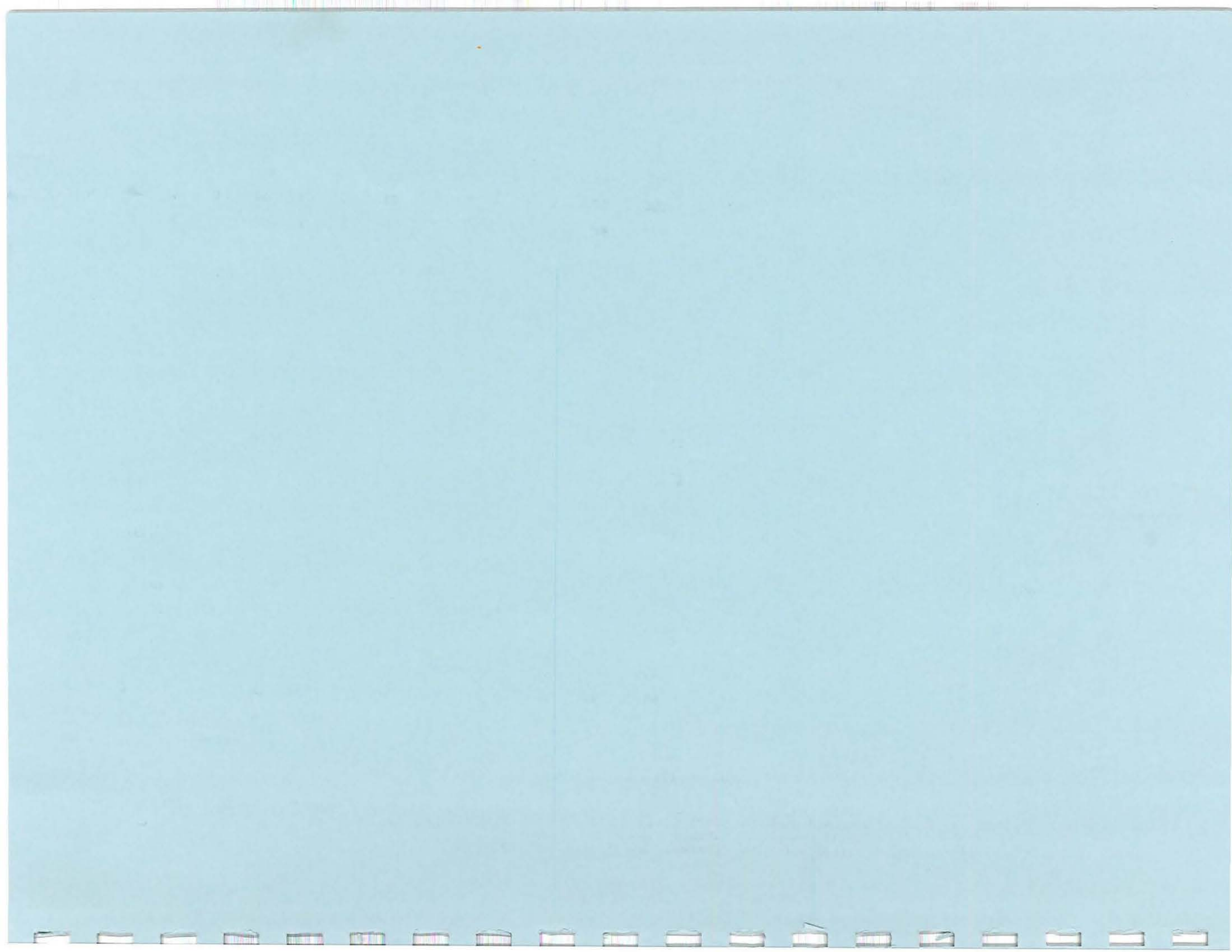


JK
6357
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1988

STATE OF IOWA
JOB EVALUATION RESULTS BY CLASS CODE

COMPARABLE WORTH
RUN DATE JANUARY 29, 1988

IOWA DEPT. OF TRANSPORTATION
LIBRARY
800 LINCOLN WAY
AMES, IOWA 50010



STATE OF IOWA
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03-COMPL. JUDGE 07-MENT. DEMAND 11-WORK ENVIRON
04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
00005	UTILITY WORKER	2	1	1	1	1B	2	1	1A	1	1	2	1	1B	147	10
00006	RECEPTIONIST	2	1	2	1	2D	2	1	1A	1	1	2	1	2B	183	14
00010	UTILITY OFFICE WORKER	2	1	1	1	1C	2	1	1A	1	1	1	1	1B	146	10
00011	CLERK	3	1	1	1	1C	2	2	1A	1	2	1	1	1B	165	12
00012	CLERK TYPIST 2	3	2	1	1	1C	1	2	1A	1	2	1	1	2B	170	13
00013	CLERK TYPIST 3	3	3	2	2	2C	1	2	1A	1	2	1	1	2B	196	15
00017	CLERK 3	3	3	2	2	2C	1	1	1A	1	2	1	1	2B	189	14
00018	CLERK 4	3	4	2	2	2D	1	1	2B	2	2	1	1	2B	234	18
00025	SECRETARY 1	4	2	2	2	2D	1	2	1A	2	2	1	1	2B	219	17
00026	SECRETARY 2	4	4	2	2	1D	1	2	2B	2	3	1	1	2B	249	20
00030	OFFICES SERVICES SUPV 1	4	4	3	3	2C	1	1	3C	3	2	1	1	2C	277	22
00031	OFFICE SERV. SUPV. 2	4	4	3	3	3D	1	1	3C	3	3	1	1	2C	308	24
00035	TELEPHONE OPERATOR	3	1	1	1	1D	2	1	1A	1	1	1	1	1B	161	12
00037	CHIEF TELEPHONE OPR	3	3	2	2	1D	2	1	3C	1	1	1	1	2B	208	16
00044	UNCLAIMED PROPERTY OFFICER	3	3	2	2	2D	1	1	1A	2	2	1	1	1B	202	15
00046	REDEMPTION CLERK 1	3	2	2	2	1D	1	2	1A	1	2	1	1	2B	187	14
00047	REDEMPTION CLERK 2	3	3	2	2	1D	1	2	2B	2	2	1	1	2B	216	17
00060	WORD PROCESSOR 1	3	2	2	1	1A	2	4	1A	1	1	2	1	1B	197	15
00061	WORD PROCESSOR 2	3	3	2	1	1A	2	4	1A	1	1	2	1	1B	206	16
00063	WORD PROCESSOR 3	3	4	3	2	2B	2	3	2B	2	1	1	1	2B	242	19
00072	MILITARY GRAVES REG.	3	3	2	2	3D	1	1	1A	3	2	1	1	1B	229	18
00078	MED RECORDS ADMIN	5	4	3	3	2D	1	1	3C	3	3	1	1	2B	303	23
00081	MICROFILM OPERATOR 1	2	1	1	1	1B	3	2	1A	1	1	2	1	2A	166	12
00082	MICROFILM OPERATOR 2	2	3	2	2	1B	3	2	1A	1	2	2	1	2A	194	15

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04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00083	MICROFILM OPERATOR 3	2	4	3	2	2B	2	2	2C	2	2	2	1	2B	238	19
00103	DATA ENTRY OPER 1	3	1	1	1	1A	2	4	1A	1	1	1	1	2A	181	14
00104	DATA ENTRY OPER 2	3	3	1	1	1A	2	4	1A	1	1	1	1	2A	195	15
00108	DATA ENTRY SUPERVISOR 1	3	4	2	2	2B	2	2	3C	2	2	2	1	2B	242	19
00109	DATA ENTRY SUPERVISOR 2	3	4	3	2	3C	2	1	3D	2	2	2	1	2C	275	21
00111	SYS SUPPORT WKR 1	3	2	2	1	2A	1	2	1A	2	2	2	1	2B	184	14
00112	SYS SUPPORT WKR 2	3	3	2	2	2B	1	2	1A	2	2	2	1	2B	204	16
00113	SYS SUPPORT WKR 3	3	4	3	2	2B	1	2	2C	2	2	2	1	2B	238	19
00132	DATA PROC. SUPV.	4	4	3	3	2D	2	2	3D	2	3	2	1	2B	299	23
00135	COMPUTER OPER 1	4	2	2	2	2A	2	2	1A	2	2	3	1	2B	220	17
00136	COMPUTER OPER 2	4	3	2	3	2B	2	2	2B	2	3	3	1	2B	260	20
00137	COMPUTER OPR 3	4	4	3	3	3B	2	2	3C	3	3	3	1	2B	308	24
00147	COMP. OPERATIONS MGR. 1	5	4	4	3	3C	2	2	3D	3	3	3	1	2B	352	26
00148	COMP. OPERATIONS MGR. 2	5	5	5	3	3D	2	1	4D	3	4	3	1	2C	426	30
00150	COMPUTER PROG TRAINEE	5	2	3	2	2A	1	3	1A	2	2	1	1	2B	229	18
00151	COMPUTER PROGRAMMER	5	3	3	3	2B	1	3	1A	2	3	1	1	3C	278	22
00152	PROGRAMMER/ANALYST	6	3	4	3	3B	1	3	1A	2	3	1	1	3C	327	25
00153	LEAD PROGRAMMER	6	4	5	3	3B	1	3	1A	3	4	1	1	3C	384	28
00156	SYSTEMS ANALYST	6	4	5	3	4B	1	3	1A	3	4	1	1	2C	384	28
00157	SR SYSTEMS ANALYST	6	5	5	4	4B	1	3	2B	3	4	1	1	2C	431	30
00159	SR. SYSTEMS ANALYST SUPV.	6	5	5	4	4C	1	2	3C	3	4	1	1	3C	449	31
00161	D. P. MANAGER	6	5	5	4	4C	1	2	4D	4	4	1	1	3C	485	33
00166	SYSTEMS PROGRAMMER	6	4	4	4	3D	1	3	1A	3	4	2	1	3C	410	29
00167	SR SYSTEMS PROG	6	5	5	4	3D	1	3	2B	3	4	2	1	3C	462	32

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00187	DATA PROC SPEC 1	6	4	4	4	3C	1	2	1A	3	3	1	1	2B	346	26
00188	DATA PROC SPEC 2	6	5	5	4	3C	1	2	1A	3	4	1	1	2C	408	29
00191	DATA PROCESS ADM 1	6	6	5	4	3B	1	1	6E	3	4	1	1	2B	483	33
00193	DATA PROCESS ADM 2	6	6	6	5	3C	1	1	6E	4	5	1	1	2C	596	37
00196	DATA PROCESS ADM 3	6	6	7	5	4D	1	1	6E	5	5	1	1	3C	726	41
00200	DIRECTOR OF VOTER REGISTRATION	5	4	4	4	4D	1	2	3C	4	3	1	1	2C	396	29
00205	PURCHASING ASST	3	4	2	2	2D	1	1	1A	2	2	1	1	2C	232	18
00210	PURCHASING AGENT 1	6	2	3	2	2D	1	1	1A	2	2	1	1	2C	275	21
00211	PURCHASING AGENT 2	6	4	4	2	2D	1	1	1A	2	3	1	1	3C	326	25
00212	PURCHASING AGENT 3	6	5	4	3	4D	1	1	1A	3	3	1	1	3C	402	29
00215	PURCHASING AGENT 4	6	6	5	4	4B	1	1	3D	4	4	1	1	2B	479	32
00235	STOREKEEPER 1	2	2	1	1	1B	3	1	1A	1	1	2	2	1B	169	12
00236	STOREKEEPER 2	2	3	2	1	2C	3	1	2B	1	2	2	2	1B	212	16
00237	STOREKEEPER 3	2	4	2	1	2C	3	1	2B	1	2	2	2	1B	226	18
00250	WAREHOUSE LEADER	3	3	2	2	2B	3	1	2D	2	2	2	2	2B	238	19
00252	WSHE OPER WKR	2	2	2	1	1B	4	1	1A	1	2	2	2	2B	205	16
00256	WAREHOUSE SUPV	3	4	3	3	2D	2	1	3D	3	3	2	2	2C	308	24
00260	MAIL CLERK 1	2	1	1	1	1B	4	1	1A	1	1	1	1	1B	172	13
00261	MAIL CLERK 2	2	3	2	1	1C	3	1	2B	1	2	1	1	1B	192	15
00275	TREASURER'S ASST CASHIER	3	2	2	2	1C	1	2	1A	1	2	1	1	2B	179	13
00276	TREASURER'S CASHIER	3	4	2	2	2D	1	1	1A	2	2	1	1	2B	223	17
00290	ACCOUNTING TECHNICIAN 1	3	4	2	2	2C	2	2	1A	2	2	1	1	2A	219	17
00292	ACCOUNTING TECH 2	4	4	3	3	2C	1	2	1A	2	3	1	1	2B	251	20
00294	ACCOUNTING TECH 3	4	5	3	3	2C	1	2	2B	2	3	1	1	2B	286	22

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
00305	ACCOUNT CLERK 1	3	3	2	1	1C	2	2	1A	2	1	1	1	2A	187	14
00306	ACCOUNT CLERK 2	3	4	2	2	2C	2	2	1A	2	2	1	1	2A	219	17
00307	ACCOUNT CLERK 3	3	4	2	2	2C	2	2	2B	2	2	1	1	2B	237	19
00309	ACCOUNT/AUDITOR 1	6	2	3	2	3C	1	2	1A	2	3	2	1	2B	287	22
00311	ACCOUNTANT 2	6	4	3	3	2C	1	2	2B	3	3	1	1	2B	324	25
00312	ACCOUNTANT 3	6	5	5	4	3C	1	2	3C	3	4	1	1	2C	425	30
00315	ACCOUNTANT 4	6	5	6	4	3C	1	2	4D	4	4	1	1	3C	501	33
00322	STATE PAYROLL SUPERVISOR	6	5	3	3	4D	1	1	3C	4	3	1	1	2B	413	30
00327	FIELD AUDITOR 2	6	4	4	3	3D	1	2	1A	2	3	2	1	2B	340	26
00328	FIELD AUDITOR 3	6	4	4	4	3D	1	1	3C	3	4	1	1	2B	381	28
00343	REVENUE AUDITOR 2	6	4	4	3	3D	1	2	1A	2	3	2	1	2B	340	26
00344	REVENUE AUDITOR 3	6	4	4	3	3D	1	2	2C	3	4	1	1	2B	373	28
00350	REVENUE EXAMINER 1	6	2	2	2	2D	1	2	1A	2	2	1	1	2B	267	21
00351	REV EXAM 2	6	4	3	3	2D	1	2	1A	3	3	1	1	2B	324	25
00354	REVENUE AGENT 1	4	3	3	2	3D	1	1	1A	2	2	2	1	2B	247	19
00355	REVENUE AGENT 2	4	4	3	3	3D	1	1	1A	3	3	2	1	2C	298	23
00356	REVENUE AGENT 3	4	5	4	3	4D	1	1	3B	3	3	2	1	2C	364	27
00357	REVENUE EXAMINER 3	6	4	4	3	3D	1	2	2B	3	2	1	1	2C	360	27
00358	REVENUE EXAMINER 4	6	5	5	4	3C	1	2	2C	3	3	1	1	2B	401	29
00360	TECHNICAL TAX SPECIALIST 1	7	4	5	3	3C	1	1	1A	3	3	1	1	2B	396	29
00361	TECHNICAL TAX SPECIALIST 2	7	4	5	4	4C	1	2	1A	4	4	1	1	2B	464	32
00362	TECHNICAL TAX SPECIALIST 3	7	5	6	4	3C	1	1	1A	4	4	1	1	3C	517	34
00363	TECHNICAL TAX SPECIALIST 4	7	5	6	4	4D	1	1	3D	4	4	1	1	3C	571	36
00367	PROPERTY APPRAISER 1	5	3	2	2	3D	2	1	1A	2	3	2	1	2B	272	21

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00368	PROPERTY APPRAISER 2	5	4	3	3	3D	2	1	1A	3	3	2	1	2B	313	24
00369	PROPERTY APPRAISER 3	6	5	5	3	3D	2	1	1A	4	3	2	1	2B	419	30
00370	PROPERTY APP 4	6	6	5	4	4C	1	2	3D	4	4	2	1	2C	515	34
00405	BANK EXAMINER 2	6	4	3	2	3D	1	2	2B	2	3	2	1	2B	334	25
00406	BANK EXAMINER 3	6	4	4	3	3D	1	2	2C	3	3	2	1	2C	377	28
00408	BANK EXAMINER 4	6	5	5	4	4D	1	2	2C	3	4	2	1	2C	460	32
00409	BANK EXAMINER 5	6	6	5	4	4D	1	2	3D	4	4	2	1	2C	533	35
00415	BANK EXAMINATION ANALYST	6	6	6	5	4C	1	1	2B	5	4	1	1	2C	578	36
00417	ASST. TO SUPT. OF BANK	6	6	6	5	4C	1	1	4D	5	5	1	1	2C	616	37
00421	CREDIT UNION EXAMINER 2	6	4	4	3	2C	1	1	2B	2	3	1	1	2B	313	24
00422	CREDIT UNION EXAMINER 3	6	5	4	4	3C	1	1	3C	2	3	1	1	2B	366	27
00430	CREDIT UNION EXAMINATION SUPERVISOR	6	5	5	5	4D	1	1	4D	5	5	1	1	2B	556	35
00436	FINANCIAL EXAM 2	6	4	3	3	3C	1	2	1A	3	3	2	1	2A	324	25
00441	SMALL LOAN SUPV.	6	5	5	5	4C	1	1	3B	4	4	1	1	2B	463	32
00443	JR. INSUR. CO. EXAMINER	4	3	2	2	2D	1	2	1A	2	2	1	1	2B	228	18
00445	INSURANCE CO. EXAMINER 2	6	4	3	3	3D	1	2	1A	3	3	1	1	2A	330	25
00446	INSURANCE CO. EXAMINER 3	6	5	4	4	3D	1	2	3C	4	4	1	1	2B	436	31
00450	CHIEF INSUR. CO EXAMINER	6	5	6	5	4D	1	1	4D	5	5	1	1	2C	594	37
00452	INSURANCE & C1 INV	6	4	3	3	3D	1	1	1A	2	3	2	2	2B	328	25
00453	INS PRO SPEC	6	4	4	3	4C	1	1	1A	3	4	1	1	2C	361	27
00454	INSURANCE COMPLAINT ANAL	8	2	5	3	4D	1	1	1A	3	3	1	1	2B	425	30
00455	INSURANCE POLICY ANALYST	8	2	5	3	4D	1	1	1A	3	3	1	1	2B	425	30
00457	INSUR. RATE ANALYST 1	6	4	3	3	3D	1	2	1A	2	3	1	1	2B	323	25
00458	INSURANCE RATE ANALYST 2	6	4	4	3	4D	1	2	2B	3	3	1	1	2B	376	28

