

Business Operations
Ofelia San Pedro, Deputy Superintendent

SUBJECT: RECLASSIFICATION OF MANAGERIAL EXEMPT PERSONNEL (MEP) POSITIONS AND PROFESSIONAL AND TECHNICAL POSITIONS IN DADE COUNTY SCHOOLS ADMINISTRATORS' ASSOCIATION (DCSAA)

- 1. APPROVE THE RECLASSIFICATIONS, TITLE CHANGES, AND/OR UPDATES TO JOB DESCRIPTIONS WHICH MAY INCLUDE CHANGES IN MINIMUM QUALIFICATIONS OF SELECTED MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) POSITIONS**
- 2. ESTABLISH AND CLASSIFY NEW JOB DESCRIPTIONS FOR EXISTING MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) POSITIONS**
- 3. APPROVE THE RECLASSIFICATIONS FOR SELECTED MANAGERIAL EXEMPT PERSONNEL (MEP) AND PROFESSIONAL AND TECHNICAL (DCSAA) PERSONNEL**

COMMITTEE: SCHOOL SUPPORT ACCOUNTABILITY

Reclassification of a position to a higher pay grade may result from redistribution of work assignments which significantly increase the duties and responsibilities of a position. In addition, some job descriptions necessitate an update to reflect state requirements, technical skill requirements, and/or organizational needs pursuant to the 2005-2008 District Strategic Plan. Job reclassification recommendations for Managerial Exempt Personnel (MEP) and Professional and Technical employees represented by the Dade County Schools Administrators' Association (DCSAA) are submitted to the School Board for approval on a regular basis in order to meet the on-going organizational needs of M-DCPS. The 2005 job reclassification recommendations were approved at the July 13, 2005 School Board meeting. Provisions of the Manual of Procedures for MEP, Section A-7, define the job reclassification review process in which reclassification requests are initiated by the appropriate member of the Superintendent's Executive Staff. Provisions of the M-DCPS/DCSAA labor contract, Article XIII, Section 6, also delineate the job reclassification review process in which reclassification requests may be initiated by the employee or immediate supervisor.

These reclassification requests for the MEP and DCSAA positions were submitted for review during the 2006 annual review process. The reclassification requests were reviewed by Compensation Administration and the appropriate cabinet member. Compensation Administration is responsible for submitting the findings with advisory recommendations to the Assistant Superintendent, Labor Relations.

D-12

These findings are based on a variety of job analysis techniques including job description reviews, supervisory interviews, surveys of the job markets for which the organization competes for talent, and/or reviews of internal pay relationships. In some cases, on-site job audits and salary comparisons were also conducted. There were 52 positions submitted for reclassification. Thirty-nine (39) positions are recommended for reclassification, changes in minimum qualifications, and/or new job descriptions to appropriately reflect duties and responsibilities of current existing positions. No change is recommended for the thirteen (13) remaining positions which are currently classified appropriately. Total cost of the reclassification to the General Fund is approximately \$218,500 and 115 employees are affected.

Copies of the new and revised job descriptions will be forwarded to Board Members under separate cover and will be placed on file in the Citizen Information Center and the Board Recording Secretary's office.

RECOMMENDED: That The School Board of Miami-Dade County, Florida, effective September 13, 2006:

1. Approve the reclassifications, title changes and/or updates to job descriptions which may include changes in minimum qualifications, of the following Managerial Exempt Personnel (MEP) and Professional and Technical (DCSSA) positions:

