



2023
STATE PERSONNEL OFFICE
CLASSIFICATION PLAN

State of New Mexico
State Personnel Board
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CLASSIFICATION PLAN 2023

This is the 2023 State Personnel Office Classification Plan.

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

In addition to the classification philosophy and the methods used to ensure its consistent application, this Classification Plan provides a brief history of the State Personnel Office classification system, recent changes to the classification system, and the goals for the classification system for calendar year 2024.

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. In reality, the vast majority of job classifications within the State had, and have, only one level, where the work performed by the single-level position accomplishes the full range of responsibilities of the job. As a result, a good number of classifications continued to go unused after NM.HR.2001.

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

RECENT CLASSIFICATION SYSTEM DEVELOPMENTS

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

The ten classification studies and job families already completed, approved by the State Personnel Board, and implemented are:

- Architecture
 - Attorney
 - Business
 - Corrections
 - Engineer, Surveyor, Water Resources, Engineering Technician
 - Healthcare, Healthcare Physicians
 - Information Technology
 - Peace Officers
 - Scientist
-

- Social Services

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

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

As of the date of this Classification Plan, the classification system currently stands at 1,062 classifications, 333 of which are occupation-based job classifications.

LOOKING AHEAD: CLASSIFICATION IN 2024

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

Additionally in 2024, the State Personnel Office aims to:

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

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, careful job evaluation, detailed classification descriptor design, individualized position assignment, and meticulous classification studies.

JOB ANALYSIS

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

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

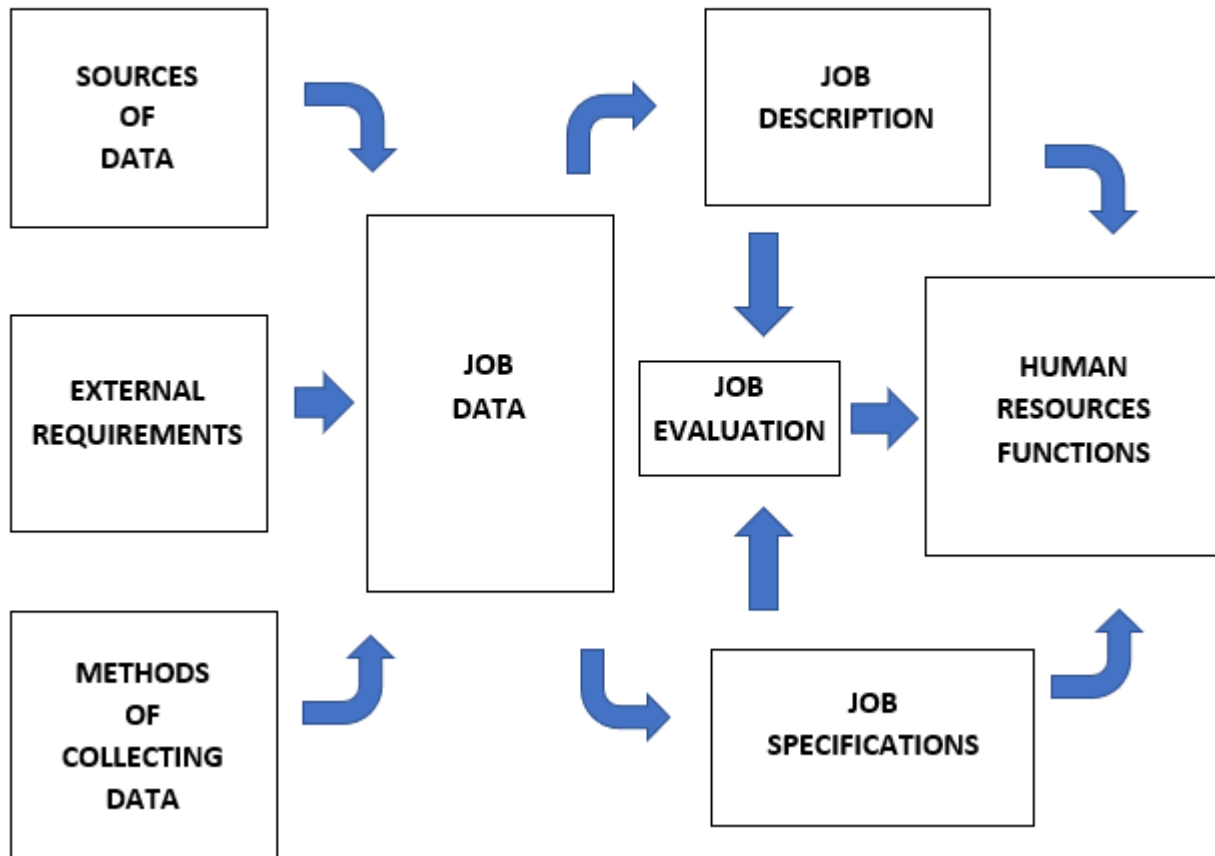
The job analysis process not only identifies the essential functions of each job, which is critical to creating a methodical classification system, it also provides agency human resources with updated and reliable job information, enabling agencies to make better employment and management decisions, 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 job evaluation is to establish the relative importance of jobs to the classified service or, in other words, to measure and understand the value of each job's work to the employer. The job evaluation process utilizes a point-factor evaluation methodology to measure the work involved in a job based on its compensable factors, such as skill and knowledge, and ultimately to match the job to the appropriate pay band.

