

MEMORANDUM

TO: Government Operations and Fiscal Policy Committee

FROM: Justina J. Ferber,  Legislative Analyst

SUBJECT: **Discussion** – Merit System Protection Board (MSPB) Audit of Montgomery County Classification and Compensation Plans and Procedures

The following persons will be present for the worksession:

Bruce Wood, Chair, MSPB
Joseph Adler, Director, OHR
Kaye Beckley, Manager, OHR, Division of Business Operations and Performance
Gino Renne, MCGEO

Previous GO Committee Discussions

The Government Operations and Fiscal Policy (GO) Committee met with the Merit System Protection Board (MSPB) in April and July 2012, to discuss the FY13 Classification and Compensation Audit. Funding was not included in the FY13 budget for the MSPB to conduct an audit which previously had been postponed several times until FY13. In January 2007, the MSPB received a very preliminary estimate from Towson University for a comprehensive audit for \$500,000. Keeping in mind the cost of private consultants, it was estimated that a comprehensive audit in FY13 could cost more than \$1,000,000. After discussing the audit with the Board, the Committee and Board agreed that the FY13 audit would be delayed one year for fiscal reasons. The Council adopted Resolution 17-520 on July 31, 2012, to delay the FY13 Classification and Compensation Audit until FY14 attached at ©1.

The Committee discussed alternatives to a comprehensive audit of the entire classification and compensation plan and procedures.

1. Pursue other estimates for the Classification and Compensation Audit.
2. Separate issues related to a comprehensive Classification and Compensation Audit and spread the audit over several years.
3. Delay the Classification and Compensation Audit for another year or two year.

4. Ask the Executive to submit an amendment to the Personnel Regulations repealing the requirement for a Classification and Compensation Audit every five years, or change the five years to another time frame.
5. Delay or delete the audit requirement and develop a system for conducting classification and compensation studies of all occupational classes over the next five years. (In consultation with MCGEO, management would develop a schedule and priority list for conducting occupational class studies and budget funding on a five-year schedule. Nonunion employees are most affected by individual studies so OHR would have to hire contractors or additional personnel to conduct studies. This would be an expedited approach to the current schedule of three studies per year and allow additional studies to be done. The union with their knowledge of recruitment, retention and compensation issues would assist in prioritizing the occupational classes under review.)

The Committee discussed these alternatives with the MSPB and there was agreement that the audit could be postponed for another year. Council staff recommended alternative No. 5 as an approach including the repeal of the five-year requirement for a Classification and Compensation Audit. While the Committee agreed to explore alternative No. 5, some Committee members felt that in fairness to all employees' classes, a comprehensive audit should be considered for FY14, if funding was available.

Committee members suggested that consideration might be given to using market studies as a basis for salary comparison rather than the complex QES system currently used. The Committee agreed to explore the recommendation to develop a system for conducting classification and compensation studies of all occupational classes over the next five years and agreed to meet with MSPB, OHR and MCGEO representatives in the fall to further consider this recommendation. (The fall meeting was postponed until January 2013)

For the July meeting, OHR provided information related to classification studies done in last five years, studies in the pipeline and recommendations for future studies to be done under current resources which is attached at ©3.

Background - Classification and Compensation Audit

Section 33-7 (c) *Classification standards* of the Montgomery County Code provides for the following: **“The Board must conduct or authorize periodic audits of classification assignments made by the Chief Administrative Officer and of the general structure and internal consistency of the classification plan, and must submit audit findings and recommendations to the County Executive and County Council.”**

The Code of Montgomery County Regulations (COMCOR), §33.07.01.09(h)(2)(A) provides: **“At least once every 5 years, the Merit System Protection Board (MSBP) must have a consultant who is a specialist in the field and independent of the County government conduct an objective audit of the entire classification and compensation plan and**

procedures." COMCOR §33.07.01.09(h)(2)(A) allows the MSPB to postpone the audit with the approval of the Council.¹

The County currently uses a Quantitative Evaluation System (QES) which is a quantitative, point-factor job evaluation system for determining the pay grade of occupational classes. The QES was designed to meet the needs of the County government for a single bias-free job evaluation system which can be applied to all County government merit system occupational classes. Responsibility for administering QES has been delegated to the OHR Director. The MSPB has not had any grievances over occupational issues for at least six years.

OHR annually (with the exception of 2011 when studies were suspended due to lack of funding) conducts studies of several encumbered occupational classes of County jobs. For FY12 and FY13 three occupational studies for each fiscal year are in the initial phase of a study for employees who are in MCGEO bargaining units. The three occupational studies are provided for in the FY12 and FY13 MCGEO contract and some portion of non-union jobs will be included if they relate to or are in the same class series as union jobs. *The occupational classes that are encumbered by employees represented by FOP and IAFF are not evaluated by using the point factor system, QES. The Police Officer and Fire Fighter/Rescuer series are standard job classes.* Where there is a need, OHR continues to create new occupational classes.

Meeting Discussion October 2012

The Office of Human Resources was requested by Council staff to provide a list of all merit system position classifications including the dates when each class had last been audited. This material is attached at ©6.

In addition to OHR staff, MCGEO representatives were invited to participate in the meeting to discuss the delay of the proposed classification and compensation plan audit and other classification issues.

Issues for Committee discussion are outlined on the next page.

¹ By memorandum dated November 5, 2003, Harold Kessler, MSPB Chairman, requested a deferral of the FY05 audit of the Montgomery County Classification and Compensation Plans and Procedures explaining that the Board did not have any information indicating there is an immediate necessity, and did not see an absolute need to conduct an audit of the systems in FY05. He noted that the last audit dated April 25, 2001 found that the Office of Human Resources was administering the classification regulations, policies, and procedures in a manner prescribed. On May 4, 2004, the Council adopted Resolution No. 15-592, which approved deferral of the audit until FY08. On June 19, 2007, at the request of the MSPB, the Council adopted Resolution 16-193, which approved deferral of the audit until FY10. On June 16, 2009, at the request of the MSPB, the Council adopted Resolution 16-997, which approved deferral of the audit until FY11. On June 22, 2010, at the request of the MSPB, the Council adopted Resolution 16-1400, which approved deferral of the audit until FY13. On July 31, 2012, at the request of the MSPB, the Council adopted Resolution 17-520, which approved deferral of the audit until FY14.

Issues and Questions for Discussion

- What does “an objective audit of the entire classification and compensation plan and procedures” require? (County regulations require that at least once every five years, the MSPB must have a consultant who is a specialist in the field and independent of the County government conduct an objective audit of the entire classification and compensation plan and procedures.)
- Are there other methods for providing independent oversight of the classification and compensation system?
- Should the requirement for a five-year audit be changed since the County is financially unable to fulfill this mandate?
- Does the inclusion of classification issues in collective bargaining agreements require a new approach to oversight of the classification and compensation system?
- What is the opinion of MCGEO, OHR and MSPB on the five-year comprehensive objective audit requirement?
- Will funding be available for a comprehensive objective audit in FY14 or FY15 in view of the \$1,000,000+ estimate?
- Are there more accurate and valid measurement systems to evaluate jobs, other than the use of the QES and Broad Banding systems?

Attachments: ©1 Resolution No. 17-520
©3 July 11, 2012, Memo from OHR re: Classification Studies FY07 to FY13
©6 List of Merit System Position Classifications

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Resolution No.: 17-520
Introduced: July 24, 2012
Adopted: July 31, 2012

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Government Operations and Fiscal Policy Committee

SUBJECT: Postponement of FY13 Audit of the Montgomery County Classification and Compensation Plan and Procedures

Background

1. The Code of Montgomery County Regulations (COMCOR), §33.07.01.09(h)(2)(A) provides: "At least once every 5 years, the Merit System Protection Board (MSPB) must have a consultant who is a specialist in the field and independent of the County government conduct an objective audit of the entire classification and compensation plan and procedures."
2. COMCOR §33.07.01.09(h)(2)(A) allows the MSPB to postpone the audit with the approval of the County Council.
3. By memorandum dated November 5, 2003, Harold Kessler, MSPB Chairman, requested a deferral of the FY05 audit of the Montgomery County Classification and Compensation Plans and Procedures explaining that the Board did not have any information indicating there is an immediate necessity, and did not see an absolute need to conduct an audit of the systems in FY05. He noted that the last audit dated April 25, 2001 found that the Office of Human Resources was administering the classification regulations, policies, and procedures in a manner prescribed.
4. On May 4, 2004, the Council adopted Resolution No. 15-592, which approved deferral of the audit until FY08.
5. On June 19, 2007, at the request of the MSPB, the Council adopted Resolution 16-193, which approved deferral of the audit until FY10.
6. On June 16, 2009, at the request of the MSPB, the Council adopted Resolution 16-997, which approved deferral of the audit until FY11.
7. On June 22, 2010, at the request of the MSPB, the Council adopted Resolution 16-1400, which approved deferral of the audit until FY13.

8. On July 16, 2012, the Government Operations and Fiscal Policy Committee discussed the audit with the Merit System Protection Board. It was noted there is no information indicating there is an immediate need to conduct the audit, and the FY13 Operating Budget did not include funds for an audit. The Committee and Board agreed that the audit should be deferred one year.
9. The Government Operations and Fiscal Policy Committee recommends the Audit of Classification and Compensation Plans and Procedures be postponed until FY14.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

The Audit of the Montgomery County Classification and Compensation Plans and Procedures is postponed until FY14, with the assumption that the following audit would be scheduled five years later unless the Council approves another deferral.

This is a correct copy of Council action.



Linda M. Lauer
Linda M. Lauer, Clerk of the Council



OFFICE OF HUMAN RESOURCES

Isiah Leggett
County Executive

Joseph Adler
Director

MEMORANDUM

July 11, 2012

TO: Stephen Farber, Director
Justina J. Ferber, Legislative Analyst
Office of the County Council

FROM: Joseph Adler, Director
Office of Human Resources

SUBJECT: MSPB Classification and Compensation Audit

OHR met with Ms. Justina Ferber to discuss the Classification and Compensation Audit prior to the up-coming GO Committee meeting. In recent years, OHR reduced staff and operational resources as it relates to classification studies. Therefore, there has been a moratorium on conducting classification studies. Below is a listing of studies that have been conducted in the last five years. As you will notice, prior to the moratorium that occurred beginning FY 11, OHR conducted on average ten studies per year. The listing below includes studies that are new occupational class creations or studies that the County and MCGEO have agreed to conduct during FY 11, FY 12 and FY 13.

