

STATE OF CALIFORNIA  
DECISION OF THE  
PUBLIC EMPLOYMENT RELATIONS BOARD



In the Matter of: ) Case No. S-R-1 - 56-S  
)  
Unit Determination for the )  
State of California Pursuant ) PERB Decision No. 110c-S  
to Chapter 1159 of the Statutes )  
of 1977 (State Employer-Employee )  
Relations Act). ) December 31, 1980  
)  
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Appearances: Janet Vining for Agricultural Labor Relations Board Workers Union; Ken Brown for California Correctional Officers Association; Dick Baker for Professional Engineers in California Government; John L. Sullivan for State Trial Attorneys Association; Ronald Yank, Attorney (Carroll, Burdick, & McDonough) for California Department of Forestry Employees Association; Russ Richeda, Attorney (Carroll, Burdick, & McDonough) for Association of Special Agents of the California Department of Justice; Jeff Paule, Attorney (Geffner & Satzman) for Administrative Law Judges Council; Hugh Myers for Association of State Agriculture Marketing Specialists; Walter Oliver for State Employees Printing Trades Alliance; Morris Evenson for Painters Union Local #4, I.B.D.A.T., AFL/CIO; Dick Baker for Association of California State Attorneys; Dick Baker for California Medical Technical Assistants Association; Ted Costa for Union of American Physicians and Dentists; John Cohenour, Attorney for Fire Marshalls, Local S-9; Christopher Lee, Attorney for California Fish and Game Wardens Protective Association; Robert Bezemek, Attorney for International Union of Operating Engineers, Stationary Engineers Division, State of California; Dick Baker for California State Police Association; Tom Rankin for Local 22, International Federation of Professional & Technical Engineers, AFL/CIO; Tom Rankin for California League of Engineering & Allied Technical Employees (CLEATE), Local 22; Herb Drosdat for California Association of Planners; Robert Milling for California State Employees Association; Ralph Tornatore, Jr. for California Association of Highway Patrolmen; Meladee M. Force for California Nurses' Association; Board of Equalization Tax Auditors Association & California Association of State Auditors; Duane Lovass for Association of Criminalists, California Department of Justice; Valerie Tibbett for California Welfare Hearing Officers

Association; Ray Tharp for American Federation of State, County and Municipal Employees, AFL/CIO; Dorothy Cannon for Hearing Reporters Council-CASHR; Mario Fracchia for Association of California State Chemists; Tom Rankin for State Employees Trades Council, Local 1268, LIUNA; Neil Bodine for Teamsters Local 960; Pat Hallahan for State Employees Union, Local 411, SEIU AFL/CIO; Bill Grimm for California Association of Human Services Technologists; Dorothy Church for California Highway Patrol Radio Dispatcher; Dean Cofer for IBEW, Local 1245; Martin Morgenstern for Governor's Office of Employee Relations.

Before Gluck, Chairperson; Moore, Member.

The text of the decision and order begins on page 1.

## DISCUSSION

On November 7, 1979, the Public Employment Relations Board (hereafter PERB or Board) issued its Decision No. 110-S, establishing 20 representation units in State employment. As a matter of administrative convenience, certain exclusionary issues, that is, the identification of employees to be excluded from such units as managers, supervisors, or confidential employees or, employees otherwise excluded by Government Code section 3513(c) were, thereafter, submitted to separate hearings with the records submitted directly to the Board itself.

In resolving the issues in dispute, we have employed the following procedural and legal principles:

First, uncontested stipulations of fact submitted by the parties are accepted as conclusive.

Second, the burden of proving an exclusionary claim is on the party asserting it.<sup>1</sup> Absent that burden being met, the employees involved are to be included in the unit. This conclusion results from a reading of sections 3512, 3513, 3515, and 3522 of the State Employer-Employee Relations Act (hereafter SEERA),<sup>2</sup> which state in pertinent parts:

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<sup>1</sup>See PERB Order, In Re: The State Employer-Employee Act, Phase III, Unit Determination Proceeding (10/18/79) No. Ad-79-S.

<sup>2</sup>SEERA is found at Government Code, section 3512, et seq. Hereafter all references shall be to the Government Code unless otherwise noted.

3512. It is the purpose of this chapter to promote full communication between the state and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the state and public employee organizations. . . .

Section 3513(c), defines State employee as:

"State employee" means any civil service employee of the state, . . . except managerial employees, confidential employees, . . .

Section 3515. RIGHT TO JOIN OR PARTICIPATE IN ACTIVITIES  
OF EMPLOYEE ORGANIZATIONS: SELF-REPRESENTATION

Except as otherwise provided by the Legislature, state employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations. State employees also shall have the right to refuse to join or participate in the activities of employee organizations, except that nothing shall preclude the parties from agreeing to a maintenance of membership provision, as defined in subdivision (h) of Section 3513, pursuant to a memorandum of understanding. In any event, state employees shall have the right to represent themselves individually in their employment relations with the state.

Together, the essence of these sections is to extend SEERA rights to all State employees except those proven to be managerial, confidential, or supervisory.<sup>3</sup>

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<sup>3</sup>With the exception of one classification, Foster Grandparent, there was no dispute as to other employees expressly excluded from the Act, e.g., employees of PERB, the State Mediation Service, etc.



Somewhat more complex is the matter of determining the appropriate employment status.

Section 3522.1 reads:

"Supervisory employee" means any individual, regardless of the job description or title, having authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, or to adjust their grievances, or effectively to recommend such action, if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment. Employees whose duties are substantially similar to those of their subordinates shall not be considered to be supervisory employees.

Section 3513(e) reads:

"Managerial employee" means any employee having significant responsibilities for formulating or administering agency or departmental policies and programs or administering an agency or department.

Section 3513(f) reads:

"Confidential employee" means any employee who is required to develop or present management positions with respect to employer-employee relations or whose duties normally require access to confidential information contributing significantly to the development of management positions.

There can be no doubt that the Legislature decided to withhold from certain employees, including those in managerial, supervisory, and confidential positions, the right granted to "rank-and-file" employees to negotiate collectively with the State. Yet, that decision was not unqualified, for

section 3522.1 clearly authorizes this Board to include in representation units, employees who may perform some supervisory functions.

In this respect, the SEERA differs materially from the Educational Employer-Employee Relations Act (hereafter EERA).<sup>4</sup> There, the legislative concern was that supervisors not join with their subordinates in communal representation activities. Supervisors are expressly authorized to organize and negotiate in units made up exclusively of such classifications.<sup>5</sup>

The treatment of State supervisors is another matter. It is our view that for reasons not articulated in SEERA, the Legislature leaned toward the national model<sup>6</sup> which considers the inclusion of supervisory employees as inimical to the interests of the employer in being assured of a cadre of employees whose loyalty will not be compromised by concurrent obligations to the interests of those employees who are entitled to negotiate wages, hours, and terms and conditions of employment.<sup>7</sup> Yet, the Legislature has recognized that State

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<sup>4</sup>The EERA is codified at Government Code section 3540 et seq.

<sup>5</sup>Section 3545(b)(2).

<sup>6</sup>See 29 U.S.C. section 152(3) and (11).

<sup>7</sup>Beasley v. Food Fair of North Carolina (1974) 416 U.S. 653 [86 LRRM 2196]; NLRB v. Bell Aerospace Co., Division of

employees, despite titles, job descriptions and even duties, may be sufficiently invested with rank-and-file interests to warrant their inclusion in negotiating units. This is true where their exercise of authority is of a merely routine or clerical nature, or does not require the use of independent judgment, or where their ". . . duties are substantially similar to those of their subordinates . . . ."8

The Board, therefore, is required to locate that line which, once crossed, permits an employee who would otherwise meet the supervisory test to be included in the representation unit. In determining where that line is to be drawn, decisions of the National Labor Relations Board (hereafter NLRB) as well as PERB's own rulings under EERA, have been considered to the extent applicable. The federal policy followed in EERA essentially is to exclude employees who perform any duty labeled as supervisory.<sup>9</sup> Thus, even where supervisory employees also perform rank-and-file duties, the performance of a supervisory function will result in unit exclusion.<sup>10</sup>

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Textron (1974) 416 U.S. 267 [85 LRRM 2945]; NLRB v. Pilot Freight Carriers, Inc. (1st Cir. 1977) 558 F.2d 205 [95 LRRM 2900].

<sup>8</sup>Section 3522.1, supra.

<sup>9</sup>Ohio Power Company v. NLRB (6th Cir. 1949) 176 F.2d 385 [24 LRRM 2350]; NLRB v. Budd Mfg. Co. (6th Cir. 1948) 169 F.2d 571 [22 LRRM 2414].

<sup>10</sup>American Cable and Radio Corp. (1958) 121 NLRB 258 [42 LRRM 1322].

Patently, this policy is inapposite to the proper application of section 3522.1.

Though the rights of supervisors under EERA and SEERA differ sharply, the respective definitions of supervisory employee are, except for the "substantial duties" language, virtually identical. We expressly approve and adopt here for the same reasons enunciated in the EERA cases, the disjunctive interpretation of the statutory language. Where it is demonstrated that an employee meets one of the specified criteria for exclusion and does none of the rank-and-file work, he/she is to be excluded from the unit. Although, the sporadic and atypical exercise of supervisory duties will not alone result in the disenfranchisement of an employee or classification.<sup>11</sup>

However, we cannot in light of the "substantial duties" language of section 3522.1, automatically exclude an employee simply because one or more of the supervisory duties is listed among his/her obligations. The burden of the Board is the determination of an employee's status where the evidence indicates that that employee performs one or more supervisory duties with some regularity but also performs duties of his/her subordinates.

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<sup>11</sup>Commercial Fleet Wash, Inc. (1971) 190 NLRB 326 [77 LRRM 1156]; Indiana Refrigerator Lines, Inc. (1966) 157 NLRB 539 [61 LRRM 1401]; Meijer Supermarkets, Inc. (1963) 142 NLRB 513 [53 LRRM 1081].

To avoid the inclusion of employees who perform one or more supervisory functions and who only occasionally, intermittently, or sporadically perform subordinate duties, it seems appropriate to establish as a threshold quantum of qualifying activity, the regular and continuous performance of subordinate duties. No satisfactory guidance is to be found in NLRB or PERB case law for the reasons already mentioned. The United States Department of Labor, Division of Standards and Enforcement, in determining applicability of minimum wage and overtime provisions of the Fair Labor Standards Act,<sup>12</sup> has established as one of its tests the requirement that an employee do the work of his/her subordinates not less than 20 percent of the time. But, there is a significant difference between the obligation of an employer to pay overtime or minimum wages and his/her right to the undivided loyalty of his/her supervisory cadre in his dealings with employee organizations. We conclude that the 20 percent figure is not serviceable as a general guideline for such purposes. Nor do we find that any specific percentage is an appropriate standard.

Our reading of the statutory purpose behind the SEERA exclusion of supervisory employees does suggest another--and more important measure: the point at which the employees' supervisory obligation to the employer outweighs their

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<sup>12</sup>29 United States Code section 201.

entitlement to the rights afforded rank-and-file employees. This point is not determined merely by quantitative analysis. Even though their performance of subordinates' duties may absorb 20 percent or more of their working time, their involvement in one or more supervisory functions may conflict with their participation in rank-and-file unit activity. The existence of such supervisory obligations preclude a finding that the disputed employees' duties, overall, are "substantially similar" to those of their subordinates. Where the Board has made such findings, the employees are excluded.

#### The Statutory Criteria

##### 1. The Use of Independent Judgment:

It is clear from the statute that the mere exercise of one or more of the functions listed as supervisory is not sufficient to require an exclusionary ruling. There must be a demonstration that independent judgment is employed in the course of exercising such functions. The statute itself draws certain distinctions: "routine" or "clerical" decision-making is not the independent judgment required.

Permeating the State's exclusionary evidence was generalized testimony as to the employees' authority to assign work and to participate in hiring and disciplinary matters and to perform other supervisory functions or to effectively recommend appropriate action. The Board perceives that two separate conditions were finally demonstrated. On the one

hand, the performance of certain duties included the opportunity to make a clear choice between two or more significant alternative courses of action and the power to make that choice without broad review and approval. These functions were characterized by significant autonomy and control over the decision-making or recommending processes.

On the other hand, some claimed supervisory actions were limited to choosing between two or more tightly directed and narrowly defined procedures. Where the authority to make work assignments was at issue, often the work assigned was, itself, so routine and well structured as to render the act of assigning that work little more than an exercise of ministerial options.<sup>13</sup> In addition, there may also have been substantial review or prior approval of the alleged supervisory act, either by specific action or by existing policy, thereby precluding any finding of independent judgment.

Another distinction between employees who did and who did not meet the statutory criteria results from our conviction that exclusions are designed to prevent a division of supervisors' loyalties that might occur because of the negotiating relationship of the parties, concerned as it is

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<sup>13</sup>In NLRB v. Dunkirk Motor Inn (2d Cir. 1975) 524 F.2d 663 [90 LRRM 2961] the court, reversing the NLRB, determined that an employee who spent one-half of each day reviewing the manner in which housekeeping employees cleaned hotel rooms, performed routine work insufficient to justify a finding of supervisory status.

with wages, hours, and working conditions. The potential for this conflict of interest lies in the authority to "control" or influence personnel decisions on matters falling within the scope of representation. It is this authority that sets the supervisor apart and necessitates his/her exclusion from the subordinates' unit. Where the State has offered evidence limited to a demonstration of control over work processes as distinguishable from personnel policies and practices at the work site, the burden of proving the exclusion has not been met. The Singer Co. (1968) 170 NLRB 1393 [69 LRRM 1596]; see also Wing Memorial Hospital Assn. (1975) 217 NLRB 1015 [89 LRRM 1183]; New Fern Restorium Co. (1969) 175 NLRB 871 [71 LRRM 1093].<sup>14</sup>

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<sup>14</sup>Member Moore is in agreement that the division of supervisors' loyalties is the underpinning for the exclusion of supervisors under SEERA. The potential for this conflict is manifest, however, where the employee exercises, in the interest of the employer, the authority to control or effectively recommend any of the enumerated functions set forth in section 3522.1. In Member Moore's view, the distinction between the control over "work processes" and the control over "personnel policies and practices" is not a clear demarcation determinative of the employee's supervisory status. (See, e.g. Sutter Community Hospitals of Sacramento, Inc. (1976) 227 NLRB 181 [94 LRRM 1450].) If an employee, in the interest of the employer, has the requisite authority to assign work or the responsibility to direct employees in the performance of their work, that individual is excluded from the SEERA units as a supervisor. To the extent that the Chairperson would perceive the assignment of work duties as control over work processes and not characteristic of a supervisory employee, Member Moore is in disagreement.



## 2. Hiring:

In considering this criterion under the EERA, PERB has carefully examined the contested employee's actual involvement in the hiring decision. For example, in San Rafael City Schools (10/3/77) EERB Decision No. 32, the majority held that the maintenance and operations field supervisor was not a supervisor under EERA because, inter alia, "To the limited extent that the field supervisor participated in interviews, the record reflects that the principal, the assistant principal and the director of maintenance and operations, who supervises the maintenance and operations field supervisor, also participated in the interviews."

Likewise, in Foothill-DeAnza Community College District (3/1/77) EERB Decision No. 10, the Board held that the custodial foreman was not a supervisory employee under the EERA noting that he was "involved in the hiring process to a limited extent" and while he participated in the hiring interview and made recommendations, the ultimate decision to hire remained with the manager of plant services. The Board finds no reason to diverge from these principles and, when considering the record before it, declined to afford supervisory status to employees who merely participate on a hiring panel unless the record demonstrates that their recommendations are a true exercise of hiring authority or that they--rather than the panel--make the effective recommendation.

3. Authority to Transfer:

Generally, we find a parallel between the authority to transfer and the authority to hire and the principles discussed under the "use of independent judgment" are also applicable in this instance. Thus, routine transfers within the normal patterns of work distribution or those made only upon substantial review and approval elsewhere, absent evidence of effective recommendation, are not considered as meeting the statutory standard for exclusion.

4. Power to Suspend, Discharge, Reward or Discipline:

Although these are individual (disjunctive) criteria, they are treated together here for purpose of analysis. In Marin Community College District (6/26/78) PERB Decision No. 55, PERB decided that the counseling function, though it involves criticism and corrective effort, is not one requiring exclusion where the function is conducted on an informal oral basis. Such informal counseling does not amount to the effective recommendation of discipline. This is in accord with determinations by the NLRB. West Virginia & Pulp Paper Co. (1958) 122 NLRB 739 [43 LRRM 1183]. See also, United States Gypsum Company (1959) 124 NLRB 416 [44 LRRM 1397].<sup>15</sup>

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<sup>15</sup>Member Moore is in disagreement with the Chairperson to the extent that his reference to case citations including the Board's decision in Marin is meant to attach determinative significance to the oral nature of corrective counseling. In her view, whether an employee disciplines others or effectively

Similarly, in Dunkirk Motor Inn, supra,<sup>16</sup> where the employee's responsibility was to gather information and refer it to other authority for action, the court declined to find authority to discipline.

5. The Authority to Lay Off was not claimed in any case before us.

6. The Authority to Promote:

This claim was rarely encountered. Where it was presented, the State's evidence was evaluated in conformity with the "independent judgment" principles described above.

7. The Board further notes that other facts may be relevant to the disposition of exclusionary issues. For example, historic treatment of a classification, both in State service and elsewhere, or the disputed employee's own perception of his or her role may be of probative value. Where such factors were considered, they are expressly set forth.

Evidence was frequently presented concerning the disputed employees' involvement in personnel practices which are not specifically listed in section 3522.1. Because these

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recommends such action is not determined by the manner in which such matters are communicated but rather by the impact or consequence that such admonitions, oral or otherwise, regularly have.

<sup>16</sup>See also, Hawaiian Telephone Co. (1970) 186 NLRB 1 [75 LRRM 1267]; Pepsi Cola Bottling Co. of Merced-Modesto (1965) 154 NLRB 490 [59 LRRM 1786].

activities concern matters which may be relevant to the negotiating process, or which may interrelate with promotions, discipline and other stated functions, they have been carefully considered.

8. Preparation of Personnel Evaluations: Generally, where the disputed employee's participation is subject to substantial review and approval or where it follows a routine course prescribed by past practice or existing policy, the Board has declined to find grounds for exclusion.

9. Vacations and Sick Leave: Where the scheduling of vacations is essentially ministerial, following a seniority system or other defined policy, exclusion has not been ordered. Similarly, the authority to approve or disapprove sick leave based on articulated departmental or State standards of allowable time or proof of eligibility was found not to satisfy the statutory requirements for exclusion, since independent judgment was lacking.

10. Merit Increases: As with the matters of evaluation and vacation and sick leave authorization, the Board's emphasis has been on the exercise of independent judgment; the routine administration of a well-articulated system or the essential lack of control over the decision-making process has been found insufficient cause for exclusion.

This decision does not finally determine the status of certain contested classifications. (See Appendix C). The

Board retains jurisdiction over these residual issues for resolution at a later date. Should representation elections be held prior to that time, the affected employees will be permitted to vote. However, their ballots shall not be counted unless they can be determinative of the outcome of the election. In such event, those ballots will remain sealed and uncounted until such time as the Board finally resolves the employees' status. Should such ballots not be determinative of the outcome of the election, the regional director shall serve a tally of the ballots on the parties. However, certification of an exclusive representative shall be withheld until the status of the disputed employees is resolved by the Board.

