



UNIFIED PERSONNEL BOARD AGENDA

Date: June 2, 2022

Time: 6:30 p.m.

Location: BCC Assembly Room, Fifth Floor, Pinellas County Courthouse
315 Court Street, Clearwater, Florida

- I. Citizens to be Heard*
- II. Employees' Advisory Council (EAC) Representative
- III. Consent Agenda
 1. Request Approval of the Minutes of the Personnel Board Meeting with the Appointing Authorities held March 7, 2022
Approved
 2. Request Approval of the Minutes of the Regular Personnel Board Meeting held April 7, 2022
Approved
- IV. Informational Items
 1. Kimberly's HR Update
 2. Action Taken Under Authority Delegated by the Personnel Board
- V. Termination Appeal
 1. Ryan Goshay v. Pinellas County Public Works
Withdrawn

* Persons with disabilities who need reasonable accommodations to effectively participate in this meeting are asked to contact Pinellas County's Office of Human Rights by emailing requests to accommodations@pinellascounty.org at least three (3) business days in advance of the need for reasonable accommodation. You may also call (727) 464-4882. More information about the ADA, and requests for reasonable accommodation, may be found at www.pinellascounty.org/humanrights/ada.

Persons are advised that, if they decide to appeal any decision made at this meeting/hearing, they will need a verbatim record of the proceedings, and, for such purposes, they may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is based.

Joint Unified Personnel Board/Appointing Authorities
Pinellas County
March 7, 2022 Meeting Minutes

The Unified Personnel Board (UPB) and the Appointing Authorities met for a joint meeting at 2:01 PM on this date in the Clerk's Fourth Floor Conference Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present

Unified Personnel Board

Joan M. Vecchioli, Chair
Ricardo Davis, Vice-Chair
Jeffery Kronschnabl
Peggy O'Shea
Kenneth Peluso

Appointing Authorities

Whit Blanton, Executive Director, Forward Pinellas
Barry A. Burton, County Administrator
Don Crowell, Assistant County Attorney, representing Jewel White
Kimberly Crum, Human Resources (HR) Director
Jeffery Lorick, Office of Human Rights Director
Julie Marcus, Supervisor of Elections
Jeanette Phillips, Chief Deputy Director, Finance Division, representing Ken Burke
Jeff Rohrs, Chief Information Officer, Business Technology Services
Charles W. Thomas, Tax Collector
Mike Twitty, Property Appraiser

Not Present

Paul Rogers (UPB)
William A. Schulz II (UPB)
Ken Burke, Clerk of the Circuit Court and Comptroller
Jewel White, County Attorney

Others Present

Jennifer Monroe Moore, Ogletree, Deakins, Et. Al., P.C., UPB Counsel
Shirley Westfall, Board Reporter, Deputy Clerk
Other interested individuals

CALL TO ORDER

Chair Vecchioli called the meeting to order at 2:01 PM and led the Pledge of Allegiance.

INTRODUCTIONS

At the Chair's request, those in attendance introduced themselves.

DISCUSSION OF PERSONNEL RULE 3.C.1.e

Chair Vecchioli provided background information regarding the item, indicating that upon request by the County Administrator's Office and the Employees' Advisory Council (EAC), UPB recently held an evidentiary investigation hearing regarding application of the rule; that the County Administrator's decision to withhold the general increase from several employees this year due to disciplinary issues was affirmed; and that in light of concerns brought up during the hearing pertaining to the language of the rule, it was felt that input from the Appointing Authorities regarding potential revisions should be obtained, which is the goal for today's workshop.

Attorney Moore indicated that while the rule does not include specific language about the Appointing Authorities' discretion as to withholding of the general increase, the discretion has historically been applied since the rule's inception; and that clarifying the rule language may help avoid further inquiries regarding the matter; whereupon, discussion ensued.

The Appointing Authorities agreed on the need for the discretion, and the following various recommendations and points were discussed:

- Adding language to clarify that granting of the general increase would be determined by an Appointing Authority
- Adding language to specify that withholding of the increase would occur in the calendar year that a disciplinary action occurs
- Removing a reference to eligibility for the increase and defining circumstances in which the general increase would be withheld
- Flexibility for the Appointing Authorities wishing to treat the general increase as a Cost of Living Adjustment
- Continuing discussions regarding merit pay

Chair Vecchioli indicated that the rule would be revised based on the input received today and presented to the UPB; that the EAC would also have an opportunity for input; and that the Appointing Authorities will have a chance to review the revised language prior to the final action by the Board.

