

# MAINE STATE LEGISLATURE

The following document is provided by the  
**LAW AND LEGISLATIVE DIGITAL LIBRARY**  
at the Maine State Law and Legislative Reference Library  
<http://legislature.maine.gov/lawlib>



Reproduced from scanned originals with text recognition applied  
(searchable text may contain some errors and/or omissions)

- SUMMARY -

HAY ASSOCIATES REPORT ON  
CLASSIFICATION AND COMPENSATION



HAY ASSOCIATES REPORT ON  
CLASSIFICATION AND COMPENSATION

The regular session of the 107th Maine Legislature authorized a review of the State of Maine classification and compensation plans and requested a report of findings at the current special session. The Executive Branch provided additional resources in order to assure a comprehensive and professional evaluation of the equity of the State's compensation plan. In August of 1975, the firm of Hay Associates was selected to perform the required review.

In order to review classifications and job specifications, approximately sixteen hundred interviews were scheduled and conducted and approximately 10,000 questionnaires were distributed to full-time employees in the approximately 950 classes involved. These classes, plus about 200 unclassified positions, were evaluated by trained task forces covering approximately 13,000 full-time employees. An exhaustive survey of salaries and benefits in various groups of both public and private agencies was completed.

## Findings -

- . The last full reclassification study implemented was dated March, 1951.
- . The last general salary adjustment was effective in April, 1974.
- . Considerable demand for reallocation of positions has existed in the recent past from both employees and departments.
- . The study found that 90 percent of the 950 classes required some revision in the class specification.
- . In a great many instances, an inconsistent relationship exists between measured job content and present grade assignment.
- . Fifty to seventy-five percent of all classified employees occupy the top three steps (E, X and Y) in most grades 16 through 25. Employees currently above grade 25 are rarely found at any step lower than E.
- . These findings "make a strong case for a sweeping reallocation of classes at this time, based on consistent measurement of job content reflected by up-to-date class specifications". It is important to accomplish such a change prior to the implementation of collective bargaining.
- . Unclassified salaries are consistent with classified salaries for assignments up to middle management and senior professional positions. Unclassified salaries above this level, including the most senior of the State's unclassified employees, fall significantly below those of equivalent classified positions.
- . Under the present merit system, increases are often awarded on the basis of longevity rather than performance.
- . State of Maine classified salaries are generally comparable with salaries reported by other states, although the Maine salaries are

slightly lower at the bottom end of the pay plan, and slightly higher than other states at the top end of the classified structure. On the other hand, State of Maine salaries are generally lower than the average of industrial and financial concerns. In comparison with the average salaries of the fifteen selected Maine employers and the New England states selected for comparison, Maine actual salaries also tend to be on the low side of average. Maine salaries for middle and upper professional and management positions tend to be generally lower than the average salaries for twelve northeastern state governments.

- . Noncash benefits, while slightly less than the average of similar benefits in the private sector, are in an overall sense complete and comparable with those of other states.

#### Recommendations -

- . The principal recommendation of the consultant is the reallocation of classes based on job content. A table showing recommended pay ranges for occupied classifications is attached as Appendix "B".
- . The recommended salary schedules are included as Appendix "A".
- . The salary levels proposed by the salary schedule are comparable with the market average as follows:
  - . For employees up to and including first level supervisory and professional employees, a salary level that is roughly equivalent to the average salary reported for the special local State of Maine survey, and three neighboring states;
  - . For middle management, senior professional and higher management positions, a salary level that is approximately comparable with the average salary levels reported by twelve northeastern states.
  - . The salary schedules include one for licensed physicians, and another for all other classes, based upon the distinctly different comparisons for licensed physicians in the surveys.
- . The top two steps in the current salary schedule (x and y) should be changed from longevity steps to merit steps.
- . The consultants have recommended moving to a true merit system, suggesting limiting funds for this purpose, requiring effective performance evaluations, award for merit, and no increase for marginal performance or longevity.
- . Recommendations for noncash compensation, or benefits, include a recommended reduction in employee contributions for Basic Life Insurance (to reflect actual net costs), improved communication to employees about their benefits and other noncash programs, examination of the possibility of reducing retirement benefit levels payable to individuals terminating employment before age 60, examination of the possibility of increasing the \$350 surgical schedule in the medical plan, and reconsideration of the practice of linking increases in retirement benefits to general increases for active state employees.

- . The consultants have not recommended a specific implementation plan. Based on the "highest cost" approach, which assumes no loss of pay to employees and a step-to-step increase for employees occupying positions re-evaluated upward, the cost of implementation for full-time classified employees (10,767) is estimated at 11.1 percent of current salary costs. This percentage is not to be construed as a uniform adjustment but is merely the net result of all the various adjustments.
- . The cost of the plan will depend on the development of an appropriate implementation program, as well as consideration of other costs such as retirement, etc.
- . Various organization and procedural changes are recommended in the report to improve the effectiveness of the State personnel procedures.