LISTING OF OCCUPATIONAL CLASSES THAT HAVE BEEN OR WILL BE STUDIED

Department	Class title
FY 07	
Health and Human Services	Conservation Service Corp Crew Trainee
Department of Public Works and Transportation	Maintenance Renovation and Inspection Specialist
Department of Public Works and Transportation	Maintenance Renovation and Inspection Specialist
Libraries	Library Driver Clerk
Department of Liquor Control	Warehouse Supervisor
Department of Liquor Control	Assistant Warehouse Supervisor
Police Department	Crossing Guards
Housing and Community Affairs	Housing and Community Affairs Inspectors

FY 08	
Various	Graphic Artist I and II
Department of Corrections and Rehabilitation	Correctional Records Technician
Department of Public Works and Transportation	Transit Communications Supervisors
Department of Public Works and Transportation	Capital Projects Manager
Department of Libraries	Librarian I, and II
Department of Libraries	Librarian Technician
Department of Libraries	Librarian Assistant I and II
Department of Libraries	Library Desk Assistant
Department of Libraries	Library Associate
Department of Libraries	Library Assistant Supervisor
Department of Public Works and Transportation	Facilities Maintenance Supervisor
Department of Public Works and Transportation	District Supervisor
Various	Program Manager I and II
Various	Program Specialist I and II
FY 09	
Department of Transportation	Construction Representative III
Various	Data Entry Operator
Finance Department	Occupational Safety and Health Specialist
Police Department	Police Services Assistants
Various	Public Administrative Assistants
Department of General Services	Print Mail Records Services Manager
Department of General Services	Welder
Department of General Services	Property Manager I and II
FY 10	
Various	Engineer III
Department of Health and Human Services	Community Health Nurse
Department of Health and Human Services	Licensed Practical Nurse
Department of General Services	Parking Meter Mechanic
Department of Transportation	Transit Contract Compliance Specialist
FY 11	
Police Department	Forensic Fire Arms/Tool Mark Examiner
FY 12	
Police Department	Traffic Enforcement Field Service Technician
Department of Corrections and Rehabilitation	Residential Supervisor III
Public Information Office	Customer Service Representative Trainee, I and II
Health and Human Services	School Health Room Aides
Department of Transportation	Equipment Operator I, II and III
Department of Corrections and Rehabilitation	Correctional Dietary Officer

FY 13	
Police	Automated Traffic Enforcement Field Technician
Department of General Services	Public Service Crafts Worker
Department of Fire Rescue Services	Fire and Rescue Service Mechanic Technician I, II and III

If you have any questions please contact me by email at Joseph.Adler@montgomerycountymd.gov or on phone 240-777-5010 or Kaye Beckley by email at Kaye.Beckley@montgomerycountymd.gov or on phone 240-777-5041.

JA/kb

cc: Kathleen Boucher, ACAO

Listing of Class Titles
as of 10-19-12

	A	B	C	D	E	F	G
1							
2							
3	<u>Class Code</u>	<u>Class Title</u>	<u>Sorted by Evaluation Date</u>		<u>Class Code</u>	<u>Sorted by Class Title</u>	<u>Evaluation Date</u>
4							
5	5205	DISTRICT SUPERVISOR	Apr-61		3503	ABANDONED VEHICLE CODE ENFORCEMENT SPECIALIST	Dec-00
6	1180	LIBRARY PAGE	Nov-62		212	ACCOUNTANT/AUDITOR I	Aug-94
7	5012	MECHANIC'S HELPER	Nov-63		210	ACCOUNTANT/AUDITOR II	Aug-94
8	1160	LIBRARY TECHNICIAN	Oct-64		211	ACCOUNTANT/AUDITOR III*	Aug-94
9	5223	SIGN & MARKING UNIT SUPERVISOR	May-65		9275	ADMINISTRATIVE AIDE	Jun-03
10	132	PUBLIC SERVICES INTERN	Jun-68		109275	ADMINISTRATIVE AIDE	Jun-03
11	6108	ASSISTANT COUNTY ATTORNEY I	Jun-69		157	ADMINISTRATIVE ASSISTANT TO COUNTY EXECUTIVE	Dec-06
12	6107	ASSISTANT COUNTY ATTORNEY II	Jun-69		138	ADMINISTRATIVE SERVICES COORDINATOR	Sep-95
13	650	COUNTY GOVERNMENT AIDE (NM)	Jun-69		152	ADMINISTRATIVE SPECIALIST I	Sep-95
14	3170	FIREFIGHTER/RESCUER III*	Jul-71		200152	ADMINISTRATIVE SPECIALIST I	Sep-95
15	5190	MAIL CLERK	Mar-72		151	ADMINISTRATIVE SPECIALIST II*	Sep-95
16	82	EXECUTIVE SECRETARY MERIT SYSTEM PROTECTION BOARD	Dec-72		200151	ADMINISTRATIVE SPECIALIST II*	Sep-95
17	667	NUTRITION PROGRAM AIDE	Aug-76		150	ADMINISTRATIVE SPECIALIST III	Sep-95
18	1066	RECREATION ASSISTANT I	Mar-77		200150	ADMINISTRATIVE SPECIALIST III	Sep-95
19	1064	RECREATION ASSISTANT II	Mar-77		2222	ALCOHOL & TOBACCO ENFORCEMENT SPECIALIST I	May-01
20	1062	RECREATION ASSISTANT III	Mar-77		2220	ALCOHOL & TOBACCO ENFORCEMENT SPECIALIST II*	May-01

*Employees can non-competitively promote up to this class.

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21	1060	RECREATION ASSISTANT IV	Mar-77		8019	<u>ALCOHOL BEVERAGE PURCH SPECIALIST</u>	Jun-95
22	3086	POLICE OFFICER CANDIDATE	Jan-78		1008	<u>AQUATIC PROGRAMS SUPERVISOR</u>	Nov-92
23	3074	MASTER POLICE OFFICER	Jun-79		5206	ARBORIST	May-92
24	3084	POLICE OFFICER I	Jun-79		4409	ARCHITECT I	Jan-07
25	3082	POLICE OFFICER II	Jun-79		4408	ARCHITECT II	Jan-07
26	3080	POLICE OFFICER III*	Jun-79		4407	ARCHITECT III*	Jan-07
27	7905	COUNTY ATTORNEY	Jul-87		7854	<u>ASSISTANT CHIEF ADMINISTRATIVE OFFICER</u>	Jun-07
28	7910	COUNTY HEALTH OFFICER	Jul-87		6108	<u>ASSISTANT COUNTY ATTORNEY I</u>	Jun-69
29	3172	<u>FIREFIGHTER/RESCUER I (RECRUIT)</u>	Jul-87		6107	<u>ASSISTANT COUNTY ATTORNEY II</u>	Jun-69
30	3171	FIREFIGHTER/RESCUER II	Jul-87		6106	<u>ASSISTANT COUNTY ATTORNEY III*</u>	Dec-94
31	3169	<u>MASTER FIREFIGHTER/RESCUER</u>	Jul-87		725	<u>ASSISTANT INSPECTOR GENERAL I</u>	Nov-07
32	6114	LEGAL SECRETARY I	Jan-89		724	<u>ASSISTANT INSPECTOR GENERAL II</u>	Nov-07
33	6113	LEGAL SECRETARY II*	Jan-89		723	<u>ASSISTANT INSPECTOR GENERAL III*</u>	Nov-07
34	206113	LEGAL SECRETARY II*	Jan-89		2611	AUDIOLOGIST	Feb-94
35	4112	<u>TRAFFIC MANAGEMENT TECHNICAN I</u>	Jul-90		4443	<u>AUDIOVISUAL PRODUCTION SPECIALIST</u>	Oct-10
36	4111	<u>TRAFFIC MANAGEMENT TECHNICIAN II*</u>	Jul-90		5016	<u>AUTOBODY REPAIRER APPRENTICE</u>	May-91
37	3500	<u>POLICE DISTRICT STATION ASSITANT</u>	Sep-90		5015	AUTOBODY REPAIRER*	Feb-05

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4							
38	4045	TRAFFIC & SIGN MARKING AIDE	Sep-90		3523	BACKGROUND SCREENING SPECIALIST	Oct-10
39	1058	RECREATION ASSISTANT V	Dec-90		2760	BEHAVIORAL HEALTH ASSOCIATE COUNSELOR (ALCOHOL & DRUG)	May-05
40	1056	RECREATION ASSISTANT VI	Dec-90		2761	BEHAVIORAL HEALTH TECHNICIAN (ALCOHOL & DRUG)	May-05
41	3148	EMERGENCY SERVICES INSTRUCTOR	Jan-91		5315	BUILDING ATTENDANT	May-91
42	5016	AUTOBODY REPAIRER APPRENTICE	May-91		5307	BUILDING SERVICES INSPECTOR	May-91
43	5315	BUILDING ATTENDANT	May-91		5306	BUILDING SERVICES SUPERVISOR	Jul-01
44	5307	BUILDING SERVICES INSPECTOR	May-91		5309	BUILDING SERVICES WORKER I	Jun-03
45	5043	CARPENTER I*	May-91		5308	BUILDING SERVICES WORKER II*	Jun-03
46	5244	GENERAL MAINTENANCE WORKER	May-91		4466	BUS OPERATOR	Nov-05
47	4523	PARKING METER MECHANIC	May-91		4465	BUS OPERATOR INSTRUCTOR	Dec-07
48	183	PROCUREMENT SPECIALIST I	May-91		4436	BUSINESS DEVELOPMENT SPECIALIST I	Sep-99
49	5311	PROPERTY MANAGER I	May-91		4434	BUSINESS DEVELOPMENT SPECIALIST II	Sep-99
50	105311	PROPERTY MANAGER I	May-91		4432	BUSINESS DEVELOPMENT SPECIALIST III	Sep-99
51	5312	PROPERTY MANAGER II	May-91		4410	CAPITAL PROJECTS MANAGER	May-08
52	2718	PUBLIC HEALTH ADVISOR	May-91		104410	CAPTIAL PROJECTS MANAGER	May-08
53	209	SENIOR FINANCIAL SPECIALIST	May-91		5044	CARPENTER APPRENTICE	Mar-03
54	2717	SENIOR PUBLIC HEALTH ADVISOR	May-91		5043	CARPENTER I*	May-91

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55	5227	SIGN FABRICATOR APPRENTICE	May-91		5042	CARPENTER II	Mar-03
56	5226	SIGN FABRICATOR I*	May-91		3524	CHIEF DEPUTY SHERIFF (COLONEL)	Apr-93
57	5213	WORK FORCE LEADER I	May-91		7810	CHIEF OPERATING OFFICER, DEPARTMENT OF HEALTH & HUMAN SERVICES	Jul-03
58	634	CONSERVATION SERVICE CORPS CREW TRAINER	Jun-91		7845	CHIEF TECHNOLOGY OFFICER	Jun-07
59	636	CONSERVATION SERVICE CORPS TRAINEE	Jun-91		7804	CHIEF, AGING & DISABILITY SERVICES	Sep-95
60	3403	TELEPHONE SERVICE MANAGER	Jun-91		7801	CHIEF, BEHAVIORAL HEALTH & CRISIS SERVICES	Sep-95
61	3260	COMMUNITY CORRECTIONAL INTERN	Jan-92		7803	CHIEF, CHILDREN, YOUTH & FAMILY SERVICES	Sep-95
62	4477	MANAGEMENT SERVICES SUPERVISOR	Feb-92		7815	CHIEF, DIVISION OF FIRE & RESCUE SERVICES	Jul-98
63	3425	SENIOR TELEPHONE TECHNICIAN	Mar-92		7813	CHIEF, SPECIAL NEEDS HOUSING	Feb-04
64	2420	X-RAY TECHNICIAN	Apr-92		638	CHILD WELFARE CASEWORKER	May-04
65	5206	ARBORIST	May-92		4033	CIVIL WORKS DESIGNER	May-96
66	4037	ENGINEER TECH TRAINEE	Aug-92		2814	CLIENT ASSISTANCE SPECIALIST	Feb-01
67	4036	ENGINEER TECHNICIAN I	Aug-92		2226	CODE ENFORCEMENT INSPECTOR I	Jun-01
68	4035	ENGINEER TECHNICIAN II*	Aug-92		2225	CODE ENFORCEMENT INSPECTOR II	Jun-01
69	104035	ENGINEER TECHNICIAN II*	Aug-92		2224	CODE ENFORCEMENT INSPECTOR III*	Mar-07
70	4059	LAND SURVEY SUPERVISOR	Aug-92		3424	COMMUNICATIONS TECHNICIAN I	Apr-02
71	4031	SENIOR ENGINEER TECHNICIAN	Aug-92		3422	COMMUNICATIONS TECHNICIAN II*	Apr-02

