

MEMORANDUM

State of Alaska
Department of Administration
Division of Personnel & Labor Relations

To: Nicki Neal
Director

Date: December 31, 2008

Thru: Cindy Gouveia
Class Studies Supervisor

Phone: 465-4075

Fax: 465-1029

Email: cindy.gouveia@alaska.gov


From: Keith Murry
Human Resource Specialist

Phone: 465-4074

Fax: 465-1029

Email: keith.murry@alaska.gov

Subject: Accounting Study – Accounting Technician series

Preamble:

A classification study of the clerical, technical, professional and managerial accounting positions was proposed by the Division of Personnel and Labor Relations in May, 2007, and begun in June, 2008. In accordance with Article 17.2 B of the GGU Collective Bargaining Agreement the study of the clerical accounting positions was completed and implemented on October 1, 2008. This second stage of the study covers the positions in the Accounting Technician class series and the Accounting Supervisor I job class. The third stage of the study will cover the Accounting Supervisor II, Accountant I-V, and State Accountant classes.

Study Scope:

This study covers the Accounting Clerk I-II, Accounting Technician I-III, Accounting Supervisor I-II, Accountant I-V, and State Accountant job classes.

Study Contacts:

The Accounting Study includes positions in all departments in the Executive Branch. Each agency has designated a study contact or the Administrative Services Director to coordinate agency activities during the study process. The Finance Officers Accounting Study Working Group provided subject matter expertise.

History of Job Classes:

A single level Accounting Technician job class was established on October 30th, 1968. On August 16th, 1969, a second level was created and the pre-existing class retitled to Accounting Technician I.

A third level Accounting Technician was created on March 16, 1979, at the completion of a study of professional accounting job classes.

Another study of the Accounting Technician series with the professional accounting positions was completed on November 16th, 1989, and a study with the accounting clerical positions was completed on May 16th, 1996. Both of these studies updated the Accounting Technician I-III class specifications without making substantive changes to the nature of the classes or class structure.

The most recent changes to the Accounting Technician I-III series were minimum qualification revisions made on February 23rd, 2007.

The Accounting Supervisor I-V class series was established on March 16th, 1979, to cover financial supervisory positions at many organizational levels. On November 16th, 1989, the Accounting Supervisor I, IV, and V levels were abolished, after the higher levels were combined with the Accountant series, and the remaining levels renumbered to I and II.

Class Analysis:

The state's classification plan provides for the grouping of positions into job classes when they are sufficiently similar with respect to duties and responsibilities, degree of supervision exercised and received, and entrance requirements so that: 1) the same title can be used to clearly identify each position; 2) the same minimum qualifications for initial appointment can be established for all positions; 3) the same rate of basic pay can be fairly applied to all positions; and 4) employees in a particular class are considered an appropriate group for purposes of layoff and recall. Job classes should be constructed as broadly as is feasible as long as the tests of similarity are met.

Review of the position descriptions submitted in the last three years and information from subject matter experts showed the technical work of positions in the Accounting Technician series has not significantly changed from the characteristics defined in the existing class specifications. The positions continue to perform a variety of duties to classify and maintain accounts, conduct technical audits, install revised accounting procedures, and perform similar paraprofessional accounting work. The duties require practical knowledge of regulations, accounting systems, standard accounting codes, classifications, and terminology. The levels of complexity, authority, and reporting relationships are substantially the same as when the specifications were last revised.

The principal changes in the work since the last study (May, 1996) have been driven by the evolution of technology and computer systems. The skills required to use the systems have supplemented or replaced some of the work methods and techniques previously used; however, the knowledge of accounting practices, procedures, and rules remains the most significant requirement to perform the work. The technological changes have not altered the class-controlling classification factors to an extent that the boundaries of the classes need to be adjusted. To resolve problems of interpretation and application of the class specifications the definitions and distinguishing characteristics for each Accounting Technician level have been rewritten to highlight the most characteristic factors. Minor changes have been made to the examples of duties and knowledge, skills, and abilities to bring them current.

During the data-gathering stage of the study several agencies recommended the work of Accounting Supervisors be written into the Accounting Technician and/or Accountant class

series. The examination of the duties showed the Accounting Supervisor I positions role as experienced technicians supervising paraprofessional accounting work has substantial similarity to the duties and function of the advanced paraprofessional level Accounting Technician III. Based on the similarities in duties and responsibilities, the tests for grouping positions into job classes, and the goal of having job classes that are as broad as feasible the duties of the Accounting Supervisor I has been written into the Accounting Technician III job class. Whether the Accounting Supervisor II is grouped with another job class or remains separate will be addressed in the next stage of the study.

