & Sustainability	Management	M3 – Senior Manager	C11
NRWX45	Senior Manager, Waste Resources	Natural Resources Management	Conservation & Sustainability	Management	M3 – Senior Manager	C14
EWRX45	Senior Manager, Water Resources	Natural Resources Management	Conservation & Sustainability	Management	M3 – Senior Manager	C14
NRWA20	Senior Waste Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P3 – Senior	C11
EWRP26	Senior Water Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P3 – Senior	C11
NRAS35	Supervisor, Air Protection	Natural Resources Management	Conservation & Sustainability	Management	M1 – Supervisor	C12
NRCS35	Supervisor, Conservation	Natural Resources Management	Conservation & Sustainability	Management	M1 – Supervisor	C10
NRNS35	Supervisor, Natural Resources	Natural Resources Management	Conservation & Sustainability	Management	M1 – Supervisor	C9
NRWS35	Supervisor, Waste Resources	Natural Resources Management	Conservation & Sustainability	Management	M1 – Supervisor	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
EWRX30	Supervisor, Water Resources	Natural Resources Management	Conservation & Sustainability	Management	M1 – Supervisor	C12
NRWA15	Waste Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P2 – Intermediate	C10
EWRP23	Water Resources Professional	Natural Resources Management	Conservation & Sustainability	Professional	P2 – Intermediate	C10
S20101	Associate Livestock Inspector	Natural Resources Management	Livestock & Wildlife Management	Technical	T1 – Entry	C4
NRBI10	Brand Inspector	Natural Resources Management	Livestock & Wildlife Management	Technical	T1 – Entry	C4
SMPX46	Executive Manager, Meat & Poultry Inspections	Natural Resources Management	Livestock & Wildlife Management	Management	M4 – Executive Manager	C12
S20930	Farm Worker	Natural Resources Management	Livestock & Wildlife Management	Technical	T2 – Intermediate	C3
NRFC15	Fish Culturist	Natural Resources Management	Livestock & Wildlife Management	Technical	T2 – Intermediate	C3
S2093A	Senior Farm Worker	Natural Resources Management	Livestock & Wildlife Management	Technical	T3 – Senior	C4
NRFC20	Senior Fish Culturist	Natural Resources Management	Livestock & Wildlife Management	Technical	T3 – Senior	C4
X53031	Senior Manager, Fish & Wildlife Management	Natural Resources Management	Livestock & Wildlife Management	Management	M3 – Senior Manager	C10
SMPX35	Senior Manager, Meat & Poultry Inspections	Natural Resources Management	Livestock & Wildlife Management	Management	M3 – Senior Manager	C11

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
S2093S	Supervisor, Farm Management	Natural Resources Management	Livestock & Wildlife Management	Management	M1 – Supervisor	C5
X23031	Supervisor, Fish & Wildlife Management	Natural Resources Management	Livestock & Wildlife Management	Management	M1 – Supervisor	C8
FSTR16	Forester	Natural Resources Management	Natural Resources & Land Management	Professional	P2 – Intermediate	C7
NRPX40	Manager, Parks	Natural Resources Management	Natural Resources & Land Management	Management	M2 – Manager	C8
S4011O	Parks Worker	Natural Resources Management	Natural Resources & Land Management	Technical	T2 – Intermediate	C2
FSTR26	Senior Forester	Natural Resources Management	Natural Resources & Land Management	Professional	P3 – Senior	C8
S4011A	Senior Parks Worker	Natural Resources Management	Natural Resources & Land Management	Technical	T3 – Senior	C3
NRPS35	Supervisor, Parks	Natural Resources Management	Natural Resources & Land Management	Management	M1 – Supervisor	C7
O2011B	Custodian	Property, Facilities & Maintenance	Custodial Services	Support	S2 – Intermediate	C1
V6011O	Laundry Service Worker	Property, Facilities & Maintenance	Custodial Services	Support	S2 – Intermediate	C1
PFCX40	Manager, Custodial Services	Property, Facilities & Maintenance	Custodial Services	Management	M2 – Manager	C9
O2011A	Senior Custodian	Property, Facilities & Maintenance	Custodial Services	Support	S3 – Senior	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
