



State Personnel Office

2024 Classification Plan

December 6, 2024

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
Recent Classification System Developments	4
Looking Ahead: Classification in 2025	5
Ensuring Consistent Application	5
Job Analysis	5
Job Evaluation.....	6
The Process of Job Analysis and Job Evaluation	7
Classifications and Classification Descriptors	8
Position Assignment.....	9
Classification Changes	9
Appendix	11

Introduction

This is the 2024 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 seven 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 2.

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 897 classifications, 317 of which are occupation-based job classifications.

Looking Ahead: Classification in 2025

Looking ahead, the State Personnel Office classification system will be subject to an overall review of all classifications. As a result, and much like in 2001, new leveling, formatting, and career paths will be established.

For the time prior to the review, the classification system will remain a hybrid of older, established general salary schedule classifications and newer, occupation-based classifications.

Additionally, the State Personnel Office aims to:

Review the classification system, with agencies and consultants, 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.

For job evaluation we will continue to utilize the Hay method while increasingly consulting market data to inform class studies and classification re-evaluations.

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. 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 performing 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.

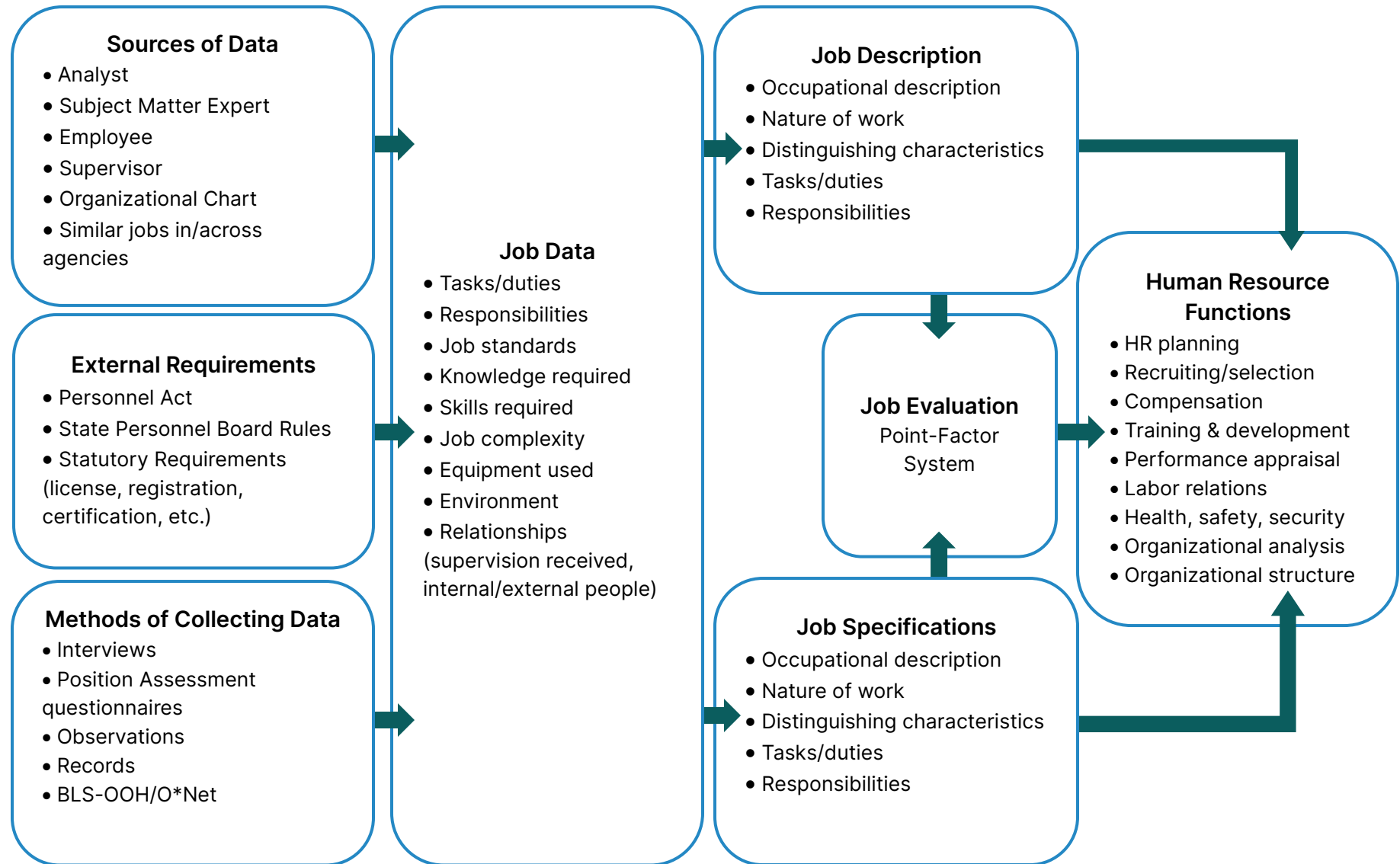
The job analysis process not only identifies the essential functions of each job, which is critical to creating a methodical classification system, it also provides agency human resources with updated and reliable job information, enabling agencies to make better employment and management decisions, 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 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



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 in the Appendix.

In many instances, classifications are then further divided into levels -- for example, Basic or Level I, Operational or Level II, and Advanced or 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. 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.

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.