Current Title	Current Pay Grade	New Title	New Pay Grade
Executive Director, Support Operations	22	District Director, Procurement Support Operations	23
Executive Director, Systems & Programming Services	22	District Director, Systems & Programming Services	23
Data Security Administrator	20	Chief Information Security Officer	21
Specialist, Wages/Workforce Investment Program	19	Supervisor, Workforce Development Education	20
Director I, Long Range Planning	45	Director II, Strategic Planning	46
Director I, Service Contracts	45	Director I, Service Contracts	45
Supervisor II	44	Director I, Assessment	45
Supervisor I, Equipment & Transport	43	Director I, Contracts/Supplies/Transport	45
Coordinator Specialist, Materials Testing & Evaluation	43	Supervisor, Materials Testing and Evaluation	44
Supervisor I, Procurement Services	43	Supervisor II, Technology Procurement Systems	44
Project Manager, Capital Improvements	42	Director I, Furniture, Fixtures & Equip. Operations	45
Coordinator III, Design Trades Supervisor	42	Coordinator III, Facilities Operations	42
Coordinator II, Textbook Services	41	Coordinator III, Textbook Support Services	42
Cash and Management Coordinator	41	Coordinator III, Treasury	42
Banking/Financing Analyst	40	Coordinator II, Treasury	41
Coordinator, Assessment/Data Analysis	40	Supervisor I, Assessment/Data Analysis	43
Coordinator I, Materials Acquisition & Distribution	40	Coordinator II, Materials Acquisition & Distribution	41
Manager III, Food Service Quality Control	39	Coordinator II, Food Procurement and Menu Management	41
Manager III, Site Documentation	39	Coordinator I, Facilities Contracts	40
Manager II, Community School Fiscal Services	38	Manager III, Workforce Development Fiscal Services	39
Administrative Assistant, Procurement	36	Manager II, Procurement	38
Administrative Assistant, Transportation Operations	34	Manager III, Transportation Operations	39
Administrative Assistant, Accounting	34	Manager I, Bank Reconciliation	37

2. Establish and classify new job descriptions for the following existing Managerial Exempt Personnel (MEP) and Professional and Technical (DCSAA) positions:
 - a. District Director, Advanced Planning, MEP, pay grade 23
 - b. District Director, Technology Delivery, MEP, pay grade 23
 - c. Executive Director, Technical Architecture, MEP, pay grade 22
 - d. Executive Director, Research Services, MEP, pay grade 22
 - e. Director, Compensation Administration, MEP, pay grade 21
 - f. Director, Procurement Management and Material Testing, MEP, pay grade 21
 - g. Director, Treasurer/Financial Reporting, MEP, pay grade 21
 - h. Consultant, Research Services, MEP, pay grade 20
 - i. Director II, Business Operations Performance Improvement, DCSAA, pay grade 46
 - j. Budget Supervisor, Special Education, DCSAA, pay grade 44
 - k. Supervisor II, Facilities Operations, DCSAA, pay grade 44
 - l. Coordinator III, Training Systems Education, DCSAA, pay grade 42
 - m. Project Manager, Program Management, DCSAA, pay grade 41
 - n. Coordinator I, Purchase Card Management, DCSAA, pay grade 40
 - o. Manager III, Facilities Consultants, DCSAA, pay grade 39
 - p. Manager III, Community School Fiscal Services, DCSAA, pay grade 39

3. Approve the reclassifications for the following Managerial Exempt Personnel (MEP) and Professional and Technical (DCSAA) personnel:

MANAGERIAL EXEMPT PERSONNEL (MEP) RECLASSIFICATIONS

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Jose M. Martinez	Executive Director, Support Operations, Procurement Management Services	22	District Director, Procurement Support Operations, Procurement Management Services	23