DISCUSSION OF PROCESS FOR EVALUATION OF HR DIRECTOR

Chair Vecchioli noted that while the HR Director performance evaluation form completion by the Appointing Authorities is not required, their input, along with that of the EAC and HR employees, provides meaningful feedback to the UPB members in their evaluation of the performance; whereupon, she welcomed input regarding the evaluation process.

Mr. Rohrs and Attorney Crowell indicated that in light of interdependent relationships between their respective departments and the HR Director, the current evaluation process does not feel appropriate, and Mr. Rohrs suggested changing it to a survey-style questionnaire. Other Appointing Authorities noted that they had no issue with the current process, but welcomed the idea of the survey; whereupon, brief discussion ensued about aligning the evaluation categories, the goals developed in collaboration with the Authorities, and the County's Strategic Plan.

DISCUSSION OF ANNUAL GOALS FOR THE HR DIRECTOR

Chair Vecchioli indicated that the Board has not yet reviewed the new HR Director Goals.

Ms. Crum presented the goals outlined in the HR Director Goals document included in the agenda packet, noting that rebuilding relationships of the HR team with the Appointing Authorities and the EAC is a primary goal for the coming year; whereupon, she welcomed feedback from the Board and the Appointing Authorities, and discussion ensued.

Chair Vecchioli recommended adding the subtopic, *Team building within HR*, underneath the *Relationships* goals area.

At this time, 3:33 PM, Chair Vecchioli recessed the joint meeting, excusing the Appointing Authorities, and requested that the UPB members remain to briefly discuss a housekeeping item.

ATTORNEY REQUEST

Speaking to the UPB members, Attorney Moore discussed certain concerns and options regarding the upcoming UPB meeting schedule; whereupon, a motion was made to reschedule the May 12 meeting to May 5. The motion was seconded by Ms. O'Shea and carried unanimously.

Chair Vecchioli reconvened the meeting with the Appointing Authorities at 3:49 PM.

UPDATE FROM HR DIRECTOR

Ms. Crum indicated that lack of merit pay has been a continuing issue brought up by the EAC; and that HR would work with the Appointing Authorities to develop a performance evaluation system that may assist with merit pay calculation, where there is interest; whereupon, discussion ensued regarding prior use of merit pay in the County, the complexity of the matter, a need for a reliable evaluation system, managing expectations in light of the current economy, and other related matters.

TOPICS RECEIVED FROM APPOINTING AUTHORITES

Revised BTS Structure

Mr. Burton presented an update regarding the restructuring of Business Technology Services to accommodate its consolidation with the Office of Technology and Innovation.

Diversity Committee Creation

Mr. Burton indicated that a Diversity Committee would provide a space for conversations about diversity issues and celebrating cultural differences amongst employees in the workplace.

Ms. Crum provided background information, noting that the Committee would build on the existing commitments to support diversity and inclusion by the Appointing Authorities; whereupon, discussion ensued regarding the following and other matters:

- Member selection and Committee size
- The facilitator
- Attendance of a neutral third-party
- The scope of issues to address
- The role of the EAC
- Future communication with the EAC and Appointing Authorities regarding the Committee makeup and related matters

OPEN ISSUES FOR DISCUSSION - NONE

ADJOURNMENT

Chair Vecchioli adjourned the meeting at 4:45 PM.

Unified Personnel Board
Pinellas County
April 7, 2022 Meeting Minutes

The Unified Personnel Board (UPB) met in regular session at 6:30 PM on this date in the County Commission Assembly Room at the Pinellas County Courthouse, 315 Court Street, Clearwater, Florida.

Present

Joan M. Vecchioli, Chair
Ricardo Davis, Vice-Chair
Jeffery Kronschnabl
Peggy O'Shea
Kenneth Peluso
William A. Schulz II

Not Present

Paul Rogers

Others Present

Kimberly Crum, Director of Human Resources (HR)
Jennifer Monroe Moore, Ogletree, Deakins, et. al., P.C., Board Counsel
Lisa Arispe, Employees' Advisory Council Representative
Sarah Rathke, Board Reporter, Deputy Clerk
Other interested individuals

All documents provided to the Clerk's Office have been made a part of the record.