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

Classification	Job Code	Grade
A/O I	X40000	80
A/O I - ECONOMICS	X40125	80
A/O I - ENV SCIENCE	X40200	85
A/O II	X50000	85
A/O II - ENV SCIENCE	X50200	90
A/O II - STATE AUDIT MANAGER	X52012	90
A/O II MANAGER - ED	X52010	85
ACCOUNTANT & AUDITOR SUPV	C2011S	70
ACCTNT & AUDITOR-A	C2011A	65
ACCTNT & AUDITOR-B	C2011B	55
ACCTNT & AUDITOR-O	C2011O	60
ACTUARY-A	D2011A	75
ADM LAW JDG/ADJCTR-A	H1021A	80
ADM LAW JDG/ADJCTR-B	H1021B	65
ADM LAW JDG/ADJCTR-O	H1021O	70
ADM LAW JUDGE/ADJUDICATOR SUPV	H1021S	85
ADMIN SERV COORD-A	B3011A	55
ADMIN SERV COORD-O	B3011O	50
ADMIN SERVICES COORDINATR SUPV	B3011S	60
ADMIN/OPS II - FISH & WILDLIFE	X53031	85
ADVANCED JOURNEYMAN ELECTRICN	T2111A	65
ADVANCED PRACTICE NURSE I	HCNP26	HK
ADVANCED PRACTICE NURSE II	HCNP30	HL
AGO Special Agent	PEAG26	PI
AGO SPECIAL AGENT IN CHARGE	PEA30S	PJ
AIRCRAFT PILOT	W20111	80
ANTHRO ARCHEOLOGIST SUPV	F3091S	70
ANTHRPLGST & ARCH-A	F3091A	65
ANTHRPLGST & ARCH-B	F3091B	55
ANTHRPLGST & ARCH-O	F3091O	60
APPRAIS & RE ASSES-A	C2021A	65
APPRAIS & RE ASSES-O	C2021O	60
APPRSR & ASSR REAL ESTATE SUPV	C2021S	70
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

Classification	Job Code	Grade
APS INVESTIGATIVE CASEWORKR SR	G30130	SF
APS INVESTIGTVE CASEWORKR SUPV	G3031S	SG
APS REGIONAL MANAGER	G3017	SI
ARB, MED & CONCIL-A	H1022A	65
ARCHITECT I	AREP26	AA
ARCHITECT II	AREP30	AB
ARCHIVIST-A	I4011A	65
ARCHIVIST-B	I4011B	55
ARCHIVIST-O	I4011O	60
ART DIRECTOR-A	J1011A	65
ART DIRECTOR-O	J1011O	60
ASSISTIVE TECHNOLOGY SPEC	I3023	65
ASSISTIVE TECHNOLOGY SPEC SUPV	I3023S	70
Attorney	LLLA45	LH
Attorney Supervisor	LLLS45	LI
AUTO SERVICE TECH/MECH SUPV.	U3023S	60
AUTO SRV TECH&MECH-A	U3023A	55
AUTO SRV TECH&MECH-B	U3023B	40
AUTO SRV TECH&MECH-O	U3023O	45
BAKER-O	V3011O	30
BARBER-O	P5011O	30
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
BILL & ACCT COLLECT-O	R3011O	45
BLINDNESS SKILLS INSTRUCTOR	I30221	65
BOOKPG,ACTG &AUDIT-A	R3031A	45
BOOKPG,ACTG &AUDIT-B	R3031B	35
BOOKPG,ACTG &AUDIT-O	R3031O	40
BUDGET ANALYST-A	C2031A	65
BUDGET ANALYST-B	C2031B	55
BUDGET ANALYST-O	C2031O	60
BUS OPS SPEC-A	C1199A	60
BUS OPS SPEC-B	C1199B	50
BUS OPS SPEC-O	C1199O	55
BUS/TRK MEC/DS ENG-A	U3031A	50
BUSINESS OPER. SPECIALIST SUPV	C1199S	65
CADRE RESIDENTIAL ADVISOR	G50111	60
CADRE RESIDENTIAL ADVISOR SUP	G15S11	65
CARE PARTNER I	HCRA10	HB

Classification	Job Code	Grade
CARE PARTNER II	HCRA11	HC
CARE PARTNER III	HCRA13	HD
CAREER LINK INTERN	CLIN76	25
CARPENTER-A	T2031A	45
CARTGRPHR & PHOTOG-O	E1021O	50
CERT PEACE OFFICER PHARMACIST	MPHP40	PM
CERTIFIED PUBLIC ACCOUNTANT	C20100	85
CFO I	X33032	75
CFO II	X53032	80
CFO III	X63032	90
CHEF & HEAD COOK SUPV	N1011S	50
CHEMIST SUPERVISOR	F2031S	70
CHEMIST-A	F2031A	65
CHEMIST-B	F2031B	55
CHEMIST-O	F2031O	60
Chief Data and Analytics Off	IDAT35	IH
Chief Data Scientist	IDAS40	IH
CHIEF FINANCIAL ACCOUNTANT	C3900	85
CHIEF OF SECURITY	PCHX30	CH
CHILD LEGAL SUPPORT ASST. I	G10501	60
CHILD LEGAL SUPPORT ASST. II	G10502	65
CID INVESTIGATOR	M50540	70
CID INVESTIGATOR SUPERVISOR	M5054S	75
CLAIMS ADJ. EXAM & INV. SUPV.	C1031S	70
CLERGY-O	G2011O	60
CLINICAL PSYCHOLOGIST LEVEL I	HCPY30	HJ
CLINICAL PSYCHOLOGIST LEVEL II	HCPY35	HL
CLINICAL PSYCHOLOGIST MANAGER	HCPY46	HO
CLM ADJ,EXAM,INV-A	C1031A	65
CLM ADJ,EXAM,INV-B	C1031B	50
CLM ADJ,EXAM,INV-O	C1031O	60
COATIN/PAINTNG/SPR-A	V9121A	35
COATIN/PAINTNG/SPR-O	V9121O	30
College Undergraduate Intern	SGCI17	55
COM & SOC SVC SPEC-A	G1099A	60
COM & SOC SVC SPEC-O	G1099O	55
COMM & SOC SERV SPEC SUPV.	G1099S	65
COMM REAL ESTATE MANAGER	CREX40	90
COMM REAL ESTATE SPEC III	CCRE35	80
COMM REAL ESTATE SPECIALIST I	CCRE26	70
COMM REAL ESTATE SPECIALIST II	CCRE30	75
COMP,BNF & JOB ANA-A	C1072A	70