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 04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00462	INSUR LICENSING TECH	3	3	2	3	3D	1	1	1A	2	2	1	1	2C	238	19
00465	ACTUARY	6	5	6	4	3D	1	2	3B	4	4	1	1	3B	488	33
00468	SR INS RATE/POL ANN	6	5	6	4	3D	1	2	3B	4	4	1	1	3B	488	33
00470	SECURITIES EXAMINER	8	3	5	3	4D	1	1	1A	3	4	1	1	2B	446	31
00475	WORKERS COMP SUPV	6	5	5	3	4D	1	1	3B	4	4	2	1	2C	465	32
00482	GRAIN DEALER & WHSE EXAM	4	3	3	3	3D	2	1	1A	2	3	4	3	2A	305	24
00484	WRHS/GRAIN DEALER EXAMINER SUPR	4	5	3	3	3D	2	1	3C	3	3	3	3	2B	361	27
00528	UTILITY ANALYST 1	6	2	3	3	3B	1	1	1A	2	3	1	1	2A	262	21
00529	UTILITY ANALYST 2	6	3	4	3	3D	1	1	1A	2	3	1	1	2B	312	24
00531	SENIOR UTILITY ANALYST	6	4	4	3	3C	1	2	2B	3	4	1	1	2B	357	27
00532	UTILITY SPEC.	7	4	5	4	4C	1	2	2B	3	4	1	1	2C	460	32
00535	UTILITY ADMINISTRATOR 1	6	5	6	4	4D	1	1	3C	5	5	1	1	2C	562	36
00538	UTILITY ADMIN. 2	7	5	6	5	5C	1	1	4D	5	5	2	1	3C	664	39
00543	UTILITIES REG. ENG. 1	6	3	4	3	4C	1	2	1A	3	4	1	1	2B	345	26
00545	UTILITIES REG. ENG. 2	6	4	5	4	4C	1	2	1A	3	4	1	1	2C	397	29
00546	UTILITIES REG. ENG. 3	6	5	5	5	4C	1	2	2B	4	4	2	2	3C	499	33
00547	UTILITIES REG. ENG. 3 (SUPV.)	6	5	5	5	4C	1	2	3C	4	5	2	2	3C	525	34
00556	UTIL REG INSPEC	3	4	3	3	3D	2	2	1A	3	3	3	2	2B	308	24
00638	LAW CLERK	6	2	2	2	1A	1	1	1A	2	2	1	1	1A	218	17
00639	DEPUTY IND COM	8	4	5	4	4D	1	3	1A	4	4	2	1	2B	522	34
00640	HEARINGS COMPL OFFCR 1	8	2	5	3	4D	1	1	1A	2	3	1	1	2B	411	29
00641	HEARINGS COMPL OFFCR 2	8	4	5	4	4D	1	1	1A	3	4	1	1	2B	472	32
00642	HEARINGS COMPLIANCE OFFICER 3	8	5	5	4	4D	1	1	3D	4	4	1	1	2B	543	35
00643	ATTORNEY 1	8	2	5	3	3C	1	1	1A	2	3	1	1	2B	380	28

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00644	ATTORNEY 2	8	4	5	3	4D	1	1	1A	4	4	1	1	3C	504	33
00645	ATTORNEY 3	8	5	6	4	5D	1	1	3B	4	5	1	1	3C	625	38
00650	CHIEF RACING STEWARD	6	5	5	4	4D	1	2	4C	4	4	1	1	2B	477	32
00655	STATE DIR OF EMPLOYMENT RELATIONS	8	5	7	5	5D	1	1	3B	5	5	1	1	2B	713	40
00658	COMMERCE SOLICITOR	8	6	7	5	5D	1	1	3D	5	5	1	1	2B	762	42
00660	FIELD SAFETY TECHNICIAN	4	4	4	3	3D	2	1	1A	2	4	2	2	2B	309	24
00666	LBR SAFETY/HLTH CONS	6	2	3	3	3D	1	1	1A	3	4	2	2	2B	331	25
00670	LABOR SAFETY OFFICER	6	5	4	4	4D	2	1	3D	3	4	2	2	2C	457	32
00673	INDUSTRIAL HYGIENIST	6	3	3	2	3D	3	1	1A	3	4	3	2	2B	364	27
00675	ELEVATOR INSPECTOR	4	4	3	3	2D	3	1	1A	3	4	3	3	1B	324	25
00676	SAFETY INSPECTION SUPV	5	4	4	4	3D	2	1	3D	4	4	2	2	2B	399	29
00683	TRACK CAR OPERATOR	3	4	2	2	2D	3	2	1A	2	2	3	2	2B	273	21
00684	TRACK INSPECTOR	5	5	3	3	3D	2	2	1A	3	4	3	2	2B	373	28
00685	TREAS INVEST OFF 1	4	4	3	3	2D	1	1	1A	3	3	1	1	2B	269	21
00686	TREAS INVEST OFF 2	4	5	3	3	3D	1	1	2B	3	3	1	1	2B	317	24
00691	ADMIN OFFICER 1	6	3	3	3	2C	1	1	3C	3	3	1	1	2B	309	24
00692	ADMIN OFFICER 2	6	4	4	3	3C	1	1	3D	3	3	1	1	2C	359	27
00693	EXECUTIVE ASST	6	4	5	4	3D	1	1	2C	3	3	1	1	3C	403	29
00694	EXECUTIVE ASST 2	6	4	5	4	4D	1	1	2C	4	4	1	1	3C	457	32
00695	INVESTIGATOR 1	6	2	3	2	3D	1	1	1A	2	3	2	2	2B	298	23
00696	INVESTIGATOR 2	6	4	4	3	3D	1	1	1A	2	3	2	2	2B	338	26
00697	INVESTIGATOR 3	6	4	5	3	4D	1	1	1A	3	3	2	1	2B	382	28
00698	INVESTIGATOR 4	6	5	5	3	4C	1	1	3C	3	3	1	1	2B	398	29
00702	DIRECTOR OF ELECTIONS	4	3	3	3	3D	1	1	1A	3	3	1	1	1B	261	20

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03-COMPL. JUDGE 07-MENT. DEMAND 11-WORK ENVIRON
04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00708	ADMIN ASSISTANT 1	6	2	3	3	2C	1	1	1A	2	3	1	1	2B	269	21
00709	ADMIN ASSISTANT 2	6	3	4	3	3C	1	1	1A	3	3	1	1	2B	313	24
00717	FISCAL AND POLICY ANALYST 1	6	4	4	3	3D	1	2	1A	3	3	1	1	3C	367	27
00718	FISCAL AND POLICY ANALYST 2	6	4	5	4	3D	1	2	2B	3	4	1	1	3C	419	30
00719	FISCAL AND POLICY ANALYST 3	6	5	6	4	3D	1	2	2B	4	4	1	1	3C	496	33
00721	BUDGET ANALYST 1	6	2	3	3	3B	1	2	1A	2	3	1	1	2C	285	22
00722	BUDGET ANALYST 2	6	4	4	3	3C	1	2	1A	3	3	1	1	2C	343	26
00723	BUDGET ANALYST 3	6	5	5	3	3C	1	2	2B	3	4	1	1	3C	418	30
00725	BUDGET ANALYST 4	6	5	5	4	3C	1	2	3C	4	4	1	1	3C	460	32
00728	BUDGET COORDINATOR	6	5	6	5	4D	1	2	2D	4	5	1	1	3C	560	36
00729	MANAGEMENT DIRECTOR	6	6	7	5	5D	1	2	3B	5	5	1	1	3C	707	40
00733	MANAGEMENT ANALYST 1	6	2	3	2	3C	1	2	1A	2	3	1	1	2B	280	22
00734	MANAGEMENT ANALYST 2	6	4	4	3	3C	1	2	1A	3	3	1	1	3B	343	26
00736	MANAGEMENT ANALYST 3	6	5	5	4	3C	1	2	2B	3	3	1	1	3B	407	29
00737	MANAGEMENT ANALYST 4	6	5	5	4	4C	1	2	3C	4	4	1	1	3C	473	32
00740	STAT ASSISTANT 1	4	2	2	1	2B	1	2	1A	2	2	1	1	2B	195	15
00741	STATISTICAL ASSISTANT 2	3	3	3	2	2C	2	1	1A	2	3	1	1	2B	218	17
00743	STAT RES ANAL 1	6	2	3	2	2C	1	2	1A	2	3	1	1	2B	269	21
00744	STAT RES ANAL 2	6	4	4	3	2C	1	2	1A	3	3	1	1	2B	323	25
00746	STATISTICAL RESEARCH ANALYST 3	6	5	5	4	3C	1	2	3B	3	3	1	1	2C	410	29
00750	INFORMATION SPECIALIST 1	6	2	3	3	3C	1	1	1A	2	2	1	1	2B	273	21
00751	INFORMATION SPECIALIST 2	6	4	4	3	3C	1	1	1A	3	3	1	1	2B	327	25
00754	INFO SPEC 3	6	5	4	4	4C	1	1	2C	4	3	1	1	2B	414	30
00755	INFO SPEC 3 SUPV	6	5	4	4	4C	1	1	3B	4	3	1	1	2B	414	30

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04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00762	SENIOR EMPLOYMENT RELATIONS EXAMINER	8	4	5	4	4C	1	1	3B	4	4	1	1	2B	492	33
00766	TRAINING OFFICER 1	6	2	3	2	3C	2	2	1A	2	3	1	1	2B	287	22
00767	TRAINING OFFICER 2	6	4	4	4	4C	2	2	1A	3	3	1	1	2B	366	27
00768	TRAINING OFFICER 3	6	5	4	4	4C	2	2	2B	4	3	1	1	2B	425	30
00770	PERSONNEL AIDE	3	3	2	2	2D	1	1	1A	2	2	1	1	2C	218	17
00771	PERSONNEL TECH	4	4	2	3	2D	1	1	1A	2	2	1	1	2C	251	20
00772	PERS MGT SPEC 1	6	2	3	2	3C	1	2	1A	2	3	1	1	2C	289	22
00773	PERS MGT SPEC 2	6	4	4	3	3C	1	1	1A	3	3	1	1	3C	360	27
00774	PERS MGT SPEC 3	6	5	5	4	4C	1	1	2C	3	3	1	1	3C	427	30
00775	PERS MGT SPEC 4	6	5	5	4	4C	1	1	3C	4	4	1	1	3C	466	32
00776	PERS MGMT SPEC 5	6	5	5	5	4D	1	1	3C	5	4	1	1	3C	544	35
00777	PERS MGT SPEC 6	6	6	6	5	4D	1	1	3C	5	4	1	1	3C	613	37
00778	PERS MANAG PROGRAMS ADMIN	6	6	7	5	4D	1	1	6D	5	5	1	1	3C	712	40
00781	PSE 1	6	5	4	4	3C	1	1	3C	3	3	1	1	3C	400	29
00782	PSE 2	6	5	5	4	3D	1	1	4D	4	4	1	1	3C	478	32
00784	PSE 3	6	5	6	5	4C	1	1	5E	4	4	1	1	3C	546	35
00786	PSE 4	6	6	6	5	4C	1	1	5E	5	5	1	1	3C	646	38
00787	PSE 5	6	6	7	5	5C	1	1	6E	5	5	1	1	3C	726	41
00800	JOB SERVICE AIDE	2	2	2	1	1D	1	1	1A	2	2	1	1	1A	165	12
00801	JOB SERVICE TECH	2	3	2	1	1D	1	1	1A	2	2	1	1	2B	186	14
00803	JOB SERVICE INTERVIEWER 1	4	3	2	2	3D	1	1	1A	2	3	2	1	2C	257	20
00805	JOB SERVICE INTERVIEWER 2	4	4	3	3	3D	1	1	1A	3	3	2	1	2C	298	23
00810	EMPLOYMENT COUNSELOR 1	6	2	3	2	3D	1	1	1A	2	2	1	1	1B	272	21
00812	EMPLOYMENT COUNSELOR 2	6	3	3	3	3D	1	1	1A	2	3	1	1	2B	302	23

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00813	JOB SERVICE SUPERVISOR	4	5	4	3	3D	1	1	3C	3	3	2	1	2B	340	26
00814	JOB SERVICE MANAGER	5	5	4	4	3D	1	1	3D	3	4	2	1	2B	387	28
00824	JOB SERVICE SPECIALIST	6	5	4	3	3D	1	1	1A	3	3	1	1	2C	373	28
00825	WIN PROGRAM COORDINATOR	6	5	4	3	4D	1	1	1A	3	3	1	1	3C	402	29
00831	RETIRE BENEFIT SPEC 1	4	3	3	2	3C	1	1	1A	2	3	2	1	2B	241	19
00832	RETIRE BENEFIT SPEC 2	4	4	3	3	3D	1	1	1A	2	3	2	1	2B	275	21
00833	RETIREMENT BENEFITS MANAGER	6	5	6	5	4D	1	1	4D	4	4	1	1	3C	545	35
00834	RETIREMENT TRUST FUND ASST	6	4	5	4	4D	1	2	1A	4	4	1	1	2C	439	31
00835	RETIREMENT TRUST FUND SPEC	6	5	5	5	4D	1	2	1A	4	4	1	1	2C	483	33
00837	STATE RETIREMENT PROGRAM DEP ADMIN	6	6	6	4	4D	1	1	5D	4	5	1	1	3C	593	37
00838	STATE RETIREMENT PROGRAM ADMINISTRAT	6	6	7	5	4D	1	1	6D	5	5	1	1	3C	712	40
00870	MANPOWER RES ECON 1	6	2	3	2	2D	1	2	1A	2	3	1	1	2B	280	22
00871	MANPOWER RESH ECON 2	6	4	4	3	3D	1	2	1A	3	3	1	1	2B	347	26
00872	MANPOWER RES ECON 3	6	5	4	3	3D	1	2	2B	3	3	1	1	2B	382	28
00873	MANPOWER RES ECON 4	6	5	5	4	3D	1	1	3D	3	4	1	1	3B	437	31
00888	EMPL LIAB SPEC	6	4	3	3	3D	1	1	1A	3	3	1	1	2B	330	25
00889	EMPLOYER LIABILITY COLLECTION SUPV	6	4	4	3	3D	1	1	3D	3	3	2	1	2C	379	28
00895	REFUGEE SPECIALIST 1	3	4	3	3	3D	1	1	1A	2	3	1	1	2B	256	20
00896	REFUGEE SPECIALIST 2	3	4	3	3	3D	1	1	1A	3	3	1	1	2B	270	21
00897	REFUGEE SPECIALIST 3	3	5	4	3	4C	1	1	3B	3	3	1	1	2B	318	24
00900	LOTTERY MARKETING REP	3	3	3	3	2D	2	2	1A	2	3	1	1	2B	243	19
00905	KEY ACCT EXECUTIVE	6	4	4	4	4C	1	1	1A	3	3	1	1	2B	364	27
00910	LOTTERY MARKETING SUPV	6	5	4	4	3C	1	1	3C	3	4	1	1	3C	413	30
00915	LOTTERY FIELD REP	4	3	4	3	4D	1	1	1A	3	4	2	1	2B	315	24