Class Title:

A class title should be the best descriptive title for the work. It is intended to concisely and accurately convey the kind and level of work performed and should be brief, easily recognized, gender neutral, and understood by potential applicants.

Accounting Technician is the traditional and recognized title for this body of work and is retained for this class series.

Minimum Qualifications:

The minimum qualifications established for a job class must relate to the knowledge, skills, and abilities needed to perform the work and must not create an artificial barrier to employment of individuals in protected classes. Required training should be limited to the basic formal training that customarily prepares individuals for work in the field. Experience requirements are intended to ensure new employees can successfully perform the work after a period of orientation or familiarization. Required experience should be directly related to the actual duties of positions in the class and should not be equivalent to the work to be performed.

In 2007, in response to difficulty recruiting qualified candidates, a maintenance request to broaden candidate pools for the Accounting Technician and Accounting Clerk class series was processed. To increase the retention of employees while allowing for a broad recruitment pool we have increased the minimum experience requirement for each level and added a variety of educational substitutions to increase the pool of qualified candidates.

Class Code:

A Class Code is assigned based on the placement of the job class in the classification schematic of Occupational Groups and Job Families. Occupational Groups are made up of related Job Families and encompass relatively broad occupations, professions, or activities. Job Families are groups of job classes and class series that are related as to the nature of the work performed and typically have similar initial preparation for employment and career progression.

The positions in this study have been in the Accounting and Fiscal job family in the Administrative and Office Support occupation group. This family includes classes that perform or supervise technical accounting or financial management work. The Accounting Technician series remains in this family. The three level series retains the class codes PB0205, PB0206, and PB0207.

AKPAY Code:

AKPAY Codes are assigned to job classes for use in legacy computer systems which cannot use the six-digit Class Codes.

The AKPAY Codes previously assigned are retained for the updated job classes.

Fair Labor Standards Act

The positions in this class series are covered by the minimum wage and maximum hour provisions of the Fair Labor Standards Act of 1938, as Amended (FLSA). While exemption from the provisions of the Act are determined based on the specific circumstances of an individual employee on a work-week basis, there are general aspects of the classes and their influence on the exemptions for employees in bona fide executive, professional, or administrative positions that can be addressed in general.

The paraprofessional work of Accounting Technicians includes duties that require knowledge of the practices and methods of the Accounting profession. At the full-proficiency and advanced levels the work is more quasi-professional and requires some knowledge of Accounting standards and concepts. However, incumbents in these positions do not perform work that requires the full knowledge of accounting theories, principles, and concepts acquired through a prolonged course of specialized intellectual instruction and typified by a bachelor's degree. Accounting Technician employees are not "employed in a bona fide professional capacity" as defined by Title 29, Part 541 of the Code of Federal Regulations.

The work of Accounting Technicians is office work in an administrative functional area directly related to general business operations of the State. However, incumbents' exercise of discretion and independent judgement is predominantly the use of skills in applying techniques, procedures, or standards and the level of importance or consequence of the work, although improper performance may cause serious financial loss, does not meet the regulations' definition of "matters of significance." Accounting Technician employees are not "employed in a bona fide administrative capacity" as defined by Title 29, Part 541 of the Code of Federal Regulations.

Accounting Technicians whose primary duty includes training subordinates, directing and apportioning work, maintaining production records, appraising employee performance, and determining the techniques to be used by unit, group, or section that has a continuing function and permanent status may meet the criteria for exemption as an "employee employed in a bona fide executive capacity." When such an employee: 1) is paid on a salary basis; 2) directly supervises two or more subordinates with 75 or more total scheduled work-hours per week; and 3) has authority to hire, alter assigned duties, determine success or failure during probation, grant or deny merit increases, or effectively recommend action in these and other areas affecting the employment status of subordinates, the employee meets the criteria for the executive exemption defined by Title 29, Part 541 of the Code of Federal Regulations and will not be eligible for overtime compensation.

Salary Analysis:

The salary range of a job class is determined based on internal consistency within the State's pay plans, in accordance with merit principles, with the goal of providing fair and reasonable compensation for services rendered and maintaining the principle of like pay for like work. In

evaluating internal consistency, the difficulty, responsibility, knowledge, skills, and other characteristics of a job are compared with job classes of a similar nature, kind, and level in the same job family and occupational group or related job families.

