

MEMORANDUM

State of Alaska
Department of Administration
Division of Personnel

To: Mila Cosgrove
Director

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Thru: Sarah Brinkley
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Subject: Environmental Sciences Study

Preamble:

In 2001 the Department of Environmental Conservation requested a study of the Environmental Specialist series to address recruitment difficulty and career path issues. The department submitted a separate study request for the broad-banded Environmental Health Officer class to identify levels of duties which characterize each salary range available in the band. In 2002 the Department of Natural Resources and the Division of Personnel completed the study of the Natural Resource Specialists and Managers. In conducting the internal alignment analysis of the Natural Resource classes questions were raised about alignment between departments and comparability of duties and responsibilities with the environmental classes.

In May of 2003 the Division of Personnel began planning a study of the Environmental Sciences classes to address the issues raised and to end the broad-band project in the Division of Environmental Health.

Study Scope:

This study includes the classes covering the majority of technical, professional, and managerial positions in the Department of Environmental Conservation (Environmental Technician, Environmental Specialist I-IV, and Environmental Conservation Manager I-III). The broad-band classes in the Division of Environmental Health (Environmental Health Technician and Environmental Health Officer) were included following the Division of Personnel's decision to end the state's broad-band projects. The environmental classes in the Department of Transportation and Public Facilities (Environmental Analyst I-III, Environmental Coordinator, and DOT/PF Statewide Environmental Coordinator) were included to ensure full evaluation of the broad scope of environmental work in the state and to maintain consistency across departments. The Departments of Military and Veterans Affairs and Natural Resources also have positions in the classes included in this study.

When determining the scope of this study the Division of Personnel also considered the Department of Environmental Conservation's positions in the Program Coordinator, Project

Coordinator, Associate Coordinator, and Project Assistant classes. As these classes were created to include positions performing public assistance or employment assistance duties their use in the department was questionable. Updated Position Descriptions for these positions were requested to determine if the duties assigned should be grouped with the other positions under review.

The Department of Environmental Conservation's request to study the State Veterinarian class was included in the first stages of this study, but was removed and completed separately.

Study Method:

The departments submitted updated position descriptions for positions in the study during the first quarter of 2004. A team of analysts in the Division of Personnel reviewed the position descriptions, interviewed a sampling of employees and supervisors, and analyzed the positions for grouping into job classes. Draft definitions and distinguishing characteristics for the resulting job classes were developed and distributed to the departments for review and comment and a test allocation session conducted. The draft definitions and distinguishing characteristics were revised to address the comments received from departments and the results of the test allocation session. The remaining sections of the class specifications were drafted and submitted to the departments for review and comment. After meeting with department representatives to discuss class structures and characteristics, the comments were received and the specifications revised.

After the class specifications were completed the positions were reviewed for allocation. The results of the review were distributed to the departments in draft. The agencies were provided a process for requesting reconsideration for positions management believed were not being properly placed in the new classes. After the requests for reconsideration were received the Division of Personnel analysts reviewed the additional information provided, interviewed incumbents and supervisors, and determined the proper allocation of the positions. Additional meetings were held with managers to address the few positions where the reason for the allocation determinations were not understood.

The new job classes were analyzed for internal alignment within the state's pay plans and the preliminary results provided to the departments for review. Following receipt of the departments comments and recommendations for additional comparisons the internal alignment was given further review and the appropriate salary ranges determined.

After meeting with managers to address final questions and concerns, the study process was documented and the study implemented.

History of Classes:

Environmental Health Classes

Sanitarian I (5754/14), Sanitarian II (P5755/16), Sanitarian III (P5756/18), and Sanitarian IV (5757/20) were established prior to 1967. No record of the duties and responsibilities characteristic of the class levels is available. On October 1, 1974 the Sanitarian IV (P5757/20) was revised and retitled Sanitarian Supervisor (P5670/22).

Effective July 1, 1981, Executive Order 51 transferred the Sanitarians and Meat Inspectors, along with their support staff, from the Departments of Health and Social Services and Natural

Resources to the Department of Environmental Conservation. This resulted in reorganization of the Department of Environmental Conservation and creation of a Division of Seafood and Animal Industry Services. The Division of Personnel conducted a study of the resulting positions and, on August 1, 1981, established the Environmental Sanitarian series to replace the Sanitarian I-III, Meat Inspector I-III, and Dairy Sanitarian classes.

The Environmental Sanitarian I (P8210/14) was the entry level receiving training in inspection and regulation enforcement. The Environmental Sanitarian II (P8211/16) was the journey level performing the full range of inspections and regulation enforcement. The Environmental Sanitarian III (P8212/18) was the leader/consultant level responsible for a major program or serving as a lead in a district office. The Environmental Sanitarian IV (P8213/20) was a manager of the statewide program or supervised a section of the division.

On September 16, 1986, the Environmental Sanitarian IV was abolished when the position in the class was placed in the new Environmental Conservation Manager series.

A classification study was conducted in 1989 at the request of the department to address changes in organizational structure. Effective August 16, 1989, the Environmental Sanitarian series was replaced by the Environmental Health Officer series. Environmental Health Officer I (P8210/14), Environmental Health Officer II (P8211/16), and Environmental Health Officer III (P8212/18) defined the same levels as the Environmental Sanitarian classes they replaced. Environmental Health Officer IV (P8212/20) was established as a supervisory level responsible for managing a large region's environmental health activities or managing the field staff for an environmental health program.

Effective July 1, 2000, a pilot project replaced the Environmental Health Officer I-IV with competency-based broad banded classes. The Environmental Health Officer band (ranges 16 through 21) covered the professional and supervisory positions. The Environmental Health Technician band (ranges 12 through 15) covered the technical positions.

General Environmental Classes

Environmental Field Officer (P8301/17) existed prior to 1972. No records of the duties and responsibilities of the original class are available. On December 16, 1972, the class was replaced by a two level series. Environmental Field Officer I (P8305/14) was the entry level receiving training in investigating field conditions and estimating the effects of activities on the environment. Environmental Field Officer II (P8306/17) was the journey level responsible for investigating field conditions to estimate effects of activities on the environment.

Environmental Technician (P8304/12) was established on January 4, 1972. The class defined positions performing technical laboratory and field investigations to determine the effects of existing and proposed activities on all aspects of the environment.

Ecologist (P8322/20) was established April 16, 1974. The class defined positions responsible for assessing the physical, biological, and aesthetic impact of major construction and land use activities on the environment.