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
00918	LOTTERY REGIONAL MGR	6	4	3	4	4D	1	1	3C	4	3	1	1	2C	410	29
00920	LOTTERY/IA STATE INDUSTRIES SALES MG	6	5	5	4	4C	1	1	4D	4	4	1	1	3C	478	32
00922	LOTTERY ON LINE MANAGER	6	5	6	4	4D	1	1	4C	4	4	1	1	2C	508	34
00924	LOTTERY NETWORK COORD	6	4	5	4	3D	1	2	2D	4	4	1	1	2C	438	31
00925	LOTTERY COMMUN COORD	6	5	4	4	4D	1	1	2B	4	4	1	1	3C	461	32
00930	CUSTOMER SERVICE REP	6	4	4	3	4D	1	1	1A	3	3	2	1	2B	365	27
01005	EDUC AIDE	3	3	2	2	2D	2	1	1A	2	1	3	3	1B	235	18
01010	EDUCATION ASSISTANT	3	4	2	2	2D	2	1	1A	2	1	2	3	1B	237	19
01015	EDUCATOR 1	5	3	4	3	3D	2	1	1A	2	3	2	3	2C	316	24
01016	EDUCATOR 2	6	2	3	3	3D	2	1	1A	3	3	2	2	2C	335	25
01017	EDUCATOR 3	6	3	4	3	3D	2	1	1A	3	3	2	2	2C	354	26
01018	EDUCATOR 4	6	4	4	3	3D	2	1	1A	3	3	2	2	2C	368	27
01019	EDUCATION CONS.	6	5	4	4	3D	1	1	2B	3	3	1	3	2B	399	29
01021	EDUCATION SUPERVISOR 1	6	4	5	4	3C	2	1	3D	3	3	2	2	2B	398	29
01022	EDUCATION SUPV. 2	6	4	5	4	3C	1	1	3D	3	3	2	2	2C	400	29
01025	ED PRINCIPAL	7	5	5	4	4C	1	1	4D	3	3	1	1	2B	474	32
01027	EDUCATION ADMIN	7	5	5	4	4C	1	1	4D	3	3	1	1	2B	474	32
01035	VOCATIONAL INSTRUCTOR	4	4	3	3	3D	2	1	1A	2	3	2	3	2B	294	23
01037	CERTIFIED VOCATIONAL INSTR	4	4	3	3	3D	2	1	2B	2	3	3	3	2C	326	25
01040	VOCATIONAL INSTRUCTOR SUPERVISOR	5	4	3	3	3D	1	1	3D	3	3	2	2	2C	343	26
01045	VOCATIONAL SCHOOL PRINCIPAL	6	5	4	4	3D	1	1	3D	3	3	2	1	2C	415	30
01055	INST CURR CONSULT	6	4	4	3	3C	1	1	3C	3	3	2	3	2A	356	27
01071	EDUCATION PROGRAM CONSULTANT	7	5	4	4	4D	1	2	2B	3	3	2	1	2B	471	32
01105	SCHOLARSHIP & LOAN SUPV	6	3	4	4	3D	1	1	3C	3	3	1	1	2B	355	27

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
01306	LIBRARY AIDE	3	3	2	1	1D	2	1	1A	1	1	1	1	2B	186	14
01310	LIBRARY ASSOCIATE	3	4	2	2	2D	1	1	1A	1	2	1	1	2B	214	17
01313	LIBRARY RESOURCE TECH 1	6	3	3	2	2D	1	2	1A	2	2	1	1	2B	282	22
01314	LIBRARY RESOURCE TECH 2	6	4	4	3	2D	1	3	1A	2	2	1	1	2B	325	25
01315	LIBRARIAN 1	7	2	3	3	2D	1	2	1A	2	2	1	1	2B	332	25
01316	LIBRARIAN 2	7	3	4	3	2D	1	2	2B	2	2	1	1	2B	362	27
01319	LIBRARY CONSULTANT	7	4	4	4	3D	1	1	1A	3	3	1	1	2B	404	29
01320	LIBRARIAN 3	7	4	4	4	2D	1	2	3C	3	3	1	1	2C	424	30
01322	LIBRARY PROGRAM DIR	7	5	5	4	4D	1	2	5D	4	4	1	1	2B	539	35
01323	LAW LIBRARIAN	8	4	5	4	3D	1	2	3C	3	3	1	1	2C	475	32
01326	ARCHIVIST	5	3	3	3	3C	3	1	1A	3	3	2	1	2C	307	24
01328	STATE ARCHIVIST	6	4	5	4	3C	2	2	3B	4	3	1	1	2B	408	29
01330	MUSEUM TECHNICIAN	4	3	4	3	3D	3	2	2D	3	3	2	1	2B	328	25
01333	MUSEUM GUIDE	3	3	2	2	2D	2	1	2B	2	2	1	1	1B	220	17
01335	HISTORICAL EDITOR	6	4	4	3	3C	1	2	3B	4	3	1	1	1A	360	27
01337	HISTORICAL PRESERV SPEC	6	3	4	3	4D	2	1	2B	3	3	2	2	2B	374	28
01338	MUSEUM ASSISTANT	3	3	2	2	2B	3	1	1A	1	2	2	2	1B	205	16
01341	CONSERVATOR	6	4	4	4	2B	1	1	2B	3	3	2	2	2B	343	26
01345	EXHIBITS DESIGNER	6	4	4	4	2A	2	2	2B	3	3	2	2	2B	351	26
01348	CURATOR	6	4	4	4	2C	1	2	2B	3	3	1	1	2B	346	26
01350	MUSEUM DIRECTOR	7	5	5	4	3B	1	1	3C	4	4	1	1	2C	483	33
01360	CAPITOL GUIDE AIDE	2	1	1	1	1D	2	1	1A	1	1	1	1	1A	149	11
01361	CAPITOL GUIDE	2	2	1	2	2D	2	1	2B	1	1	1	1	1B	186	14
01363	TOURISM GUIDE	2	1	2	2	2D	2	1	1A	1	1	2	1	1B	181	14

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
02000	NURSING UNIT COORD	2	4	2	2	2C	1	1	1A	2	3	2	3	2C	240	19
02001	LPN1	4	2	2	1	2D	4	1	1A	2	2	3	3	2B	277	22
02002	LPN2	4	3	2	2	2D	4	1	1A	2	3	3	3	2B	298	23
02003	LPN3	4	4	3	2	2D	3	1	3D	2	3	3	3	2C	330	25
02020	NURSE	6	2	3	2	3D	3	1	2C	2	4	3	3	3C	382	28
02021	NURSE CLINICIAN	6	4	4	3	3D	3	1	2B	3	4	3	3	3C	433	30
02022	NURSE SUPV. 2	6	4	4	3	3D	2	1	4E	3	4	3	3	3C	447	31
02023	NURSE SUPV 1	6	4	4	3	3D	2	1	3D	3	4	3	3	3C	433	30
02025	NURSING EDUCATOR	6	4	4	3	4C	2	1	2C	3	3	2	2	2B	373	28
02030	NURSING EDUC DIRECTOR	6	5	4	4	4C	2	1	3C	3	3	2	2	2C	421	30
02035	NURSING SVS DIRECTOR	6	5	4	4	4C	2	1	4E	4	4	2	2	3C	488	33
02041	DIRECTOR OF NURSING	6	5	5	5	4C	2	1	5E	4	4	2	2	3C	536	35
02045	NURSING STANDARDS REP	6	5	4	4	3D	1	1	1A	4	3	1	1	2B	400	29
02060	PUB. HEALTH NURS. SUPV	6	5	5	4	4C	1	1	3D	3	3	2	1	2B	423	30
02065	NURSING CONSULTANT	6	4	4	4	4C	1	1	2B	3	3	2	1	2C	379	28
02070	ASSISTANT DIR OF P H NURSING	6	5	5	4	3D	1	1	2C	4	4	1	1	2C	452	31
02071	DIR OF PUB. HEALTH NURSING	6	6	5	5	4C	1	1	5E	4	4	1	1	3C	557	35
02085	CENTRAL SUP WKR 1	2	3	2	2	1C	2	1	1A	2	2	2	2	1B	195	15
02086	CENTRAL SUPPLY WKR 2	2	4	2	2	1C	2	1	1A	2	2	2	2	1B	209	16
02105	ACTIVITIES AIDE	2	2	2	2	2D	2	1	1A	2	1	3	3	2B	226	18
02107	ACTIVITIES ASSISTANT	3	3	2	2	2D	2	1	1A	2	2	3	2	2B	240	19
02110	ACTIVITIES SPEC 1	6	2	3	3	3D	2	1	2B	2	2	2	2	2C	325	25
02111	ACTIVITIES SPEC. 2	6	4	4	3	3D	2	1	2B	3	3	2	2	2C	379	28
02112	ACTIVITIES SPEC 2 (SUPV)	6	3	4	3	3D	2	1	3D	3	3	3	2	2B	380	28

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
02115	DIRECTOR OF ACTIV	6	5	5	4	4C	1	1	3D	4	3	2	1	2C	456	31
02117	OCCUPATIONAL THERAPY ASST	5	2	2	2	2D	3	1	1A	2	2	2	2	2B	260	20
02118	OCCUP THERP 1	7	2	3	3	3D	2	1	2B	3	3	2	2	2B	389	28
02119	OCCUPATIONAL THER 2	7	3	4	3	3D	2	1	3C	3	3	2	2	2C	423	30
02125	PHYSICAL THERAPY AIDE	2	3	2	1	2D	4	1	1A	1	1	2	2	1A	222	17
02128	PHYSICAL THERAPY GRADUATE	7	2	4	3	3D	3	1	1A	2	3	2	2	2B	386	28
02130	PHYSICAL THERAP 1	7	2	4	3	3D	3	1	1A	2	3	2	2	2B	386	28
02131	PHYSICAL THERAP 2	7	3	4	3	3D	3	1	2C	3	3	2	2	2C	432	30
02134	SPEECH THERAPY TECHNICIAN	3	3	2	2	2D	1	1	1A	2	2	1	1	2B	209	16
02135	SPEECH & LANGUAGE PATH. 1	7	2	3	3	3D	1	2	1A	2	3	2	2	2B	364	27
02136	SPEECH & LANG PATH 2	7	3	4	3	3D	1	2	2B	3	3	2	2	2B	408	29
02138	AUDIOLOGIST	6	3	4	4	3D	1	1	1A	3	3	1	1	1C	338	26
02200	RESPIRATORY THERAPY TECH	4	3	3	2	2D	2	1	1A	3	3	1	3	2A	260	20
02205	MEDICAL LAB. TECH.	4	3	2	1	2C	2	2	1A	2	3	2	3	2B	245	19
02209	RADIOLOGIC TECH 1	5	2	2	2	2D	3	1	1A	1	3	2	2	1B	251	20
02211	RADIOLOGIC TECH 2	5	4	2	2	2D	3	1	1A	1	3	2	2	1B	274	21
02215	MEDICAL TECHNOLOGIST	6	2	3	2	2D	2	2	2B	2	4	2	3	2B	329	25
02220	DENTAL ASSISTANT	3	2	1	1	1D	3	1	1A	1	1	2	1	2A	185	14
02222	DENTAL HYGIENIST	6	2	2	2	2D	2	3	1A	1	2	2	3	1A	284	22
02225	PHARMACY ASST	3	2	2	2	1C	2	2	1A	1	2	1	1	2B	186	14
02226	PHARMACIST	7	3	4	3	3C	2	2	2B	3	4	1	1	2C	411	29
02228	PHARM CONSULT	7	4	5	4	3C	2	2	2B	3	4	1	1	2B	445	31
02230	HEALTH PROF INVEST	6	4	5	3	4D	1	2	1A	3	4	2	1	3B	410	29
02232	PHARMACY SUPV.	7	4	4	3	4C	2	2	3C	4	4	1	1	2C	468	32

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
02235	CHIEF HEALTH PROFESSION INVESTIGATOR	6	5	4	3	4D	1	1	3C	4	4	1	1	2B	435	31
02405	HEALTH INSPECTOR	3	3	2	3	3D	1	1	1A	2	2	2	1	1A	224	17
02425	DISEASE PREV SPEC 1	6	3	3	2	4D	1	1	1A	3	3	1	2	2B	332	25
02426	DISEASE PREV SPEC 2	6	3	3	3	4D	1	1	3C	3	4	1	2	2B	368	27
02430	P.H. DENTAL HYGIENIST	6	2	3	3	3D	2	1	1A	2	3	2	1	2B	307	24
02505	DENTIST	8	3	6	5	4D	2	3	2B	4	5	3	3	2C	628	38
02515	P.H. DENTAL DIR.	8	5	6	5	4C	1	1	3C	4	4	1	1	3C	588	37
02521	PUBLIC HEALTH SVCE CHF 1	8	6	7	5	5D	1	1	5D	5	5	2	1	2C	792	42
02522	PUBLIC HEALTH SVCE CHF 2	8	6	7	5	5D	1	1	5D	5	5	2	1	2C	792	42
02550	PHYSICIANS ASST	6	3	4	3	3D	2	2	1A	3	4	3	3	3C	403	29
02570	REHAB COUNSLER TRAINEE	6	4	3	2	3D	1	1	1A	2	2	2	1	2B	309	24
02571	REHAB COUNSLER	6	5	3	3	3D	1	1	1A	3	3	2	1	2B	361	27
02572	REHAB COUNSELING SPECIALIST	6	5	4	3	3D	1	1	2B	3	4	2	1	2B	394	29
02575	VOC REHAB ASST	3	3	2	2	2D	2	1	1A	2	1	3	3	1B	235	18
02576	VOC. REHAB. SPECIALIST	6	3	4	3	3D	2	1	1A	3	3	2	2	2B	345	26
02585	BRAILLE TRANSCRIBER	4	4	3	3	2C	2	3	2B	2	3	1	1	2B	281	22
03010	SOC WORK ASSOC	5	2	3	2	2D	1	1	1A	2	2	2	1	2B	242	19
03012	SOCIAL WORKER 1	6	2	3	2	3D	1	1	1A	2	2	2	1	2B	286	22
03013	SOCIAL WORKER 2	6	2	3	3	3D	1	1	1A	3	3	2	2	3B	328	25
03016	SOCIAL WORKER 3	6	4	4	3	3D	1	1	1A	3	3	2	2	3B	361	27
03017	SOCIAL WORKER 4	6	4	4	3	3D	1	1	1A	3	3	1	1	2C	356	27
03018	SOCIAL WORKER 5	6	5	4	3	3D	1	1	1A	4	3	1	1	2B	388	28
03019	SOCIAL WORKER 6	6	5	5	4	3D	1	1	2B	3	4	1	1	3B	425	30
03020	SOCIAL WORKER 3 SUPV	6	4	4	3	3D	1	1	3C	3	3	1	1	3B	366	27

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
03021	SOCIAL WORKER 4 SUPV	6	5	4	3	4C	1	1	3C	3	3	1	1	3C	401	29
03022	SOCIAL WORKER 5 SUPV	6	5	4	3	4C	1	1	3C	3	3	1	1	3C	401	29
03023	SOCIAL WORKER 6 SUPV	6	5	5	4	4C	1	1	4D	3	4	1	1	3C	454	31
03030	COUNTY SOC SVC DIR 1	6	4	5	4	3D	1	1	3C	3	3	2	1	3C	413	30
03031	COUNTY SOC SVC DIR 2	6	4	5	4	3D	1	1	4D	3	3	2	1	3C	425	30
03032	COUNTY SOC SVC DIR 3	6	5	5	4	3D	1	1	4D	3	3	2	1	3C	449	31
03037	SOCIAL WORK ADMIN	6	5	5	4	4D	1	1	4D	4	4	1	1	3B	485	33
03040	YOUTH SERV WORKER	2	2	2	2	2D	2	1	1A	2	3	2	4	1C	238	19
03047	YOUTH SERVICES TECH	3	3	3	2	2D	2	1	2B	2	3	2	4	2B	271	21
03048	YOUTH SERVICES SUPERVISOR 1	3	4	3	2	2D	2	1	3D	3	3	2	3	2B	299	23
03050	YOUTH SERVICES SUPERVISOR 2	3	4	3	2	2D	2	1	4D	3	3	2	3	2B	305	24
03055	YOUTH COUNSELOR 1	6	2	3	2	3D	1	1	1A	2	2	2	3	2B	298	23
03056	YOUTH COUNSELOR 2	6	4	4	2	4D	1	1	3C	3	3	2	2	2B	380	28
03084	HOMEMAKER HOME HEALTH SPECIALIST	6	4	4	4	3D	1	1	2B	3	3	2	1	2B	370	27
03090	IMW 1	4	3	3	2	3D	1	2	1A	2	3	2	2	2C	275	21
03091	IMW 2	4	4	3	3	3D	1	2	1A	2	3	2	2	2C	296	23
03092	IMW 3	4	4	4	3	3D	1	2	1A	3	3	2	1	2B	306	24
03093	INCOME MAINTENCE WORKER 4	4	5	5	3	3C	1	2	2B	3	3	1	1	2C	340	26
03094	IMW 5	5	5	5	4	3C	1	2	2B	3	4	1	1	3C	399	29
03095	IMW 6	5	5	5	4	3C	1	2	2B	3	4	1	1	3C	399	29
03150	CONSULTANT FOR HANDICAPPED	6	3	3	3	4D	1	1	1A	3	3	2	1	2B	341	26
03165	IMW 3 SUPV	4	4	4	3	3D	1	2	3C	3	3	2	1	3C	343	26
03166	IMW 4 SUPV	4	4	4	3	3D	1	2	3D	3	3	1	1	3C	342	26
03167	IMW 5 SUPV	5	5	4	3	3D	1	2	4E	3	3	1	1	3C	397	29