The Board acknowledges that the foregoing departs from normal procedures involving challenged ballots. This special procedure is deemed necessary to preclude employees later found to be excluded from the unit from casting a meaningful vote in a representation election or from participating in negotiations following certification of an exclusive representative.

The Board also defers the determination of three other issues raised during Phase III hearings concerning which the record is inadequate.

1. Reference in the record is made to exclusionary stipulations purporting to cover certain employee classifications. (See Appendix D.) Identification of these classifications, however, is not possible from the record. The

parties are therefore granted until January 31, 1981 to file with this Board perfected stipulations covering these classifications.

Some parties have also apparently agreed that there are grounds for exclusion of specific positions either as supervisory exceptions to rank and file classifications or as individual confidential employees. (See Appendix E.) Again, these incomplete stipulations fail to identify the specific positions or employees intended to be excluded. It appears that the parties may be hampered by the absence of a statewide employee list broken down by representation unit, job identification and employee name. The Board therefore authorizes the parties to file perfected stipulations covering these positions and individuals at any time prior to the date set for the representation elections.

2. Exclusion of certain classifications has been stipulated to on the basis that the employees involved are not State employees. (See Appendix F.) These matters are remanded to the Chief Administrative Law Judge for the purpose of taking such evidence as he deems necessary and for the hearing of argument on the single issue of whether such employees are covered by the Act. The Chief Administrative Law Judge's recommendations will be forwarded to this Board together with the parties' briefs for final determination of the issues so raised.

3. The Governor's Office of Employee Relations has raised the question of whether individuals employed in two or more positions with the State may properly be placed in and/or eligible to vote in two or more representation units accordingly, and, if not, which unit the employees should be placed or permitted to vote in, if any. A list of such employees or positions has been furnished to this Board and to each party to the Phase III hearings. The Board has invited the parties' briefs on these questions, to be submitted in accordance with its letter of December 11, 1980 which has been served on the parties.

## UNIT I - ADMINISTRATIVE, FINANCIAL, AND STAFF SERVICES

In Unit I, which is comprised of administrative, financial and staff services employees, the only disputed classification is that of Field Examiner III (FE III) at the Agricultural Labor Relations Board<sup>17</sup> (hereafter ALRB).

As a preliminary issue, we note that there is some confusion concerning the civil service classification of FE III and its relationship to the ALRB working title of Regional Field Examiner (hereafter RFE). One basis for this confusion is that, within the agency, the RFE title is more frequently used and work duties are attendant to this title rather than to the civil service classification of FE III. The record indicates that the RFE's are not always FE III's and, conversely, that the FE III's are not always RFEs. While the testimony of the two GOER witnesses supports the ALRBWU's contention that the RFE's and the FE III's are not the same, the two ALRBWU witnesses testified that the positions are coincident.

In spite of this confusion, however, we find that any actual disparity that exists between these two job titles is not determinative of the question we are commissioned to

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<sup>17</sup>California State Employees Association (hereafter CSEA) and GOER stipulated that the Field Examiner III be excluded from this unit. The Agricultural Labor Relations Board Workers Union (hereafter ALRBWU) did not join in that stipulation and petitioned for their inclusion.



decide. It is not our task to adjust civil service classifications nor is PERB asked to judge the appropriateness of the intra-agency appellation. In accordance with PERB's directive under the SEERA, we have examined the actual duties of those who occupy the civil service classification of FE III and have concluded, for the reasons that follow, that these employees are not supervisors under the SEERA and are therefore included in Unit I.

At the time of the hearing, four employees occupied the class of FE III. One FE III is employed at the ALRB's headquarters office. This FE III is not a RFE and the record establishes that no supervisory duties are performed. Indeed, GOER agreed that this employee is not a supervisor and is improperly classified as an FE III. Since we find that the FE III has no supervisory duties, the FE III employed at the ALRB headquarter's office is to be included in this unit.

The remaining FE III's are all RFE's and are employed at the field offices in Fresno, Salinas and San Diego. In attempting to establish the supervisorial status of the other FE III's, the GOER maintained that, within the ALRB structure, the FE III is the first level of supervision. GOER presented testimony that FE III's participate in the transfer of employees by preparing lists from which transferees are selected. FE III's exercise promotional authority, GOER maintains, because they prepare the evaluation reports which

are important for promotion from the FE I position to the FE II position. They also reward employees by issuing recommendations as to merit salary adjustments. The testimony presented regarding disciplinary authority of FE III's was that they have the authority to effectively recommend such action. The FE III's have the responsibility to oversee all elections which are conducted within an FE III's region and, when irregularities are observed at an election site, the FE III has the authority to direct corrective action. With regard to the adjustment of grievances, the only testimony concerned a grievance filed against an FE III which concerned that FE III's promulgation of a memorandum prohibiting certain activity and therefore does not establish the requisite authority of FE III's to adjust or effectively recommend adjustment of grievances.

In rebuttal to the GOER's case, the ALRBWU presented testimony that the employees in question did not in fact exercise those activities as delineated in section 3522.1 of the Act. The FE III's role in transfer is routine paperwork according to the ALRBWU and thus does not rise to the level of effective, independent judgment regarding transfer. The ALRBWU asserts that the record reveals that the FE III's actual authority regarding promotions is inconclusive since these employees do not always complete the evaluation reports. They are sometimes completed by FE II's with the FE III merely

signing off on the document. Similarly, the ALRBWU introduced evidence that employees who are clearly rank and file direct the work of subordinates in the same way that FE III's do.

In addition to rebuttal evidence concerning the supervisory criteria set forth in section 3522.1, the ALRBWU presented evidence as to the performance by the FE III's of duties which are substantially similar to the unit employees. Witnesses testified that FE III's are sent on lengthy assignments in other regions and when so assigned they perform all rank and file work. At other times, FE III's perform rank and file work about 50 percent of the time and have an assigned caseload of approximately 20-25 cases. In rebuttal to this testimony, the GOER witness testified that the amount of rank and file work performed was about 20 percent and that the FE III's in general exercised broader, region-wide responsibilities.

After a full review of the record, the Board concludes that the FE III's should not be excluded from the unit. We find that, while the employees occupying these positions assign and direct work of subordinates, they also perform work that is substantially the same as that of the rank and file employees. When in his/her assigned region, the FE III, like the FE I and II, maintains a caseload and investigates unfair labor practices and conducts elections. When the workload demands, the FE IIIs may be transferred to other regions where they

perform rank and file duties exclusively. We observed in our description of the administrative, financial and staff services unit in Phase II that these employees perform work which, even when routine, involves a certain amount of discretion and judgment. Thus, we conclude that the FE III's task of overseeing the regional election processes and correcting any irregularities does not distinguish this class of employees from other rank and file ALRB employees who are similarly responsible for such direction, which is essential to effectuating the ALRB's policies and programs. In sum, we find that the record amply supports the conclusion that the FE III is most appropriately characterized as an employee whose guidance of other ALRB workers is derived from his/her greater experience and thus knowledge of the agency's mission and task. While this expertise is used to guide and advise other employees, the FE III nonetheless performs work which is substantially similar to his/her subordinates and is therefore not to be excluded from Unit I.

## UNIT 2 - ATTORNEY & HEARING OFFICER UNIT

The parties stipulated to facts supporting the exclusion of certain classifications that are set forth in Appendix B. The Board accepts the stipulations of the parties and holds that those classifications are properly excluded from the unit.

The disputed classifications are: Senior Referee (Senior Administrative Law Judge) Unemployment Insurance Appeals Board [OX 20]; Referee-In-Charge, Workers' Compensation Appeals Board [OY 15]; Assistant Chief Examiner, Public Utilities Commission [OX 50].

Senior Referee, Unemployment Insurance Appeals Board (OX 20)  
[2 positions]

The Senior Referee supervises the Administrative Law Judges (Referees) in his/her assigned office and has the authority to calendar and assign cases and to approve or deny requests for sick leave, vacations, and leaves of absence. The Senior Referee prepares probationary reports and annual performance evaluations for permanent employees and makes effective recommendations on retention or dismissal of probationary employees. Senior Referees have the authority to counsel employees, issue letters of reprimand, and to effectively recommend punitive action including suspension. They also have the authority to adjust grievances.

Senior Referees spend a substantial portion of their time hearing cases,<sup>18</sup> the same work performed by their subordinates. Under SEERA, however, these substantially similar duties do not override the Senior Referee's exercise of significant supervisory responsibilities which are likely to create a serious potential for conflict of interest between them and members of the bargaining unit. For this reason, the Board finds that the position of Senior Referee is supervisory within the meaning of the Act and shall, therefore, be excluded from the unit.

Referee-In-Charge, Workers' Compensation Appeals Board (OY 15)  
[16 positions]

Sixteen of the twenty-three local offices of the Workers' Compensation Appeals Board (WCAB) are managed by Referees-In-Charge (three of these positions were authorized but still vacant at the time of the hearing). The record establishes that the Referee-In-Charge participates in the interview process and effectively recommends to the Administrative Director which applicants should be hired as Referees in his/her office. The Referee-In-Charge also makes effective recommendations concerning the transfer of

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<sup>18</sup>The record shows that Senior Referees in offices with 30 or more employees spend about 20 to 25 percent of their time hearing cases, while those in smaller offices may spend up to 80 percent of their time conducting hearings.

subordinates. He/she prepares decisive promotional evaluations and annual performance evaluations for all Workers'

Compensation Judges (Referees) in his/her office.

Referees-In-Charge have the authority to implement some forms of disciplinary action and effectively recommend other punitive action. They are the first-level of review for grievance adjustments. Most Referees-In-Charge spend a substantial portion of their time performing the same work as their subordinates (ranging from 5 percent to 65 percent).

Nevertheless, we find that because they exercise significant supervisory responsibilities in the areas of hiring, grievance handling, and disciplinary action, their inclusion in the unit would create significant potential for conflict of interest with bargaining unit members. We find, therefore, that Referees-In-Charge are supervisory within the meaning of the Act and are properly excluded from the unit.

Assistant Chief Examiner, Public Utilities Commission (OX 50)

[2 positions]

The classification of Assistant Chief Examiner (also referred to as Assistant Chief Administrative Law Judge) is assigned to the Division of Administrative Law Judges within the Public Utilities Commission. In January 1980, the Division of Administrative Law Judges was reorganized and the number of Assistant Chief Examiner positions was increased from one to three. Because this reorganization occurred only one month

before these hearings, much of the testimony about this classification concerned duties and functions that are prospective rather than historical.

Each Assistant Chief Examiner supervises eight or nine Administrative Law Judges. It is anticipated that his/her responsibilities will include the effective recommendation on the hiring, transfer, promotion, and discipline of subordinates. They are also authorized to adjust grievances. While the Assistant Chief Examiner presently spends a substantial portion of time performing the same work as his/her subordinates, a significant reduction in case load is expected. However, they will continue to handle a limited case load, as does the Chief Examiner, in order to keep abreast of current developments.

In addition to the testimony concerning the supervisory functions of the Assistant Chief Examiner, there was evidence that those in this classification are also expected to have managerial responsibilities (see section 3513(e), supra) in that they shall be extensively involved in developing and updating divisional policy regarding adjudicatory procedures and budgetary questions and will have responsibilities for administering these policies as well.

On the basis of the record, we conclude that Assistant Chief Examiners should be excluded from the unit. Although the reorganization of the Administrative Law Judge Division of the



Public Utilities Commission is very recent, and the evidence included anticipated responsibilities as well as present duties, there was no evidence that the reorganization was not proceeding as planned or that Assistant Chief Examiners were not being assigned the duties and responsibilities set forth above.

## UNIT 6 - CORRECTIONS

The parties stipulated to facts supporting the exclusion of certain classifications that are set forth in Appendix B. The Board accepts the stipulations of the parties and holds that those classifications are properly excluded from the unit.

The disputed classifications in the California Department of Corrections (CDC) are: Correctional Sergeant (WY 40); Correctional Program Supervisor II (WX 90). The disputed classifications in the California Youth Authority (CYA) are: Senior Group Supervisor (WU 80) and Senior Youth Counselor (WU 60).

### Correctional Sergeant, CDC, (WY 40) [435 positions]

The Correctional Sergeant supervises from three to twenty-five Correctional Officers on his/her watch. He/she is responsible for maintaining adequate staffing and is authorized to call a permanent intermittent employee to report to work when a Correctional Officer is absent. The Correctional Sergeant is the first level for the adjustment of both formal and informal grievances, and his/her decisions are rarely overturned. The preponderance of the evidence indicates that Correctional Sergeants do not perform substantially similar duties as those of their subordinates. They do, however, make recommendations on discipline and transfer which are followed 90-95 percent of the time. On the basis of this record, we

find the position of Correctional Sergeant to be supervisory and, therefore, excluded from the unit.

Correctional Program Supervisor II, CDC, (WX 90) [83 positions]

The Correctional Program Supervisor II (CPS II), supervises from three to fifteen employees who are classified either as Correctional Officers I or Correctional Program Supervisor I. He/she prepares annual performance evaluations for permanent employees and probationary reports and his/her recommendations are followed 90 percent of the time. In addition, he/she effectively recommends discipline of his/her subordinates and assigns work. The CPS II does not work directly with inmates' cases except where special circumstances require additional attention. The Board finds that the CPS II exercises significant supervisory authority and is properly excluded from the unit.

Senior Group Supervisor, CYA, (WU 80) [21 positions]

The Senior Group Supervisor (SGS) deals exclusively with security at the institution. He/she oversees from four to thirty-seven Group Supervisors, and reports to the Treatment Team Supervisor. The SGS has the authority to transfer subordinates, to conduct corrective interviews, write letters of instruction, and effectively recommend disciplinary action. The SGS assigns work based on significant judgmental considerations and prepares probationary reports and annual performance evaluations for subordinates which are rarely

countermanded. The SGS spends no more than one hour in eight performing work similar to subordinates except in emergencies or on those occasions when there are exceptional problems with the wards.

We find the position to be supervisory within the meaning of the Act and, therefore, excluded from the unit.

Senior Youth Counselor, CYA, (WU 60) [117 positions]

The Senior Youth Counselors supervise from seven to sixteen Youth Counselors and Group Supervisors. They prepare probationary reports and their recommendations on dismissal or retention are usually followed. They also prepare the annual performance evaluations for permanent employees and handle nearly all transfers of employees into or out of their units. Their role in hiring is to make recommendations which are followed 90 percent of the time. They schedule work and make shift assignments for employees in their units using considerable independent judgment. The Senior Youth Counselor has the responsibility for discipline in its initial stages by effectively recommending discipline.

Even though a substantial portion of their work may be similar to that of their subordinates, the Senior Youth Counselor's supervisory functions include significant responsibility for actions which create a potential for a conflict of interest with bargaining unit members that cannot

be overlooked. We find, therefore, that the Senior Youth Counselor is a supervisor within the meaning of the Act and is, therefore, properly excluded from the unit.

## UNIT 7 - PROTECTIVE SERVICES AND PUBLIC SAFETY

The parties stipulated to facts supporting the exclusion of classifications set forth in Appendix B. The Board accepts the stipulations of the parties and holds that those classifications are properly excluded from the unit.

The remaining classifications in dispute are: Hospital Peace Officer II (VC 45), Special Agent III (VG 45), State Police Sergeant (VC 30), and State Police Lieutenant (VC 20).  
Hospital Peace Officer II (VC 45)

The Hospital Peace Officer II (HPO II) classification has 21 positions throughout the State. At each of the eight State mental institutions coded as nonjudicial commitment hospitals, the Chief of Protective Services is an HPO II. In the remaining three State institutions coded for penal commitments, the HPOs II are Watch Commanders or Watch Supervisors.

The record indicates that both job functions require the supervision of from 10 to 25 personnel, including Hospital Peace Officers I (HPO I), Grounds Patrol, and Student Assistants. The record also indicates that the HPO II makes effective recommendations concerning disciplinary action, prepares monthly work schedules, and assigns subordinate employees according to that schedule.

The HPOs II do not perform substantially similar work of their subordinates.

The record shows that the HPO II classification requires significant supervisory functions and that they do not perform substantially similar work of their subordinates. We conclude, therefore, that HPOs II are supervisors and, as such, are excluded from the unit.

Special Agent III (VG 45) [21 positions]

Special Agent III (SA III) includes significantly different assignments in the same classification. The majority of SAs III are leaders of narcotics enforcement teams. The SAs III are supervised by the Field Office Manager, and the Supervising Special Agent IV (SSA IV). The record indicates that nearly all supervisory functions required by the enforcement team are handled at the SSA IV level. The SSA IV designates the teams, handles grievances, and generally approves and signs paperwork and reports done by the SAs III and their teams.

Within the team, agents usually generate their own cases. The SA III's responsibility to assign cases is a routine and clerical function designed to effectively distribute the cases generated.

The SA III's position is that of a team leader with additional clerical responsibilities which require little independent judgment. Moreover, in the team concept of

enforcement, the SA III performs one of the various roles required by the enforcement process. The SA III may be assigned to that role by a lower level agent who is in charge of the case. The testimony indicates that a majority of the SA III's time is spent performing substantially similar work as that of the other members of the enforcement team. We therefore conclude that because of the lack of significant supervisory duties, and the performance of substantially similar work, that the SAs III are properly included in Unit 7.

Other SAs III are assigned to staff positions or special assignments with the Bureau of Narcotics Enforcement. The record shows that these positions have no subordinates nor any concomitant authority to supervise.

Five SAs III are assigned as task force leaders. They lead groups of law enforcement officers from city and county governments. There are no other State employees on the task forces as subordinates to the task force leaders.

We therefore conclude from the record that the SAs III are not supervisors because they perform work substantially similar to their subordinates. The few supervisory functions they do perform are routine, and many of the SA IIIs do not supervise state employees. We hold that the SA IIIs be included in the unit.



California State Police Sergeants (VC 30) [37 positions]

The State Police Sergeants' classification will be a split classification. The record indicates that the Sergeants' classification is actually five different job assignments, four of which we decide today. Some are staff positions which have no subordinates and are included in the unit. Other assignments are line positions which we include even though they do have subordinates. One assignment, the Protective Service Sergeants, we do find to have significant supervisory duties and exclude from the unit.

Program and Administrative Sergeants

The six Program Sergeants maintain the Crime Prevention Programs (CPP) and the Employee Protection Programs (EPP) within the three regions of the State. The testimony indicates that they have no authority to hire, transfer, layoff, suspend, discharge or promote. They have no subordinate to assign, direct, or reward.

The Program Sergeants are not managerial. In the CPP and EPP, the sergeants follow guidelines established within the department. They do not have "significant responsibilities for formulating or administering agency or departmental policies and programs".<sup>19</sup>

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<sup>19</sup>See text of section 3513(e), p. 3 supra.

We hold that the Administrative Sergeants' duties do not make them supervisory or confidential. The record shows that they have no subordinates to supervise. There is no testimony that the Administrative Sergeants would come within the statutory definition of confidential employee.<sup>20</sup> They are not one of that "nucleus of individuals who would assist the employer in the development of the employer's positions for the purpose of employer-employee relations." Sierra Sands Unified School District (10/14/76) EERB Decision No. 2.