On January 16, 1975, the Ecologist class was replaced by a four level Ecologist Series. Ecologist I (P8351/16) was the entry trainee level; Ecologist II (P8352/18) the intermediate trainee level; Ecologist III (P8353/20) the journey level; and Ecologist IV (P8354/22) the working supervisory level.

On May 16, 1975, Environmental Field Officer III (P8307/19) was added to the series. The class defined a working lead level. The class was assigned range 19 based on a two range interval from the journey level.

Environmental Research Analyst I (P8357/14), Environmental Research Analyst II (P8357/17), and Environmental Research Analyst III (P8358/20) were established between September, 1975, and May, 1976. In 1981 or 1982 the series was abolished. No record of the duties and responsibilities characteristic of the series is available.

On July 1, 1980, the Ecologist series was revised. The Ecologist I (P8351/16) became the entry trainee level; the Ecologist II (P8352/18) became the journey level; and the Ecologist III (P8353/20) became the working lead level. The Ecologist IV was abolished.

On August 16, 1981, the Environmental Field Officer series was updated and the internal alignment revised. The Environmental Field Officer II (P8306) received a range change from 17 to 16; the Environmental Field Officer III (P8307) received a range change from 19 to 18. Environmental Field Officer IV (P8308/20) was established and covered positions managing district offices.

Environmental Procedures Coordinator (P8356/20), Regional Environmental Supervisor (P8659/22), and Environmental Conservation Supervisor (P8357/22) were established before March, 1982. No records of the characteristics of the classes are available.

Effective September 16, 1986, the Regional Environmental Supervisor, Environmental Conservation Supervisor, and Environmental Sanitarian IV were combined to create the Environmental Conservation Manager class (P8359/22). The new class defined positions responsible for supervising the activities of a major section of the department.

On July 20, 1990, a study conducted by the Department of Environmental Conservation's Senior Personnel Officer was implemented. The study resulted in adding an entry technical level class, Environmental Technician I (P8301/10) and retitling the journey technical level to Environmental Technician II (P8302/12).

The study combined the Ecologists and the Environmental Field Officers into a four level Environmental Specialist series. The new series followed the traditional pattern of entry, journey, lead, and expert professional levels. The classes were assigned ranges 14, 16, 18, and 20, respectively.

The study established a three level Environmental Manager series to cover management positions within the Division of Environmental Quality, at the time the largest division in the department. The Environmental Manager I (P8313/20) covered positions responsible for managing an

individual district office. The Environmental Manager II (P8314/21) covered positions serving as assistant regional managers or assistant section chiefs. The Environmental Manager III (P8315/22) provided a title change for the Environmental Conservation Manager positions in the Division of Environmental Quality.

On March 16, 1993, a study of the managerial classes was completed that resulted in replacing the Environmental Manager I-III and Environmental Conservation Manager classes with a three level series. Environmental Conservation Manager I (P8313/21) covered positions serving as District Managers. The Environmental Conservation Manager II (P8314/22) covered positions serving as regional program managers and deputies to the regional administrators. The Environmental Conservation Manager III (P8315/23) covered positions serving as a deputy to a division director or as a regional administrator.

Highway Construction-related Environmental Classes

Environmental Assistant I (P8861/14), Environmental Assistant II (P8862/16), Environmental Assistant III (P8863/18), District Environmental Coordinator (P8864/19), and Highway Environmental Coordinator (P8865/20) were established on January 16, 1974.

The Environmental Assistant series covered entry, journey, and lead positions responsible for assembling data and writing reports on environmental considerations and impact of proposed highway construction projects. The District Environmental Coordinator covered positions responsible for coordinating and directing a District Environmental Section conducting research and reporting of environmental studies for proposed highway construction. The Highway Environmental Coordinator covered a single position serving as Chief of the Environmental Section.

On February 6, 1974, the District Environmental Coordinator's range was changed from 19 to 20 and the Highway Environmental Coordinator's range was changed from 20 to 22.

On May 16, 1990, a study was implemented that retitled the Environmental Assistant series to Environmental Analyst I, Environmental Analyst II, and Environmental Analyst III. The salaries were reviewed as part of the study and the ranges assigned the Environmental Analyst II and III were increased from 16 and 18 to 17 and 19, respectively.

The study also retitled the District Environmental Coordinator to Environmental Coordinator and abolished the Highway Environmental Coordinator. The Environmental Coordinator's range was increased from 20 to 21.

On May 1, 1994, the Highway Environmental Coordinator was re-established as the DOT/PF Statewide Environmental Coordinator (P8865/22). With this re-establishment, the distinguishing characteristics of the Environmental Coordinator were revised, but no review of the salary range was conducted.

Class Analysis:

The positions in this study perform technical, professional, and managerial work to enforce and comply with state and federal regulations to protect the environment and public health, for both

state activities and the activities of other public and private entities in the state. The work is primarily performed in the Department of Environmental Conservation. The department includes four line divisions: the Division of Air Quality, the Division of Water, the Division of Environmental Health, and the Division of Spill Prevention and Response. The positions included in this study work on programs to assess air quality conditions and monitor and regulate stationary and mobile source of air pollution; assess and protect the quality of water resources; regulate wastewater discharge and assist in developing treatment practices and facilities; ensure the safe production of consumables and sanitary practices in business; regulate the disposal of solid waste; regulate and assist industry in preventing, responding to, and cleaning up after spills of pollutants or hazardous substances.

The study positions in the Department of Transportation and Public Facility perform professional and managerial duties in the environmental section of each region's Design and Engineering Section, in the central environmental headquarters section, and in the State's international airports. The positions primarily work with the department's engineers and other professional staff to design, develop, construct, and maintain transportation infrastructure including roads, harbors, airports, and buildings. The positions analyze the potential environmental impacts of construction and maintenance projects; develop methods for mitigating impacts; determine the permit requirements; prepare and submit permit applications to state and federal regulating agencies; negotiate permit terms; and monitor construction activities for compliance with permit requirements.

The study positions in the Department of Military and Veterans Affairs perform professional and managerial duties in the Environmental Section of the Division of Facilities Maintenance. The positions ensure agency operations in field training, facilities construction and maintenance, and hazardous materials handling comply with state and federal environmental regulations; prepare applications for required permits from state and federal regulating agencies; and direct and monitor the cleanup of pollutants and hazardous materials on national guard sites.

The study positions in the Department of Natural Resources are in the Design and Construction Section of the Division of Parks and Outdoor Recreation and in the Mining Program of the Division of Mining, Land, and Water. The position in the Division of Parks and Outdoor Recreation analyzes the potential impacts of division construction projects; prepares permit applications; and monitors compliance with permit requirements. The position in the Division of Mining, Land, and Water monitors and regulates revegetation projects for mining sites.