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72	4060	SURVEY CREW LEADER	Aug-92		3260	COMMUNITY CORRECTIONAL INTERN	Jan-92
73	4062	SURVEY INSTRUMENT AIDE	Aug-92		2708	COMMUNITY HEALTH CLINIC TECH LEADER	Nov-92
74	4061	SURVEY INSTRUMENT TECHNICIAN	Aug-92		2709	COMMUNITY HEALTH CLINIC TECHNICIAN	Nov-92
75	4468	TRANSIT AIDE I	Aug-92		2307	COMMUNITY HEALTH NURSE I	Apr-02
76	4467	TRANSIT AIDE II	Aug-92		102307	COMMUNITY HEALTH NURSE I	Apr-02
77	4460	TRANSIT ANALYST	Aug-92		2306	COMMUNITY HEALTH NURSE II*	Apr-02
78	4459	TRANSIT INFORMATION ASSISTANT	Aug-92		102306	COMMUNITY HEALTH NURSE II*	Apr-02
79	104459	TRANSIT INFORMATION ASSISTANT	Aug-92		192	COMMUNITY OUTREACH MANAGER	Jul-96
80	4479	TRANSIT MARKETING SPECIALIST	Aug-92		623	COMMUNITY SERVICES AIDE I	Jan-00
81	4070	TRANSPORTATION CONTRACT COMPLIANCE INSPECTOR	Aug-92		622	COMMUNITY SERVICES AIDE II	Jan-00
82	3416	TELEPHONE OPERATOR/BILLING CLERK	Sep-92		621	COMMUNITY SERVICES AIDE III*	Jan-00
83	1008	AQUATIC PROGRAMS SUPERVISOR	Nov-92		635	CONSERVATION CORPS ASSISTANT CREW LEADER	Jan-95
84	2708	COMMUNITY HEALTH CLINIC TECH LEADER	Nov-92		634	CONSERVATION SERVICE CORPS CREW TRAINER	Jun-91
85	2709	COMMUNITY HEALTH CLINIC TECHNICIAN	Nov-92		636	CONSERVATION SERVICE CORPS TRAINEE	Jun-91
86	820	ECONOMIC DEVELOPMENT PROGRAM MANAGER	Dec-92		3654	CONSTRUCTION REPRESENTATIVE I	Jun-00
87	881	INFORMATION & REFERRAL AIDE I	Dec-92		3652	CONSTRUCTION REPRESENTATIVE II	Jun-00
88	880	INFORMATION & REFERRAL AIDE II*	Dec-92		3650	CONSTRUCTION REPRESENTATIVE III*	Aug-09

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4							
89	200880	<u>INFORMATION & REFERRAL AIDE II*</u>	Dec-92		3656	<u>CONSTRUCTION REPRESENTATIVE TRAINEE</u>	Jun-00
90	709	<u>LEGISLATIVE ATTORNEY</u>	Jan-93		3228	<u>CORRECTIONAL DIETARY OFFICER</u>	Sep-02
91	3524	<u>CHIEF DEPUTY SHERIFF (COLONEL)</u>	Apr-93		3227	<u>CORRECTIONAL DIETARY SUPERVISOR</u>	Sep-02
92	2304	<u>NURSE MANAGER</u>	May-93		3265	<u>CORRECTIONAL HEALTH NURSE I</u>	Jun-07
93	2309	<u>NURSE PRACTITIONER</u>	May-93		3266	<u>CORRECTIONAL HEALTH NURSE II*</u>	Jun-07
94	3063	<u>POLICE CAPTAIN</u>	May-93		3239	<u>CORRECTIONAL OFFICER I (PVT)</u>	Apr-05
95	3065	<u>POLICE LIEUTENANT</u>	May-93		3238	<u>CORRECTIONAL OFFICER II (PFC)</u>	Apr-05
96	3067	<u>POLICE SERGEANT</u>	May-93		3237	<u>CORRECTIONAL OFFICER III* (CORPORAL)</u>	Apr-05
97	8012	<u>LIQUOR STORE ASST MANAGER</u>	Jun-93		103237	<u>CORRECTIONAL OFFICER III* (CORPORAL)</u>	Apr-05
98	8017	<u>LIQUOR STORE CLERK I</u>	Jun-93		3258	<u>CORRECTIONAL RECORDS COORDINATOR</u>	Jun-08
99	8016	<u>LIQUOR STORE CLERK II</u>	Jun-93		3235	<u>CORRECTIONAL SHIFT COMMANDER - LIEUTENANT</u>	Apr-05
100	8009	<u>LIQUOR STORE MANAGER</u>	Jun-93		3249	<u>CORRECTIONAL SPECIALIST I</u>	Sep-03
101	123	<u>HUMAN RESOURCES SPECIALIST I</u>	Jul-93		3248	<u>CORRECTIONAL SPECIALIST II*</u>	Sep-03
102	122	<u>HUMAN RESOURCES SPECIALIST II</u>	Jul-93		3245	<u>CORRECTIONAL SPECIALIST III</u>	May-04
103	121	<u>HUMAN RESOURCES SPECIALIST III*</u>	Jul-93		3247	<u>CORRECTIONAL SPECIALIST IV</u>	Sep-03
104	4121	<u>TRAFFIC FIELD SERVICES TECHNICIAN I</u>	Sep-93		3246	<u>CORRECTIONAL SPECIALIST V</u>	Sep-03
105	4120	<u>TRAFFIC FIELD SERVICES TECHNICIAN II*</u>	Sep-93		3234	<u>CORRECTIONAL SUPERVISOR - SERGEANT</u>	Apr-05

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4							
106	8115	<u>TRUCK DRIVER SUBSTITUTE/WAREHOUSE WORKER</u>	Sep-93		3233	<u>CORRECTIONAL UNIT COMMANDER - CAPTAIN</u>	Apr-05
107	2231	<u>WATER QUALITY SPECIALIST II*</u>	Sep-93		7905	<u>COUNTY ATTORNEY</u>	Jul-87
108	83	<u>EXECUTIVE SECRETARY ETHICS COMMITTEE</u>	Jan-94		650	<u>COUNTY GOVERNMENT AIDE (NM)</u>	Jun-69
109	2611	<u>AUDIOLOGIST</u>	Feb-94		651	<u>COUNTY GOVERNMENT ASSISTANT</u>	May-07
110	2711	<u>HEALTH EDUCATOR</u>	Feb-94		7910	<u>COUNTY HEALTH OFFICER</u>	Jul-87
111	2706	<u>NUTRITIONIST</u>	Feb-94		3517	<u>CRIME ANALYST</u>	Oct-10
112	2003	<u>OBSTETRICIAN</u>	Feb-94		3515	<u>CROSSING GUARD</u>	May-07
113	3533	<u>SECURITY SUPERVISOR</u>	May-94		879	<u>CUSTOMER SERVICE REPRESENTATIVE I*</u>	Aug-11
114	637	<u>PUBLIC SERVICE GUIDE</u>	Jun-94		878	<u>CUSTOMER SERVICE REPRESENTATIVE II</u>	Aug-11
115	212	<u>ACCOUNTANT/AUDITOR I</u>	Aug-94		882	<u>CUSTOMER SERVICE REPRESENTATIVE TRAINEE</u>	Jan-10
116	210	<u>ACCOUNTANT/AUDITOR II</u>	Aug-94		2110	<u>DENTAL ASSISTANT</u>	Aug-03
117	211	<u>ACCOUNTANT/AUDITOR III*</u>	Aug-94		2105	<u>DENTAL HYGIENIST</u>	Feb-07
118	125	<u>EMPLOYEE SAFETY PROGRAM SUPERVISOR</u>	Aug-94		9233	<u>DEPOT SUPPLY COORDINATOR</u>	Jun-02
119	207	<u>FINANCIAL PROGRAMS MANAGER</u>	Aug-94		714	<u>DEPUTY CLERK OF THE COUNTY COUNCIL</u>	Mar-96
120	135	<u>PUBLIC ADMINISTRATION INTERN</u>	Oct-94		7808	<u>DEPUTY DIRECTOR, DEPARTMENT OF TRANSPORTATION</u>	Mar-96
121	100135	<u>PUBLIC ADMINISTRATIVE INTERN</u>	Oct-94		3532	<u>DEPUTY SHERIFF CANDIDATE</u>	Jun-99
122	428	<u>MANAGEMENT & BUDGET SPECIALIST I</u>	Nov-94		3525	<u>DEPUTY SHERIFF CAPTAIN</u>	Jul-99

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4							
123	426	MANAGEMENT & BUDGET SPECIALIST II	Nov-94		3531	DEPUTY SHERIFF I	Jun-99
124	424	MANAGEMENT & BUDGET SPECIALIST III*	Nov-94		3530	DEPUTY SHERIFF II	Jun-99
125	200424	MANAGEMENT & BUDGET SPECIALIST III*	Nov-94		3529	DEPUTY SHERIFF III*	Jun-99
126	5179	PRINTER APPRENTICE	Nov-94		3527	DEPUTY SHERIFF LIEUTENANT	Jul-96
127	422	SENIOR MANAGEMENT & BUDGET SPECIALIST*	Nov-94		3528	DEPUTY SHERIFF SERGEANT	Jul-96
128	5174	TYPESETTER	Nov-94		7848	DIRECTOR, REGIONAL SERVICES CENTER	Jun-07
129	6106	ASSISTANT COUNTY ATTORNEY III*	Dec-94		5205	DISTRICT SUPERVISOR	Apr-61
130	635	CONSERVATION CORPS ASSISTANT CREW LEADER	Jan-95		7820	DIVISION CHIEF, MCFRS VOLUNTEER SERVICES	Jul-98
131	4522	SUPERVISOR PARKING METER UNIT	Feb-95		1168	DRIVER/CLERK	Mar-07
132	719	LEGISLATIVE SENIOR AIDE I	Mar-95		820	ECONOMIC DEVELOPMENT PROGRAM MANAGER	Dec-92
133	834	PROGRAM MANAGER I	Apr-95		9261	ELECTION AIDE I	Aug-07
134	200834	PROGRAM MANAGER I	Apr-95		9260	ELECTION AIDE II	Aug-07
135	832	PROGRAM MANAGER II	Apr-95		5074	ELECTRICIAN APPRENTICE	Sep-02
136	200832	PROGRAM MANAGER II	Apr-95		5073	ELECTRICIAN I*	Sep-02
137	837	PROGRAM SPECIALIST I	Apr-95		5072	ELECTRICIAN II	Sep-02
138	100837	PROGRAM SPECIALIST I	Apr-95		3148	EMERGENCY SERVICES INSTRUCTOR	Jan-91
139	836	PROGRAM SPECIALIST II	Apr-95		125	EMPLOYEE SAFETY PROGRAM SUPERVISOR	Aug-94