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

The Process of Job Analysis and Job Evaluation



A more detailed flowchart is attached as Appendix 1.

CLASSIFICATIONS AND CLASSIFICATION DESCRIPTORS

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

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

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

The *distinguishing characteristics* provide detailed examples of work performed in the occupation. Where there is more than one level in a given classification, the examples of work performed are intended to be cumulative for each higher level of work. *Recommended education and experience for full performance* 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 and working conditions* describe the environment and stresses reasonably expected in the occupation. The default FLSA Status (Fair Labor Standards Act Status) describes the classification's recommended FLSA designation under the Act and the statutes and rules of the Federal Department of Labor. The *established date* is when the State Personnel Board adopted the job classification. And the *revised date* is when the job classification descriptor was subsequently approved by the Board following a revision or modification.

POSITION ASSIGNMENT

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

The State Personnel Director is required, in conjunction with state agencies, to ensure that each position in the classified service is assigned to the classification that best represents the duties assigned by the employer and performed by the employee. 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 various levels) is based solely upon the way an agency utilizes the position and work is

organized within an agency, such as the duties that management assigns to a particular function to carry out a part of its mission.

CLASSIFICATION CHANGES

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

The State Personnel Office Director can authorize the deletion of unused classification descriptors and revisions to existing classification descriptors. 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. Technically, an agency may request a classification review or classification re-evaluation as well, but this rarely happens. Not only are classification review and evaluation already part of the classification study process, but that initial review and evaluation is conducted with the input of the agency. See State Personnel Board Rule 1.7.3.8(E) NMAC.

The two primary types of classification studies are:

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

Some common reasons for conducting classification studies include:

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

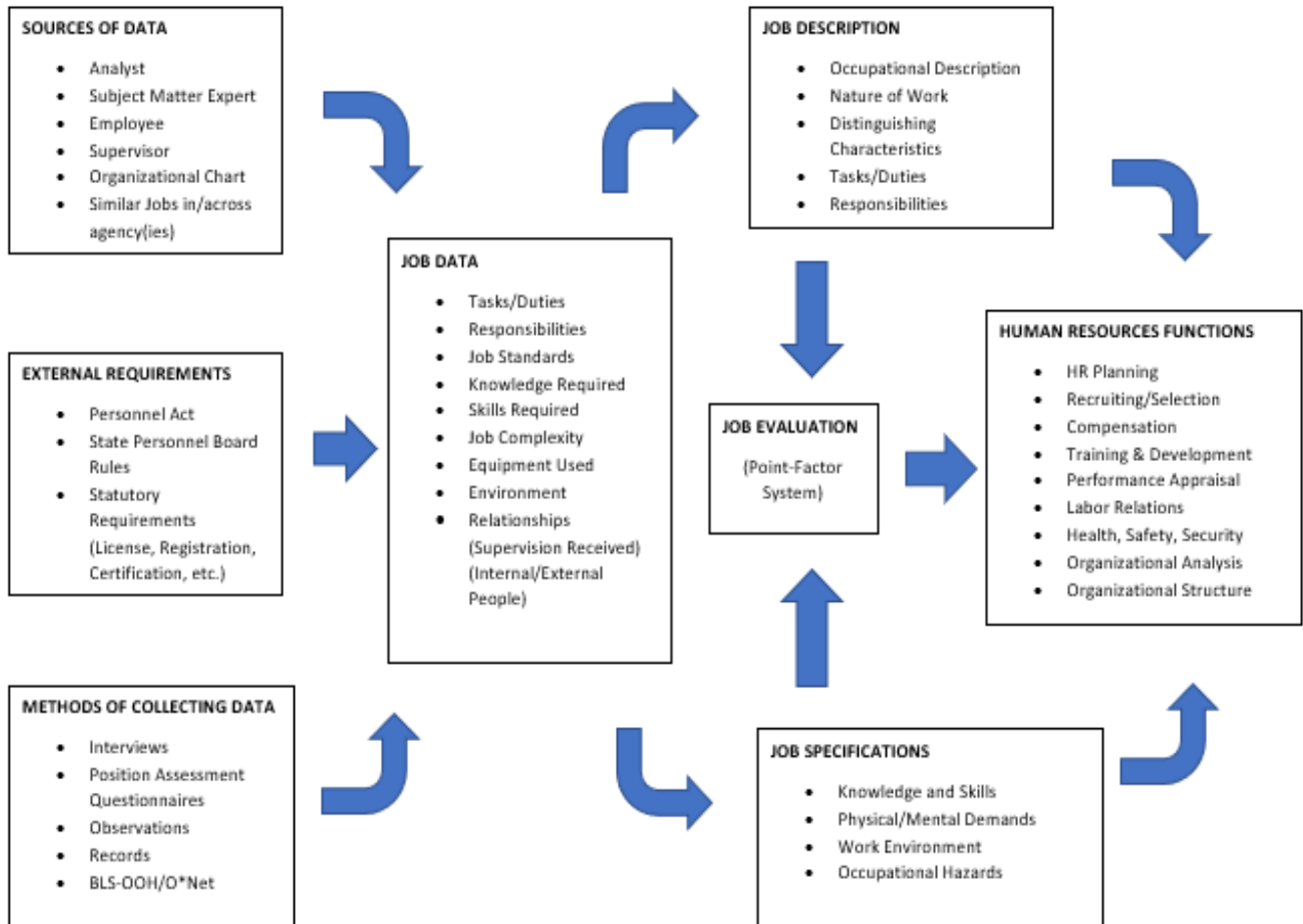
Prior to the implementation of a new classification or classification descriptor, the State Personnel Office Director is required to provide affected parties with an opportunity to comment on the addition or revision. See State Personnel Board Rule 1.7.3.8(D) NMAC.