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
03168	IMW 6 SUPV	6	5	5	4	4C	1	2	3C	3	4	1	1	3C	449	31
03171	SIGN LANG INTERPRETER	5	2	3	3	3D	1	2	1A	2	2	2	1	2B	269	21
03175	DEVELOPMENTAL DISABILITIES EXAM 1	6	2	3	2	3D	1	2	1A	2	3	2	1	2B	300	23
03176	DEVELOPMENTAL DISABILITIES EXAM 2	6	4	4	3	3D	1	2	1A	3	4	2	1	2B	366	27
03177	DEVELOPMENTAL DISABILITIES EXAM 3	6	5	4	3	3D	1	2	2B	3	4	2	1	2B	401	29
03201	RESIDENT TREATMENT WORKER	2	2	2	2	2D	4	1	1A	1	2	3	3	1B	247	19
03202	RESIDENT TREATMENT TECHNICIAN	3	3	2	1	2D	4	1	2C	2	2	3	3	2B	288	22
03203	RESIDENT TREATMENT SUPR 1	3	4	3	2	2D	3	1	3C	3	3	2	3	2C	314	24
03204	RESIDENT TREATMENT SUPR 2	3	5	3	3	3C	2	1	4D	3	3	2	3	2C	345	26
03230	TREATMENT PROJECT SUPV	6	4	4	3	3C	1	1	3C	3	3	2	2	2B	356	27
03231	TREATMENT PROGRAM COORD	6	2	4	3	3C	1	1	3C	3	3	2	2	2C	342	26
03232	TREATMENT PROG MGR	6	4	4	4	3C	1	1	4B	3	4	2	2	2C	389	28
03233	TREATMENT PROGRAM ADMIN	7	4	5	4	4C	1	1	4D	4	4	2	2	3B	507	34
03235	TREATMENT SVS DIR	6	5	5	4	3D	1	1	4D	3	3	2	2	3C	454	31
03242	PSYCHOLOGY ASST	6	2	3	2	2D	1	1	1A	2	2	2	2	2C	287	22
03245	PSYCH 1	7	2	3	2	4D	1	1	1A	3	3	2	2	2B	382	28
03246	PSYCHOLOGIST 2	7	4	4	3	4D	1	1	1A	3	3	2	2	2B	422	30
03248	PSYCHOLOGIST 3	7	4	5	3	4D	1	1	2B	3	4	2	2	2B	462	32
03249	PSYCHOLOGIST 4	7	5	6	4	4D	1	1	3C	3	4	2	2	2B	533	35
03251	DRUG ABUSE CO 1	4	2	3	2	3D	1	1	1A	2	2	2	2	2C	252	20
03252	DRUG ABUSE CO 2	4	4	3	3	3D	1	1	1A	3	3	2	1	2C	298	23
03253	DRUG ABUSE CO 3	4	4	4	3	3D	1	1	3B	3	3	2	1	2C	322	25
03260	WORK EVALUATOR	6	3	3	3	3D	2	1	3D	3	3	2	2	2C	367	27
03270	MENTAL PROGRAMS DEPUTY ADMINISTRATOR	6	6	7	5	5C	1	1	6F	5	5	1	1	3C	744	41

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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
03305	CHAPLAIN INTERN	7	2	3	2	2B	1	1	1A	2	2	2	1	2B	306	24
03306	CHAPLAINCY ASSISTANT	3	3	2	2	2D	2	1	2B	2	1	2	2	2B	234	18
03310	CHAPLAIN	7	3	3	3	3D	1	1	2B	3	3	2	2	2B	391	28
03311	CHAPLAIN EDUCATOR	7	4	3	3	3D	1	1	2B	3	3	2	2	2B	405	29
03313	AFF ACTION COMP OFF 1	6	2	3	3	4D	1	1	1A	2	2	2	1	2A	304	23
03314	AFF ACTION COMP OFF 2	6	4	4	4	4D	1	1	1A	3	3	2	1	2B	377	28
03320	ADJUTANT, IOWA VETERANS HOMES	6	4	5	4	4C	1	1	3C	4	3	2	1	2C	426	30
03345	CHILD SUPPORT RECOVERY OFF	5	4	4	3	3C	1	2	1A	3	3	2	1	1C	310	24
03346	CHILD SUPPORT RECOVERY SUPV	5	4	4	3	4C	1	2	3D	3	3	2	1	2C	355	27
03347	REGIONAL COLLECTIONS ADMINISTRATOR	6	4	5	4	3C	1	1	4D	4	4	1	1	2B	421	30
03350	STATE VOLUNTEER PROG DIR	6	4	4	4	4D	1	1	1A	4	2	1	1	1B	380	28
03351	VOLUNTEER SVCE SPECIALIST	3	4	3	2	3D	1	1	2E	2	2	1	1	2A	258	20
03352	VOLUNTEER SVS DIR 1	4	4	3	3	3D	1	1	2E	3	2	1	1	2A	291	23
03353	VOLUNTEER SVS DIR 2	5	4	3	3	3D	1	1	2E	3	3	1	1	2C	331	25
03435	CIVIL RIGHTS ASSISTANT 1	3	2	2	2	3D	1	1	1A	1	2	2	1	2A	204	16
03438	CIVIL RIGHTS SPEC 1	6	2	3	2	3D	1	1	1A	2	2	2	1	2B	286	22
03439	CIVIL RIGHTS SPEC 2	6	3	4	3	4D	1	1	1A	2	3	2	1	2B	337	26
03440	CIVIL RIGHTS SPECIALIST 3	6	4	4	3	4D	1	1	3C	3	3	2	1	2C	391	28
04005	PLANNING AIDE 1	3	2	2	2	2A	2	2	1A	1	2	1	1	2B	180	13
04006	PLANNING AIDE 2	3	4	2	2	2B	1	2	1A	2	2	1	1	2B	211	16
04007	PLANNING AIDE 3	3	4	3	3	2C	1	1	2B	2	3	1	1	2B	243	19
04008	PLANNING AIDE 4	3	5	3	3	2C	1	2	2D	3	3	1	1	2B	294	23
04020	PROG PLANNER 1	6	2	3	2	3C	1	2	1A	2	3	1	1	2B	280	22
04022	PROG PLANNER 2	6	4	4	3	3C	1	2	1A	3	3	1	1	2B	334	25

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
04023	PROGRAM PLANNER 3	6	4	5	4	3D	1	2	2B	3	3	1	1	2C	396	29
04024	PROGRAM & PLANNING ADMIN 1	6	5	5	4	3D	1	1	3C	4	4	1	1	2C	455	31
04025	PROG & PLANNING ADMIN 2	6	5	5	4	3D	1	1	3C	4	4	1	1	2C	455	31
04045	TRANS PLANNER IN TRAINING	6	2	3	2	2C	1	2	1A	3	3	1	1	2B	293	23
04046	SR. TRANS. PLAN. - IN TRAINING	6	3	4	2	3C	1	2	2B	3	3	1	1	2B	324	25
04050	TRANS PLAN 1	6	4	5	3	3C	1	2	2B	3	4	1	1	2C	383	28
04051	TRANS PLAN 2	6	5	5	4	3C	1	2	2B	3	4	1	1	2C	419	30
04052	TRANS. PLAN. 3	6	5	5	4	3D	1	2	3C	4	4	1	1	3C	473	32
04054	TRANS PLAN 4	6	6	6	4	4C	1	2	4D	4	4	1	1	3C	544	35
04067	OUTDOOR REC PLNR 1	6	3	4	3	3C	1	2	1A	3	3	2	1	2B	327	25
04068	OUTDOOR REC PLNR 2	6	4	4	3	3D	1	2	1A	3	3	2	1	2B	354	26
04069	OUTDOOR RECREAT PLAN 3	6	5	5	4	3D	1	1	3B	4	4	1	1	2B	443	31
04106	RIGHT OF WAY AIDE 2	3	4	2	2	2B	1	2	1A	2	2	1	1	2B	211	16
04107	ROW AIDE 3	3	4	3	3	2C	1	2	1A	2	3	1	1	2B	239	19
04108	ROW AIDE 4	3	5	4	3	2C	2	2	1A	2	3	2	2	2B	292	23
04110	RIGHT OF WAY AGENT 1	6	2	3	2	3D	1	1	1A	2	3	2	1	2B	293	23
04111	ROW AGENT 2	6	4	4	3	4D	1	1	1A	3	3	2	1	2B	365	27
04112	RIGHT OF WAY AGENT 3	6	5	4	3	4D	1	1	2B	3	3	2	1	3B	409	29
04113	RIGHT OF WAY AGENT 4	6	5	4	3	4D	1	1	2B	3	3	2	1	3B	409	29
04114	RIGHT OF WAY SUPERVISOR	6	5	4	4	4D	1	1	3D	4	4	1	1	3B	462	32
04220	TRANS ENGR INTERN	5	2	3	2	2B	2	2	1A	3	2	2	2	2B	256	20
04221	TRANS ENGR IN TRNG	6	4	3	3	2C	2	2	2C	2	3	2	2	2C	341	26
04222	TRANS ENGR ASSOC	6	4	5	3	3C	1	2	2C	3	4	2	2	2C	398	29
04223	TRANS ENGR 1	6	5	5	4	3C	1	2	2C	3	4	2	2	2C	434	31

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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
04224	TRANS ENGR 2	6	6	5	4	3D	1	1	2C	4	4	2	2	3C	515	34
04225	TRANS ENGR 3	6	6	5	4	4C	1	1	2D	5	4	1	1	3C	546	35
04226	TRANS ENG MGR 1	6	5	5	4	3D	1	1	4D	3	4	2	2	3C	466	32
04227	TRANS ENG MGR 2	6	6	5	4	3D	1	1	4D	4	4	2	2	3C	530	34
04228	TRANS ENG MGR 3	6	6	6	4	3D	1	1	4D	4	4	1	1	3C	547	35
04229	TRANS ENG MGR 4	6	6	6	5	5D	1	1	6E	5	5	1	1	3C	700	40
04235	ROADSIDE DEV. SPEC. 1	6	2	3	2	3C	2	1	1A	2	2	2	2	2B	285	22
04236	ROADSIDE DEV SPEC 2	6	4	4	3	3C	2	1	2B	3	2	2	2	2C	359	27
04237	ROADSIDE DEV SPEC 3	6	5	4	4	3D	2	1	3C	4	3	2	2	3C	456	31
04240	LAND SURVEYOR 1	6	4	4	3	3C	2	1	3B	3	3	2	2	2B	360	27
04241	LAND SURVEYOR 2	6	5	5	4	3C	1	2	4C	3	4	1	1	2C	431	30
04256	FACILITIES ENGINEER	6	5	5	4	4C	1	2	2C	3	4	2	2	2C	447	31
04304	TRANSPORTATION AIDE	3	1	2	1	1B	2	1	1A	1	1	3	2	1B	175	13
04305	ENG AIDE 1	3	2	2	1	1B	3	1	1A	1	1	3	3	2A	199	15
04306	ENG AIDE 2	3	4	2	1	2C	3	1	1A	1	1	3	3	2A	236	18
04308	ASST SOILS PARTY CHIEF	3	4	2	2	1C	4	1	1A	2	2	3	2	2B	267	21
04310	SOILS PARTY CHIEF	3	4	3	2	3D	4	1	2B	2	2	3	2	2B	316	24
04312	SOILS PARTY SUPERVISOR	4	5	4	3	3D	1	1	3C	3	3	2	2	2B	345	26
04320	CONST TECH 1	3	4	3	2	2C	3	1	2B	3	3	3	3	2A	293	23
04321	CONST TECH 2	3	5	3	3	2D	2	1	2C	3	3	3	3	2B	333	25
04322	CONSTRUCTION TECH 3	5	5	4	4	3C	2	1	3D	3	4	2	2	2B	386	28
04323	DIST CONST TECH	3	6	3	3	3C	1	1	2B	3	4	2	2	2C	365	27
04325	ASST SURVEY PARTY CHIEF	4	4	3	2	2D	3	1	2B	2	3	3	2	2B	302	23
04326	SURVEY PARTY CHIEF	4	5	3	3	2D	2	1	3C	3	3	3	2	2B	341	26

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
04330	SURVEYS SUPV.	5	5	4	4	3B	1	1	4D	4	3	2	1	2B	381	28
04335	PHOTOGRAMMETRIST 1	4	4	3	2	2A	2	4	1A	2	3	2	1	2B	276	22
04336	PHOTOGRAMMETRIST 2	5	5	4	3	2B	1	3	3B	3	3	1	1	2A	327	25
04340	MATERIALS TECH 1	3	2	2	1	1A	3	2	1A	1	1	3	2	2A	194	15
04341	MATERIALS TECH 2	3	4	3	2	1B	3	2	1A	1	2	3	2	2A	238	19
04342	MATERIALS TECH 3	3	4	3	3	2D	3	2	1A	1	2	3	2	2C	286	22
04343	MATERIALS FABRICATION INSPEC 1	4	4	3	2	2D	3	1	1A	2	3	3	3	2C	307	24
04344	MATERIALS FABRICATION INSPEC 2	5	5	3	2	3C	3	1	1A	2	3	3	3	2C	348	26
04345	MATERIALS TECH 4	3	5	3	3	3C	3	2	2B	2	3	3	2	2C	337	26
04352	MATERIALS TECH SUPV 1	5	5	3	3	3C	3	2	3C	3	4	2	2	2C	379	28
04353	MATERIALS TECH SUPV 2	5	5	3	3	3C	2	2	3D	3	4	2	2	3B	380	28
04355	DESIGN TECH 1	3	3	2	2	1A	1	3	1A	2	2	1	1	1B	191	14
04356	DESIGN TECH 2	3	4	2	2	2A	1	3	1A	2	2	1	1	2B	217	17
04357	DESIGN TECH 3	3	5	3	3	2B	1	3	1A	2	3	1	1	2B	267	21
04358	DESIGN TECH 4	3	6	4	3	2C	1	3	2B	2	3	1	1	2C	345	26
04361	DESIGN TECHNICIAN 5	4	6	4	4	3C	2	2	3C	3	3	1	1	2B	386	28
04363	ARCH TECH 1	7	2	3	3	2B	1	3	1A	2	2	2	2	2A	330	25
04364	ARCH TECH 2	7	3	4	3	3B	2	2	1A	2	3	2	2	2B	366	27
04365	CHIEF ARCH TECH	5	5	4	4	2D	1	1	3C	3	3	1	1	2B	349	26
04380	ENG OFF ASST 1	4	4	3	3	2D	1	2	1B	2	3	1	1	2B	262	21
04381	ENG OFF ASST 2	4	5	3	3	3C	1	2	1B	2	3	1	1	2C	295	23
04385	MAINT. OPRS. ASST.	5	4	3	4	3D	2	1	2C	3	3	2	2	2C	353	26
04400	GEOLOGICAL AIDE	2	1	1	1	1B	4	1	1A	1	1	3	2	1B	196	15
04401	GEOLOGICAL TECHNICIAN	3	3	2	2	1C	3	1	1A	2	2	2	2	2B	221	17

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
04405	GEOLOGIST 1	6	3	3	2	2C	1	1	1A	2	2	2	1	1B	264	21
04406	GEOLOGIST 2	6	4	4	3	3C	2	2	1A	3	2	2	2	1A	334	25
04407	GEOLOGIST 3	6	5	5	3	3C	2	2	1A	3	3	2	2	2B	394	29
04410	GEOLOGIST 4	7	5	6	4	3C	1	1	3C	4	4	2	1	2B	521	34
04415	CHEMIST 1	6	2	3	2	2C	2	2	1A	2	2	2	2	2B	281	22
04416	CHEMIST 2	6	4	4	3	3C	2	2	1A	3	3	2	2	2B	353	26
04417	CHEMIST 3	6	5	4	4	3B	1	1	3C	3	4	2	2	2B	393	29
04422	MICROBIOLOGIST 1	6	2	3	2	2C	2	2	1A	2	2	2	2	2B	281	22
04423	MICROBIOLOGIST 2	6	4	4	3	3C	2	2	1A	3	3	2	2	2B	353	26
04424	MICROBIOLOGIST 3	6	5	4	3	3C	1	2	3C	3	4	2	2	2C	408	29
04511	PUBLIC HEALTH SANIT 2	6	4	3	3	3D	2	1	1A	3	3	2	2	2B	349	26
04515	MILK SANITATION RATING OFF	6	4	3	3	3D	2	1	1A	3	3	2	2	2B	349	26
04516	ENVIRONMENTAL PROG SUPV	6	5	6	4	3D	1	1	3C	4	4	2	1	3B	491	33
04517	ENVIRONMENTAL SPEC 1	6	2	3	2	3D	2	1	1A	2	3	2	2	2B	305	24
04518	ENVIRONMENTAL SPEC 2	6	4	4	3	3D	2	1	1A	3	4	2	2	2B	371	27
04519	ENVIRONMENTAL SPEC 3	6	5	5	3	3D	1	1	2B	3	4	1	2	2B	409	29
04520	ENVIRONMENTAL ENG. 1	6	3	4	3	3D	1	2	1A	3	3	2	2	2B	345	26
04521	ENVIRONMENTAL ENG. 2	6	4	5	3	4C	1	2	2B	3	3	2	2	2B	387	28
04522	ENVIRONMENTAL ENG. 3	6	5	5	4	4C	1	2	2B	4	4	2	2	2B	459	32
04524	HEALTH FAC OFF 1	6	5	5	4	4D	1	1	3C	4	4	1	1	3C	484	33
04525	HEALTH. FAC. OFFICER 2	6	6	5	4	4D	1	1	4D	4	4	1	1	3C	536	35
04529	HEALTH FAC. ENG. CONS.	6	4	5	4	4D	2	1	1A	4	4	2	2	2B	442	31
04538	HEALTH FAC. SURVEYOR	6	4	5	4	4D	1	1	1A	4	4	2	2	2B	435	31
04605	AERO. STDS. OFFICER	5	5	4	4	4D	2	2	3C	3	3	2	2	3B	415	30