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140	100836	PROGRAM SPECIALIST II	Apr-95		5325	ENERGY MANAGEMENT SYSTEMS TECHNICIAN	Jul-01
141	8019	ALCOHOL BEVERAGE PURCH SPECIALIST	Jun-95		4024	ENGINEER I	Feb-03
142	9270	GOVERNMENT RECORDS COORDINATOR	Jun-95		4023	ENGINEER II	Feb-03
143	9250	HEALTH SERVICES DRIVER	Jun-95		4022	ENGINEER III*	Feb-03
144	9277	OFFICE CLERK	Jun-95		104022	ENGINEER III*	Feb-03
145	109277	OFFICE CLERK	Jun-95		4037	ENGINEER TECH TRAINEE	Aug-92
146	2808	SOCIAL WORKER I	Jun-95		4036	ENGINEER TECHNICIAN I	Aug-92
147	2807	SOCIAL WORKER II*	Jun-95		4035	ENGINEER TECHNICIAN II*	Aug-92
148	2806	SOCIAL WORKER III	Jun-95		104035	ENGINEER TECHNICIAN II*	Aug-92
149	102806	SOCIAL WORKER III	Jun-95		2237	ENVIRONMENTAL COMPLIANCE SUPERVISOR	May-05
150	2805	SOCIAL WORKER IV	Jun-95		2236	ENVIRONMENTAL HEALTH SPECIALIST I	Aug-02
151	4401	LAND USE PLANNING POLICY ANALYST	Aug-95		2235	ENVIRONMENTAL HEALTH SPECIALIST II	Aug-02
152	4420	PLANNING ASSISTANT	Aug-95		2234	ENVIRONMENTAL HEALTH SPECIALIST III*	Aug-02
153	4405	PLANNING SPECIALIST I	Aug-95		2713	EPIDEMIOLOGIST I	Jun-05
154	104405	PLANNING SPECIALIST I	Aug-95		2712	EPIDEMIOLOGIST II*	Jun-05
155	4404	PLANNING SPECIALIST II	Aug-95		5007	EQUIPMENT MAINTENANCE CREW CHIEF	Aug-04
156	104404	PLANNING SPECIALIST II	Aug-95		5114	EQUIPMENT OPERATOR APPRENTICE	Mar-06

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157	4403	PLANNING SPECIALIST III*	Aug-95		5113	EQUIPMENT OPERATOR I	Dec-00
158	104403	PLANNING SPECIALIST III*	Aug-95		5112	EQUIPMENT OPERATOR II*	Apr-09
159	4421	PLANNING TECHNICIAN	Aug-95		5111	EQUIPMENT OPERATOR III	Dec-00
160	4402	SENIOR PLANNING SPECIALIST	Aug-95		5005	EQUIPMENT SERVICES COORDINATOR	Aug-04
161	104402	SENIOR PLANNING SPECIALIST	Aug-95		9272	EXECUTIVE ADMINISTRATIVE AIDE	Mar-04
162	138	ADMINISTRATIVE SERVICES COORDINATOR	Sep-95		9271	EXECUTIVE ADMINISTRATIVE AIDE TO THE CHIEF ADMINISTRATIVE OFFICER	Feb-03
163	152	ADMINISTRATIVE SPECIALIST I	Sep-95		83	EXECUTIVE SECRETARY ETHICS COMMITTEE	Jan-94
164	200152	ADMINISTRATIVE SPECIALIST I	Sep-95		82	EXECUTIVE SECRETARY MERIT SYSTEM PROTECTION BOARD	Dec-72
165	151	ADMINISTRATIVE SPECIALIST II*	Sep-95		124	EXERCISE PHYSIOLOGIST	May-01
166	200151	ADMINISTRATIVE SPECIALIST II*	Sep-95		5027	FACILITIES & EQUIPMENT MAINTENANCE COORDINATOR	May-08
167	150	ADMINISTRATIVE SPECIALIST III	Sep-95		207	FINANCIAL PROGRAMS MANAGER	Aug-94
168	200150	ADMINISTRATIVE SPECIALIST III	Sep-95		7770	FIRE/RESCUE APPARATUS & EQUIPMENT TECHNICIAN	Oct-03
169	7804	CHIEF, AGING & DISABILITY SERVICES	Sep-95		3163	FIRE/RESCUE ASSISTANT CHIEF	Feb-96
170	7801	CHIEF, BEHAVIORAL HEALTH & CRISIS SERVICES	Sep-95		3165	FIRE/RESCUE BATTALION CHIEF	Feb-96
171	7803	CHIEF, CHILDREN, YOUTH & FAMILY SERVICES	Sep-95		3167	FIRE/RESCUE CAPTAIN	Feb-96
172	5305	LEASING PROGRAM MANAGER	Jan-96		3150	FIRE/RESCUE DIVISION CHIEF	Feb-96
173	3163	FIRE/RESCUE ASSISTANT CHIEF	Feb-96		3168	FIRE/RESCUE LIEUTENANT	Feb-96

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174	3165	FIRE/RESCUE BATTALION CHIEF	Feb-96		3516	FIREARMS INSTRUCTOR	Nov-98
175	3167	FIRE/RESCUE CAPTAIN	Feb-96		3172	FIREFIGHTER/RESCUER I (RECRUIT)	Jul-87
176	3150	FIRE/RESCUE DIVISION CHIEF	Feb-96		3171	FIREFIGHTER/RESCUER II	Jul-87
177	3168	FIRE/RESCUE LIEUTENANT	Feb-96		3170	FIREFIGHTER/RESCUER III*	Jul-71
178	663	PROGRAM AIDE	Feb-96		215	FISCAL ASSISTANT	Nov-06
179	100663	PROGRAM AIDE	Feb-96		100215	FISCAL ASSISTANT	Nov-06
180	714	DEPUTY CLERK OF THE COUNTY COUNCIL	Mar-96		3225	FOOD SERVICE MANAGER	Jun-03
181	7808	DEPUTY DIRECTOR, DEPARTMENT OF TRANSPORTATION	Mar-96		3518	FORENSIC FIREARMS/TOOLMARK EXAMINER	Dec-04
182	717	LEGISLATIVE ANALYST I	Mar-96		3519	FORENSIC SCIENTIST	Mar-04
183	716	LEGISLATIVE ANALYST II	Mar-96		3521	FORENSICS SPECIALIST I	Aug-02
184	715	LEGISLATIVE ANALYST III*	Mar-96		3520	FORENSICS SPECIALIST II	Aug-02
185	720	LEGISLATIVE INTERN	Mar-96		2204	FOREST CONSERVATION COORDINATOR	Aug-01
186	4033	CIVIL WORKS DESIGNER	May-96		127	GAIN SHARING COORDINATOR	Nov-08
187	2501	PSYCHOLOGIST	May-96		5244	GENERAL MAINTENANCE WORKER	May-91
188	192	COMMUNITY OUTREACH MANAGER	Jul-96		9278	GOVERNMENT RECORDS / WAREHOUSE CLERK	Dec-05
189	3527	DEPUTY SHERIFF LIEUTENANT	Jul-96		9270	GOVERNMENT RECORDS COORDINATOR	Jun-95
190	3528	DEPUTY SHERIFF SERGEANT	Jul-96		104440	GRAPHIC ARTIST	Jun-08

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191	7840	MARKETING MANAGER	Jul-96		204440	GRAPHIC ARTIST	Jun-08
192	2263	PERMIT TECHNICIAN I	Jan-97		4440	GRAPHIC ARTIST*	Jun-08
193	2262	PERMIT TECHNICIAN II	Jan-97		2711	HEALTH EDUCATOR	Feb-94
194	2260	PERMIT TECHNICIAN III*	Feb-97		9250	HEALTH SERVICES DRIVER	Jun-95
195	4115	TRANSPORTATION SYSTEMS TECHNICAL CENTER SUPERVISOR	Jun-98		4030	HIGHWAY CONSTRUCTION FIELD SUPERVISOR	Jan-03
196	4119	TRANSPORTATION SYSTEMS TECHNICIAN I	Jun-98		4051	HIGHWAY INSPECTOR I*	Dec-05
197	4118	TRANSPORTATION SYSTEMS TECHNICIAN II	Jun-98		4050	HIGHWAY INSPECTOR II	Dec-05
198	4122	TRANSPORTATION SYSTEMS TECHNICIAN III*	Jun-98		4052	HIGHWAY INSPECTOR TRAINEE	Dec-05
199	4117	TRANSPORTATION SYSTEMS TECHNICIAN LEADER I	Jun-98		2255	HOUSING CODE INSPECTOR I	Jan-08
200	4116	TRANSPORTATION SYSTEMS TECHNICIAN LEADER II	Jun-98		2254	HOUSING CODE INSPECTOR II	Jan-08
201	7815	CHIEF, DIVISION OF FIRE & RESCUE SERVICES	Jul-98		2253	HOUSING CODE INSPECTOR III*	Jan-08
202	7820	DIVISION CHIEF, MCFRS VOLUNTEER SERVICES	Jul-98		123	HUMAN RESOURCES SPECIALIST I	Jul-93
203	110	MANAGER I	Jul-98		122	HUMAN RESOURCES SPECIALIST II	Jul-93
204	111	MANAGER II	Jul-98		121	HUMAN RESOURCES SPECIALIST III*	Jul-93
205	99	PUBLIC HEARING OFFICER	Sep-98		2009	HUMAN SERVICES SPECIALIST	Jan-02
206	3516	FIREARMS INSTRUCTOR	Nov-98		5084	HVAC MECHANIC APPRENTICE	Oct-02
207	3532	DEPUTY SHERIFF CANDIDATE	Jun-99		5083	HVAC MECHANIC I*	Oct-02

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208	3531	DEPUTY SHERIFF I	Jun-99		5082	HVAC MECHANIC II	Oct-02
209	3530	DEPUTY SHERIFF II	Jun-99		9007	IMAGING OPERATOR I	Dec-09
210	3529	DEPUTY SHERIFF III*	Jun-99		9008	IMAGING OPERATOR II*	Dec-09
211	1055	RECREATION ASSISTANT VII	Jun-99		2013	INCOME ASSISTANCE PROGRAM SPEC I	Apr-07
212	1054	RECREATION ASSISTANT VIII	Jun-99		2012	INCOME ASSISTANCE PROGRAM SPEC II*	Apr-07
213	3525	DEPUTY SHERIFF CAPTAIN	Jul-99		2015	INCOME ASSISTANCE PROGRAM SPEC III	Apr-07
214	4436	BUSINESS DEVELOPMENT SPECIALIST I	Sep-99		2011	INCOME ASSISTANCE PROGRAMS SUPERVISOR	Apr-07
215	4434	BUSINESS DEVELOPMENT SPECIALIST II	Sep-99		881	INFORMATION & REFERRAL AIDE I	Dec-92
216	4432	BUSINESS DEVELOPMENT SPECIALIST III	Sep-99		880	INFORMATION & REFERRAL AIDE II*	Dec-92
217	98	PEOPLE'S COUNSEL	Sep-99		200880	INFORMATION & REFERRAL AIDE II*	Dec-92
218	4430	SENIOR BUSINESS DEVELOPMENT SPECIALIST*	Sep-99		550	INFORMATION TECHNOLOGY EXPERT	Jul-01
219	623	COMMUNITY SERVICES AIDE I	Jan-00		549	INFORMATION TECHNOLOGY PROJECT MANAGER	Feb-06
220	622	COMMUNITY SERVICES AIDE II	Jan-00		554	INFORMATION TECHNOLOGY SPECIALIST I	Jul-01
221	621	COMMUNITY SERVICES AIDE III*	Jan-00		200554	INFORMATION TECHNOLOGY SPECIALIST I	Jul-01
222	182	PROCUREMENT SPECIALIST II*	Apr-00		553	INFORMATION TECHNOLOGY SPECIALIST II	Jul-01
223	181	SENIOR PROCUREMENT SPECIALIST	Apr-00		200553	INFORMATION TECHNOLOGY SPECIALIST II	Jul-01
224	2232	WATER QUALITY SPECIALIST I	May-00		552	INFORMATION TECHNOLOGY SPECIALIST III	Jul-01