MANAGERIAL EXEMPT PERSONNEL (MEP) RECLASSIFICATIONS

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Nicholas Di Liello	Executive Director, Systems & Programming Services, Systems & Programming Services	22	District Director, Systems & Programming Services, Systems & Programming Services	23
Debra K. Graper	Executive Director, Support Services, Technology Delivery	22	District Director, Technology Delivery, Technology Delivery	23
Kirstie Bray	Director, Technology Solutions, Systems & Programming Services	21	Executive Director, Technical Architecture, Systems & Programming Services	22
Linda A. Jones	Director, Technology Solutions, Systems & Programming Services	21	Executive Director, Technical Architecture, Systems & Programming Services	22
James P. O'Donnell	Data Security, Administrator, Information Technology Services	20	Chief Information Security Officer, Information Technology Services	21
Isaac Rodriguez	Supervisor, Compensation Administration, Compensation Administration	20	Director, Compensation Administration, Compensation Administration	21
Patricia Cunningham	Coordinator, Wage & Salary, Compensation Administration	19	Supervisor, Compensation Administration, Compensation Administration	20
Carlos Manrique	Specialist, Wages/Workforce Investment Program, Adult/Vocational & Alternative Education	19	Supervisor, Workforce Development Education, Adult/Vocational & Alternative Education	20

**RECLASSIFICATIONS FROM NON-MANAGERIAL POSITIONS TO
MANAGERIAL EXEMPT PERSONNEL (MEP)**

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Rolando Necuze	Director I, Advanced Planning, Governmental Affairs & Land Use (Interim)	45	District Director, Advanced Planning, Governmental Affairs & Land Use	23
Javier Perez	Director, Communication Services, Infrastructure & System Support	46	Executive Director, Support Services, Infrastructure & System Support	22
Victor Diorio	Director I, Technical Services, Systems and Programming Services	45	Executive Director, Technical Architecture, Systems and Program Services	22
Dale Romanik	Director, Management Analysis, Research	45	Executive Director, Research Services, Research	22
Barbara Jones	Director I, Professional Services & Materials Testing, Procurement Management Services	45	Director, Procurement Management and Materials Testing, Procurement Management Services	21
Eddie Cooper	Senior Project Manager, Systems & Programming Services	44	Director, Technology Solution, Systems & Programming Services	21
Edward Bernard	Senior Project Manager, Systems & Programming Services	44	Director, Technology Solutions, Systems & Programming Services	21
Eugene Baker	Client Liaison, Systems & Programming Services	44	Director, Technology Solutions, Systems & Programming Programming Services	21
Martha Diaz	Director I, Treasury/ Finance Systems, Treasurer	45	Director, Treasury/Financial Reporting, Treasurer	21

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Sally Shay	Supervisor II, Evaluations Educational Evaluation	44	Supervisor, Program Evaluation Educational Evaluation	20
Rodolfo Abella	Supervisor II, Evaluations Educational Evaluation	44	Supervisor, Program Evaluation Educational Evaluation	20
Terry Froman	Supervisor, Research Services, Research	43	Consultant, Research Services, Research	20

PROFESSIONAL AND TECHNICAL (DCSAA) RECLASSIFICATIONS

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Manuel E. Reyes	Budget Director, Business Operations Performance Improvement (Interim)	45	Director II, Business Operations Performance Improvement, Business Operations Performance Improvement	46
Saimara Costero	Director I, Long Range Planning, Strategic Planning	45	Director II, Strategic Planning, Strategic Planning	46
Ada Fernandez-Vicaria	Supervisor II, Assessment/Data Analysis	44	Director I, Assessment, Assessment/Data Analysis	45
Heather Zeng	Supervisor II, Assessment/Data Analysis	44	Director I, Assessment Assessment/Data Analysis	45
Magaly Hernandez	Coordinator, Assessment/Data Analysis Assessment/Data Analysis	40	Supervisor I, Assessment/Data Analysis, Assessment/Data Analysis	43
Esther Calvo-Chebbi	Budget Analyst, Exceptional Student Education	43	Budget Supervisor, Special Education, Exceptional Student Education	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Christine Blazer	Coordinator III, Management Analysis, Research	42	Supervisor, Research Services, Research	43
Karen Hargreaves	Manager II, Adult/Community Fiscal Services, Adult/Vocational/Alternative & Community Education	38	Manager III, Community School Fiscal Services, Adult/Vocational/Alternative & Community Education	39
Carlena Mitchell	Manager II, Adult/Community Fiscal Services, Adult/Vocational/Alternative & Community Education	38	Manager III, Workforce Development Fiscal Services, Adult/Vocational/Alternative & Community Education	39
Doraida Diaz	Coordinator Specialist, Materials Testing and Evaluation, Material Control	43	Supervisor, Materials Testing and Evaluation, Material Control	44
Linda Leasburg-Kramer	Supervisor I, Procurement Services, Procurement Management Services	43	Supervisor II, Technology Procurement Systems, Procurement Management Services	44
Toni Gibbs	Coordinator II, Textbook Services, Stores/Mail Distribution	41	Coordinator III, Textbook Support Services, Stores/Mail Distribution	42
Maria A. Perdomo	Manager II, General Accounting, Office of the Controller	38	Coordinator I, Purchase Card Management, Office of the Controller	40
Suzanne Fahmy	Administrative Assistant, Procurement Management Services	36	Manager II, Procurement, Procurement Management Services	38