V6011A	Senior Laundry Service Worker	Property, Facilities & Maintenance	Custodial Services	Support	S3 – Senior	C2
O2011S	Supervisor, Custodial Services	Property, Facilities & Maintenance	Custodial Services	Management	M1 – Supervisor	C3
V6011S	Supervisor, Laundry Services	Property, Facilities & Maintenance	Custodial Services	Management	M1 – Supervisor	C3
PCSB15	Boiler Operations Correctional Officer	Property, Facilities & Maintenance	Facility Operations	Technical	T3 – Senior	C5
PFFX50	Executive Manager, Facilities	Property, Facilities & Maintenance	Facility Operations	Management	M4 – Executive Manager	C13
PFFX40	Manager, Facilities	Property, Facilities & Maintenance	Facility Operations	Management	M2 – Manager	C10
V80990	Plant Operator	Property, Facilities & Maintenance	Facility Operations	Technical	T2 – Intermediate	C6
PFFX45	Senior Manager, Facilities	Property, Facilities & Maintenance	Facility Operations	Management	M3 – Senior Manager	C11
V8099A	Senior Plant Operator	Property, Facilities & Maintenance	Facility Operations	Technical	T3 – Senior	C7
V8031A	Senior Water & Liquid Waste Treatment Operator	Property, Facilities & Maintenance	Facility Operations	Technical	T3 – Senior	C7
PFMS35	Supervisor, Correctional Facilities Maintenance	Property, Facilities & Maintenance	Facility Operations	Management	M1 – Supervisor	C8
PFFS35	Supervisor, Facilities	Property, Facilities & Maintenance	Facility Operations	Management	M1 – Supervisor	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
V8099S	Supervisor, Plant Operations	Property, Facilities & Maintenance	Facility Operations	Management	M1 – Supervisor	C8
V8021S	Supervisor, Steam Plant & Boiler Plant	Property, Facilities & Maintenance	Facility Operations	Management	M1 – Supervisor	C7
U30230	Auto Mechanic	Property, Facilities & Maintenance	Fleet Management	Technical	T2 – Intermediate	C3
UFLM23	Fleet Mechanic	Property, Facilities & Maintenance	Fleet Management	Technical	T2 – Intermediate	C4
PCSM15	Fleet Mechanic Correctional Officer	Property, Facilities & Maintenance	Fleet Management	Technical	T3 – Senior	C5
PFLC15	Fleet Services Coordinator	Property, Facilities & Maintenance	Fleet Management	Professional	P2 – Intermediate	C4
PFLX40	Manager, Fleet Services	Property, Facilities & Maintenance	Fleet Management	Management	M2 – Manager	C11
U3023A	Senior Auto Mechanic	Property, Facilities & Maintenance	Fleet Management	Technical	T3 – Senior	C5
UFLM26	Senior Fleet Mechanic	Property, Facilities & Maintenance	Fleet Management	Technical	T3 – Senior	C5
PFLC20	Senior Fleet Services Coordinator	Property, Facilities & Maintenance	Fleet Management	Professional	P3 – Senior	C7
U3023S	Supervisor, Auto Services	Property, Facilities & Maintenance	Fleet Management	Management	M1 – Supervisor	C6
UFMS30	Supervisor, Fleet Services	Property, Facilities & Maintenance	Fleet Management	Management	M1 – Supervisor	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
U9042B	Associate Maintenance Technician	Property, Facilities & Maintenance	Maintenance Operations	Technical	T1 – Entry	C2
O3000	Cemetery Interment & Grounds Worker	Property, Facilities & Maintenance	Maintenance Operations	Support	S2 – Intermediate	C4
T2061A	Construction Worker	Property, Facilities & Maintenance	Maintenance Operations	Technical	T2 – Intermediate	C1
O3011O	Groundskeeper	Property, Facilities & Maintenance	Maintenance Operations	Support	S2 – Intermediate	C2
PCSA13	Maintenance Correctional Officer	Property, Facilities & Maintenance	Maintenance Operations	Technical	T2 – Intermediate	C4
U9042O	Maintenance Technician	Property, Facilities & Maintenance	Maintenance Operations	Technical	T2 – Intermediate	C3
PFGX40	Manager, Groundskeeping	Property, Facilities & Maintenance	Maintenance Operations	Management	M2 – Manager	C8
PMAX40	Manager, Maintenance	Property, Facilities & Maintenance	Maintenance Operations	Management	M2 – Manager	C10
T2141O	Painter	Property, Facilities & Maintenance	Maintenance Operations	Technical	T2 – Intermediate	C4
O3001	Senior Cemetery Interment & Grounds Worker	Property, Facilities & Maintenance	Maintenance Operations	Support	S3 – Senior	C5
