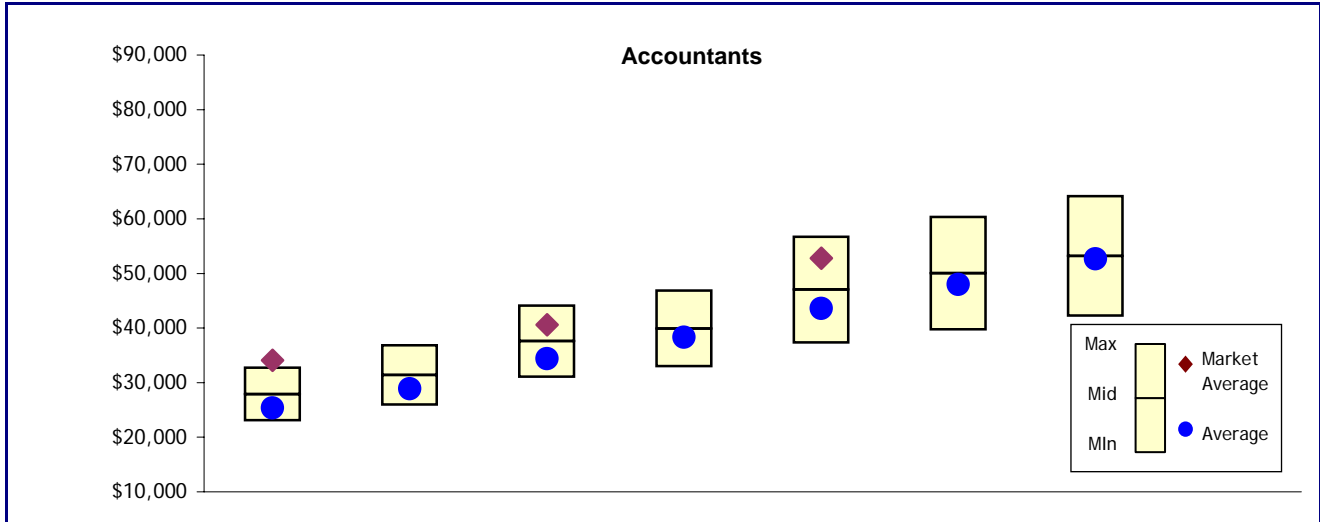


# Current Job Classification Data



Job Classification	Accountant I	Accountant II	Accountant III	Accountant IV	Accountant V	Accountant VI	Accountant VII	
Class Number	1010	1012	1014	1016	1018	1020	1022	
Level	Entry	Journey	Journey	Journey	Senior	Senior	Senior	
Incumbents	233	371	377	237	207	139	113	
Turnover Rate	18%	13%	12%	10%	17%	16%	18%	
Salary Group	B03	B05	B08	B09	B11	B12	B13	
Average Salary	\$ 25,347	\$ 28,875	\$ 34,394	\$ 38,315	\$ 43,556	\$ 48,006	\$ 52,658	
Midpoint	\$ 27,894	\$ 31,380	\$ 37,590	\$ 39,912	\$ 47,034	\$ 50,034	\$ 53,196	

## Proposed Changes

### Option 1

Job Classification	Delete, move to Accounting Technician series	Accountant I	Accountant II	Accountant III	Accountant IV	Accountant V	Accountant VI	Accountant VII	
New Levels		Entry	Journey	Journey	Journey	Senior	Senior	Senior	
New Salary Group	A11	B06	B08	B09	B11	B12	B13	B15	
Cost	\$ -	\$ 105,764	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
								<b>Total Cost</b>	<b>\$ 105,764</b>

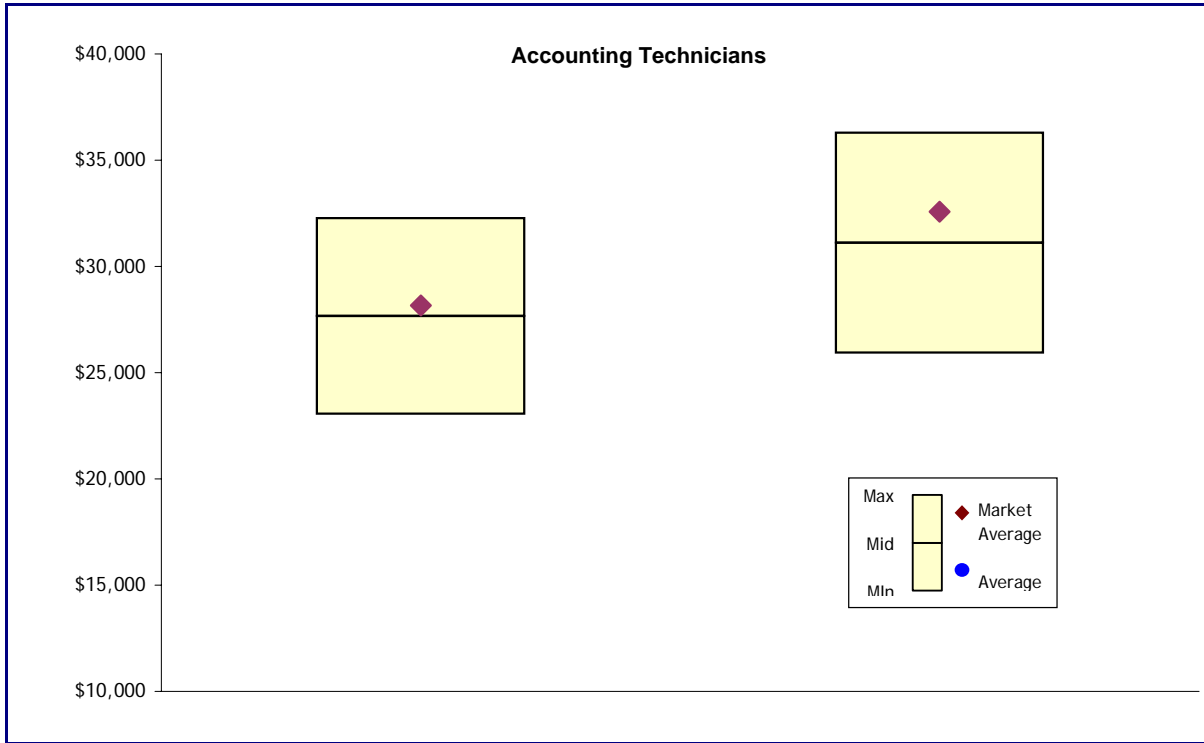
### Option 2

Job Classification	Delete, move to Accounting Technician series	Accountant I	Delete, move to B09	Accountant II	Accountant III	Delete, move to B13	Accountant IV	Accountant V	
New Levels		Entry		Journey	Journey		Senior	Senior	
New Salary Group	A11	B07	B09	B09	B11	B13	B13	B15	
Cost	\$ -	\$ 448,876	\$ 163,288	\$ -	\$ -	\$ 20,440	\$ -	\$ -	
								<b>Total Cost</b>	<b>\$ 632,604</b>