APPENDIX A

SCHEDULE I

Grade	Point Range		A	B	C	D	E	X	Y
1	76	81	5205	5465	5739	6026	6327	6643	6975
2	82	87	5332	5599	5879	6173	6482	6806	7146
3	88	94	5458	5731	6018	6319	6635	6967	7315
4	95	101	5606	5886	6180	6490	6815	7156	7514
5	102	109	5775	6064	6367	6685	7019	7370	7739
6	110	118	5943	6240	6552	6880	7224	7585	7964
7	119	127	6134	6441	6763	7100	7455	7828	8219
8	128	137	6344	6661	6994	7344	7711	8097	8502
9	138	147	6554	6882	7226	7588	7967	8366	8784
10	148	159	6786	7125	7481	7856	8249	8661	9094
11	160	171	7038	7390	7760	8148	8555	8983	9432
12	172	184	7291	7656	8039	8441	8863	9306	9771
13	185	198	7586	7965	8363	8782	9221	9682	10,166
14	199	214	7903	8298	8713	9149	9606	10,086	10,590
15	215	230	8240	8652	9085	9539	10,016	10,517	11,043
16	231	248	8598	9028	9479	9954	10,452	10,974	11,524
17	249	267	8977	9425	9896	10,392	10,912	11,458	12,031
18	268	288	9398	9868	10,361	10,880	11,424	11,995	12,595
19	289	310	9862	10,355	10,873	11,417	11,988	12,587	13,216
20	311	334	10,347	10,864	11,407	11,978	12,577	13,206	13,866
21	335	360	10,867	11,410	11,981	12,580	13,209	13,869	14,562
22	361	388	11,442	12,014	12,615	13,246	13,908	14,603	15,333
23	389	418	12,053	12,656	13,289	13,954	14,652	15,385	16,154
24	419	450	12,706	13,341	14,008	14,710	15,446	16,218	17,029
25	451	484	13,401	14,071	14,775	15,514	16,290	17,105	17,960
26	485	522	14,265	14,978	15,727	16,514	17,340	18,207	19,117
27	523	562	14,452	15,175	15,934	16,731	17,568	18,446	19,368
28	563	605	14,912	15,658	16,441	17,263	18,126	19,032	19,984
29	606	652	15,551	16,329	17,145	18,003	18,903	19,848	20,840
30	653	702	16,177	16,986	17,835	18,728	19,664	20,647	21,679
31	703	757	16,841	17,683	18,567	19,497	20,472	21,496	22,571
32	758	815	17,569	18,447	19,369	20,339	21,356	22,424	23,545
33	816	878	18,336	19,253	20,216	21,227	22,288	23,402	24,572
34	879	945	19,166	20,124	21,130	22,188	23,297	24,462	25,685
35	946	1018	20,061	21,064	22,117	23,224	24,385	25,604	26,884
36	1019	1097	21,031	22,083	23,187	24,347	25,564	26,842	28,184
37	1098	1181	22,080	23,184	24,343	25,561	26,839	28,181	29,590
38	1182	1272	23,190	24,350	25,568	26,847	28,189	29,599	31,078
39	1273	1370	24,724	25,960	27,258	28,622	30,053	31,556	33,133
40	1371	1476	25,771	27,060	28,413	29,835	31,327	32,893	34,538
41	1477	1590	27,113	28,469	29,892	31,388	32,957	34,605	36,335

SCHEDULE Ia  
(Physicians)

Grade	Point Range		A	B	C	D	E	X	Y
29	606	652	19,869.91	20,863.63	21,905.67	23,002.91	24,153.05	25,360.70	26,628.17
30	653	702	20,495.91	21,520.95	22,595.81	23,727.62	24,914.00	26,159.70	27,467.09
31	703	757	21,160.24	22,218.50	23,328.20	24,496.70	25,721.53	27,007.61	28,357.38
32	758	815	21,888.45	22,983.13	24,131.02	25,339.73	26,606.91	27,937.05	29,333.27
33	816	878	22,654.17	23,787.09	24,975.14	26,226.13	27,537.43	28,914.30	30,359.37
34	879	945	23,498.18	24,673.36	25,905.69	27,203.27	28,563.28	29,991.60	31,490.51
35	946	1018	24,379.70	25,598.96	26,877.50	28,223.78	29,634.96	31,116.17	32,671.85
36	1019	1097	25,350.64	26,618.47	27,947.92	29,347.82	30,815.21	32,355.97	33,973.04
37	1098	1181	26,398.24	27,718.46	29,102.85	30,560.60	32,088.63	33,693.06	35,376.95
38	1182	1272	27,509.72	28,885.52	30,328.21	31,847.33	33,439.69	35,111.68	36,866.47
39	1273	1370	29,642.79	30,495.27	32,018.35	33,622.13	35,303.23	37,068.39	38,920.98
40	1371	1476	30,090.39	31,595.26	33,173.28	34,834.91	36,576.65	38,405.48	40,324.89
41	1477	1590	31,431.83	33,003.78	34,654.15	36,387.86	38,207.25	40,029.41	42,122.57





APPENDIX B

List of Occupied Classifications Showing Recommended Pay Grade

(Classifications which were vacant at the time the study was performed do not appear on these lists, but will be allocated to an appropriate grade through the Hay evaluation process.)

CLASS TITLE	RECOMMENDED GRADE		RECOMMENDED GRADE
ACCOUNT CLERK I 0311	9	ASST DR PROB PAROLE5265	27
ACCOUNT CLERK II 0312	11	ASST ENGINEER 6349	19
ACCOUNT SYS ANALYST0325	21	ASST EX DIR MSR SYS0961	25
ACCOUNTANT I 0321	14	ASST FISH HATCH FRM9313	12
ACCOUNTANT II 0322	15	ASST GOVERN AUDITOR0615	13
ACCOUNTANT III 0323	21	ASST LEG AUDITOR 0619	13
ACTUARIAL ACCOUNTAN0303	17	ASST MGR PRIS RET S8463	10
ACTUARIAL CLERK 0305	11	ASST MGR RET STORES0242	10
ADMIN PHYSICAL PLAN8250	26	ASST MIL TRAIN OFF 3032	17
ADMIN SECRETARY 0024	14	ASST PIER SUPT 8465	7
ADULT EDUC SPEC 3069	23	ASST PRISON STEWARD0980	9
AIRCRAFT MECHANIC 8580	20	ASST SEC PUC 0025	16
AIRCRAFT PILOT SUPV3584	22	ASST ST GEOLOGIST 6416	28
ALC PROGRAM SPECIAL5271	25	ASST STATE HORTICUL9123	18
ALC REG PLNG COORD 5288	24	ASST SUPT BLDGS 8255	21
ALC REHAB COUN II 5284	20	ASST SUPT CORRECTIO5238	28
ALC REHAB COUNS I 5273	20	ASST SUPV BAXTER PK9427	17
ANALYST PROG II 0146	24	ASST SUPV OJTD RECR9226	18
ANALYST PROGRAMMER 0145	22	ASST SUPV SER AGING5045	20
ANIMAL INDUS SPEC I9153	14	ASST TAX ASSESSOR 0518	23
ANIMAL INDUS SPEC I9154	17	ASST WOODSHOP MGR 8450	11
ANIMAL MED TECH 5286	9	AST CH BU DR LICENS7317	22
APPRENTICESHIP SPEC0410	21	AST CH UNEMP COM BE0742	24
ARCHITECT 6436	23	AST CH UNEMP COM TA0757	25
ARCHITECT AIDE 6434	13	AST DIR BU CORRECT 5278	35
ARCHITECT HISTORIAN6439	20	AST DIR DIV HOSP SE4236	24
ARCHIVIST I 0281	14	AST DR BUR MEN RETA5275	35
ARCHIVIST III 0283	19	AST DR SEED POTATO 9134	19
AREA DR WK INCEN PR0760	25	AST SUPV PK MAIN OP9232	27
AREA SUP HMKER AID 5004	18	ATTORNEY EXAM 2022	21
ARTS & HUMAN ASSOC 0822	21	AUTO MECH FOREMAN 8305	18
AS DR DV FIN ED C S3074	26	AUTO MECHANIC 8302	12
ASSOC COM BU SPEC R3061	35	BAKER I 1241	5
ASSOC COMM BU INSTR3049	35	BAKER II 1242	7
ASSOC COMM BU VOC E3051	36	BANK EXAMINER I 0341	17
ASST BUDGET OFF 0387	25	BANK EXAMINER II 0342	20
ASST BUYER 0250	9	BANK EXAMINER III 0343	22
ASST CH GAME WARDEN9514	23	BANK EXAMINER IV 0340	25
ASST CLASS REHAB OF5223	14	BARBER 8502	9
ASST COMMISS EDUC 3040	29	BEAUTICIAN 8501	9
ASST DEP WARDEN 5212	25	BIOLOGIST I 9351	21
ASST DIR ST F PREV7234	21	BIOLOGIST II 9352	23
ASST DIR BUR ADM TR0047	28	BIOLOGIST III 9353	29
ASST DIR BUR REHAB 4060	30	BIOLOGIST IV 9354	31
ASST DIR HIWAY EQUI8132	23	BIOLOGY AIDE 9341	13
ASST DIR P H ENG 6213	30	BKKG MACH OPER SUPV0113	13
ASST DIR P H LAB 4324	28	BKKG MACHINE OPER I0112	7
ASST DIR PERSONNEL 0407	32	BKKP MACH OPER I 0111	5
ASST DIR RESOUCE DE5017	30	BLACKSMITH 8311	9
ASST DIR TRANS PUC 0050	20	BLDG MAINT SUPV 8251	18
ASST DIV DR MANP AF0727	31	BLIST RUST DIST LEA9405	21
ASST DR CONS INFO E0988	22	BOAT CAPTAIN 9322	12
ASST DR DIV DIS DET4066	24	BOAT CAPTAIN SUPV 9323	20
ASST DR MANPOWER REQ715	27	BODY FENDER MECHANI8304	9
ASST DR MP AFF ADM 0734	31	BOOKMOBILE OPERATOR3102	10