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
04615	AIRPORT DEVELOP ENGINEER	6	4	5	4	4D	1	1	1A	3	4	1	1	2B	399	29
04705	TELECOMMUNICATIONS OPERATOR	3	2	2	2	2D	1	3	1A	2	3	2	1	2A	226	18
04710	CHIEF TELECOMMUNICATIONS OPERATOR	3	4	2	3	3B	2	2	3C	2	3	2	1	3B	273	21
04715	COMM CENTER SPEC 1	3	2	2	2	2D	2	3	1A	2	3	2	1	3A	240	19
04717	COMM CENTER SPEC 2	3	4	2	2	2D	2	3	1A	2	3	2	1	3A	263	21
04725	COMMUNICATIONS CENTER MGR	4	4	4	4	3D	1	2	3C	3	4	2	1	2C	356	27
04730	COMMUNICATIONS TOWER WKR	3	3	2	2	1A	4	3	1A	2	3	4	3	3C	315	24
04735	COMM TECH 1	4	2	3	2	2C	2	3	1A	2	2	2	2	2B	245	19
04736	COMM TECH 2	4	4	4	3	2C	2	3	1A	2	3	2	3	2B	299	23
04740	CHIEF COMMUN TECH	4	5	4	3	2D	2	2	3C	3	3	2	3	2C	362	27
04742	ELEC ENGR TECH	5	4	4	3	2C	2	2	1A	3	3	2	2	2C	320	24
04747	COMMUNICATIONS MGR	5	5	5	4	3D	1	1	3D	3	3	1	1	2C	394	29
04750	TRAFFIC SIGNAL TECH 1	5	2	3	2	2B	3	1	1A	2	2	3	2	2A	252	20
04752	TRAFFIC SIGNAL TECH. 2	4	3	4	3	2D	3	1	3B	2	2	3	3	2B	308	24
04775	COMMUNICATIONS ENGINEER	6	4	5	3	4D	2	1	1A	3	4	1	1	2C	403	29
04777	COMM DEVELOPMENT DIR	6	5	5	4	3D	1	1	3B	3	4	1	1	2B	419	30
04778	CHIEF COMM. ENGINEER	6	5	5	4	4B	1	1	3C	4	4	1	1	2C	442	31
04779	TELECOMM DESIGN SPEC	5	5	5	4	3D	1	1	2B	3	3	1	1	2C	382	28
04785	TELECOMM SYST DEV DIRECTOR	6	5	6	4	4D	2	1	3C	3	4	1	1	2C	485	33
04900	RADIOLOGICAL ELEC TECHNICIAN	4	4	3	3	3B	2	2	1A	3	1	3	2	2B	284	22
05005	NURSERY WKR 1	3	3	2	2	1B	3	1	1A	1	2	2	2	2A	199	15
05006	NURSERY WKR 2	3	4	3	2	1B	3	1	2B	1	2	2	2	2B	237	19
05015	FARM LEADER	2	4	2	2	1B	4	1	2C	1	2	3	2	2B	259	20
05032	CORRECTIONS FARM MANAGER	4	4	4	4	2C	3	1	2C	2	2	3	4	2B	335	25

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
05100	FOOD & SAN INSP SUPV	4	4	3	3	2D	2	1	3C	3	3	2	2	2B	305	24
05101	WEIGHTS AND MEASURES INS.	3	3	3	3	2D	2	1	1A	3	3	2	2	1B	255	20
05102	FOOD AND SANITATION INSP.	3	3	3	3	2D	2	1	1A	3	3	2	2	2B	262	21
05103	FOOD SANITATION SURVEY OFF	3	4	3	3	2D	2	1	2D	3	3	3	2	2B	305	24
05104	METROLOGIST	4	4	3	3	2D	2	2	2B	3	3	2	1	2B	301	23
05105	SENIOR WEIGHTS & MEASURES INS	3	4	3	3	2D	3	1	2B	3	3	2	2	2B	299	23
05112	DAIRY PRODUCTS INSP.	4	3	3	3	2D	2	1	1A	3	3	3	2	2B	286	22
05117	LIVESTOCK INSPECTOR	3	3	3	3	2D	2	1	1A	3	3	3	2	2B	274	21
05126	MEAT INSPECTOR	3	3	3	3	2D	2	1	1A	3	3	3	2	2B	274	21
05127	SENIOR MEAT INSPECTOR	3	4	3	3	2D	2	1	2D	3	3	3	2	2B	305	24
05132	LIVESTOCK MKTG. SPEC.	3	4	3	3	3D	1	1	1A	3	3	2	1	1B	270	21
05134	AGRICULTURE MKTG. SPEC.	6	4	4	3	4D	1	1	1A	3	3	1	1	2C	367	27
05135	GRAIN MARKET REPORTER	6	3	3	3	3D	1	1	1A	3	3	1	1	2A	309	24
05138	VETERINARIAN	8	3	4	4	4D	1	1	3B	4	4	2	2	2B	491	33
05139	SUPERVISORY VETERINARIAN	8	4	4	4	4D	1	1	3C	4	4	2	3	2B	515	34
05140	APIARY INSPECTOR	3	3	3	2	2D	2	1	1A	3	2	2	2	2B	248	19
05144	AGRIC. PRODUCTS INSPEC.	3	3	3	3	2D	2	1	1A	3	3	3	2	1B	267	21
05145	PESTICIDE INVESTIGATOR	6	3	4	3	3D	2	1	1A	3	3	3	2	2B	357	27
05160	PLANT PATHOLOGIST	6	4	4	4	2D	2	1	1A	4	3	2	2	2B	382	28
05162	ENTOMOLOGIST	6	3	3	3	3D	3	1	2B	3	3	3	2	2B	370	27
05165	LABORATORY ASST 1	2	1	2	1	1B	2	2	1A	1	2	2	2	1B	168	12
05166	LABORATORY ASST 2	2	3	2	1	1B	2	2	1A	1	2	2	2	1B	182	14
05167	LABORATORY ASST 3	3	4	2	2	1B	2	2	1A	2	2	2	2	1B	217	17
05186	DAIRY TRADE PRAC. INV.	4	3	3	3	2D	1	2	1A	3	3	1	1	1B	255	20

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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
05205	PARK ATTENDANT	3	1	2	2	1D	3	1	2B	1	2	3	2	2B	229	18
05210	PARK RANGER 1	4	2	3	3	3D	3	1	2B	2	2	3	3	2C	308	24
05215	PARK RANGER 2	4	4	4	3	3D	2	1	3B	2	3	3	3	2C	339	26
05217	PARK RANGER 3	4	4	4	3	3D	2	1	3C	2	3	3	3	2C	342	26
05225	ASSOC SUPT CONS	5	5	5	4	3D	1	1	5E	4	4	1	1	2C	455	31
05300	CONSERVATION AIDE	2	1	1	1	1D	4	1	1A	1	1	3	2	1A	205	16
05301	CONSERVATION WKR	2	2	2	1	2C	3	1	1A	1	1	3	2	2B	206	16
05303	FISHERIES TECH	4	3	2	2	2B	3	1	1B	2	2	3	2	2B	245	19
05312	FISHERIES BIOLOGIST 1	6	2	3	2	3C	3	1	3B	2	2	3	2	2B	323	25
05313	FISHERIES BIOLOGIST 2	6	4	3	3	3D	3	1	3C	2	3	3	2	2C	385	28
05317	FISHERIES SUPERVISOR	6	5	5	4	3D	1	1	5D	4	4	1	1	2C	475	32
05331	WILDLIFE TECH	4	3	2	2	2C	3	1	2B	1	2	3	2	2B	255	20
05332	WILDLIFE BIOLOGIST 1	6	2	3	2	3C	3	1	3B	2	2	3	2	2B	323	25
05333	WILDLIFE BIOLOGIST 2	6	4	3	3	3D	3	1	3C	2	3	3	2	2C	385	28
05334	WILDLIFE BIOLOGIST 3	6	5	4	3	3D	2	1	4D	3	3	2	2	2C	421	30
05337	WILDLIFE SUPV	6	5	5	4	3D	1	1	5D	4	4	1	1	2C	475	32
05355	CONSERVATION OFF.	4	3	3	3	3D	3	1	2B	2	3	3	4	2C	336	25
05356	CONSERV PROG COORD	6	2	3	3	3D	2	1	1A	3	2	2	1	2B	314	24
05400	FORESTRY AIDE	4	1	2	1	2C	3	1	1A	2	1	2	2	1A	205	16
05410	FORESTRY LEADER 1	3	3	2	2	1B	3	1	2B	2	2	3	2	2B	238	19
05411	FORESTRY LEADER 2	3	4	2	2	2B	3	1	2B	2	2	3	2	2B	258	20
05415	FORESTER 1	6	2	3	2	3C	3	1	3C	2	2	3	3	2B	333	25
05416	FORESTER 2	6	4	3	3	3D	3	1	3C	2	3	3	3	2B	383	28
05417	FORESTER 3	6	5	4	3	3D	2	1	4D	3	3	2	2	2C	421	30

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
05424	STATE WATERS AIDE	3	2	2	1	3D	2	1	1A	2	2	2	2	1B	220	17
05446	NAT RESOURCE ENG	6	4	5	3	4D	1	1	1A	3	4	1	1	2C	396	29
05447	NATURAL RESC ENG SR	6	5	5	3	3D	1	2	1A	4	4	1	1	2C	433	30
05448	NATURAL RESC ENG SUPV	6	5	5	4	4C	1	2	3D	4	4	1	1	3C	479	32
05465	SOIL CONSERV AIDE	3	3	2	1	3C	2	1	1A	2	1	2	1	2B	213	16
06019	CRIMINAL ANALYST	5	4	3	3	2D	1	2	1A	2	3	1	1	3C	299	23
06020	CRIMINALIST 1	6	2	3	2	3C	2	2	1A	2	3	3	2	2B	311	24
06021	CRIMINALIST 2	6	4	4	3	3D	2	2	1A	3	4	3	2	3C	410	29
06023	CRIMINALIST 3	6	5	5	3	4C	2	2	1A	3	4	3	2	3C	451	31
06024	CRIMINALIST 4	6	5	6	4	4C	2	2	3C	3	4	3	2	3C	509	34
06025	CRIME LABORATORY ADMIN	6	6	7	5	5D	1	1	4D	4	4	2	2	3B	656	39
06030	FINGERPRINT TECHNICIAN	4	3	3	2	2D	1	3	1A	2	3	1	1	2B	253	20
06068	LAW ENF. INSTRUCTOR	6	4	4	3	4C	2	1	1A	3	3	1	1	2B	347	26
06069	LAW ENF ACAD TRAIN COORD	6	5	5	4	4C	1	1	3C	4	3	1	1	2B	434	31
06070	ASST. LAW ENF. ACAD. DIR.	6	5	5	4	4D	1	1	3C	4	4	1	1	2B	464	32
06075	TRAINING FACILITIES COORD	3	4	3	3	2D	1	1	1A	2	2	1	1	1A	224	17
06077	LEGAL INSTRUCTOR	8	3	4	3	3B	1	1	1B	3	3	1	1	1B	368	27
06300	DRIVER'S LISC. EXAMINER	3	3	3	3	3D	2	1	3C	3	3	2	2	2C	301	23
06301	SENIOR DRIVERS LIC EXAM	3	4	3	3	3D	2	1	4D	3	3	2	1	2C	322	25
06302	DRIVERS LIC HEARING OFFCR	5	4	4	3	4D	2	1	1A	2	3	2	1	1C	327	25
06340	MOTOR VEHICLE INVEST	3	4	3	3	4D	2	1	1A	3	3	3	2	2C	328	25
06360	MOTOR VEHICLE OFFICER 1	3	3	3	3	3D	3	1	1A	2	3	3	4	1B	297	23
06361	MOTOR VEHICLE OFFICER 2	3	4	3	3	3D	3	1	2C	2	3	3	4	1B	325	25
06362	MOTOR VEHICLE OFFICER 3	3	5	4	3	4D	2	1	3D	3	3	3	3	2C	392	28

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
06363	ASST DIRECTOR MOTOR VEHICLE ENF	5	5	5	4	3D	1	1	4E	4	4	1	2	2C	449	31
06406	CORRECTIONAL OFFICER	2	2	2	2	2D	2	1	1A	1	3	3	5	1B	254	20
06409	SR. CORRECTIONAL OFFICER	3	3	2	2	2D	2	1	2C	2	3	3	5	2B	300	23
06410	CORR SUPV 1	3	4	3	2	3C	2	1	3D	3	4	3	5	2C	364	27
06411	CORR. SUPV. 2	3	5	3	3	3C	2	1	4D	3	4	3	5	2C	401	29
06415	CORR. SECURITY MGR.	4	5	4	3	3C	2	1	4D	3	4	3	5	2C	423	30
06416	CORR. SECURITY DIR.	4	6	4	4	2C	1	1	5E	4	5	2	5	3C	519	34
06417	CORRECTIONAL COUNS 1	6	2	3	2	3D	1	1	1A	2	3	2	4	2C	326	25
06418	CORRECTIONAL COUNSELOR 2	6	4	4	3	3D	1	1	1A	3	3	2	4	2C	380	28
06420	CORRECTIONAL TREATMENT MGR	6	5	4	3	4C	1	1	4D	3	3	2	4	2C	433	30
06421	CORR. TREATMENT DIR.	6	5	5	4	4D	1	1	4E	4	4	2	4	3B	524	34
06425	CORR DEPUTY SUPT	6	5	6	4	4C	1	1	5E	4	5	2	4	3C	577	36
06443	JAIL INSPECTOR	4	4	4	3	3D	1	1	1A	3	3	2	1	2B	299	23
06444	DEPUTY CORR PROG ADMIN	6	6	7	4	4D	1	1	6F	5	5	1	2	3C	729	41
06453	PAROLE BD LIASON OFFICER	6	4	3	3	3D	1	1	1A	3	3	2	4	2B	361	27
06460	STATE INDUST SALES REPR	4	4	3	3	3D	1	1	1A	2	3	2	1	2B	275	21
06465	STATE INDUSTRIES TECHICIAN	4	3	2	1	2D	3	1	2C	2	2	4	4	2C	321	25
06467	SR STATE INDUS TECH	4	4	3	2	2D	2	1	2B	2	3	4	5	2B	349	26
06468	STATE INDUSTRIES SUPV	4	4	3	3	2D	2	1	3D	3	4	4	4	2C	383	28
06506	COMMUNITY CORRECTIONS SERVICES REP	6	4	5	4	4C	1	1	2B	3	3	1	1	2B	380	28
06507	CORRECTIONAL SERVICES MANAGER	5	5	4	4	3D	1	1	4D	4	4	1	1	2C	419	30
07005	CUSTODIAL WORKER	2	1	1	1	1A	3	1	1A	1	1	3	2	1B	171	13
07010	CUSTODIAL LEADER	2	2	2	1	1B	3	1	2C	1	1	3	2	1B	199	15
07015	CUSTODIAL ASST	2	3	2	1	1B	2	1	2D	1	1	3	2	1B	199	15

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
07017	CUSTODIAL SUPV	3	5	3	3	3A	2	1	3D	2	2	1	1	2B	271	21
07025	BLDG SERV SUPV 1	3	5	3	3	2C	2	1	3D	2	2	1	1	2B	279	22
07027	BUILDING SVS SUPV 2	3	5	3	3	2C	2	1	4E	2	3	1	2	2C	314	24
07110	SECURITY GUARD 1	2	2	2	2	1D	2	1	1A	1	2	2	3	1A	187	14
07111	SECURITY GUARD 2	2	3	1	2	1D	2	1	2B	1	2	2	3	1A	203	16
07112	MILITARY SEC GUARD	3	3	2	2	1D	2	1	1A	1	3	2	3	1A	210	16
07113	SECURITY GUARD 3	3	4	3	2	2D	2	1	1A	2	3	2	3	1A	250	20
07115	CHIEF OF SECURITY	4	5	3	3	2C	1	1	3C	2	3	2	2	2B	297	23
07130	AIRPORT FIREFIGHTER	3	4	3	2	2B	3	1	1A	3	4	3	4	1A	293	23
07131	AIRPORT FIREFIGHTER SUPV.	4	4	3	2	3A	4	1	3C	3	4	3	4	2A	347	26
07200	FOOD SERVICE WKR	1	1	1	1	1C	3	1	1A	1	1	3	2	1A	173	13
07210	FOOD SERVICE LEADER	1	2	1	1	1C	3	1	2C	1	1	3	2	1A	192	15
07215	INGRED ROOM WKR 1	2	3	1	1	1B	3	1	1A	1	1	2	2	1A	173	13
07216	INGRED ROOM WKR 2	2	3	1	1	2B	3	1	2C	1	1	2	2	1A	193	15
07220	COOK 1	2	3	2	1	1C	3	2	1A	1	1	2	2	1B	188	14
07221	COOK 2	2	4	2	1	2C	3	1	2C	1	1	2	2	1B	224	17
07225	BAKER 1	2	3	2	1	1C	3	1	1A	1	1	2	2	1B	188	14
07226	BAKER 2	2	4	2	1	2C	3	1	2B	1	1	2	2	1B	221	17
07235	FOOD PRODUCTION SUPV.	4	4	3	2	3C	3	1	3D	2	2	2	2	2B	295	23
07236	CORR COOK	3	3	2	1	2D	3	2	1A	1	3	3	4	1B	264	21
07237	CORRECTIONS FOOD SVCE COOR	3	4	2	3	3D	3	1	2D	2	3	3	2	2C	319	24
07240	CANTEEN CLERK	2	2	1	1	1D	3	1	1A	1	1	2	1	1A	173	13
07245	CANTEEN OPERATOR 1	2	2	2	2	1D	3	1	3B	1	1	2	1	1A	196	15
07246	CANTEEN OPERATOR 2	3	3	3	2	1D	3	1	2B	1	2	2	4	2B	256	20