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225	3654	CONSTRUCTION REPRESENTATIVE I	Jun-00		200552	INFORMATION TECHNOLOGY SPECIALIST III	Jul-01
226	3652	CONSTRUCTION REPRESENTATIVE II	Jun-00		557	INFORMATION TECHNOLOGY TECHNICIAN I	Jul-01
227	3656	CONSTRUCTION REPRESENTATIVE TRAINEE	Jun-00		200557	INFORMATION TECHNOLOGY TECHNICIAN I	Jul-01
228	4520	PARKING FACILITIES MAINT SUPERVISOR	Jul-00		556	INFORMATION TECHNOLOGY TECHNICIAN II	Jul-01
229	811	PUBLIC INFORMATION OFFICER I	Jul-00		200556	INFORMATION TECHNOLOGY TECHNICIAN II	Jul-01
230	810	PUBLIC INFORMATION OFFICER II*	Sep-00		555	INFORMATION TECHNOLOGY TECHNICIAN III*	Jul-01
231	3503	ABANDONED VEHICLE CODE ENFORCEMENT SPECIALIST	Dec-00		200555	INFORMATION TECHNOLOGY TECHNICIAN III*	Jul-01
232	5113	EQUIPMENT OPERATOR I	Dec-00		2238	INSPECTION & ENFORCEMENT FIELD SUPV	Mar-01
233	5111	EQUIPMENT OPERATOR III	Dec-00		206	INSURANCE FUND MANAGER	Sep-04
234	5229	PUBLIC SERVICE CRAFTSWORKER	Dec-00		200206	INSURANCE FUND MANAGER	Sep-04
235	5231	PUBLIC SERVICE WORKER II	Dec-00		284	INSURANCE RISK ANALYST	Jan-11
236	5230	PUBLIC SERVICE WORKER III	Dec-00		3259	INTAKE PROCESSING AIDE	Jan-07
237	4534	REVENUE COUNTER	Dec-00		730	INTERGOVERNMENTAL RELATIONS LEGISLATIVE ANALYST	Feb-06
238	8112	TRUCK DRIVER/WAREHOUSE WORKER	Dec-00		645	INVESTIGATOR I	Feb-05
239	2814	CLIENT ASSISTANCE SPECIALIST	Feb-01		644	INVESTIGATOR II	Feb-05
240	2238	INSPECTION & ENFORCEMENT FIELD SUPV	Mar-01		643	INVESTIGATOR III*	Feb-05
241	2217	PERMITTING AND CODE ENFORCEMENT INSPECTOR I	Mar-01		205	INVESTMENT PORTFOLIO MANAGER	Apr-04

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242	2216	<u>PERMITTING AND CODE ENFORCEMENT INSPECTOR II</u>	Mar-01		119	<u>LABOR RELATIONS ADVISOR</u>	Jul-06
243	2215	<u>PERMITTING AND CODE ENFORCEMENT INSPECTOR III*</u>	Mar-01		2412	<u>LABORATORY ASSISTANT</u>	Mar-04
244	2203	<u>PERMITTING SERVICES SPECIALIST I</u>	Mar-01		2407	<u>LABORATORY SCIENTIST</u>	Mar-04
245	2202	<u>PERMITTING SERVICES SPECIALIST II</u>	Mar-01		4059	<u>LAND SURVEY SUPERVISOR</u>	Aug-92
246	2201	<u>SENIOR PERMITTING SERVICES SPECIALIST*</u>	Mar-01		4401	<u>LAND USE PLANNING POLICY ANALYST</u>	Aug-95
247	2500	<u>PSYCHOLOGIST SUPERVISOR</u>	Apr-01		3505	<u>LATENT PRINT EXAMINER</u>	May-04
248	2222	<u>ALCOHOL & TOBACCO ENFORCEMENT SPECIALIST I</u>	May-01		4533	<u>LEAD REVENUE COUNTER</u>	Dec-06
249	2220	<u>ALCOHOL & TOBACCO ENFORCEMENT SPECIALIST II*</u>	May-01		5305	<u>LEASING PROGRAM MANAGER</u>	Jan-96
250	124	<u>EXERCISE PHYSIOLOGIST</u>	May-01		6114	<u>LEGAL SECRETARY I</u>	Jan-89
251	2226	<u>CODE ENFORCEMENT INSPECTOR I</u>	Jun-01		6113	<u>LEGAL SECRETARY II*</u>	Jan-89
252	2225	<u>CODE ENFORCEMENT INSPECTOR II</u>	Jun-01		206113	<u>LEGAL SECRETARY II*</u>	Jan-89
253	6115	<u>PARALEGAL SPECIALIST</u>	Jun-01		717	<u>LEGISLATIVE ANALYST I</u>	Mar-96
254	5306	<u>BUILDING SERVICES SUPERVISOR</u>	Jul-01		716	<u>LEGISLATIVE ANALYST II</u>	Mar-96
255	5325	<u>ENERGY MANAGEMENT SYSTEMS TECHICIAN</u>	Jul-01		715	<u>LEGISLATIVE ANALYST III*</u>	Mar-96
256	550	<u>INFORMATION TECHNOLOGY EXPERT</u>	Jul-01		709	<u>LEGISLATIVE ATTORNEY</u>	Jan-93
257	554	<u>INFORMATION TECHNOLOGY SPECIALIST I</u>	Jul-01		720	<u>LEGISLATIVE INTERN</u>	Mar-96
258	200554	<u>INFORMATION TECHNOLOGY SPECIALIST I</u>	Jul-01		719	<u>LEGISLATIVE SENIOR AIDE I</u>	Mar-95

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259	553	INFORMATION TECHNOLOGY SPECIALIST II	Jul-01		718	LEGISLATIVE SENIOR AIDE II	Nov-05
260	200553	INFORMATION TECHNOLOGY SPECIALIST II	Jul-01		713	LEGISLATIVE SENIOR AIDE III*	Nov-05
261	552	INFORMATION TECHNOLOGY SPECIALIST III	Jul-01		722	LEGISLATIVE SERVICES COORDINATOR	Apr-07
262	200552	INFORMATION TECHNOLOGY SPECIALIST III	Jul-01		1152	LIBRARIAN I	May-11
263	557	INFORMATION TECHNOLOGY TECHNICIAN I	Jul-01		1151	LIBRARIAN II	May-11
264	200557	INFORMATION TECHNOLOGY TECHNICIAN I	Jul-01		1177	LIBRARY AIDE	Jan-06
265	556	INFORMATION TECHNOLOGY TECHNICIAN II	Jul-01		1166	LIBRARY ASSISTANT I	May-11
266	200556	INFORMATION TECHNOLOGY TECHNICIAN II	Jul-01		1165	LIBRARY ASSISTANT II	May-11
267	555	INFORMATION TECHNOLOGY TECHNICIAN III*	Jul-01		101165	LIBRARY ASSISTANT II	May-11
268	200555	INFORMATION TECHNOLOGY TECHNICIAN III*	Jul-01		1163	LIBRARY ASSISTANT SUPERVISOR	May-11
269	112	MANAGER III	Jul-01		1191	LIBRARY ASSOCIATE	Apr-12
270	551	SENIOR INFORMATION TECHNOLOGY SPECIALIST*	Jul-01		1190	LIBRARY ASSOCIATE II*	May-11
271	2204	FOREST CONSERVATION COORDINATOR	Aug-01		1175	LIBRARY DESK ASSISTANT	May-11
272	5110	PAVEMENT MARKING LEADER	Nov-01		1180	LIBRARY PAGE	Nov-62
273	5233	PUBLIC SERVICE WORKER IV	Nov-01		1160	LIBRARY TECHNICIAN	Oct-64
274	5212	WORK FORCE LEADER II	Nov-01		2308	LICENSED PRACTICAL NURSE - CORRECTIONAL FACILITY	Aug-04
275	5211	WORK FORCE LEADER III	Nov-01		8012	LIQUOR STORE ASST. MANAGER	Jun-93

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276	205211	WORK FORCE LEADER III	Nov-01		8017	LIQUOR STORE CLERK I	Jun-93
277	5210	WORK FORCE LEADER IV	Nov-01		8016	LIQUOR STORE CLERK II	Jun-93
278	4321	REFUSE DISPOSAL CASHIER	Dec-01		8009	LIQUOR STORE MANAGER	Jun-93
279	2009	HUMAN SERVICES SPECIALIST	Jan-02		5047	LOCKSMITH	Oct-02
280	4018	SHIFT SUPERVISOR, TRANSPORTATION MANAGEMENT CENTER	Feb-02		5190	MAIL CLERK	Mar-72
281	3424	COMMUNICATIONS TECHNICIAN I	Apr-02		5191	MAIL CLERK LEADER	Mar-09
282	3422	COMMUNICATIONS TECHNICIAN II*	Apr-02		5189	MAIL SERVICES SUPERVISOR	Nov-05
283	2307	COMMUNITY HEALTH NURSE I	Apr-02		5026	MAINTENANCE RENOVATION & INSPECTION SPECIALIST	Jun-08
284	102307	COMMUNITY HEALTH NURSE I	Apr-02		3670	MAINTENANCE RENOVATION & INSPECTION SUPERVISOR	May-08
285	2306	COMMUNITY HEALTH NURSE II*	Apr-02		428	MANAGEMENT & BUDGET SPECIALIST I	Nov-94
286	102306	COMMUNITY HEALTH NURSE II*	Apr-02		426	MANAGEMENT & BUDGET SPECIALIST II	Nov-94
287	102309	NURSE PRACTITIONER	Apr-02		424	MANAGEMENT & BUDGET SPECIALIST III*	Nov-94
288	2305	PSYCHIATRIC NURSE CLINICAL SPECIALIST	Apr-02		200424	MANAGEMENT & BUDGET SPECIALIST III*	Nov-94
289	3426	TELECOMMUNICATIONS TECHNICIAN	Apr-02		4477	MANAGEMENT SERVICES SUPERVISOR	Feb-92
290	9233	DEPOT SUPPLY COORDINATOR	Jun-02		110	MANAGER I	Jul-98
291	9234	SENIOR SUPPLY TECHNICIAN	Jun-02		111	MANAGER II	Jul-98
292	209234	SENIOR SUPPLY TECHNICIAN	Jun-02		112	MANAGER III	Jul-01

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4							
293	109235	SUPPLY CLERK III	Jun-02		4454	MANAGER, TAXICAB REGULATION AND SPECIAL TRANSIT SERVICES	Jan-07
294	9237	SUPPLY TECHNICIAN I	Jun-02		7840	MARKETING MANAGER	Jul-96
295	9236	SUPPLY TECHNICIAN II	Jun-02		3169	MASTER FIREFIGHTER/RESCUER	Jul-87
296	9235	SUPPLY TECHNICIAN III*	Jun-02		5061	MASTER PLUMBER	Nov-11
297	2236	ENVIRONMENTAL HEALTH SPECIALIST I	Aug-02		3074	MASTER POLICE OFFICER	Jun-79
298	2235	ENVIRONMENTAL HEALTH SPECIALIST II	Aug-02		5010	MECHANIC TECHNICIAN I	Oct-03
299	2234	ENVIRONMENTAL HEALTH SPECIALIST III*	Aug-02		5009	MECHANIC TECHNICIAN II*	Oct-03
300	3521	FORENSICS SPECIALIST I	Aug-02		105009	MECHANIC TECHNICIAN II*	Oct-03
301	3520	FORENSICS SPECIALIST II	Aug-02		5011	MECHANIC TECHNICIAN TRAINEE	Oct-03
302	3228	CORRECTIONAL DIETARY OFFICER	Sep-02		5012	MECHANIC'S HELPER	Nov-63
303	3227	CORRECTIONAL DIETARY SUPERVISOR	Sep-02		122004	MEDICAL DOCTOR PHYSICIAN II	Jul-03
304	5074	ELECTRICIAN APPRENTICE	Sep-02		132004	MEDICAL DOCTOR PHYSICIAN III*	Jul-03
305	5073	ELECTRICIAN I*	Sep-02		142004	MEDICAL DOCTOR PHYSICIAN IV	Jul-03
306	5072	ELECTRICIAN II	Sep-02		122005	MEDICAL DOCTOR PSYCHIATRIST II	Jul-03
307	7807	SPECIAL PROJECTS MANAGER, OFFICE OF CAO	Sep-02		132005	MEDICAL DOCTOR PSYCHIATRIST III*	Jul-03
308	5084	HVAC MECHANIC APPRENTICE	Oct-02		142005	MEDICAL DOCTOR PSYCHIATRIST IV	Jul-03
309	5083	HVAC MECHANIC I*	Oct-02		9252	MESSENGER-CLERK	Jun-05