### Option 3

Job Classification	Delete, move to Accounting Technician series	Accountant I	Delete, move to B09	Accountant II	Accountant III	Delete, move to B13	Accountant IV	Accountant V	
New Levels		Entry		Journey	Journey		Senior	Senior	
New Salary Group	A11	B07	B09	B09	B11	B13	B13	B15	
Cost	\$ -	\$ 448,876	\$ 163,288	\$ -	\$ -	\$ 20,440	\$ -	\$ -	
								<b>Total Cost</b>	<b>\$ 632,604</b>

# Proposed Job Classification



## Proposed Class Series

### Option 1

Job Classification	Accounting Technician I	Accounting Technician II
New Levels	Journey	Senior
New Salary Group	A11	A13
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>

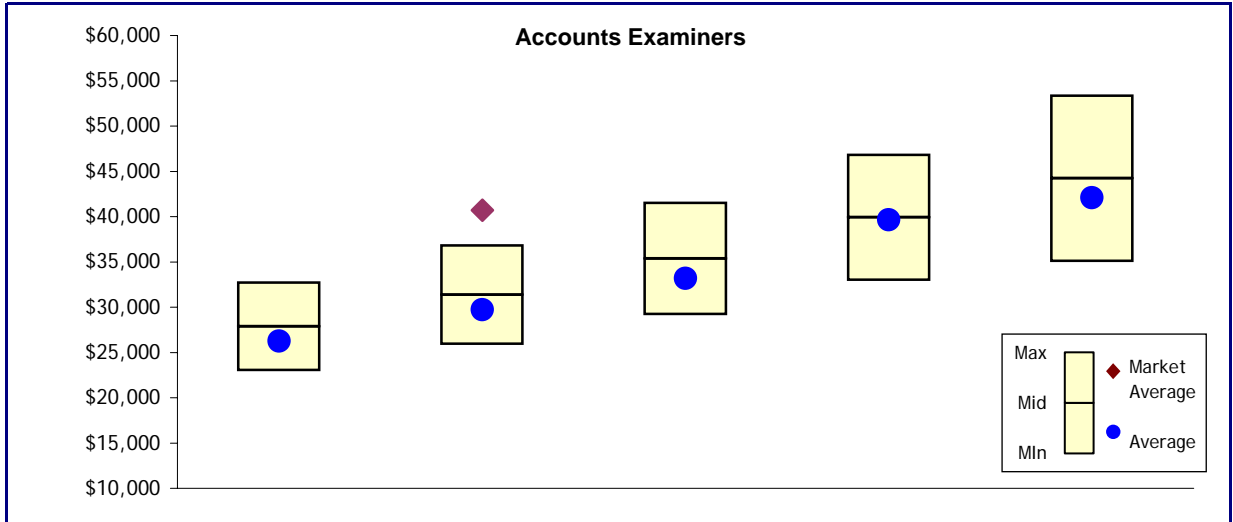
### Option 2

Job Classification	Accounting Technician I	Accounting Technician II
New Levels	Journey	Senior
New Salary Group	A11	A13
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>

### Option 3

Job Classification	Accounting Technician I	Accounting Technician II
New Levels	Journey	Senior
New Salary Group	A11	A13
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>

## Current Job Classification Data



Job Classification	Accounts Examiner I	Accounts Examiner II	Accounts Examiner III	Accounts Examiner IV	Accounts Examiner V
Class Number	1073	1074	1075	1076	1077
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	91	130	246	234	15
Turnover Rate	11%	15%	13%	14%	8%
Salary Group	B03	B05	B07	B09	B10
Average Salary	\$ 26,237	\$ 29,725	\$ 33,195	\$ 39,637	\$ 42,067
Midpoint	\$ 27,894	\$ 31,380	\$ 35,370	\$ 39,912	\$ 44,232

## Proposed Changes

### Option 1

Job Classification	Accounts Examiner I	Accounts Examiner II	Accounts Examiner III	Accounts Examiner IV	Accounts Examiner V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B04	B06	B08	B10	B12
Cost	\$ 11,280	\$ 13,332	\$ 43,356	\$ 45,312	\$ 8,100
				<b>Total Cost</b>	<b>\$ 121,380</b>

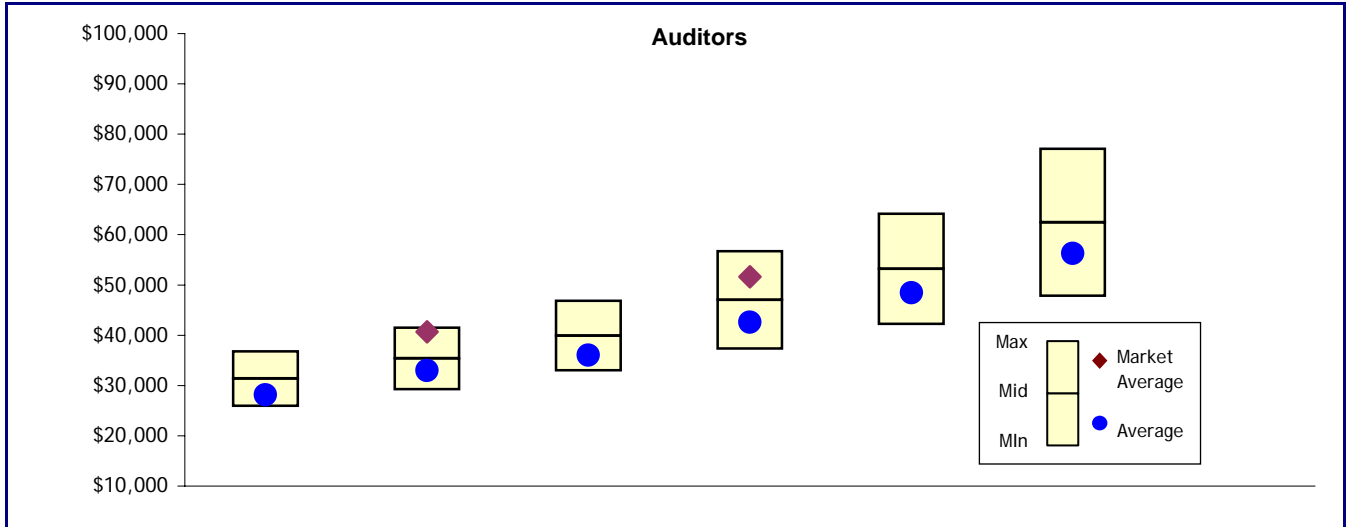
### Option 2

Job Classification	Accounts Examiner I	Accounts Examiner II	Accounts Examiner III	Accounts Examiner IV	Accounts Examiner V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B04	B06	B08	B10	B12
Cost	\$ 11,280	\$ 13,332	\$ 43,356	\$ 45,312	\$ 8,100
				<b>Total Cost</b>	<b>\$ 121,380</b>