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
07250	FOOD SERVICES ASST DIRECTOR	5	4	3	3	2C	2	1	4E	3	3	2	2	2C	340	26
07252	FOOD SERVICES DIR 1	6	3	4	3	1C	2	1	2D	3	3	2	2	1B	323	25
07253	FOOD SERVICES DIR 2	6	4	4	3	2C	1	1	4D	3	3	2	2	2B	357	27
07254	FOOD SERVICES DIRECTOR 3	6	5	5	4	3C	1	1	4E	4	3	2	2	2C	462	32
07258	DIETARY CONSULTANT	6	5	5	4	3D	1	1	2B	3	3	2	1	2B	411	29
07260	PUBLIC HEALTH NUTRITION DIR	6	5	5	4	4D	1	1	4C	4	3	1	1	3C	478	32
07305	LAUNDRY WORKER 1	1	1	1	1	1C	4	1	1A	1	1	3	2	1A	193	15
07306	LAUNDRY WKR 2	2	2	1	1	1B	4	1	2C	1	1	3	2	1A	210	16
07310	LAUNDRY SUPV. 1	2	4	2	2	2C	3	1	3C	2	2	3	2	2C	274	21
07311	LAUNDRY SUPV. 2	2	5	3	3	3C	2	1	4C	3	3	2	3	2C	332	25
07313	CORR BLDG SVCS COORD	3	3	3	2	3D	3	1	2D	1	2	3	4	1B	291	23
07315	LINEN ROOM ATTD 1	2	1	1	1	1D	2	1	1A	1	1	2	2	1A	161	12
07316	LINEN ROOM ATTND 2	2	2	1	1	1D	2	1	2C	1	1	2	2	1A	180	13
07320	SEWING ROOM ATTD 1	2	2	2	2	1C	2	3	1A	1	1	2	2	1B	191	14
07321	SEWING ROOM ATTD 2	2	3	2	2	1C	2	3	2B	1	1	2	2	1B	211	16
07340	THERAPEUTIC TECHNICIAN	3	3	2	2	2D	1	1	1A	2	2	2	1	1C	216	17
07344	THERAPEUTIC DIETICIAN	6	3	4	3	3D	1	1	2B	3	3	2	2	2B	349	26
08000	CONTROL CENTER OPERATOR	5	2	3	3	2B	2	2	1A	2	3	2	1	1A	239	19
08001	CONTROL CENTER SUPERVISOR	5	4	4	4	3B	2	1	3C	3	3	2	2	2B	333	25
08004	ENERGY MGT TECH	5	2	3	3	3C	2	1	1A	2	3	2	2	2A	261	20
08005	MAINT WORKER 1	2	1	1	1	1B	4	1	1A	1	1	3	2	1A	191	14
08006	MAINT WORKER 2	2	3	2	1	1B	4	1	1A	1	1	3	2	1A	209	16
08010	MAINT LEADER	2	4	2	1	1B	3	1	2B	1	1	3	2	2B	226	18
08012	FACILITIES MAINT COORD	4	4	3	3	2B	3	1	2B	2	3	2	2	2B	278	22

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
08015	TRADES HELPER	3	3	2	1	1B	3	1	1A	1	1	3	2	1A	196	15
08016	MAINT REPAIRER	3	4	3	2	1B	3	1	1A	1	2	3	2	2B	238	19
08018	CORR TRADES LEADER	3	5	3	2	1B	3	1	2C	2	2	3	4	2B	304	23
08020	MAINT REPAIRS LEADER	3	4	3	2	1A	2	1	2C	2	2	3	2	2B	244	19
08021	MAINT RPRS SUPV	5	4	3	3	2C	2	1	3C	3	3	2	2	2C	320	24
08025	BLDG. & GROUNDS SUPV.	5	4	3	3	2C	3	1	3C	3	2	2	2	2B	316	24
08026	GROUNDS MAINT SUPER	3	5	3	3	2C	3	1	3D	3	2	2	2	2B	317	24
08027	CONSTRUCTION MAINT SUPER	4	5	4	3	3D	2	1	3C	3	3	2	2	2B	352	26
08028	ELECTRICAL MAIN SUPER	4	5	4	3	3D	3	1	3C	3	4	2	3	2B	383	28
08029	MECHANICAL MAINT SUPER	4	5	4	3	3D	3	1	3D	3	3	2	2	2B	370	27
08039	FURNITURE UPHOLSTERER	2	3	2	1	1B	4	1	1A	1	1	2	2	1A	197	15
08040	CARPENTER 1	4	2	3	2	1B	4	1	1A	1	2	3	2	2B	247	19
08041	CARPENTER 2	4	3	3	2	1B	4	1	2B	1	2	3	2	2B	267	21
08042	MASON	4	2	3	2	1B	4	1	1A	1	2	3	2	1B	240	19
08043	PAINTER 1	2	3	2	2	1B	3	2	1A	1	2	2	3	1B	206	16
08044	PAINTER 2	2	4	3	2	2B	3	2	2C	1	2	2	3	2B	253	20
08045	PLUMBER 1	4	2	3	2	1B	4	1	1A	1	2	3	2	2B	247	19
08046	PLUMBER 2	4	3	3	2	1B	4	1	2B	1	2	3	2	2B	267	21
08099	RESTORATION PAINTER	4	5	3	4	2B	3	4	1A	1	1	2	3	1A	316	24
08105	REST AREA ATTENDENT	2	1	1	2	1D	4	1	1A	1	1	3	2	1B	215	17
08110	EQUIP OPER 1	2	2	2	1	1B	4	1	1A	2	2	3	3	2A	226	18
08111	EQUIP OPER 2	2	3	2	1	1B	4	1	2B	2	2	3	3	2A	246	19
08113	EQUIP OPER 3	2	3	2	1	1B	4	1	2C	2	2	3	3	2A	249	20
08115	HIGHWAY MAINT SUPV 1	3	5	2	2	2C	2	1	3C	3	4	3	2	3C	337	26

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
08116	HWY. MAINT. SUPV. 2	3	5	3	3	2D	2	1	3D	3	4	3	2	3C	367	27
08117	HWY. MAINT. SUPV. 3	4	5	4	3	2D	2	1	4D	3	4	3	2	3C	395	29
08133	BRIDGE INSP 1	4	4	2	2	1A	4	1	1A	2	4	4	3	1A	302	23
08137	BRIDGE INSP 2	4	5	3	3	1A	4	1	3B	3	4	4	3	2A	372	27
08138	CHF BRIDGE INSP	4	5	4	3	2B	3	1	4D	4	4	3	3	2B	399	29
08140	PARTS WORKER	2	3	2	1	2C	3	1	1A	1	2	2	2	2B	208	16
08141	PARTS LEADER	2	4	2	1	2C	3	1	2C	1	2	2	2	2B	236	18
08205	DRIVER	2	1	1	2	1C	4	1	1A	2	1	2	2	1B	204	16
08210	TRANSPORT DRIVER	2	3	2	2	1C	4	1	1A	1	2	3	2	1B	230	18
08215	VEHICLE DISPATCHER	3	3	2	2	2C	2	1	1A	2	2	2	1	2C	221	17
08220	VEHICLE FLEET SUPV	3	4	3	3	2C	2	1	3C	2	3	2	1	2C	272	21
08230	HEAVY EQUIPMENT OPERATOR	2	4	2	2	1A	3	1	1A	2	3	3	3	1A	231	18
08305	MACHINIST	5	2	3	2	2A	4	2	1A	2	2	3	2	2B	280	22
08310	WELDER	4	2	2	2	1B	4	3	1A	1	2	3	3	2A	260	20
08320	SCALE MECHANIC	4	3	3	3	1C	3	1	1A	2	2	3	2	2A	251	20
08323	AIR COND MECHANIC	3	5	3	2	1B	3	1	1A	1	2	3	2	2B	262	21
08325	ELECTRICIAN 1	4	2	3	2	1B	3	2	1A	2	2	2	3	2B	238	19
08326	ELECTRICIAN 2	5	3	3	2	2B	3	2	2B	2	2	2	3	2B	281	22
08346	SIGN SHOP WORKER	3	3	2	2	1A	3	2	1A	1	2	2	2	2A	201	15
08347	SILK SCREEN FAB	3	3	2	2	1A	3	3	1A	1	2	2	2	2A	213	16
08365	AUTO SERVICE WORKER	1	1	1	1	1B	2	1	1A	1	1	3	2	2B	167	12
08370	AUTO MECHANIC HELPER	3	3	2	1	1B	4	1	1A	2	2	3	2	2B	242	19
08375	AUTO MECHANIC	4	3	3	2	2B	3	1	1A	2	2	3	2	2B	251	20
08380	AUTO MECH LEADER	4	4	3	2	2B	3	1	2B	2	2	3	2	2B	276	22

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
08385	AUTO SHOP SUPERVISOR	4	5	4	3	3C	2	1	3D	3	3	3	2	2B	357	27
08390	DISTRICT MECH	4	5	4	3	3B	2	1	1A	3	3	2	2	2C	320	24
08405	WTR & DISP PLANT OPR 1	3	3	2	2	1A	3	1	1A	1	3	3	3	1A	215	17
08406	WTR/DISP PLANT OPR 2	3	4	3	3	1A	3	1	1A	2	3	3	3	2A	256	20
08410	POWER PLT ENGR 1	3	3	2	2	1A	3	1	1A	1	2	3	3	2A	213	16
08415	PWR PLT ENGR 2	3	4	2	2	1A	3	1	1A	1	3	3	3	2A	234	18
08416	PWR PLT ENGR 3	3	4	3	2	1B	3	1	2B	2	3	3	3	2A	265	21
08420	PWR PLT ENGR 4	3	5	3	2	1B	3	1	2C	2	3	3	3	2B	299	23
08421	CHF POWER PLANT ENG	3	5	3	2	2B	3	1	3D	3	3	3	2	2C	330	25
08425	PLANT OPER MGR 1	5	4	3	3	3C	2	1	3C	3	4	2	2	2C	343	26
08426	PLANT OPER MGR 2	5	5	4	3	3C	2	1	4D	3	4	2	2	2C	389	28
08427	PLANT OPER MGR 3	4	6	4	4	3C	1	1	4E	4	4	2	1	3C	455	31
08430	BOILER INSP	4	4	3	2	2D	3	1	1A	3	4	3	3	1A	312	24
08505	COMPOSITOR	4	3	2	2	2A	2	4	1A	1	1	1	1	1B	221	17
08510	BINDERY WORKER	2	2	1	1	1A	3	2	1A	1	2	2	2	1B	176	13
08511	PHOTO PROCESSOR 1	2	2	2	1	1A	2	1	1A	1	1	3	3	2A	175	13
08512	PHOTO PROCESSOR 2	3	4	2	2	2B	2	2	1A	1	2	2	2	2A	214	17
08516	PHOTOGRAPHER	4	4	3	3	2B	2	2	1A	2	2	2	2	2B	255	20
08518	GRAPHIC ARTIST	6	2	4	3	2B	1	3	1A	2	1	1	1	2B	278	22
08520	ILLUSTRATOR	5	2	3	3	2B	1	3	1A	2	1	1	1	2B	237	19
08525	REP EQUIP OPR 1	2	2	2	2	1B	3	2	1A	1	2	3	2	1B	202	15
08526	REP EQUIP OPR 2	2	4	2	2	1B	3	2	1A	1	2	3	2	1B	225	18
08530	REP EQUIP LEADER	2	4	3	2	2C	3	1	2C	1	2	3	2	2B	259	20
08535	REPRODUCTION SUPV	4	4	3	3	2C	2	2	3C	3	3	2	2	3B	310	24

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 04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
08605	BEAUTICIAN	4	2	2	2	2D	3	1	1A	1	1	2	2	1B	222	17
08610	BEAUTY SHOP OPR	4	3	2	2	2D	3	1	2B	1	1	2	2	1B	242	19
08635	LOCKSMITH	3	4	3	3	1C	2	2	1A	1	2	2	2	2B	234	18
08639	AIRCRAFT MECHANIC	5	4	3	3	1C	3	1	1A	2	4	3	2	2A	301	23
08640	AIRCRAFT PILOT	5	3	4	3	2D	2	2	1A	2	5	2	4	1B	338	26
08645	AUDIO-VISUAL AIDE TECH	3	4	3	2	2B	2	2	1A	1	2	1	2	2B	220	17
08650	GEOLOGY RESEARCH DRILLER	3	4	3	3	1C	4	1	2B	1	2	3	3	2B	289	22
08672	ELECTRONICS TECH	4	3	4	2	2B	3	3	1A	1	3	2	2	3B	275	21
08675	OFFICE MACH REP 1	4	3	3	2	2B	2	2	1A	1	1	2	2	2B	220	17
08677	OFFICE MACH REP 2	4	4	3	2	2C	2	2	2B	1	1	2	2	2B	253	20
10110	CAPITOL SECURITY PATROL OFF	4	3	2	2	2D	3	2	1A	2	3	3	3	2B	285	22
10111	CAPITOL SECUR. SGT.	4	4	3	3	2D	3	2	3C	3	3	3	3	2B	343	26
10115	CAPITOL SEC OPER OFFCR	4	5	4	3	4C	2	2	4D	3	4	2	3	2B	390	28
10170	SPECIAL AGENT	6	4	5	3	4D	2	2	1A	2	4	3	4	3C	450	31
10188	SPECIAL AGENT IN CHARGE	6	5	6	4	4D	2	2	3D	3	4	3	4	3C	552	35
10191	ASS'T. DIR / PUB SAFETY	6	6	6	4	4D	2	2	4E	4	4	2	4	3C	618	37
14312	SUPT OF BUILDINGS AND GROUNDS	5	6	5	4	4D	1	2	5E	5	4	1	1	3C	571	36
14315	STATE VEHICLE DISPATCHER	5	5	5	4	4D	1	2	4D	4	4	1	1	2C	461	32
14320	SUPERINTENDENT OF PRINTING	5	6	6	4	3D	1	2	4E	4	4	2	1	3C	538	35
14510	AGRICULTURE PROG SUPV	5	3	3	3	3D	3	1	1A	2	3	2	2	2A	295	23
14540	DEPUTY SECRETARY OF AGRICULTURE	6	6	6	5	5D	1	2	5E	5	4	1	1	3B	662	39
14541	DEPUTY ASST AGRICULTURE	6	6	5	4	5D	1	1	4E	5	4	1	1	3B	595	37
14544	AGRIC PROGRAM MANAGER 3	6	5	6	4	4D	1	1	4D	4	4	2	1	3C	532	35
14558	STATE ENTOMOLOGIST	6	5	6	4	5D	1	1	3C	5	5	3	1	2B	594	37

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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
14563	STATE CLIMATOLOGIST	7	4	6	5	3D	1	2	2B	4	4	1	1	2B	524	34
14564	STATE HORTICULTURIST	6	4	5	4	2D	1	1	3C	4	4	2	1	2B	416	30
14584	ASST AUDITOR 1	6	2	3	2	3D	2	2	2B	2	3	2	1	2B	318	24
14585	ASST AUDITOR 2	6	4	4	3	3D	2	2	2B	3	3	2	1	2B	372	27
14587	ASST AUDITOR 4	6	5	5	4	4D	2	2	3C	3	3	2	1	2B	449	31
14588	ASST AUDITOR 5	6	6	5	4	4D	1	2	4C	3	4	1	1	2C	502	33
14589	ASST AUDITOR 6	6	6	6	4	4D	1	2	4C	4	4	1	1	2C	555	35
14590	DEPUTY STATE AUDITOR	6	6	7	5	5D	1	2	6E	5	5	1	1	3C	755	41
14592	STATE AUDITOR DEP ASST 3	6	6	6	4	4D	1	2	5D	4	4	1	1	3C	580	36
14700	DIRECTOR OF ADMINISTRATION	6	6	5	5	5D	1	1	4D	5	5	1	1	3B	627	38
14701	DIRECTOR OF PROGRAMMING	6	6	6	5	4D	1	1	5E	5	4	1	1	3C	644	38
14702	DIRECTOR OF ENGINEERING	7	6	6	5	4C	1	1	4D	4	5	1	1	3B	628	38
14703	ASST DIR OF ENGINEERING	5	6	4	4	3C	2	1	3D	3	4	2	2	2C	435	31
14704	DIRECTOR OF COMMUNITY RELATIONS	6	5	6	5	4D	2	2	4C	4	5	1	1	3C	573	36
14705	ASS'T DIR OF ENGINEERING & OPERATION	6	5	5	4	3C	2	1	3D	4	4	2	1	2C	462	32
14707	DIRECTOR OF BROADCAST	6	6	6	5	4D	1	1	5D	5	4	1	1	3C	633	38
14709	DIRECTOR OF EDUC SVCS	7	6	6	4	4D	1	1	3C	5	4	1	1	2C	634	38
14710	UTILIZATION SPECIALIST	6	4	4	4	3D	1	1	2B	3	3	1	1	2B	363	27
14711	MANAGER OPERATIONS	6	4	4	4	3C	1	2	3C	4	4	1	1	2C	408	29
14712	ACCOUNTING MGR	6	5	5	4	3C	1	2	3C	4	4	1	1	2C	449	31
14713	MANAGER PRODUCTION	5	5	5	4	4D	2	1	4D	4	4	2	1	3C	479	32
14715	SUPV PUBLIC INFORMATION	6	4	4	4	3D	1	3	3B	4	3	1	1	2B	409	29
14720	CINEMATOGRAPHER	5	4	4	2	1B	4	2	2B	2	2	3	2	1A	312	24
14722	PRODUCER DIRECTOR 2	6	4	5	4	4D	2	2	3D	4	4	2	1	2C	476	32