To evaluate the alignment of the entry paraprofessional Accounting Technician I, full-proficiency paraprofessional Accounting Technician II, and advanced paraprofessional/unit supervisor Accounting Technician III classes, I compared their class-controlling characteristics with the class-defining characteristics of other job classes. My analysis focused on the classification factors applied in our Whole-Job Classification system:

- the nature and complexity of the work (i.e., the range of duties and different kinds of work, the nature of guidelines used, the difficulty in identifying what needs to be done, and the originality required in performing the work);
- the nature and extent of controls of the work by supervisors and guidelines;
- the resourcefulness or ingenuity required to solve problems and the extent to which the work requires deviations from standard practices;
- the purpose of, and authority in, person-to-person contacts outside the supervisory chain;
- the types of cases, problems, or questions in which decisions, conclusions, or recommendations are made, the nature and timing of reviews, the likelihood of error by a prudent employee, and the impact of errors on the program, organization, or the public; and
- the nature of supervision exercised over subordinates and the size, complexity, and variety of functions in the subordinate unit.

To briefly describe the level and scope of similarities found between job classes I gave the following meanings to quantifying terms:

Substantive – the classes have such a high level of similarity in all classification factors that assigning them to the same base rate of pay is the most reasonable action.

Significant – the classes have a high level of similarity in most of the classification factors and, absent contravening data, assigning the same base rate of pay is a reasonable action.

Moderate – the classes have a notable similarity in some classification factors and notable dissimilarities in others. The comparative balance of similarities and differences was assessed to determine whether or not assigning the same base rate of pay would be reasonable.

Few – the classes have some similarity in a minority of classification factors and notable dissimilarities in a majority of factors. Absent other supporting data, assigning the same base rate of pay would not be a reasonable action.

The Accounting Technician and Accounting Supervisor classes examined in this study are the only paraprofessional classes in the Accounting and Fiscal job family (PB02). Due to the lack of other paraprofessional classes in this job family to examine for salary alignment, I broadened the review to other job families in the Administrative and Office Support Occupational Group (PB). The job families within the Occupational Group that include classes with the greatest similarity are General Administration (PB01), Personnel and Employee Relations (PB03), and Supply (PB06). To ensure the characteristics of paraprofessional accounting were given full consideration I also examined similar classes in job families in other Occupational Groups. This

resulted in examining alignment with classes in the Business Finance (PC01), Revenue and Audit (PC05), and Government Management and Operations (PD01) job families.

The job classes used for comparison in the General Administration job family are:

Code	Range	Class Title	Level
PB0151	12	Administrative Assistant I	Entry paraprofessional
PB0152	14	Administrative Assistant II	Full-proficiency paraprofessional
PB0153	15	Administrative Assistant III	Advanced paraprofessional
PB0154	17	Administrative Officer I	Full-proficiency professional
PB0155	19	Administrative Officer II	Advanced professional

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed significant similarities with the classification factors of the entry, full-proficiency, and advanced paraprofessional classes of Administrative Assistant I (Rg 12), II (Rg 14) and III (Rg 15). These comparisons support aligning the Accounting Technician levels at ranges 12, 14, and 15.

The job classes used for comparison in the Personnel and Employee Relations job family are:

Code	Range	Class Title	Level
PB0331	10	Retirement & Benefits Technician I	Trainee paraprofessional
PB0302	12	Human Resource Technician I	Entry paraprofessional
PB0332	12	Retirement & Benefits Technician II	Full-proficiency paraprofessional
PB0303	14	Human Resource Technician II	Full-proficiency paraprofessional
PB0333	14	Retirement & Benefits Technician III	Advanced paraprofessional
PB0304	15	Human Resource Technician III	Unit Supervisor, paraprofessional
PB0311	16	Human Resource Specialist I	Full-proficiency professional
PB0341	16	Retirement & Benefits Specialist I	1 st working professional
PB0305	17	HR Technical Services Supv I	Full-prof professional w/ unit supv
PB0306	19	HR Technical Services Supv II	Adv professional w/ supv of mult units

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed substantive similarities with the classification factors of the entry, full-proficiency, and advanced paraprofessional classes of Human Resource Technician I (Rg 12), II (Rg 14), and III (Rg 15), and significant similarities with the classification factors of the trainee, full-proficiency, and advanced paraprofessional classes of Retirement and Benefits Technician I (Rg 10), II (Rg 12), and III (Rg 14). Assessment of the differences in complexity, controls exercised over the work, and required resourcefulness indicated the greater similarity with the Human Resource Technician series should be given greater weight. These comparisons support aligning the Accounting Technician levels at ranges 12, 14, and 15.