CALL TO ORDER

Chair Vecchioli called the meeting to order at 6:30 PM; whereupon, she led the Pledge of Allegiance.

CITIZENS TO BE HEARD

None.

EMPLOYEES' ADVISORY COUNCIL (EAC) REPRESENTATIVE

EAC Representative Lisa Arispe presented the following topics:

- Joint EAC and Appointing Authority meeting regarding Personnel Rule 3 – Compensation
- EAC recommendation for Personnel Rule 3 wording
- Employee Advocate training at Public Defender Sara Mollo's Office

Responding to queries by Chair Vecchioli, Ms. Arispe stated that one more individual signed up to be an Employee Advocate; whereupon, she discussed the recommendation for modifying Personnel Rule 3, noting that it is important to apply disciplinary actions consistently and in a timely manner.

Ms. Arispe indicated that employees who are disciplined are typically provided goals to resolve the issue; that the employee is given a timeframe to correct their behavior and meet the goals; and that months afterwards they find out that they will not qualify to receive the general increase in the next Fiscal Year, which negatively affects the employee a second time and which, to her, is not "timely" because it does not happen as part of the disciplinary process months earlier.

Ms. Arispe related that at least one Appointing Authority might grant the general increase to a disciplined employee later in the Fiscal Year, providing the employee completes the discipline process successfully and without additional infractions; and that she would support granting the increase in this way over deciding to not award it at all.

Ms. Crum related that HR staff is working on the Personnel Rule 3 draft language for the Appointing Authorities, and responding to a query by Mr. Peluso, Chair Vecchioli expressed hope that the EAC and the Appointing Authorities will work out a consensus in terms of the rule language before it is returned to the Board for consideration.

CONSENT AGENDA

Ms. O'Shea moved that the minutes of the regular meeting held on March 3, 2022, be approved. The motion was seconded by Mr. Peluso and passed unanimously.

NEW BUSINESS

Approval of the Human Resources Director's Goals for 2022

Responding to queries by Mr. Schulz, Ms. Crum related that a team of HR employees is working on initiatives identified through the results of the Employee Voice Survey; that a need for team building was determined as part of addressing the issue of respectful workplace; and that the HR Department will be having an in-service day in late April that will include team building activities.

Responding to queries by Mr. Davis regarding objectively evaluating the HR Director goals, Ms. Crum expressed appreciation for specific feedback by the Appointing Authorities during her performance evaluation. She suggested that feedback can be collected more frequently; that the areas needing improvement are being incorporated into the goals; and that the Strategic Planning team is working on drafting action steps to accomplish the goals.

During discussion, Chair Vecchioli invited Mr. Davis to work with Ms. Crum on the evaluation form and process for a better connection with the goals document; whereupon, Mr. Davis indicated that he does not wish to slow the process down; and that he accepts the current system, noting that no evaluation system is 100% objective. Responding to his query, Ms. Crum commented that once the action steps are implemented, data will become more measurable, and discussion continued.

Schedule

Chair Vecchioli indicated that the May 5 Board meeting will be rescheduled to May 12 to accommodate a request for continuance made by the appellant.

INFORMATIONAL ITEMS

HR Update

Ms. Crum referred to the *HR Update* document included in the agenda packet and provided highlights regarding the following items:

- EAC and Appointing Authorities joint meeting
- EAC employee advocate training
- Introduction of new HR Technician in Organizational and Talent Development area
- New Cigna onsite resources
- Benefits Advisory Committee
- Additional wellness education opportunities and initiatives
- Compensation and classification area activities
- New pilot workshops
- Turnover rate metric development for Appointing Authorities
- County representation at career fairs held in the community

Responding to queries by the members, Ms. Crum related that this year's turnover rate of 20.5% is the highest to date; that, as compared with other jurisdictions, the County is doing well; that the higher rate is a reflection of a changing labor market; and that she will provide the members with information regarding retirees and resignations.

In response to queries by Chair Vecchioli, Ms. Crum noted the challenges in the HR exit interview process, indicating that each Appointing Authority has its own process; and that the Oracle upgrade will help to provide more data pertaining to the reasons for why employees leave County employment. Ms. Crum asked the members for additional feedback on the matter, and discussion ensued; whereupon, Mr. Peluso suggested including the issue on the agenda for the next workshop with the Appointing Authorities.

Mr. Kronschnabl recognized that the County used to provide onsite higher education courses; and that bringing programs like that back may help to improve the turnover rate.