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
14723	PRODUCER DIRECTOR 1	6	4	5	3	3D	1	1	2C	3	3	1	1	2B	371	27
14725	ART SUPERVISOR	6	4	5	3	4D	1	3	3C	3	2	2	1	2C	420	30
14727	SENIOR VIDEOGRAPHER	6	4	4	3	3B	3	2	2C	3	3	1	2	2A	354	26
14729	UNIT SUPERVISOR	5	4	4	3	3D	3	1	3C	3	4	3	2	2C	390	28
14731	PRODUCTION ASSISTANT	6	3	4	2	3D	1	1	1A	3	2	1	1	2A	305	24
14735	GRAPHIC ARTIST	6	2	4	3	2B	2	3	1A	2	1	1	2	2B	290	23
14736	DEPARTMENT ASSTITANT	4	3	3	2	2D	1	2	2C	1	2	1	1	2B	239	19
14737	PUBLIC INFORMATION ASST	6	4	4	3	2C	1	3	1A	3	3	2	1	2C	351	26
14738	CAMERA OPERATOR	5	2	2	2	1B	4	2	1A	2	2	3	2	1A	262	21
14740	EXECUTIVE SECRETARY	4	4	3	3	2C	1	2	1A	2	3	2	1	2B	258	20
14741	EXECUTIVE ASST	6	4	5	4	3D	1	1	2C	3	3	1	1	3C	403	29
14749	OPERATIONS ASSISTANT	5	3	3	2	2A	3	1	1A	2	2	1	2	1B	236	18
14755	ENGINEER 1	5	3	3	2	2A	2	3	1A	2	3	2	2	2B	264	21
14756	ENGINEER 2	5	4	3	3	2A	2	3	1A	2	3	2	2	2B	285	22
14757	ENGINEER 3	5	4	4	3	2B	2	3	1A	3	3	2	2	2B	315	24
14759	SENIOR ENGINEER	5	5	5	4	2B	2	3	2B	3	3	2	2	2B	379	28
14760	PTV ASSISTANT CINEMATOGRAPHER	5	3	3	2	1B	4	2	1A	2	2	3	2	1A	277	22
14809	FIRE INSPECTOR 1	4	3	3	3	3D	3	2	1A	3	4	3	4	2B	349	26
14810	FIRE INSPECTOR 2	4	4	4	3	3D	3	2	1A	3	4	3	4	2C	382	28
14811	FIRE PREVENTION SUPERVISOR	6	5	6	4	4C	2	1	4D	4	4	2	3	3C	533	35
14812	ASS'T. STATE FIRE MARSHALL	6	6	6	4	4C	2	1	4D	4	4	2	3	3C	573	36
14813	FIRE MARSHALL	6	6	7	5	4D	2	2	5D	5	5	2	4	3C	746	41
14913	ADMIN ASST 3	6	4	4	4	3D	1	1	1A	3	3	1	1	2C	361	27
14914	ADMIN ASST 4	6	4	5	3	4D	1	1	2B	3	3	2	1	2C	402	29

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CLASS CODE	CLASS TITLE	FACTOR SCORES											TOTAL POINTS	PAY GRADE		
		01	02	03	04	05	06	07	08	09	10	11			12	13
14923	ADMINISTRATOR 3	6	4	4	4	3D	1	1	3D	3	3	1	1	2C	384	28
14925	ADMINISTRATOR 5	8	5	6	4	4D	1	2	1A	4	4	1	1	2C	565	36
15002	SECRETARY 3	4	4	3	2	2D	1	2	1A	2	3	2	1	3C	282	22
15003	ADMINISTRATIVE SECRETARY	4	4	4	3	3D	1	3	2B	2	3	1	1	2C	317	24
15036	STATE COMPTROLLER DEPUTY	6	6	7	5	5D	1	2	3B	5	5	1	1	3C	707	40
15051	PARI MUTUEL CLERK	4	4	2	2	2D	1	1	1A	2	3	1	1	2C	251	20
15052	RACING STEWARD	4	5	4	3	3D	1	1	1A	2	3	1	1	2B	302	23
15053	MUTUEL AUDITOR	6	3	3	3	3C	1	2	1A	2	3	1	1	2B	296	23
15054	MUTUEL RULINGS AUD	3	4	2	2	2D	1	1	1A	2	3	1	1	2B	230	18
15055	RACING VETERINARIAN	8	4	4	4	4D	2	1	1A	4	4	2	2	2B	498	33
15108	JOB SERVICE DEPUTY DIR	6	6	6	5	4C	1	1	5E	5	5	1	1	3C	646	38
15173	HOUSING AUTH- EXEC SECY	6	6	5	5	4D	1	2	4C	5	5	1	1	2C	606	37
15180	PHYSICIAN-RESIDENT	8	5	5	2	5D	2	3	1A	3	4	3	3	3C	576	36
15181	PHYSICIAN	8	6	6	4	5D	2	3	2E	5	5	3	3	3C	771	42
15182	PHYSICIAN SPECIALIST	8	6	7	5	5D	2	3	2E	5	5	3	3	3C	839	0
15183	BD CERTIFIED PHYSICIAN	8	6	7	5	5D	2	3	3E	5	5	3	3	3C	845	0
15223	PEACE OFFICER CANDIDATE	3	2	2	1	2D	3	2	1A	1	2	3	2	1B	229	18
15240	PRES IA PROD DEV CORP	6	6	6	5	4D	1	1	3D	4	4	1	1	3C	579	36
15253	SEC OF STATE DEP ASST 2	6	6	4	4	4D	1	1	4C	4	4	1	1	2C	502	33
15255	SECRETARY OF STATE DEPUTY ASST 3	8	5	4	4	4D	1	1	4D	4	4	1	1	2C	541	35
15257	DEP SEC OF STATE	6	6	7	5	4D	1	1	5D	5	5	1	1	3C	701	40
15263	DIR, FIELD OPERATIONS DIV	7	6	7	5	5D	1	1	6F	5	5	1	1	3C	818	43
15264	DIVISION DIRECTOR OF MANAGEMENT PLAN	6	6	7	5	5D	1	1	4D	4	4	1	1	3C	655	39
15265	DIR, DIV OF COMMUNITY SERV	7	6	7	5	5D	1	1	6F	5	5	1	1	3C	818	43

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
15266	DIR DIV OF ADMIN SERVICES	7	6	7	5	5D	1	1	6F	5	5	1	1	3C	818	43
15267	DIR DIV OF MENT HLTH RES	7	6	7	5	5D	1	1	6F	5	5	1	1	3C	818	43
15269	DIR DIV OF OPERS CONTROL	7	6	7	5	5D	1	1	5E	5	5	1	1	3C	786	42
15271	SUPT, INST 1	6	5	5	5	5D	1	1	5E	4	4	2	3	3C	576	36
15272	INSTITUTION SUPT 2	6	6	7	5	4D	1	1	6F	5	5	2	3	3C	763	42
15273	SUPT INST MEDICAL	8	6	7	5	5D	1	2	5F	5	5	3	2	3C	852	0
15300	DEPUTY STATE TREAS	7	6	6	5	4D	1	2	3B	5	4	1	1	3C	669	39
15301	ST TREAS DEP ASST 3	6	6	6	5	4D	1	1	3B	5	4	1	1	3C	610	37
15302	STATE TREAS DEP ASST 2	6	5	6	5	4D	1	2	3B	4	4	1	1	2C	526	34
15305	UNCLAIMED PROPERTY EXAMINER	5	4	3	3	3D	1	3	1A	3	3	2	1	2B	325	25
15400	DEPUTY DIRECTOR/DOT	6	6	7	5	5D	1	1	6F	5	5	2	1	3C	773	42
15401	HIGHWAY DIV DIR	6	6	7	5	5D	1	1	6F	5	5	2	1	3C	773	42
15402	PLAN & RES DIV DIR	6	6	7	5	5D	1	1	6E	5	5	2	1	3C	755	41
15403	ADMIN DIV DIR	6	6	7	5	4C	1	1	6F	5	5	1	1	3C	726	41
15404	MOTOR VEHICLE DIV DIR	6	6	6	5	5D	1	1	5F	5	5	2	1	3C	707	40
15405	RAIL AND WATER TRANS DIV DIR	6	6	6	5	4C	1	1	5D	4	5	1	1	3C	595	37
15406	AIR AND TRANS DIV DIRECTOR	6	6	6	5	4C	1	1	4D	4	5	1	1	3C	587	36
15450	DIRECTOR OF VETERANS AFFAIRS	5	5	4	5	4D	1	3	3B	4	4	1	1	2B	452	31
15461	MILITARY RECORD ARCH.	5	4	3	3	3D	2	1	2B	2	3	1	1	1C	303	23
15462	INSPECTOR GENERAL	6	6	5	3	5D	1	1	2B	3	3	1	1	2C	481	33
15650	ELECTION AGENT	3	3	2	2	1D	1	2	1A	1	2	1	1	2B	196	15
15659	GENERAL COUNSEL, COMMERCE	8	6	7	5	5D	1	2	3C	5	5	2	1	3C	790	42
15925	DIR OF LOTTERY MKT	6	6	6	5	4D	1	1	5D	5	5	1	1	3C	653	39
15930	DIRECTOR OF LOTTERY SECURITY	6	6	5	5	4C	1	1	3D	5	5	1	1	3B	581	36

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
16000	TROOPER	4	3	3	3	3D	3	2	1A	3	4	3	4	3B	358	27
16010	TROOPER PILOT	5	3	4	3	3C	3	3	1A	3	4	3	4	3B	384	28
16030	SERGEANT	5	5	4	3	3D	3	2	3C	3	4	3	4	3C	451	31
16040	LIEUTENANT	5	5	5	3	4C	2	1	4D	4	4	3	4	3C	485	33
16050	CAPTAIN	6	5	5	4	4C	2	1	5E	4	4	2	4	3C	535	35
16060	MAJOR	5	6	6	4	4D	2	2	5E	4	4	2	4	3C	598	37
16075	CHIEF, STATE PATROL	6	6	7	5	4D	2	2	6F	5	5	2	4	3C	789	42
20501	ADMIN RULES COORDINATOR	8	5	6	5	5C	1	4	2B	4	4	1	1	3C	639	38
20507	GOVERNORS ADMIN ASST 1	4	4	4	4	3D	1	3	3B	3	4	2	1	3C	376	28
20510	GOVERNOR'S ADMIN ASST 2	6	4	5	4	5D	1	3	3B	4	5	2	1	3C	525	34
20511	GOVERNOR'S ADMIN ASST 3	6	5	6	5	5D	1	3	3B	4	5	2	1	3C	598	37
20514	COOK	2	4	2	2	2C	2	1	1A	1	1	2	2	2B	210	16
20515	HOUSEKEEPER	2	3	2	2	1B	3	1	1A	1	1	3	2	1B	199	15
20521	CONFIDENTIAL SECRETARY 2	4	4	2	2	1D	1	3	2B	2	3	1	1	2B	261	20
20522	CONFIDENTIAL SECRETARY 3	4	4	3	2	2D	1	3	1A	2	3	2	1	3C	294	23
20523	CONF SECY TO GOV ASST	4	4	4	3	2D	1	3	1A	2	3	2	1	3C	311	24
20540	ASSISTANT TO GOVERNOR	6	6	7	5	5D	1	3	4D	5	5	2	1	3C	741	41
20541	CONF SEC TO GOVERNOR	6	4	4	3	2D	1	4	1A	3	4	2	1	3C	405	29
20574	ARTS PROGRAMMER 3	6	4	4	4	4D	1	1	2B	3	3	1	1	2B	381	28
20583	ARTS PROGRAMMER 1	4	3	3	2	2B	1	2	2B	2	2	1	1	2B	226	18
20585	ARTS PROGRAMMER 2	6	3	4	3	4C	1	1	1A	3	2	1	1	2B	319	24
20596	PLANNING/RESEARCH SUPV	6	4	5	4	4D	1	1	3C	4	3	1	1	2B	428	30
20601	PLANNING INTERN	3	2	2	2	2A	2	2	1A	1	2	1	1	2B	180	13
20639	JUSTICE SYSTEMS ANALYST	6	4	5	4	4C	1	2	2B	3	3	1	1	2C	396	29

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
20641	TRAINING OFFICER	6	5	5	4	4B	1	1	2B	3	3	1	1	2B	391	28
30109	CHF INFORMATION AND PUBL	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30121	ADM ASSISTANT ELM/SEC ED	6	6	4	3	3D	1	1	2A	2	3	1	1	2C	399	29
30124	ACCOUNTANT	6	4	3	3	2B	1	2	1A	2	3	1	1	2B	291	23
30135	ASST CHIEF AREA SCHOOLS	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30137	CHIEF AREA SCHOOLS	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
30140	ADM ADMIN SERV	7	6	6	5	5D	1	3	2B	4	5	1	1	3C	680	39
30142	DEP DIR DEPT OF EDUCATION	7	6	7	5	4D	1	2	5F	5	5	1	1	3C	785	42
30156	SUPERVISOR, VOC REHAB	6	5	4	3	3D	1	1	3D	3	4	1	1	3C	419	30
30165	STENOGRAPHER	3	3	2	2	2C	1	2	1A	1	2	1	1	2C	205	16
30167	REHAB AIDE 2	3	2	2	2	2D	2	2	1A	1	2	2	2	1B	210	16
30173	REHAB. AIDE 4	6	2	3	3	3D	2	1	1A	2	2	1	1	2B	293	23
30217	ADM ASSISTANT	7	6	6	5	5D	1	3	2B	4	5	1	1	3C	680	39
30235	ASST CH CAR ED	7	5	5	4	4D	1	1	3D	3	3	1	1	2C	495	33
30237	CHIEF CAR ED	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
30240	ADM INST SERV	7	4	5	4	4D	1	2	1A	4	4	1	1	2C	491	33
30251	EVALUATOR TRAINEE	6	3	3	2	3D	2	1	1A	2	3	2	2	2B	314	24
30252	EVALUATOR	6	3	4	3	3D	2	1	1A	3	3	2	2	3B	354	26
30317	ADMIN, VOC REHAB	7	6	6	4	5D	1	2	5F	5	5	1	1	2C	728	41
30335	ASST CH COMP ED	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30337	CH COMP EDUC	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30370	EVALUATOR TECH	3	3	3	2	3D	2	1	1A	2	3	2	2	1B	247	19
30421	RESEARCH ASSOCIATE	6	3	3	3	2D	1	2	1A	2	3	1	1	2B	296	23
30437	CH FOOD & NUTR	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36

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 04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
30451	MAINTENANCE ENGINEER	4	5	4	3	3B	3	3	3B	2	3	2	3	2B	349	26
30513	DIR FIELD SERVICES & SUPERVISION	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
30535	ASST CH INST / CURR	7	5	5	4	4D	1	2	3D	4	4	1	1	2B	529	34
30537	CH INST / CURR	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
30570	SOCIAL SKILLS ASSESSOR	4	3	2	2	2D	4	2	1A	2	2	2	2	1B	272	21
30609	CHIEF SPECIAL NEEDS	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30635	ASST CH INTERN OPER	6	5	5	4	3C	1	2	3C	3	4	1	1	2C	425	30
30637	CH INTERN OPER	7	5	5	4	4C	1	2	2B	4	4	1	1	2B	499	33
30737	CH PLN RES / DEV	7	5	5	4	4C	1	2	3B	4	3	1	1	2C	499	33
30813	DEPUTY DIR VOC REHAB	7	6	6	4	4D	1	2	5F	5	5	1	1	2B	697	40
30835	ASST CH SCH ADM & ACC	7	5	5	4	4D	1	1	4C	4	4	1	1	3C	542	35
30837	CH SCH ADM & ACC	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
30935	ASST CH SPEC ED	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
30937	CH SPEC ED	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
31037	CH TEACH ED & CERT	7	5	6	4	4D	1	2	4D	4	4	1	1	3C	584	36
31135	ASST CH CLIENT SERV	7	5	4	3	3D	1	1	4E	4	4	1	1	2C	498	33
31137	CH CLIENT SERV	7	6	5	4	4C	1	2	4E	4	4	1	1	2C	574	36
31211	COORDINATOR OF PLANNING	7	5	6	4	4C	1	2	1A	3	4	1	1	2B	493	33
31235	ASST CH DIS DET SERV	7	5	4	4	3B	1	2	4E	4	4	1	1	2A	477	32
31237	CH DIS DET SERV	7	6	5	4	4C	1	2	4E	4	4	1	1	2C	574	36
31305	RESOURCE MANAGER	7	5	4	4	3C	1	2	1A	4	3	1	1	2A	439	31
31335	ASST CH ADM SERV	6	4	5	4	3C	1	2	4D	3	3	1	1	2C	401	29
31337	CH ADM SERV	7	6	5	4	4C	1	2	4E	4	4	1	1	2C	574	36
31409	CHF ADULT EDUCATION	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
31413	DIR PROF TEACHER PRACTICES CONM	7	5	5	4	4D	1	1	4C	4	4	1	1	3C	542	35
31513	ADM CONSULTANT	8	4	5	4	4D	1	2	3B	4	4	1	1	2B	517	34
31602	MEDICAL CONSULTANT	8	6	5	3	4D	1	3	1A	3	4	1	1	1A	531	34
31702	CHIEF MEDICAL CONSULTANT VOC REHAB	8	6	6	5	4B	1	3	3C	4	4	1	1	1A	602	37
31705	SUPV PREP AND SUPPLEMENT PROG	7	4	5	4	4D	1	1	3C	4	3	1	1	2C	489	33
32109	CHF GUIDENCE SERVICES	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
32509	CHF ADMINISTRATIVE SUPPORT	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
33309	CHF PLACEMENT	7	4	5	4	4D	1	2	3B	4	3	1	1	2A	477	32
33409	CHF VETERANS EDUCATION	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
33709	CHIEF SPECIAL ED INSTRUCTION SERV	7	5	5	4	4D	1	1	3C	4	3	1	1	2C	513	34
36301	REFERRAL SPECIALIST	7	4	5	4	4D	1	2	2B	3	3	2	1	2B	464	32
37609	CHF EDUC COUNSOL/IMPR ACT	7	5	5	4	4D	1	2	3C	4	3	1	1	2C	520	34
41001	SR. PROG. ADMIN	6	5	5	4	4D	1	1	5E	4	5	1	1	3C	535	35
41003	SR ACCOUNTING CLERK	3	4	2	2	2D	1	2	1A	2	3	1	1	2C	246	19
41005	PROGRAM ADMIN	6	5	4	4	3D	1	1	4D	4	4	1	1	3C	461	32
41006	TECHNOLOGY SPECIALIST	6	4	5	3	4D	2	2	2B	3	4	1	1	2C	421	30
41009	ASST. PLANT OPERATIONS MGR.	3	4	3	2	1D	3	1	2D	2	2	3	2	2B	278	22
41014	RECEPTIONIST/OPR. 2	2	1	2	1	2D	2	1	1A	1	1	1	1	1B	169	12
41050	SERVICE SPEC 1	4	4	2	2	2D	1	2	1A	2	2	1	1	2C	251	20
41060	FAC MAINT ASST 2	1	1	1	1	1C	3	1	1A	1	1	2	1	1A	156	11
41062	ACCOUNTING CLERK 2	3	3	2	2	2C	2	2	1A	2	2	1	1	2A	205	16
41080	LIBRARY ASST. 2	3	2	2	2	1C	2	2	1A	2	2	1	1	2B	195	15
41120	SERVICE SPEC 2	6	3	3	3	3D	1	1	1A	3	2	2	1	2B	316	24
41121	SR. SERVICE SPEC 3	6	5	4	3	3D	1	1	3D	3	3	1	1	2C	396	29