The work of the positions in this study has evolved in the last ten years due to the increasing number of state and federal laws covering activities impacting the environment, the subsequent increase in regulatory requirements, and the state's lead role in monitoring and enforcing environmental regulations in Alaska. This has resulted in positions requiring knowledge of a broader range of programmatic requirements with varying statutory requirements. The limited number of staff has resulted in positions being assigned a higher level of independent authority for decision making within more general guidelines. The broadening of environmental concerns has resulted in employees working with private sector companies at multiple levels, from workers in the field to senior executives.

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.

Analysis of the grouping criteria for professional positions in the study found three separate groups. One covered the positions in the Division of Food Safety and Sanitation performing work requiring specific knowledge of food processing facilities, retail food establishments, and public facilities to conduct inspections, permitting, compliance reviews, and enforcement actions to restrict contamination and prevent the spread of disease. This knowledge is commonly acquired through specific on-the-job training and specialized courses. The educational preparation does not require advanced education in a scientific field. The differences in the nature of the regulatory duties indicated a separate title was appropriate to identify the positions. This, along with the differences in required qualifications, required establishing the positions in separate classes. The differences in scope and difficulty of assigned duties and level of independent authority and responsibility indicated establishing a professional series is appropriate. Examination revealed four distinct levels: an entry/trainee level of positions receiving training and developing their professional abilities; a journey level of positions performing the full range of regulatory activities; an advanced level of positions who, in addition to performing the full range of regulatory duties, perform a higher level of work such as leading professional staff or serving as a specialist for a specific type of industry; and a supervisory level of positions responsible for managing the regulatory actions of multiple offices.

A second group of positions are those performing program work to ensure compliance with environmental laws and regulations, protect or improve environmental quality, control pollution, and remedy environmental damages. The work covers a broad range of subjects including natural, physical, biological, and social sciences. The variety of programs and the different areas regulated indicated separate classes could be established if positions required specific expertise in a specific program such as air, water, hazardous materials, etc. However, careful examination of the types of duties performed and the variety of backgrounds of current employees in the programs indicated the specialization has not reached the point of requiring separate classes. A general series which covers all the programs remains appropriate. The differences in scope and difficulty of assigned duties and independent authority and responsibility indicated establishing a professional series is appropriate. Examination revealed four distinct levels: an entry/trainee level for positions receiving training in environmental laws, regulations, policies, and procedures; a first-working level performing duties within well defined regulatory frameworks with conventional procedures and techniques; a full-working level performing a variety of program activities which require establishing criteria, formulating projects, and analyzing unusual conditions; and an advanced level performing duties in major environmental programs which require evaluating the soundness of agency programs and developing new approaches and methods for agency use.

Following distribution of the draft class definitions and distinguishing characteristics, the Department of Transportation and Public Facilities and the Department of Military and Veterans Affairs requested reconsideration of establishing a separate series for positions performing environmental duties in agencies being regulated instead of grouping them with positions in agencies doing the regulating. Careful examination of the nature of duties, required knowledge, required qualifications, and grouping for purposes of layoff or recall indicated a separate series was not supported.

The first examination of groupings found the primary duty of positions conducting research and writing reports depicting environmental considerations and potential impacts of construction projects was sufficiently different to support a separate title, separate qualifications, and a different basic rate of pay than was indicated for the general group; therefore, a separate group was established. Following distribution of the draft class definitions and distinguishing characteristics the Department of Transportation and Public Facilities recommended broadening this group to include the full scope of environmental work performed in the department. Examination of the requested changes indicated they would create classes essentially the same as the general classes. As this would have caused positions to be classified based on the department for which they work instead of being based on the duties assigned, the changes were not appropriate. Later in the study the department recommended broadening the general classes to include the work that distinguishes these classes. The department withdrew the recommendation following further review.

The differences in scope and difficulty of assigned duties and independent authority and responsibility indicated establishing a professional series is appropriate. Examination revealed three distinct levels: a trainee level receiving extensive on-the-job training and development; a journey level conducting environmental and socio-economic research and analysis and preparing reports; and an advanced level leading or coordinating complex environmental studies.

Examination of positions performing paraprofessional duties revealed two groups. Positions performing duties in support of the professional positions in food safety and sanitation exhibited sufficient differences in the nature of work, required knowledge, and layoff/recall considerations to support being separate from the general paraprofessional positions which provide support to professionals in other environmental programs. Examination of the duties assigned both groups indicated a single level class was appropriate. Positions previously classified as lower level technicians were determined to be performing a scope of duties appropriately allocated to the general advanced clerical class. This clerical level was also determined to be an appropriate training level for the paraprofessional work, so a separate trainee level was not required.

Examination of the managerial positions indicated creating two groups was appropriate. The work of managers over positions conducting environmental impact analysis of construction projects and preparing required documentation required was sufficiently distinct in nature, required different qualifications, and was properly considered separately for purposes of layoff and recall. The managerial positions in this group supported creating a two-level series: a first level with regional responsibility and a second level with departmental responsibility.

Examination of the managerial positions over the professionals in food safety and sanitation did not reveal sufficient differences in the criteria for grouping to support separate classes above the first supervisory level.

The remaining managerial positions covered the broad range of general environmental programs. Examination of the scope and level of programmatic responsibility and level of supervisory and managerial authority exercised revealed three levels: a first level which is typically an office or unit manager; a second level which is typically a regional manager; and a third level which is typically a manager of a division's line functions.

The class structure that resulted from this analysis of grouping criteria is very like the class structure in place before the study. The changes are in the paraprofessional classes and the higher levels of the general environmental professional series and the lower level of the general environmental manager series. The changes reflect the need of the agencies to have professional employees with a higher level of expertise who can work independently and respond to developing problems and issues properly. The changes also reflect the need to clarify the differences between positions with a primary duty of management and positions with a primary duty of high level professional work.

One of the requests received during the study was to create a career ladder that permits recognition of highly scientific work requiring a high degree of skill and knowledge without requiring positions be assigned supervisory duties. The top level of the general environmental professional series includes the positions performing the higher level work found in the study. Examination did not reveal positions currently performing work above that level. Should the evolution of work result in positions being assigned a level of work above the current top level, additional classes may be created. Careful examination will be required to determine if the positions should be placed in a higher level general class, or if a specific scientific specialist class is required.

