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**MEMORANDUM**

**TO:** Maria Rojo de Steffey, Commissioner District 1  
Jeff Cogan, Commissioner District 2  
Lisa Naito, Commissioner District 3  
Lonnie Roberts, Commissioner District 4

**CC:** Ted Wheeler, Chair  
Bill Farver, Chief Operating Officer  
Barbara Willer, Deputy Chief Operating Officer  
Carol Ford, DCM Department Director

**FROM:** Travis Graves  
Multnomah County HR Director *Travis Graves*

**DATE:** July 17, 2007

**RE:** Classification / Compensation Recommendations

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**Introduction**

Prior to 2003 the Chair had sole responsibility as the Chief Executive Officer and Chief Personnel Officer to adopt executive rules to implement personnel policies as required under the County Charter and Code. In December of 2003 Ordinance 1022 amended the Chair's authority for matters relating to compensation in two ways. First it established that the Chair must seek Board approval for the non-represented compensation plan on an annual basis and secondly it placed limits on the Chair's authority to adopt executive rules for compensation related matters.

Further, Resolution 04-074, adopted June 3, 2004, set guidelines for Board approval of compensation plan changes. This included requiring Board resolution to direct changes which then must be implemented by the Chair through Personnel Rules (executive rules).

In addition, a FY '05 Budget Note required the County to implement a policy of submitting all individual changes to classifications plus any budget modifications

associated with the changes to the Board for consideration through the resolution process. This also included requesting Board approval for changes to the non-represented compensation plan prior to implementation. This budget note expired at the end of FY '05 however it has been followed in practice ever since. In March of this year Commissioner Rojo de Steffey recommended, and it was affirmed by the Board, that approval for classification changes be moved to the consent calendar.

### **Discussion**

The Ordinance adopted in 2003 added the following underlined wording to the County Code and thus limited the Chair's authority accordingly:

The compensation plan includes the following benefits defined by Board resolution and implemented by Chair executive rule:

- (1) Paid holidays;
- (2) Paid leaves;
- (3) Leaves of absence without pay;
- (4) Leave-sharing programs;
- (5) Health and welfare benefits;
- (6) Educational assistance programs;
- (7) Deferred compensation programs;
- (8) Flexible spending accounts;
- (9) Pension programs;
- (10) Workers' compensation and supplemental benefits;
- (11) Other benefits to implement subsection (B); and (12) Other benefits approved by the Board.

The resolution adopted in 2004 further breaks out the individual personnel changes which require Board approval (see attached). It should be noted that neither the 2003 Ordinance nor the Resolution in 2004 make any changes to or curtails the Chair's authority to make adjustments to non-represented salary ranges or his ability to establish new classes. The County Code as amended requires the Chair to bring changes to the compensation plan before to the Board for review and

approval prior to the adoption of the annual County Budget. It was the Budget Note in FY '05, which has since expired, that caused the County to implement a policy of requesting Board approval for all classification plan changes.

However, all changes which directly impact current fiscal year budgets or impact future year's budgets still require Board approval. For example, a recent study conducted by the Classification Compensation Unit which changed the compensation range for the non-represented Surveyor position did not require Board approval as it did not impact the budget.

In addition, the ordinance and resolution requires Board action to implement Personnel Rules that in the past were solely adopted and implemented under the Chair's authority as the Chief Executive Officer and Chief Personnel Officer per the County Charter and Code.

As the Board is aware, bringing the issues listed above in front of the Board has created a significant workload for many across the County and has also taken up valuable Board time. Moving the classification changes to the Consent Calendar for approval is a good beginning, but even with this change the workload for many in the County remains high.

One issue that has been raised in my discussions with Board staff was a concern over the future management of the County's classification and compensation system. Since becoming HR Director in 2005, I redeployed resources into our Classification and Compensation Unit increasing the FTE and hired a permanent full-time Classification and Compensation Manager. In the past year we have experienced a one hundred percent turnover in this unit. The new staff and manager are seasoned professionals with the expertise and experience to provide a better level of oversight over the County's system. In addition, the new Chair and his staff have taken an active interest in the County's human resources functions including a pronounced increase in their desire to manage classification and compensation issues.