Classification	Job Code	Grade
COMP,BNF & JOB ANA-O	C1072O	65
COMPL. OFF.XCPT AGRI/CON. SUPV	C1041S	70
COMPLNCE OFFICER-A	C1041A	65
COMPLNCE OFFICER-B	C1041B	50
COMPLNCE OFFICER-O	C1041O	55
COMPUTER OPERATOR SUPV	R9011S	55
COMPUTER OPTR-B	R9011B	40
COMPUTER OPTR-O	R9011O	45
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
CONSERVATIONIST	F10310	70
CONST & BLDG INSP AREA CHIEF	T4011S	70
CONST & BLDG INSP MULTIPL CERT	T40112	65
CONST & BLDG INSP SINGLE CERT	T40111	60
CONSTRCT/BLDG INSP 3	T4011A	65
CONSTRUCT LBR-A	T2061A	30
CONSTRUCTION - PROJECT MANAGER	X30111	80
CONSUMER INVESTIGATIVE LIAISON	CCIL23	BI
COOK, INST & CAF-A	N2012A	40
COOK, INST & CAF-B	N2012B	30
COOK, INST & CAF-O	N2012O	35
COOK, INST. & CAFETERIA SUPV.	N2012S	45
Coordinator - Classroom Tech	I90311	70
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-WRHOUSE/CANTEEN	PCSW11	CB
CORRECT.DEP.DIR.PROB / PAROLE	X63014	90
CORRECTIONAL (STIU) ADMINIST	PCFX46	CK

Classification	Job Code	Grade
CORRECTIONAL (STIU) COORDINATR	PCMX30	CG
CORRECTIONAL CLASS BREAU CHIEF	PCIX40	CJ
CORRECTIONAL DEP DIR ADLT PRIS	PCAX52	CM
CORRECTIONAL DEP WDN	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 REGION MANAGER	X53012	85
CORRECTIONAL UNIT MANAGER	PCGX40	CH
CORRECTIONAL WARDEN (MAX SEC)	PMWX46	CL
CORRECTIONAL WARDEN (MED SEC)	PCDX48	CK
CORRECTIONAL WARDEN (MIN SEC)	PCDX46	CJ
COURT,MUNI/LIC CLK-A	R4031A	45
COURT,MUNI/LIC CLK-O	R4031O	40
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 Youth Transition Coord	SYTC23	SE
CRIM JUST & LW ENF-A	I1111A	65
CRIM JUST & LW ENF-O	I1111O	60
CRIME SCENE INVESTIGATOR	M50560	65
CRIMINAL FORENSIC SCI DIR	FS1X32	FI
CRIMINAL FORENSIC SCI SUP	FS6S42	FH
CRIMINAL FORENSIC SCIENTIST	FSCR30	FG
CRIMINAL JUSTICE &LAW ENF SUPV	I1111S	70
CURATOR SUPV	I4012S	75
CURATOR-A	I4012A	70
CURATOR-O	I4012O	65

Classification	Job Code	Grade
CUST SRV REP-A	R4051A	45
CUST SRV REP-B	R4051B	35
CUST SRV REP-O	R4051O	40
CUSTOMER SERVICE REP SUPV	R4051S	50
CYFD Deputy Division Director	X70691	95
CYFD Program Manager I	X30691	75
CYFD Program Manager II	X50691	85
DATA ANALYST I	DDAA26	70
DATA ANALYST II	DDAA30	75
DATA ANALYST III	DDAA35	80
DATA ANALYST IV	DDAA40	85
Data Engineer I	IDAT30	IG
Data Engineer Manager	IDTX35	IH
DATA ENTRY KEYR-A	R9021A	35
Data Scientist I	IDAT31	IG
Data Steward	IDAT20	IE
DENTAL ASSISTANT I	HDAT10	HA
DENTAL ASSISTANT II	HDAT11	HB
DENTAL HYGIENIST	HDHY20	HI
DENTIST	HDPD35	HN
DEP FORENSIC TOXCLGY BUR CHIEF	X40251	90
Deputy Director Revenue Proc	X63331	90
DEPUTY STATE OMBUDSMAN	G42X35	SH
DESKTOP PUBLISHER-O	R9031O	50
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
DISPATCHER I	R50331	40
DISPATCHER II	R50332	50
DISPATCHER SUPERVISOR	R5033S	55
District Resource Specialist	F20411	70
DPS EMERGENCY COMM MANAGER	X45033	90
DPS EVIDENCE TECHNICIAN	M50550	60
DPS INVESTIGATOR	M50530	65
DPS INVESTIGATOR ADVANCED	M5053A	70
DPS INVESTIGATOR BASIC	M5053B	60
DPS INVESTIGATOR SUPERVISOR	M5053S	75
DVR DISABILITY ADJUDICATOR I	G10801	60
DVR DISABILITY ADJUDICATOR II	G10802	65

Classification	Job Code	Grade
DVR DISABILITY ADJUDICATOR III	G10803	70
DVR DISABILITY ADJUDICATOR SUP	G1080S	75
DWS UI QA REP	C63011	65
ECON DEVELOP PROG COORDINATOR	Q20102	80
ECON DEVELOP REPRESENTATIVE	Q20101	75
ECONOMIST SUPERVISOR	F3011S	85
ECONOMIST-A	F3011A	80
ECONOMIST-B	F3011B	70
ECONOMIST-O	F3011O	75
EDITOR-A	J3041A	65
EDITOR-B	J3041B	50
EDUC ADMIN SUPV	B9039S	85
EDUC ADMIN-A	B9039A	80
EDUC ADMIN-B	B9039B	65
EDUC ADMIN-O	B9039O	70
ELECTRONICS SPEC-A	E2072A	75
ELIG INTRVR,GOV PR-A	R4061A	55
ELIG INTRVR,GOV PR-O	R4061O	50
ELIGIBILITY INTRVR,GOV PR SUPV	R4061S	60
EMERGENCY MED PHYSICIAN II	HEMP40	XI
EMERGENCY MED PHYSICIAN III	HEMP46	XJ
EMERGENCY MGNT SPECIALIST	M40101	65
EMP,RECR & PLMT SP-A	C1071A	60
EMP,RECR & PLMT SP-B	C1071B	50
EMP,RECR & PLMT SP-O	C1071O	55
EMPLOY. RECRUIT & PLACE. SUPV	C1071S	65
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