Responsibility for supervision was an area that created some confusion and controversy in the study. The general professional classes include language reflecting the fact that supervision may be assigned at any level of the series, but that responsibility for supervising other employees will not be the exclusive factor determining a position's allocation. The classes were written this way because the positions assigned supervision were also performing regular duties upon which their allocation could be soundly based and to reduce the potential for inappropriately pyramiding positions.

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.

The paraprofessional positions supporting the food safety and sanitation program have previously been titled Environmental Health Technician. This accurately describes the nature and level of work performed and has been retained for the new class specification.

The paraprofessional positions supporting the general environmental programs have previously been titled Environmental Technician I and II. To emphasize the broad scope of environmental programs the positions support and re-enforce the fact that the new class includes a different range of work, the new class has been titled Environmental Program Technician.

The professional positions in food safety and sanitation have previous been titled Environmental Health Officer. This title accurately reflects the nature of the work performed and has been retained for the new series with the appropriate level indicators.

The general environmental professional positions have previously been titled Environmental Specialist I-IV. During the study suggestions were made for retitling to clarify the distinction between the classes and other environmental classes. Some options misled people into believing the classes were department-specific and others inappropriately emphasized a specific aspect of the work. Keeping the previous titles was considered but rejected due to the desire to emphasize the fact that these are new classes. To indicate the general nature of the work, the professional level of the duties, and the fact that the classes may be used in any department, the title Environmental Program Specialist was selected, with the appropriate level indicators.

The professional positions performing environmental impact analysis for construction projects have previously been titled Environmental Analyst I-III. To emphasis the class defining work performed and provide a more descriptive title that does not cause a misperception that the classes are restricted to the Department of Transportation and Public Facilities, the title Environmental Impact Analyst was selected, with the appropriate level indicators.

The general environmental managerial classes have previously been titled Environmental Conservation Manager I-III. Since positions appropriately placed in the classes exist outside the Department of Environmental Conservation and the title has been considered department-specific, a new title is appropriate. To emphasize the general programmatic nature of the managerial duties the title Environmental Program Manager was selected, with the appropriate level indicators.

The classes managing the environmental impact analysis function have previously been titled Environmental Coordinator and DOT/PF Statewide Environmental Coordinator. To emphasize the specialized nature of work managed and recognize the hierarchy of the series the title Environmental Impact Analysis Manager has been selected, with the appropriate level indicators.

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.

Environmental science, as a distinct body of knowledge for study, is becoming more common in post-secondary education institutions. However, the work performed by state positions includes aspects of multiple physical, biological, and sociological sciences. The customary entry into the field of environmental regulation is a bachelor's degree in one of several backgrounds, from scientific to business management to law, with internships served in the specific environmental area of interest. This broad range of backgrounds with which to enter the profession are reflected in the broad minimum qualifications established for the Environmental Program Specialist series. The Environmental Impact Analyst series, due to the greater depth and scope of analysis performed and the level of knowledge and skill required, adds a minimum level of previous experience for qualification. The qualifications for both series are broad enough to enable managers to bring in candidates with a variety of skills and abilities and enable employees to move between programs and departments.

The managerial classes include a broad range of qualifications that will enable hiring applicants with the required ability for program management and supervision of professional staff.

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 classes included in this study have been in the Engineering and Physical Sciences Group (8XXX). This group includes classes which advise on, administer, supervise, or perform professional scientific or technical work concerned with the planning, design, architecture, or engineering of projects, facilities, systems or highways; or analysis, research, development, or planning in the physical sciences.

Environmental Health Officers and Environmental Health Technicians have previously been in the Environmental Health Specialists job family (82XX). The family was not defined but included no other classes. The nature of the work performed supports the continued placement in a distinct family. To aid in determining if other classes should be added to the family at a later date, the family is being defined to include classes that advise on, administer, supervise, or perform professional or paraprofessional work related to ensuring compliance with food and sanitation laws and regulations.

The Environmental Program Technician, Environmental Program Specialists, and Environmental Program Managers have previously been placed in the Physical Science Specialists family (83XX). This family includes classes that advise on, administer, supervise, or perform professional or paraprofessional work including engineering related to geology, chemistry, physics, oceanography, and other physical sciences.

The Environmental Impact Analysts and Environmental Impact Analysis Managers have previously been placed in the Cadastral Engineering and Environmental Coordination family (88XX). This family includes classes that advise on, administer, supervise, or perform cadastral

surveying or work related to preparing environmental assessments or environmental impact statements for State projects.

The substantial similarities of the Environmental Program Specialists and Environmental Impact Analysts, along with their related paraprofessional and managerial classes, indicates they should be placed in the same job family. The fact that the work includes physical, social, and natural sciences indicates placement in the Physical Sciences Specialists is not the most appropriate. The differences in the nature of the work indicates inclusion in a family with land surveyors is not appropriate.

To provide an appropriate job family for these classes a new job family is created in the Engineering and Physical Sciences Group. Environmental Science Specialists (85XX) includes classes that advise on, administer, supervise, manage, or perform professional or paraprofessional work related to environmental quality and ensuring compliance with environmental laws and regulations; or work related to preparing environmental assessments or environmental impact statements for State of Alaska projects.

The Cadastral Engineering and Environmental Coordination family (88XX) is retitled to Land Surveying and redefined to include classes that advise on, administer, supervise or perform professional or paraprofessional work related to the measuring and locating of land or structures on the earth's surface.

Fair Labor Standards Act

The positions in this study 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 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 defining characteristics of the Environmental Program Manager and Environmental Impact Analysis Manager classes include the primary duty of managing a subdivision of the organization. Positions would not typically be allocated to these classes if the management responsibilities did not include direct supervision of more than two subordinates. Given these characteristics, employees in full-time salaried positions in these classes would typically meet the executive criteria for exemption from the FLSA's overtime provisions.

To qualify as a bona fide learned professional under the FLSA an employee's primary duty must include three elements: (1) the employee must perform work requiring advanced knowledge; (2) the advanced knowledge must be in a field of science or learning; and (3) the advanced knowledge must be customarily acquired by a prolonged course of specialized intellectual instruction. The regulations delimiting the professional exemption clarify that work which requires knowledge that can be attained through a degree in any area does not meet the intent of the exemption. As the knowledge required for work in the environmental science is customarily acquired through study in one of several degree areas supplemented by internship, the professional exemption will not typically apply to employees in these classes. Where a position is

assigned work that requires a specific body of knowledge; has had recruitment restricted to candidates with that specific education; and is filled by an employee with the specific education, that employee would typically meet the professional criteria for exemption from the FLSA's overtime provisions.