ADJOURNMENT

The meeting was adjourned at 7:18 PM.



Unified Personnel Board – HR Update June 2022 (May 2022 updates)

Internal recruitments

- Welcome a new team member to our Employee Communications team – Alec Arroyo who has worked previously at City of Safety Harbor. Alec is working on various communications initiatives, including email notifications and the Pen.
- Conducting final interviews for the Business Partner role.
- Recruiting for Classification and Compensation Technician after two recent internal promotions.
- Recruiting for Learning & Development Consultant role.

Internal Staff Events

- In April, we held an In-Service Day for the entire department. The day was composed of mandatory training sessions in the morning, followed up with team building activities, a fun hour of *Family Feud*, and a presentation on *Navigating Change as a Team* by our EAP counselor. Team members expressed their appreciation for the event structure and plans are being made for an In-Service Day 2023.
- We continued team building in early May when the leadership team hosted Lights, Camera, Appreciation Week which consisted of daily in-person get-togethers ranging from breakfast to walking club, a photo booth and Friday's much-needed ice cream break. These events served as additional opportunities to spend some time together after two years of virtual gatherings.
- We continue our work regarding Employee Voice results. During our May staff meeting, the Employee Voice Action Planning Teams reported their recommendations for five sub-topics: *Inclusion, Recognition, Opportunities for Growth, Flexibility* and *Team Building*. The two-hour lively discussion brought much enthusiasm and thoughtfulness surrounding these action plans. Following the May 25 meeting, the group leaders will reconvene with their groups to prioritize implementations across all groups as some ideas are ready for implementation quickly while others may require resources and planning before implementation.
- Strategic Planning continues, and I am delighted with the engagement and enthusiasm across the department around this initiative. We look forward to sharing upon completion.

Benefits & Wellness

- Cigna Onsite Resource Update:
 - Onsite Cigna Nurse Coach Brittany Hartup started in April and has been making connections with our employees.
 - Cigna is again recruiting for a second Claims/Admin person. Revised to 32 hours weekly, which meets our needs and will be more attractive to candidates.
- The Benefits/Wellness team is available by request for department meetings and trainings and can customize learning materials and classes.
- In June, Wellness is focusing on the following initiatives and activities. Emotional wellbeing and stress management focused activities include a new Wednesday meet-up called Destress to Stress Less (a weekly opportunity to take a brain break with a variety of stress

relieving activities including games and stretching), EAP Power of Authenticity webinar, and weekly Meditation Monday (a 15-minute guided live meditation). Other initiatives include Men's Health Week and health-related webinars for men, Alzheimer's and Brain Health awareness (two webinars); Cook Along Kitchen (live virtual cooking demo); a Healthy Heart series, discounted rates for the June 18 Clearwater Threshers game; and Getting Ready for Fall Planting (gardening webinar).

Classification and Compensation

- Partnering with the Tax Collector to implement equity adjustments for TCO employees.
- Completed implementation of position audit findings for the first phase of BCC priority audits.
- Provided findings and recommendations to the Clerk's Finance Division following a benchmark salary study of finance and accounting occupations.

Communications & Outreach

- Began the transition from our internal HR Intranet to an HR SharePoint site that will launch shortly. This transition will provide us with an opportunity to have an engaging and interactive site that will be easy to navigate.
- We have been working on the new external Countywide website with the Communications Department. Ahead of the launch, we are making adjustments on the new site, ensuring that our current content is transferred, and finding ways to improve our overall web design with the provided templates.
- We began an implementation project on the new Volunteer Management System software GivePulse. This system will provide a one-stop shop experience for our candidates and more robust volunteer experience. It will also provide our site coordinators with easier onboarding, more engagement and better reporting.

Planning & Performance

- Oracle Performance Evaluation module development is in full swing. All Appointing Authority representatives have reviewed, tested and provided feedback. We are currently in the process of meeting with Appointing Authorities to develop criteria for Performance Review templates for positions. We anticipate that all participants' templates will be loaded for roll out in October. Communication and Training will be created and managed appropriately.
- Assisting Tax Collector in evaluating applications for their Leadership Development Program.