The Administrative Sergeants' background investigations are generally factfinding exercises. The Sergeant has little chance to exercise independent judgment when following the Peace Officers Standards and Training (POST) Manual's rules and guidelines. In the position as EEO officer, the Administrative Sergeant appears to aid employees in defining and framing complaints. In fact, the record indicates that the EEO officer's recommendations were not sought by his/her supervisors.

We conclude from the record that the Program Sergeants and Administrative Sergeants are included in the unit.

#### Area Commanders

The Area Commanders are State Police Sergeants who do have subordinates but who, nonetheless, are included in the unit.

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<sup>20</sup>See text of section 3513 (f), p. 3 supra.

The Area Commanders work in rural areas where the State Police have contracts to guard the State Department of Water equipment and aqueducts.

The Area Commanders work the dayshift, while two security officers split the evening and weekend shifts. The Area Commander spends an hour in the morning performing routine organizational duties and then spends the rest of the shift patrolling the aqueducts. His/her patrol work is identical to that of the security officers who patrol on the other shifts.

We hold that the Area Commander is included in the unit as he/she performs substantially similar work to that of his/her subordinates.

#### Protective Service Sergeants

Because of the unique nature of this function, we hold that it be split from the classification and excluded as supervisory.

There are two Sergeants in this position. One located in Sacramento and the other in Los Angeles. Their responsibility is to protect the constitutional officers of the State. Depending upon the schedule and itinerary of the constitutional officer to be protected, the Protective Services Sergeant supervises from two to twelve agents and police officers. Their subordinates are trained in Protective Services.

The record indicates that in order to perform their duties, they effectively recommend transfers in and out of Protective Services, can effectively recommend punitive action, and they

exercise independent judgment in assigning subordinates to particular Protective Service tasks.

The record also indicates that they only perform work substantially similar to their subordinates in cases of shortages and emergencies, a small percentage of the time.

We, therefore, conclude that the function of the two Protective Service Sergeants represents a unique position within the classification of State Police Sergeants. We order Protective Service Sergeants be excluded from the unit.

State Police Lieutenant (VC 20)

There are seven (7) State Police Lieutenants throughout the State. They supervise sergeants and police officers. They have the authority to adjust grievances at the first level, assign work, and effectively recommend punitive action.

The record indicates that they do not spend a significant part of their time performing work substantially similar to their subordinates.

We hold that the State Police Lieutenants are excluded from the unit.

## UNIT 8 - FIREFIGHTER

This unit is comprised of positions located within the California Department of Forestry. The California Department of Forestry Employees' Association (hereafter CDFEA) has requested that we order the GOER to pay CDFEA's attorney's fees for having to defend against the GOER's attempt to have Fire Captains excluded from the unit.

There is no explicit statutory authorization for the PERB to order the payment of attorney's fees. However, section 3541.3(n) empowers the Board:

To take such other action as the board deems necessary to discharge its powers and duties and otherwise to effectuate the purposes of this chapter.<sup>21</sup>

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<sup>21</sup>The CDFEA urges that the Board can authorize attorney's fees pursuant to section 3541.3(i) which reads:

The Board shall have all of the following powers and duties:

(i) To investigate unfair practice charges or alleged violations of this chapter, and take such action and make such determinations in respect of such charges or alleged violations as the board deems necessary to effectuate the policies of this chapter.

We agree that this section also provides authority for the Board to order attorney's fees--but only in instances where there is an unfair practice charge or a violation of the acts the PERB administers. The allegation in this instance is that the GOER has abused the Board's processes by taking a patently frivolous position with regard to excluding Fire Captains from the unit. Thus, our authority to order attorney's fees in cases dealing with abuse of the Board's process rests, more specifically, within section 3541.3(n).

In Fire Fighters Union v. City of Vallejo,<sup>22</sup> the California Supreme Court held that, in the interpretation of language in a California statute, cognizance should be taken of the decisions of the NLRB interpreting identical or similar language in the Labor Management Relations Act.<sup>23</sup>

In Tiidee Products, Inc. (1972) 194 NLRB 1234 [79 LRRM 1175], the NLRB held that it will order attorney's fees in unfair labor practice cases for frivolous litigation. In Heck's, Inc. (1974) 215 NLRB 765, [88 LRRM 1049], the NLRB delineated its Tiidee holding by stating that it will not award fees if the issues are debatable, even though the conduct is found to be of a nature that has been previously declared unlawful. Finally, in J.P. Stevens & Co. v. NLRB (4th Cir. 1980) \_\_\_ F.2d \_\_\_, [103 LRRM 2221], the court summarized the

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<sup>22</sup>(1974) 12 Cal.3d 608, 617 [87 LRRM 2453].

<sup>23</sup>29 U.S.C. Section 151, et seq.; section 10(c) [29 U.S.C. section 160(e)] reads in pertinent part:

If upon the preponderance of the testimony taken the Board shall be of the opinion that any person named in the complaint has engaged in or is engaging in any such unfair labor practice, then the Board shall state its findings of fact and shall issue and cause to be served on such person an order requiring such person to cease and desist from such unfair labor practice, and to take such affirmative action including reinstatement of employees with or without back pay, as will effectuate the policies of this Act: (emphasis added).

NLRB's standard for awarding attorney's fees, holding that it is well-known that there must be a showing of "frivolous or dilatory litigation." There will be no award, the court held, if the issues are debatable and brought in good faith.

We are persuaded that PERB should apply a similar standard in resolving CDFEA's request.<sup>24</sup> Here the dispute covers not only what does the definition of supervisor in SEERA mean, but also who will be determined to be a supervisor under SEERA.<sup>25</sup> Here the question raised by the GOER is indeed debatable and not frivolous or dilatory litigation. Therefore, an award of attorney's fees is not appropriate, and the CDFEA's request is denied.

#### Fire Captains (BZ 50)

There are 935 individuals within the disputed class, of which 236 have been stipulated as rank and file, leaving 699 disputed individuals.<sup>26</sup> The CDFEA has objected to the splitting of the class on the grounds that irreparable damage will be done to morale and lines of authority by having

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<sup>24</sup>Section 10(c) of the NLRA more closely resembles section 3541.3(i) as both deal with violations of their respective acts. We are persuaded that the same standard for determining attorney's fees under those sections should be applied when PERB acts under authority of section 3541.3(n).

<sup>25</sup>We note that the parties had little to guide them as there is no other statute with the exact wording of the SEERA supervisor definition.

<sup>26</sup>All numbers are approximations.

individuals with the same rank and pay but differing degrees of authority by virtue of one's supervisory status. Although that question is moot in light of our decision to include Fire Captains within the unit, we note that the statute requires us to look to the "individual, regardless of the job description or title."<sup>27</sup> Any problems created by the splitting of a class must be rectified by the parties and the State Personnel Board.

Fire Captains perform several different functions within the Department of Forestry, but during fire season they typically lead a crew whose functions include fighting forest and structural fires and performing maintenance services at fire stations and fire roads. During non-fire season, some Fire Captains still lead crews at permanent fire stations; others work alone or in crews doing rank and file work. While leading a crew, Fire Captains do exercise some authority. They direct their crews and assign work to them during a fire and, when on non-fire duty, assign duties around the station or on fire roads. These duties, however, are fairly well defined--each crew member, including the Fire Captain, knowing the routine and most of the time acting as an independent component of a team effort. Thus, a Fire Captain's authority is limited in nature and exercised more as a lead person than

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<sup>27</sup>See section 3522.1 set forth, supra, p. 3.



as a true supervisor. Fire Captains, like lead persons, work with their crew a substantial portion of the time or work by themselves or with other Fire Captains performing rank and file work.

There is evidence that Fire Captains have occasionally sat in on hiring panels that create hiring lists for seasonal employees and some permanent positions. There is no evidence to show that Fire Captains' recommendations are followed. Rather, it shows that authority to hire rests with higher ranks. Further, we note that seasonals are hired at schedule B fire stations which are responsible for forest as compared to structural fires. Fire Captains working Schedule A stations do not become involved in the hiring process for seasonals. We do not find the occasional sitting on hiring panels without true authority to either hire or effectively to recommend hiring to be a supervisory function. There is also evidence of isolated instances of a Fire Captain disciplining seasonal help by way of suspension or discharge. The evidence did not demonstrate that this was a regular job function and the isolated or sporadic use of supervisory authority is not sufficient to find that an individual is a supervisor within the meaning of the Act.

We find that the Fire Captains do not have authority to act as a supervisor within the meaning of section 3522.1, since the

authority they do exercise is done in a routine manner. Further, we find that Fire Captains perform duties substantially similar to those of their subordinates. Therefore, the class of Fire Captain is properly included within the unit.

State Forest Ranger I (BX 70)

There are 214 positions within the class of State Forest Ranger I. State Forest Rangers I supervise from four to ten Fire Captains. The State Forest Rangers I have the authority to hire seasonal employees and to effectively recommend the hiring of other employees. Further, the State Forest Rangers I may transfer employees within their districts and effectively recommend discipline up to and including discharge. Within their districts, State Forest Rangers I are responsible for assigning work to their subordinate Fire Captains and directing the work of the Fire Captains to ensure that all employment tasks within their districts are completed.

The class of State Forest Ranger I is a split classification in that certain State Forest Rangers I are on staff assignments<sup>28</sup> and have no subordinates. As these State Forest Rangers I are without subordinates, they cannot exercise supervisory authority, and they are properly included in the unit.

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<sup>28</sup>These staff assignments are located in the Sacramento office and are connected with fire prevention programs.

There are also two State Forest Rangers I who, on a permanent basis, have only volunteers assigned to their districts. This situation, of having no State employees as subordinates, typically calls for the inclusion of the individuals in the rank and file unit. However, due to the unique nature of the job of fighting fires, these State Forest Rangers I during the fire season work in other districts and have influxes of State employees into their own districts when there is a fire there. Under both circumstances they have State employees reporting to them and are responsible for assigning and directing their work, disciplining them if necessary, and would be expected to perform as any other State Forest Ranger I. Therefore, the two State Forest Rangers I who have volunteers assigned to them on a permanent basis will be considered along with the State Forest Rangers I who have State employees regularly assigned to them.

In light of the above and, as the record does not support that State Forest Rangers I perform duties which are substantially similar to those of their subordinates, those State Forest Rangers I with subordinates are excluded from the unit as supervisory employees.

State Forest Ranger II (BX 40)

There are 98 positions within the class of State Forest Ranger II, and these positions have State Forest Rangers I reporting to them. The evidence on the State Forest Rangers II

is sparse, but shows that those who have subordinates have the authority to hire seasonal and limited term employees, effectively recommend discipline, including suspension and discharge, and that they can adjust grievances.

The evidence does not show that State Forest Rangers II perform duties substantially similar to their subordinates. Therefore, those State Forest Rangers II with subordinates are excluded from the unit.

State Forest Ranger II is a split class as some State Forest Rangers II are on staff assignments<sup>29</sup> and have no subordinates. Those with staff positions are properly included in the unit as they have no one to supervise.

State Forest Ranger III (BX 30)

There are 34 positions within the class of State Forest Ranger III, and they have State Forest Rangers I and II reporting to them. The State Forest Rangers III adjust grievances of the employees below them and are the second level of the grievance procedure. Further, the State Forest Rangers III are responsible for administering and developing policy for regional programs in the areas of fire protection and conservation camps. Within those programs they assign and direct the work of subordinate State Forest Rangers.

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<sup>29</sup>These positions are located within the Sacramento office.

The evidence does not show that State Forest Rangers III perform duties substantially similar to those of their subordinates. In light of the above, those positions with subordinates are excluded from the unit as supervisory and/or managerial employees.

The class of State Forest Ranger III is another split class in that there are staff positions that are neither in charge of a regional program nor have subordinates.<sup>30</sup> Those positions are rank and file and are properly included in the unit.

State Forest Ranger IV (BX 20)

The 24 State Forest Ranger IV's have junior grade State Forest Rangers reporting to them and are in charge of a ranger district. Within these districts they assign and direct the work of subordinate State Forest Rangers. State Forest Rangers IV also administer all major departmental programs and policies within their district. As such, they are excluded from the unit as supervisory and/or managerial employees.

Forester III (BY 60)

The 23 Forester III positions are responsible for administering and developing policy for the range, watershed, and fire prevention programs of the Department of Forestry.

In administering these programs, the Foresters III have a staff of Foresters I and II assigned to them to conduct

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<sup>30</sup>These positions are also located within the Sacramento office and consist of persons doing research projects.

inspections. Foresters III are also in charge of the program of range management improvement practices in which the Department of Forestry aids private timberland owners. In light of the above, we exclude Foresters III from the unit as managerial employees.

Fire Prevention Officer I (BY 40)

There are 23 positions within this classification. They are responsible for arson investigations, issuing press releases, making presentations to local service clubs, doing preliminary investigations of internal problems, and investigating the origins and causes of fires. The Fire Prevention Officers' I subordinates, Fire Captain Specialists, are also responsible for these duties.

The GOER contends that its un rebutted evidence indicates that the Fire Prevention Officers I supervise and direct subordinate employees. The testimony pointed out by the GOER in its brief as providing this evidence was objected to--an objection that was sustained and was not appealed. Therefore, there is no evidence on the record by the GOER to support exclusion. Fire Prevention Officers I are therefore properly included in the unit.

Senior Air Operations Officer (BX 75)<sup>31</sup>

The class of Senior Air Operations Officer consists of a single person responsible for formulating and administering the Department of Forestry's air programs. As such, it is a managerial position and is excluded from the unit.

Deputy State Forester CEA (BW 80)<sup>32</sup>

These three positions are responsible for formulating and administering departmental policies and programs within one of three major units of the Department of Forestry: Management Services; Fire Protection and Technical Services, and Resources. As such, these are managerial positions and are excluded from the unit.

Assistant Deputy State Forester (BW 90)<sup>33</sup>

The 14 Assistant Deputy State Foresters are assigned to a Deputy State Forester CEA within one of the three major units

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<sup>31</sup>There is apparently some confusion between the parties as to which class within Air Operations is in dispute. The GOER lists Senior Air Operations Officer as the only class in dispute. However, the employee organization deals only with the classification of Air Operations Officer and, as the latter has not been proven by the GOER to be an excludable class, it is properly included within the unit.

<sup>32</sup>In the transcripts, the Deputy State Forester CEA is referred to as having a Schematic Code ZZ40, Class Code 4303 and in the GOER brief as Schematic Code BW80, Class Code 1030. Our records indicate that the latter is correct.

<sup>33</sup>The Assistant Deputy State Forester was described within the transcripts as having a Schematic Code ZZ60, Class Code 4302 and in the GOER brief as Schematic Code BW90, Class Code 1031. Here our records also show that the latter description is correct.

of Management Services, Fire Protection and Technical Services, and Resources. The Assistant Deputy State Forester aids the Deputy State Forester CEA in formulating policy and administering programs within these units and is therefore excluded from the unit as a managerial employee.



## UNIT 12 - CRAFT AND MAINTENANCE

The following classifications, located within Caltrans; Tree Maintenance Supervisor, (TMS), Caltrans Maintenance Supervisor, (CMS), Highway Bridge Maintenance Supervisor I, (HBMS), Toll Bridge Service and Maintenance Supervisor I, Highway Electrical Supervisor I, Lead Structural Steel Painter, (LSSP), Toll Bridge Electrician Supervisor, (TBES), and Highway Mechanic Supervisor I (HMS I) are alleged by CSEA to be parallel classifications with similar authority although the jobs performed vary. There is no evidence on the record to tie all eight classifications together, although there is testimony that applies to several of the classifications.

Thus, where a witness testifies that his/her testimony is equally applicable to another classification, i.e., a Caltrans Maintenance Supervisor's claim that his testimony is equally applicable to the Tree Maintenance Supervisor position, we have accepted it as evidence on the specifically claimed classifications.

### Tree Maintenance Supervisor (BM 10)

There are 20 positions within this classification. The TMS works with crews that are responsible for either spraying vegetation or trimming trees on highways and freeways. The crew usually is comprised of from three to nine workers other than the TMS. One of those workers is a lead worker.

The evidence is in substantial conflict. The initial GOER case indicates that the TMS's recommendation as to hiring is given great weight and that the TMS initiates discipline. Further evidence indicates authority to reward, assign and direct, and to perform almost all of the other supervisory criteria, while never performing the work of his/her subordinates. To an extent, GOER's rebuttal of the employee organizations' case rebutted its own initial case. A TMS testifying for GOER stated that he performed the same work as his subordinates 30 to 40 percent of the time and provided little in the way of evidence as to supervisory criteria.

On the other hand, the employee organizations presented a consistent picture of TMS as a classification that works with the crews and does not exercise true supervisory authority.

A TMS assigns and directs the work of subordinates, but this is done from a monthly schedule which is set by the TMS's supervisor not the TMS. The ministerial function of transmitting orders is not a supervisory act. Further, although the TMS sits in on hiring panels, his/her recommendations are given moderate to little weight. They also point out many instances of a TMS being overruled by his/her supervisor in the areas of probationary reports and merit salary increases. All of this shows a TMS cannot effectively recommend that an individual be hired, disciplined, or rewarded.

After evaluating the entire record, we find that the GOER

has not met its burden of proof that a TMS has supervisory authority. We further find that they perform work which is substantially similar to that of their subordinates. Any acts they perform that may appear to be an indicia of supervisory authority are done in a routine manner. Thus, the TMS classification is properly included in the unit.

Caltrans Maintenance Supervisor (PE 73)

This classification was recently created by combining two former classifications, Highway Maintenance Supervisor and Highway Landscape Supervisor. There are 466 persons within the classification. A CMS typically supervises a crew of from seven to eleven subordinates, including a lead worker. These crews are responsible for maintaining the landscaping around highways and the highways themselves.

There is a subdivision within the classification known as a Permit Coordinator (approximately 25 people) that has no subordinates. As these positions cannot be supervisory, they are included in the unit.

Our comments on the evidence as to the Tree Maintenance Supervisor classification are equally applicable here. In fact, much of the testimony was proffered as pertaining to both classifications, and we therefore reach the same result.

Here the evidence, like that on the TMS, is in substantial conflict. Areas that appear clear are that a CMS cannot transfer, promote, nor lay off subordinate employees.

However, a CMS does have some input into areas that are of a supervisory nature. Some, but not all, CMS's sit in on hiring panels and make recommendations as to whom should be hired. These recommendations are only given light to moderate weight, however, and such a characterization, without more, cannot be said to demonstrate the power of effective recommendation. A CMS also assigns work to his/her subordinates from a schedule. This schedule is, however, constantly modified by the superior of the CMS, and the ministerial function of transmitting orders from a superior is not a supervisory act. There is some indication that a CMS may counsel subordinate employees and document instances of conduct that may be used to support punitive action. The evidence does not, however, support a finding that CMS's are actually able to discipline or to effectively recommend discipline.

Other functions, incidental to the exercise of the criteria enumerated in section 3522.1, e.g., filling out performance evaluations, approving and scheduling vacations, approving sick leave and overtime, are entered into by a CMS only after soliciting input from his/her superior, who makes regular modifications.