### Option 3

Job Classification	Accounts Examiner I	Accounts Examiner II	Accounts Examiner III	Accounts Examiner IV	Accounts Examiner V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B05	B07	B09	B11	B13
Cost	\$ 67,548	\$ 84,276	\$ 238,920	\$ 172,307	\$ 20,808
				<b>Total Cost</b>	<b>\$ 583,859</b>

# Current Job Classification Data



Job Classification	Auditor I	Auditor II	Auditor III	Auditor IV	Auditor V	Auditor VI	
Class Number	1040	1042	1044	1046	1048	1050	
Level	Entry	Journey	Journey	Senior	Senior	Senior	
Incumbents	23	166	211	299	318	227	
Turnover Rate	22%	12%	14%	12%	10%	13%	
Salary Group	B05	B07	B09	B11	B13	B15	
Average Salary	\$ 28,115	\$ 33,001	\$ 36,036	\$ 42,560	\$ 48,454	\$ 56,280	
Midpoint	\$ 31,380	\$ 35,370	\$ 39,912	\$ 47,034	\$ 53,196	\$ 62,460	

## Proposed Changes

### Option 1

Job Classification	Delete, move to B07	Auditor I	Auditor II	Auditor III	Auditor IV	Auditor V	Auditor VI	
New Levels		Entry	Journey	Journey	Senior	Senior	Senior	
New Salary Group	B07	B07	B09	B11	B13	B15	B17	
Cost	\$ 33,780	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
							<b>Total Cost</b>	<b>\$ 33,780</b>

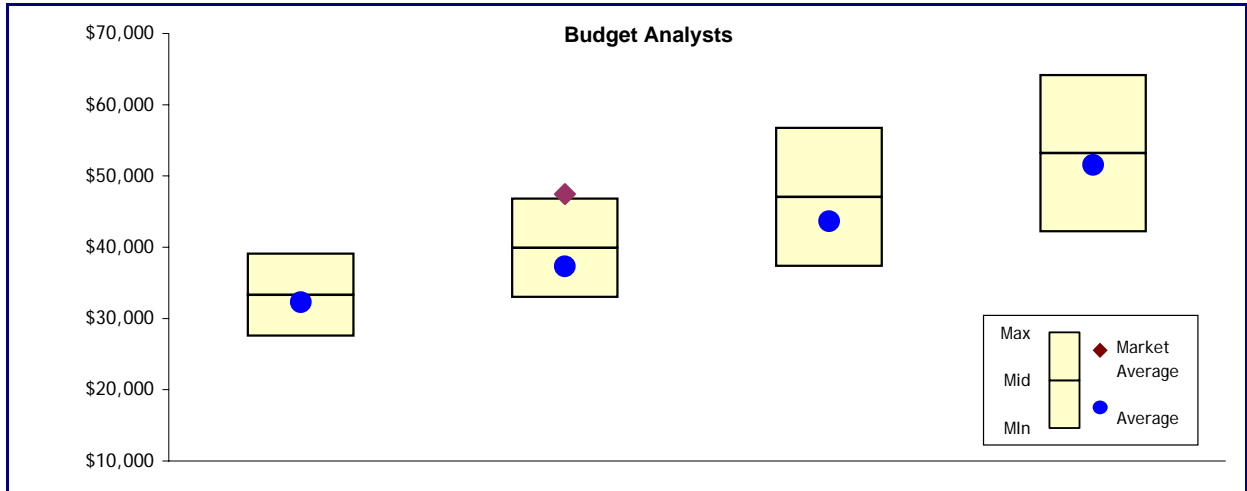
### Option 2

Job Classification	Delete, move to B07	Auditor I	Auditor II	Auditor III	Auditor IV	Auditor V	Auditor VI	
New Levels		Entry	Journey	Journey	Senior	Senior	Senior	
New Salary Group	B07	B07	B09	B11	B13	B15	B17	
Cost	\$ 33,780	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
							<b>Total Cost</b>	<b>\$ 33,780</b>

### Option 3

Job Classification	Delete, move to B08	Auditor I	Auditor II	Auditor III	Auditor IV	Auditor V	Auditor VI	
New Levels		Entry	Journey	Journey	Senior	Senior	Senior	
New Salary Group	B08	B08	B10	B12	B14	B16	B18	
Cost	\$ 69,314	\$ 53,832	\$ 99,989	\$ 96,992	\$ 94,191	\$ 23,525	\$ -	
							<b>Total Cost</b>	<b>\$ 437,843</b>

# Current Job Classification Data



Job Classification	Budget Analyst I	Budget Analyst II	Budget Analyst III	Budget Analyst IV
Class Number	1155	1156	1157	1158
Level	Journey	Journey	Senior	Senior
Incumbents	14	61	90	102
Turnover Rate	22%	12%	21%	12%
Salary Group	B06	B09	B11	B13
Average Salary	\$ 32,280	\$ 37,328	\$ 43,658	\$ 51,528
Midpoint	\$ 33,324	\$ 39,912	\$ 47,034	\$ 53,196

## Proposed Changes

### Option 1

Job Classification	Budget Analyst I	Budget Analyst II	Budget Analyst III	Budget Analyst IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B06	B09	B11	B13
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ -</b>