O3011A	Senior Groundskeeper	Property, Facilities & Maintenance	Maintenance Operations	Support	S3 – Senior	C4
U9042A	Senior Maintenance Technician	Property, Facilities & Maintenance	Maintenance Operations	Technical	T3 – Senior	C4

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
O3003S	Supervisor, Cemetery Operations	Property, Facilities & Maintenance	Maintenance Operations	Management	M1 – Supervisor	C6
O3011S	Supervisor, Groundskeeping	Property, Facilities & Maintenance	Maintenance Operations	Management	M1 – Supervisor	C6
U9042S	Supervisor, Maintenance	Property, Facilities & Maintenance	Maintenance Operations	Management	M1 – Supervisor	C5
PFCC15	Commercial Real Estate Coordinator	Property, Facilities & Maintenance	Real Estate & Property Management	Professional	P2 – Intermediate	C9
PFPX40	Manager, Property Management	Property, Facilities & Maintenance	Real Estate & Property Management	Management	M2 – Manager	C11
C20210	Real Estate Appraiser	Property, Facilities & Maintenance	Real Estate & Property Management	Professional	P2 – Intermediate	C6
CCRE30	Senior Commercial Real Estate Coordinator	Property, Facilities & Maintenance	Real Estate & Property Management	Professional	P3 – Senior	C11
CREX40	Senior Manager, Commercial Real Estate	Property, Facilities & Maintenance	Real Estate & Property Management	Management	M3 – Senior Manager	C12
C2021A	Senior Real Estate Appraiser	Property, Facilities & Maintenance	Real Estate & Property Management	Professional	P3 – Senior	C7
H2093A	Senior Title Examiner	Property, Facilities & Maintenance	Real Estate & Property Management	Support	S3 – Senior	C4
C2021S	Supervisor, Real Estate Appraisal	Property, Facilities & Maintenance	Real Estate & Property Management	Management	M1 – Supervisor	C9
H2093S	Supervisor, Title Examination	Property, Facilities & Maintenance	Real Estate & Property Management	Management	M1 – Supervisor	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
H20930	Title Examiner	Property, Facilities & Maintenance	Real Estate & Property Management	Support	S2 – Intermediate	C3
PCCS20	Correctional Captain	Public Safety	Corrections	Management	M1 – Supervisor	C8
PCEX46	Correctional Deputy Warden	Public Safety	Corrections	Management	M3 – Senior Manager	C11
PCCO15	Correctional Lieutenant	Public Safety	Corrections	Technical	T4 – Lead	C7
PCCS26	Correctional Major	Public Safety	Corrections	Management	M2 – Manager	C9
PCCO11	Correctional Officer	Public Safety	Corrections	Technical	T2 – Intermediate	C5
PCCO10	Correctional Officer Cadet	Public Safety	Corrections	Technical	T1 – Entry	C3
PCSW11	Correctional Officer Specialist	Public Safety	Corrections	Technical	T2 – Intermediate	C5
PCCO13	Correctional Sergeant	Public Safety	Corrections	Technical	T3 – Senior	C6
PCDX48	Executive Manager, Corrections	Public Safety	Corrections	Management	M4 – Executive Manager	C12
PSJX50	Executive Manager, Juvenile Justice Services	Public Safety	Corrections	Management	M4 – Executive Manager	C12
X63014	Executive Manager, Probation & Parole	Public Safety	Corrections	Management	M4 – Executive Manager	C12

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
G10951	Juvenile Corrections Officer	Public Safety	Corrections	Technical	T2 – Intermediate	C5
G10941	Juvenile Probation & Parole Officer	Public Safety	Corrections	Technical	T2 – Intermediate	C7
PSPP25	Lead Probation & Parole Officer	Public Safety	Corrections	Technical	T4 – Lead	C8
PCFX46	Manager, Corrections	Public Safety	Corrections	Management	M2 – Manager	C10
PSJX40	Manager, Juvenile Justice Services	Public Safety	Corrections	Management	M2 – Manager	C10
G10901	Probation & Parole Officer	Public Safety	Corrections	Technical	T2 – Intermediate	C6
PCAX52	Senior Executive Manager, Corrections	Public Safety	Corrections	Management	M5 – Senior Executive Manager*	C13
G10952	Senior Juvenile Corrections Officer	Public Safety	Corrections	Technical	T3 – Senior	C6
G10942	Senior Juvenile Probation & Parole Officer	Public Safety	Corrections	Technical	T3 – Senior	C8