See last page for late additions.

CHIEF HOSPITAL SERV4422	27	BRIDGE OPERATOR I 8141	3
CHIEF INS EXAMINER 0362	25	BRIDGE OPERATOR II 8142	4
CHIEF INSP AERONAUT7202	22	BRIDGE SUPERVISOR 8152	20
CHIEF LEGAL COUNS T2057	32	BRIDGEMAN 8145	9
CHIEF MOT VEH INVES7307	18	BUDGET EXAMINER II 0362	24
CHIEF OCCUP THERAP 4123	26	BUILDING CUSTODIAN 1013	10
CHIEF PERS TECH 0404	29	BUS MANAGER I 0041	21
CHIEF PHYSICAL THER4129	22	BUS MANAGER II 0042	23
CHIEF PRISON SECURI5228	24	BUS SERV MANAGER 0295	23
CHIEF PROTECT SER C0956	13	BUTCHER 9017	9
CHIEF SUPPLY SERV C0943	11	BUYER I 0251	14
CIV DEF INSTRU RPRM8622	10	BUYER II 0252	14
CIV DEF PUB AFFR OF0954	17	C D COMM TECHNICIAN8611	14
CIV DEF SHELTER OFF0939	15	C D OPERATIONS OFF 0953	20
CIVIL DEF INSTRUCTO0949	11	C SM BS ENT VIS IMP3070	21
CIVIL ENGINEER I 6341	22	CAMPGROUND ATTEND 9424	7
CIVIL ENGINEER II 6342	26	CAMPGROUND RANG II 9426	13
CIVIL ENGINEER III 6344	29	CAMPGROUND RANG III9423	14
CIVIL ENGINEER IV 6346	31	CAPITAL BLDG GRS OF7315	7
CIVIL ENGINEER V 6347	34	CARPENTER 8201	12
CLAIMS DEPUTY I 0741	20	CARPENTER FOREMAN 8202	18
CLAIMS DEPUTY II 0740	22	CARTOGRAPHER 6005	17
CLAIMS INTERVIEW II0738	13	CEMETERY SUPT 6440	18
CLAIMS INTERVIEW II0739	18	CH ACCT MANPOWER AF0337	28
CLAIMS INTERVIEWER 0737	11	CH BU AIR POLLUTION6449	31
CLASS REHAB OFFICER5222	19	CH COUNSEL LAND BD 2053	30
CLERK I 0001	3	CH CRIMINAL INSPECT7016	28
CLERK II 0002	6	CH DATA PROCESS SYS0390	26
CLERK III 0003	12	CH DIV LAND QUALSER9244	28
CLERK IV 0004	12	CH EMPL SER OPER 0755	30
CLERK STENO I 0021	6	CH MATERIALS EXAM 0255	18
CLERK STENO II 0022	10	CH PURCHASING STANDG256	19
CLERK STENO III 0023	12	CH ST HOUSE SECURIT7320	15
CLERK TYPIST I 0011	5	CH TRAIN CERTIFICATU523	20
CLERK TYPIST II 0012	8	CH UNEMP COMP TAX C756	31
CLERK TYPIST III 0013	12	CH UNEMPL COMP BENE0743	31
COASTAL WARD INVEST9505	18	CHAPLAIN I 5132	23
COASTAL WARDEN I 9501	16	CHAPLAIN II 5133	25
COASTAL WARDEN SUPV9502	19	CHEMIST ASST I 6405	9
COMP OPERATIONS SUP0193	17	CHEMIST ASST II 6406	9
COMPRE HLTH PLAN II5050	26	CHEMIST I 6401	19
COMPRE HLTH PLANN I5049	22	CHEMIST II 6402	22
COMPUTER OPER AIDE 0191	7	CHEMIST III 6403	24
COMPUTER OPER MGR 0397	23	CHF RADIOLOG DEF SEC0941	18
COMPUTER OPERATOR 0192	10	CHIEF ACCOUNTANT MH0339	25
COMPUTER PROGRAM AIC379	12	CHIEF ACCT HIGHWAY 0326	25
COMPUTER PROGRAM II0389	19	CHIEF ACCT HLTH WEL0338	25
COMPUTER PROGRAMMER0388	17	CHIEF BU PUB SERVIC7310	22
CONSULT MECHANIC EN6471	23	CHIEF COASTAL WARDE9504	29
COOK I 1231	6	CHIEF COMM C D 0947	18
COOK II 1232	7	CHIEF DR LICENS EXA7304	22
COOK III 1233	16	CHIEF ENG PUC 6313	31
COOR KEEP ME SCEN P9230	23	CHIEF EX INCOME TAX0511	24
CORRECT INFIRM ATT 5204	11	CHIEF GAME WARDEN 9515	27
CORRECT OFF II 5232	13	CHIEF HIWAY SAF COR7294	25