Classification	Job Code	Grade
ENVIRO SCI & SPEC-A	F2041A	75
ENVIRO SCI & SPEC-B	F2041B	65
ENVIRO SCI & SPEC-O	F2041O	70
ENVIRON SCIENT & SPEC SUPV.	F2041S	80
ENVIRON SPEC-NL-A	E2082A	75
ENVIRON SPEC-NL-O	E2082O	70
EPIDEMIOLOGIST SUPV	F1041S	80
EPIDEMIOLOGIST-A	F1041A	75
EPIDEMIOLOGIST-O	F1041O	70
EXEC	X80000	96
EXEC SEC& ADM ASST-A	R6011A	55
EXEC SEC& ADM ASST-B	R6011B	45
EXEC SEC& ADM ASST-O	R6011O	50
EXEC. SEC. & ADMIN ASST. SUPV.	R6011S	60
EXECUTIVE BUDGET/POL ANALYST	C9001	65
FAMILY ASSISTANCE ANALYST I	G10601	60
FAMILY ASSISTANCE ANALYST II	G10602	65
FAMILY ASSISTANCE ANALYST SUPV	G1060S	70
FARMWKR,FARM&RNCH-A	S2093A	55
FARMWKR,FARM&RNCH-B	S2093B	45
FARMWKR,FARM&RNCH-O	S2093O	50
FARMWORKER, FARM & RANCH SUPV	S2093S	60
FIN ANALYST-A	C2051A	70
FIN ANALYST-O	C2051O	65
FIN EXAMINER-A	C2061A	70
FIN EXAMINER-O	C2061O	65
FIN SPEC, AO-A	C2099A	55
FIN SPEC, AO-B	C2099B	45
FIN SPEC, AO-O	C2099O	50
FINANCIAL ANALYST SUPERVISOR	C2051S	75
FINANCIAL COORD-A	B3031A	75
FINANCIAL COORD-B	B3031B	60
FINANCIAL COORDINATOR SUPV	B3031S	80
FINANCIAL COORD-O	B3031O	65
FINANCIAL SPECIALIST SUPV,	C2099S	60
FISH & GAME WARDEN SUPV	M3031S	PH
FISH & GAME WARDEN-A	M3031A	PG
FISH & GAME WARDEN-B	M3031B	PE
FISH & GAME WARDEN-O	M3031O	PF
Fleet Mechanic I	UFLM23	60
Fleet Mechanic II	UFLM26	65
Fleet Mechanic Supervisor	UFMS30	70

Classification	Job Code	Grade
FOOD SERVER,NONRST-A	N3041A	25
FOOD SERVER,NONRST-B	N3041B	25
FOOD SERVER,NONRST-O	N3041O	25
FORENSIC SCIENTIST 1	F4092O	75
FORENSIC SCIENTIST 2	F4092A	80
FORENSIC SCIENTIST SUPERVISOR	F4092S	85
FORENSIC TECHNICIAN	F4092B	50
FORENSIC TOXICOLOGY BUR CHIEF	X50251	95
FOREST&CONSRV WKR-A	S4011A	50
FOREST&CONSRV WKR-B	S4011B	40
FOREST&CONSRV WKR-O	S4011O	45
FORESTER I	FSTR16	70
FORESTER II	FSTR26	75
FORESTER SUPV	F1032S	70
FORESTER-A	F1032A	65
FORESTER-O	F1032O	60
GEN I	X60000	90
GEN I - ECONOMICS	X60125	90
GEN I - ENV SCIENCE	X60200	95
GEN II	X70000	95
GEN II - ENV SCIENCE	X70200	95
General Counsel	LLLX45	LJ
General Counsel I	LLLX46	LJ
GENERAL I - FISH & WILDLIFE	X63031	90
GEOSCIEN., XCPT HYDRO SUPV	F2042S	80
GEOSCIENTIST-A	F2042A	75
GEOSCIENTIST-B	F2042B	65
GEOSCIENTIST-O	F2042O	70
Graduate School Intern	SGGI20	60
GRAPHIC DESIGNER SUPERVISOR	J1024S	60
GRAPHIC DESIGNER-A	J1024A	55
GRAPHIC DESIGNER-O	J1024O	50
GSD IT PROCUREMENT SPECIALIST	C10241	85
HEALTH EDUCATOR SUPERVISOR	G1091S	70
HEALTH EDUCATOR-A	G1091A	65
HEALTH EDUCATOR-B	G1091B	55
HEALTH EDUCATOR-O	G1091O	60
HEALTH PROGRAM MANAGER I	X30665	75
HEALTH PROGRAM MANAGER III	X50665	85
HEALTH SURVEYOR SUPERVISOR	E2111S	75
HEALTHCARE PRAC-A	K9099A	60
HEALTHCARE PRAC-B	K9099B	50