Organizational & Talent Development (OTD)

- Level 1 of the Certified Public Manager Program with Florida State University kicked off with 27 participants. Anticipated graduation date is mid-2024.
- Microsoft Bookings is now used for Learning Path introduction and one-on-one coaching sessions with Learning & Development Advisors.
- As recommended by the Discipline & Grievance Handling pilot group, we are in the process of creating a new learning opportunity - Fact Finding for Disciplinary Action.

Workforce Strategy/HRMS

- The team hired 188 new employees to date in 2022 and have conducted 211 pre-onboarding appointments to date.
- The time-to-fill a position for April so far is 64.9 days. We have established a time-to-fill goal of 70 days for 2022 and continue to partner with managers to close the gap.
- Annualized turnover through April is 21.4%, down from the high in January of 21.7%.
- During the month of April, there were 38 resignations and 18 retirements. For calendar year 2022 through April, there have been 134 resignations and 47 retirements.

- Assisting Tax Collector with career fairs hosted at the Mid County Office on June 1 and South County Office on June 2.
- We are ending the design phase of Taleo and will be entering the UAT (User Acceptance Testing) Phase within the next two weeks where the Recruiting and Onboarding teams will be testing the new/updated functionality.
- We are working on new processes, user manuals and guides.
- We are working on gathering our requirements for Release 3 which will be Taleo Onboarding/Offboarding so that our BTS partners understand our expectations and needs fully.



Human Resources Director Action Taken Under Authority Delegated by the Unified Personnel Board

The Human Resources Director, having been granted delegated authority to act on behalf of the Unified Personnel Board, has taken the following actions from **Mar 27, 2022 through May 21, 2022**.

ADDITIONS

Spec No.	Title	EEO4 Code	OT Code	PG
19044	Manager, Financial Systems	Officials & Administrators	Exempt	150
19102	Manager, CCC Info Technology	Officials & Administrators	Exempt	150
21171	Assistant Director Land Records	Professionals	Exempt	150

REVISIONS

Spec No.	Title	PG
14663	Network/Telecommunications Analyst	E22

TITLE CHANGES

Spec No.	Present Classification	Recommended Classification	PG
10830	911 Public Safety Telecommunicator 2	911 Public Safety Telecommunicator	C21
10832	911 Public Safety Telecommunicator 3	911 Public Safety Telecommunicator, Lead	C24

DELETED

Spec No.	Title	PG
10826	911 Public Safety Telecommunicator 1	C18

BCC PRIORITY AUDIT GROUPS 1-4

6	Additions
1	Reinstated
1	Revisions
36	No Change
67	Upward Reclassifications/Reallocations
11	<u>Lateral Reclassifications/Reallocations</u>
121	Total

ADDITIONS

Spec No.	Title	EEO4 Code	OT Code	PG
10856	911 Public Safety Center Manager, Sr	Professionals	Exempt	E26
10857	Ambulance Billing Analyst	Administrative Support	Non-Exempt	C20
13244	Facility Manager Detention Complex	Officials & Administrators	Exempt	E26
10797	Medical Billing Specialist 1	Administrative Support	Non-Exempt	C16
10795	Medical Billing Supervisor	Administrative Support	Non-Exempt	C22
13561	Mosquito Control Technician 1	Technicians	Non-Exempt	C15