To qualify as a bona fide administrative employee under the FLSA an employee must perform office or non-manual work directly related to the management or general business operations of the employer or the employer's customers. The guidance provided by the U.S. Department of Labor for applying this criteria to public employees cautions that, where employees are performing activities that carry out the ongoing mission and day-to-day functions of the agency, rather than its management policies or the management policies of the state, such as an agency devoted to personnel activities, such activities cannot be viewed as the types of duties contemplated by the regulations for exemption. Recent cases have found that state employees performing duties in enforcing state and federal regulations on other entities are not performing the administrative activities covered by the exemption. This precludes the employees performing the regulatory work that characterizes the Environmental Program Specialist series from being exempted under the administrative criteria when the work is performed in an agency established to enforce environmental regulations.

When employees are performing the regulatory work that characterizes the Environmental Program Specialist series in an agency whose function is not enforcement of environmental regulations; the employees are enforcing the regulations only on the operations of the agency in which they are employed; and the enforcement action involves informing management of violations and methods for correction without authority to implement sanctions, such work is the type of activities contemplated by the regulations for exemption. When employees are performing this work with discretion and independent judgement with respect to matters of significance, such as characterizes the Environmental Program Specialist III, and are full-time salaried employees, they would typically meet the administrative criteria for exemption.

The revised regulations effective August 23, 2004, state that exempt administrative work includes a wide variety of persons who either carry out major assignments in conducting the operations of the business, or whose work affects business operations to a substantial degree, even though their assignments are tasks related to the operation of a particular segment of the business. The defining characteristics of the Environmental Program Specialist IV and Environmental Impact Analyst III includes the primary duty of conducting major projects that directly influence the way in which the agencies performs their assigned functions. This primary duty meets the intent of the administrative regulations regardless of the agency in which it is performed. Employees in full-time salaried positions in these classes would typically meet the administrative criteria for exemption.

Internal Alignment:

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 occupational group and job family or related job families.

In examining the internal alignment of the Environmental Health and Environmental Sciences classes, the characteristics were compared with job classes in the following families: Physical Science Specialists (83XX); Forestry and Natural Resource Management (66XX); Agriculture (64XX); Fish and Wildlife Research and Development (61XX); Business Regulation and Compliance (23XX); Economic Research and Planning (22XX); and Management and Systems Analysis (18XX).

Most of the state's engineering classes are currently under pilot programs that increased their assigned salary range; therefore, direct comparisons with the engineering classes at the current ranges would not be appropriate. Not comparing the Environmental Sciences classes to the engineering classes with which they work so closely is also not appropriate. The internal alignment of classes in this study have been compared to the classes in the Specialty Engineering (86XX) and General Engineering (89XX) job families; however, to maintain appropriate parity within the pay plan this comparison has been made using the salary ranges assigned the engineering classes prior to the pilot projects. Should the pilot ranges assigned the engineering classes be made permanent, the alignment of the environmental sciences classes will need to be re-examined.

In evaluating the technical classes, this analyst evaluated the scope, level, and variety of regular, recurring duties; the nature, scope, and level of knowledge required; the nature and scope of direct and indirect supervision received; the scope and level of authority for decision making; the nature of the guidelines used in decision making; and the consequence of errors by a prudent employee.

The Environmental Health Technician and Environmental Program Technician lack the focus on the performance or supervision of manual data collection and field work that characterize the Fish & Wildlife Technician II-III (9-11) and the Forest Technician II-III (9-11). The required scope and level of programmatic knowledge is similar to the Natural Resource Technician II-III (12-14), Fish & Wildlife Technician IV-V (13-14), and Forest Technician IV (13). The complexity and difficulty of decision making has similarities to the entry professional classes at range 14, but lack their scope of professional development duties. The independence in administrative duties, advanced technical duties, or the resolution of unusual and sensitive issues that characterizes the Natural Resource Technician III (14) and Fish and Wildlife Technician V (14) are not present in the Environmental classes. The Environmental classes require some knowledge of the engineering principles applied in their program, but do not exhibit the full level of knowledge and judgement that characterizes the Engineering Assistant I (14) or Village Safe Water Engineering Assistant (14).

The similarities in scope and difficulty of program responsibilities, required knowledge of program and scientific areas, and authority for independent decision making indicate the paraprofessional Environmental classes are properly aligned with the Fish and Wildlife Technician IV (13), Forest Technician IV (13), and between the Natural Resource Technician II

(12) and Natural Resource Technician III (14). The Environmental Health Technician and Environmental Program Technician are appropriately assigned salary range 13.

In evaluating the internal alignment of the professional classes, this analyst evaluated the scope and nature of preponderant duties; the nature, variety, and level of scientific research and analysis conducted; the nature, scope, and level of authority for regulatory functions; the level of independence in performing recurring duties; the nature of direct and indirect supervision received; the guidelines used in decision making; the nature and scope of originality required in decision making; the type, scope, and level of knowledge required; the scope and variety of programs and facilities; the nature and purpose of work relationships outside the supervisory chain; the consequences of errors by prudent employees; the nature of checks against error utilized; and the difficulty of correcting errors after decisions are implemented.

The Environmental Health Officer I, as an entry/trainee professional class, performs a scope of training duties and responsibilities similar to the Community Development Specialist I (13), Subsistence Resource Specialist I (14), Forester I (14), Chemist I (14), Geologist I (14), and Environmental Engineering Assistant I (14). The variety of programmatic duties and level of difficulty are similar to the Fishery Biologist I (14), Fish Culturist I (14), Natural Resource Specialist I (14), Utility Tariff Analyst I (14), and Utility Engineering Analyst I (14). The class lacks the detailed laboratory analytical responsibilities or breadth of areas for examination that characterizes the Criminalist I (15) and Planner I (15). The qualification requirement is similar to classes at ranges 13 and 14. The substantial similarity of the Environmental Health Officer I with other entry/trainee professional classes at range 14 indicates the class is appropriately assigned range 14.

The Environmental Health Officer II, as a journey professional class, performs a scope and variety of duties with characteristics similar to the Hydrologist I (16), Chemist II (16), and Geologist II (16). The scope and difficulty of programmatic duties are similar to the characteristics of the Natural Resource Specialist II (16), Agronomist I (16), Agricultural Inspector (16), Subsistence Resource Specialist II (16), and Fishery Biologist II (16). The responsibility and required knowledge is greater than the characteristics of the Planner I (15) and Criminalist I (15). The responsibility, knowledge, and difficulty is not as great as what characterizes the Planner II (17), Utility Financial Analyst I (17), Utility Tariff Analyst II (17), Fish Geneticist I (17), or Criminalist II (17). The substantial similarities of the Environmental Health Officer II with other professional classes at range 16 indicates the class is appropriately assigned range 16.