Further, the evidence shows that a CMS typically works with his/her crew a substantial portion of the time.

Based on the entire record, we find that the CMS has no

true supervisory authority and, further, that they perform work substantially similar to that of their subordinates. Any acts they perform that may appear to be an indicia of supervisory authority are done in a routine or clerical manner. Thus, the CMS classification is properly included in the unit.

Highway Bridge Maintenance Supervisor (PF 60)

There are 17 positions within this classification. The position is responsible for a crew of from seven to eleven employees which includes one lead worker. These crews maintain and repair highway bridges.

The HBMS sits in on hiring and promotional panels for lead worker positions and makes recommendations that carry great weight. HBMS's do not hire entry level positions because of the unique hiring situation with that position. Due to high turnover, the need for persons in the entry level positions has caused all entry level positions to be filled through the district office. Further, the HBMS will make up a weekly schedule with input from his/her lead worker and thereafter make daily modifications as needed, including the assignment of overtime if necessary. Thus, the HBMS assigns and directs the work of subordinate employees. The HBMS also adjusts grievances of subordinate employees.

The record indicates that the HBMS will perform the work of a subordinate employee only in an emergency situation.

As the HBMS performs several supervisory functions and does

not perform duties substantially similar to those of their subordinates, they are excluded from the unit as supervisory employees.

Toll Bridge Electrician Supervisor (PS 80)

There are six positions within this classification, and they are responsible for the maintenance and repair of electrical equipment on State toll bridges. A TBES has a crew of from two to ten technicians and electricians reporting to him/her.

The evidence on this classification shows that the TBES's sit on hiring panels and their recommendations are given great weight and that on certain occasions they have actually hired an individual. The evidence also shows that a TBES assigns work to subordinate employees and evaluates the performance of both permanent and probationary employees. A TBES has also recommended rejections of probationary employees which were followed, thereby effectively recommending discharge. Further, the TBES recommends punitive action which is typically followed.

The evidence as to performing duties substantially similar to those of their subordinates is split. This split is not indicative of a mere difference of evaluation methods, or that which could be decided on a credibility finding, but shows a true difference in jobs within the same class. Those Toll Bridge Electrician Supervisors who work on the smaller bridges with smaller crews perform duties substantially similar to

those of their subordinates, while those with the larger crews do not. Therefore, those Toll Bridge Electrician Supervisors who have small crews and typically work on the smaller bridges are properly included in the unit; all other Toll Bridge Electrician Supervisors are excluded as supervisory.<sup>34</sup>

Highway Mechanic Supervisor I (QJ 60)

There are 25 positions within this classification, which is responsible for maintaining State highways and freeways and is also responsible for the maintenance of the automotive and construction equipment used to maintain those freeways and highways.

The HMS I has a crew of from six to twenty subordinates. The crew consists of heavy equipment mechanics, electricians, painters, welders, machinists, and laborers.

The un rebutted evidence shows that the HMS I assigns work to his/her subordinates and exercises independent judgment in inspecting their work to ensure that it is being properly performed. The evidence also shows that, atypical of most supervisors in State service, the HMS I's have in the past denied merit salary adjustments. Further, the HMS I sits in on hiring panels and makes recommendations that are given great

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<sup>34</sup>We find the four (4) Toll Bridge Electrician Supervisors who work on the San Mateo-Hayward Bridge, Richmond Bridge, San Diego/Coronado Bridge, and the Carquinez Bridge, Benicia/Martinez Bridge, and the Antioch Bridge (the last three (3) bridges being covered by one supervisor) are included and the two (2) supervisors on the Bay Bridge are excluded.

weight. The HMS I is also able to adjust most of his/her subordinates' grievances.

There is no showing that HMS I's perform duties substantially similar to those of their subordinates.

In light of the above, we exclude the HMS I's as supervisory employees.

Lead Structural Steel Painter (PQ 20)

There are 14 positions within this classification. The LSSP works with crews whose responsibility is to paint and maintain state owned toll bridges. A LSSP typically has a crew of from six to nine people.

The evidence can be divided into two parts: actual instances of conduct that show true supervisory authority rests with the LSSP's immediate supervisor, the Structural Steel Painter Supervisor; and broad, generalized statements that attribute supervisory authority to the LSSP.

For instance, it is asserted that the LSSP assigns work to his/her subordinates. The evidence shows, however, that the LSSP's meet every morning with their supervisor to have jobs assigned to them. They then carry these assignments to their subordinates. The lack of discretion in carrying out these assignments makes them of such a routine nature they cannot be found to be a supervisory act. In the areas of merit salary adjustment and approval of overtime, the LSSP usually has some input to the Structural Steel Painter Supervisor, but the



Structural Steel Painter Supervisor makes the final decision. The input of the LSSP is not required as the Structural Steel Painter Supervisor makes many decisions without it. In the areas of hiring, promotion, transfer, and discipline the decision rests with the Structural Steel Painter Supervisor and the Superintendent--not the LSSP. Finally, although employees may take work problems to the LSSP, the true ability to adjust grievances lies with the Structural Steel Painter Supervisor.

In light of the above, we find that the LSSP does not exercise supervisory authority and is, therefore, properly included in the unit.

#### Supervising Groundskeeper I (BL 40)

The Supervising Groundskeeper I (SG I) classification has 11 positions throughout the State. The SG I oversees from six to seventeen Groundskeepers in the maintenance and landscaping of various State facilities.

Only in the areas of assignment and direction of work is there any evidence that an SG I may have supervisory authority. However, because subordinates are assigned to a designated area throughout the year, their duties are fairly well defined, negating any need for daily assignment and direction of their work. The SG I becomes involved in assignment and direction only when there is a special project to be carried out which goes beyond the regular daily work. In the area of transfers the SG I has some authority, but this

authority is limited to the SG I's relatively narrow jurisdiction. Any transfers between the jurisdictions of two SGs I must be approved by the Supervising Groundskeeper II. Such limited, sporadic, and intermittent performance of supervisory duties is insufficient to support a finding that an SG I has significant supervisory authority.

As such, the GOER has failed to meet its burden of proof as to the supervisory authority of the SG I. Therefore, the SG I classification is properly included within the unit.

Automotive Pool Attendant III (QN 40)

The Automotive Pool Attendant III (APA III) classification has five positions throughout the State garage system.<sup>35</sup> In the three main garages located in Sacramento, San Francisco, and Los Angeles, the APA III has a first-line role, overseeing a crew of up to seven Automotive Pool Attendants I, Automotive Pool Attendants II, and Service Assistants in the parking and servicing of State automobiles. In the two satellite garages located in Oakland and Berkeley, the APA III is responsible for managing the garage and overseeing a crew of two Automotive Pool Attendants I.

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<sup>35</sup>There are seven State garage facilities which are located in Sacramento, San Francisco, Berkeley, Oakland, Los Angeles, Fresno, and San Diego. The APA III classification is employed in all but the Fresno and San Diego facilities.

The record indicates that, in the main garages, the APA III is responsible for assigning and directing the work of subordinates and can authorize overtime when necessary. It also appears that in most cases the APA III effectively recommends as to hiring. As such, in the main garages, the evidence establishes that the APA III has significant supervisory authority.

The record also indicates that, in the main garages, an APA III does not perform duties similar to those of subordinates except during extreme personnel shortages.

On the other hand, the record does not clearly establish the supervisory authority of the APA III stationed in one of the satellite garages. Evidence indicates that in the satellite garages work duties are fairly well established, negating the need for daily assignment and direction of work by the APA III. Approval of time off for medical appointments or vacations is a routine function. Also, while the APA III has effectively recommended hiring in the past, that involvement occurred only twice in 14 years. In light of the negation of the assignment and direction functions and the infrequency with which any hiring authority is exercised, we do not conclude that the record on these functions adequately establishes that in the satellite garages the APA III has significant supervisory authority.

Beyond these difficulties, the record indicates that in the satellite garages the APA III will perform hands-on work some three hours every day. While this amount is, to some extent, traceable to staff shortages, it still appears that in the satellite garages the APA III performs hands-on work with much greater regularity than does his/her counterpart in the main garages.

Because the record establishes that the duties of an APA III stationed in a main garage vary significantly in a supervisory sense from the duties of the APA III stationed in a satellite garage, the Board has decided to split the classification. The record establishes that in a main garage an APA III has significant supervisory authority and does not perform duties substantially similar to those of subordinates. Therefore, the APA III positions in the main garages are properly excluded from the unit. However, the record establishes that the APA III stationed in a satellite garage has little supervisory authority and that the APA III performs duties substantially similar to those of subordinates. It therefore appears that the APA III is more aligned with the interests of the rank and file employees than with management. Therefore, the two APA III positions in the satellite garages are properly included within the unit.

### Automotive Pool Manager I (QN 50)

The Automotive Pool Manager I (APM I) classification has 13 positions throughout the State.<sup>36</sup> Depending on the size of the facility, the APM I functions either as an assistant manager or a manager of one of five of the State's seven garage facilities.<sup>37</sup> The APM I directly oversees a crew of five or six Automobile Attendants I, Automobile Attendants III, and in some cases, Auto Mechanics and Office Assistants II.<sup>38</sup>

The record indicates that the APM I assigns and inspects work to ensure that performance standards are met. The APM I initiates the disciplinary process and has the power to effectively recommend punitive action. The APM I also makes effective recommendations as to hiring. In some cases, the APM I has authority to adjust grievances.<sup>39</sup>

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<sup>36</sup>While testimony on the APM I classification centered largely around the duties incumbent on five APM I positions in the garage services program of the Fleet Administration Division of the Department of General Services, there are also several other APM I positions in other areas of State service. However, in the absence of some contrary showing, we accept GOER's assertion that this testimony is indicative of the duties of all APM I positions in State service.

<sup>37</sup>The seven State garage facilities are located in Sacramento, San Francisco, Los Angeles, Berkeley, Oakland, Fresno, and San Diego. In the Sacramento, San Francisco, and Los Angeles facilities, an APM is an assistant manager. In the Fresno and San Diego facilities, an APM I is manager. There are no APM I positions at the Berkeley and Oakland facilities.

<sup>38</sup>Only in the Fresno and San Diego facilities would an APM I oversee mechanics and office personnel.

<sup>39</sup>This would be in the San Diego and Fresno facilities.

The above evidence establishes that the APM I has significant supervisory authority. The record also establishes that an APM I rarely performs duties substantially similar to those of subordinates. Therefore, the APM I classification is properly excluded from the unit.

Automotive Pool Manager I, CF (QN 52)<sup>40</sup>

The Automotive Pool Manager I, CF (APM I, CF) classification has 13 positions throughout the State. The APM I, CF is responsible for the management of garage facilities in the Youth Authority.

GOER asserts in its brief that the testimony as to the APM I<sup>41</sup> classification is equally applicable to the APM I, CF classification, however, GOER did not put any evidence in the record to support this assertion. Also, experience with other classifications indicates that, as often as not, there is a significant variation between the duties of a non-correctional classification and its correctional counterpart. In some cases, the variation has been so great as to result in differing conclusions being reached as to the supervisory status of each classification. In light of the above, we cannot accept the bare assertion in a brief that the evidence as to the APM I is also applicable to the APM I, CF.

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<sup>40</sup>Correctional Facility

<sup>41</sup>Non-correctional Automotive Pool Manager I classification.

As such, GOER has failed to meet its burden of proof and the APM I, CF classification is, therefore, properly included within the unit.

Supervising Telecommunications Technician (QO 70)

The Supervising Telecommunications Technician (STT) classification has 13 positions throughout the State. The STT is responsible for the maintenance and installation of statewide radio systems for all State agencies. The STT is usually based in a regional field office and oversees from 10 to 20 subordinates working in smaller shops throughout the STT's region. These subordinates may include senior telecommunications technicians, telecommunications technicians, and technician trainees.

The record indicates that for most projects the STT directs repair activity in the small shops; however, some repair activity consists of routine maintenance which does not require daily assignment and direction. Using independent judgment, the STT authorizes all overtime in the field and inspects work. The STT effectively recommends as to hiring and transfer.

The record also indicates that the STT performs hands-on work only when no subordinate is available, which amounts to about 1 percent of the time over a year.

The record establishes that the STT has significant supervisory authority and does not have duties which are

substantially similar to those of subordinates. Therefore, the STT is properly excluded from the unit.

Park Maintenance Supervisor I (QG 80)

The Park Maintenance Supervisor I (PMS I) classification has 25 positions throughout the State. The State parks system is divided into areas. In the larger areas, the PMS I reports to a Park Maintenance Supervisor II who in turn reports to an Area Manager. In the smaller areas the PMS I reports directly to an Area Manager. In both the large and small areas the PMS I is responsible for the facilities maintenance program. Depending on the season, the PMS I has from five to twenty-five subordinates including Park Maintenance Workers I and II, Park Maintenance Assistants, and Park Aides (seasonals).

The record indicates that in the larger areas the PMS I schedules work, authorizes overtime and reassigns personnel as is necessary to meet personnel shortages at a given park within his/her jurisdiction. The PMS I is totally responsible for hiring seasonals and effectively recommends as to the hiring of permanent employees. The PMS I also has authority to adjust grievances.

In the smaller areas the PMS I, using independent judgment, schedules work, lays out assignments, inspects work and authorizes overtime. The PMS I initiates punitive action and effectively recommends as to the severity of such action. As in the larger areas, the PMS I in the smaller areas has total



discretion as to the hiring of seasonals and effectively recommends as to the hiring of permanent employees. Again, as in the larger areas, the PMS I has authority to adjust grievances.

In both the larger and smaller areas, the PMS I rarely does the work of his/her subordinates. The duties of a PMS I may be similar to those of a Park Maintenance Worker II only to the extent that the Park Maintenance Worker II is a lead person and, as such, exercises some supervisory authority.

The record establishes that the PMS I has significant supervisory authority and rarely performs the work of subordinates. Therefore, the PMS I classification is properly excluded from the unit.

#### Warehouse Manager I (PB 23)

The Warehouse Manager I (WM I) classification has 25 positions throughout the State. The WM I manages the smaller State warehouses and oversees a crew of from five to twelve subordinates which may include Materials and Store Supervisors I and II, Warehouse Workers, Truck Drivers, and office personnel.

There is an evidentiary problem in that the GOER asserts that testimony as to the Materials and Stores Supervisor II is equally applicable to the WM I. However, the evidence is contradictory in that it analogizes the WM I's duties to both the Materials and Stores Supervisor II, who is considered to be

a first level supervisor, and the Warehouse Manager II, who is considered to be a third level supervisor. As such, the record fails to establish just what functions the WM I classification actually has in the organizational hierarchy.

Beyond this, the record indicates that the Materials and Stores Supervisor II classification is a split classification. The GOER has failed to restrict its analogy to those Materials and Stores Supervisor II positions which have been stipulated as excluded from the unit. This severely detracts from any evidentiary value that the analogy between the duties of the WM I and the Materials and Stores Supervisor II might have.

In light of the above, we conclude that the GOER has failed to put forth foundationally sound evidence as to the WM I. As such, the GOER has failed to meet its burden of proof and, therefore, the WM I classification is properly included within the unit.

Warehouse Manager I, CF (PB 17)

The Warehouse Manager I, CF (WM I, CF) classification has 58 positions throughout the State. The WM I, CF is responsible for managing warehousing operations in the Department of Corrections and the Youth Authority. The WM I, CF generally oversees a crew of two Materials and Stores Supervisors I, a Warehouse Worker, and one or more wards or inmates.

Initially, there is an evidentiary problem in that the only witness testified that he agreed that his testimony should be

restricted just to his facility, the Northern California Youth Center (NCYC). This agreement was based on the fact that NCYC's warehousing operation is set up with one central warehouse and two other warehouses for each of the three institutions within the facility; no other facility in the Youth Authority has this type of an arrangement. In light of the agreed-upon restriction and the uniqueness of the NCYC warehousing operation, we cannot accept this witness' testimony as being applicable to any WM I, CF positions in other facilities in the Youth Authority and the Department of Corrections.

As to the issue of the supervisory authority of the testifying witness, there is evidence as to a number of supervisory functions. The WM I, CF assigns and directs work. The WM I inspects work and takes steps to see that safety violations are immediately corrected. The WM I, CF interviews and selects who is to be hired and has exercised this prerogative frequently throughout his tenure as a WM I, CF. The WM I, CF does the work of subordinates only about 5 percent of the time over a year.

In light of the above, the Board has decided to split the WM I, CF classification. The record establishes that the WM I, CF position of the testifying witness at NCYC has significant supervisory authority and does not perform duties substantially similar to those of his/her subordinates. As such, that one

WM I, CF position is properly excluded from the unit. However, because the GOER failed to present evidence which is generally applicable to other positions in the classification, all other positions in the WM I, CF classification are properly included within the unit.

Hydroelectric Plant Mechanical Supervisor (PL 30)

The Hydroelectric Plant Mechanical Supervisor (HPMS) classification has six positions throughout the State. The HPMS is responsible for the mechanical maintenance and repair of the equipment in the State hydroelectric generating or pumping plants. The HPMS has approximately 11 subordinates including Hydroelectric Plant Mechanics I and II, and apprentices. Two of these subordinates are lead persons.

The record indicates that the HPMS authorizes extended shifts. Also, on occasion the HPMS has effectively recommended the denial of a merit salary increase. The HPMS decides whether subordinates are to be periodically rotated between plants. In hiring, the HPMS is the prime interviewer and effectively recommends as to the ultimate candidate selected. The record indicates that the HPMS never does the work of his/her subordinates.

The record establishes that the HPMS has significant supervisory authority and does not perform duties substantially similar to those of his/her subordinates. Therefore, the HPMS classification is properly excluded from the unit.

### Hydroelectric Plant Electrical Supervisor (PL 20)

The Hydroelectric Plant Electrical Supervisor (HPES) classification has six positions throughout the State. The HPES is responsible for the installation, maintenance, and repair of electrical equipment in the State's hydroelectric generating or pumping plants. The HPES has approximately 13 subordinates including Hydroelectric Plant Electricians I and II, apprentices, Electrical-Mechanical Technicians II and III, and Control System Technicians II and III. Approximately four of the subordinates are lead persons.

The record indicates that the HPES assigns and reassigns the work of his/her subordinates depending on the priority of the work involved and the workload demands of a given section under his/her supervision. The HPES schedules overtime based on a lead person's determination of the need for it. On complex projects the HPES personally inspects the work. The HPES effectively recommends as to discipline and as to the retention of probationary employees. The HPES interviews candidates and effectively recommends as to hiring and promotion on a regular basis.

The HPES does not ever do the work of his/her subordinates.

Based on the record, the Board finds that the HPES has significant supervisory authority and does not perform duties substantially similar to those of his/her subordinates. Therefore, the HPES is properly excluded from the unit.

Automotive Equipment Operator II (PJ 40)

The Automotive Equipment Operator II (AEO II) classification has 12 positions throughout the State. The AEO II oversees motor pool operations at garage facilities located in the nine State Hospitals. The AEO II has approximately 19 subordinates all of whom are Automotive Equipment Operators I.