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 1

The Process of Job Analysis and Job Evaluation



APPENDIX 2

Classification	Job Code	Grade
ADVANCED PRACTICE NURSE I	HCNP26	HK
ADVANCED PRACTICE NURSE II	HCNP30	HL
AGO Special Agent	PEAG26	PI
AGO SPECIAL AGENT IN CHARGE	PEA30S	PJ
APS CLINICAL CONSULTANT	G3015	SG
APS CLINICAL CONSULTANT SUPV	G3015S	SH
APS INTAKE WORKER	G3011	SE
APS INTAKE WORKER SUPV	G3011S	SF
APS INVESTIGATIVE CASE WKR SUP	G3013S	SG
APS INVESTIGATIVE CASE WORKER	G3013	SE
APS INVESTIGATIVE CASEWORKR SR	G30130	SF
APS INVESTIGTVE CASEWORKR SUPV	G3031S	SG
APS REGIONAL MANAGER	G3017	SI
ARCHITECT I	AREP26	AA
ARCHITECT II	AREP30	AB
Attorney I	LLLA26	LF
Attorney II	LLLA30	LG
Attorney III	LLLA35	LH
Attorney IV	LLLA40	LI
Attorney Supervisor	LLLS40	LI
BEHAVIORAL HEALTH THERAP SUP	HBHT26	HH
BEHAVIORAL HEALTH THERAPIST I	HBHT20	HF
BEHAVIORAL HEALTH THERAPIST II	HBHT23	HG
BEHAVIORAL HLTH THERAP MAN I	HBHX30	HI
BEHAVIORAL HLTH THERAP MAN II	HBHX35	HJ
CARE PARTNER I	HCRA10	HB
CARE PARTNER II	HCRA11	HC
CARE PARTNER III	HCRA13	HD
CERT PEACE OFFICER PHARMACIST	MPHP40	PM
CHIEF OF SECURITY	PCHX30	CH
CLINICAL PSYCHOLOGIST LEVEL I	HCPY30	HJ
CLINICAL PSYCHOLOGIST LEVEL II	HCPY35	HL
CLINICAL PSYCHOLOGIST MANAGER	HCPY46	HO
CONSERVATION OFFICER CAPTAIN	PECX40	PK
CONSERVATION OFFICER COLONEL	PECX52	PM
CONSERVATION OFFICER LIEUTENAN	PECS30	PI
CONSERVATION OFFICER MAJOR	PECX46	PL
CONSERVATION OFFICER PROG MGR	PECO26	PH
CORR OFF SPEC-BOILER OPS	PCSB15	CD
CORR OFF SPEC-CORR INDST SPEC	PCSC13	CC
CORR OFF SPEC-ELECTRICIAN	PCSE15	CD
CORR OFF SPEC-ELECTRONICS	PCSN11	CB
CORR OFF SPEC-FIRE, SFTY FSSO	PCSF11	CB
CORR OFF SPEC-HVAC	PCSH15	CD
CORR OFF SPEC-K-9/STIU SPEC	PCSK11	CB

CORR OFF SPEC-LOCKSMITH	PCSL15	CD
CORR OFF SPEC-MAINTENANCE	PCSA13	CC
CORR OFF SPEC-MECHANIC	PCSM15	CD
CORR OFF SPEC-PLUMBER	PCSP15	CD
CORR OFF SPEC-RECREATION	PCSR11	CB
CORR OFF SPEC-SPECIAL PROGRAMS	PCSO11	CB
CORR OFF SPEC-WASTEWATER	PCSU11	CB
CORR OFF SPEC-WRHOUSE/CANTEEN	PCSW11	CB
CORRECTIONAL (STIU) ADMINIST	PCFX46	CK
CORRECTIONAL (STIU) COORDINATR	PCMX30	CG
CORRECTIONAL (STIU) INVESTIGAT	PCST23	CF
CORRECTIONAL CLASS BREAU CHIEF	PCIX40	CJ
CORRECTIONAL CLASSIFICATON MGR	PCKX30	CH
CORRECTIONAL DEP DIR ADLT PRIS	PCAX52	CM
CORRECTIONAL DEP WDN (MAX SEC)	PCEX46	CI
CORRECTIONAL OFFICER	PCCO11	CB
CORRECTIONAL OFFICER-CADET	PCCO10	CA
CORRECTIONAL OFFICER-CAPTAIN	PCCS20	CE
CORRECTIONAL OFFICER-LIEUTNANT	PCCO15	CD
CORRECTIONAL OFFICER-MAJOR	PCCS26	CG
CORRECTIONAL OFFICER-SERGEANT	PCCO13	CC
CORRECTIONAL STIU MGR PROB/PAR	PCLX30	CH
CORRECTIONAL UNIT MANAGER	PCGX40	CH
CORRECTIONAL WARDEN (MAX SEC)	PMWX46	CL
CORRECTIONAL WARDEN (MED SEC)	PCDX48	CK
CORRECTIONAL WARDEN (MIN SEC)	PCDX46	CJ
CPS Placement Case Wkr	SPCW20	SD
CPS Adoption Consultant	SADC23	SE
CPS County Office Manager	SCMX40	SH
CPS Investigation Case Wkr	SICW23	SE
CPS Investigation Sr Case Wkr	SICW26	SF
CPS Investigation Supv	SICS30	SG
CPS Mediator	SFCM23	SE
CPS Perm Plg Case Wkr	SPCP20	SD
CPS Perm Plg Sr Wkr	SPCP23	SE
CPS Perm Plg Supv	SPPS26	SF
CPS Placement Spec	SPCW26	SF
CPS Placement Sr Wkr	SPCW23	SE
CPS Placement Supv	SPCS26	SF
CPS Regional Manager	SRMX46	SI
CPS Title IV-E Spec	STIV23	SE
CPS Youth Transition Coord	SYTC23	SE
CRIMINAL FORENSIC SCI DIR	FS1X32	FI
CRIMINAL FORENSIC SCI SUP	FS6S42	FH
CRIMINAL FORENSIC SCIENTIST	FSCR30	FG
DENTAL ASSISTANT I	HDAT10	HA
DENTAL ASSISTANT II	HDAT11	HB
DENTAL HYGIENIST	HDHY20	HI