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4							
310	5082	HVAC MECHANIC II	Oct-02		7842	MINORITY BUSINESS AFFAIRS MGR	Oct-05
311	5047	LOCKSMITH	Oct-02		5013	MOTOR POOL ATTENDANT	Feb-05
312	2702	SCHOOL HEALTH ROOM AIDE I	Oct-02		2304	NURSE MANAGER	May-93
313	102702	SCHOOL HEALTH ROOM AIDE I	Oct-02		2309	NURSE PRACTITIONER	May-93
314	2701	SCHOOL HEALTH ROOM AIDE II	Oct-02		102309	NURSE PRACTITIONER	Apr-02
315	4030	HIGHWAY CONSTRUCTION FIELD SUPERVISOR	Jan-03		667	NUTRITION PROGRAM AIDE	Aug-76
316	4024	ENGINEER I	Feb-03		2706	NUTRITIONIST	Feb-94
317	4023	ENGINEER II	Feb-03		2003	OBSTETRICIAN	Feb-94
318	4022	ENGINEER III*	Feb-03		282	OCCUPATIONAL SAFETY & HEALTH SPECIALIST	May-12
319	104022	ENGINEER III*	Feb-03		2615	OCCUPATIONAL THERAPIST	Apr-08
320	9271	EXECUTIVE ADMINISTRATIVE AIDE TO THE CHIEF ADMINISTRATIVE OFFICER	Feb-03		9277	OFFICE CLERK	Jun-95
321	5064	PLUMBER APPRENTICE	Feb-03		109277	OFFICE CLERK	Jun-95
322	5063	PLUMBER I*	Feb-03		109273	OFFICE SERVICES COORDINATOR	Jun-03
323	5062	PLUMBER II	Feb-03		9273	OFFICE SERVICES COORDINTOR	Jun-03
324	4021	SENIOR ENGINEER	Feb-03		6115	PARALEGAL SPECIALIST	Jun-01
325	104021	SENIOR ENGINEER	Feb-03		4520	PARKING FACILITIES MAINT SUPERVISOR	Jul-00
326	5044	CARPENTER APPRENTICE	Mar-03		4523	PARKING METER MECHANIC	May-91

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4							
327	5042	CARPENTER II	Mar-03		5110	PAVEMENT MARKING LEADER	Nov-01
328	9275	ADMINISTRATIVE AIDE	Jun-03		98	PEOPLE'S COUNSEL	Sep-99
329	109275	ADMINISTRATIVE AIDE	Jun-03		2263	PERMIT TECHNICIAN I	Jan-97
330	5309	BUILDING SERVICES WORKER I	Jun-03		2262	PERMIT TECHNICIAN II	Jan-97
331	5308	BUILDING SERVICES WORKER II*	Jun-03		2260	PERMIT TECHNICIAN III*	Feb-97
332	3225	FOOD SERVICE MANAGER	Jun-03		2217	PERMITTING AND CODE ENFORCEMENT INSPECTOR I	Mar-01
333	109273	OFFICE SERVICES COORDINATOR	Jun-03		2216	PERMITTING AND CODE ENFORCEMENT INSPECTOR II	Mar-01
334	9273	OFFICE SERVICES COORDINATOR	Jun-03		2215	PERMITTING AND CODE ENFORCEMENT INSPECTOR III*	Mar-01
335	109274	PRINCIPAL ADMINISTRATIVE AIDE	Jun-03		2203	PERMITTING SERVICES SPECIALIST I	Mar-01
336	9274	PRINCIPAL ADMINISTRATIVE AIDE*	Jun-03		2202	PERMITTING SERVICES SPECIALIST II	Mar-01
337	2753	SUPERVISORY THERAPIST	Jun-03		3512	PHOTOGRAPHIC/DIGITAL IMAGING TECHNICIAN	Feb-07
338	2755	THERAPIST I	Jun-03		4420	PLANNING ASSISTANT	Aug-95
339	2754	THERAPIST II*	Jun-03		4405	PLANNING SPECIALIST I	Aug-95
340	7810	CHIEF OPERATING OFFICER, DEPARTMENT OF HEALTH & HUMAN SERVICES	Jul-03		104405	PLANNING SPECIALIST I	Aug-95
341	122004	MEDICAL DOCTOR PHYSICIAN II	Jul-03		4404	PLANNING SPECIALIST II	Aug-95
342	132004	MEDICAL DOCTOR PHYSICIAN III*	Jul-03		104404	PLANNING SPECIALIST II	Aug-95
343	122005	MEDICAL DOCTOR PSYCHIATRIST II	Jul-03		4403	PLANNING SPECIALIST III*	Aug-95

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344	132005	MEDICAL DOCTOR PSYCHIATRIST III*	Jul-03		104403	PLANNING SPECIALIST III*	Aug-95
345	142004	MEDICAL DOCTOR PHYSICIAN IV	Jul-03		4421	PLANNING TECHNICIAN	Aug-95
346	142005	MEDICAL DOCTOR PSYCHIATRIST IV	Jul-03		5064	PLUMBER APPRENTICE	Feb-03
347	2110	DENTAL ASSISTANT	Aug-03		5063	PLUMBER I*	Feb-03
348	3249	CORRECTIONAL SPECIALIST I	Sep-03		5062	PLUMBER II	Feb-03
349	3248	CORRECTIONAL SPECIALIST II*	Sep-03		3506	POLICE AIDE	Dec-08
350	3247	CORRECTIONAL SPECIALIST IV	Sep-03		3063	POLICE CAPTAIN	May-93
351	3246	CORRECTIONAL SPECIALIST V	Sep-03		3500	POLICE DISTRICT STATION ASSITANT	Sep-90
352	630	URBAN DISTRICT PUBLIC SERVICE AIDE	Sep-03		3065	POLICE LIEUTENANT	May-93
353	7770	FIRE/RESCUE APPARATUS & EQUIPMENT TECHNICIAN	Oct-03		3086	POLICE OFFICER CANDIDATE	Jan-78
354	5010	MECHANIC TECHNICIAN I	Oct-03		3084	POLICE OFFICER I	Jun-79
355	5009	MECHANIC TECHNICIAN II*	Oct-03		3082	POLICE OFFICER II	Jun-79
356	105009	MECHANIC TECHNICIAN II*	Oct-03		3080	POLICE OFFICER III*	Jun-79
357	5011	MECHANIC TECHNICIAN TRAINEE	Oct-03		3067	POLICE SERGEANT	May-93
358	3535	SECURITY OFFICER I	Oct-03		3501	POLICE SERVICES ASSISTANT	Sep-09
359	3534	SECURITY OFFICER II	Oct-03		109274	PRINCIPAL ADMINISTRATIVE AIDE	Jun-03
360	7813	CHIEF, SPECIAL NEEDS HOUSING	Feb-04		9274	PRINCIPAL ADMINISTRATIVE AIDE*	Jun-03

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361	4456	TRANSIT SERVICES SUPERVISOR	Feb-04		5172	PRINT SHOP FORMAN	Nov-05
362	9272	EXECUTIVE ADMINISTRATIVE AIDE	Mar-04		5170	PRINT/MAIL/RECORDS SERVICES MANAGER	Jan-07
363	3519	FORENSIC SCIENTIST	Mar-04		5179	PRINTER APPRENTICE	Nov-94
364	2412	LABORATORY ASSISTANT	Mar-04		5178	PRINTING TECHNICIAN I	Oct-04
365	2407	LABORATORY SCIENTIST	Mar-04		5176	PRINTING TECHNICIAN II	Oct-04
366	9268	SENIOR EXECUTIVE ADMINISTRATIVE AIDE	Mar-04		5175	PRINTING TECHNICIAN III*	Oct-04
367	205	INVESTMENT PORTFOLIO MANAGER	Apr-04		183	PROCUREMENT SPECIALIST I	May-91
368	1018	RECREATION COORDINATOR	Apr-04		182	PROCUREMENT SPECIALIST II*	Apr-00
369	1015	RECREATION SPECIALIST	Apr-04		663	PROGRAM AIDE	Feb-96
370	101015	RECREATION SPECIALIST	Apr-04		100663	PROGRAM AIDE	Feb-96
371	1012	RECREATION SUPERVISOR	Apr-04		834	PROGRAM MANAGER I	Apr-95
372	638	CHILD WELFARE CASEWORKER	May-04		200834	PROGRAM MANAGER I	Apr-95
373	3245	CORRECTIONAL SPECIALIST III	May-04		832	PROGRAM MANAGER II	Apr-95
374	3505	LATENT PRINT EXAMINER	May-04		200832	PROGRAM MANAGER II	Apr-95
375	3502	PUBLIC SAFETY REPORTING AIDE I	Jul-04		837	PROGRAM SPECIALIST I	Apr-95
376	3504	PUBLIC SAFETY REPORTING AIDE II	Jul-04		100837	PROGRAM SPECIALIST I	Apr-95
377	3537	SECURITY OFFICER IV (LIEUTENANT)	Jul-04		836	PROGRAM SPECIALIST II	Apr-95

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378	5007	EQUIPMENT MAINTENANCE CREW CHIEF	Aug-04		100836	PROGRAM SPECIALIST II	Apr-95
379	5005	EQUIPMENT SERVICES COORDINATOR	Aug-04		5311	PROPERTY MANAGER I	May-91
380	2308	LICENSED PRACTICAL NURSE - CORRECTIONAL FACILITY	Aug-04		105311	PROPERTY MANAGER I	May-91
381	5008	SENIOR MECHANIC TECHNICIAN	Aug-04		5312	PROPERTY MANAGER II	May-91
382	105008	SENIOR MECHANIC TECHNICIAN	Aug-04		2305	PSYCHIATRIC NURSE CLINICAL SPECIALIST	Apr-02
383	206	INSURANCE FUND MANAGER	Sep-04		2501	PSYCHOLOGIST	May-96
384	200206	INSURANCE FUND MANAGER	Sep-04		2500	PSYCHOLOGIST SUPERVISOR	Apr-01
385	5178	PRINTING TECHNICIAN I	Oct-04		135	PUBLIC ADMINISTRATION INTERNSHIP	Oct-94
386	5176	PRINTING TECHNICIAN II	Oct-04		100135	PUBLIC ADMINISTRATIVE INTERNSHIP	Oct-94
387	5175	PRINTING TECHNICIAN III*	Oct-04		2718	PUBLIC HEALTH ADVISOR	May-91
388	4461	TRANSIT COMMUNICATIONS SUPERVISOR	Nov-04		99	PUBLIC HEARING OFFICER	Sep-98
389	3518	FORENSIC FIREARMS/TOOLMARK EXAMINER	Dec-04		811	PUBLIC INFORMATION OFFICER I	Jul-00
390	5015	AUTOBODY REPAIRER*	Feb-05		810	PUBLIC INFORMATION OFFICER II*	Sep-00
391	645	INVESTIGATOR I	Feb-05		136	PUBLIC POLICY INTERN	Jan-08
392	644	INVESTIGATOR II	Feb-05		812	PUBLIC RELATIONS SPECIALIST	Jan-06
393	643	INVESTIGATOR III*	Feb-05		100812	PUBLIC RELATIONS SPECIALIST	Jan-06
394	5013	MOTOR POOL ATTENDANT	Feb-05		3099	PUBLIC SAFETY 911 CALL- TAKER I	Jun-09