It is also my understanding that the Board would like to maintain its awareness of the classification and compensation changes that are occurring throughout the County. I have attached a few reports as samples which HR can provide to all commissioners on a monthly or quarterly basis which will detail pending and completed classification and compensation changes. In addition, I would propose that all future Personnel Rules pertaining to compensation be sent to the Board for review prior to their adoption by the Chair.

**Recommendation**

At the request of the Chair, repeal Ordinance 1022 and Resolution 04-074 to return executive authority for compensation matters to the Chief Executive with the reporting mechanisms detailed above and maintain the requirement for yearly Board approval of the compensation plan before the adoption of the annual County Budget.

**Attachments**

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

**RESOLUTION NO. 04-074**

Establishing Approval Process for Management Service Benefits and Compensation Plan Changes

**The Multnomah County Board of Commissioners Finds:**

- a. On December 11, 2003, the Board adopted Ordinance No. 1022 requiring Board approval of the compensation plan by resolution prior to adoption of the annual County budget.
- b. A staff committee was asked to review the approval process and make recommendations for establishing an efficient approval process.
- c. The committee has completed its review and makes the following recommendations as more fully described in the attached Table:
  - delegating approval authority for certain changes, such as those mandated by federal or state laws or regulations, and those with minimal fiscal impact to the Chair, such as:
    - the basis for or use of paid leaves;
    - administrative changes to leave-sharing, health plan drug coverage, educational assistance, deferred comp, bus pass and flexible spending programs; or
    - mandated changes to health and welfare plans, pension programs, and workers' compensation;
  - setting guidelines for Board approval of other compensation plan changes

**The Multnomah County Board of Commissioners Resolves:**

1. The Board establishes the approval process contained in the attached Table dated March 4, 2004.

ADOPTED this 3rd day of June, 2004.

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

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Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Agnes Sowle, County Attorney

Page 1 of 5 - Resolution Establishing Compensation Plan Change Approval Process

March 4, 2004

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**RECOMMENDED APPROVAL FOR MANAGEMENT SERVICE BENEFITS AND COMPENSATION CHANGES**

Type of Benefit	Current Approval Process - Non-Represented	Recommended Approval Process - Delegated Authority	Recommended Approval Process - Consent Calendar	Recommended Approval Process - Board Resolution
Paid holidays	Personnel Rules	Changes with no fiscal impact, such as use of holidays, saved holidays, etc. approved by Chair		Current MCPR 4-30-030 lists paid holidays for non-represented employees, and also requires BCC approval for any additional holidays.
Paid leaves – Vacation Leave	Personnel Rules	Changes with no fiscal impact, such as use of leave, sequencing of leave, etc. approved by Chair		Changes affecting accrual amounts or limits, or payoff amounts would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution (County Attorney reviews Personnel Rules for consistency with Board Resolutions prior to approval by the Chair).
Paid Leaves – Sick Leave	Personnel Rules	Changes with no fiscal impact, such as use of leave, sequencing of leave, etc. approved by Chair		Changes affecting accrual amounts or limits, or adding any payment provisions would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Paid Leaves – Recognition Leave	Personnel Rules	Changes affecting basis for leave, eligibility, approval authority - approved by Chair		Changes affecting amounts of leave would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Paid Leaves – Other (Judicial, Military, Bereavement, Leave for Exams, Training Leave)	Personnel Rules	Changes affecting basis for leave, eligibility, approval authority - approved by Chair		Changes affecting amounts of leave would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Leaves of absence without pay	Personnel Rules	No fiscal impact – approved by Chair		

