



Department of County Management
MULTNOMAH COUNTY OREGON

Human Resources -- Multnomah Building
501 SE Hawthorne, Suite 400
Portland, Oregon 97214
503.988-5015 (Phone)

To: Lee Girard, Manager 2 – Aging Dis. Services, DCHS
From: Joi Doi, Classification and Compensation Unit (503/4)

Date: February 16, 2011

Subj: Reclassification Request #1671 (Vacant REA position)

A review of your request has been completed, and the decision is outlined below.

Request Information:

Date Request Received: February 4, 2011	Position Number: 710205
Current Classification: Research/Eval. Analyst 1	Requested Classification: Data Analyst
Job Class Number: 6085	Job Class Number: 6073
Pay Grade: 18	Pay Grade: 25
Request is: <input checked="" type="checkbox"/> Approved <input type="checkbox"/> Denied	Effective Date: February 10, 2011
Allocated Classification: Data Analyst	Job Class Number: 6073
Pay Range: \$49,318.56 - \$60,635.52 Annually	Pay Grade: 25

This decision is subject to all applicable requirements stated in MC Personnel Rule 5-50 including the provision Central HR may re-evaluate the classification decision up to one year from the date of issue to ensure duties/work are executed as originally described. Further, this allocation may require Board of County Commissioners' approval, and so this decision is considered preliminary until such approval is received.

Position Information:

Vacant - see New/Vacant Section

New/Vacant Position Information:

If the position is vacant or incumbent not reclassified with position, the position will be filled in accordance with the normal appointment procedures. If a position is reclassified due to reorganization, a limited recruitment process may be conducted. Please consult with the Dept. HR Unit for assistance.

Reason for Classification Decision:

ADS is developing new division-specific data systems and expanding its data analysis and quality assurance functions to ensure services and program initiatives meet quality performance, data-driven measurements. To meet these new program requirements, a vacant Research Evaluation Analyst 1 position is being converted to a Data Analyst. With less emphasis on applied research, the design, implementation, and evaluation of formal projects/studies, and a stronger focus on database management, data analysis/reporting, data mining, and maintenance of unique data systems, Data Analyst better fits the revised work assignments. Data Analyst is used to classify staff positions that design, oversee and maintain specialized data systems created by non-IT developers who work in divisions and departments. Data Analysts perform highly technical, complex ad-hoc reporting, ensure data integrity, and analyze, mine, and summarize data received from a variety of sources and systems. Due to the technical systems and data management focus, Data Analyst also better fits this new function than the Program Development Specialist (PDS) series. PDS classifications are broader in nature with a general program focus and have a more direct service or administrative focus. While PDS staff perform analysis and evaluation work, PDS positions are less technical in terms of needing MIS systems knowledge and are typically not involved with the creation and/or installation of department/division specific information systems.

If you have any questions, please feel free to contact me at 503-988-3241.

Copy: Urmila Jhattu, DCHS HR Manager
Ed Jones, DCHS Business Services
Class Comp File Copy

Gary Miguel, DCHS HR
Bryan Lally, AFSCME