Classification	Job Code	Grade
HEALTHCARE PRAC-O	K9099O	55
HEALTHCARE SURVYR-A	E2111A	70
HEALTHCARE SURVYR-O	E2111O	65
HEAT/AC/FRIG MECH-A	U9021A	55
HEAT/AC/FRIG MECH-O	U9021O	50
HEAVY EQUIP OP-A	T2073A	50
High School Intern	SGHI87	35
HIGHWAY MAINT WKR-A	T4051A	55
HIGHWAY MAINT WKR-B	T4051B	45
HIGHWAY MAINT WKR-O	T4051O	50
HIGHWAY MAINT. WORKER SUPV.	T4051S	60
HISTORIAN	F30931	70
HLTHCARE PRACTITIONER & TECH SUPV	K9099S	65
HOMELAND SECURITY SPECIALIST	M40102	70
HOSPITAL ADMINISTRATOR I	HMHX40	HL
HOSPITAL ADMINISTRATOR II	HMHX46	HM
HOSPITAL ADMINISTRATOR III	HMHX52	HN
HOSPITAL ADMINISTRATOR IV	HMHX60	HO
HPS Archaeological Review	F30926	70
HPS Data Management	F31926	70
HR EMP & LABR RELATION SPEC II	RELR26	BJ
HR EMPL LABOR RELATIONS SPEC I	RELR23	BI
HSD QA SPECIALIST SUPERVISOR	G1070S	75
HSD QUAL ASSURANCE SPECIALIST	G10701	70
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
HYDROLOGIST-A	F2043A	75
IHS Practitioner	SIHP23	SE
IHS Practitioner Supv	SIHS26	SF
IND TRUCK/TRAC OP-A	W7051A	50
IND TRUCK/TRAC OP-O	W7051O	45
INFO AND RECORD CLERK SUPV.	R4199S	50

Classification	Job Code	Grade
INFO/REC CLRK,AO-A	R4199A	45
INFO/REC CLRK,AO-O	R4199O	40
INS CLMS/POLCY CLK-A	R9041A	50
INS CLMS/POLCY CLK-O	R9041O	45
INSTRUCT COORDNTR-A	I9031A	65
INSTRUCT COORDNTR-O	I9031O	60
INSTRUCTIONAL COORDINATOR SUPV	I9031S	70
INSURANCE FINANCIAL ANALYST	CIFA23	BJ
INSURANCE FINANCIAL ANALYST CH	CIFX46	BO
INSURANCE FINANCIAL ANALYST SR	CIFA30	BK
INSURANCE FINANCIAL ANALYST SU	CIFS40	BM
Interpretive Ranger	F40520	60
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 COMMUNICATIONS MGR. - DHSEM	X30795	85
IT DATABASE ADMIN MANAGER I	ITDX30	IG
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

Classification	Job Code	Grade
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 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
JANITOR & CLEANER SUPERVISOR	O2011S	30
JANITR&CLNR,NOMAID-A	O2011A	25
JANITR&CLNR,NOMAID-B	O2011B	25
JANITR&CLNR,NOMAID-O	O2011O	25
JOURNEYMAN PLUMBER	T21611	60
JUVENILE CORR OFFICER I	G10951	55
JUVENILE CORR OFFICER II	G10952	60
JUVENILE CORR OFFICER SUPV	G1095S	70
JUVENILE PROB PAR OFF I	G10941	65
JUVENILE PROB PAR OFF II	G10942	70
Juvenile Prob Parole Off Supv	G1094S	75
LANDSCAPE & GRNDSKP WRKR SUPV.	O3011S	50
LANGUAGE INTERPRETER	LINT52	BG
LANDSCAPING & GRNDS-A	O3011A	45
LANDSCAPING & GRNDS-B	O3011B	30
LANDSCAPING & GRNDS-O	O3011O	35

Classification	Job Code	Grade
LAUNDRY & DRY CLEANING SUPV.	V6011S	30
LAUNDRY & DRY CLNG-A	V6011A	25
LAUNDRY & DRY CLNG-B	V6011B	25
LAUNDRY & DRY CLNG-O	V6011O	25
Law Clerk	LLLC23	LE
LAW ENFORCE INSTRUCTOR PST MGR	I11X02	85
LAW ENFORCEMENT INSTRUCTOR PST	I11107	80
LEGAL SECRETARY SUPERVISOR	R6012S	55
LEGAL SECTY-A	R6012A	50
LEGAL SECTY-O	R6012O	45
LEGAL SUPPORT WKR, AO SUPV	H2099S	60
LGL SUP WKR,AO-A	H2099A	55
LGL SUP WKR,AO-B	H2099B	45
LGL SUP WKR,AO-O	H2099O	50
LIBRARIAN SUPV	I4021S	75
LIBRARIAN-A	I4021A	70
LIBRARIAN-B	I4021B	60
LIBRARIAN-O	I4021O	65
LIBRARY TECH-A	I4031A	50
LIBRARY TECH-O	I4031O	45
LIFE/PHY/SOC SCI T-A	F4099A	55
LIFE/PHY/SOC SCI T-O	F4099O	50
LIFGRD,SKI PATROL-O	M9092O	30
LINE I	X10000	65
LINE II	X20000	70
LINE II - FISH & WILDLIFE	X23031	70
LINE II- ENV SCIENCE	X20200	75
LIVESTOCK INSPECTOR I	S20101	60
LIVESTOCK INSPECTOR II	S20102	PF
LIVESTOCK INSPECTOR SUPV	S2010S	PH
LPN/LVN	HLPN15	HD
LPN/LVN SUPERVISOR	HLPS17	HE
MAINT & REPAIR WKR-A	U9042A	50
MAINT & REPAIR WKR-B	U9042B	40
MAINT & REPAIR WKR-O	U9042O	45
MAINT & REPAIR WORKER SUPV.	U9042S	55
MANAGEMENT ANALYST SUPERVISOR	C1111S	70
Meat & Poultry Inspector I	SMPI20	60
Meat & Poultry Inspector II	SMPI23	65
MED & PUB HLTH SW-A	G1022A	65
MED & PUB HLTH SW-O	G1022O	60
MED APPLIANCE TECH-A	V9082A	45