DENTIST	HDPD35	HN
DEPUTY STATE OMBUDSMAN	G42X35	SH
DIRECT CARE I	HNDC10	HA
DIRECT CARE II	HNDC11	HB
DIRECT CARE LEVEL III	HNDC13	HC
DIRECT CARE LEVEL IV	HNDC15	HD
DIRECT CARE SUPERVISOR	HNDS15	HD
DIRECTOR OF THERAPY	HMHX35	HJ
EMERGENCY MED PHYSICIAN II	HEMP40	XI
EMERGENCY MED PHYSICIAN III	HEMP46	XJ
EMERGENCY MEDICINE PHYSICIAN I	HEMP35	XH
ENGINEER EXECUTIVE	ENEX46	EJ
ENGINEER GRADUATE	ENEP20	ED
ENGINEER INTERN	ENEP23	EE
ENGINEER MANAGER I	ENEX30	EG
ENGINEER MANAGER II	ENEX35	EH
ENGINEER MANAGER III	ENEX40	EI
ENGINEER PROFESSIONAL I	ENEP26	EF
ENGINEER PROFESSIONAL II	ENEP30	EG
ENGINEERING TECHNICIAN I	ENET13	EA
ENGINEERING TECHNICIAN II	ENET15	EB
ENGINEERING TECHNICIAN III	ENET17	EC
ENGINEERING TECHNICIAN IV	ENET20	ED
ENGINEERING TECHNICIAN SPV I	ENTS20	ED
ENGINEERING TECHNICIAN SPV II	ENTS23	EE
ENGINEERING TECHNICIAN SPV III	ENTS26	EF
ENGINEERING TECHNICIAN V	ENET23	EE
FISH & GAME WARDEN SUPV	M3031S	PH
FISH & GAME WARDEN-A	M3031A	PG
FISH & GAME WARDEN-B	M3031B	PE
FISH & GAME WARDEN-O	M3031O	PF
General Counsel I	LLLX46	LJ
General Counsel II	LLLX52	LK
HOSPITAL ADMINISTRATOR I	HMHX40	HL
HOSPITAL ADMINISTRATOR II	HMHX46	HM
HOSPITAL ADMINISTRATOR III	HMHX52	HN
HOSPITAL ADMINISTRATOR IV	HMHX60	HO
HR EMP & LABR RELATION SPEC II	RELR26	BJ
HR EMPL LABOR RELATIONS SPEC I	RELR23	BI
HUMAN RESOURCE COORDINATOR	RHRC15	BF
HUMAN RESOURCE DIRECTOR I	RHRX40	BM
HUMAN RESOURCE DIRECTOR II	RHRX41	BN
HUMAN RESOURCE DIRECTOR III	RHRX46	BO
HUMAN RESOURCE GENERALIST I	RHRG17	BG
HUMAN RESOURCE GENERALIST II	RHRG20	BH
HUMAN RESOURCE GENERALIST III	RHRG23	BI
HUMAN RESOURCE GENERALIST IV	RHRG26	BJ
HUMAN RESOURCE MANAGER I	RHRX26	BJ