CORRECT PLANS COORD	5305	20	DIR DIV ADULT EDUC	3020	29
CORRECTION OFF I	5231	7	DIR DIV DIS DETERM	4062	26
CORRECTIONS OFF III	5233	19	DIR DIV MARKETS	9166	27
CRIMINAL INSPECTOR	7015	19	DIR DIV PROG OPERAT	3078	30
CRUSHER FOREMAN	8181	16	DIR DIV PROGRAM SER	3026	29
CUSTODIAL WORKER I	1011	2	DIR DIV SCH OPERAT	3017	27
CUSTODIAL WORKER II	1010	4	DIR DIV SCH TRANSPT	3028	27
CUSTODIAL WORKER II	1012	4	DIR DIV TEACHER EDU	3021	27
DAIRY INSPECTOR	9101	15	DIR DIV TRADE < MKT	0802	30
DATA COMM TERM OPER	0194	5	DIR DIV VOC REHAB	4061	28
DATA CONT LIB II	0157	11	DIR EXCISE TAX	0541	26
DATA CONTROL CLK I	0153	5	DIR EYE CARE	5054	29
DATA CONTRCL CLK II	0154	5	DIR FEDERAL PROGRAM	3029	28
DATA CONTROL LIB I	0156	6	DIR FOREST FIRE CON	9442	27
DATA CONTROL SPEC	0155	6	DIR FOREST MGT	9440	27
DATA ENTRY OPER I	0140	6	DIR GERIATRIC SERV	4077	27
DATA ENTRY OPER II	0141	6	DIR HIGHER EDUC FAC	3077	25
DATA ENTRY SPEC	0142	9	DIR HLTH WELF ADM	S0043	32
DATA ENTRY SUPV	0143	16	DIR HOSP LICENSING	0415	26
DATA ENTRY SYS MGR	0150	19	DIR HOUSING SERVICE	5043	24
DENTAL HUGIENIST I	4341	14	DIR HUMAN DEV UNIT	4149	28
DEP COM INL FISH GM	9516	32	DIR INDUSTRIAL SAFE	7253	28
DEP COMM EDUCATION	3058	37	DIR INHERITANCE TAX	0513	26
DEP COMM INDIAN AFF	5002	30	DIR INSPECTIONS	9184	30
DEP COMM MARINE RES	9507	35	DIR INST LAB SERVIC	4076	30
DEP COMM TRANSPORT	7290	40	DIR LAND MGT	9449	27
DEP DIR BUR PROP TA	0520	27	DIR LEG AUDITS	0624	24
DEP FOREST COMM	9461	30	DIR LIQUOR LICENSIN	7265	17
DEP INS SUPT	0354	27	DIR MANPOWER ADI DI	0721	29
DEP PRISON WARDEN	5224	28	DIR MEDICAID PRG RE	4394	28
DEP STATE BUDGET OF	0384	29	DIR MENT RETARD FAC	5277	30
DEP STATE CONTROLLE	0396	29	DIR MILK PROGRAM	9191	16
DEP STATE TAX ASSES	0516	30	DIR NUTRITION SERV	1263	26
DEP STATE TREASURER	0391	27	DIR PLANT INDUSTRY	9138	31
DEPT PERS OFF II	0406	27	DIR PROB & PAROLE	5264	32
DEPT PERS OFFICER I	0405	26	DIR PUB HLTH ENG	6214	33
DEPUTY ST AUDITOR	0623	28	DIR PUB HLTH LAB	4323	30
DEPUTY DIRECTOR C	0948	22	DIR PUB HLTH NURSIN	4056	29
DEV REPRESENT II	0810	22	DIR PUBLIC PRINTING	0261	22
DINNING ROOM SUPV	1202	7	DIR RES & STATISTIC	0972	27
DIR ADMIN SERV	0975	26	DIR RETAIL STORES	0240	26
DIR ADMIN SERV CONS	9443	31	DIR SALES TAX	0531	29
DIR ANIMAL INDUSTRY	9156	30	DIR SCH NUTRITION	3079	27
DIR ANIMAL INDUSTRY	9157	23	DIR SECURITIES DIV	0346	23
DIR AUTO MAINT	8133	20	DIR SEED POTATO PRO	9135	22
DIR BAXTER ST PARK	9429	27	DIR SOC WELFARE	5019	31
DIR BUR ADM SERV TR	7291	33	DIR SOCIAL SERVICES	5030	25
DIR BUR CORRECTIONS	5269	37	DIR SPECIAL SERVICE	3045	26
DIR BUR MENTAL HLTH	4318	41	DIR SURP FOOD & PRO	0259	24
DIR BUR REHAB	4059	34	DIR TEACH ED FLD SE	3084	27
DIR BUR WTR POL CNT	9243	33	DIR TRANSP SERVICES	0070	27
DIR CENTRAL SERVICE	0260	18	DIR TRANSP SYS PLAN	6350	27
DIR CERT & PLACEMEN	3072	27	DIR WORK INCENT PRO	0761	26
DIR CONSERV COMMUN	0093	26	DIS CLAIMS ADJUDICA	3065	20
DIR COTTAGE PROGRAM	5255	26	DIS CLAIMS EXAMINER	3066	19