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Maggie A. Darde	Administrative Assistant, Accounting, General Accounting	34	Manager I, Bank Reconciliation, General Accounting	37
Doris Lillie	Cash and Management Coordinator, Treasurer	41	Coordinator III, Treasury, Treasurer	42
Victoria Powers	Banking/Financing Analyst/Treasurer	40	Coordinator II, Treasury, Treasurer	41
William Cael	Supervisor I, Sourcing Contracts, Facilities Operations - Maintenance	43	Director I, Service Contracts, Facilities Operations - Maintenance	45
Will D. Lopez	Project Manager, Capital Improvement Capital Improvement Projects	42	Director I, Furniture, Fixtures & Equipment Operations Capital Improvement Projects	45
Rusty Ball	Coordinator I, Schedule Project Management, Capital Construction Budgets & Controls	40	Budget Analyst, Capital Construction Budgets & Controls	43
Carlton Crawl	Coordinator, Construction A/E Selection, Negotiation & Design Management	40	Analyst III, (A/E) Selection, Negotiation and Design Management, A/E Selection Negotiation & Design Management	43
Juan Contijoch	Coordinator, Construction A/E Selection, Negotiation & Design Management	40	Analyst III, (A/E) Selection, Negotiation and Design Management, A/E Selection Negotiation & Design Management	43
Sharon Grau	Coordinator, Construction A/E Selection, Negotiation & Design Management	40	Analyst III, (A/E) Selection, Negotiation and Design Management, A/E Selection Negotiation & Design Management	43
Alexis Karpis	Manager III, Site Documentation, Capital Improvement Projects	39	Coordinator I, Facilities Contracts, Capital Improvement Projects	40