Classification	Job Code	Grade
MED APPLIANCE TECH-O	V9082O	40
MED REC& HLTH INF-A	K2071A	50
MED REC& HLTH INF-B	K2071B	40
MED REC& HLTH INF-O	K2071O	45
MED SCI, XCPT EPDM-A	F1042A	75
MED SCI, XCPT EPDM-B	F1042B	65
MED SCI, XCPT EPDM-O	F1042O	70
MEDCL SCIENTST, XCPT EPDM SUPV	F1042S	80
MEDICAL SECTY-A	R6013A	50
MEDICAL SECTY-B	R6013B	40
MEDICAL SECTY-O	R6013O	45
MEDICAL &PUBLIC HLTH SW SUPV	G1022S	70
Medical Claims Coder	K20811	60
MEDICAL LABORATORY TECH SUP	HCLS23	HG
MEDICAL LABORATORY TECHN	HCLT17	HE
MEDICAL LABORATORY TECHNICIAN	HCLT15	HD
MEDICAL REC &HEALTH INFO SUPV	K2071S	55
MEN HLTH&SUB ABUSE-A	G1023A	65
MEN HLTH&SUB ABUSE-O	G1023O	60
MENT. HLTH. & SUB AB SW SUPV.	G1023S	70
MENTAL HEALTH CNSL-A	G1014A	60
MENTL HLTH CNSL SUPV	G1014S	65
METAL & PLAST WRKR-A	V4199A	55
METAL & PLAST WRKR-O	V4199O	50
MGT ANALYST-A	C1111A	65
MGT ANALYST-B	C1111B	55
MGT ANALYST-O	C1111O	60
MICROBIOLOGIST SUPERVISOR	F1022S	70
MICROBIOLOGIST-A	F1022A	65
MICROBIOLOGIST-B	F1022B	55
MICROBIOLOGIST-O	F1022O	60
MINE/GEOL SPEC-NL-A	E2152A	75
MPI Program Deputy Director	SMPX35	85
MPI Program Director	SMPX46	90
MPI Regional Operation Manager	SMPX26	75
MTD TRANS INSPECTOR SUPERVISOR	W6051S	60
MTD TRANSPORTATION INSPECTOR	W60511	55
MULTI-MEDIA ART-O	J1014O	45
MUS PRESS EDITOR MGR	J3053	70
MUS PRESS MKTG MGR	J3054	70
MUSEUM PUBLICATION DIR	X30514	80
MUSEUM TECH & CONSERVATOR SUPV	I4013S	65

Classification	Job Code	Grade
MUSEUM TECH & CONSV -A	I4013A	60
MUSEUM TECH & CONSV -O	I4013O	55
MVD Agent	R40311	50
MVD Agent Senior	R40312	55
MVD Agent Supervisor	R4030S	65
MVD Operations Generalist	R40320	65
MVD Staff Administrator	R4032S	70
NAT SCI COORD-A	B9121A	60
NAT SCI COORD-B	B9121B	50
NAT SCI COORD-O	B9121O	55
NATURAL SCIENCE COORD SUPV	B9121S	65
NM LAW ENFORCEMENT ACADEMY INS	I11101	PI
NM LEA INSTRUCTOR MANAGER	I11X01	PJ
NM VETERANS CEM INTERMNT SUPV	O3003S	65
NM VETERANS CEM INTERMT SPEC I	O3000	50
NM VETERANS CEM INTERN SPEC II	O3001	55
NMFTA Instructor	I11126	75
NMLB CHIEF ADMIN & LAW ENF OFF	PLBX40	PL
NMLB REGIONAL OPERATIONS MGR	PLBX30	PI
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
OCC HLTH & SFTY SP-A	K9011A	60
OCC HLTH & SFTY SP-O	K9011O	55
OCCUP. HLTH & SFTY SPEC. SUPV.	K9011S	65
OCCUPATIONAL THERAPIST ASSIST	HOTV17	HF
OCCUPATIONAL THERAPIST SUP	HOTP26	HJ
OFFICE & ADMIN SUP-A	R9199A	45
OFFICE & ADMIN SUP-B	R9199B	35
OFFICE & ADMIN SUP-O	R9199O	40
OFFICE & ADMIN SUPP WRKR SUPV.	R9199S	50
OFFICE CLERK, GENERAL SUPVR	R9061S	45
OFFICE CLRK, GEN-A	R9061A	40
OFFICE CLRK, GEN-B	R9061B	25
OFFICE CLRK, GEN-O	R9061O	30
OMBUDSMAN CARE TRANSITION SPEC	G41023	SE

Classification	Job Code	Grade
OMBUDSMAN REGIONAL COORDINATOR	G42023	SE
OMBUDSMAN SUPERVISOR	G42S26	SF
OPER RESCH ANAL-A	D2031A	70
OPER RESCH ANAL-B	D2031B	60
OPER RESCH ANAL-O	D2031O	65
OPERATIONAL JOURNEYMAN ELECTRN	T2111O	60
PAINTER/CNST& MAIN-A	T2141A	45
PAINTER/CNST& MAIN-O	T2141O	40
PARALEGAL & LEGAL ASST SUPV.	H2011S	65
PARALEGL& LGL ASST-A	H2011A	60
PARALEGL& LGL ASST-B	H2011B	50
PARALEGL& LGL ASST-O	H2011O	55
PARK LAW ENFORCEMENT RANGER I	PEPR17	PE
PARK LAW ENFORCEMENT RANGER II	PEPR20	PF
PARK LAW ENFORCEMENT RANGER II	PERP20	PF
PARK LAW ENFORCMENT RANGER III	PEPR23	PG
PARK LE RANGER TRN DEVEL SPEC	PEPT26	PH
PED STATISTICIAN CHIEF	X50422	90
PERS & HOME CARAID-O	P9021O	35
PETROLEUM SPEC-A	E2171A	80
PETROLEUM SPEC-B	E2171B	70
PETROLEUM SPECIALIST SUPV	E2171S	85
PETROLEUM SPEC-O	E2171O	75
PHARMACIST I	HPHR23	HK
PHARMACIST II	HPHR26	HL
PHARMACIST III	HPHR30	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	HPLE11	HB
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 II	HHOP40	XH
PHYSICIAN LEVEL II - SURGEON	HSUR40	XI
PHYSICIAN LEVEL II - OB/GYN	HOBG40	XI
PHYSICIAN LEVEL III	HHOP46	XI