HUMAN RESOURCE MANAGER II	RHRX30	BK
HUMAN RESOURCE MANAGER III	RHRX35	BL
HUMAN RESOURCE MANAGER IV	RHRX36	BM
IHS Practitioner	SIHP23	SE
IHS Practitioner Supv	SIHS26	SF
INSURANCE FINANCIAL ANALYST	CIFA23	BJ
INSURANCE FINANCIAL ANALYST CH	CIFX46	BO
INSURANCE FINANCIAL ANALYST SR	CIFA30	BK
INSURANCE FINANCIAL ANALYST SU	CIFS40	BM
IT APPLICATION DEV MANAGER I	IDAX30	IG
IT APPLICATION DEV MANAGER II	IDAX35	IH
IT APPLICATION DEV SUPV	IDAS26	IF
IT APPLICATION DEVELOPER I	IDAD20	ID
IT APPLICATION DEVELOPER II	IDAD23	IE
IT APPLICATION DEVELOPER III	IDAD26	IF
IT ARCHITECT I	IADD30	IG
IT ARCHITECT II	IADD35	IH
IT BUSINESS ANALYST I	IBBA23	IE
IT BUSINESS ANALYST II	IBBA26	IF
IT Business Analyst Supervisor	IBBS30	IG
IT CIO I OR TECH MANAGER I	IXGX30	IG
IT CIO II OR TECH MANAGER II	IXGX35	IH
IT CIO III OR TECH MANAGER III	IXGX40	II
IT CIO IV	IXGX46	IJ
IT CIO V	IXGX52	IK
IT DATABASE ADMIN MANAGER I	ITDX30	IG
IT DATABASE ADMIN MANAGER II	ITDX35	IH
IT DATABASE ADMIN SUPV	ITDS26	IF
IT DATABASE ADMINISTRATOR I	ITDA20	ID
IT DATABASE ADMINISTRATOR II	ITDA23	IE
IT DATABASE ADMINISTRATOR III	ITDA26	IF
IT END USER SUPPORT I	IEUP13	IA
IT END USER SUPPORT II	IEUP15	IB
IT END USER SUPPORT III	IEUP17	IC
IT END USER SUPPORT MANAGER	IEUX26	IF
IT END USER SUPPORT SUPV	IEUS20	ID
IT GIS SPECIALIST I	ITGT20	ID
IT GIS SPECIALIST II	ITGT23	IE
IT NETWORK ADMIN MANAGER I	INEX30	IG
IT NETWORK ADMIN MANAGER II	INEX35	IH
IT NETWORK ADMIN SUPV	INES26	IF
IT NETWORK ADMINISTRATOR I	INEA20	ID
IT NETWORK ADMINISTRATOR II	INEA23	IE
IT NETWORK ADMINISTRATOR III	INEA26	IF
IT PROJECT MANAGER I	IPPR23	IE
IT PROJECT MANAGER II	IPPR26	IF
IT PROJECT MANAGER III	IPPR30	IG
IT PROJECT MANAGER IV	IPPX35	IH