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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
41122	LIBRARY ASST. 3	3	2	2	2	2D	1	2	1A	2	2	1	1	2B	207	16
41123	LIBRARY ASSOCIATE	3	4	2	2	2B	2	2	1A	2	2	1	1	2B	218	17
41150	LIBRARY ASSISTANT 4	3	4	2	2	2D	1	2	1A	2	2	1	1	2B	230	18
41151	SR. SERVICE SPEC 1	6	4	4	3	3D	1	1	1A	3	3	2	1	2C	356	27
41190	PLANT OPERATIONS MANAGER	4	5	4	4	3D	2	1	3D	3	4	3	2	2C	403	29
41192	SENIOR SERVICES SPEC 2	6	5	4	3	3D	1	1	1A	3	3	1	1	2C	373	28
41219	REHAB. ASSOC.	3	4	2	2	2C	1	2	1A	2	2	1	1	1B	212	16
45000	DEPUTY ATTORNEY GENERAL	8	6	7	5	5D	1	2	5D	5	5	2	1	3C	810	43
45004	PARALEGAL	5	3	3	3	4D	1	2	1A	2	3	2	1	2B	303	23
45005	ASST. ATTORNEY GENERAL/DIVISION HEAD	8	6	6	5	5D	1	2	4D	4	5	2	1	3C	714	40
45007	ASST. ATTORNEY GENERAL 1	8	2	5	3	2C	1	2	1A	3	3	1	1	2C	399	29
45008	ASST. ATTORNEY GENERAL 2	8	4	5	3	4D	1	2	1A	4	4	1	1	3C	511	34
45009	ASST. ATTORNEY GENERAL 3	8	6	6	4	5D	1	2	2B	4	5	2	1	3C	676	39
45012	INVESTIGATOR 1	6	2	3	2	3D	1	1	1A	2	2	2	1	2B	286	22
45013	INVESTIGATOR 2	6	3	3	3	3D	1	2	1A	2	3	2	1	2B	316	24
45014	INVESTIGATOR 3	6	4	5	3	4D	1	1	1A	3	3	2	1	2B	382	28
45015	INVESTIGATOR 4	6	5	5	4	3D	1	2	1A	3	3	2	1	2B	407	29
45016	PILOT	5	3	4	3	2D	2	2	1A	2	5	2	4	1B	338	26
45020	LAW CLERK	6	2	3	2	2C	1	2	1A	2	2	1	1	2B	262	21
45027	SUPERVISORY ATTORNEY	8	6	7	5	5D	1	2	4D	4	5	2	1	3C	762	42
45029	ADMIN ASST 1	6	2	3	3	2C	1	1	1A	2	3	1	1	2B	269	21
45030	ADMIN ASST 2	6	3	4	3	2C	1	1	1A	3	3	1	1	2B	302	23
45038	LEGAL SECRETARY 1	4	3	2	2	1D	1	2	1A	2	2	1	1	2B	217	17
45039	LEGAL SECRETARY 2	4	4	2	2	2D	1	3	1A	2	2	1	1	2B	254	20

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
45040	LEGAL SECRETARY 3	4	4	3	2	2D	1	3	2B	2	3	1	1	2B	278	22
45044	SEC/RECEPTIONIST	3	3	2	2	1D	1	3	1A	1	2	1	1	2B	208	16
45050	ACCT TECH 3	4	5	3	3	2C	1	2	2B	2	3	1	1	2B	286	22
45100	PROS. ATTY TRAIN COORD	8	5	6	4	4C	1	2	3B	4	3	2	1	2B	547	35
90006	RECPTIONIST	2	1	2	1	2D	2	1	1A	1	1	2	1	2B	183	14
90010	UTIL OFFICE WORKER	2	1	1	1	1C	2	1	1A	1	1	1	1	1B	146	10
90011	CLERK	3	1	1	1	1C	2	2	1A	1	2	1	1	1B	165	12
90012	CLERK TYPIST 2	3	2	1	1	1C	1	2	1A	1	2	1	1	2B	170	13
90013	CLERK TYPIST 3	3	3	2	2	2C	1	2	1A	1	2	1	1	2B	196	15
90017	CLERK 3	3	3	2	2	2C	1	1	1A	1	2	1	1	2B	189	14
90018	CLERK 4	3	4	2	2	2D	1	1	2B	2	2	1	1	2B	234	18
90025	SECRETARY 1	4	2	2	2	2D	1	2	1A	2	2	1	1	2B	219	17
90026	SECRETARY 2	4	4	2	2	1D	1	3	2B	2	3	1	1	2B	249	20
90060	WORD PROC 1	3	2	2	1	1A	2	4	1A	1	1	2	1	1B	197	15
90061	WORD PROC 2	3	3	2	1	1A	2	4	1A	1	1	2	1	1B	206	16
90063	WORD PROC 3	3	4	3	2	2B	2	3	2B	2	1	1	1	2B	242	19
90136	COMP OPER 2	4	3	2	3	2B	2	2	2B	2	3	3	1	2B	260	20
90150	COMP PROG TRAINEE	5	2	3	2	2A	1	3	1A	2	2	1	1	2B	229	18
90151	COMP PROG	5	3	3	3	2B	1	3	1A	2	3	1	1	3C	278	22
90152	PROG/ANALYST	6	3	4	3	3B	1	3	1A	2	3	1	1	3C	327	25
90153	LEAD PROG	6	4	5	3	3B	1	3	1A	3	4	1	1	3C	384	28
90156	SYSTEMS ANALYST	6	4	5	3	4B	1	3	1A	3	4	1	1	2C	384	28
90157	SR SYS ANALYST	6	5	5	4	4B	1	3	2B	3	4	1	1	2C	431	30
90290	ACCT TECH 1	3	4	2	2	2C	2	2	1A	2	2	1	1	2A	219	17

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CLASS CODE	CLASS TITLE	FACTOR SCORES													TOTAL POINTS	PAY GRADE
		01	02	03	04	05	06	07	08	09	10	11	12	13		
90292	ACC TECH 2	4	4	3	3	2C	1	2	1A	2	3	1	1	2B	251	20
90294	ACC TECH 3	4	5	3	3	2C	1	2	2B	2	3	1	1	2B	286	22
90305	ACC CLERK 1	3	3	2	1	1C	2	2	1A	2	1	1	1	2A	187	14
90306	ACC CLERK 2	3	4	2	2	2C	2	2	1A	2	2	1	1	2A	219	17
90307	ACC CLERK 3	3	4	2	2	2C	2	2	2B	2	2	1	1	2B	237	19
90309	ACC/AUD 1	6	2	3	2	3C	1	2	1A	2	3	2	1	2B	287	22
90311	ACCOUNTANT 2	6	4	3	3	2C	1	2	2B	3	3	1	1	2B	324	25
90327	FIELD AUD 2	6	4	4	3	3D	1	2	1A	2	3	2	1	2B	340	26
90344	REV AUD 3	6	4	4	3	3D	1	2	2C	3	4	1	1	2B	373	28
90369	AMIN AIDE	3	3	3	2	2D	1	3	1A	1	2	1	1	2A	218	17
90465	ACTUARY	6	5	6	4	3D	1	2	3B	4	4	1	1	3B	488	33
90528	UTILITY ANAL 1	6	2	3	3	3B	1	1	1A	2	3	1	1	2A	262	21
90529	UTILITY ANAL 2	6	3	4	3	3D	1	1	1A	2	3	1	1	2B	312	24
90531	SR UTIL ANAL	6	4	4	3	3C	1	2	2B	3	4	1	1	2B	357	27
90532	UTILITY SPEC	7	4	5	4	4C	1	2	2B	3	4	1	1	2C	460	32
90638	LAW CLERK	6	2	2	2	1A	1	1	1A	2	2	1	1	1A	218	17
90640	HEAR/COMP OFF 1	8	2	5	3	4D	1	1	1A	2	3	1	1	2B	411	29
90641	HEAR/COMP OFF 2	8	4	5	4	4D	1	1	1A	3	4	1	1	2B	472	32
90645	ATTORNEY 3	8	5	6	4	5D	1	1	3B	4	5	1	1	3C	625	38
90693	EXEC ASST 1	6	4	5	4	3D	1	1	2C	3	3	1	1	3C	403	29
90694	EXEC ASST 2	6	4	5	4	4D	1	1	2C	4	4	1	1	3C	457	32
90708	ADMIN ASST 1	6	2	3	3	2C	1	1	1A	2	3	1	1	2B	269	21
90709	ADMIN ASST 2	6	3	4	3	3C	1	1	1A	3	3	1	1	2B	313	24
90723	BUDGET ANAL 3	6	5	5	3	3C	1	2	2B	3	4	1	1	3C	418	30

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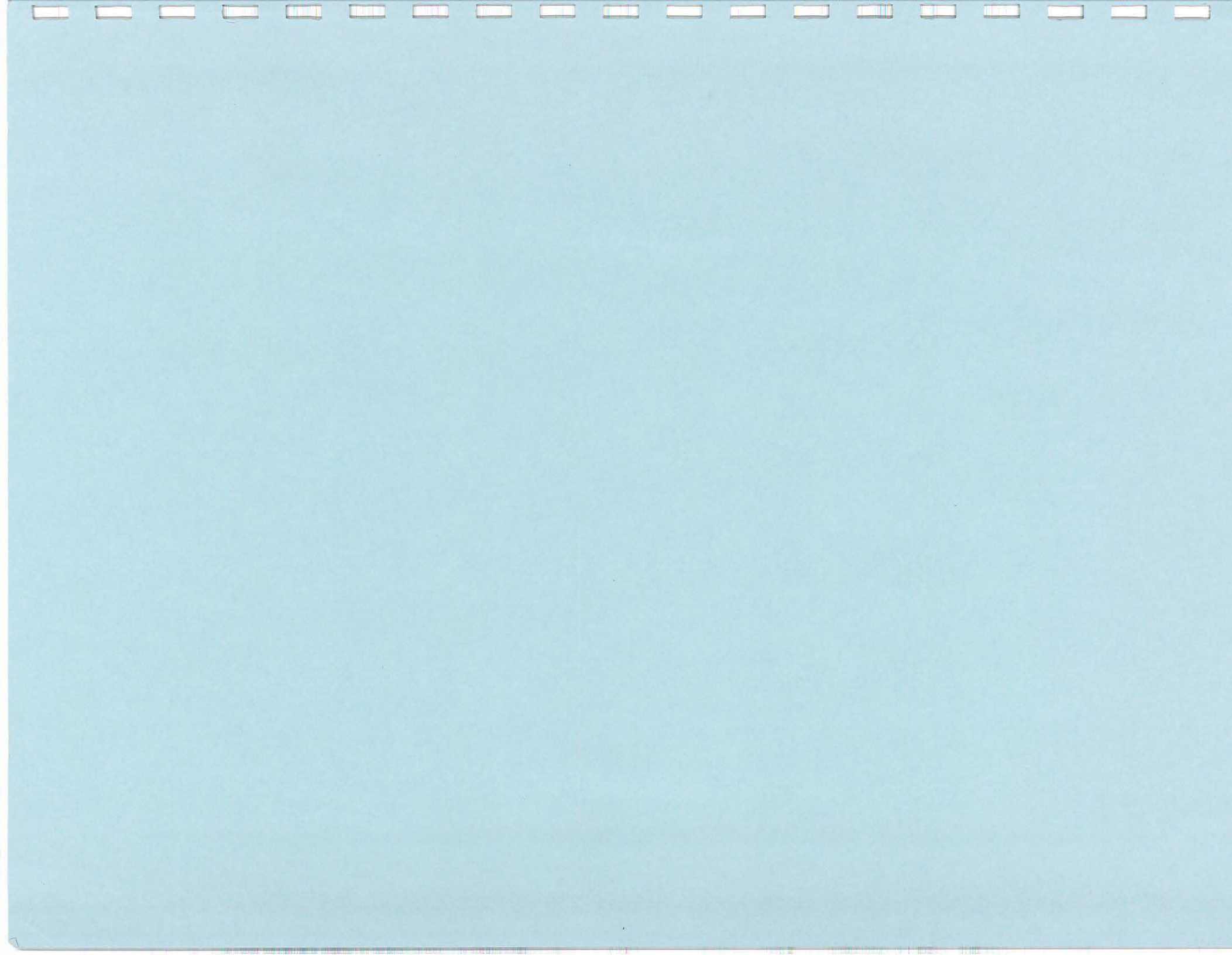
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CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
90725	BUDGET ANAL 4	6	5	5	4	3C	1	2	3C	4	4	1	1	3C	460	32
90736	MGT ANAL 3	6	5	5	4	3C	1	2	2B	3	3	1	1	3B	407	29
90737	MGT ANAL 4	6	5	5	4	4C	1	2	3C	4	4	1	1	3C	473	32
90744	STAT RES ANAL 2	6	4	4	3	2C	1	2	1A	3	3	1	1	2B	323	25
90750	INFO SPEC 1	6	2	3	3	3C	1	1	1A	2	2	1	1	2B	273	21
90751	INFO SPEC 2	6	4	4	3	3C	1	1	1A	3	3	1	1	2B	327	25
90766	TRNG OFFICER 1	6	2	3	2	3C	2	2	1A	2	3	1	1	2B	287	22
90767	TRNG OFFICER 2	6	4	4	4	4C	2	2	1A	3	3	1	1	2B	366	27
90768	TRNG OFFICER 3	6	5	4	4	4C	2	2	2B	4	3	1	1	2B	425	30
90831	RETIRE BENF SPEC 1	4	3	3	2	3C	1	1	1A	2	3	2	1	2B	241	19
90832	RETIRE BENF SPEC 2	4	4	3	3	3D	1	1	1A	2	3	2	1	2B	275	21
90834	RETIRE TRUST FUND ASST	6	4	5	4	4D	1	2	1A	4	4	1	1	2C	439	31
90835	RETIRE TRUST FUND SPEC	6	5	5	5	4D	1	2	1A	4	4	1	1	2C	483	33
93013	SOC WORKER 2	6	2	3	3	3D	1	1	1A	3	3	2	2	3B	328	25
93016	SOC WORKER 3	6	4	4	3	3D	1	1	1A	3	3	2	2	3B	361	27
93017	SOCIAL WORKER 4	6	4	4	3	3D	1	1	1A	3	3	1	1	2C	356	27
93018	SOCIAL WORKER 5	6	5	4	3	3D	1	1	1A	4	3	1	1	2B	388	28
93019	SOCIAL WORKER 6	6	5	5	4	3D	1	1	2B	3	4	1	1	3B	425	30
93094	INC MAINT WORKER 5	5	5	5	4	3C	1	2	2B	3	4	1	1	3C	399	29
93314	AFF ACT COMP OFF 2	6	4	4	4	4D	1	1	1A	3	3	2	1	2B	377	28
94225	TRANS ENG 3	6	6	5	4	4C	1	1	2D	5	4	1	1	3C	546	35
94584	ASST AUD 1	6	2	3	2	3D	2	2	2B	2	3	2	1	2B	318	24
94585	ASST AUD 2	6	4	4	3	3D	2	2	2B	3	3	2	1	2B	372	27
94586	ASST AUD 3	6	5	4	3	3D	2	2	2C	3	3	2	1	2B	399	29

STATE OF IOWA
 JOB EVALUATION RESULTS BY CLASS CODE

01-KNOW.-EDUC 05-PER. CONTACT 09-SCOPE EFFECT 13-PAGE/INTRUPT
 02-KNOW.-EXPER. 06-PHYS. DEMAND 10-IMPACT ERROR
 03-COMPL. JUDGE 07-MENT. DEMAND 11-WORK ENVIRON
 04-GUIDE.-SUPV 08-SUPV. EXERC. 12-HAZARD RISK

CLASS CODE	CLASS TITLE	FACTOR SCORES												TOTAL POINTS	PAY GRADE	
		01	02	03	04	05	06	07	08	09	10	11	12			13
94740	EXEC SEC	4	4	3	3	2C	1	2	1A	2	3	2	1	2B	258	20
94914	ADMIN ASST 4	6	4	5	3	4D	1	1	2B	3	3	2	1	2C	402	29
95002	SECRETARY 3	4	4	3	2	2D	1	2	1A	2	3	2	1	3C	282	22
98525	REPO EQUIP OPER 1	2	2	2	2	1B	3	2	1A	1	2	3	2	1B	202	15
98526	REPRODUCTION EQUIP OPER 2	2	4	2	2	1B	3	2	1A	1	2	3	2	1B	225	18



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