While the GOER alleges a number of supervisory duties in the AEO II, an arguable case is made only as to hiring, assignment, and direction of work. The evidence is that an AEO II's recommendation is given great weight in hiring. However, great weight does not necessarily connote effective recommendation and, coupled with the fact that the testifying witness had no direct knowledge of the hiring process as it has operated since a recent departmental reorganization or of the role of the AEO II's supervisor, the Automotive Pool Manager I, in that process, we do not find that GOER has established this as a supervisory function.

As to assignment and direction of work, monthly assignments are made, based upon transportation needs as determined by a transportation committee which is chaired by the Automotive Pool Manager I. At best, it can be inferred that the AEO II serves as a dispatcher following the directives of the transportation committee. As most work assignments are routine and do not vary, we do not find that the AEO II exercises the

requisite independent judgment to establish the assignment of work as a supervisory function.

In light of the above, the Board concludes that the GOER has failed to carry its burden of proof as to the supervisory authority of the AEO II. Therefore, the AEO II classification is properly included within the unit.

Maintenance Supervisor I, Water Resources (PD 30)

The Maintenance Supervisor I, Water Resources (MS I, WR) classification has 28 positions throughout the State. The MS I, WR is responsible for overseeing from five to eight subordinates in the maintenance of State water and flood control projects.<sup>42</sup> These subordinates may include Maintenance Workers I, II, and III, Water Resources. The Maintenance Worker III is a lead worker.

The record indicates that the MS I, WR initiates punitive action, and recommendations as to the severity of the penalty imposed have been supported by the department. The MS I, WR makes daily work assignments. In training new employees, the MS I, WR assigns the most experienced subordinates to instruct them in given job skills. Also, the MS I, WR rotates the job

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<sup>42</sup>During extreme flood emergencies when the assistance of other departments is required, the MS I, WR coordinates the activities of up to 400 personnel, most of whom are inmates and wards from the Department of Corrections and the Youth Authority.

assignments of new employees to familiarize them with all the various job skills required.

The record indicates that the MS I, WR does not do any hands-on work as do his/her subordinates.

The record also contains rebuttal testimony that, if accepted, would to some extent negate the above evidence as to supervisory functions and substantial similarity in duties. However, this rebuttal evidence is greatly weakened by the fact that the testifying witness was working under a severe staff shortage,<sup>43</sup> which is atypical of the classification. As such, the Board finds that the rebuttal testimony is of little probative value as to the usual duties of the classification as a whole or as a basis upon which the classification might be split.

In light of the above, the Board finds that the MS I, WR does have significant supervisory authority and does not perform duties which are substantially similar to those of his/her subordinates. Therefore, the MS I, WR classification is properly excluded from the unit.

Forestry Equipment Manager I (QM 80)

The Forestry Equipment Manager I (FEM I) classification has 22 positions throughout the State. The FEM I is responsible

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<sup>43</sup>The witness testified that he was working with a four-person crew and that at full strength he would have an eleven-person crew.



for all automotive and certain stationary equipment within his/her jurisdiction. The FEM I oversees a crew of between four to eight subordinates including Heavy Equipment Mechanics, Heavy Fire Equipment Operators, CETA workers, and, generally, one Fire Captain.

The record indicates that the FEM I assigns and schedules work and overtime based on what he/she feels to be the level of priority for a given job. The FEM I inspects work to ensure that it meets both departmental and his/her personal standards. Also, the FEM I effectively recommends as to hiring.

The record indicates that the FEM I performs hands-on work from 5 to 15 percent of the time.

In light of the above, we find that the FEM I has significant supervisory authority. The fact that the FEM I may occasionally perform rank and file duties does not amount to the FEM I performing duties substantially similar to subordinates. Therefore, the FEM I classification is properly excluded from the unit.

## UNIT 13 - ENGINEERS

### Chief Engineer I - CF (QC 25) [14 positions]

The organizational structure and the difference in the duties and obligations of the Chief Engineer I in the correctional facilities (CE I - CF) has required, in the past, a separate classification for the CE I - CF (Schematic Code QC 25), separating them from the other CE I (QC 20). In the correctional facilities, the CE I supervises Plumbers, Stationary Engineer Supervisors, Mechanics, and Building Maintenance Workers. The Stationary Engineers I and II, and the Boiler Room Tenders report to the CE I through the Stationary Engineer Supervisor.

The record indicates that the CE I - CF has the authority to reprimand or admonish a subordinate. A CE I - CF may take punitive action against an employee or recommend suspension. He/she is the first step in the grievance procedure of those employees in his line of authority.

The record indicates that the CE I - CF's duties do not include work substantially similar to that of his/her subordinates.

We hold that the CE I - CF is properly excluded from the unit.

### Stationary Engineer Supervisor (QC 35) [19 positions]

The Stationary Engineer Supervisor (SES) works with approximately four (4) Stationary Engineers I. The appointing

power over the SES is the Building Manager. Nearly all supervisory functions are performed at a level above the position of SES.

There is a preventative maintenance schedule which indicates equipment to be checked and serviced on a set schedule. Needed repairs are assigned by the SES to engineers in their specialty. The record indicates that these are both routine and clerical functions.

The SES does have additional clerical responsibilities, such as ordering spare parts, preparing the watch schedule, preparing and reviewing the log maintained by the SES and the other engineers.

The watch is maintained around the clock, seven days a week. Responsibility for the watch is divided equally between the SES and the Stationary Engineers I. The SES generally takes one watch a week and then four to eight weeks out of the year he/she takes a whole week's watch to fill in for someone on vacation. When the SES is not on watch, he/she works with the other engineers on the repair and maintenance of equipment.

We conclude from the record that the SES does not perform significant supervisory tasks and he/she essentially performs work substantially similar to that of the other engineers. We hold the SES position is properly included in the unit.

Stationary Engineer Supervisor (CF)--California Youth Authority  
(QC 36)

Stationary Engineer Supervisor, California Youth Authority (SES)-CYA is a single position at one of the correctional facilities. The testimony of the SES in that position indicates that he has little supervisory capacity. He cannot order someone to come in to take a shift left open when a boiler tender calls in sick and, additionally, may end up taking the shift himself. He has no authority in the grievance procedure. The SES cannot initiate even unofficial reprimands. Job assignments are automatically allocated to the engineers according to the area of the plant previously assigned to them. Paperwork done by the SES is generally reviewed and signed by his immediate supervisor or above. Ordering parts and the preparation of work orders are both approved by the Chief Engineer II.

The SES spends 20 percent or more of his time doing the work of his subordinates. He spends the rest of his time doing administrative paperwork and checking the other engineers to see if they are doing the job assigned and assisting them when necessary.

We conclude from the record that the SES, in this function, does not exercise significant independent judgment or perform enumerated supervisory tasks to be excluded as a supervisor. We, therefore, hold this position is included in the unit.

## UNIT 15 - CUSTODIAL AND SERVICES

The parties stipulated to facts supporting the exclusion of the classifications set forth in Appendix B. The Board accepts the stipulations of the parties and holds those classifications to be properly excluded from the unit.

The classifications which remained in dispute are:

<u>Job Description</u>	<u>Schematic Code</u>	<u>Class Code</u>
Janitor Supervisor III	DC 10	2001
Janitor Supervisor III (CF)	DC 15	2000
Janitor Supervisor II	DC 20	2002
Janitor Supervisor II (CF)	DC 25	2004
Janitor Supervisor I	DC 30	2203
Supervising Housekeeper I	DD 10	2040
Window Cleaner Supervisor	DD 30	2036
Laundry Supervisor II (CF)	DG 25	2111
Laundry Supervisor I	DG 30	2113
Laundry Supervisor I (CF)	DG 35	2114
Supervising Cook II (CF)	DJ 15	2182
Supervising Cook I	DJ 20	2181
Supervising Cook I (CF)	DJ 25	2183
Food Services Supervisor I	DK 40	2258

### Janitor Supervisor III (DC 10)

The classification of Janitor Supervisor III (JS III) oversees the work of seven to eight Janitor Supervisors II (JS II) or Janitor Supervisors I (JS I) who are responsible for crews which clean five to six buildings. The JS III has significant independent authority with regard to assignment and direction of work. The JS III can assign janitors anywhere within his/her area of authority to accommodate for vacant positions due to sickness or other absences, and can transfer

janitors who are dissatisfied with their job assignments or co-workers. He/she effectively recommends the use of overtime, budget permitting.

The JS III is responsible for conducting the interviews of candidates for the position of janitor and effectively recommends which applicant will be hired. More importantly, the JS III participates in the grievance resolution process in a meaningful way. Although there is contradictory testimony on this point, the record as a whole supports the fact that the JS III is the first step in the written grievance procedure and has authority to settle such grievances. He/she also has the authority to effectively recommend promotions.

The JS III does not perform duties which are substantially similar to those of either the JS II or JS I. Based on his significant responsibilities in the areas of assignment of work, hiring, grievance resolution and disciplinary action, and lack of substantially similar duties, this classification is found to be supervisory and excluded from the unit.

Janitor Supervisor III (CF) (DC 15) [1 position]

There is no evidence in the record concerning the classification of Janitor Supervisor III (Correctional Facility). The Governor's Office of Employee Relations (GOER) refers, in its brief, to the class specification concerning this classification which was admitted into evidence during the

Phase I proceedings. This evidence is insufficient to carry the GOER's burden, as section 3522.1 clearly states in pertinent part:

"Supervisory Employee" means any individual, regardless of the job description or title, having the authority, in the interest of the employer, to hire, transfer . . . .  
(Emphasis added).

In addition, GOER admits in its brief that "[t]he position in this class is not classified properly and should be rank-and-file". This classification is, therefore, included in Unit 15.

Janitor Supervisor II (DC 20) [73 positions]

The classification of Janitor Supervisor II (JS II) oversees the work of two to twenty janitors although, in some locations, he/she oversees the work of Janitor Supervisors I. The daily work of this classification generally involves approximately three hours of paperwork and five hours of inspecting the work of his/her subordinates. These inspections seem to be routine in nature. The janitor's work schedules are prepared from information gathered by the JS II, but he/she has no input in preparation of the schedules. Even overtime cannot be independently scheduled by the JS II, it must be requested from his/her superior.

The JS II does not adjust grievances. In most settings, the JS II is not involved in either the interviewing or

hiring of a new janitor. The JS II does write counseling memoranda, but there is no evidence in the record to indicate that he has the independent authority to directly or effectively recommend discipline of his subordinates. This classification does not exercise the requisite independent authority to make it supervisory. The JSs II are to be included in the unit.

Janitor Supervisor II (CF) (DC 25) [2 positions]

The classification of Janitor Supervisor II (Correctional Facility (JS II - CF) oversees the work of eight janitors and four wards. He/she interviews candidates for the position of janitor and decides who will be hired. He/she assigns, inspects, and directs the work of his subordinates including the assignment of overtime work and the development of subordinates' work standards. The JS II - CF performs duties substantially similar to those of his/her subordinates only in emergencies which was estimated as 5 percent of the time. Based on the significant independent authority exercised in the area of direction and assignment of work and hiring, combined with the lack of duties which are substantially similar to his/her subordinates, the Board finds the JS II - CF to be supervisory and excluded from the unit.



Janitor Supervisor I (DC 30) [146 positions]

The classification of Janitor Supervisor I (JS I) oversees the work of one to five janitors. In general, the daily work of a JS I involves three hours of paperwork and five hours of inspecting the work of the janitors. The inspections appear to be routine in nature. The JS I does participate in gathering information for the preparation of the general work schedule, but has no input in the development of the schedule. Even overtime must be requested from a superior.

The JS I can handle only incidental problems among his/her subordinates with the formal grievances being handled by a superior. Punitive action cannot be independently administered by the JS I, but must be requested from a superior. In most settings, the JS I is not involved in either the interviewing or hiring of a new janitor. Depending on the location, the JS I performs duties substantially similar to those of his subordinates from 10 to approximately 80 percent of the time. This classification does not exercise the independent authority necessary to perform supervisors' duties required by the statute. In addition, the JS I performs considerable amounts of hands-on work. Accordingly, the JSs I are not supervisors and are to be included in the unit.

Supervising Housekeeper I (DD 10) [6 positions]

The classification of Supervising Housekeeper I (SH I) exists only at the Sonoma State Hospital. SH Is oversee a crew

of three janitors, and one to two hospital workers or housekeepers. The SH I prepares the reports on probationary employees and has the authority to effectively recommend that probationary employees be released. The SH I sits in on the hiring interview of applicants for positions on the crew and has the power to finally select which applicant is actually hired. He/she also effectively recommends the assignment of overtime and makes other work assignments.

The SH I performs duties substantially similar to those of subordinates approximately 10 to 20 percent of the time. This is done in the course of training, relief, overtime work, or some special task.

The Board finds the SH I's significant responsibilities in the area of assignment and direction of work, discipline of probationary employees, and hiring, outweighs the performance of his/her subordinates' work. Consequently, this classification is supervisory and is to be excluded from the unit.

Window Cleaner Supervisor (DD 30) [3 positions]

The Window Cleaner Supervisor (WCS) oversees the work of up to seven window cleaners. He/she is responsible for the direction and assignment of work to the window cleaners and, to this end, prepares the master work schedule encompassing all the State buildings in a given area. The WCS has the authority to independently change work assignments based on lack of

equipment, special needs of a department, or worker ability. In addition, the WCS prepares the work standards for the window cleaners based on his experience. He/she also effectively recommends the use of overtime.

The WCS is responsible for conducting the interview of applicants for the position of window cleaner in conjunction with the Building Manager. The WCS conducts the physical testing of these applicants as well. He/she then effectively recommends the candidate to be hired.

The WCS only performs the work of his subordinates in emergencies, or as part of a demonstration for the training of new employees.

The Board finds the significant independent authority in the area of direction and assignment of work, plus his/her ability to effectively recommend hires, outweighs the limited time spent in performing duties substantially similar to his/her subordinates. We find the WCS to be supervisory and excluded from the unit.

Laundry Supervisor I (CF) (DG 35) [6 positions]

This is a split classification with only the three positions of Laundry Supervisor I (LS I - CF) in the Youth Authority being in dispute. This classification oversees the work of four finishers, six laundry workers, and fifteen to twenty wards. The LS I - CF, assigns and directs work,

establishes the work standards, prepares the work schedules, and makes schedule changes without approval from his/her superior. He/she effectively recommends the use of overtime. The LS I interviews candidates for employment and effectively recommends which applicant will be hired. He/she performs the work of subordinates only in emergencies, such as staff shortages or machine breakdowns. Based on the significant responsibility in the areas of direction and assignment of work, as well as hiring, and lack of performance of duties substantially similar to his/her subordinates, the Board finds the LS I - CF supervisory and excluded from the unit.

Laundry Supervisor II (CF) (DG 25) [9 positions]

This is a split classification with only the two positions of Laundry Supervisor II - Correctional Facility (LS II - CF) employed by the Youth Authority being in dispute. The LS II - CF assigns and directs the work of the Laundry Supervisor I - CF and the seamer. He/she establishes the hours of work and authorizes overtime for them and, upon the request of the LS I - CF, will do so for the rank-and-file crew. He/she also effectively recommends promotions and hiring. The LS II - CF performs duties substantially similar to those of his subordinates only in cases of emergencies. The Board finds the ability to hire and assign and direct work outweighs the

limited time spent doing subordinates' work. Accordingly, the LS II - CF is supervisory and excluded from the unit.

Supervising Cook I (DJ 20) [52 positions]

The Supervising Cook I (SC I) oversees approximately ten employees consisting of Cooks I and II, and Food Service Workers I and II. This classification has limited responsibility with regard to assignment of work. As the record indicates, adjustment of work schedules by the SC I are done only to accommodate for absences. With respect to grievances, the SC I has the authority to mediate only minor disagreements. An SC I's role in disciplinary matters is also very limited, in that his/her recommendations for disciplinary action may be moderated by his/her superior. There is contradictory testimony regarding the degree to which the SC I is involved in the hiring process. At best, the SC I participates by sitting on a panel with no greater weight accorded his/her recommendations than the recommendations of the other panel members.

The amount of time the SC I spends doing the work of his subordinates is also in dispute. The Board finds that the amount of time spent cooking meals is substantial. This factor, coupled with the lack of authority in the areas

described above, requires the Board to find this classification nonsupervisory and, thus, included in the unit.

Food Service Supervisor I (DK 40) [67 positions]

The Food Service Supervisor I (FSS I) oversees approximately 30 Food Service Workers I and II. This classification has limited responsibility with respect to the assignment of work. The record indicates, for example, the FSS I can authorize overtime, but must obtain permission from the Food Administrator (FA). A FSS I does sit on the qualifications appraisal panel along with the Food Service Supervisor II (FSS II) and an affirmative action administrator. However, the FSS II selects which FSS I will serve on the panel. The FSS I has very restricted responsibility in the area of grievance resolution. He can resolve incidental problems between employees, but cannot settle grievances which deal with hospital or departmental policy. Authority to adjust grievances rests with the supervisor two steps above the FSS I. In the area of discipline, the FSS I must consult with his/her supervisor, the FSS II, before he/she can even issue a counseling memorandum. There is contradictory testimony regarding the amount of time the FSS I spends performing the duties of his/her subordinates. The Board finds the amount of time to be substantial. This factor, coupled with lack of authority in the areas described above, requires the Board to find this classification nonsupervisory and, thus, included in the unit.

## UNIT 20 - MEDICAL AND SOCIAL SERVICE SUPPORT

At issue in Unit 20 is whether the Foster Grandparent/Senior Companion (Foster Grandparent) is an employee as defined within section 3513(c).

California State Employees Association (CSEA) initially argues that our decision in SEERA Phase II, PERB Decision No. 110-S, 11/7/79, which listed the Foster Grandparent within the unit, is dispositive. Further, that any removal of a class from a unit would have to wait until rules for unit modifications are formulated. We disagree with this interpretation as it negates the very purpose of Phase III. That purpose, as stated in our Phase II decision, is to be a supplemental decision in which persons are determined to be confidential, managerial, supervisory, or persons otherwise excluded from coverage of the Act by section 3513(c). (See PERB Decision No. 110-S, 11/7/79, at p. 61.)

The Foster Grandparents Program is funded jointly by the Federal and State Governments. The program involves older individuals (60 years of age minimum) below the poverty line, who are outside the workforce, and allows them to aid individuals in State hospitals.

Foster Grandparents are involved in the program up to 19-1/2 hours a week and receive a tax-free stipend of \$2.00 an hour. They do not participate in the State Retirement Program nor in State health insurance programs, most being on

Medicare. Further, the amount of the stipend is set by the United States Congress, as are the admission requirements. Any amount above the stipend is taxable and could affect an individual's eligibility for the program. Also, Foster Grandparents receive benefits that differ greatly from State employees, e.g., recognition dinners, plaques, certificates, and a daily travel expense.

In light of the above we find that a Foster Grandparent is more aptly described as a volunteer than as an employee and should be excluded from coverage under the Act.