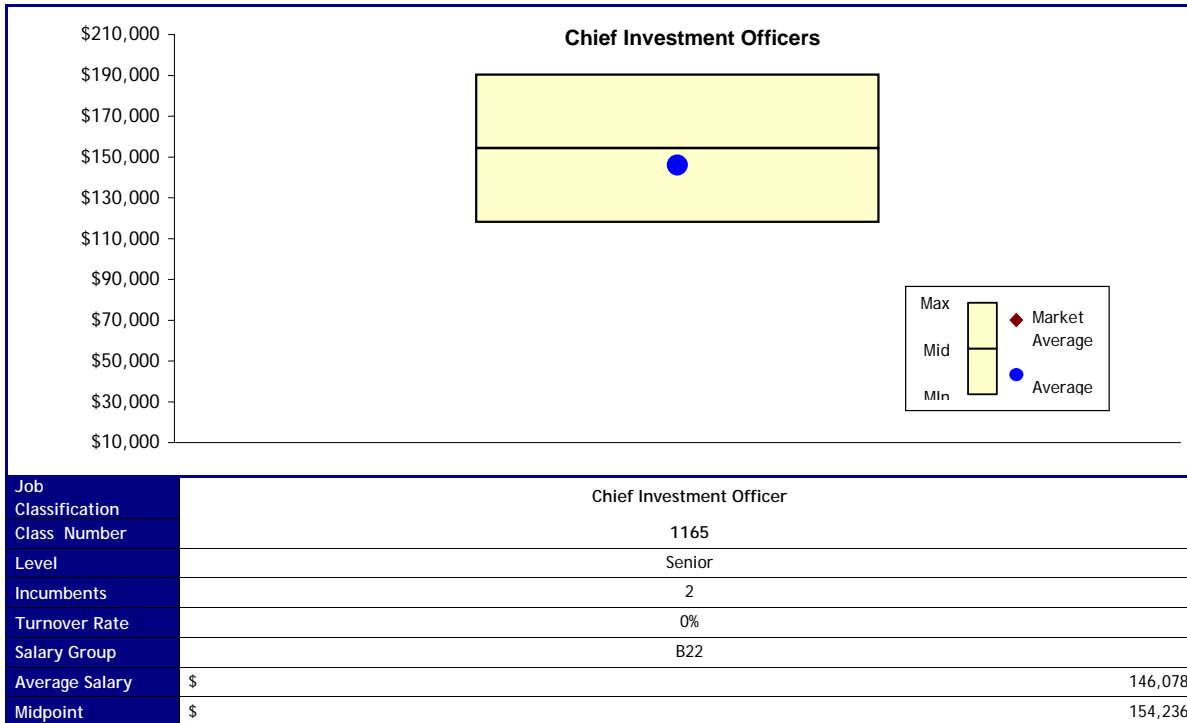
### Option 2

Job Classification	Budget Analyst I	Budget Analyst II	Budget Analyst III	Budget Analyst IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14
Cost	\$ 12,699	\$ 24,816	\$ 20,844	\$ 21,230
<b>Total Cost</b>				<b>\$ 79,589</b>

### Option 3

Job Classification	Budget Analyst I	Budget Analyst II	Budget Analyst III	Budget Analyst IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B08	B10	B12	B14
Cost	\$ 12,699	\$ 24,816	\$ 20,844	\$ 21,230
<b>Total Cost</b>				<b>\$ 79,589</b>

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Chief Investment Officer	
New Levels	Senior	
New Salary Group	B22	
Cost		
Total Cost \$		-

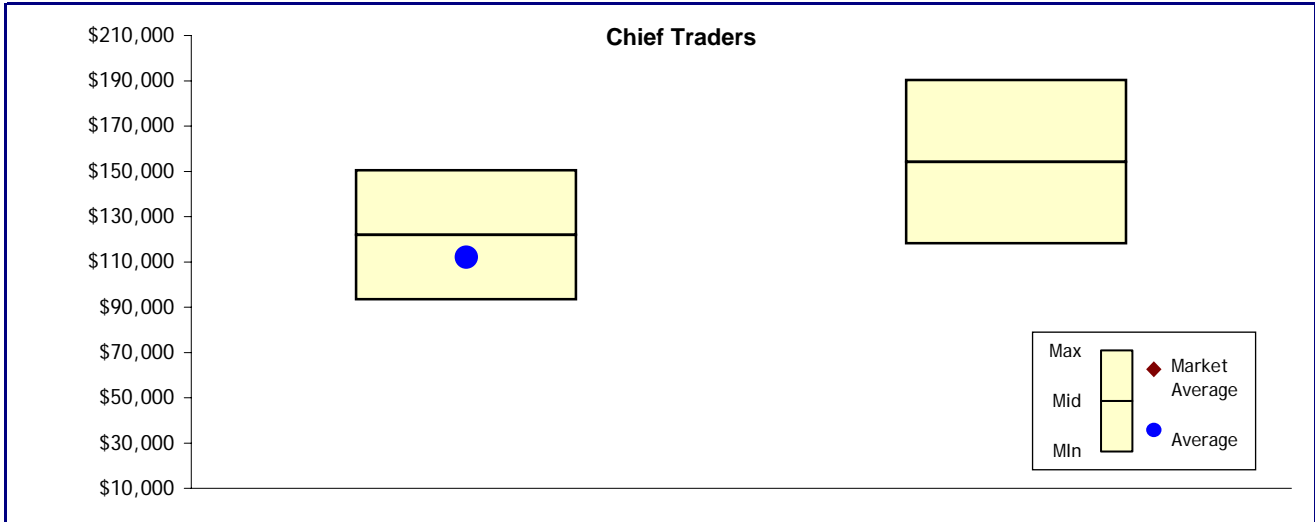
### Option 2

Job Classification	Chief Investment Officer	
New Levels	Senior	
New Salary Group	B22	
Cost		
Total Cost \$		-

### Option 3

Job Classification	Chief Investment Officer	
New Levels	Senior	
New Salary Group	B22	
Cost		
Total Cost \$		-

# Current Job Classification Data



Job Classification	Chief Trader I		Chief Trader II	
Class Number	1175		1176	
Level	Senior		Senior	
Incumbents	1		0	
Turnover Rate	0%		100%	
Salary Group	B21		B22	
Average Salary	\$	112,032	\$	-
Midpoint	\$	121,932	\$	154,236

## Proposed Changes

### Option 1

Job Classification	Chief Trader I		Chief Trader II	
New Levels	Senior		Senior	
New Salary Group	B21		B22	
Cost	\$	-	\$	-
<b>Total Cost</b>			\$	-