The job classes used for comparison in the Supply job family are:

Code	Range	Class Title	Level
PB0611	10	Supply Technician I	1 st paraprofessional (routine)
PB0612	12	Supply Technician II	2 nd paraprofessional (freq unusual)
PB0621	14	Contracting Officer I	Trainee professional
PB0631	14	Procurement Specialist I	Entry professional
PB0622	16	Contracting Officer II	Developmental professional

PB0632	16	Procurement Specialist II	Full-proficiency professional
PB0633	18	Procurement Specialist III	Adv professional or Supervisor
PB0623	19	Contracting Officer III	Advanced professional

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed moderate similarities with the classification factors of the entry and full-proficiency paraprofessional and entry professional classes of Supply Technician I (Rg 10) and II (Rg 12) and Procurement Specialist I (Rg 14). Comparing the level and extent of similarities with the similarities found in other job families support giving the comparisons with this job family less weight than the comparisons with the General Administration and Personnel and Employee Relations job families.

The job classes used for comparison in the Business Finance job family are:

Code	Range	Class Title	Level
PC0111	10	Loan Closer/Processor I	Trainee paraprofessional
PC0112	12	Loan Closer/Processor II	Full-proficiency paraprofessional
PC0101	14	Grants Administrator I	Entry/trainee professional
PC0113	14	Loan Closer/Processor III	Unit Supervisor, paraprofessional
PC0121	16	Loan/Collection Officer I	Full-proficiency professional
PC0102	17	Grants Administrator II	Full-proficiency professional
PC0122	18	Loan/Collection Officer II	Advanced professional
PC0103	19	Grants Administrator III	Advanced professional

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed moderate similarities with the classification factors of the trainee, full-proficiency, and unit supervisor paraprofessional classes of Loan Closer/Processor I (Rg 10), II (Rg 12), and III (Rg 14). Comparing the level and extent of the similarities with the similarities found in other job families support giving the comparisons with this job family less weight than the comparisons with the General Administration and Personnel and Employee Relations job families.

The job classes used for comparison in the Revenue and Audit job family are:

Code	Range	Class Title	Level
PC0501	10	Tax Technician I	Entry/trainee paraprofessional
PC0502	12	Tax Technician II	Developmental paraprofessional
PC0503	14	Tax Technician III	Full-proficiency paraprofessional
PC0511	14*	Tax Auditor I	Trainee professional
PC0504	16	Tax Technician IV	Unit Supervisor, paraprofessional
PC0512	16*	Tax Auditor II	Developmental professional

* Alignment range, excluding the range increases granted under the Market Based Pay policy.

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed substantive similarities in the classification factors of the developmental, full-proficiency, and unit supervisor paraprofessional classes of Tax Technician II (Rg 12), III (Rg 14), and IV (Rg 16) and few similarities with the professional training and developmental classes of Tax Auditor I (Rg 14) and II (Rg 16). Giving

the greater weight to the more similar classes supports aligning the Accounting Technician levels at ranges 12, 14, and 16.

The job classes used for comparison in the Government Management and Operations job family are:

Code	Range	Class Title	Level
PD0151	13	Budget Analyst I	1 st Trainee professional
PD0152	16	Budget Analyst II	2 nd Trainee professional
PD0153	19	Budget Analyst III	Full-proficiency professional

Comparing the characteristics of the Accounting Technician series' entry, full-proficiency, and advanced levels with the classes in this job family revealed few similarities with the classification factors of the Budget Analyst classes. The limited similarities indicate using these classes for alignment decisions is not appropriate.

Alignment Summary

The Accounting Technician I, II, and III were previously aligned at salary ranges 12, 14, and 16, respectively. Based on the preponderance of alignment comparisons with other job classes I recommend keeping the Accounting Technician I and II at salary ranges 12 and 14.

The alignment comparisons of the Accounting Technician III provide some support for assigning the class to range 15 rather than remaining at range 16; however, the expansion of the Accounting Technician III class to include positions formerly separated as Accounting Supervisors I supports maintaining the past practice of providing the two-range increment typical of supervisory authority rather than the one-range increment commonly given for lead-level responsibility. Based on the lack of significant changes in paraprofessional duties and responsibilities, and the broadening of the job class giving greater weight to the supervisory role, I recommend keeping the Accounting Technician III at salary range 16.

Conclusions:

The analysis of duties and responsibilities of the paraprofessional accounting positions indicated the three Accounting Technician levels defined and distinguished in the 1996 study continue to be appropriate. The class specifications have been revised to address changes in format and additional detail to assist in accurately allocating positions.

The Accounting Technician I, II, and III remain at salary ranges 12, 14, and 16, respectively.

The revised class specifications and position classification actions are effective January 1, 2009.

The Accounting Supervisor I job class is abolished effective January 2, 2009.