March 4, 2004

Type of Benefit	Current Approval Process - Non-Represented	Recommended Approval Process - Delegated Authority	Recommended Approval Process - Consent Calendar	Recommended Approval Process - Board Resolution
Leave-sharing programs – Catastrophic Leave	Personnel Rules	Administrative changes in operation of the program that do not affect eligibility for benefits or level of benefits approved by Chair		Changes affecting level of benefits or adding new programs would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Leave-sharing programs – Military Leave Donation	Personnel Rules	Administrative changes in operation of the program that do not affect eligibility for benefits or level of benefits approved by Chair		Changes affecting level of benefits or adding new programs would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Health and welfare benefits – changes in plan design, such as options, plan offerings, copays, employee premium sharing	Employee Benefits Board recommendation to BCC in March of each year			<b>NO CHANGE</b> Board approval already required; process in place.
Health and welfare benefits – Mandated changes in plan coverage for drugs	Plan Documents	FDA approval of new prescription drugs requires coverage by plan if the drug is used to treat a covered condition. Removal from coverage of a prescription drug that has been approved by the FDA for OTC is automatic under Kaiser plan, and fiscally prudent under ODS. Approved by Central HR/LR Director		

March 4, 2004

Type of Benefit	Current Approval Process - Non-Represented	Recommended Approval Process - Delegated Authority	Recommended Approval Process - Consent Calendar	Recommended Approval Process - Board Resolution
Health and welfare benefits – Changes in plan coverage-provider types and/or medical procedures	Plan Documents	Typically mandated by state or federal agencies – examples include mental health coverage requirements, additional treatment options or services, or alternative providers. Approved by Central HR/LR Director		
Educational assistance programs	Personnel Rules	Administrative changes in operation of the program that do not affect eligibility for benefits or level of benefits. Approved by Chair		Changes affecting level of benefits or adding new programs would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Deferred compensation programs	Plan documents	No fiscal impact to the County – employee funded, County costs are administrative only – mandated and administrative changes approved by Chief Financial Officer.		<b><u>NO CHANGE TO CURRENT PROCESS</u></b> Changes that materially impact the deferred compensation plan require Board approval.
Bus Pass Program	Personnel Rules	Changes in administration of the program		Changes in benefit level – e.g., reduction in County contribution (currently 100%).
Flexible spending accounts	Plan documents	No fiscal impact to the County – employee funded, County costs are administrative only. Administrative changes approved by Central HR/LR Director		
Pension programs	Personnel Rules	Mandated Changes – approved by Central HR/LR Director or Chief Financial Officer, as appropriate		<b><u>NO CHANGE TO CURRENT PROCESS</u></b> Changes affecting participation in PERS, other retiree benefits, County contributions, establishment of separate accounts, etc. (already subject to Board approval)

March 4, 2004

Type of Benefit	Current Approval Process - Non-Represented	Recommended Approval Process - Delegated Authority	Recommended Approval Process - Consent Calendar	Recommended Approval Process - Board Resolution
Workers' compensation and supplemental benefits	State law and Personnel Rules	Basic requirements are mandated – administrative changes approved by Central HR/LR Director		
Compensation – Special Pay Provisions	Personnel Rules	Changes affecting basis for payment, eligibility, approval authority - approved by Chair		Changes affecting amounts of payment in existing rules or adding additional special pay provisions or incentives would require Board Resolution to direct changes. Chair would approve personnel rules to implement Board Resolution.
Class/Comp Plan Changes – Abolishing Classes	Personnel Rules	No fiscal impact- changes approved by Central HR/LR Director		
Class/Comp Plan Changes – Changing salary ranges or establishing new classes.	Personnel Rules			Changes which directly impact current fiscal year budgets (already required by current personnel rules) and changes which increase budgets for later fiscal years require Board approval.