IT PROJECT MANAGER V	IPPX40	II
IT QUALITY ASSURANCE ANA II	IQAA23	IE
IT QUALITY ASSURANCE ANA III	IQAA26	IF
IT QUALITY ASSURANCE ANALYST I	IQAA20	ID
IT QUALITY ASSURANCE MANAGER I	IQAX30	IG
IT SEC & COMPLIANCE ADMIN I	ICSC20	ID
IT SEC & COMPLIANCE ADMIN II	ICSC23	IE
IT SEC & COMPLIANCE ADMIN III	ICSC26	IF
IT SEC & COMPLIANCE MANAGER I	ICSX30	IG
IT SEC & COMPLIANCE MANAGER II	ICSX40	II
IT SECURITY & COMPLIANCE SUPV	ICSS26	IF
IT SYSTEMS ADMIN MANAGER I	ISSX30	IG
IT SYSTEMS ADMIN MANAGER II	ISSX35	IH
IT SYSTEMS ADMIN SUPERVISOR	ISSS26	IF
IT SYSTEMS ADMINISTRATOR I	ISSA20	ID
IT SYSTEMS ADMINISTRATOR II	ISSA23	IE
IT SYSTEMS ADMINISTRATOR III	ISSA26	IF
IT TECHNOLOGY OFFICER	IXGS26	IF
LANGUAGE INTERPRETER	LINT52	BG
Law Clerk	LLLC23	LE
LIVESTOCK INSPECTOR II	S20102	PF
LIVESTOCK INSPECTOR SUPV	S20105	PH
LPN/LVN	HLPN15	HD
LPN/LVN SUPERVISOR	HLPS17	HE
MEDICAL LABORATORY TECH SUP	HCLS23	HG
MEDICAL LABORATORY TECHN	HCLT17	HE
MEDICAL LABORATORY TECHNICIAN	HCLT15	HD
NM LAW ENFORCEMENT ACADEMY INS	I11101	PI
NM LEA INSTRUCTOR MANAGER	I11X01	PJ
NMLB CHIEF ADMIN & LAW ENF OFF	PLBX40	PL
NMLB REGIONAL OPERATIONS MGR	PLBX30	PI
NURSING SUPPORT III	HNSU15	HD
NURSING SUPPORT LEVEL I	HLSU11	HB
NURSING SUPPORT LEVEL II	HNSU13	HC
NUTRITIONIST I	HNUT17	HE
NUTRITIONIST II	HNUT20	HF
NUTRITIONIST MANAGER I	HNUX26	HH
NUTRITIONIST MANAGER II	HNUX30	HI
NUTRITIONIST MANAGER III	HNUX35	HJ
NUTRITIONIST MANAGER IV	HNUX40	HK
NUTRITIONIST SUPERVISOR	HNUS23	HG
OCCUPATIONAL THERAPIST AIDE	HOTV11	HB
OCCUPATIONAL THERAPIST ASSIST	HOTV17	HF
OCCUPATIONAL THERAPIST I	HOTP23	HI
OCCUPATIONAL THERAPIST SUP	HOTP26	HJ
OMBUDSMAN CARE TRANSITION SPEC	G41023	SE
OMBUDSMAN REGIONAL COORDINATOR	G42023	SE
OMBUDSMAN SUPERVISOR	G42S26	SF

PARK LAW ENFORCEMENT RANGER I	PEPR17	PE
PARK LAW ENFORCEMENT RANGER II	PEPR20	PF
PARK LAW ENFORCEMENT RANGER II	PERP20	PF
PARK LAW ENFORCEMENT RANGER III	PEPR23	PG
PARK LE RANGER TRN DEVEL SPEC	PEPT26	PH
PHARMACIST I	HPRH23	HK
PHARMACIST II	HPRH26	HL
PHARMACIST III	HPRH30	HM
PHARMACIST MANAGER I	HPHX35	HN
PHARMACIST MANAGER II	HPHX40	HO
PHARMACY TECHNICIAN I	HPTV11	HB
PHARMACY TECHNICIAN II	HPTV13	HC
PHARMACY TECHNICIAN III	HPTV15	HD
PHLEBOTOMIST	HPL11	HB
PHLEBOTOMIST SUPERVISOR	HPLS15	HD
PHYSICAL THERAPIST I	HPHY23	HG
PHYSICAL THERAPIST SUPERVISOR	HPHY26	HH
PHYSICAL THERAPY AIDE	HPHV11	HB
PHYSICAL THERAPY ASSISTANT	HPHV17	HE
PHYSICIAN ASSISTANT LEVEL I	HPPA26	HK
PHYSICIAN ASSISTANT LEVEL II	HPPA30	HL
PHYSICIAN LEVEL I	HHOP35	XF
PHYSICIAN LEVEL I - OB/GYN	HOBG35	XH
PHYSICIAN LEVEL I - SURGEON	HSUR35	XH
PHYSICIAN LEVEL II	HHOP40	XH
PHYSICIAN LEVEL II - SURGEON	HSUR40	XI
PHYSICIAN LEVEL II - OB/GYN	HOBG40	XI
PHYSICIAN LEVEL III	HHOP46	XI
PHYSICIAN LEVEL III - OB/GYN	HOBG46	XJ
PHYSICIAN LEVEL III - SURGEON	HSUR46	XJ
PRESCRIBING PSYCHOLOGIST	HCPY40	XB
PROFESSIONAL SURVEYOR I	ENSP23	EE
PROFESSIONAL SURVEYOR II	ENSP26	EF
PROFESSIONAL SURVEYOR MGR I	ENSX30	EG
PROFESSIONAL SURVEYOR MGR II	ENSX35	EH
PROFESSIONAL SURVEYOR MGR III	ENSX40	EI
PROGRAMMATIC PHYSICIAN I	HPRO35	XA
PROGRAMMATIC PHYSICIAN MANAGER	HPRO46	XC
PROGRAMMATIC PHYSICIAN SUP	HPRO40	XB
PSYCHIATRIC NURSE PRACT I	HPMH26	HK
PSYCHIATRIC NURSE PRACT II	HPMH30	HL
PSYCHIATRIST LEVEL I	HPSY35	XE
PSYCHIATRIST LEVEL II	HPSY40	XF
PSYCHIATRIST MANAGER	HPSX46	XG
RADIOLOGIC TECHNOLOGIST I	HRAD17	HE
RADIOLOGIC TECHNOLOGIST II	HRAD20	HF
RADIOLOGIC TECHNOLOGIST SUP	HRAS23	HG
RECREATIONAL THERAPIST I	HREA13	HC