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395	3239	CORRECTIONAL OFFICER I (PVT)	Apr-05		3100	PUBLIC SAFETY 911 CALL-TAKER II	Jun-09
396	3238	CORRECTIONAL OFFICER II (PFC)	Apr-05		3096	PUBLIC SAFETY COMMUNICATION SPECIALIST I	Feb-06
397	3237	CORRECTIONAL OFFICER III* (CORPORAL)	Apr-05		3095	PUBLIC SAFETY COMMUNICATION SPECIALIST II	Feb-06
398	103237	CORRECTIONAL OFFICER III* (CORPORAL)	Apr-05		3094	PUBLIC SAFETY COMMUNICATION SPECIALIST III*	Feb-06
399	3235	CORRECTIONAL SHIFT COMMANDER - LIEUTENANT	Apr-05		3092	PUBLIC SAFETY COMMUNICATIONS SHIFT OPERATIONS MANAGER	Feb-06
400	3234	CORRECTIONAL SUPERVISOR - SERGEANT	Apr-05		3093	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	Apr-05
401	3233	CORRECTIONAL UNIT COMMANDER - CAPTAIN	Apr-05		3098	PUBLIC SAFETY EMERGENCY CALL-TAKER I	Jun-12
402	3093	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	Apr-05		3097	PUBLIC SAFETY EMERGENCY CALL-TAKER II*	Jun-12
403	2760	BEHAVIORAL HEALTH ASSOCIATE COUNSELOR (ALCOHOL & DRUG)	May-05		3502	PUBLIC SAFETY REPORTING AIDE I	Jul-04
404	2761	BEHAVIORAL HEALTH TECHNICIAN (ALCOHOL & DRUG)	May-05		3504	PUBLIC SAFETY REPORTING AIDE II	Jul-04
405	2237	ENVIRONMENTAL COMPLIANCE SUPERVISOR	May-05		5229	PUBLIC SERVICE CRAFTSWORKER	Dec-00
406	5020	SELF-CONTAINED BREATHING APPARATUS TECHNICIAN	May-05		637	PUBLIC SERVICE GUIDE	Jun-94
407	2713	EPIDEMIOLOGIST I	Jun-05		5231	PUBLIC SERVICE WORKER II	Dec-00
408	2712	EPIDEMIOLOGIST II*	Jun-05		5230	PUBLIC SERVICE WORKER III	Dec-00
409	9252	MESSENGER-CLERK	Jun-05		5233	PUBLIC SERVICE WORKER IV	Nov-01
410	3509	TRANSPORTATION EMERGENCY RESPONSE PATROL TECH I	Jun-05		132	PUBLIC SERVICES INTERN	Jun-68
411	3508	TRANSPORTATION EMERGENCY RESPONSE PATROL TECH II*	Jun-05		330	REAL ESTATE SPECIALIST I	Apr-06

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412	2233	WATER QUALITY SPECIALIST III	Jun-05		329	REAL ESTATE SPECIALIST II	Apr-06
413	4462	TRANSIT COORDINATOR	Aug-05		328	REAL ESTATE SPECIALIST III*	Apr-06
414	8117	TRUCK DRIVER HELPER/WAREHOUSE WORKER	Aug-05		1066	RECREATION ASSISTANT I	Mar-77
415	8120	WAREHOUSE EQUIPMENT OPERATOR	Aug-05		1064	RECREATION ASSISTANT II	Mar-77
416	8118	WAREHOUSE WORKER	Aug-05		1062	RECREATION ASSISTANT III	Mar-77
417	7842	MINORITY BUSINESS AFFAIRS MGR	Oct-05		1060	RECREATION ASSISTANT IV	Mar-77
418	4466	BUS OPERATOR	Nov-05		1058	RECREATION ASSISTANT V	Dec-90
419	718	LEGISLATIVE SENIOR AIDE II	Nov-05		1056	RECREATION ASSISTANT VI	Dec-90
420	713	LEGISLATIVE SENIOR AIDE III*	Nov-05		1055	RECREATION ASSISTANT VII	Jun-99
421	5189	MAIL SERVICES SUPERVISOR	Nov-05		1054	RECREATION ASSISTANT VIII	Jun-99
422	5172	PRINT SHOP FORMAN	Nov-05		1018	RECREATION COORDINATOR	Apr-04
423	9278	GOVERNMENT RECORDS / WAREHOUSE CLERK	Dec-05		1015	RECREATION SPECIALIST	Apr-04
424	4051	HIGHWAY INSPECTOR I*	Dec-05		101015	RECREATION SPECIALIST	Apr-04
425	4050	HIGHWAY INSPECTOR II	Dec-05		1012	RECREATION SUPERVISOR	Apr-04
426	4052	HIGHWAY INSPECTOR TRAINEE	Dec-05		4321	REFUSE DISPOSAL CASHIER	Dec-01
427	2230	SENIOR WATER QUALITY SPECIALIST	Dec-05		3251	RESIDENT SUPERVISOR I	Jan-07
428	1177	LIBRARY AIDE	Jan-06		3250	RESIDENT SUPERVISOR II*	Jan-07

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429	812	PUBLIC RELATIONS SPECIALIST	Jan-06		3252	RESIDENT SUPERVISOR III	Jan-12
430	100812	PUBLIC RELATIONS SPECIALIST	Jan-06		4534	REVENUE COUNTER	Dec-00
431	549	INFORMATION TECHNOLOGY PROJECT MANAGER	Feb-06		217	REVENUE COUNTER SUPERVISOR	Dec-06
432	730	INTERGOVERNMENTAL RELATIONS LEGISLATIVE ANALYST	Feb-06		2702	SCHOOL HEALTH ROOM AIDE I	Oct-02
433	3096	PUBLIC SAFETY COMMUNICATION SPECIALIST I	Feb-06		102702	SCHOOL HEALTH ROOM AIDE I	Oct-02
434	3095	PUBLIC SAFETY COMMUNICATION SPECIALIST II	Feb-06		2701	SCHOOL HEALTH ROOM AIDE II	Oct-02
435	3094	PUBLIC SAFETY COMMUNICATION SPECIALIST III*	Feb-06		3535	SECURITY OFFICER I	Oct-03
436	3092	PUBLIC SAFETY COMMUNICATIONS SHIFT OPERATIONS MANAGER	Feb-06		3534	SECURITY OFFICER II	Oct-03
437	5114	EQUIPMENT OPERATOR APPRENTICE	Mar-06		3538	SECURITY OFFICER III (SERGEANT)	Apr-08
438	629	URBAN DISTRICT PUBLIC SERVICE TEAM SUPERVISOR	Mar-06		3537	SECURITY OFFICER IV (LIEUTENANT)	Jul-04
439	330	REAL ESTATE SPECIALIST I	Apr-06		3533	SECURITY SUPERVISOR	May-94
440	329	REAL ESTATE SPECIALIST II	Apr-06		5020	SELF-CONTAINED BREATHING APPARATUS TECHNICIAN	May-05
441	328	REAL ESTATE SPECIALIST III*	Apr-06		4406	SENIOR ARCHITECT	Jan-07
442	119	LABOR RELATIONS ADVISOR	Jul-06		4430	SENIOR BUSINESS DEVELOPMENT SPECIALIST*	Sep-99
443	3410	TELECOMMUNICATIONS SPECIALIST	Oct-06		4021	SENIOR ENGINEER	Feb-03
444	215	FISCAL ASSISTANT	Nov-06		104021	SENIOR ENGINEER	Feb-03
445	100215	FISCAL ASSISTANT	Nov-06		4031	SENIOR ENGINEER TECHNICIAN	Aug-92

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446	157	ADMINISTRATIVE ASSISTANT TO COUNTY EXECUTIVE	Dec-06		9268	SENIOR EXECUTIVE ADMINISTRATIVE AIDE	Mar-04
447	4533	LEAD REVENUE COUNTER	Dec-06		209	SENIOR FINANCIAL SPECIALIST	May-91
448	217	REVENUE COUNTER SUPERVISOR	Dec-06		3522	SENIOR FORENSIC SCIENTIST	Nov-10
449	4458	TRANSIT INFORMATION SYSTEMS TECHNICIAN	Dec-06		551	SENIOR INFORMATION TECHNOLOGY SPECIALIST*	Jul-01
450	4457	TRANSIT OPERATIONS SUPERVISOR	Dec-06		204	SENIOR INVESTMENT PORTFOLIO MANAGER	Aug-10
451	4409	ARCHITECT I	Jan-07		3507	SENIOR LATENT PRINT EXAMINER	Nov-11
452	4408	ARCHITECT II	Jan-07		1137	SENIOR LIBRARIAN	May-11
453	4407	ARCHITECT III*	Jan-07		422	SENIOR MANAGEMENT & BUDGET SPECIALIST*	Nov-94
454	3259	INTAKE PROCESSING AIDE	Jan-07		5008	SENIOR MECHANIC TECHNICIAN	Aug-04
455	4454	MANAGER, TAXICAB REGULATION AND SPECIAL TRANSIT SERVICES	Jan-07		105008	SENIOR MECHANIC TECHNICIAN	Aug-04
456	5170	PRINT/MAIL/RECORDS SERVICES MANAGER	Jan-07		2201	SENIOR PERMITTING SERVICES SPECIALIST*	Mar-01
457	3251	RESIDENT SUPERVISOR I	Jan-07		4402	SENIOR PLANNING SPECIALIST	Aug-95
458	3250	RESIDENT SUPERVISOR II*	Jan-07		104402	SENIOR PLANNING SPECIALIST	Aug-95
459	4406	SENIOR ARCHITECT	Jan-07		1005	SENIOR POOL MANAGER	Apr-07
460	2105	DENTAL HYGIENIST	Feb-07		181	SENIOR PROCUREMENT SPECIALIST	Apr-00
461	3512	PHOTOGRAPHIC/DIGITAL IMAGING TECHNICIAN	Feb-07		2717	SENIOR PUBLIC HEALTH ADVISOR	May-91
462	2224	CODE ENFORCEMENT INSPECTOR III*	Mar-07		9234	SENIOR SUPPLY TECHNICIAN	Jun-02