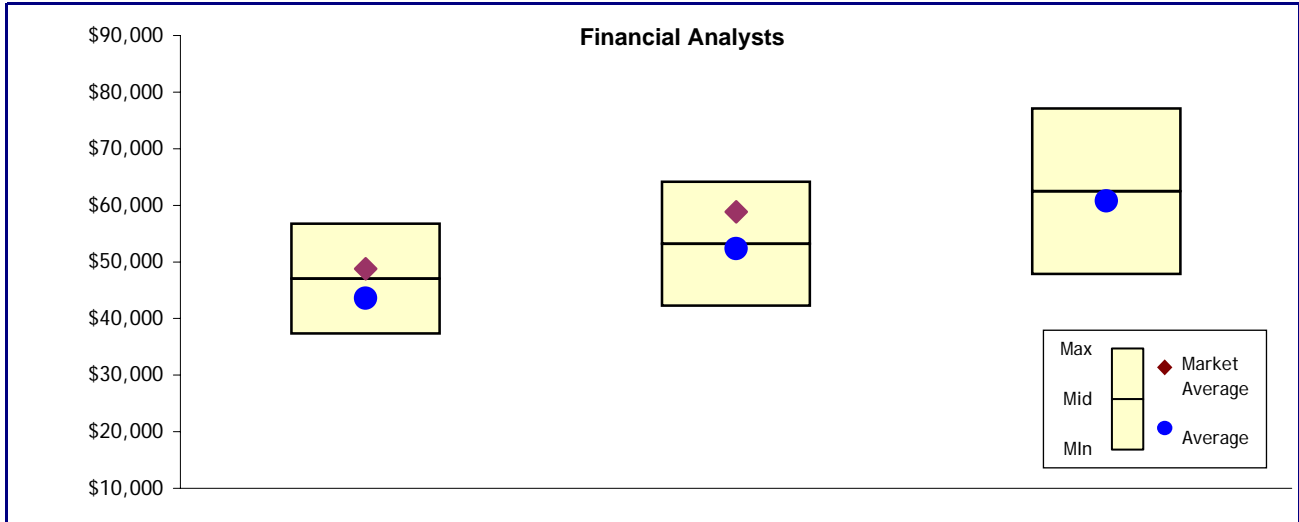
### Option 2

Job Classification	Chief Trader I		Chief Trader II	
New Levels	Senior		Senior	
New Salary Group	B21		B22	
Cost	\$	-	\$	-
<b>Total Cost</b>			\$	-

### Option 3

Job Classification	Chief Trader I		Chief Trader II	
New Levels	Senior		Senior	
New Salary Group	B21		B22	
Cost	\$	-	\$	-
<b>Total Cost</b>			\$	-

## Current Job Classification Data



Job Classification	Financial Analyst I		Financial Analyst II		Financial Analyst III	
Class Number	1080		1082		1084	
Level	Journey		Senior		Senior	
Incumbents	13		14		23	
Turnover Rate	0%		15%		0%	
Salary Group	B11		B13		B15	
Average Salary	\$	43,577	\$	52,337	\$	60,782
Midpoint	\$	47,034	\$	53,196	\$	62,460

## Proposed Changes

### Option 1

Job Classification	Financial Analyst I		Financial Analyst II		Financial Analyst III	
New Levels	Journey		Senior		Senior	
New Salary Group	B11		B13		B15	
Cost	\$	-	\$	-	\$	-
<b>Total Cost</b>						\$

### Option 2

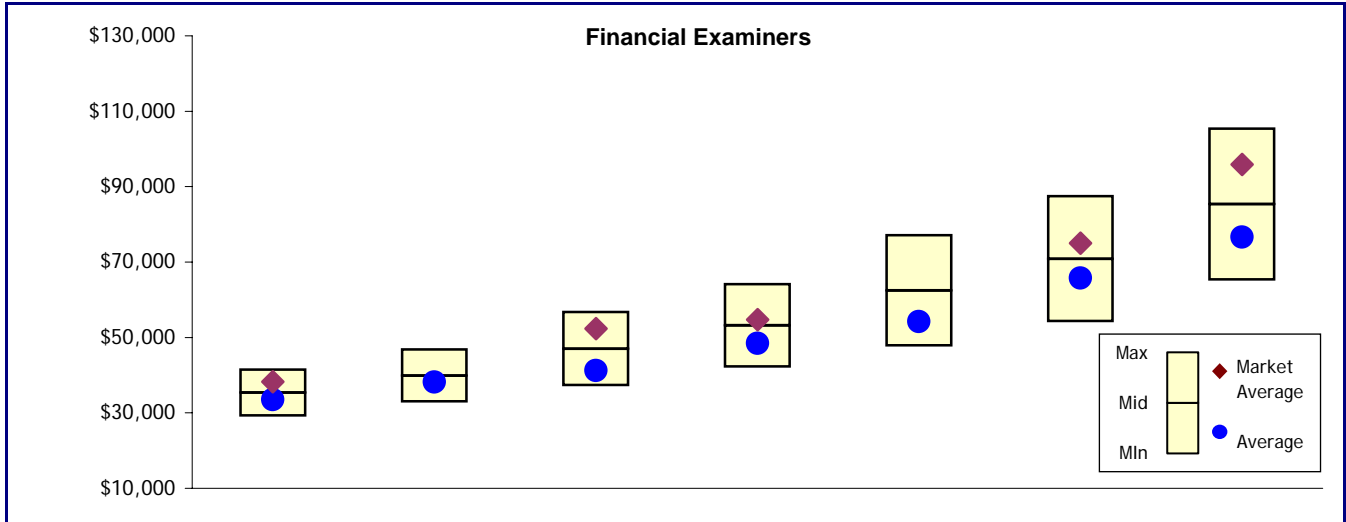
Job Classification	Financial Analyst I		Financial Analyst II		Financial Analyst III	
New Levels	Journey		Senior		Senior	
New Salary Group	B11		B13		B15	
Cost	\$	-	\$	-	\$	-
<b>Total Cost</b>						\$

### Option 3

Job Classification	Financial Analyst I		Financial Analyst II		Financial Analyst III	
New Levels	Journey		Senior		Senior	
New Salary Group	B11		B14		B16	
Cost	\$	-	\$	1,452	\$	1,025
<b>Total Cost</b>						\$ 2,477



# Current Job Classification Data



Job Classification	Financial Examiner I	Financial Examiner II	Financial Examiner III	Financial Examiner IV	Financial Examiner V	Financial Examiner VI	Financial Examiner VII
Class Number	1100	1102	1104	1106	1108	1110	1112
Level	Entry	Journey	Journey	Journey	Senior	Senior	Senior
Incumbents	42	29	67	30	67	33	34
Turnover Rate	15%	14%	6%	13%	11%	20%	14%
Salary Group	B07	B09	B11	B13	B15	B17	B19
Average Salary	\$ 33,547	\$ 38,157	\$ 41,228	\$ 48,433	\$ 54,239	\$ 65,733	\$ 76,614
Midpoint	\$ 35,370	\$ 39,912	\$ 47,034	\$ 53,196	\$ 62,460	\$ 70,872	\$ 85,350

## Proposed Changes

### Option 1

Job Classification	Financial Examiner I	Financial Examiner II	Financial Examiner III	Financial Examiner IV	Financial Examiner V	Financial Examiner VI	Financial Examiner VII
New Levels	Entry	Journey	Journey	Journey	Senior	Senior	Senior
New Salary Group	B07	B09	B11	B13	B15	B17	B19
Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
						<b>Total Cost</b>	\$ -