ACCEPTED LOCAL 88 STUDIES FOR 2007-2008			
Final Priority 5-1-07	JCN	JCN Title	Total EE's (4-4-07)
1	6266	Corrections Tech	55
		<b>GROUP TOTAL</b>	<b>55</b>
2	6333	Laboratory Technician	7
	6335	Laboratory Specialist	6
	6286	Pathologist Assistant	2
	6282	Deputy Medical Examiner	6
		<b>GROUP TOTAL</b>	<b>21</b>
3	6268	Corrections Counselor	45
	6272	Juvenile Counselor	52
	6254	Corrections Hearings Officer	2
		<b>GROUP TOTAL</b>	<b>99</b>
4	6062	Animal Care Aide	4
	6065	Animal Care Technician	7
	6069	Animal Control Aide	3
	6067	Animal Control Officer	11
	6066	Animal Health Technician	3
		<b>GROUP TOTAL</b>	<b>28</b>
5	6027	Finance Technician	17
	6029	Finance Specialist 1	30
	6030	Finance Specialist 2	29
	6032	Finance Specialist Sr	11
		<b>GROUP TOTAL</b>	<b>87</b>
6	6365	Mental Health Consultants	110
	6295	Social Worker	18
		<b>GROUP TOTAL</b>	<b>128</b>
7	6403	Desktop Support Specialist	10
	6404	Desktop Support Specialist SR	13
	6401	Systems Operator	6
	6402	Systems Operator SR	3
		<b>GROUP TOTAL</b>	<b>32</b>
		<b>GROUP TOTAL</b>	<b>450</b>
		<b>Other Management Studies in process:</b>	
		Health Mgmt. Professionals	
		Operations Supervisors/Administrators	
		Command Staff -- MCSO	

Projected Start and End Date for Studies 2006-07

Project	Team Lead	Other Resources	Sponsor	Begin Date	Comments	End Date	Pay effective	Comments
Auditors	Joi	Tami Boedigheimer	Suzanne Flynn, Lavonne Griffin- Valade	July, 2006	3 positions. Study was completed in Sept. 2006	TBD	changes are effective on the date the study is approved	The new 2007 Auditor is revising the job classes and has requested the study be revised. (Updated Oct. 1, 2006)
County Attorney	Ruth	Tami Boedigheimer	Agnes Sowles	30-Aug-06	14 positions	Dec. 2006	changes are effective on the date the study is approved	
Buyer	Ruth	Ross Ardrey, Joi	Mindy Harris	20-Sep-06	17 positions	Dec. 2006	changes are effective on the date the study is approved	
Counselor Study	Travis/Joi	TBD	Local 88	FY 2005-06	Study was completed by Sikorrah & Associates and was rejected by the Class Comp Committee	TBD	1-Jul-06	Class Comp & Advisory committee meeting on Nov. 20 will review comparables used by Sikorrah to determine if job content is a reasonable 65-75% match with Multco job classes.
Study #1 Business/Data Analyst	Candy		Local 88	Oct. 2006	21 positions	Mar. 2007	1-Jul-06	
Study #2 Legal Asst/LA Sr/OA Sr	Candy		Local 88	Nov. 2006	61 positions	Apr. 2007	1-Jul-06	
Study #3 Trades Positions	Ruth		Local 88	Jan. 2007	28 positions	Mar. 2007	1-Jul-06	
Study #4 Public Relations Positions	Candy		Local 88	Jan. 2007	15 positions	Apr. 2007	1-Jul-06	
Study #5 Housing/Community positions	Ruth		Local 88	Feb. 2007	22 positions	May. 2007	1-Jul-06	
Study #6 OA2's (DCJ/ASD)	Candy	Consultant if needed	Local 88	Mar. 2007	76 positions	Aug. 2007	1-Jul-06	