RECREATIONAL THERAPIST II	HREA15	HD
RECREATIONAL THERAPIST SUP	HRES17	HE
RECREATIONAL THERAPY AIDE	HREA10	HA
REGISTERED DIETITIAN	HDIE23	HG
REGISTERED NURSE LEVEL I	HCRN17	HF
REGISTERED NURSE LEVEL II	HCRN20	HG
REGISTERED NURSE LEVEL III	HCRN23	HH
REGISTERED NURSE MANAGER I	HCRX30	HJ
REGISTERED NURSE MANAGER II	HCRX35	HK
REGISTERED NURSE MANAGER III	HCRX40	HL
REGISTERED NURSE MANAGER IV	HCRX46	HM
REGISTERED NURSE SUPERVISOR	HCRS26	HI
RESPIRATORY THERAPIST I	HRET15	HD
RESPIRATORY THERAPIST II	HRET17	HE
RESPIRATORY THERAPIST SUP	HRTS23	HG
SCI SR WKR	SCIW23	SE
SCI Supv	SCIS26	SF
SCI Worker	SCIW20	SD
SENIOR ENGINEER EXECUTIVE	ENEX52	EK
SPECIAL AGENT	M50510	PH
SPECIAL AGENT SUPERVISOR	M5051S	PI
SPEECH-LANG PATHOLOGIST SUP	HSLP26	HH
SPEECH-LANGUAGE PATHOLOGIST I	HSLP23	HG
SPO COMP & CLASS SPEC II	RSPC02	BK
SPO COMP & CLASS SPECIALIST I	RSPC01	BJ
SPO HR Learn and Develop I	RSPD01	BI
SPO HR Learn and Develop II	RSPT01	BJ
SPO HR RECRUITING COORDINATOR	RSPR01	BI
SPO HUMAN RESOURCE MANAGER I	RSPX01	BL
SPO HUMAN RESOURCE MANAGER II	RSPX02	BM
SPO HUMAN RESOURCE MANAGER III	RSPX03	BN
SPO LABOR RELATIONS ADMINISTR	RSPL01	BK
ST PARK LE RANGER BUREAU CHIEF	PEPR40	PL
ST PARK LE RANGER SUPERINTNDNT	PEPR35	PJ
STAFF ARCHITECT	AREX46	AC
STATE PARK LE RANGER MANAGER I	PEPR26	PH
STATE PARK LE RANGER MANAGR II	PEPR30	PI
SURVEYOR INTERN I	ENSI17	EC
SURVEYOR INTERN II	ENSI20	ED
VETERINARIAN	HVET35	HJ
VETERINARIAN SUPERVISOR	HVES40	HK
WATER RESOURCE PROFESSIONAL IV	EWRP30	EG
WATER RESOURCES MANAGER I	EWXR30	EG
WATER RESOURCES MANAGER II	EWXR40	EI
WATER RESOURCES PROF II	EWRP23	EE
WATER RESOURCES PROF III	EWRP26	EF
WATER RESOURCES PROFESSIONAL I	EWRP20	ED