REINSTATED

Spec No.	Title	PG
17226	Water/Wastewater Facilities Maintenance Supervisor	C28

REVISIONS

Spec No.	Title	PG
10854	911 Public Safety Center Manager	E24

UPWARD RECLASSIFICATIONS

Position	Old Classification	Old PG	New Classification	New PG
BCC/E754	911 Public Safety Center Manager	E24	911 Public Safety Center Manager, Sr	E26
BCC/C4141	Accounting & Finance Technician	C18	Ambulance Billing Analyst	C20
BCC/C4146	Accounting & Finance Technician	C18	Ambulance Billing Analyst	C20
BCC/C4093	Accounting & Finance Technician	C18	Ambulance Billing Analyst	C20
BCC/C3606	Accounting Supervisor	C23	Accounting Services Coordinator	C25
BCC/C4190	Administrative Support Specialist 1	C19	Medical Billing Supervisor	C22
BCC/C4161	Administrative Support Specialist 1	C19	Medical Billing Supervisor	C22
BCC/C4019	Administrative Support Specialist 1	C19	Medical Billing Supervisor	C22
BCC/C1721 => BCC/E999	Administrative Support Specialist 2	C22	Department Administrative Manager	E24
BCC/E213	Business Development Manager	E22	Economic Development Manager	E25
BCC/E620	Business Development Manager	E22	Economic Development Manager	E25
BCC/E823	Business Development Manager	E22	Economic Development Manager	E25
BCC/E837	Business Development Manager	E22	Economic Development Manager	E25
BCC/E922	Business Development Manager	E22	Economic Development Manager	E25
BCC/E221	Business Development Manager	E22	Economic Development Manager	E25
BCC/C59 => BCC/E1001	Emergency Management Coordinator 2	C27	Emergency Management Operations Manager	E26
BCC/C2276	Engineering Technician 1	C17	Work Planning Coordinator	C19
BCC/E375	Facility Manager 3	E25	Facility Manager Detention Complex	E26
BCC/C2831	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3849	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2483	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3924	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2833	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2490	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3417	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2903	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2482	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2832	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C2493	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C1822	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3418	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3657	Medical Billing Specialist	C16	Medical Billing Specialist 2	C18
BCC/C3731	Office Specialist 2	C15	Emergency Management Specialist	C21

Position	Old Classification	Old PG	New Classification	New PG
BCC/C4406	Office Specialist 2	C15	Medical Billing Specialist 1	C16
BCC/C2834	Office Specialist 2	C15	Medical Billing Specialist 1	C16
BCC/C2580	Office Specialist 2	C15	Medical Billing Specialist 1	C16
BCC/C2478	Office Specialist 2	C15	Medical Billing Specialist 1	C16
BCC/E937	Project Coordinator-Project Management	E23	911 Public Safety Center Manager	E24
BCC/C1225	Revenue Management Supervisor 1	C26	Customer Services Supervisor	C27
BCC/C1263	Revenue Management Supervisor 1	C26	Customer Services Supervisor	C27
BCC/C2210	Trades/Field Services Supervisor	C23	Electronics Specialist 2	C24
BCC/C2222	Trades/Field Services Supervisor	C23	Electronics Specialist 2	C24

UPWARD REALLOCATIONS

Position	Classification	Old PG	New PG
BCC/C3114	Animal Control Officer 1	C19	C20
BCC/C3905	Animal Control Officer 1	C19	C20
BCC/C149	Animal Control Officer 1	C19	C20
BCC/C2988	Animal Control Officer 1	C19	C20
BCC/C2845	Animal Control Officer 1	C19	C20
BCC/C141	Animal Control Officer 1	C19	C20
BCC/C2471	Animal Control Officer 1	C19	C20
BCC/C3482	Animal Control Officer 1	C19	C20
BCC/C2846	Animal Control Officer 2	C20	C21
BCC/C4243	Animal Control Officer 2	C20	C21
BCC/C1880	Animal Control Officer 2	C20	C21
BCC/C4095	Animal Control Officer 2	C20	C21
BCC/C3353	Animal Control Officer 2	C20	C21
BCC/C147	Animal Control Officer 3	C22	C23
BCC/C3750	Animal Control Officer 3	C22	C23
BCC/C4027=> BCC/E1000	Broadcast Engineering Specialist	C25	E23
BCC/C1387	Customer Services Supervisor	C26	C27
BCC/C2765	Customer Services Supervisor	C26	C27
BCC/C2423	Emergency Management Coordinator 1	C23	C24
BCC/C2856	Emergency Management Coordinator 1	C23	C24
BCC/C64	Emergency Management Coordinator 1	C23	C24
BCC/C3396	Emergency Management Coordinator 2	C27	C28
BCC/C3527	Emergency Management Coordinator 2	C27	C28
BCC/C1222	Emergency Management Coordinator 2	C27	C28
BCC/E637	Veterans Services Director	E21	E22

LATERAL RECLASSIFICATIONS

Position	Old Classification	Old PG	New Classification	New PG
BCC/C1156	Maintenance Supervisor	C28	Water/Wastewater Facilities Maintenance Supervisor	C28
BCC/C1321	Maintenance Supervisor	C28	Water/Wastewater Facilities Maintenance Supervisor	C28
BCC/C1300	Maintenance Supervisor	C28	Water/Wastewater Facilities Maintenance Supervisor	C28
BCC/C846	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C834	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C746	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C833	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C839	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C845	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C847	Spray Technician 1	C15	Mosquito Control Technician 1	C15
BCC/C3712	Spray Technician 1	C15	Mosquito Control Technician 1	C15