#### ORDER

Based on the record produced in Phase III of the unit determination hearings pursuant to the State Employer-Employee Relations Act concerning whether certain employees or classifications are to be excluded from representation units as managerial, supervisory, or confidential, or for other reasons provided by law, and on the foregoing decision, the Public Employment Relations Board hereby ORDERS that:

(1) Those employees and employee classifications listed in Appendix A hereto, are excluded from representation units for the reasons stated in the foregoing decision;

(2) Those employees in classifications stipulated by the parties to be properly excluded from representation units for the reasons stated therein, such stipulations being supported by the factual record, and listed in Appendix B hereto, are



hereby excluded from representation units for those said reasons;

(3) It is further ordered that the Public Employment Relations Board retain its jurisdiction over the matters raised in Phase III hearings for the purpose of finally resolving the following issues:

(a) Whether certain classifications or positions claimed to be managerial, supervisory, confidential or otherwise excluded by law, and listed in Appendix C hereto, are to be excluded from representation units. Employees in said classifications and positions shall be entitled to vote in the representation elections to be held by the executive director, but their ballots shall be impounded and remained unopened until their eligibility to participate in representation units is finally determined by this Board;

(b) Whether certain classifications claimed to be covered by the parties' stipulations as listed in Appendix D hereto, are to be excluded from representation units, provided that the parties shall file perfected stipulations with this Board by not later than January 31, 1981;

(c) Whether certain positions claimed to be excluded from participation in representation units and listed in Appendix E hereto are to be excluded, provided that the parties shall file perfected stipulations covering said positions prior to the date set for applicable representation elections.

(4) It is further ORDERED that all exclusions claimed to be required because the disputed employees are not State employees as defined by the State Employer-Employee Relations Act, are remanded to the Chief Administrative Law Judge for such action as he deems necessary consistent with this decision; (See Appendix F)

(5) It is further ORDERED that the executive director shall conduct representation elections in accordance with this DECISION and with the Order of this Board dated December 31, 1980.

PER CURIAM

APPENDIX A  
BOARD DETERMINED EXCLUSIONS

Unit 2

Senior Referee: Unemployment Insurance Appeals Board	(OX 20)
Referee in Charge: Workers' Compensation Appeals Board	(OY 15)
Assistant Chief Examiner: Public Utilities Commission	(OX 50)

Unit 6

Correctional Sergeant	(WY 40)
Correctional Program Supervisor II	(WX 90)
Senior Group Supervisor	(WU 80)
Senior Youth Counselor	(WU 60)

Unit 7

Hospital Peace Officer II	(VC 45)
State Police Sergeants	(VC 30)
This is a split classification; only Protective Service Sergeants are excluded.	
State Police Lieutenant	(VC 20)

Unit 8

The following three classifications are split; only those with subordinates are excluded:

State Forest Ranger I	(BX 70)
State Forest Ranger II	(BX 40)
State Forest Ranger III	(BX 30)

Unit 8 (Cont.)

The following classifications are excluded in their entirety:

State Forest Ranger IV	(BX 20)
Forester III	(BY 60)
Senior Air Operations Officer	(BX 75)
Assistant Deputy State Forester	(BW 90)
Deputy State Forester	(BW 80)

Unit 12

Automotive Pool Attendant III	(QN 40)
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This is a split classification; only those who are located in San Francisco, Los Angeles, and Sacramento are excluded.

Automotive Pool Manager I	(QN 50)
Forestry Equipment Manager I	(QM 80)
Highway Bridge Maintenance Supervisor I	(PF 60)
Highway Mechanic Supervisor I	(QJ 60)
Hydroelectric Plant Electrical Supervisor	(PL 20)
Hydroelectric Plant Mechanical Supervisor	(PL 30)
Maintenance Supervisor I, Water Resources	(PD 30)
Park Maintenance Supervisor I	(QG 80)
Supervising Telecommunications Technician	(QO 70)
Toll Bridge Electrician Supervisor	(PS 80)

This is a split classification; only those positions at the Oakland-San Francisco Bay Bridge are excluded.

Warehouse Manager I, Correctional Facility	(PB 17)
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This is a split classification; only the position at the Northern California Youth Center, California Youth Authority is excluded.

Unit 13

Chief Engineer I, Correctional Facility (QC 25)

Unit 15

Janitor Supervisor III (DC 10)

Janitor Supervisor II, Correctional Facility (DC 25)

Supervising Housekeeper I (DD 10)

Window Cleaner Supervisor (DD 30)

For the following two classifications, only those positions in the California Youth Authority are excluded:

Laundry Supervisor I, Correctional Facility (DG 35)

Laundry Supervisor II, Correctional Facility (DG 25)

Unit 20

Foster Grandparent Senior Companion (WN 48)

PROTECTIVE SERVICES AND PUBLIC SAFETY UNIT 7  
Excluded Employees in Split Classifications  
List C

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
VO40	8776	Deputy Real Estate Commissioner III	Smith, Larry W.
VO40	8776	Deputy Real Estate Commissioner III	Aasland, Duane A.
VO40	8776	Deputy Real Estate Commissioner III	Ludeman, Betty R.
VO40	8776	Deputy Real Estate Commissioner III	Goodwin, John H.
VO40	8776	Deputy Real Estate Commissioner III	Guthrie, Daniel J.
VO40	8776	Deputy Real Estate Commissioner III	Kewley, William D.
VO40	8776	Deputy Real Estate Commissioner III	Arnold, Robert C.
VO40	8776	Deputy Real Estate Commissioner III	Dunow, Thomas C.
VO40	8776	Deputy Real Estate Commissioner III	Neufeld, Eugene B.
VO40	8776	Deputy Real Estate Commissioner III	McAdoo, Richard H.
VO40	8776	Deputy Real Estate Commissioner III	Kamps, John C.
VO40	8776	Deputy Real Estate Commissioner III	Austin, Eual J.
VO40	8776	Deputy Real Estate Commissioner III	Katzman, Linda R.
VO30	8773	Deputy Real Estate Commissioner IV	Hellan, Franklin
VO30	8773	Deputy Real Estate Commissioner IV	Peatsman, Leighton J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
V030	8773	Deputy Real Estate Commissioner IV	Ranger, Richard E.
V030	8773	Deputy Real Estate Commissioner IV	Markey, E.

FIREFIGHTER UNIT #8  
Excluded Supervisory Employees In Split Classification  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
BY70	1042	Forester II	Wert, Steven L.
BY70	1042	Forester II	Goddard, Frank H.
BY70	1042	Forester II	Ritchey, John R.
BY70	1042	Forester II	Land, Henry C.
BY70	1042	Forester II	Eden, Cecil J.
BY70	1042	Forester II	Krelle, William D.
BY70	1042	Forester II	Hartzell, Lahman E.
BY70	1042	Forester II	Dulitz, David J.
BY70	1042	Forester II	McNamara, David T.
BY70	1042	Forester II	Griffen, John R.



PROFESSIONAL ENGINEER UNIT 9  
Excluded Supervisory/Managerial/Confidential Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
GA85	3014	Supervising Boundary Determination Officer
GA90	3019	Senior Boundary Determination Officer
GE10	3060	Chief, Division of Resource Conservation, CEA
GE80	3062	Supervising Land and Water Use Analyst
GH10	3115	Supervising Engineer--Civil Section--Office of Architecture and Construction
GH20	3133	Supervising Civil Engineer, Resources Agency
GH30	3120	Senior Civil Engineer
GJ10	3140	State Highway Engineer, CEA
GJ40	3146	Assistant State Transportation Engineer, CALTRANS, CEA
GJ50	3152	Principal Transportation Engineer, CALTRANS
GJ60	3155	Supervising Transportation Engineer, CALTRANS
GK10	3156	Supervising Highway Electrical Engineer
GL30	3183	Principal Bridge Engineer
GL40	3184	Supervising Bridge Engineer
GM40	3198	Senior Bridge Mechanical and Electrical Engineer

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
GM70	3201	Bridge Architectural Senior
GN20	3206	Division Engineer, Water Resources, CEA
GN70	3219	Chief, Construction Branch, Department of Water Resources
G020	3255	Principal Engineer, Water Resources
G030	3258	Supervising Engineer Water Resources
G060	3254	Principal Hydraulic Engineer
G070	3257	Supervising Hydraulic Engineer
GQ10	3276	Staff Soils Engineer, Water Resources
GQ30	3282	Staff Hydro-Mechanical Engineer
GQ50	3415	Staff Chemical Engineer, Department of Water Resources
GQ70	3287	Chief Specification Writer, Water Resources
GQ80	3289	Senior Specification Writer Hydraulic Structures
GR10	3278	Senior Corrosion Engineer
GT20	3301	Chief Cost Estimator Water Resources
GT30	3302	Senior Cost Estimator, Water Resources
GV10	3328	Chief Structural Engineer
GV20	3330	Principal Structural Engineer

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
GV30	3331	Supervising Structural Engineer
GV40	3332	District Structural Engineer
GW50	3370	Engineering Plan--Check Manager, Department of Housing and Community Development
GX10	3374	Supervising Materials and Research Engineer
GX20	3375	Senior Materials and Research Engineer
GX55	3412	Senior Electronics Engineer
GY30	3391	Supervising Engineer Equipment and Materials Section
GY40	3392	Supervisor of Equipment and Materials Inspection Hydraulic Structures
GY56	3393	Senior Quality Control Engineer
GZ10	3400	Senior Chemical Testing Engineer
GZ50	3411	Supervisor Chemical Testing Section Hydraulic Laboratory
HA10	3444	Principal Construction Engineer, Water Resources
HA20	3445	Supervising Construction Engineer, Water Resources
HA70	3450	Construction Management Engineer
HA80	3451	Construction Management Supervisor
HB10	3455	Supervising Electrical Construction Engineer, Water Resources

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HC30	3426	Assistant Executive Secretary Districts Securities Commission
HC40	3428	Senior Engineering Registration Examiner
HC45	3429	Senior Subsidence Engineer, State Lands Division
HC93	3131	Supervisor, Waste Water Treatment Training Center
HD20	3496	Assistant Chief Utilities Division, Public Utilities Commission
HD50	3503	Principal Utilities Engineer, Public Utilities Commission
HD60	3504	Supervising Utilities Engineer
HF20	3533	Assistant Chief Transportation Division, Public Utilities Commission
HF30	4512	Principal Transportation Division, Public Utilities Commission
HF40	3536	Supervising Transportation Engineer, Public Utilities Commission
HF80	3537	Supervising Engineer, Transportation Studies
HF90	3538	Senior Engineer, Transportation Studies
HH10	3560	Principal Mechanical and Electrical Engineer Hydraulic Structures
HH20	3561	Supervising Mechanical Engineer Hydraulic Structures

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HH50	3570	Principal Engineer, Office of Architecture and Construction
HH55	3571	Program Manager, Projects, Contracts and Services
HH60	3578	Supervising Mechanical Engineer
HJ20	3599	Supervising Electrical Engineer
HJ80	3608	Supervising Electrical Engineer Hydraulic Structures
HJ90	3610	Senior Electrical Engineer Hydraulic Structures
HK67	3636	Supervising Telecommunications Engineer
HK75	3637	Senior Telecommunications Engineer
HM10	3633	Supervising Equipment Engineer
HM70	3634	Equipment Management Supervisor
HN05	3606	Chief Automotive Equipment Standards Section
HN10	3650	Senior Automotive Equipment Standards Engineer
HO10	3666	Supervising Electric Utilities Engineer
HO40	3667	Principal Electric Utilities Engineer
HQ05	3682	Principal Power Operations and Maintenance Engineer
HQ10	3683	Supervising Power Operations and Maintenance Engineer
HQ35	3686	Supervising Control System Engineer

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HQ40	3658	Senior Control System Engineer
HQ65	3630	Senior Electrical Mechanical Testing Engineer
HT10	3746	Chief Engineering Geologist, Department of Water Resources
HT30	3748	Supervising Engineering Geologist
HU10	3763	Manager Long Beach Operations
HU20	3764	Assistant Manager Long Beach Operations
HU30	3765	Chief Reservoir Engineer State Lands Division
HU40	3766	Petroleum Reservoir Engineer State Lands
HU90	3777	Supervising Oil and Gas Engineer
HV45	3773	Chief Petroleum Engineer
HV60	3793	Supervising Mineral Resources Engineer
HV70	3794	Senior Mineral Resources Engineer
HW40	3776	Petroleum Drilling Engineer
HY20	3795	Supervising Waste Management Engineer
HY25	3816	Plans and Programs Adviser, Solid Waste Management Board
HY27	5914	Assistant Chief, Hazardous Materials Management Section

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HY28	5915	Chief, Hazardous Materials Management Section
HY30	3819	Chief, Sanitary Engineering Section
HY40	3820	Assistant Chief, Sanitary Engineering Section
HY50	3821	Supervising Sanitary Engineer
HY60	3822	Senior Sanitary Engineer
IA16	5800	Chief, Mobile Source Control Division, Air Resources Board
IA17	5884	Chief, Haagen-Smit Laboratory Division, Air Resources Board
IA20	3874	Chief, Technical Services Division, Air Resources Board
IA25	3857	Coordinating Engineer Air Sanitation Unit
IA30	3861	Supervising Air Sanitation Engineer
IA75	3739	Supervising Air Resources Engineer
IA77	3738	Senior Air Resources Engineer
IA90	3807	Supervising Motor Vehicle Pollution Control Engineer
IB10	3808	Senior Motor Vehicle Pollution Control Engineer
IB30	3810	Staff Electronics and Instrumentation Engineer
IB40	3811	Supervising Air Pollution Research Specialist

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
IB60	3814	Supervising Air Pollution Control Physicist
IB68	3888	Supervising Air Pollution Specialist
IB70	3804	Senior Air Pollution Specialist
ID40	3849	Supervising Water Resource Control Engineer
ID70	3110	Supervising Water Quality Engineer
IE10	3870	Assistant Chief, Division of Industrial Safety
IE15	3871	Regional Manager, Division of Industrial Safety
IE35	3908	Principal Safety Engineer--Staff Services
IE40	3877	Principal Safety Engineer--Electrical
IE80	3881	Principal Safety Engineer--Elevators
IF10	3883	Principal Safety Engineer--Pressure Vessels
IF45	3893	District Manager Division of Industrial Safety
IF50	3894	Senior Safety Engineer--Elevators
IF85	3902	Principal Safety Engineer--Construction
IG20	3903	Senior Safety Engineer--Pressure Vessels
IG40	3885	Principal Safety Engineer--Mineral Industries Mining and Tunneling
IG45	3905	Senior Safety Engineer--Mining and Tunneling



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
IG55	3911	Principal Safety Engineer--Industrial
IH25	3920	Manager, Rapid Transit Systems Section, Public Utilities Commission
IK20	3951	Architect Specialist, State Capitol Restoration
IK30	3952	Principal Architect
IK40	3958	Supervising Architect
IK70	3988	Supervising Architectural Programmer
IM10	3979	Principal Landscape Architect
IM30	3980	Supervising Landscape Architect
IM35	3111	State Park Design Supervisor
IR50	4120	Supervising Architectural Adviser Bureau of School Planning
IR60	4122	Supervising Health Facilities Construction Advisor
IR70	4123	Senior Health Facilities Construction Advisor
IR74	4124	Senior Architect Facilities Utilization
IS 10	4025	Chief Construction Supervisor
IS30	4028	Construction Supervisor IV
IS40	4029	Construction Supervisor III
KB32	4842	Electric Generation System Specialist II

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
KB33	4843	Electric Generation System Specialist III
KB35	4845	Electric Transmission System Specialist II
KB36	4846	Electric Transmission System Specialist III
KB43	4849	Electric Generation System Program Specialist III
KB46	4862	Electric Transmission System Program Specialist III

PROFESSIONAL ENGINEER UNIT 9  
Split Classifications  
List B  
(Excluded Positions are found in List C)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
GH40	3123	Associate Civil Engineer
GJ70	3161	Senior Transportation Engineer, CALTRANS
GJ80	3167	Associate Transportation Engineer, CALTRANS *Professional Employees Only
GK20	3163	Senior Highway Electrical Engineer
GK30	3166	Associate Highway Electrical Engineer
GL50	3185	Senior Bridge Engineer
GL60	3186	Associate Bridge Engineer
GO40	3261	Senior Engineer, Water Resources
GX30	3379	Associate Materials and Research Engineer
GX60	3377	Associate Electronics Engineer
GZ20	3403	Associate Chemical Testing Engineer
HH30	3562	Senior Mechanical Engineer Hydraulic Structures
HH80	3582	Associate Mechanic Engineer
HM20	3635	Senior Equipment Engineer
HM30	3638	Associate Equipment Engineer

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
H020	3669	Senior Electric Utilities Engineer
HQ20	3684	Senior Power Operations and Maintenance Engineer
HT40	3751	Senior Engineering Geologist
HT50	3754	Associate Engineering Geologist
HV10	3780	Senior Oil and Gas Engineer
HV20	3783	Associate Oil and Gas Engineer
HY15	3790	Senior Waste Management Engineer
ID10	3844	Senior Water Resource Control Engineer
ID65	3109	Senior Water Quality Engineer
IK50	3961	Senior Architect
IM40	3983	Senior Landscape Architect
IM50	3986	Associate Landscape Architect
IR80	4126	Departmental Construction and Maintenance Supervisor
IS50	4030	Construction Supervisor II

PROFESSIONAL ENGINEER UNIT 9  
Positions Excluded as Supervisory/Managerial/Confidential  
List C