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Donna J. Rardin	Manager III, Facilities Operations, Facilities Operations - Maintenance	39	Resources Support Specialist, Facilities Operations - Maintenance	41
Marvin Webb	Manager II, Document Systems, Capital Improvement Projects	38	Coordinator I, Furniture, Fixtures & Equipment Capital Improvement Projects	40
Nancy Tobin	Manager II, Document Systems, Capital Improvement Projects	38	Manager III, Facilities Consultants, Capital Improvement Projects	39
Michael Swackhammer	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Kent Statler	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42
Vernon Holloway	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42
Paul Kelly	Coordinator I, Facilities Operations, Region Maintenance Center 1	40	Coordinator III, Facilities Operations, Region Maintenance Center 1	42
Paul R. Leveritt	Coordinator I, Facilities Operations, Region Maintenance Center 2	40	Coordinator III, Facilities Operations, Region Maintenance Center 2	42
Ralph Kugel	Coordinator I, Facilities Operations Region Maintenance Center 2	40	Coordinator III, Facilities Operations, Region Maintenance Center 2	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Dwayne K. Mingo	Coordinator I, Facilities Operations, Region Maintenance Center 2	40	Coordinator III, Facilities Operations, Region Maintenance Center 2	42
Mark May	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42
Kenneth Kimble	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42
Fermin Vazquez	Coordinator I, Facilities Operations, Region Maintenance Center 3	40	Coordinator III, Facilities Operations, Region Maintenance Center 3	42
Timothy Jones	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Ronald M. Johnson	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Paul Diaz	Coordinator I, Facilities Operations, Region Maintenance Center 4	40	Coordinator III, Facilities Operations, Region Maintenance Center 4	42
Mike Kanamine	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
D. Bruce Phillips	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42
Julio Horstmann	Coordinator I, Facilities Operations, Region Maintenance Center 5	40	Coordinator III, Facilities Operations, Region Maintenance Center 5	42
Amos Prospere	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42
Michael Thomas	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42
Todd Kroesen	Coordinator I, Facilities Operations, Region Maintenance Center 6	40	Coordinator III, Facilities Operations, Region Maintenance Center 6	42
Gary L. Spake	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Marshall Washington	Coordinator I, Facilities Operations, Asbestos Management	40	Coordinator III, Facilities Operations, Asbestos Management	42
James Sibia	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Jorge Bombino	Coordinator I, Facilities Operations, Facilities Operations - Maintenance	40	Coordinator III, Facilities Operations, Facilities Operations - Maintenance	42
Fred M. Jenkins	Coordinator III, Design Trades Supervision Region Maintenance Center 1	42	Supervisor II, Facilities Operations, Region Maintenance Center 1	44
Edmond Willis	Coordinator III, Design Trades Supervision Region Maintenance Center 1	42	Supervisor II, Facilities Operations, Region Maintenance Center 1	44
Ronald J. Yearwood	Coordinator III, Design Trades Supervision Region Maintenance Center 2	42	Supervisor II, Facilities Operations, Region Maintenance Center 2	44
Michael L. Brush	Coordinator III, Design Trades Supervision Region Maintenance Center 3	42	Supervisor II, Facilities Operations, Region Maintenance Center 3	44
Ezral Wallace	Coordinator III, Design Trades Supervision Region Maintenance Center 3	42	Supervisor II, Facilities Operations, Region Maintenance Center 3	44
Berny Blanco	Coordinator III, Design Trades Supervision Region Maintenance Center 4	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Evelyn Stultz	Coordinator III, Design Trades Supervision, Region Maintenance Center 2	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44
William L. Barroso	Coordinator III, Design Trades Supervision Region Maintenance Center 4	42	Supervisor II, Facilities Operations, Region Maintenance Center 4	44
Don W. Deryke	Coordinator III, Design Trades Supervision Region Maintenance Center 5	42	Supervisor II, Facilities Operations, Region Maintenance Center 5	44
Dawn Brinklow	Coordinator III, Design Trades Supervision, Regional Maintenance Center 5	42	Supervisor II, Facilities Operations, Region Maintenance Center 5	44
James E. Crumpler	Coordinator III, Design Trades Supervision Region Maintenance Center 6	42	Supervisor II, Facilities Operations, Region Maintenance Center 6	44
Luis Martinez	Coordinator III, Design Trades Supervision Region Maintenance Center 6	42	Supervisor II, Facilities Operations, Region Maintenance Center 6	44
Dwayne Willis	Coordinator III, Landscape Maintenance, Facilities Operations - Maintenance	42	Supervisor II, Facilities Operations, Facilities Operations - Maintenance	44
Thomas Holmberg	Supervisor I, Equipment & Transport Food & Nutrition	43	Director I, Contracts/ Service/Transport, Food & Nutrition	45
Eduardo Vicaria	Manager III, Food Service Quality Control, Food & Nutrition	39	Coordinator II, Food Procurement and Menu Management, Food & Nutrition	41