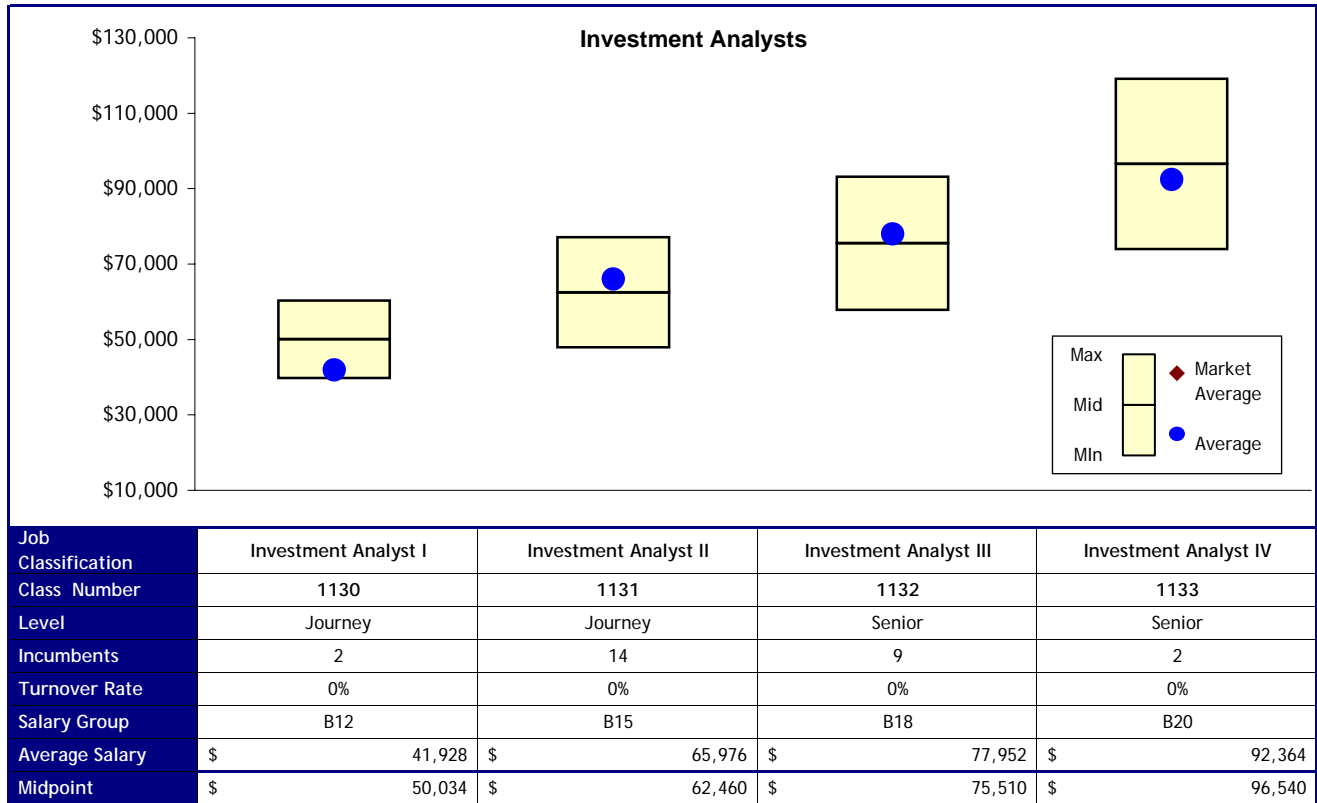
### Option 2

Job Classification	Financial Examiner I	Financial Examiner II	Financial Examiner III	Financial Examiner IV	Financial Examiner V	Financial Examiner VI	Financial Examiner VII
New Levels	Entry	Journey	Journey	Journey	Senior	Senior	Senior
New Salary Group	B07	B09	B11	B13	B15	B17	B19
Cost	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
						<b>Total Cost</b>	\$ -

### Option 3

Job Classification	Delete, move to B09	Financial Examiner I	Financial Examiner II	Financial Examiner III	Financial Examiner IV	Financial Examiner V	Financial Examiner VI
New Levels		Entry	Journey	Journey	Senior	Senior	Senior
New Salary Group	B09	B09	B11	B13	B15	B17	B19
Cost	\$ 31,927	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
						<b>Total Cost</b>	\$ 31,927

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Investment Analyst I	Investment Analyst II	Investment Analyst III	Investment Analyst IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B12	B15	B18	B20
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ -</b>

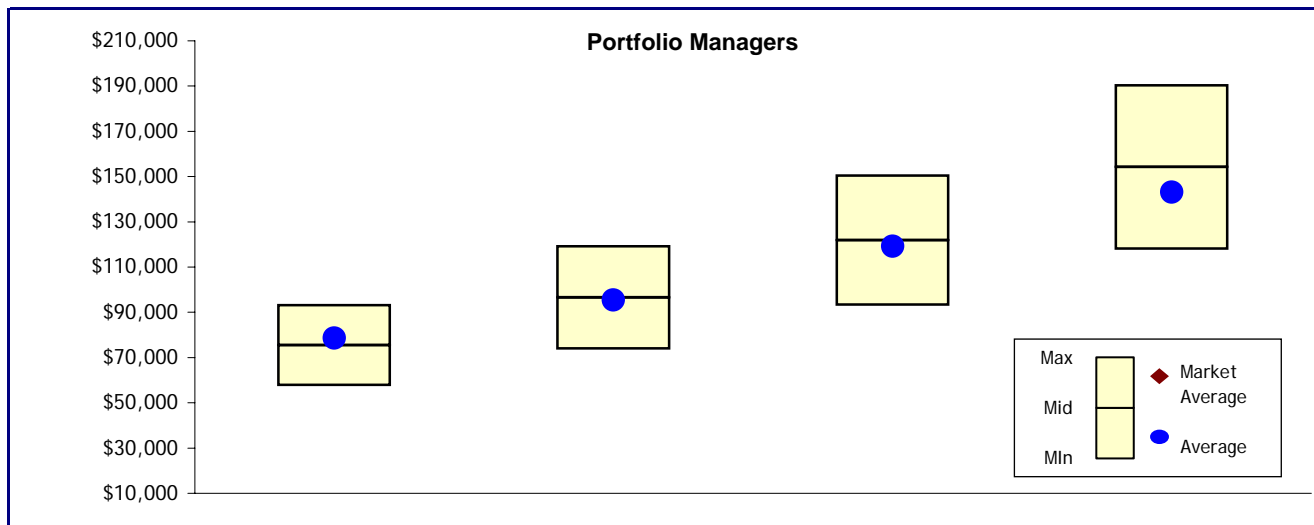
### Option 2

Job Classification	Delete, move to B16	Investment Analyst I	Investment Analyst II	Investment Analyst III
New Levels		Journey	Senior	Senior
New Salary Group	B16	B16	B18	B20
Cost	\$ 18,048	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 18,048</b>