X53012	Senior Manager, Corrections	Public Safety	Corrections	Management	M3 – Senior Manager	C11
PSJX45	Senior Manager, Juvenile Justice Services	Public Safety	Corrections	Management	M3 – Senior Manager	C11
G10902	Senior Probation & Parole Officer	Public Safety	Corrections	Technical	T3 – Senior	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PCM30	Supervisor, Corrections	Public Safety	Corrections	Management	M1 – Supervisor	C8
G1095S	Supervisor, Juvenile Corrections	Public Safety	Corrections	Management	M1 – Supervisor	C8
G1094S	Supervisor, Juvenile Probation	Public Safety	Corrections	Management	M1 – Supervisor	C9
G1090S	Supervisor, Probation & Parole	Public Safety	Corrections	Management	M1 – Supervisor	C9
R50331	Associate Public Safety Dispatcher	Public Safety	Emergency Management	Support	S1 – Entry	C3
I11107	Dispatch Trainer	Public Safety	Emergency Management	Technical	T2 – Intermediate	C9
M40101	Emergency Management Coordinator	Public Safety	Emergency Management	Professional	P2 – Intermediate	C8
X45033	Executive Manager, Public Safety Communications	Public Safety	Emergency Management	Management	M4 – Executive Manager	C12
I11126	Fire Training Academy Instructor	Public Safety	Emergency Management	Technical	T2 – Intermediate	C8
M40102	Homeland Security Specialist	Public Safety	Emergency Management	Professional	P2 – Intermediate	C8
SWFT26	Lead Wildland Firefighter	Public Safety	Emergency Management	Technical	T4 – Lead	C7
I11X02	Manager, Dispatch Training	Public Safety	Emergency Management	Management	M2 – Manager	C11

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PEMX40	Manager, Emergency Management	Public Safety	Emergency Management	Management	M2 – Manager	C11
X30795	Manager, Public Safety Dispatch	Public Safety	Emergency Management	Management	M2 – Manager	C10
R50332	Public Safety Dispatcher	Public Safety	Emergency Management	Support	S2 – Intermediate	C5
PEMX45	Senior Manager, Emergency Management	Public Safety	Emergency Management	Management	M3 – Senior Manager	C12
PSDX45	Senior Manager, Public Safety Dispatch	Public Safety	Emergency Management	Management	M3 – Senior Manager	C11
SWFT23	Senior Wildland Firefighter	Public Safety	Emergency Management	Technical	T3 – Senior	C5
PEMS35	Supervisor, Emergency Management	Public Safety	Emergency Management	Management	M1 – Supervisor	C10
R5033S	Supervisor, Public Safety Dispatch	Public Safety	Emergency Management	Management	M1 – Supervisor	C7
SWTX35	Wildland Fire Captain	Public Safety	Emergency Management	Management	M2 – Manager	C10
SWTX30	Wildland Fire Lieutenant	Public Safety	Emergency Management	Management	M1 – Supervisor	C9
SWFT20	Wildland Firefighter	Public Safety	Emergency Management	Technical	T2 – Intermediate	C3
M50550	Evidence Technician	Public Safety	Forensic Science	Technical	T2 – Intermediate	C5

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
X50251	Executive Manager, Forensic Toxicology	Public Safety	Forensic Science	Management	M4 – Executive Manager	C14
F40920	Forensic Scientist	Public Safety	Forensic Science	Professional	P2 – Intermediate	C7
F4092B	Forensic Technician	Public Safety	Forensic Science	Technical	T2 – Intermediate	C3
PSFO25	Lead Forensic Scientist	Public Safety	Forensic Science	Professional	P4 – Lead / Specialist	C11
FSCR30	Senior Criminal Forensic Scientist	Public Safety	Forensic Science	Professional	P3 – Senior	C12
FS1X32	Senior Executive Manager, Criminal Forensic Science	Public Safety	Forensic Science	Management	M5 – Senior Executive Manager*	C15
F4092A	Senior Forensic Scientist	Public Safety	Forensic Science	Professional	P3 – Senior	C8
X40251	Senior Manager, Forensic Toxicology	Public Safety	Forensic Science	Management	M3 – Senior Manager	C13
FS6S42	Supervisor, Criminal Forensic Science	Public Safety	Forensic Science	Management	M1 – Supervisor	C14
F4092S	Supervisor, Forensic Science	Public Safety	Forensic Science	Management	M1 – Supervisor	C12
MPHP40	Certified Peace Officer Drug Inspector & Licensed Pharmacist	Public Safety	Law Enforcement	Professional	P4 – Lead / Specialist	C13