Req #	Position Number	Dept	Unit	Employee	Supervisor	Union	Old Class	New Classification	Submitted By	Recd	Due	C/C Staff	Comments
766	New	DCHS	Develop Disab/Region 1 Crisis	Vacant	Markins, Karen	88	new	OA Sr./6002	Mgmt	7/13/2007	9/13/2007	Doi, J	Needs org chart and Joi's signature on paperwork. KS
765	7 New	Health	Medicaid	Vacant	Sugarman, Marcy	88	New	Eligibility Specialist/6300	Mgmt	7/13/2007	9/13/2007	Busby, C	One entry for 7 new identical positions. KS
764	New	Health	ICS Administration	Vacant	Kirchoff, Susan	Non	New	Project Manager/9063	Mgmt	7/13/2007	9/13/2007	Busby, C	
763	New	Health	HIV/HVC Prevention Unit	Vacant	Tillman, Laticia	88	New	PDS/6021	Mgmt	7/13/2007	9/13/2007	Busby, C	
762	713121	Library	Interlibrary Loan	Vacant	Bertelson, Candy	88	new	Library Assistant/7211	Mgmt	7/13/2007	9/13/2007	Busby, C	
761	705754	Health	ICS Mid County Health Center	Vacant	Cockrell, Deborah	88	OA2/6001	Health Assistant 2/6294	Mgmt	7/13/2007	9/13/2007	Busby, C	
760	703084	Health	Business Svcs	Stone, Jennifer	Newton, Debra	88	Fin Spec 1/6029	Fin Spec 2/6030	Mgmt	7/13/2007	9/13/2007	Busby, C	
759	705128	Health	Dental Admin	Olbrich, Pam	Kirchoff, Susan	Non	Program Supv/9361	Program Mgr/9615	Mgmt	7/13/2007	9/13/2007	Busby, C	
758	711811	Health	Integrated Clinical Services	Vacant	Loos, Mary	Non	Proj Mgr/9063	Prog Mgr/9615	Mgmt	7/13/2007	9/13/2007	Busby, C	
757	New	Health	ICS Admin-CareOre Grant	Vacant	Loos, Mary	Non	New	Program Supervisor/9361	Mgmt	7/13/2007	9/13/2007	Busby, C	
756	708731	Health	HIV/HCV Community Programs	Guernsey, Jessica	Nichols, Loreen	88 to Non	Prog Sup/9361 (temp) was Hlth Ed/6352	Prog Supv/9361	Mgmt	7/13/2007	9/13/2007	Busby, C	
755	706609	Health	ICS Administration	Marquardt, Jon (Interim)	Loos, Mary	88 to Non	Admin Analyst/6033	Op Sup/9025	Mgmt	7/13/2007	9/13/2007	Busby, C	
754	New	DCJ	ASD/PSP	Vacant	Eville, Lori	88		Corr Tech/6033	Mgmt	7/10/2007	9/10/2007	Nutting, R	

753	New	DCJ	ASD/PSP	Vacant	Eville, Lori	88		Office Asst 2/6001	Mgmt	7/10/2007	9/10/2007	Nutting, R	
752	703991	DCS	LUT	Vacant	Hovden, Robert	88	6231/Eng Tech 1	Eng Tech 3/6232	Mgmt	7/10/2007	9/10/2007	Busby, C	
751	708312	DCM	FPM/Capital Program	Vacant	Lindenthal, John	88	6016/Fac Spec 3	Fac Spec 2/6017	Mgmt	7/10/2007	9/10/2007	Nutting, R	
750	New	DCS	Land Use/ Transportation	Vacant	Schilling, Karen	88		PDS/6021	Mgmt	7/9/2007	9/9/2007	Busby, C	
749	713124	DCHS	Business Svcs	New	Tinkle, Kathy	Non Rep	n/a	Finance Supv/9335	Mgmt	7/5/2007	9/5/2007	Tennant, J	See below - Approved request with 7/9/07 effective date. 7/9/07 JT Re-opened request; need more clarificaton from Kathy. 7/10/07 JT
748	713123	DCHS	Business Svcs	New	Tinkle, Kathy	Non Rep	n/a	Finance Supv/9335	Mgmt	7/5/2007	9/5/2007	Tennant, J	See below - Approved request with 7/9/07 effective date. 7/9/07 JT Re-opened request; need more clarification from Kathy. 7/10/07 JT
747	703869	DCJ	ECCS/HR	Vacant	Opoka, James	88 to Non	6021/PDS	HR Tech/9061	Mgmt	7/5/2007	9/5/2007	Nutting, R	
746	701260	DCS	Road Mnt, Surv & Eng	People, Kim	Johnson, Cecelia	Non-Rep	9360/Prg Mgr 2	Prg Mgr Sr/9362	Mgmt	6/29/2007	8/29/2007	Busby, C	Call to Dept HRM - reclass or re- org ee promoted 12/1/06 - CJB 7/3/07
745	701829	DCM	A&T	Grier, Rene	Walruff, Randy	88	6079/A&T Analyst Sr	6456/Data Analyst Sr	Mgmt	6/27/2007	8/27/2007	Nutting, R	
744	701190	DCM	A&T	Sellers, James	Tilgner, June	88	6079/A&T Analyst Sr	6456/Data Analyst Sr	Mgmt	6/27/2007	8/27/2007	Nutting, R	
743	707630	DCM	A&T	Howard, Dan	Tilgner, June	88	6079/A&T Analyst Sr	6456/Data Analyst Sr	Mgmt	6/27/2007	8/27/2007	Nutting, R	
742	704457	DCM	A&T	Vacant	Walruff, Randy	88	6079/A&T Analyst Sr	6456/Data Analyst Sr	Mgmt	6/27/2007	8/27/2007	Nutting, R	