Correspondence on the allocation of study positions is being distributed through the OPD system.

Attachments:

Final class specifications
Allocation Spreadsheet

cc: All ASDs
All HRMs

PCN	FROM							TO							Nature of Action
	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	
020017	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
021048	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
021232	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
023010	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
023086	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
023203	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
024027	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
024044	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
025022	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
025146	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
025177	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
028019	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
125206	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
021620	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
021632	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
021674	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
024039	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
025132	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
025155	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
025159	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
026305	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
026306	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
028060	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
125104	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
021116	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
021638	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
021690	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
026650	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
028099	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
028103	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
125115	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
030058	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
030136	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
030261	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
030340	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
030135	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
040026	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
040027	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
046008	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update

FROM								TO								Nature of Action
PCN	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU		
047036	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047062	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047091	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047092	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047123	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047135	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047193	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
047205	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
046052	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
040029	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
041008	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
042096	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
043053	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
045018	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047010	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047032	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047060	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047061	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047064	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047073	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047111	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047120	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047129	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047179	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047182	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047188	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047189	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
047209	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
045048	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
041002	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Update	
042097	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
043267	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
045009	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
045021	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
047031	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
047192	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
047194	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
082059	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
047114	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	

FROM								TO								Nature of Action
PCN	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU		
047126	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	
047127	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	
047190	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	
057147	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
057717	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
056017	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
057008	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
057019	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
052059	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
057624	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
027014	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
027024	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
027480	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
027596	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060014	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060094	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060105	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060106	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060532	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060642	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
061661	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
063461	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
065102	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
068209	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
212028	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
212031	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
062290	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
060641	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
027023	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
060444	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
060667	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
061737	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
062255	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
062274	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
063580	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
063948	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
064020	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
064610	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
064635	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	

PCN	FROM							TO							Nature of Action
	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	
060267	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
060650	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
061525	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
062007	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
064012	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
064081	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
064609	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Update
065037	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
027324	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update
060669	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	GG	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Reclass Same Rg
057007	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
071105	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
071213	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
071223	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
071224	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
074507	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
074548	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
074549	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
075004	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
075019	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
075046	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
075555	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
075832	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
080475	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
212048	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
213093	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
07N09005	Accounting Technician I	PB0205	P1210	12	TTCL	N	GG	Accounting Technician I	PB0205	P1210	12	TTCL	N	GG	Update
075249	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update
052042	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
058390	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
071211	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075011	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075045	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075248	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075274	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075311	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075457	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075784	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update
075590	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update

FROM								TO								Nature of Action
PCN	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU		
071209	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
071216	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
071710	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Update	
075012	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Update	
075017	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Update	
075475	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
075750	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Update	
080467	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
081107	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
084029	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
089010	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
089019	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
089026	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
089047	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
081108	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
082081	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
089015	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
089028	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
08N09008	Accounting Technician II	PB0206	P1211	14	TTCL	N	GG	Accounting Technician II	PB0206	P1211	14	TTCL	N	GG	Update	
081112	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
089036	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
089039	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
089076	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
212005	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Accounting Technician III	PB0207	P1212	16	FACL	N	SS	Update	
212029	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
212015	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
089049	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	
090060	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
090402	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
090102	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090118	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090326	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090383	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090403	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090832	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
090032	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
090083	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
090147	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
090189	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	

FROM								TO								Nature of Action
PCN	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU	Class Title	Class Code	AKPAY Code	Rg	Type	FLSA	BU		
100157	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
100227	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
100241	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
100243	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
101290	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
101391	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
101865	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
104128	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
104149	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
108237	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
109429	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
109654	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
109671	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
100260	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
100214	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
100229	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
100232	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
102056	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
104209	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
104232	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
104243	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
105267	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
105244	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Accounting Technician II	PB0206	P1211	14	FACL	N	GG	Update	
100205	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
100225	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Accounting Technician III	PB0207	P1212	16	FACL	Y	GG	Update	
100424	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
104148	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Accounting Technician III	PB0207	P1212	16	FACL	N	GG	Update	
100204	Accounting Supervisor I	PB0218	P1234	16	FACL	Y	SS	Accounting Technician III	PB0207	P1212	16	FACL	Y	SS	Reclass Same Rg	
110217	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
110219	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
110283	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
110407	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
111324	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
112106	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
112109	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
112161	Accounting Technician I	PB0205	P1210	12	PACL	N	GG	Accounting Technician I	PB0205	P1210	12	PACL	N	GG	Update	
112254	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
114097	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	
114312	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Accounting Technician I	PB0205	P1210	12	FACL	N	GG	Update	