Classification	Job Code	Grade
PHYSICIAN LEVEL III - OB/GYN	HOBG46	XJ
PLANT & SYS OPERATOR SUPV.	V8099S	65
PLANT/SYS OPR,AO-A	V8099A	60
PLANT/SYS OPR,AO-O	V8099O	55
PR COORD-A	B2031A	65
PR COORD-B	B2031B	55
PR COORD-O	B2031O	60
PRESCRIBING PSYCHOLOGIST	HCPY40	XB
PRINC EXEC BUDGET/POL ANALYST	C9003	85
PRINTING MACH OP-A	V5023A	45
PROB OFF CORR TRMT. SPEC SUPV	G1092S	70
PROB OFF&CORR TRMT-A	G1092A	65
PROB OFF&CORR TRMT-O	G1092O	60
PROBATION PAROLE OFFICER I	G10901	65
PROBATION PAROLE OFFICER II	G10902	70
PROBATION PAROLE OFFICER SUPV.	G1090S	75
Process Improvement Analyst	C11111	85
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
PROGRAM COORDINATOR I	B90401	70
PROGRAM COORDINATOR II	B90402	75
PROGRAMMATIC PHYSICIAN I	HPRO35	XA
PROGRAMMATIC PHYSICIAN MANAGER	HPRO46	XC
PROGRAMMATIC PHYSICIAN SUP	HPRO40	XB
Prop and Casual Supervisor	CPCS30	BK
Prop and Casual Underwriter I	CPCU23	BI
Prop and Casual Underwriter II	CPCU26	BJ
PROPERTY & CASUALTY ADJUST II	C10324	75
PROPERTY & CASUALTY ADJUSTER I	C10323	70
PSYCHIATRIC NURSE PRACT II	HPMH30	HL
PSYCHIATRIST LEVEL I	HPSY35	XE
PSYCHIATRIST LEVEL II	HPSY40	XF
PSYCHIATRIST MANAGER	HPSX46	XG
PUB RELATION SPEC-A	J3031A	60
PUB RELATION SPEC-O	J3031O	55
PUBLIC HEALTH DATA SCIENTIST	F10435	80
PUBLIC RELATIONS COORD SUPV	B2031S	70
PUBLIC RELATIONS SPEC SUPV	J3031S	65
Public Utilities Economist	F30111	80

Classification	Job Code	Grade
PURCHAS AGT, XCT WHLS/RE SUPV	C1023S	70
PURCHASING AGENT-A	C1023A	65
PURCHASING AGENT-B	C1023B	50
PURCHASING AGENT-O	C1023O	55
RADIOLOGIC TECHNOLOGIST I	HRAD17	HE
RADIOLOGIC TECHNOLOGIST II	HRAD20	HF
RADIOLOGIC TECHNOLOGIST SUP	HRAS23	HG
RECEPTNST/INFO CLK-A	R4171A	35
RECEPTNST/INFO CLK-B	R4171B	25
RECEPTNST/INFO CLK-O	R4171O	30
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 Level IV	HCRN30	HI
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	K1111S	85
REGISTERED NURSE SUPERVISOR	HCRS26	HI
REHAB COUNSELOR SUPERVISOR	G1015S	70
REHAB COUNSELOR-A	G1015A	65
REHAB COUNSELOR-O	G1015O	60
RESIDENTIAL COORDINATOR	G12101	60
RESPIRATORY THERAPIST II	HRET17	HE
RESPIRATORY THERAPIST SUP	HRTS23	HG
RETIREMENT SPECIALIST 1	C20501	55
RETIREMENT SPECIALIST 2	C20502	60
RETIREMENT SPECIALIST, SUPERVI	C2050S	65
Rotary Wing Aircraft Maint Tec	U10681	90
ROTARY WING PILOT	MRWP40	95
ROYALTY COMPLIANCE AUDITOR I	CRCA23	65
ROYALTY COMPLIANCE AUDITOR II	CRCA26	70
Royalty Compliance Auditor III	CRCA30	75
Royalty Compliance Auditor MGR	CRCX35	80
SCHOOL BUS TRANS SPECIALIST	W60550	65
SCHOOL BUS TRANS SUPERVISOR	W6055S	75

Classification	Job Code	Grade
SCI SR WKR	SCIW23	SE
SCI Supv	SCIS26	SF
SCI Worker	SCIW20	SD
SEC,EX LGL/MED/EXE-A	R6014A	45
SEC,EX LGL/MED/EXE-B	R6014B	35
SEC,EX LGL/MED/EXE-O	R6014O	40
SECS/COMMDTS/FIN-A	Q3031A	95
SECS/COMMDTS/FIN-O	Q3031O	90
SECURITS/COMMDTS/FIN SRVS SUPV	Q3031S	96
SECURITY GUARD SUPERVISOR	M9032S	50
SECURITY GUARD-A	M9032A	45
SECURITY GUARD-B	M9032B	35
SECURITY GUARD-O	M9032O	40
SELF-ENRICHMNT ED-B	I3021B	45
SENIOR ENGINEER EXECUTIVE	ENEX52	EK
SENIOR EXEC BUDGET/POL ANALYST	C9002	75
SET & EXHIBIT DSGR-A	J1027A	60
SET & EXHIBIT DSGR-O	J1027O	55
SET AND EXHIBIT DESIGNER SUPV	J1027S	65
SHIP/REC/TRAF CLK-O	R5071O	30
SIGNED LANGUAGE INTERPRETER	I3025	75
SOC & HMN SVC ASST-A	G1093A	40
SOC & HMN SVC ASST-O	G1093O	35
SOC WKR,AO-A	G1029A	65
SOC WKR,AO-O	G1029O	60
SOC/COM SV COORD-A	B9151A	70
SOC/COM SV COORD-B	B9151B	60
SOC/COM SV COORD-O	B9151O	65
SOC/COMM SVCS COOR SUPV	B9151S	75
SOCIAL WORKER, ALL OTHER SUPV	G1029S	70
SPACEPORT AEROSPACE ENGINEER	E40495	90
SPACEPORT AMERICA SALES AGENT	Q40401	80
Spaceport Flight Control Speci	W20495	80
Spaceport Operations Manager	X40495	85
SPD Procurement Specialist I	C10030	70
SPD Procurement Specialist II	C10035	75
SPD Procurement Specialist Man	X10140	90
SPD Procurement Specialist Sup	C1004S	80
SPECIAL AGENT	M50510	PH
SPECIAL AGENT SUPERVISOR	M5051S	PI
SPEECH-LANG PATHOLOGIST SUP	HSLP26	HH
SPO COMP & CLASS SPEC II	RSPC02	BK