741	705655	DCM	A&T		Holland, Darryl	Tilgner, June	88	6079/A&T Analyst Sr	6456/Data Analyst Sr	Mgmt	6/27/2007	8/27/2007	Nutting, R	
740	New	DCM	Risk Management	None		Anderson, Marc	88?	None	Looking for best fit	Mgmt	6/26/2007	8/26/2007	Nutting, R	Request submitted to determine best fit before soliciting funding for new position. 6-26-07 KS
738	705587	Health	CD/OHO/Travel	vacant		Warren, Arlene	88	new	6294/Health Asst 2	Mgmt	6/25/2007	8/25/2007	Tennant, J	Prelim decision is to class as HA 1, sent email to supv for clarification. 7/9/07 JT Revised position description justifies class to HA2; waiting for signed copy of revision before finalizing the approval. 7/11/07 JT
737	706822	DCM	Fac & Prop Mgmt	vacant		Schrotzberger, Jon	701	6121/HVAC Engineer	????/HVAC Eng Asst	Mgmt	6/25/2007	8/25/2007	Busby, C	Multi position class study to create new class - CJB
736	702389	DCM	Fac & Prop Mgmt	vacant		Schrotzberger, Jon	701	6121/HVAC Engineer	????/HVAC Eng Asst	Mgmt	6/25/2007	8/25/2007	Busby, C	Multi position class study to create new class - CJB
735	703063	DCM	Fac & Prop Mgmt	vacant		Schrotzberger, Jon	701	6121/HVAC Engineer	????/HVAC Eng Asst	Mgmt	6/25/2007	8/25/2007	Busby, C	Multi position class study to create new class - CJB
734	707686	DCS	Bridge Engineering		Knieriem, Mark	Henricksen, Jon	88	6232/Eng Tech 2	6233/Eng Tech 3	EE	6/25/2007	8/25/2007	Busby, C	Employee LD as ET3 - not eligible for reclass - call in to Dept HRM - CJB 7/3/07
732	704373	Library	Sellwood-Moreland		Bart, Sharon	Jiminez, Rita	Non-Rep	9784/Library Supervisor	9776/Library Administrator-Branch	EE	6/21/2007	8/21/2007	Busby, C	Message to/from Leila re: we plan to study these classes in the fall. I am holding pending discussion with Leila and Joi - CJB 6/21/07
728	706329	DCHS	Developmental Disabilities		Markins, Karen	Botsford, Patrice	Non Rep	9361/Prog Supv	9615/ Prog Mgr 1	EE	6/18/2007	8/18/2007	Doi, J	
713	700776	Library	Neighborhood Libraries		Uhte, Carol	Jiminez, Rita	Non-Rep	9784/Library Manager/Branch	9776/Library Administrator/Branch	EE	6/15/2007	8/15/2007	Busby, C	Message to/from Leila re: we plan to study these classes in the fall. I am holding pending discussion with Leila and Joi - CJB 6/15/07