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463	1168	DRIVER/CLERK	Mar-07		209234	SENIOR SUPPLY TECHNICIAN	Jun-02
464	2015	<u>INCOME ASSISTANCE PROGRAM SPEC III</u>	Apr-07		3425	<u>SENIOR TELEPHONE TECHNICIAN</u>	Mar-92
465	2013	<u>INCOME ASSISTANCE PROGRAM SPEC I</u>	Apr-07		2230	<u>SENIOR WATER QUALITY SPECIALIST</u>	Dec-05
466	2012	<u>INCOME ASSISTANCE PROGRAM SPEC II*</u>	Apr-07		4018	<u>SHIFT SUPERVISOR, TRANSPORTATION MANAGEMENT CENTER</u>	Feb-02
467	2011	<u>INCOME ASSISTANCE PROGRAMS SUPERVISOR</u>	Apr-07		5223	<u>SIGN & MARKING UNIT SUPERVISOR</u>	May-65
468	722	<u>LEGISLATIVE SERVICES COORDINATOR</u>	Apr-07		5227	<u>SIGN FABRICATOR APPRENTICE</u>	May-91
469	1005	<u>SENIOR POOL MANAGER</u>	Apr-07		5226	<u>SIGN FABRICATOR I*</u>	May-91
470	651	<u>COUNTY GOVERNMENT ASSISTANT</u>	May-07		2808	<u>SOCIAL WORKER I</u>	Jun-95
471	3515	<u>CROSSING GUARD</u>	May-07		2807	<u>SOCIAL WORKER II*</u>	Jun-95
472	7854	<u>ASSISTANT CHIEF ADMINISTRATIVE OFFICER</u>	Jun-07		2806	<u>SOCIAL WORKER III</u>	Jun-95
473	7845	<u>CHIEF TECHNOLOGY OFFICER</u>	Jun-07		102806	<u>SOCIAL WORKER III</u>	Jun-95
474	3265	<u>CORRECTIONAL HEALTH NURSE I</u>	Jun-07		2805	<u>SOCIAL WORKER IV</u>	Jun-95
475	3266	<u>CORRECTIONAL HEALTH NURSE II*</u>	Jun-07		7807	<u>SPECIAL PROJECTS MANAGER, OFFICE OF CAO</u>	Sep-02
476	7848	<u>DIRECTOR, REGIONAL SERVICES CENTER</u>	Jun-07		4522	<u>SUPERVISOR PARKING METER UNIT</u>	Feb-95
477	9261	<u>ELECTION AIDE I</u>	Aug-07		6112	<u>SUPERVISORY LEGAL SECRETARY</u>	Sep-09
478	9260	<u>ELECTION AIDE II</u>	Aug-07		2753	<u>SUPERVISORY THERAPIST</u>	Jun-03
479	725	<u>ASSISTANT INSPECTOR GENERAL I</u>	Nov-07		109235	<u>SUPPLY CLERK III</u>	Jun-02

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4							
480	724	<u>ASSISTANT INSPECTOR GENERAL II</u>	Nov-07		9237	<u>SUPPLY TECHNICIAN I</u>	Jun-02
481	723	<u>ASSISTANT INSPECTOR GENERAL III*</u>	Nov-07		9236	<u>SUPPLY TECHNICIAN II</u>	Jun-02
482	8109	<u>WAREHOUSE ASSISTANT SUPERVISOR</u>	Nov-07		9235	<u>SUPPLY TECHNICIAN III*</u>	Jun-02
483	4465	<u>BUS OPERATOR INSTRUCTOR</u>	Dec-07		4060	<u>SURVEY CREW LEADER</u>	Aug-92
484	2255	<u>HOUSING CODE INSPECTOR I</u>	Jan-08		4062	<u>SURVEY INSTRUMENT AIDE</u>	Aug-92
485	2254	<u>HOUSING CODE INSPECTOR II</u>	Jan-08		4061	<u>SURVEY INSTRUMENT TECHNICIAN</u>	Aug-92
486	2253	<u>HOUSING CODE INSPECTOR III*</u>	Jan-08		3410	<u>TELECOMMUNICATIONS SPECIALIST</u>	Oct-06
487	136	<u>PUBLIC POLICY INTERN</u>	Jan-08		3426	<u>TELECOMMUNICATIONS TECHICIAN</u>	Apr-02
488	2615	<u>OCCUPATIONAL THERAPIST</u>	Apr-08		3416	<u>TELEPHONE OPERATOR/BILLING CLERK</u>	Sep-92
489	3538	<u>SECURITY OFFICER III (SERGEANT)</u>	Apr-08		3403	<u>TELEPHONE SERVICE MANAGER</u>	Jun-91
490	4410	<u>CAPITAL PROJECTS MANAGER</u>	May-08		2755	<u>THERAPIST I</u>	Jun-03
491	104410	<u>CAPTIAL PROJECTS MANAGER</u>	May-08		2754	<u>THERAPIST II*</u>	Jun-03
492	5027	<u>FACILITIES & EQUIPMENT MAINTENANCE COORDINATOR</u>	May-08		4045	<u>TRAFFIC & SIGN MARKING AIDE</u>	Sep-90
493	3670	<u>MAINTENANCE RENOVATION & INSPECTION SUPERVISOR</u>	May-08		3514	<u>TRAFFIC ENFORCEMENT FIELD SERVICE TECHNICIAN</u>	Dec-08
494	3258	<u>CORRECTIONAL RECORDS COORDINATOR</u>	Jun-08		4121	<u>TRAFFIC FIELD SERVICES TECHNICIAN I</u>	Sep-93
495	104440	<u>GRAPHIC ARTIST</u>	Jun-08		4120	<u>TRAFFIC FIELD SERVICES TECHNICIAN II*</u>	Sep-93
496	204440	<u>GRAPHIC ARTIST</u>	Jun-08		4112	<u>TRAFFIC MANAGEMENT TECHNICAN I</u>	Jul-90

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497	4440	GRAPHIC ARTIST*	Jun-08		4111	TRAFFIC MANAGEMENT TECHNICIAN II*	Jul-90
498	5026	MAINTENANCE RENOVATION & INSPECTION SPECIALIST	Jun-08		4468	TRANSIT AIDE I	Aug-92
499	4445	VISUAL INFORMATION SPECIALIST	Jun-08		4467	TRANSIT AIDE II	Aug-92
500	127	GAIN SHARING COORDINATOR	Nov-08		4460	TRANSIT ANALYST	Aug-92
501	3506	POLICE AIDE	Dec-08		4461	TRANSIT COMMUNICATIONS SUPERVISOR	Nov-04
502	3514	TRAFFIC ENFORCEMENT FIELD SERVICE TECHNICIAN	Dec-08		4462	TRANSIT COORDINATOR	Aug-05
503	5191	MAIL CLERK LEADER	Mar-09		4459	TRANSIT INFORMATION ASSISTANT	Aug-92
504	628	URBAN DISTRICT PUBLIC SERVICE AND MAINTENANCE TEAM SUPERVISOR	Mar-09		104459	TRANSIT INFORMATION ASSISTANT	Aug-92
505	5112	EQUIPMENT OPERATOR II*	Apr-09		4458	TRANSIT INFORMATION SYSTEMS TECHNICIAN	Dec-06
506	3099	PUBLIC SAFETY 911 CALL- TAKER I	Jun-09		4479	TRANSIT MARKETING SPECIALIST	Aug-92
507	3100	PUBLIC SAFETY 911 CALL- TAKER II	Jun-09		4457	TRANSIT OPERATIONS SUPERVISOR	Dec-06
508	3650	CONSTRUCTION REPRESENTATIVE III*	Aug-09		4456	TRANSIT SERVICES SUPERVISOR	Feb-04
509	5017	WELDER	Aug-09		4070	TRANSPORTATION CONSTRUCT COMPLIANCE INSPECTOR	Aug-92
510	3501	POLICE SERVICES ASSISTANT	Sep-09		3509	TRANSPORTATION EMERGENCY RESPONSE PATROL TECH I	Jun-05
511	6112	SUPERVISORY LEGAL SECRETARY	Sep-09		3508	TRANSPORTATION EMERGENCY RESPONSE PATROL TECH II*	Jun-05
512	9007	IMAGING OPERATOR I	Dec-09		4115	TRANSPORTATION SYSTEMS TECHNICAL CENTER SUPERVISOR	Jun-98
513	9008	IMAGING OPERATOR II*	Dec-09		4119	TRANSPORTATION SYSTEMS TECHNICIAN I	Jun-98

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514	882	CUSTOMER SERVICE REPRESENTATIVE TRAINEE	Jan-10		4118	TRANSPORTATION SYSTEMS TECHNICIAN II	Jun-98
515	204	SENIOR INVESTMENT PORTFOLIO MANAGER	Aug-10		4122	TRANSPORTATION SYSTEMS TECHNICIAN III*	Jun-98
516	4443	AUDIOVISUAL PRODUCTION SPECIALIST	Oct-10		4117	TRANSPORTATION SYSTEMS TECHNICIAN LEADER I	Jun-98
517	3523	BACKGROUND SCREENING SPECIALIST	Oct-10		4116	TRANSPORTATION SYSTEMS TECHNICIAN LEADER II	Jun-98
518	3517	CRIME ANALYST	Oct-10		8117	TRUCK DRIVER HELPER/WAREHOUSE WORKER	Aug-05
519	3522	SENIOR FORENSIC SCIENTIST	Nov-10		8115	TRUCK DRIVER SUBSTITUTE/WAREHOUSE WORKER	Sep-93
520	284	INSURANCE RISK ANALYST	Jan-11		8112	TRUCK DRIVER/WAREHOUSE WORKER	Dec-00
521	1152	LIBRARIAN I	May-11		5174	TYPESETTER	Nov-94
522	1151	LIBRARIAN II	May-11		630	URBAN DISTRICT PUBLIC SERVICE AIDE	Sep-03
523	1166	LIBRARY ASSISTANT I	May-11		628	URBAN DISTRICT PUBLIC SERVICE AND MAINTENANCE TEAM SUPERVISOR	Mar-09
524	1165	LIBRARY ASSISTANT II	May-11		629	URBAN DISTRICT PUBLIC SERVICE TEAM SUPERVISOR	Mar-06
525	101165	LIBRARY ASSISTANT II	May-11		4445	VISUAL INFORMATION SPECIALIST	Jun-08
526	1163	LIBRARY ASSISTANT SUPERVISOR	May-11		8109	WAREHOUSE ASSISTANT SUPERVISOR	Nov-07
527	1190	LIBRARY ASSOCIATE II*	May-11		8120	WAREHOUSE EQUIPMENT OPERATOR	Aug-05
528	1175	LIBRARY DESK ASSISTANT	May-11		8118	WAREHOUSE WORKER	Aug-05
529	1137	SENIOR LIBRARIAN	May-11		2232	WATER QUALITY SPECIALIST I	May-00
530	879	CUSTOMER SERVICE REPRESENTATIVE I*	Aug-11		2231	WATER QUALITY SPECIALIST II*	Sep-93

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531	878	<u>CUSTOMER SERVICE REPRESENTATIVE II</u>	Aug-11		2233	<u>WATER QUALITY SPECIALIST III</u>	Jun-05
532	5061	<u>MASTER PLUMBER</u>	Nov-11		5017	<u>WELDER</u>	Aug-09
533	3507	<u>SENIOR LATENT PRINT EXAMINER</u>	Nov-11		5213	<u>WORK FORCE LEADER I</u>	May-91
534	3252	<u>RESIDENT SUPERVISOR III</u>	Jan-12		5212	<u>WORK FORCE LEADER II</u>	Nov-01
535	1191	<u>LIBRARY ASSOCIATE</u>	Apr-12		5211	<u>WORK FORCE LEADER III</u>	Nov-01
536	282	<u>OCCUPATIONAL SAFETY & HEALTH SPECIALIST</u>	May-12		205211	<u>WORK FORCE LEADER III</u>	Nov-01
537	3098	<u>PUBLIC SAFETY EMERGENCY CALL-TAKER I</u>	Jun-12		5210	<u>WORK FORCE LEADER IV</u>	Nov-01
538	3097	<u>PUBLIC SAFETY EMERGENCY CALL-TAKER II*</u>	Jun-12		2420	<u>X-RAY TECHNICIAN</u>	Apr-92