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
IR80	4126	Departmental Construction and Maintenance Supervisor	525-044-4126-001	Squyer, Miguel H.
IR80	4126	Departmental Construction and Maintenance Supervisor	473-147-4126-002	Murrill, Lynn B.
IR80	4126	Departmental Construction and Maintenance Supervisor	808-205-4126-005	McNulty, Alfred D.
IK50	3961	Senior Architect	813-009-3961-001	Jang, Harry
IR80	4126	Departmental Construction and Maintenance Supervisor	110-120-4126-001	Guidi, Robert R. Jr.
HT40	3751	Senior Engineering Geologist	538-105-3751-001	Martin, Roger C.
HV10	3780	Senior Oil and Gas Engineer	537-202-3780-005	Huey, Wallace F.
HV10	3780	Senior Oil and Gas Engineer	537-202-3780-009	Curtin, Richard F.
HV10	3780	Senior Oil and Gas Engineer	537-203-3780-007	Hardoin, John L.
HV10	3780	Senior Oil and Gas Engineer	537-204-3780-002	Zulberti, John L.
HV10	3780	Senior Oil and Gas Engineer	537-205-3780-010	Hluza, Albert G. Jr.
HV10	3780	Senior Oil and Gas Engineer	537-206-3780-001	Stockton, A. Douglas
HV10	3780	Senior Oil and Gas Engineer	537-207-3780-004	Hill, Francis L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
HV10	3780	Senior Oil and Gas Engineer	537-208-3780-008	Sullivan, John C.
HV20	3783	Associate Oil and Gas Engineer	537-201-3783-001	Coldsi, Joseph G.
HV20	3783	Associate Oil and Gas Engineer	537-201-3783-014	Guerard, William F. Jr.
HV20	3783	Associate Oil and Gas Engineer	537-202-3783-015	Saede, Verne F.
HV20	3783	Associate Oil and Gas Engineer	537-205-3783-006	Welge, Edwin A.
GH40	3123	Associate Civil Engineer	542-101-3123-001	Howlett, Paul S.
GH40	3123	Associate Civil Engineer	542-501-3123-001	Suwada, John F.
GH40	3123	Associate Civil Engineer	542-601-3123-001	Dpage, Robert A.
IR80	4126	Departmental Construction and Maintenance Supervisor	541-041-4126-001	Everitt, Robert N.
IK50	3961	Senior Architect	549-881-3961-001	Carlson, Earl V. Jr.
IK50	3961	Senior Architect	549-881-3961-003	Meuser, William L.
IR80	4126	Departmental Construction and Maintenance Supervisor	549-873-4126-001	Williams, Edwin A.
IS50	4030	Construction Supervisor II	549-873-4030-002	Simmons, Joseph D.
HY15	3790	Senior Waste Management Engineer	835-301-3790-001	Boss, John F.
HY15	3790	Senior Waste Management Engineer	835-403-3790-002	Polansky, Armand L.
G040	3261	Senior Engineer, Water Resources	840-110-3261-491	Deglow, John R.
G040	3261	Senior Engineer, Water Resources	840-110-3261-492	Davis, Devere J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
G040	3261	Senior Engineer, Water Resources	840-190-3261-501	Stieger, Durand J.
G040	3261	Senior Engineer, Water Resources	840-190-3261-502	Long, Donald R.
G040	3261	Senior Engineer, Water Resources	840-190-3261-503	Rhody, Theodore H.
G040	3261	Senior Engineer, Water Resources	841-240-3261-001	Johnson, Arnold W.
G040	3261	Senior Engineer, Water Resources	841-260-3261-002	Lombard, Frank J.
G040	3261	Senior Engineer, Water Resources	841-311-3261-002	Ishihara, Joey T.
G040	3261	Senior Engineer, Water Resources	841-312-3261-004	Barnes, George W. Jr.
G040	3261	Senior Engineer, Water Resources	841-317-3261-090	Lee, Andrew
G040	3261	Senior Engineer, Water Resources	841-318-3261-591	Fellows, Charles K.
G040	3261	Senior Engineer, Water Resources	841-331-3261-502	Lindholm, Roger R.
G040	3261	Senior Engineer, Water Resources	841-333-3261-590	Kleine, Charles F.
G040	3261	Senior Engineer, Water Resources	841-410-3261-501	Chaimson, J. Frederick
G040	3261	Senior Engineer, Water Resources	841-420-3261-601	Pardee, Jack G.
G040	3261	Senior Engineer, Water Resources	841-440-3261-501	Brown, Alvin J.
G040	3261	Senior Engineer, Water Resources	841-461-3261-501	Greiner, Edward C.
G040	3261	Senior Engineer, Water Resources	841-462-3261-501	Angel, Jacob
G040	3261	Senior Engineer, Water Resources	841-730-3261-005	Jaquith, Jean H.
G040	3261	Senior Engineer, Water Resources	841-730-3261-017	Chan, Herbert H.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
G040	3261	Senior Engineer, Water Resources	841-751-3261-004	Fingado, Robert F.
G040	3261	Senior Engineer, Water Resources	841-751-3261-005	Diler, Anthony
G040	3261	Senior Engineer, Water Resources	842-030-3261-501	Magonigal, Clayton H.
G040	3261	Senior Engineer, Water Resources	842-030-3261-502	Mierke, William B.
G040	3261	Senior Engineer, Water Resources	842-040-3261-501	Transtrum, Lorraine D.
G040	3261	Senior Engineer, Water Resources	842-040-3261-502	Middleton, Robert F. Jr.
G040	3261	Senior Engineer, Water Resources	842-050-3261-501	Mayo, Kenneth B.
G040	3261	Senior Engineer, Water Resources	842-250-3261-590	Cedarholm, J. P.
G040	3261	Senior Engineer, Water Resources	843-110-3261-590	Vaughn, Roy C.
G040	3261	Senior Engineer, Water Resources	843-410-3261-501	Atkinson, Glenn L.
G040	3261	Senior Engineer, Water Resources	843-410-3261-502	Belongie, Eugene A.
G040	3261	Senior Engineer, Water Resources	843-410-3261-503	Eskel, Arnold E.
G040	3261	Senior Engineer, Water Resources	843-410-3261-504	Hammond, William D.
G040	3261	Senior Engineer, Water Resources	843-410-3261-505	Hyde, Herbert C.
G040	3261	Senior Engineer, Water Resources	843-410-3261-506	Koefoed, Kenneth H.
G040	3261	Senior Engineer, Water Resources	843-410-3261-507	Linn, Samuel J. Jr.
G040	3261	Senior Engineer, Water Resources	843-410-3261-509	Stafford, Donn J.
G040	3261	Senior Engineer, Water Resources	843-410-3261-510	Stephens, Malcolm N.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
G040	3261	Senior Engineer, Water Resources	843-410-3261-511	Martfeld, Dale E.
G040	3261	Senior Engineer, Water Resources	843-410-3261-512	Chan, Stephen H.
G040	3261	Senior Engineer, Water Resources	843-410-3261-590	Garber, Harold J.
G040	3261	Senior Engineer, Water Resources	843-820-3261-008	Fitzmorris, George M.
G040	3261	Senior Engineer, Water Resources	843-820-3261-502	Myron, George C.
G040	3261	Senior Engineer, Water Resources	843-830-3261-091	Hall, Leon M.
G040	3261	Senior Engineer, Water Resources	843-830-3261-590	Mauck, Calvin M.
G040	3261	Senior Engineer, Water Resources	844-200-3261-501	Brown, Linton A.
G040	3261	Senior Engineer, Water Resources	844-200-3261-502	Serr, Eugene F.
G040	3261	Senior Engineer, Water Resources	844-200-3261-503	Barnes, Edwin J.
G040	3261	Senior Engineer, Water Resources	844-200-3261-590	Steel, Robert A.
G040	3261	Senior Engineer, Water Resources	846-200-3261-501	Higgins, Harold H.
G040	3261	Senior Engineer, Water Resources	846-200-3261-503	Terry, Walter L.
G040	3261	Senior Engineer, Water Resources	846-200-3261-504	Mitchell, Louis R.
G040	3261	Senior Engineer, Water Resources	846-300-3261-501	Labrie, Edward J.
G040	3261	Senior Engineer, Water Resources	846-300-3261-502	Franson, Russell E.
G040	3261	Senior Engineer, Water Resources	846-800-3261-501	Whisman, Edward E.
G040	3261	Senior Engineer, Water Resources	846-800-3261-503	Deatherage George W.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
G040	3261	Senior Engineer, Water Resources	846-800-3261-504	Lerseth, Richard J.
G040	3261	Senior Engineer, Water Resources	847-300-3261-501	Walker, Douglas L.
G040	3261	Senior Engineer, Water Resources	847-300-3261-502	McIntyre, Victor B.
G040	3261	Senior Engineer, Water Resources	847-400-3261-590	Bluhm, Floyd I.
G040	3261	Senior Engineer, Water Resources	847-600-3261-590	Meffley, Richard W.
G040	3261	Senior Engineer, Water Resources	848-210-3261-501	Hudson, William S.
G040	3261	Senior Engineer, Water Resources	848-210-3261-503	White, Charles R.
G040	3261	Senior Engineer, Water Resources	848-220-3261-501	Mido, Kiyoshi W.
G040	3261	Senior Engineer, Water Resources	848-240-3261-502	Ryono, Takashi
G040	3261	Senior Engineer, Water Resources	848-240-3261-540	Walker, Jack D.
G040	3261	Senior Engineer, Water Resources	848-610-3261-591	Hashimoto, Harry S.
G040	3261	Senior Engineer, Water Resources	848-620-3261-502	Madrid, Carlos
G040	3261	Senior Engineer, Water Resources	848-630-3261-501	Tong, David J.
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-501	Hoffman, A. J.
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-502	Symens, Edwin L.
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-503	Smith, Donald L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-504	Wong, Albert
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-505	Carrillo, John
HH30	3562	Senior Mechanical Engineer Hydraulic Structures	843-440-3562-506	Komoto, Shogo, R.
H020	3669	Senior Electric Utilities Engineer	841-210-3669-001	Johnson, Bruce D.
H020	3669	Senior Electric Utilities Engineer	841-210-3669-002	Shimizu, Ronald S.
H020	3669	Senior Electric Utilities Engineer	841-220-3669-501	Endres, Erwin
H020	3669	Senior Electric Utilities Engineer	841-250-3669-003	Olds, Theodore R. Jr.
H020	3669	Senior Electric Utilities Engineer	841-260-3669-004	Devilbiss, Byron E.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-070-3684-501	Devlin, Morris M.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-080-3684-502	Fleenor, Don H.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-220-3684-590	Lipka, Joseph T.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-420-3684-590	Dungan, Theron J.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-520-3684-590	Knittel, Hugh D.
HQ20	3684	Senior Power Operations and Maintenance Engineer	842-620-3684-590	Cohn, Herbert S.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
HT40	3751	Senior Engineering Geologist	843-450-3751-501	Akers, Robert J.
HT40	3751	Senior Engineering Geologist	843-450-3751-502	Allsup, Harold L.
HT40	3751	Senior Engineering Geologist	844-600-3751-501	Scott, Ralph G.
ID65	3109	Senior Water Quality Engineer	842-030-3109-590	Mitchell, William B. Jr.
ID65	3109	Senior Water Quality Engineer	844-600-3109-501	Clawson, Robert F.
ID65	3109	Senior Water Quality Engineer	846-200-3109-501	Archer, BJ
ID65	3109	Senior Water Quality Engineer	846-800-3109-502	Bachmann, Fredrick H.
IK50	3961	Senior Architect	843-410-3961-002	Cecchettini, Rodney A.
ID10	3844	Senior Water Resource Control Engineer	880-110-3844-003	Hannum, John R.
ID10	3844	Senior Water Resource Control Engineer	880-110-3844-004	Tancreto, Robert L.
ID10	3844	Senior Water Resource Control Engineer	880-110-3844-005	Johnson, Craig, R.
ID10	3844	Senior Water Resource Control Engineer	880-120-3844-002	Knapp, Hobart C.
ID10	3844	Senior Water Resource Control Engineer	880-120-3844-003	Mishek, Dennis A.
ID10	3844	Senior Water Resource Control Engineer	880-120-3844-008	Scholar, Reuben R.
ID10	3844	Senior Water Resource Control Engineer	880-120-3844-100	Dalke, Donald D.
ID10	3844	Senior Water Resource Control Engineer	880-130-3844-001	Baldrige, Robert C.
ID10	3844	Senior Water Resource Control Engineer	880-130-3844-100	Vanvoris, Bert E.
ID10	3844	Senior Water Resource Control Engineer	880-140-3844-002	Dasker, Dennis

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
ID10	3844	Senior Water Resource Control Engineer	880-140-3844-101	Yacour, Hamazasb H.
ID10	3844	Senior Water Resource Control Engineer	880-140-3844-102	Gildersleeve, David C.
ID10	3844	Senior Water Resource Control Engineer	880-150-3844-001	Delconte, Jack E.
ID10	3844	Senior Water Resource Control Engineer	880-150-3844-002	Pearson, J. Lawrence
ID10	3844	Senior Water Resource Control Engineer	880-150-3844-110	Phillippi, Stanley R.
ID10	3844	Senior Water Resource Control Engineer	880-155-3844-003	Harlow, Loren J.
ID10	3844	Senior Water Resource Control Engineer	880-155-3844-009	Wright, Robert G.
ID10	3844	Senior Water Resource Control Engineer	880-157-3844-001	Pedri, James C.
ID10	3844	Senior Water Resource Control Engineer	880-160-3844-110	Kuykendall, James D.
ID10	3844	Senior Water Resource Control Engineer	880-165-3844-100	Dodds, Robert S.
ID10	3844	Senior Water Resource Control Engineer	880-170-3844-001	Ponder, Wilburn C.
ID10	3844	Senior Water Resource Control Engineer	880-170-3844-110	Saluja, Amarjit
ID10	3844	Senior Water Resource Control Engineer	880-180-3844-002	Zasadzinski, John M.
ID10	3844	Senior Water Resource Control Engineer	880-190-3844-001	Coe, Arthur L.
ID10	3844	Senior Water Resource Control Engineer	880-215-3844-110	Johnson, Lynn E.
ID10	3844	Senior Water Resource Control Engineer	880-310-3844-001	Mork, Glenn K.
ID10	3844	Senior Water Resource Control Engineer	880-310-3844-111	Webb, Arthur N.
ID10	3844	Senior Water Resource Control Engineer	880-323-3844-001	Harris, Charles M.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
ID10	3844	Senior Water Resource Control Engineer	880-331-3844-001	Carroll, Don E.
ID10	3844	Senior Water Resource Control Engineer	880-332-3844-001	Miller, Ernest M.
ID10	3844	Senior Water Resource Control Engineer	880-333-3844-001	Peterson, Glenn R.
ID10	3844	Senior Water Resource Control Engineer	880-340-3844-001	Art, Richard P.
ID10	3844	Senior Water Resource Control Engineer	880-340-3844-101	Lininger, Murt K.
ID10	3844	Senior Water Resource Control Engineer	880-401-3844-002	Stofkoper, Jan
ID10	3844	Senior Water Resource Control Engineer	880-410-3844-110	Davis, William H.
ID10	3844	Senior Water Resource Control Engineer	880-480-3844-100	Youngerman, John M.
ID10	3844	Senior Water Resource Control Engineer	880-500-3844-100	Twitchell, Glenn R.
ID10	3844	Senior Water Resource Control Engineer	880-500-3844-121	Daigh, Robert V.
ID10	3844	Senior Water Resource Control Engineer	880-500-3844-122	Perrin, Donald P.
ID10	3844	Senior Water Resource Control Engineer	880-510-3844-100	Blubaugh, John M.
ID10	3844	Senior Water Resource Control Engineer	880-515-3844-001	Stevenson, Michael K.
ID10	3844	Senior Water Resource Control Engineer	880-520-3844-001	Whitver, Howard E.
ID10	3844	Senior Water Resource Control Engineer	880-520-3844-002	Hodge, Donald D.
ID10	3844	Senior Water Resource Control Engineer	880-520-3844-003	Torguson, Eric D.
ID10	3844	Senior Water Resource Control Engineer	880-550-3844-101	Herren, John A.
ID10	3844	Senior Water Resource Control Engineer	880-555-3844-001	Brown, Wayne B.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
ID10	3844	Senior Water Resource Control Engineer	880-555-3844-002	German, Harold B.
ID10	3844	Senior Water Resource Control Engineer	880-560-3844-001	Pankratz, Jim H.
ID10	3844	Senior Water Resource Control Engineer	880-560-3844-002	Smoot, Ferrol J.
ID10	3844	Senior Water Resource Control Engineer	880-560-3844-100	Beringer, David R.
ID10	3844	Senior Water Resource Control Engineer	880-660-3844-100	Leil, Dennis C.
IK50	3961	Senior Architect	573-112-3961-001	Balaun, Edward P.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rothe, Max D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Theobald, David J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Weiss, Raymond C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Wood, Lewis K.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lemmon, Ronald D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rakela, Frank V.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Avery, George B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Curnutte, Bill L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Haggard, Jerry C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		McManus, James F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Stewart, Carl F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Comstock, Donald L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Vanzandt, Benjamin D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Bradfield, Jim C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Blumer, Howard D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Walker, Burton C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Welty, Paul W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		McKee, Charles N.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Perry, George E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Brower, Maynard P.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Poch, Eugene F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Adams, Orin R.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Wahl, Eugene L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Wrenn, Allen M. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Skelton, Arlie D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Coleman, Robert H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Nelson, Ronald M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lund, Thomas G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Peterson, Perry B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Thomas, Hubert Jr.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hawkes, Leon R.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lowden, Perry R. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kelly, Charles J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Skidmore, Robert D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hong, Richard
GJ70	3161	Senior Transportation Engineer, CALTRANS		Chu, Lincoln
GJ70	3161	Senior Transportation Engineer, CALTRANS		Miller, Lynn J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Gohl, Walton H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Olson, Ronald W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Jacobs, Robert J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Giegling, Richard E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Thomas, Ralph M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Yee, Clarence K.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Porterfield, Raymond A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Green, Richard H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hensley, Henry P.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Crockett, Robert W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Blackburn, Leland V.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Fletcher Quentin H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kawaguchi, Masaru
GJ70	3161	Senior Transportation Engineer, CALTRANS		Cassinelli, Dino T.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Walsh, Thomas J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Sieker, Robert W. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Schroll, Robert M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Berger, Augustus B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Nordfelt, Charles R.
GJ70	3161	Senior Transportation Engineer, CALTRANS		McGuire, Carl B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Berner, Kenneth C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		MacCalden, M. Scott Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Oliver, Gerald A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Graham, Edward F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Fox, Tom Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lee, Arnold
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lucchese, Salvador F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Jones, Edgar A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Baxter, Robert E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Behm, Glenn F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Collins, James D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Yahata, Harry Y.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Smith, Cecil L. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Reaves, Carter C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Tedesco, Frank C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Bishop, Dewey A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hanto, Jerold A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Case, Henry O.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Alderman, Roy E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Campbell, Dyer H. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Scott, Kenneth O.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Schultz, Gary E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Reynolds, James W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Filipponi, Herbert W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Binger, Robert L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		McDowell, James M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Walsh, Kenneth