711	New	County Atty		Vacant	Sowle, Agnes	Non-Rep	9190/Asst Cty Atty 2	9440/Asst Cty Atty Sr.	Mgmt	6/15/2007	8/15/2007	Nutting, R	
709		DCM	Fac Prop Mgmt	n/a	Schrotzberger, Jon	701	6121/HVAC Engineer	6121/HVAC Engineer	Mgmt	6/13/2007	8/13/2007	Busby, C	Request for review of 13 positions for updating class spec and wage study prior to contract negotiation. KS
707	702681	DCM	CPCA	Vacant	Smith, Brian	88	6002/ OA Sr	6112/ Procurement Assoc.	Mgmt	6/12/2007	8/12/2007	Tennant, J	Prelim decision is to deny request; email to mgr for chance to clarify 7/3/07. JT Ruth, Brian, Jude to meet on 7/10 to discuss. JT
693	705471	DCM	Fleet	None listed	Gardner, Michelle	88	6181 / Body & Fender Mechanic	Add lead designation	Mgmt	5/1/2007	7/1/2007	Busby, C	Denial pending - 7/3/07 - CJB
690	Series	DCHS		Unspecified		88	Case Manager 1, 2, Sr.			4/23/2007		Doi, J	This is a request to look at the Case Manager series as a whole. Due date is not applicable.
673	701587	MCSO	CHL	Smith, Lana	Walliker, Kathy	88	OA Sr / 6002	Background Investigator / 6248	EE	3/26/2007	5/26/2007	Nutting, R	
672	703655	MCSO	Concealed Permit Unit	McSweeney, Linda	Walliker, Kathy	88	OA Sr / 6002	Background Investigator / 6248	EE	3/26/2007	5/26/2007	Nutting, R	
671	703943	MCSO	CHL	Brown, Mary (Jeanne)	Walliker, Kathy	88	OA Sr/ 6002	Background Investigator / 6248	EE	3/26/2007	5/26/2007	Nutting, R	
651	None	MCSO	Facility Security Unit	Vacant	Daily, Elizabeth	Non-Rep	None	Operations Supervisor / 9025	Mgmt	2/16/2007		Nutting, R	This is part of the reorganization including requests numbered 628 and 627. Due date not applicable
628	701018	MCSO	Facility Security Unit		Daily, Elizabeth	88	Facility Security Officer/6258	Proposed: Facility Security Operational Supervisor	Mgmt	11/30/2006		Nutting, R	There is an incumbent in this position, but this is NOT a reclass. This is a reorganization, and the position will be opened. Due date is not applicable

Req #	Position Number	Recd	Dept	Unit	Employee	Supervisor	Union	Old Class	New Classification	Submitted By	Outcome	Days in process	C/C Staff
708	New	6/12/2007	DCM	IT	Vacant	Hastings, Chuck	88	N/A	6405/ Dev Anal	Mgmt	Approved	24	Tennant, J
729	712523	6/18/2007	DCHS	DV	Vacant	Rollins, Chiquita	88	6063/Proj Mgr Rep	6087/Res Eval Analyst/Sr	Mgmt	Approved	18	Tennant, J
730	New	6/18/2007	DCHS	MHASD-Commitment Monitor Unit	Vacant	Haffey, Sandy	88	new	6001/OA 2	Mgmt	Approved	18	Tennant, J
731	New	6/18/2007	DCHS	Commitment Monitors/MHASD	Vacant	Haffey, Sandy	88	new	6365/Ment Hlth Coun	Mgmt	Approved	18	Tennant, J
739	705796	6/26/2007	DCM	Fin & Risk, SAP Support	Vacant	Nath, Satish	88	6056/ Learning Systems Analyst Sr	6413/SAP NetWeaver Architect	Mgmt	Approved	13	Tennant, J