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Allyson Bentley	Manager III, Food Service Quality Control, Food & Nutrition	39	Coordinator II, Food Procurement and Menu Management, Food & Nutrition	41
Eleanor Williams	Project Manager, Systems & Programming Services	43	Senior Project Manager, Systems & Programming Services	44
Carol Hsiao	Technical Service Liaison, Systems & Programming Services	42	Project Manager, Systems & Programming Services	43
Pamela Pafford	Technical Service Liaison, Systems & Programming Services	42	Project Manager, Systems & Programming Services	43
Gary Cox	Sr. Systems Analyst I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Gilbert Gomez	Sr. Systems Analyst I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Jeffrey Muehlfeld	Project Supervisor I, Systems & Programming Services	41	Project Manager, Systems & Programming Services	43
Gary Wong	Project Supervisor I, Systems & Programming Services	41	Technical Service Liaison, Systems & Programming Services	42
Lawrence Grubbs	Project Supervisor I, Systems & Programming Services	41	Technical Service Liaison, Systems & Programming Services	42
Ivette Amador	Systems Analyst I, Systems & Programming Services	39	Sr. Systems Analyst I, Systems & Programming Services	41

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Roque Castillo	Systems Analyst I, Systems & Programming Services	39	Project Supervisor I, Systems & Programming Services	41
Teresa Chau	Systems Analyst I, Systems & Programming Services	39	Project Supervisor I, Systems & Programming Services	41
Janis Taylor	Communication Analyst I, Information Technology Services	39	Project Manager, Program Management, Information Technology Services	41
Maria Kneipple	Sr. Programmer Analyst II, Systems & Programming Services	38	Systems Analyst I, Systems & Programming Services	39
Lillian Claudio	Programmer Analyst II, Systems & Programming Services	35	Sr. Programmer Analyst I, Systems & Programming Services	37
Jorge Fernandez	Coordinator II, Systems Education, Technology Delivery	41	Coordinator III, Training Systems Education, Technology Delivery	42
Jose A. Rojo	Network Analyst, Procurement Management Services	41	Senior Network Analyst, Procurement Management Services	42
Marable Byrd	Administrative Assistant I, Transportation Operations Jack Schee Transportation	34	Manager III, Transportation Operations Jack Schee Transportation	39
Tammy Thurston	Administrative Assistant I, Transportation Operations Northwest Transportation	34	Manager III, Transportation Operations Northwest Transportation	39
Gwendolyn Cone	Administrative Assistant I, Transportation Operations North Transportation	34	Manager III, Transportation Operations North Transportation	39

<u>NAME</u>	<u>CURRENT TITLE</u>	<u>CURRENT PG</u>	<u>NEW TITLE</u>	<u>NEW PG</u>
Dorothy Ferguson	Administrative Assistant I Transportation Operations Southwest Transportation	34	Manager III, Transportation Operations Southwest Transportation	39
Melvin Diaz	Administrative Assistant I, Transportation Operations Central East Transportation	34	Manager III, Transportation Operations Central East Transportation	39
Robert Fernandez	Administrative Assistant I, Transportation Operations North Transportation	34	Manager III, Transportation Operations North Transportation	39
Greg Burns	Administrative Assistant I, Transportation Operations South Transportation	34	Manager III, Transportation Operations South Transportation	39
Moses Moore	Administrative Assistant I, Transportation Operations Northeast Transportation	34	Manager III, Transportation Operations Northeast Transportation	39
Yvon Mondesir	Administrative Assistant I, Transportation Operations Northeast Transportation	34	Manager III, Transportation Operations Northeast Transportation	39
Frank Hernandez	Administrative Assistant I Transportation Operations Central West Transportation	34	Manager III, Transportation Operations Central West Transportation	39

SALARY RANGE

23	81,792 - 125,938	46	65,528 - 113,516
22	72,842 - 121,052	45	62,408 - 108,105
21	67,291 - 113,716	44	59,437 - 102,962
20	62,167 - 104,362	43	56,602 - 98,053
		42	53,915 - 93,398
		41	51,349 - 89,230
		40	48,897 - 84,710
		39	46,573 - 80,678
		38	44,360 - 76,847
		37	42,240 - 73,175