PEAG26	DOJ Special Agent	Public Safety	Law Enforcement	Technical	T3 – Senior	C10

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PEA30S	DOJ Special Agent in Charge	Public Safety	Law Enforcement	Management	M2 – Manager	C11
I11X01	Manager, Law Enforcement Academy Instruction	Public Safety	Law Enforcement	Management	M2 – Manager	C11
I11101	Senior Law Enforcement Academy Instructor	Public Safety	Law Enforcement	Technical	T3 – Senior	C10
M50510	Special Agent	Public Safety	Law Enforcement	Technical	T2 – Intermediate	C8
M5051S	Supervisor, Special Agent	Public Safety	Law Enforcement	Management	M1 – Supervisor	C10
M3031B	Associate Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Professional	P1 – Entry	C4
M3031O	Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Professional	P2 – Intermediate	C6
PECX40	Conservation Officer Captain	Public Safety	Natural Resources Protection & Enforcement	Management	M2 – Manager	C11
PECX52	Conservation Officer Colonel	Public Safety	Natural Resources Protection & Enforcement	Management	M5 – Senior Executive Manager*	C14
PECS30	Conservation Officer Lieutenant	Public Safety	Natural Resources Protection & Enforcement	Management	M1 – Supervisor	C10
PECX46	Conservation Officer Major	Public Safety	Natural Resources Protection & Enforcement	Management	M3 – Senior Manager	C12
PEC026	Conservation Officer Program Manager	Public Safety	Natural Resources Protection & Enforcement	Professional	P3 – Senior	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PGFX50	Executive Manager, Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Management	M4 – Executive Manager	C13
PEPR40	Executive Manager, Park Ranger Services	Public Safety	Natural Resources Protection & Enforcement	Management	M4 – Executive Manager	C10
PEPR20	Law Enforcement Park Ranger	Public Safety	Natural Resources Protection & Enforcement	Professional	P2 – Intermediate	C4
PLBI25	Lead Livestock Inspector	Public Safety	Natural Resources Protection & Enforcement	Technical	T4 – Lead	C10
PSLI15	Livestock Inspector	Public Safety	Natural Resources Protection & Enforcement	Technical	T2 – Intermediate	C5
PGFX40	Manager, Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Management	M2 – Manager	C11
PLBX40	Manager, Livestock Inspection	Public Safety	Natural Resources Protection & Enforcement	Management	M2 – Manager	C12
PEPR30	Manager, Park Ranger Services	Public Safety	Natural Resources Protection & Enforcement	Management	M2 – Manager	C7
PEPT26	Park Ranger Trainer	Public Safety	Natural Resources Protection & Enforcement	Professional	P2 – Intermediate	C7
M3031A	Senior Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Professional	P3 – Senior	C8
PGFX55	Senior Executive Manager, Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Management	M5 – Senior Executive Manager*	C14
S20102	Senior Livestock Inspector	Public Safety	Natural Resources Protection & Enforcement	Technical	T3 – Senior	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PGFX45	Senior Manager, Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Management	M3 – Senior Manager	C12
PEPR35	Senior Manager, Park Ranger Services	Public Safety	Natural Resources Protection & Enforcement	Management	M3 – Senior Manager	C9
M3031S	Supervisor, Conservation Officer	Public Safety	Natural Resources Protection & Enforcement	Management	M1 – Supervisor	C9
S2010S	Supervisor, Livestock Inspection	Public Safety	Natural Resources Protection & Enforcement	Management	M1 – Supervisor	C8
POHH10	Associate Occupational Health & Safety Specialist	Public Safety	Safety & Security	Professional	P1 – Entry	C7
PSCI10	Associate Public Safety Audit & Compliance Investigator	Public Safety	Safety & Security	Technical	T1 – Entry	C6
PSCO10	Associate Public Safety Compliance Specialist	Public Safety	Safety & Security	Support	S1 – Entry	C4
M20211	Fire Inspector	Public Safety	Safety & Security	Technical	T2 – Intermediate	C9
PCSF11	Fire Inspector Correctional Officer	Public Safety	Safety & Security	Technical	T3 – Senior	C5