The Environmental Health Officer III, as an advanced professional class, performs a level, scope, and variety of duties with authority and responsibility similar in characteristics to the Hydrologist II (18), Geologist III (18), and Engineering Geologist II (18). The Environmental Health Officer III lacks the supervisory and administrative responsibilities of the Community Development Specialist III (18), Agronomist II (18), and Natural Resource Manager I (18). The programmatic responsibilities, level of difficulty, and required scope of knowledge is similar to the characteristics of the Economist II (18), Development Specialist I (18), Fishery Biologist III (18), Subsistence Resource Specialist III (18), Forester III (18), and Natural Resource Specialist III (18). The level of required knowledge and scope of duties is not as great as what characterizes

the Planner III (19), Utility Financial Analyst II (19), Fish Geneticist II (19), Criminalist II (19), Environmental Engineer I (19), or Village Safe Water Engineer I (19). The substantial similarities of the Environmental Health Officer III with other advanced professional classes at range 18 indicates the class is appropriately assigned range 18.

The Environmental Health Officer IV, as a supervisory and managerial class, has a scope and level of responsibility with a required level of knowledge similar in characteristics to the Community Development Specialist III (18), Agronomist II (18), Natural Resource Manager I (18), Forester III (18), Utility Tariff Analyst III (20), Fishery Biologist IV (20), and Natural Resource Manager II (20). The level of specialized knowledge and expertise is similar to the characteristics of the Development Specialist I (18), Hydrologist II (18), Chemist III (18), Geologist III (18), Planner III (19), Fish Geneticist II (19), Criminalist III (19), Economist III (20), and Development Specialist II (20). The class defining characteristic of the Environmental Health Officer IV is the supervision and management of advanced professional Environmental Health Officers III. This responsibility and the required level of technical knowledge and expertise is substantively similar to the managerial classes assigned range 20 and indicates the Environmental Health Officer IV is appropriately assigned range 20.

The Environmental Program Specialist I, as an entry/trainee professional class, receives training and performs duties similar in characteristics to the Community Development Specialist I (13), Subsistence Resource Specialist I (14), Forester I (14), Chemist I (14), Geologist I (14), Environmental Engineering Assistant I (14), and Environmental Health Officer I (14). The variety of programmatic duties and level of difficulty are similar to the Fishery Biologist I (14), Natural Resource Specialist I (14), Utility Tariff Analyst I (14), Utility Engineering Analyst I (14), Engineering Assistant I (14), and Village Safe Water Engineering Assistant (14). Positions in this class are not assigned the detailed laboratory analytical responsibilities or breadth of areas for examination that characterizes the Criminalist I (15) and Planner I (15). The qualification requirement is similar to classes at ranges 13 and 14. The substantial similarity of the Environmental Program Specialist I with other entry/trainee professional classes at range 14 indicates the class is appropriately assigned range 14.

The Environmental Program Specialist II, as a first-working professional, performs a scope and variety of duties with a level of responsibility similar in characteristics to the Hydrologist I (16), Chemist II (16), Geologist II (16), Economist I (16), Community Development Specialist II (16), fish Pathologist I (16), Fishery Biologist II (16), Subsistence Resource Specialist II (16), Agronomist I (16), Natural Resource Specialist II (16), Engineering Geologist I (16), and Engineering Assistant II (16). The level of independent authority, potential for controversy, and difficulty in decision-making exhibits some similarity to the Planner II (17), Utility Financial Analyst I (17), Utility Tariff Analyst II (17), and Criminalist II (17); however, careful examination of the full scope of duties and responsibilities reveals insufficient similarities to support assigning the same range. The required breadth and depth of both scientific and programmatic knowledge is similar to other professional classes assigned range 16. The substantial similarity of the Environmental Program Specialist II with other professional classes at range 16 indicates the class is appropriately assigned range 16.

The Environmental Program Specialist III, as a full-working professional, performs a scope and variety of duties with a level of responsibility and authority similar in characteristics to the Planner II (17), Fish Geneticist I (17), Hydrologist II (18), Chemist III (18), Geologist III (18), Economist II (18), Development Specialist I (18), Fish Culturist III (18), Fishery Biologist III (18), Natural Resource Specialist III (18), Engineering Geologist II (18), Environmental Engineering Associate I (18), and Village Safe Water Engineering Associate (18). The level of independent authority, complexity of programs, difficulty and originality in decision making, and responsibility for controversial issues exhibits some similarity to the Planner III (19), Utility Financial Analyst II (19), Fish Geneticist II (19), Criminalist III (19), and Utility Engineering Analyst III (19). Careful examination of the full scope of duties and responsibilities of classes at range 19 reveals insufficient similarities with the Environmental Program Specialist III to support assigning the class to the same range. The substantial similarities of the Environmental Program Specialist III with other professional classes at range 18 indicates the class is appropriately assigned range 18.

The Environmental Program Specialist IV, as a technical expert, performs a scope and level of duties with independent authority, significant impact on the agency programs, and requiring a level of scientific and programmatic knowledge similar in characteristics to the Planner III (19), Fish Geneticist II (19), Hydrologist III (20), Chemist IV (20), Geologist IV (20), Economist III (20), Development Specialist II (20), Fishery Biologist IV (20), Engineering Geologist III (20), Environmental Engineering Associate II (20), Village Safe Water Engineer II (20), Utility Financial Analyst III (21), and Natural Resource Specialist IV (21). Comparison of the full scope of duties and level of responsibility with the Utility Financial Analyst III (21), Natural Resource Specialist IV (21), Fish Pathologist III (21), Fish Geneticist III (21), Criminalist IV (21), Utility Engineering Analyst IV (21), Village Safe Water Engineer III (21), Utility Engineering Analyst IV (21), and Fisheries Scientist I (22), reveals insufficient similarities to support assigning the Environmental Program Specialist IV to range 21. The substantial similarities of the Environmental Program Specialist IV with other technical expert classes at range 20 indicates the class is appropriately assigned range 20.