DIS CLAIMS SUPV	3067	22	ENVIRONMENTAL TECH	6339	19
DISHWASHER	1007	1	EQUIP SUPERINTENDEN	8131	20
DIST HUMANE AGENT	9158	18	EX AIRCRAFT CO-PILO	8594	19
DIST SUPV AFCARE PR	5267	23	EX SEC ED BARBERS	0034	16
DIST SUPV OF PARKS	9234	27	EX SEC GOV COM EMP	0006	24
DIST SUPV PROB PAR	05263	25	EX SEC HARN RACE	00036	21
DIV DIR ENVIRON SER	6340	28	EX SEC IND ACCI COM	0019	22
DIV DR MANPOW AFFAI	0726	35	EX SEC ME INS ADV	80380	23
DR BU LAND QUAL CON	9242	31	EX SEC ME MILK COMM	0987	19
DR BUR WTRCFT REG	S7101	24	EXEC AIRCRAFT PILOT	8593	22
DR DIV FIN ED CUL	S3073	31	EXHIBIT TECHNICIAN	8531	12
DR DIV MARINE RESCH	9371	35	FER SERV REPAIR TEC	8479	11
DR DIV PERS CONS	FI0344	28	FERRY SERV -ABLE SEA	8471	7
DR DIV SCH FACILIT	3018	31	FERRY SERV CAPTAIN	8473	20
DR DIV ST ARCHIVES	0284	24	FERRY SERV ENG	8472	14
DR GAS WATER DIV	PU6314	31	FERRY SERV PORT ENG	8474	19
DR H W RES VITAL	REG414	24	FERRY SERVICE MGR	8475	25
DR LICENSE EXAM I	7302	10	FERY SUR ASST PT EN	8477	16
DR LICENSE EXAM II	7303	15	FERY SUR TERM AGT	I8469	3
DR MANPOW AFF ADM	S0733	34	FERY SUR TERM AGT	I8476	5
DR MANPOWER RESEARC	0714	32	FIELD ADV EXAM I	0744	18
DR OFF ALC DRG AB	P5306	29	FIELD ADV EXAM II	0752	19
DR PUB INFO EDUC	HW0825	26	FIELD EXAMINER I	0331	13
DR PUB REL MARKETIN	9508	27	FIELD EXAMINER II	0332	18
DR SAF SNOWMOB REG	9602	21	FIELD EXAMINER III	0333	20
DRIVER TRAINER	7314	15	FIELD INSPECTOR	7221	9
DRUG ALC RES ANALYS	5308	24	FIELD INVESTIGAT	I15009	16
DRUG PROG COORD	4245	24	FINANCAL RES EVAL	I0063	10
ECONOMIST	0805	34	FINANCAL RES EVAL	I0064	6
EDUC SPECIALIST I	3041	21	FINGER PRINT CLASS	0976	5
EDUC SPECIALIST II	3042	24	FINGERP CLASS II	0977	5
EDUC SPECIALIST III	3060	25	FIRE INSPECTOR II	7232	14
ELECTRICAL INSPECT	8213	20	FIRE INSPECTOR III	7235	15
ELECTRICIAN FOREMAN	8212	19	FISH GAME TECH	9525	10
ELECTRICIAN I	8211	12	FISH HATCH FOREMAN	9312	16
ELECTRICIAN II	8214	14	FISH HATCHERYMAN	9311	7
EMERG ENERGY COORD	0826	16	FOOD INSP SUPV I	9114	13
EMPL COUNSELOR III	0722	22	FOOD INSP SUPV II	9115	17
EMPL SER FIELD SUPV	0713	29	FOOD INSPECTOR I	9111	8
EMPL SERVICE MGR	II0712	27	FOOD INSPECTOR II	9112	12
EMPLOY COUNSELOR I	0725	18	FOOD SERV MANAGER	I1262	20
EMPLOY COUNSELOR II	0723	18	FOOD SERVICE WORKER	1201	3
EMPLOY SERV MAG I	0711	25	FOOD TECHNOLOGIST	9118	20
ENG AIDE II	6332	9	FOREST INS RANGER	I9401	10
ENG TECH I	6334	11	FOREST INS RANGER	I9403	12
ENG TECH II	6335	15	FOREST NURSERYMAN	9444	11
ENG TECH III	6336	17	FOREST RANGER II	9431	14
ENGINEERING TECH	IV6337	22	FOREST RANGER III	9432	19
ENGINEERING TECH	V 6338	26	FOREST RANGER IV	9433	21
ENTOMOLOGIST II	9412	23	FOREST RANGER MECH	9441	12
ENTOMOLOGIST III	9413	27	FOREST RESOURC PLAN	9450	20
ENVIR SPEC DOT	9241	24	FORESTER I	9451	16
ENVIRN RESOURC PLAN	9237	24	FORESTER II	9452	22
ENVIRON LICENS OFF	9238	21	FORESTER III	9453	24
ENVIRONMENTAL AIDE	6343	11	FOUND SURVEY FOREMA	8191	16

FOUNDATION SURV SUP	8192	19	HUM SERV TECH I	5073	14
FUEL DISTR SYS TECH	8310	12	HUM SERV WORKER II	5076	20
FURNITURE REPAIRMAN	8571	10	HUMAN SER AIDE I	5070	6
FURNITURE SHOP MGR	8421	14	HUMAN SER MGR III	5080	26
GAME WARDEN I	9511	14	HUMAN SER MGR IV	5081	29
GAME WARDEN II	9519	15	HUMAN SER TECH II	5074	16
GAME WARDEN III	9520	20	HUMAN SER WORKER II	5077	21
GAME WARDEN INSP	9517	18	HUMAN SERV AIDE II	5071	7
GAME WARDEN SUPV	9512	20	HUMAN SERV AIDE III	5072	9
GAMEKEEPER	9331	7	HUMAN SERVICES MGR	5078	22
GEN FARMER III	9013	18	HUMAN SERVICES WKR	5075	19
GENERAL FARMER I	9011	12	HUNTER SAFETY COORD	9521	18
GENERAL FARMER II	9012	15	HVY EQUIPMENT OPER	8121	9
GEOLOGIST II	6412	22	ILLUSTRATOR I	6001	7
GOV AUDITOR I	0616	16	ILLUSTRATOR II	6002	12
GOVERNMENTAL AUD II	0617	21	INDIAN DEVELOP SPEC	5003	25
GOVERNMENTAL AUD II	0618	25	INDUSTRIAL HYGIENIS	4343	16
GRDS EQUIP FOREMAN	8256	16	INFO SECURITY GUIDE	0105	7
GROUNDKEEPER I	9041	3	INFORMATIONAL REP	0821	18
GUARD	5201	7	INFORMATIONAL WRITE	0820	19
GUARD CAPTAIN	5214	21	INHERITANCE TAX SUP	0514	14
GUARD LIEUTENANT	5213	19	INS CLAIMS EXAMINER	0355	20
GUARD SERGEANT	5215	14	INS COMPANY EXAM	0366	20
HATCH CONST FOREMAN	8591	17	INS CONTRACT EXAM	0367	20
HEARING REPORTER	0051	12	INS RATE ANALYST	0353	21
HEARINGS SPECIALIST	0052	13	INS RISK ANALYST	0356	18
HIGH EQUIP ENGINEER	6328	28	INST BUS MANAGER I	0046	21
HIGH MAINT MAN I	9901	3	INST BUS MANAGER II	0044	25
HIGHWAY ATTORNEY	2051	21	INST CLOTHING CLERK	1120	1
HIGHWAY FOREMAN	9907	16	INST CLOTHING SUPV	1121	5
HISTORIAN	9228	25	INST FIRE MARSHALL	7242	10
HISTORIC PRESERVAT	9240	16	INST FIREFIGHTER	7243	12
HIWAY ATTY ASST	2052	14	INST RESIDENT REP	5237	24
HIWAY DISTRICT SUPV	8173	19	JAIL INSPECTOR	7035	16
HIWAY INVEST SUPV	7287	17	LAB ASSISTANT	4201	5
HIWAY MAINT MAN II	9902	5	LAB TECH I	4211	10
HIWAY MAINT MAN IIA	9905	7	LAB TECH II	4212	11
HIWAY MAINT MAN III	9903	9	LAB TECH III	4213	16
HIWAY MAINT MAN IV	9904	11	LABOR SAFETY INSP	17255	20
HIWAY MAINT SUPT	8175	21	LABOR STAT TECH	0420	11
HIWAY SAFETY COORD	7284	20	LABORER I	8001	1
HIWAY TRNG OFFICER	7286	18	LABORER II	8002	3
HLTH CONSULTANT	4381	20	LANDSCAPE ARCH III	6438	22
HLTH SERV SUP II	4392	25	LANDSCAPE ARCHIT	16433	17
HLTH SERVICES SUPV	4391	23	LANDSCAPE ARCHITECT	6432	14
HOMEMAKER AIDE I	5005	7	LAUNDRY SUPV I	1105	9
HOMEMAKER AIDE II	5025	9	LAUNDRY SUPV II	1104	12
HOSPITAL TECHNICIAN	4233	20	LAUNDRY WASHMAN	1103	4
HOSPITAL WARD CLERK	4232	5	LAUNDRY WORKER I	1101	1
HOUSE SERV SPEC I	5042	18	LAUNDRY WORKER II	1102	7
HOUSE-GUARDIAN	1020	7	LAW CLERK	0061	14
HOUSEKEEPER I	1016	5	LEG AUDITOR I	0620	16
HOUSEKEEPER II	1019	7	LEG AUDITOR II	0621	18
HOUSEPARENT I	5251	7	LEG AUDITOR III	0622	20
HUM SERV MANAGER II	5079	23	LEG RESEARC TECH II	2046	18