### Option 3

Job Classification	Delete, move to B16	Investment Analyst I	Investment Analyst II	Investment Analyst III
New Levels		Journey	Senior	Senior
New Salary Group	B16	B16	B18	B20
Cost	\$ 18,048	\$ -	\$ -	\$ -
<b>Total Cost</b>				<b>\$ 18,048</b>

## Current Job Classification Data



Job Classification	Portfolio Manager I	Portfolio Manager II	Portfolio Manager III	Portfolio Manager IV
Class Number	1150	1151	1152	1153
Level	Journey	Journey	Senior	Senior
Incumbents	8	13	13	3
Turnover Rate	0%	12%	25%	0%
Salary Group	B18	B20	B21	B22
Average Salary	\$ 78,564	\$ 95,461	\$ 119,216	\$ 143,071
Midpoint	\$ 75,510	\$ 96,540	\$ 121,932	\$ 154,236

## Proposed Changes

### Option 1

Job Classification	Portfolio Manager I	Portfolio Manager II	Portfolio Manager III	Portfolio Manager IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B18	B20	B21	B22
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

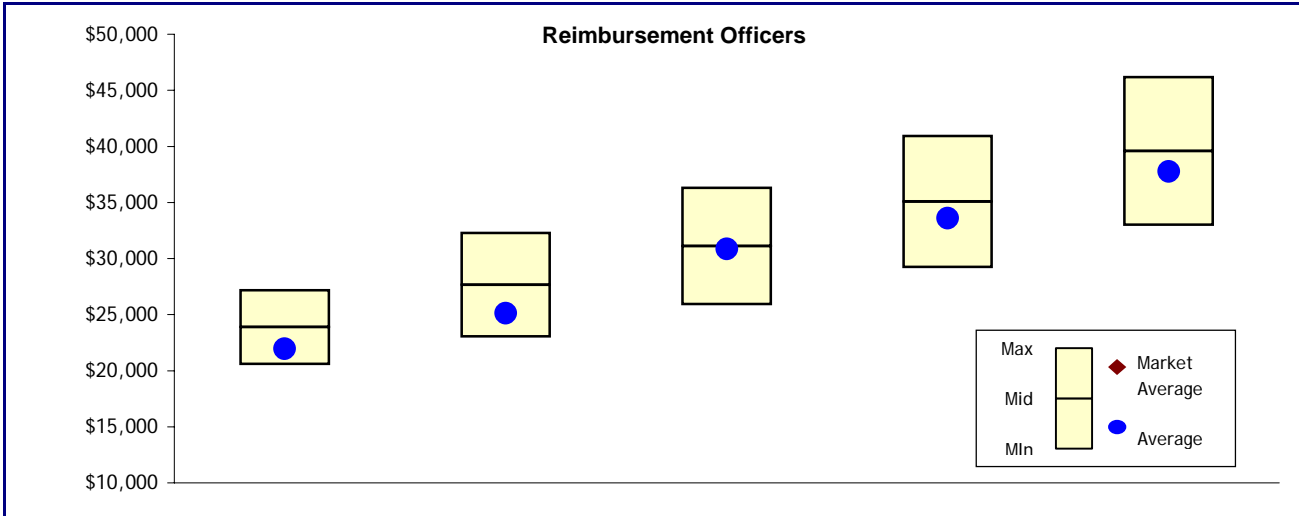
### Option 2

Job Classification	Portfolio Manager I	Portfolio Manager II	Portfolio Manager III	Portfolio Manager IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B18	B20	B21	B22
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

### Option 3

Job Classification	Portfolio Manager I	Portfolio Manager II	Portfolio Manager III	Portfolio Manager IV
New Levels	Journey	Journey	Senior	Senior
New Salary Group	B18	B20	B21	B22
Cost	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>				\$ -

# Current Job Classification Data



Job Classification	Reimbursement Officer I	Reimbursement Officer II	Reimbursement Officer III	Reimbursement Officer IV	Reimbursement Officer V
Class Number	1240	1242	1244	1246	1248
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	5	15	52	23	26
Turnover Rate	24%	10%	16%	8%	18%
Salary Group	A09	A11	A13	A15	A17
Average Salary	\$ 21,943	\$ 25,118	\$ 30,844	\$ 33,587	\$ 37,770
Midpoint	\$ 23,886	\$ 27,666	\$ 31,116	\$ 35,082	\$ 39,588

## Proposed Changes

### Option 1

Job Classification	Reimbursement Officer I	Reimbursement Officer II	Reimbursement Officer III	Reimbursement Officer IV	Reimbursement Officer V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	A09	A11	A13	A15	A17
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ -

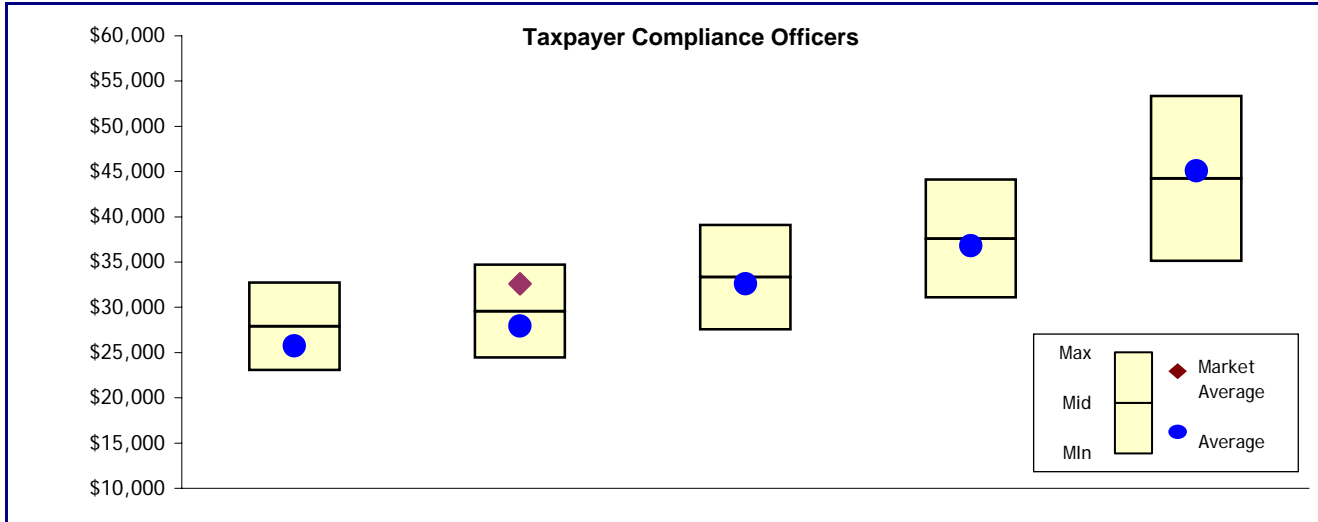
### Option 2

Job Classification	Delete, move to A11	Reimbursement Officer I	Reimbursement Officer II	Reimbursement Officer III	Reimbursement Officer IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	A11	A11	A13	A15	A17
Cost	\$ 7,440	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ 7,440