M20212	Fire Investigator	Public Safety	Safety & Security	Technical	T2 – Intermediate	C7
I11110	Law Enforcement Trainer	Public Safety	Safety & Security	Technical	T2 – Intermediate	C5
PSLT25	Lead Law Enforcement Trainer	Public Safety	Safety & Security	Technical	T4 – Lead	C7

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
M90920	Lifeguard	Public Safety	Safety & Security	Technical	T2 – Intermediate	C5
NRFX40	Manager, Fire Programs	Public Safety	Safety & Security	Management	M2 – Manager	C11
PSLX40	Manager, Law Enforcement Training	Public Safety	Safety & Security	Management	M2 – Manager	C12
POHX40	Manager, Occupational Health & Safety	Public Safety	Safety & Security	Management	M2 – Manager	C12
PPSX40	Manager, Public Safety	Public Safety	Safety & Security	Management	M2 – Manager	C11
M5053S	Manager, Public Safety Investigations	Public Safety	Safety & Security	Management	M2 – Manager	C10
PSSX40	Manager, Safety	Public Safety	Safety & Security	Management	M2 – Manager	C9
K90110	Occupational Health & Safety Specialist	Public Safety	Safety & Security	Professional	P2 – Intermediate	C9
PSC115	Public Safety Audit & Compliance Investigator	Public Safety	Safety & Security	Technical	T2 – Intermediate	C7
PSC015	Public Safety Compliance Specialist	Public Safety	Safety & Security	Support	S2 – Intermediate	C5
M50530	Public Safety Investigator	Public Safety	Safety & Security	Professional	P2 – Intermediate	C7
M90320	Security Guard	Public Safety	Safety & Security	Support	S2 – Intermediate	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PSMX45	Senior Manager, Fire Marshal	Public Safety	Safety & Security	Management	M3 – Senior Manager	C12
PSLX45	Senior Manager, Law Enforcement Training	Public Safety	Safety & Security	Management	M3 – Senior Manager	C13
POHX45	Senior Manager, Occupational Health & Safety	Public Safety	Safety & Security	Management	M3 – Senior Manager	C13
K9011A	Senior Occupational Health & Safety Specialist	Public Safety	Safety & Security	Professional	P3 – Senior	C10
PSCI20	Senior Public Safety Audit & Compliance Investigator	Public Safety	Safety & Security	Technical	T3 – Senior	C8
PSC020	Senior Public Safety Compliance Specialist	Public Safety	Safety & Security	Support	S3 – Senior	C6
M5053A	Senior Public Safety Investigator	Public Safety	Safety & Security	Professional	P3 – Senior	C8
M9032A	Senior Security Guard	Public Safety	Safety & Security	Support	S3 – Senior	C3
I1111S	Supervisor, Law Enforcement Training	Public Safety	Safety & Security	Management	M1 – Supervisor	C9
K9011S	Supervisor, Occupational Health & Safety	Public Safety	Safety & Security	Management	M1 – Supervisor	C11
PSSS35	Supervisor, Safety	Public Safety	Safety & Security	Management	M1 – Supervisor	C8
M9032S	Supervisor, Security	Public Safety	Safety & Security	Management	M1 – Supervisor	C4

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
PSHC15	Safety & Health Consultant	Public Safety	Safety & Security	Professional	P2 – Intermediate	C5
PSHC20	Senior Safety & Health Consultant	Public Safety	Safety & Security	Professional	P3 – Senior	C7
PSHS35	Supervisor, Safety & Health Consult	Public Safety	Safety & Security	Management	M1 – Supervisor	C9
E40495	Aerospace Engineer	Skilled Trades	Aircraft & Spaceport Operations	Professional	P2 – Intermediate	C11
W20111	Aircraft Pilot	Skilled Trades	Aircraft & Spaceport Operations	Technical	T4 – Lead	C11
MRWP40	Helicopter Pilot	Skilled Trades	Aircraft & Spaceport Operations	Technical	T4 – Lead	C11
W2049X	Manager, Aerospace Operations	Skilled Trades	Aircraft & Spaceport Operations	Management	M2 – Manager	C10
X40495	Manager, Spaceport Operations & Maintenance	Skilled Trades	Aircraft & Spaceport Operations	Management	M2 – Manager	C12
U10681	Senior Aircraft Mechanic	Skilled Trades	Aircraft & Spaceport Operations	Technical	T3 – Senior	C11
SAOX45	Senior Manager, Air Operations	Skilled Trades	Aircraft & Spaceport Operations	Management	M3 – Senior Manager	C12
SSOX45	Senior Manager, Spaceport Operations	Skilled Trades	Aircraft & Spaceport Operations	Management	M3 – Senior Manager	C13