Classification	Job Code	Grade
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	X30000	75
STAFF - ECONOMICS	X30125	80
STAFF - ENV SCIENCE	X30200	80
STAFF ARCHITECT	AREX46	AC
STATE AUDIT AUDITOR COORDNATOR	C20123	85
STATE AUDITOR I	C20121	65
STATE AUDITOR II	C20122	70
STATE FIRE INSPECTOR	M20211	70
STATE FIRE INVESTIGATOR	M20212	70
STATE INVESTIGATOR	M50520	65
STATE INVESTIGATOR SUPERVISOR	M5052S	70
STATE PARK LE RANGER MANAGER I	PEPR26	PH
STATE PARK LE RANGER MANAGR II	PEPR30	PI
STATE SCIENTIFIC LAB DIRECTOR	X70250	96
STATISTICIAN-A	D2041A	55
STATISTICIAN-B	D2041B	45
STATISTICIAN-O	D2041O	50
STEAM PLANT/BOIL OPERATOR SUPV	V8021S	60
STEAM PLT/BOIL OP-B	V8021B	45
STEAM PLT/BOIL OP-O	V8021O	50
STOCK CLRK & ORDER FILLER SUPV	R5081S	40
STOCK CLRK/ORD FIL-A	R5081A	35
STOCK CLRK/ORD FIL-O	R5081O	30
SUB ABUSE&BEH CNSL-A	G1011A	60
SUB ABUSE&BEH CNSL-B	G1011B	50
SUB ABUSE&BEH CNSL-O	G1011O	55
SUPERVISING JOURNEYMAN ELECTRN	T2111S	70
SUPERVISING JOURNEYMAN PLUMBER	T2161S	70
SURVEYOR INTERN I	ENSI17	EC
SURVEYOR INTERN II	ENSI20	ED
SWITCHBRD OPER-A	R2011A	30
SWITCHBRD OPERATOR SUPV	R2011S	35

Classification	Job Code	Grade
SWITCHBRD OPER-O	R2011O	25
TAILOR/DRSSMKR/CS-O	V6052O	25
TAX AUDITOR I	C20131	60
TAX AUDITOR II	C20132	65
TAX AUDITOR III	C20133	70
TAX AUDITOR IV	C20134	75
TAX AUDITOR SUPERVISOR	C2013S	80
TAX EXAM, COLL & REV AGT SUPV	C2081S	65
TAX INFO. / POL. SPEC	C20700	70
TEACHER ASST-A	I9041A	40
TITLE EXAMINER/ABTRACTOR SUPV	H2093S	60
TITLE EXM/ABSTR-A	H2093A	55
TITLE EXM/ABSTR-O	H2093O	50
TRAFFIC TECH-A	W6041A	50
TRAFFIC TECHNICIAN SUPERVISOR	W6041S	55
TRAFFIC TECH-O	W6041O	45
TRAIN & DEV SPEC-A	C1073A	65
TRAIN & DEV SPEC-B	C1073B	55
TRAIN & DEV SPEC-O	C1073O	60
TRAIN AND DEVEL SPECIALIST SUP	C1073S	70
TRANSP INSPECTOR-A	W6051A	60
TRANSP INSPECTOR-O	W6051O	50
TX EXM/COLL/REV AG-A	C2081A	60
TX EXM/COLL/REV AG-B	C2081B	50
TX EXM/COLL/REV AG-O	C2081O	55
UNREGISTERED APPRENTICE PLUMBR	T21610	55
UNREGISTRD APPRENTICE ELECTRCN	T2111B	55
URBAN & REG PLNR-A	F3051A	65
URBAN & REG PLNR-O	F3051O	60
URBAN & REGIONAL PLANNER SUPV	F3051S	70
VETERAN SERVICE OFFICER I	GVSO17	SD
VETERAN SERVICE OFFICER II	GVSO20	SE
VETERAN SERVICE OFFICER MAN	GVSX26	SF
VETERINARIAN	HVET35	HJ
VETERINARIAN SUPERVISOR	HVES40	HK
WAGE SUBSIDY INTERN	WSIN76	25
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

Classification	Job Code	Grade
WIC Eligibility Interviewer	R40621	50
WIC Office Clerk	R90321	40
WIC Staff Manager	X30321	75
Wildfire Prevention & Conserva	B2033	70
WILDLAND FIREFIGHTER TIER I	SWFT20	60
WILDLAND FIREFIGHTER TIER II	SWFT23	65
WILDLAND FIREFIGHTER TIER III	SWFT26	70
WILDLAND FIREFIGHTER TIER IV	SWTX30	75
WILDLAND FIREFIGHTER TIER V	SWTX35	80
WOODWORKER SUPERVISOR	V7099S	60
WOODWORKER, AO-A	V7099A	55
WOODWORKER, AO-O	V7099O	50
WORKERS' COMP ADJUSTER II	C10322	75
WTR & LIQ WASTE TR-A	V8031A	55
ZOOLGST/WLDLFE BIO-A	F1023A	65
ZOOLGST/WLDLFE BIO-B	F1023B	55
ZOOLGST/WLDLFE BIO-O	F1023O	60
ZOOLOGIST & WILDLIFE BIO SUPV	F1023S	70