### Option 3

Job Classification	Delete, move to A11	Reimbursement Officer I	Reimbursement Officer II	Reimbursement Officer III	Reimbursement Officer IV
New Levels		Entry	Journey	Senior	Senior
New Salary Group	A11	A11	A13	A15	A17
Cost	\$ 7,440	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ 7,440

# Current Job Classification Data



Job Classification	Taxpayer Compliance Officer I	Taxpayer Compliance Officer II	Taxpayer Compliance Officer III	Taxpayer Compliance Officer IV	Taxpayer Compliance Officer V
Class Number	1059	1060	1061	1062	1063
Level	Entry	Journey	Journey	Senior	Senior
Incumbents	135	67	48	32	106
Turnover Rate	20%	4%	0%	8%	17%
Salary Group	B03	B04	B06	B08	B10
Average Salary	\$ 25,729	\$ 27,918	\$ 32,598	\$ 36,818	\$ 45,079
Midpoint	\$ 27,894	\$ 29,568	\$ 33,324	\$ 37,590	\$ 44,232

## Proposed Changes

### Option 1

Job Classification	Taxpayer Compliance Officer I	Taxpayer Compliance Officer II	Taxpayer Compliance Officer III	Taxpayer Compliance Officer IV	Taxpayer Compliance Officer V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B03	B04	B06	B08	B10
Cost	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Cost</b>					\$ -

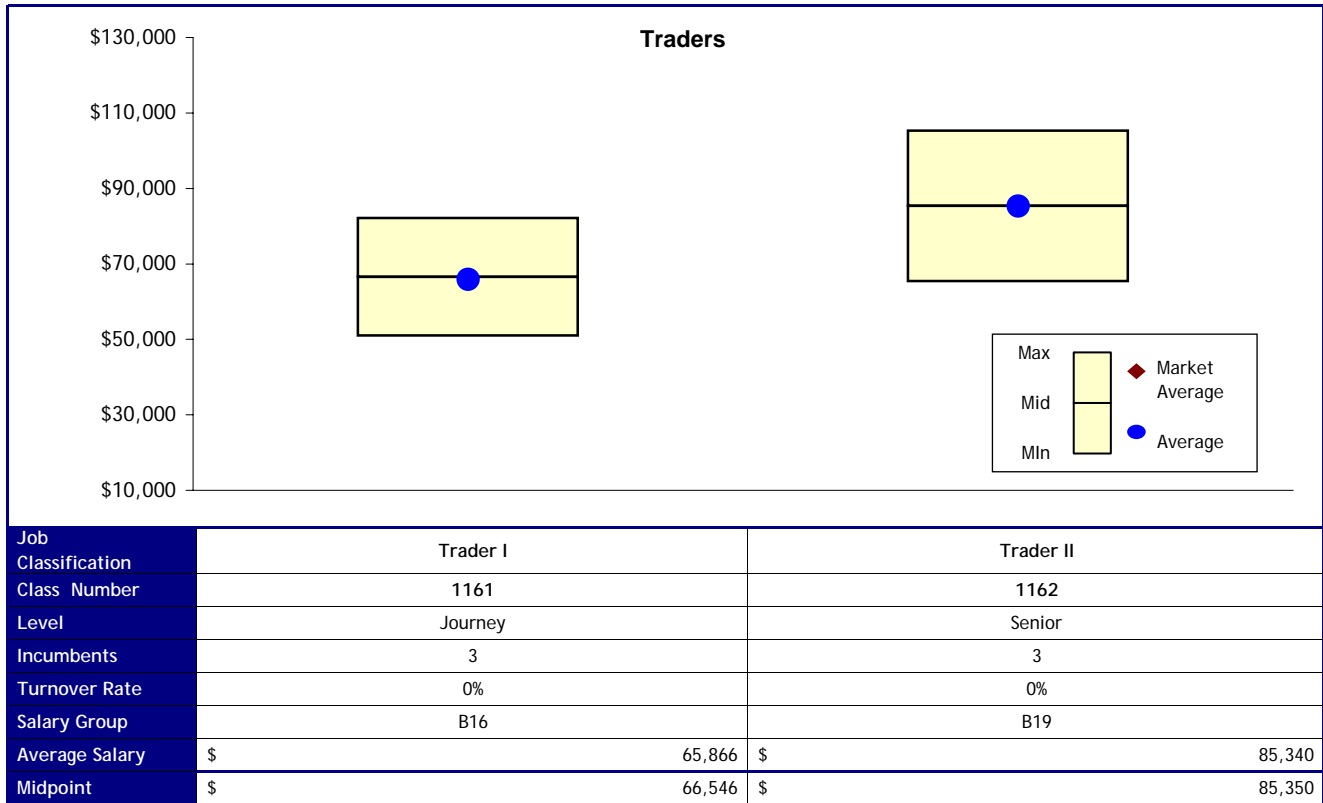
### Option 2

Job Classification	Taxpayer Compliance Officer I	Taxpayer Compliance Officer II	Taxpayer Compliance Officer III	Taxpayer Compliance Officer IV	Taxpayer Compliance Officer V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B04	B06	B08	B10	B12
Cost	\$ 27,720	\$ 41,892	\$ 6,984	\$ 9,838	\$ 1,884
<b>Total Cost</b>					\$ 88,318

### Option 3

Job Classification	Taxpayer Compliance Officer I	Taxpayer Compliance Officer II	Taxpayer Compliance Officer III	Taxpayer Compliance Officer IV	Taxpayer Compliance Officer V
New Levels	Entry	Journey	Journey	Senior	Senior
New Salary Group	B04	B06	B08	B10	B12
Cost	\$ 27,720	\$ 41,892	\$ 6,984	\$ 9,838	\$ 1,884
<b>Total Cost</b>					\$ 88,318

## Current Job Classification Data



## Proposed Changes

### Option 1

Job Classification	Trader I	Trader II
New Levels	Journey	Senior
New Salary Group	B16	B19
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>

### Option 2

Job Classification	Trader I	Trader II
New Levels	Journey	Senior
New Salary Group	B16	B19
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>

### Option 3

Job Classification	Trader I	Trader II
New Levels	Journey	Senior
New Salary Group	B16	B19
Cost	\$ -	\$ -
<b>Total Cost</b>	<b>\$ -</b>	<b>\$ -</b>