LEG RESEARCH TECH I2044	12	MENTAL HLTH WKR III4017	14
LEG RESEARCH TECH I2045	14	MENTAL HLTH WKR IV 4018	19
LIBRARIAN I 3111	11	MENTAL HLTH WKR V 4019	21
LIBRARIAN II 3112	18	MENTAL HLTH WKR VI 4020	23
LIBRARIAN III 3113	25	METAL SHOP FOREMAN 8441	10
LIBRARIAN V 3110	28	METAL SHOP MGR 8442	14
LIBRARY ASSISTANT 3101	8	METEROLOGIST 7282	15
LIC PRACT NURSE 4025	11	MGR MAINE STATE PIE8464	28
LIGHT EQUIP OPER 8111	5	MGR RES EVAL PLAN 4064	25
LIQ LICENSING INSP 7264	12	MGT ANALYST II 0393	24
LIQ MERCHANDISE AGT0248	14	MICROBIOLOGIST AIDE4215	17
LIQUOR INSPECTOR I 7261	12	MIL ADMIN SPECIALIS0028	10
LIQUOR INSPECTOR II7262	12	MIL OPER SPEC II 0216	12
LOTTERY ADMIN MGR 0582	22	MIL PROP OFFICER 8254	16
LOTTERY FINAN MGR 0581	24	MIL PROPERTY CLERK 0211	10
LOTTERY MKT AGENT 0584	19	MIL TRAINING OFFICE3031	20
LOTTERY MKT MGR 0580	26	MILITARY ADJUTANT 0210	15
LOTTERY REGION MGR 0586	21	MLECJ TRAIN OFFICER7021	15
MACHINIST 8321	11	MNGMENT ANALYST I 0392	22
MACHINIST FOREMAN 8322	16	MOB INSTR FOR BLIND3015	23
MAINT MECH FOREMAN 8282	18	MOTION PICTURE SPEC0137	20
MAINTENANCE MECH 8281	10	MOTOR VEH HEAR OFF 7306	17
MANPOWER AIDE I 0705	6	MOTOR VEH INVEST 7301	13
MANPOWER AIDE II 0706	8	MULTILITH OPERATOR 0181	10
MANPOWER AIDE III 0707	10	MUSEUM AIDE 3124	6
MANPOWER SPEC I 0701	17	MUSEUM SPEC I 3115	19
MANPOWER SPEC II 0702	20	MUSEUM SPEC III 3117	28
MANPOWER SPEC IV 0704	25	MUSEUM SPECIALIST I3116	23
MANPWR ADJ OFFICER 0720	24	MUSEUM TECH I 3121	12
MANPWR AF ADMIN C000746	23	MUSEUM TECH II 3122	17
MANPWR RES ANAL I 0716	15	MUSEUM TECHN III 3123	20
MANPWR RES ANAL II 0717	19	NAVIGATOR AIDS FORM9236	9
MANPWR RES ANAL III0718	23	NOSOLOGIST I 0425	7
MANPWR RES ANAL IV 0719	25	NOSOLOGIST II 0426	7
MANPWR SPECIAL III 0703	23	NURSE I 4031	19
MANUAL TR TEACHER 3014	20	NURSE II 4032	20
MARINE RES SCIEN II9364	25	NURSE III 4033	22
MARINE RES SCIENT I9362	20	NURSE IV 4034	25
MARINE RES SCIENT I9363	23	NURSE V 4035	26
MARINE RES SPECIAL 9361	15	NURSING ASST I 4021	5
MARINE TECHNICIAN 9360	10	NURSING ASST II 4022	14
MARKETING SPEC II 9161	15	NURSING EDUC CONSUL4058	23
MARKETING SPEC III 9162	17	NUTRITION CONSULT 4142	22
MASON 8221	10	NUTRITONIST 4141	15
MASON FOREMAN 8222	16	OCC THERAPY AIDE II4112	6
MEAT CUTTER 1251	9	OCCUP THERAPIST I 4121	20
MECH STORES CLERK I0201	7	OCCUP THERAPIST II 4122	23
MECH STORES CLK II 0202	9	OCCUPAT SAFETY ENG 7249	23
MECH STORES SUPV 0204	19	OCEANOGRAPHER 9365	28
MED CARE PROG COORD5285	22	OIL BURNER INSPECTO8216	20
MEDICAL SECRETARY I0031	14	OIL BURNER MECH FRM8218	14
MEDICAL SERVICE SUP5283	24	ORG METHODS EXAM II0386	24
MEDICARE CONSULTANT4237	21	P U INVESTIGATOR I 0372	10
MENTAL HEALTH WKR I4016	9	P U INVESTIGATOR II0370	15
MENTAL HLTH WKR I 4015	7	P U INVESTIGATOR II0376	18