P50110	Barber	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C2

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
T2031A	Carpenter	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C4
T21110	Electrician	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C5
T2111B	Electrician Apprentice	Skilled Trades	Crafts & Trades	Technical	T1 – Entry	C3
PCSE15	Electrician Correctional Officer	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C6
PCSH15	HVAC Correctional Officer	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C6
U90210	HVAC Technician	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C5
PCSL15	Locksmith Correctional Officer	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C6
V91210	Paint Spray Technician	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C3
T21611	Plumber	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C5
PCSP15	Plumber Correctional Officer	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C6
T2111A	Senior Electrician	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C8
E2072A	Senior Electronics Technician	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C8

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
STPL20	Senior Plumber	Skilled Trades	Crafts & Trades	Technical	T3 – Senior	C6
T2111S	Supervisor, Electrical Services	Skilled Trades	Crafts & Trades	Management	M1 – Supervisor	C9
T2161S	Supervisor, Plumbing	Skilled Trades	Crafts & Trades	Management	M1 – Supervisor	C8
V60520	Tailor & Dressmaker	Skilled Trades	Crafts & Trades	Technical	T2 – Intermediate	C1
T21610	Unregistered Apprentice Plumber	Skilled Trades	Crafts & Trades	Technical	T1 – Entry	C3
N20120	Cook	Skilled Trades	Food Services	Technical	T2 – Intermediate	C2
N30410	Food Service Worker	Skilled Trades	Food Services	Technical	T2 – Intermediate	C1
N2012A	Senior Cook	Skilled Trades	Food Services	Technical	T3 – Senior	C3
N3041A	Senior Food Service Worker	Skilled Trades	Food Services	Technical	T3 – Senior	C2
N2012S	Supervisor, Food Services	Skilled Trades	Food Services	Management	M1 – Supervisor	C5
T4051B	Associate Highway Maintenance Worker	Skilled Trades	Transportation Operations	Technical	T1 – Entry	C2
W70510	Heavy Equipment Operator	Skilled Trades	Transportation Operations	Technical	T2 – Intermediate	C4

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
T40510	Highway Maintenance Worker	Skilled Trades	Transportation Operations	Technical	T2 – Intermediate	C3
SHMX40	Manager, Highway Maintenance	Skilled Trades	Transportation Operations	Management	M2 – Manager	C10
STOX40	Manager, Transportation Operations	Skilled Trades	Transportation Operations	Management	M2 – Manager	C11
W60550	School Bus Transportation Coordinator	Skilled Trades	Transportation Operations	Technical	T2 – Intermediate	C5
T2073A	Senior Heavy Equipment Operator	Skilled Trades	Transportation Operations	Technical	T3 – Senior	C5
T4051A	Senior Highway Maintenance Worker	Skilled Trades	Transportation Operations	Technical	T3 – Senior	C4
STOX45	Senior Manager, Transportation Operations	Skilled Trades	Transportation Operations	Management	M3 – Senior Manager	C12
W6041A	Senior Traffic Technician	Skilled Trades	Transportation Operations	Technical	T3 – Senior	C4
W6051A	Senior Transportation Inspector	Skilled Trades	Transportation Operations	Technical	T3 – Senior	C6
T4051S	Supervisor, Highway Maintenance	Skilled Trades	Transportation Operations	Management	M1 – Supervisor	C6
W6055S	Supervisor, School Bus Transportation	Skilled Trades	Transportation Operations	Management	M1 – Supervisor	C9
W6041S	Supervisor, Traffic Control	Skilled Trades	Transportation Operations	Management	M1 – Supervisor	C6

Job Code	Job Title	Job Family	Job Sub-Family	Career Track	Level	Grade
W6051S	Supervisor, Transportation Inspections	Skilled Trades	Transportation Operations	Management	M1 – Supervisor	C7
W6041O	Traffic Technician	Skilled Trades	Transportation Operations	Technical	T2 – Intermediate	C3
W6051O	Transportation Inspector	Skilled Trades	Transportation Operations	Technical	T2 – Intermediate	C5