The Environmental Impact Analyst I, as a trainee professional, receives training and performs duties with characteristics similar to the Subsistence Resource Specialist I (14), Forester I (14), Chemist I (14), Geologist I (14), Environmental Engineering Assistant I (14), Environmental Health Officer I (14), Environmental Program Specialist I (14), Planner I (15), and Criminalist I (15). The class defining characteristic of the Environmental Impact Analyst I is training to evaluate a variety of physical, biological, and socio-economic areas. This greater breadth and increased complexity has greater similarity with the characteristics of the classes at range 15 than the classes at range 14. Careful examination and comparison of the scope and variety of training, level of duties, and required knowledge between the Environmental Impact Analyst I and the Environmental Program Specialist I supports placing the Environmental Impact Analyst I at a higher range. The training level responsibilities indicate the class is not appropriately aligned with the journey professional classes at range 16. The similarity in scope and complexity with other classes at range 15, and the differences in the class defining characteristics with the classes at range 14, indicate the Environmental Impact Analyst I is appropriately assigned range 15.

The Environmental Impact Analyst II, as a journey professional class, performs a scope and variety of duties with a level of responsibility similar in characteristics to the Hydrologist I (16), Chemist II (16), Geologist II (16), Economist I (16), Community Development Specialist II (16), fish Pathologist I (16), Fishery Biologist II (16), Subsistence Resource Specialist II (16), Agronomist I (16), Natural Resource Specialist II (16), Engineering Geologist I (16), Engineering Assistant II (16), Environmental Program Specialist II (16), Planner II (17), Utility Financial Analyst I (17), Utility Tariff Analyst II (17), Utility Engineering Analyst II (17), and Criminalist II (17). The scope of environmental research and documentation, which is the defining characteristic of the Environmental Impact Analyst II, exhibits greater similarity with the classes at range 17 than the classes at range 16. The Environmental Impact Analyst II does not perform the scope and level of duties that characterize the professional classes at range 18. Careful examination of the scope, variety, and level of decisions; the originality required; the required scope and level of knowledge; and the level of authority and responsibility in comparison with the Environmental Program Specialist II indicates the Environmental Impact Analyst II is properly assigned a higher range. The similarities with classes at range 17, and the differences with classes at range 16, indicate the Environmental Impact Analyst II is appropriately assigned range 17.

The Environmental Impact Analyst III, as an advanced professional, performs a scope and variety of duties with a level of responsibility and authority similar in characteristics to the Hydrologist II (18), Chemist III (18), Geologist III (18), Economist II (18), Development Specialist I (18), Fish Culturist III (18), Fishery Biologist III (18), Subsistence Resource Specialist III (18), Natural Resource Specialist III (18), Engineering Geologist II (18), Environmental Engineering Associate I (18), and Village Safe Water Engineering Associate (18), Environmental Program Specialist III (18), Planner III (19), Utility Financial Analyst II (19), Fish Geneticist II (19), Criminalist III (19), and Utility Engineering Analyst III (19). The scope and level of the class defining work in Environmental Assessments and Environmental Impact Statements exhibits greater similarities with the classes at range 19 than with the classes at range 18. The Environmental Impact Analyst III is not assigned the scope of duties, level of responsibility, or require the level of expertise that characterizes the Economist III (20), Development Specialist II (20), Fishery Biologist IV (20), or Agronomist III (20). This indicates the Environmental Impact Analyst III is not properly aligned at range 20. The similarities in scope, breadth, and level of duties and responsibilities with classes at range 19, and the differences with classes at range 18, indicate the Environmental Impact Analyst III is appropriately assigned range 19.

In evaluating the internal alignment of the management classes, this analyst evaluated the level and scope of scientific and programmatic knowledge required; the nature of the work supervised and managed; the placement in the organizational hierarchy and the resulting scope of managerial control exercised and received; the responsibility for determination of policy or the way in which policies are carried out; the scope and level of responsibility for an agency's programs; and other factors complicating the exercise of management responsibilities such as number of subordinates and subordinate supervisors; working relationship with other management inside and outside the chain of command; and the role and impact on department operations, the operations of other state agencies, and the operations of private sector businesses and the general public.

The Environmental Program Manager I, as a first-level managerial class, performs a scope and level of supervisory, managerial, and administrative duties with a scope and level of organizational authority similar in characteristics to the Forester III (18), Natural Resource Manager I (18), Utility Tariff Analyst III (20), Fishery Biologist IV (20), Agronomist III (20), Natural Resource Manager II (20), Fish Pathologist III (21), Fish Geneticist III (21), and Criminalist IV (21). The initial examination of the range of duties; the scope and depth of scientific knowledge required; and the nature and level of managerial control exercised and received revealed similarities with managerial classes at range 20 which supported assigning the same range.

Following distribution of the preliminary range determinations, the Department of Environmental Conservation requested the alignment of the Environmental Program Manager I be reexamined. The Department provided comparisons of the class' scientific and managerial responsibilities with the Fisheries Biologist IV (20), Natural Resource Manager II (20), Utility Tariff Analyst III (20), Fish Geneticist III (21), Fish Pathologist III (21), Criminalist IV (21), Public Health Microbiologist III (21), Natural Resource Specialist IV (21), Local Government Specialist V (21), Research Analyst IV (21), Transportation Planner I (21), and Transportation Planner II (22) to support their recommendation the Environmental Program Manager I be assigned salary range 21.

The managerial responsibilities assigned Environmental Program Managers I and the scope and level of scientific knowledge required to direct environmental programs in comparison to other classes places the class on the cusp between ranges 20 and 21. Consideration of the supervisory responsibilities over positions in programmatic and scientific classes at range 20 indicates assigning the higher range is more appropriate. The Environmental Program Manager is most appropriately assigned salary range 21.

The Environmental Program Manager II, as a second-level or regional manager, performs a scope and level of supervisory and managerial duties with a scope and level of organizational authority similar in characteristics to the Fish Pathologist III (21), Economist IV (22), Planner IV (22), Subsistence Program Manager (22), Fish & Game Regional Supervisor (22), Forester IV (22), Natural Resource Manager III (22), Engineering Geologist IV (22), and Engineer/Architect III (22). The Environmental Program Manager II is not assigned the scope and level of policy and program responsibility, or the scope of organizational control, that characterizes the Utility Financial Analyst IV (23), Natural Resource Manager IV (23), Geologist VI (23), Utility Engineering Analyst V (23), or Chief Economist (24). Aligning the Environmental Program Manager II at range 23 is not appropriate. The substantive similarities with management classes at range 22 indicates the Environmental Program Manager II is properly assigned range 22.

The Environmental Program Manager III, as a senior management level class, performs a scope and level of managerial duties with an organizational and policy level authority similar in characteristics to the Utility Financial Analyst IV (23), Natural Resource Manager IV (23), Geologist VI (23), Utility Engineering Analyst V (23), and Chief Economist (24). The substantive similarities in responsibilities for a division's programs, policy implementation, organizational control exercised, and limited organizational control received indicates the Environmental Program Manager III is properly assigned range 23.