PAINTER	8231	10	PROJ DIR SER AGING	5028	26
PAINTER FOREMAN	8232	16	PROP ASSESS ANALYZS	0527	16
PARK MGR II	9222	18	PROP ASSESSMENT ADV	0526	20
PARK MGR III	9223	20	PROP CONTROL SUPV	0364	15
PARK PLANNER	6431	26	PSY NURSING INST I	4041	24
PARK RANGER	9211	12	PSY NURSING INST II	4042	24
PATIENT-INMATE REP	5234	27	PSY SOCIAL WRK SUPV	5034	25
PERS CONS FIN EX I	0345	18	PSYCH AIDE II	4002	9
PERS TECHNICIAN I	0401	19	PSYCH AIDE SUPV II	4005	16
PERSONNEL SPEC	0400	23	PSYCH SOC WKR ASST	5033	16
PERSONNEL TECH II	0402	21	PSYCH SOCIAL WKR II	5032	22
PERSONNEL TECH III	0403	23	PSYCHIATRIC AIDE I	4001	6
PHARMACIST	4241	20	PSYCHOLOGIST I	5121	25
PHARMACY CLERK	4239	15	PSYCHOLOGIST III	5123	30
PHOTO COPY MACH OP	0131	5	PSYCHOLOGIST IV	5124	31
PHOTO LAB TECH	8554	16	PSYCHOLOGY ASST	5101	13
PHOTOCOPY MACH OP I	0132	5	PUB HEALTH PHYS II	4362	35
PHOTOGRAPHER I	0135	12	PUB HLTH EDUCATOR I	4372	20
PHOTOGRAPHER II	0136	21	PUB HLTH NURS CONSU	4053	24
PHYS III PSYCH	4313	31	PUB HLTH NURS SUP I	4057	25
PHYS THERAPIST I	4127	17	PUB HLTH NURS SUPV	4052	25
PHYSICIAN IV PSYCHI	4314	36	PUB HLTH NURSE I	4051	21
PIER SUPT WATERWAYS	8466	16	PUB HLTH NURSE II	4055	22
PLANNING ASSOC I	6483	18	PUB REPRESENTATIVE	0824	20
PLANNING ASSOC II	6481	22	PUBLICITY REP II	0827	20
PLANS TRAINING COOR	0944	17	R OF W AGENT II	0912	17
PLANT MAINT ENG I	8271	17	R OF W APPRAISER I	0913	18
PLANT PATHOLOGIST	9130	25	RADIO OPERATOR	8601	7
PLT MAINT ENG II	8272	19	RADIO TECH	8602	14
PLT MAINT ENG III	8275	25	RADIOL MAINT OFF CD	0950	14
PLUMBER FOREMAN	8243	18	RANGER PILOT II	8586	20
PLUMBER I	8241	12	RATES TARIFF EXAM I	0316	21
PLUMBER II	8242	14	REAL ESTATE EXAM	7220	17
PLUMBING INSPECTOR	7271	14	RECORDS MAN ANYS II	0173	18
POLICE COMM OPERATO	8600	9	RECORDS MGT OFFICER	0174	23
POLICE COMM SUPV	8605	11	RECORDS TECH I	0175	6
PORT SOLICITOR	8478	24	RECORDS TECH II	0176	12
POST OFFICE CLERK I	0081	3	RECREAT THERAPIST	4120	22
POST OFFICE CLERK II	0082	7	RECREATION AIDE	4102	5
POULTRY TEST MGR	9142	11	REG DIR FORESTRY	9439	26
POULTRY TESTER	9052	10	REG DIR REHAB SERV	4065	27
POULTRYMAN	9051	5	REG NURSE PUB HLTH	4050	19
PRINT SHOP MGR	8564	14	REGL FOREST RANGER	9438	24
PRISON INDUST MGR	8461	21	REHAB ASST SER DEAF	3087	14
PRISON RET STORE MGR	8462	14	REHAB COUNSELOR I	3081	20
PRISON STEWARD	0979	14	REHAB COUNSELOR II	3082	23
PRISON WARDEN	5226	32	REHAB COUNSELOR III	3083	24
PROB PAROLE OFFICR	5261	19	REHAB COUNSULTANT	3088	25
PROB-PAROLE OFF II	5262	20	REIMBURSE INVEST I	0357	19
PROD INSP SUPV I	9173	13	REIMBURSE INVEST II	0359	21
PROD INSP SUPV II	9174	15	REMOTIVATION INSTR	4125	13
PROD INSP SUPV III	9175	18	REPRD EQUIP SUPV	0134	13
PROD INSPECTOR II	9172	11	RESEARCH ASSOC I	6485	18
PROD INSPECTOR III	9176	12	RESEARCH ASSOC II	6486	20
PRODUCE INSPECTOR I	9171	8	RETAIL STORE CLERK	0241	5