The Environmental Impact Analysis Manager I, as a section or regional manager, performs a scope and level of supervisory and managerial duties with a scope and level of organizational authority similar in characteristics to the Forester III (18), Utility Tariff Analyst III (20), Fishery Biologist IV (20), Agronomist III (20), Natural Resource Manager II (20), Fish Pathologist III (21), Fish Geneticist III (21), Criminalist IV (21), Environmental Program Manager II (22), Economist IV (22), Planner IV (22), Subsistence Program Manager (22), Fish & Game Regional Supervisor (22), Forester IV (22), Natural Resource Manager III (22), and Engineering Geologist IV (22). The initial examination of the range of duties; the scope and depth of scientific knowledge required; and the nature and level of managerial control exercised and received revealed similarities with managerial classes at range 20 which supported assigning the same range.

Following distribution of the preliminary range determinations, the Department of Transportation and Public Facilities requested the alignment of the Environmental Impact Analysis Manager I be reexamined. The Department provided comparisons of the class' difficulty, responsibility, knowledge and skills, organizational structure, independence and decision making authority with the Transportation Planner I (21), Technical Engineer/Architect I (21), Fish Geneticist III (21), Fish Pathologist III (21), Criminalist IV (21), Fisheries Biologist IV (20), and Natural Resources Manager II (20) to support their recommendation the Environmental Impact Analysis Manager I be assigned salary range 21.

Examination of the role and responsibility of Environmental Impact Analysis Managers I and comparison to other classes with similar responsibilities in construction projects shows greater similarities to classes at range 21 than at range 20. The regional management responsibilities exhibit greater similarities to classes at range 20 than at 21. The primary purpose and distinguishing characteristic of the class is the work performed for construction projects; therefore, assigning a salary range based on that feature is appropriate. The supervision of classes at range 19 further supports assigning the higher range. The Environmental Impact Analysis Manager I is most appropriately assigned salary range 21.

The Environmental Impact Analysis Manager II, as a senior level management class, performs a scope and level of management duties with a scope and level of policy responsibility similar in characteristics to the Fish Pathologist III (21), Fish Geneticist III (21), Criminalist IV (21), Economist IV (22), Planner IV (22), Subsistence Program Manager (22), Fish & Game Regional Supervisor (22), Forester IV (22), Natural Resource Manager III (22), Engineering Geologist IV (22), Engineer/Architect III (22), Utility Financial Analyst IV (23), Geologist VI (23), Utility Engineering Analyst V (23), and Natural Resource Manager IV (23).

The lack of a direct supervisory relationship over the regional Environmental Impact Analysis Managers I while retaining responsibility for the effectiveness of the program makes evaluating the full authority and responsibility of the Environmental Impact Analysis Manager II difficult. The Environmental Impact Analysis Manager II's role in the organization has more similarities to program chief classes than to division management classes. Given this similarity, the characteristics of the program and the nature of the duties involved in directing the program were compared with the characteristics of the Chief, Public Guardian (19); Chief, Occupational

Licensing (21); Chief, Office of History & Archaeology (21); Chief, Emergency Medical Services (22); Chief, Environmental Health Laboratories (22); Chief, Public Assistance Operations (22); Chief, Vocational Rehabilitation (22); Chief, RCA Advocacy (23); Chief, Labor Research and Analysis (23); and Chief Contracts Officer (23). The responsibility for directing a program; providing technical guidance to advanced professional staff not in the supervisory chain; providing expert advice and guidance to the agency's senior executives; and ensuring agency operations are in compliance with program regulations and requirements are characteristics most similar to the chief classes aligned at range 22. The preponderance of similarities with the managerial classes also indicates the Environmental Impact Analysis Manager II is properly aligned at range 22; therefore, the Environmental Impact Analysis Manager II is appropriately assigned range 22.

Conclusions:

The following changes have been made in the Classification Outline: (1) the Environmental Sanitarians job family (82XX) has been retitled to Environmental Health Specialists and a definition added; (2) a new job family created (85XX), titled Environmental Science Specialists, and the family defined; (3) the Cadastral Engineering and Environmental Coordination job family (88XX) has been retitled to Land Surveying and redefined.

The broadband project for the Environmental Health Technician (P8201) and Environmental Health Officer (P8202) classes is ended and the class specifications abolished. The broadband classes are replaced by a single level paraprofessional class and a four level professional series. The new classes are placed in the Environmental Health Specialists job family. Environmental Health Technician (P8205) is assigned salary range 13. Environmental Health Officer I (P8210), Environmental Health Officer II (P8211), Environmental Health Officer III (P8212), and Environmental Health Officer IV (P8213) are assigned salary ranges 14, 16, 18, and 20, respectively.

Environmental Technician I & II (P8301 & P8302) are abolished. The classes are replaced by a single level paraprofessional class. The new class is placed in the new Environmental Science Specialists job family. Environmental Program Technician (P8511) is assigned salary range 13.

Environmental Specialist I-IV (P8309-8312) are revised and retitled to Environmental Program Specialist I-IV. The revised classes are placed in the new Environmental Science Specialists job family. Environmental Program Specialist I (P8521), Environmental Program Specialist II (P8522), Environmental Program Specialist III (P8523), and Environmental Program Specialist IV (P8524) are assigned salary ranges 14, 16, 18, and 20, respectively.

Environmental Conservation Manager I-III (P8313-8315) are revised and retitled to Environmental Program Manager I-III. The revised classes are placed in the new Environmental Science Specialists job family. Environmental Program Manager I (P8531), Environmental Program Manager II (P8532), and Environmental Program Manager III (P8533) are assigned salary ranges 21, 22, and 23, respectively.

Environmental Analyst I-III (P8861-8863) are revised and retitled to Environmental Impact Analyst I-III. The revised classes are placed in the new Environmental Science Specialists job

family. Environmental Impact Analyst I (P8541), Environmental Impact Analyst II (P8542), and Environmental Impact Analyst III (P8543) are assigned salary ranges 15, 17, and 19, respectively.

Environmental Coordinator (P8864) and DOT&PF Statewide Environmental Coordinator (P8865) are revised and retitled to Environmental Impact Analysis Manager I-II. The revised classes are placed in the new Environmental Science Specialists job family. Environmental Impact Analysis Manager I (P8551) and Environmental Impact Analysis Manager II (P8552) are assigned salary ranges 21 and 22, respectively.

Attachments:

Final class specifications

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Management Services – Resources, Public Protection, and Transportation Groups

Employee Services