SUPV BALLOT ROOM 0030	11	RETAIL STORE MGR 0244	14
SUPV BAXTER ST PARK9428	24	RETAIL STORE MGR II0245	15
SUPV CENTR PRINT SE0262	16	RETAIL STORE SUPV 0247	19
SUPV CONS SERV DIV 0352	25	RFGR AIR CONDIT SPE8245	11
SUPV CORP DIV 0033	23	RIGHT OF WAY AGENT 0911	12
SUPV COTTAGE PROG 5250	24	RT OF WAY APPRAIS I0914	18
SUPV DAIRY INSP 9102	18	RT WAY APPRAISER II0917	21
SUPV FEED FERTILIZE9119	18	SAFETY COMPLI OFF 7254	19
SUPV FINANCIAL RESPO065	14	SANATARIAN II 7312	14
SUPV FINGERPRINT CLO978	10	SANITARIAN SUPV 7313	17
SUPV GEN ACCOUNTING0327	21	SANITARY ENG III 6215	29
SUPV GROUNDS 9044	15	SANITARY ENGINEER I6211	22
SUPV HIWAY PERMITS 7224	14	SARDINE QUAL GRAD I9117	11
SUPV INS LICENS DIV0320	23	SEAMSTRESS I 1111	5
SUPV LAND DEV REVIECO94	23	SEAMSTRESS II 1112	7
SUPV LAND USES PLANCO97	23	SECRETARY 0005	12
SUPV LIFE ACC HLTH 0368	25	SECURITIES EXAMINER0350	17
SUPV MAPPING 0096	21	SECURITY GUARD 7321	7
SUPV OFFICE SERVICE0735	17	SEED POTATO INSP 9131	13
SUPV PESTICIDE PROG9339	22	SEED POTATO INSP SU9132	18
SUPV PK ACQUISIT DE9224	31	SIGN PAINTER 8561	7
SUPV PK MGT OPERAT 9233	31	SIGN SHOP FOREMAN 8562	14
SUPV PLUMBING INSP 7272	16	SNOWMOBILE COORD 9601	15
SUPV PRE-AUDIT DIV 0324	17	SOCIAL MEDICAL COOR5274	24
SUPV R W APPRAISER 0916	26	SOCIAL RES SCIENTIS5038	22
SUPV RADIO COMMUN 8603	23	SOIL SCIENTIST 6419	24
SUPV REAL EST LICEN7219	21	SOILS RESEARCH SCIE6415	23
SUPV RECREATION 4101	16	SPEECH CONSULTANT 4151	23
SUPV REIMBURSE DIV 0358	25	SR COMPUTER PROGRAM0144	21
SUPV REPRODUCT SERVO133	14	ST HORTICULTURIST 9124	22
SUPV RETIRE CLAIMS 0963	17	ST HOUSE EX HOUSEKP1018	15
SUPV RT WAY AGENTS 0931	19	ST HOUSE HOUSEKP F01017	9
SUPV SAN ENG ADM SE0027	15	ST POLICE MAJOR 7006	34
SUPV SNOWMOBILE PRO9603	25	ST POLICE SERGEANT 7002	20
SUPV SOUNDEX FILES 0032	9	ST POLICE TROOPER 7001	15
SUPV SPEC ED VIS HA3075	25	STAFF DEVELOP COORD4063	23
SUPV SPEC SERVI MH&4105	29	STATE POLICE CAPT 7004	27
SUPV SURPLUS PROP 0258	13	STATE POLICE CORP 7007	17
SUPV UNIFORM CR REP7013	22	STATE POLICE LIEUT 7003	23
SUPV VETERANS SERV 0834	20	STATIONARY ENG 8262	10
SUPV VITAL RECORDS 0421	17	STATIONARY FIREMAN 8261	7
SURP PROP FIELD AGT0257	11	STATISTICIAN I 0411	18
SWITCHBOARD OPERATO0106	6	STATISTICIAN II 0412	19
SWITCHBOARD SUPV I 0104	10	STATISTICIAN III 0413	22
SWITCHBOARD SUPV II0103	7	STOREKEEPER I 0231	9
SYS SOFTWARE SPEC IC310	26	STOREKEEPER II 0232	13
SYST PROG MANAGER 0373	28	STORES CLERK 0221	6
TAB EQUIP OPER I 0151	4	SUP OUTDOOR RECREAT9227	20
TAB EQUIP OPER II 0152	7	SUPERVISOR AUDITS 0349	22
TAB EQUIP SUPV II 0162	16	SUPT GAME FARM 9334	16
TAX EXAMINER II 0507	18	SUPT MENS CORR CENT5236	31
TAX EXAMINER III 0508	20	SUPT MIL NAV CHIHME5301	25
TAX EXAMINER SUPV 0509	24	SUPT SCH FOR DEAF 3071	27
TAX INVESTIGATOR 2061	10	SUPT TRAINING CENT 5257	31
TEACH PLACEMENT OFF3089	20	SUPV ALAG WILD WATW9235	27

THERAPEUTIC SPECIAL	4131	13
THERAPY AIDE I	4146	10
TIRE TECHNICIAN	8008	9
TITLE INVESTIGATOR	7299	11
TRANSP COMM OPER	8604	10
TRANSP SERV SPEC	7293	22
TRIAL ATTORNEY	2055	28
TRNG CENTER CASEWKR	5266	20
TRNG SCH COUNS II	5259	16
TRNG SCH COUNS SUPV	5260	14
TRNG SCH COUNSELOR	5258	7
UNEMP COMP AIDE	0754	6
UNEMP COMP FIELD SU	0749	29
UNEMP COMP MGR I	0750	25
UNEMPLOY COMP MGR I	0751	25
UNIFORM CRIME REP A	7014	12
UTILITIES ENG I	6311	18
UTILITIES ENG II	6312	21
UTILITY ACCOUNT I	0329	20
UTILITY ACCOUNT II	0330	25
VARI TYPIST	0125	9
VET CLAIMS SPEC	0833	18
VETERANS COUNSELOR	0831	15
VETERINERAN I	9151	25
VETERNARIAN II	9152	26
VIS HANDCP CHLD CO	5052	23
VITAL STAT FIELD AG	0422	9
VS HANDCP CHLD CO I	5053	23
WAREHOUSE SUPT	0233	13
WAREHOUSEMAN	0234	5
WATCHMAN	1001	5
WEIGHTS MEAS INSP	7280	11
WEIGHTS MEASURES SU	7281	18
WELDER	8314	10
WINDOW MAINT MECHAN	8291	10
WK EXP TRNG SPEC II	3091	18
WOOD SHOP MGR	8451	15
WOODSHOP FOREMAN	8452	10
X-RAY TECHNICIAN I	4222	13
YARD FOREMAN	8126	8
1ST DEP INS SUPV	0360	29

Adm. Officer, Real Estate Comm.	0020	24
Chf., Tech. & Adm. Services	0521	25
Civil Defense Agent	0942	10
Computer Typesetter	0196	12
Deputy Dir., Labor & Industry	0971	22
Dir., Central Computer Serv.	0377	33
Dir., Conservation Inf. & Ed.	0983	26
Dir., Dept. Emp. Rel., D.O.T.	0409	27
Engineering Aide I	6331	7
Exec. Dir., Soil & Water Cons. Com.	9186	24
Groundskeeper II	9042	6
Houseparent II	5252	10
Institutional Security Super.	7240	19
Librarian IV	3114	20
Marine Resources Scientist IV	9369	28
Medical Photographer	4234	12
Mental Retard. Plan. Coord.	4319	24
Prop. Assessment Prog. Super.	0524	22
Property Accountant II	0363	13
Psychiatric Aide Super. I.	4004	16
Psychiatric Social Worker I	5031	22
Psychologist II	5122	29
Sanitarian I	7311	12
Senior Computer Operator	0148	13
Tab Equip. Super. III	0163	16
Tax Examiner I	0506	15
Upholsterer	8572	9