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Varvis, Peter
GJ70	3161	Senior Transportation Engineer, CALTRANS		Nester, Melvin R.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Waterhouse, Frank G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Shaw, Floyd A. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Duffin, Raymond P.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hallin, John E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Wallin, Robert V.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Yamaguchi, Harold T.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Cross, Donald W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Janeway, Oscar V.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kilmurray, David J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Thomas, Earl L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Weidler, Francis J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kelley, Preston W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Goble, Daniel E. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Weatherholt, Harlan N.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rabbitt, Barry A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kenan, John E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hetherington, James D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Drosendahl, Richard G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Burris, John H. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lee, Calvin D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Inuzuka, Tsuneo
GJ70	3161	Senior Transportation Engineer, CALTRANS		Murphy, Richard J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Goldin, Alfred K.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Bork, Clarence G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Maas, Francis A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Laughlin, Richard H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Apablaza, Carlos B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kubasek, Walter L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Vanrhyn, Arthur E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Reece, Marilyn J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Brinkmeyer, Norman C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Villanueva, Charles
GJ70	3161	Senior Transportation Engineer, CALTRANS		Burgess, Burton S.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rossing, Alan R.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Huntwork, Richard D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Moseley, Carl B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rockwood, Robert W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Smith, John F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Noad, Robert W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Griffin, Wallace M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Burrell, Courtland Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Himes, Hubert L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Sommerhauser, Richard L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Steele, Kenneth D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kermode, Richard H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Michiel, Isaac
GJ70	3161	Senior Transportation Engineer, CALTRANS		Cockrell, Raymond C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Feenstra, John K.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Smith, Taylor
GJ70	3161	Senior Transportation Engineer, CALTRANS		Small, Robert E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lowry, Richard J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Chaudoin, John H.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Karns, Robbin H. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Pond, Robert F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Feenstra, William T.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Nordquist, Eugene G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Saucier, Jabus R.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Collins, Robert M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lee, Hal S.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Paglia, Lawrence A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lesneski, Stanley V.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Birt, William F.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hanson, Warren E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Dorsch, Vern C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Chun, Lawrence K. W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kroeck, Louis G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Engrahm, Milo D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Sevy, Laine E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Gillispie, Robert W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Walker, Edward J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Martin, Tarbell C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Allen, Robert D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Kubichek, Edward A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Gray, Jimmie O.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Larsen, Norman G.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Fischer, John D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Drane, Thomas L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Craig, Sheldon W.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Barsi, Vincent C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Harvey, Stuart H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Chase, Martin A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hethcock, Arthur E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Mattox, Richard M.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Costello, Milton M. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Loveland, Ralph J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Shepard, David S.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Lind, Victor J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		King, Walter D.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Moore, Boyd N.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Delvey, David E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Rising, John E.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hoppe, Spencer K.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Whitnack, Edwin H.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Murray, William J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Demarco, Frank J. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Matyas, Curt A.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Baxter, Frank E. Jr.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Nelson, Robert L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Mori, Joe
GJ70	3161	Senior Transportation Engineer, CALTRANS		Gilbert, Kenneth C.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Roberts, Ralph
GJ70	3161	Senior Transportation Engineer, CALTRANS		Smith, Richard N.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Derby, John B.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Ide, Elmer L.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Bandow, Kenneth D.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Francis, Bobbie W.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ70	3161	Senior Transportation Engineer, CALTRANS		Gunderson, Bruce J.
GJ70	3161	Senior Transportation Engineer, CALTRANS		Hellmer, John E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Robert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hallsten, Harold E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Johnson, Gordon E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Eagan, Michael D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sauls, Arlon O.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Richard R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Woodruff, Herman E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Haynes, Jerry G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McClary, Joseph R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jackson, Elvin E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hegy, David J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Otterbeck, George P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zeibak, Henry T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dorris, Fred A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Grinsell, Dennis B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mouat, John A. Jr.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wilson, Richard G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Melton, Bill, L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Smith, William C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Haigh, Philip G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bernard, Francis P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Russell, Charles F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Straub, Donald J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Roe, Stanley R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Carney, James R. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Erickson, James E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thomson, Leroy A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hanson, Orrie B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Stockton, Wilbert E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Parker, John T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bartig, Kenneth A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Young, Charles R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wenham, Robert W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bailey, John W.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Skinner, Miles L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McWhirter, James T. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Krogh, Harvey J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sandler, Ralph E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Williams, Robert T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Adams, Raymond P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Steele, John
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hill, Russell C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Harkenrider, Gerald F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		May, Benny C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Morford, Anderson L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nelson, Arthur P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bousfield, Kenneth L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Haug, Palmer D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Buckman, Guy V. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Foxe, Chester E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Anderson, Henry O.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Loomis, John F.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Day, James R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jacobs, Raymond G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gau, Francis M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hochstrasser, James H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Labrie, Gordon N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ellis, George A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Anderson, Jack R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Notestine, Earl C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Steinwert, Jean L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ferns, Nile D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dahlberg, Marvin D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fuller, Erwin J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chuck, Herbert
GJ80	3167	Associate Transportation Engineer, CALTRANS		Peters, Richard G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chow, Paul Q.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chastain, William B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Owyong, Henry
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lau, John W.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gensler, John E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Alfafara, Celestino M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tom, Henry
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chin, Gordon N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jung, Cyrus Q.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Crain, Floyd R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lim, Edward
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tom, Eddy
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dunham, Carroll F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Forsen, Hilmer A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Takahashi, Kenneth K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Pence, Richard D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Battaglini, Giuseppe J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Regan, James R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Parker, Richard D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Iversen, Alfred
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cerruti, Nino A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Reidt, Donald J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Metzger, Thomas J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Robbins, Robert E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nii, Kazuo R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Glendinning, Richard B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hoh, Thomas W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cunningham, John J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gee, Yim F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hom, Francis, W. K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schwarz, William M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Aulakh, Amarjit S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Samuelsen, Peder Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Arnott, Lavern R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Spinello, James J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Delrosario, Leonardo M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dix, Raymond E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Rowe, Paul E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tsutsui, Harry H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Niess, Francis B.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Thomas G. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Espinosa, German B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Satow, Ernest A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Louie, Yew M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bakaldin, Nicolas P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kuntz, Michael P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wu, Robert C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lim, Peter R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mendoza, Manuel I.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bagnani, Edward P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thompson, Glenn S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ducey, Gerald E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bianchini, Carl J. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Raymond, Frank W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schlegel, Harold
GJ80	3167	Associate Transportation Engineer, CALTRANS		Smickler, Samuel Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bowles, Joseph H. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bruzza, Stanley A.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Devito, Joseph A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fietta, Augustus C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fong, Hanley T. D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lagsdin, Arnold S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Rowe, Edwin R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Begell, Richard G. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chang, William M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Otake, Eugene M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Morimoto, Hiroaki
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gager, Jerry D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Berreyesa, Herbert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Matsui, George J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ellis, Madison E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Robles, John A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Leong, Kelly
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tamura, Masaru
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lee, Wilbert H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ulriksen, Sydney

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Orav, Heigo U.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wasser, Clarence F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Young, Eddy G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Marolt, Keith E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McCrank, James S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Harrison, Ralph C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Inoue, Ryu
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yee, Joe C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ho, Poy C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Goldberg, William S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mellish, William J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bouler, James M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Somerville, Joy E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Coble, Edward W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Barreau, Donald E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Clarke, Russell J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Holm, Donald P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lippis, Tony

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Collison, Verrill E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Pappa, Francis A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nakagawa, Kiyoshi G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Aaro, John A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Raymond, Everett L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gregoritch, Edward W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Harris, Richard A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Klemens, William
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fisk, Lloyd B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Shour, Raymond E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chandler, Harold G. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Buthenuth, John W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Warner, Richard C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cashion, Robert L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Koerting, Wayne R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Low, Chew Y.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chang, Herman K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Taylor, Kenneth L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Simms, Gary L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dryden, John E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fenley, Thomas A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Beltz, Howard C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jones, Kenneth W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Arthurs, Gary K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Miller, Kenneth H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nye, John E. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hom, Peter
GJ80	3167	Associate Transportation Engineer, CALTRANS		Redden, Harold R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Rasmussen, Peter B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Findley, Seab H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Puder, Conrad G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Popnoe, J.B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Rolland J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Scamara, Robert S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Avilla, Frank A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Greene, Winfield K.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jorge, Albert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bell, Bobby J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hawthorne, John D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lum, Tim M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mar, Earl E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sudbury, Jack B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zimmerman, Albert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Beck, E. Richard
GJ80	3167	Associate Transportation Engineer, CALTRANS		Pavlovich, Sam M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Koontz, William J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wagoner, Lewis D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Garabedian, Aram
GJ80	3167	Associate Transportation Engineer, CALTRANS		McKenzie, Donald L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ringgold, James A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Roullard, James D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mills, Glenn H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tresidder, Martin T. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Silva, Melvin F.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bogosian, Avedis P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McCullough, James L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ishigo, Susumu
GJ80	3167	Associate Transportation Engineer, CALTRANS		Paquin, Samuel S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gentry, Henry
GJ80	3167	Associate Transportation Engineer, CALTRANS		Branch, Robert P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dalo, Robert P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Solovieff, John J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sanchez, Ernest L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Felker, Winfield N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wong, Walter L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Watanabe, Milton N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thompson, Alan R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hofstad, Roger C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hsieh, James H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Leis, Martin T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nichols, Ray D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hollis, Michael E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Almany, William T. III
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zizda, Frank S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schneider, Raymond J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thompson, Thomas W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wong, Dock H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yokoyama, Susumu
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kamida, Masao
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cole, Roy A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Remillard, Paul M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ohara, Clarence K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Miyataki, Haruto
GJ80	3167	Associate Transportation Engineer, CALTRANS		Akin, Robert W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yee, Chuck W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ghebraniou, George T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hsieh, Jen T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zipperman, Ira K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yoshiyama, Takeo
GJ80	3167	Associate Transportation Engineer, CALTRANS		Young, Marshall

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hobert, Patrick W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chander, Satish
GJ80	3167	Associate Transportation Engineer, CALTRANS		Villacorte, Oscar C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Leung, Stephen K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Patel, Rajesh M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Strand, Charles R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Keeling, Ross C. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Baker, Richard L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jue, Nay L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schneider, Theodore C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dimen, Mario S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kim, John W. H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Charbonneau, William L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schindler, Hess S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wang, Chao-Chain
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yinger, William J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Keswick, William J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Alvarez, John



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zehfuss, Louis Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Eoff, Dalvin K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Owens, John J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Woody, Dan W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hoyal, Raymond G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kotek, Charly
GJ80	3167	Associate Transportation Engineer, CALTRANS		Varon, Edwin A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hagstrom, Robert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nahabedian, Yervant M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Juge, James D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brodahl, Bjorn O.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Taylor, Norman W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Herring, Wilbur F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Endo, Goro
GJ80	3167	Associate Transportation Engineer, CALTRANS		Higuchi, Donald M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Harada, Henry C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Arceneaux, James L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fritcher, Earl E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Shum, Wah Y.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lefton, Milton S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dorsey, Thomas T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thompson, Robert H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mastro, Carl A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zimowski, Robert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Anderson, Dean F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Woodard, Donald A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lew, George M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Malkson, Marvin E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Martin, Marie V.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Marino, Rolland W. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Iwamasa, Alfred M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Higa, Raymond T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Chang, Yin Cheun
GJ80	3167	Associate Transportation Engineer, CALTRANS		Anderson, Edwin R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dunn, Kenneth A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tomita, Nagao J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Eberly, Don E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Meenan, John R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brodkin, Abe
GJ80	3167	Associate Transportation Engineer, CALTRANS		Zoloth, George D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fera, Thomas W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Britton, Robert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bek, Richard C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lim, Marvin
GJ80	3167	Associate Transportation Engineer, CALTRANS		Steele, Wilbur J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Dick, Stanley L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Neumen, Dale R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Weldele, William O.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Westby, Lloyd F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Joe, Robert W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Caliman, Oscar M. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hopkins, Harvey H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Innis, Robert M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Decker, Richard N.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Irvine, Lionel J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		In, Paul W. O.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Herbst, Chester G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ough, John A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Loyd D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jordan, Robert
GJ80	3167	Associate Transportation Engineer, CALTRANS		Amos, Hillel J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bolten, Howard F. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		King, Willard M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Loudon, Larry P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McMullin, Richard H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Higa, Larry S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Austin, Robert W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lunt, Gerald A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ramsdell, George R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sosa, Espartago L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fuller, Marvin R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Daab, Gilbert R.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bailey, William N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Haight, Richard A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lewandowski, Henry N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Olson, Kenneth E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sanderson, Robert W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Smith, William T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Ponder, Sam J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hudgens, Alfred G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Woolard, John H. Sr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Smith, James K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Beckley, Richard
GJ80	3167	Associate Transportation Engineer, CALTRANS		Oestman, Larry E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Taylor, Samuel F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Warren, Joseph W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wintergerst, Dale E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bocanegra, Francisco E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Franz, Gerald L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brisley, Willard D.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Baum, Irving W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sell, Karl J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Barrett, Williard G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lovingfoss, Virgil W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Pote, Robert G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Loge, R. Maurice
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gabriel, Jerry D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Stapley, Joseph E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Waddington, Robert E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nash, George J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wadsworth, Elwyne G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Duncan, Robert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yeager, Robert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Deboy, Kenneth M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hinek, Jon L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Snyder, Gene J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McLaughlin David R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tetrick, Marvin D.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Sasenbery, Homer G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Forschler, Bert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cureton, Forrest E. II
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mar, Gene T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kraetsch, Robert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bovey, Carroll
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yamashita, Kenneth K.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Oga, Henry H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fletcher, Elton W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gagliano, John
GJ80	3167	Associate Transportation Engineer, CALTRANS		Scrimsher, Henry E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lauchland, Henry J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Curtis, Walter E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Orozco, Frank E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tosch, Dwain C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mar, Loren
GJ80	3167	Associate Transportation Engineer, CALTRANS		Alexander, Dean G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Vierra, William H.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Fisher, James J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Walker, John W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Minnick, Richard S.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wells, Allan D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Harney, Donald D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thomas, Averil Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mangum, Robert D.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Young, Robert A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gilmore, William H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cech, Albert J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tweeten, Oliver N.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gray, Donald W.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Smart, Jean M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cook, Robert R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Balestrieri, Mario J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Bosler, Dennis R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Owens, Robert
GJ80	3167	Associate Transportation Engineer, CALTRANS		Murphy, Patrick D.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Berry, Glenn E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Barnes, Kurth H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Brown, Dean A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nyhammer, Erling J.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Rosbaugh, Don M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gary, John C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Mock, Kenneth P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Thompson, William H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gaunt, Laverne C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Lee, Roy
GJ80	3167	Associate Transportation Engineer, CALTRANS		Williams, Richard H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Walcott, David B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Westbrock, Thomas R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Edmonds, Leon G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schmoldt, Dale R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Granstedt, Raymond C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Greene, Charles L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wherry, Lawrence A.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Marshall, Eugene P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Schuettenhelm, John B.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Hofmann, Thomas G.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kreidt, Robert H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jackson, Howard E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Steck, Richard O. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kocher, Roger F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Tugwell, Douglas C. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Perry, Jack C.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Cramer, John R.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Clarke, Harold L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Huston, William P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Winterbourne, Robert E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Claypool, James A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		McSweeney, M. Joseph Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Adams, John Q. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Morton, Robert E.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Newman, Donald E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GJ80	3167	Associate Transportation Engineer, CALTRANS		Roy, James J. Jr.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Wong, Robert F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gustavson, Allan F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Seamons, Lynn L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Garlock, John P.
GJ80	3167	Associate Transportation Engineer, CALTRANS		MacFarlane, Cecil H.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Gualco, Jeffrey L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Passie, James A.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Nottingham, Raymond L.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Yoshizumi, Robert T.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Jenness, Ervin F.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Kletzman, Jack M.
GJ80	3167	Associate Transportation Engineer, CALTRANS		Alexander, Max L.
GK20	3163	Senior Highway Electrical Engineer		Waight, Vernon H.
GK20	3163	Senior Highway Electrical Engineer		Cutter, Bennett F.
GK20	3163	Senior Highway Electrical Engineer		Clark, Bert H.
GK30	3166	Associate Highway Electrical Engineer		Gledhill, John L.
GK30	3166	Associate Highway Electrical Engineer		Wong, Chunsom E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GK30	3166	Associate Highway Electrical Engineer		Yee, Sam H.
GK30	3166	Associate Highway Electrical Engineer		Nita, Noel P.
GK30	3166	Associate Highway Electrical Engineer		Yee, William W.
GK30	3166	Associate Highway Electrical Engineer		Jan, Lyle Y. B.
GK30	3166	Associate Highway Electrical Engineer		Yoshimoto, Masaru
GK30	3166	Associate Highway Electrical Engineer		Hong, Lanfee
GK30	3166	Associate Highway Electrical Engineer		Liudzius, Anthony
GK30	3166	Associate Highway Electrical Engineer		Becker, Louis A.
GK30	3166	Associate Highway Electrical Engineer		Takenouchi, Ben S.
GK30	3166	Associate Highway Electrical Engineer		Kawamoto, Seikichi J.
GK30	3166	Associate Highway Electrical Engineer		Erbe, Frederick B.
GK30	3166	Associate Highway Electrical Engineer		Baele, Oscar
GK30	3166	Associate Highway Electrical Engineer		Valentine, Gustave
GK30	3166	Associate Highway Electrical Engineer		Prater, Paul R.
GK30	3166	Associate Highway Electrical Engineer		Kishineff, Harold
GK30	3166	Associate Highway Electrical Engineer		Provenza, Joseph D.
GK30	3166	Associate Highway Electrical Engineer		Allen, Donald E.
GK30	3166	Associate Highway Electrical Engineer		Andersen, George J. Jr.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GK30	3166	Associate Highway Electrical Engineer		Lawrence, Alfred C.
GK30	3166	Associate Highway Electrical Engineer		Osborne, James O.
GK30	3166	Associate Highway Electrical Engineer		Schultz, James L.
GK30	3166	Associate Highway Electrical Engineer		Gilmour, Donald A.
GK30	3166	Associate Highway Electrical Engineer		Kreft, Frederick H.
GK30	3166	Associate Highway Electrical Engineer		Alexander, Hobart F.
GL50	3185	Senior Bridge Engineer		Larsen, Stanford
GL50	3185	Senior Bridge Engineer		Moore, Normand L.
GL50	3185	Senior Bridge Engineer		Hauke, Jerome C.
GL50	3185	Senior Bridge Engineer		Johnson, Walter F.
GL50	3185	Senior Bridge Engineer		Brewer, Robert A.
GL50	3185	Senior Bridge Engineer		McDougald, Robert N.
GL50	3185	Senior Bridge Engineer		Butler, Daniel C.
GL50	3185	Senior Bridge Engineer		Harris, Carroll D.
GL50	3185	Senior Bridge Engineer		Mandeville, David M.
GL50	3185	Senior Bridge Engineer		Norberg, Jack D.
GL50	3185	Senior Bridge Engineer		Blake, Robert C.
GL50	3185	Senior Bridge Engineer		Purkiss, Charles W.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GL50	3185	Senior Bridge Engineer		Ogara Matthew B.
GL50	3185	Senior Bridge Engineer		Warriner, Philip C.
GL50	3185	Senior Bridge Engineer		Degenkolb, Oris H.
GL50	3185	Senior Bridge Engineer		Kershaw, Robert E.
GL50	3185	Senior Bridge Engineer		Gates, James H.
GL50	3185	Senior Bridge Engineer		Fung, George G.
GL50	3185	Senior Bridge Engineer		Hale, Philip Jr.
GL50	3185	Senior Bridge Engineer		Bacher, Alfred E.
GL50	3185	Senior Bridge Engineer		Alves, Francis R.
GL50	3185	Senior Bridge Engineer		Hiyama, H. Frank
GL50	3185	Senior Bridge Engineer		Newell, Stanley D.
GL50	3185	Senior Bridge Engineer		Poppe, John B.
GL50	3185	Senior Bridge Engineer		Boulware, Robert L.
GL50	3185	Senior Bridge Engineer		Weston, Donald N.
GL50	3185	Senior Bridge Engineer		Norsworthy, W. Wynn
GL50	3185	Senior Bridge Engineer		Jacobs, Myron H.
GL50	3185	Senior Bridge Engineer		Holl, Chester R. Jr.
GL50	3185	Senior Bridge Engineer		Holt, Ernest E.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GL50	3185	Senior Bridge Engineer		Low, George M.
GL50	3185	Senior Bridge Engineer		Dunn, Louis E.
GL50	3185	Senior Bridge Engineer		Sommariva, Ralph P.
GL50	3185	Senior Bridge Engineer		Allen, Lowell C.
GL50	3185	Senior Bridge Engineer		Blee, Ernest W.
GL50	3185	Senior Bridge Engineer		Stout, Jimmy M.
GL50	3185	Senior Bridge Engineer		Dunn, James C.
GL50	3185	Senior Bridge Engineer		Christie, John J.
GL50	3185	Senior Bridge Engineer		Reese, Lester J.
GL50	3185	Senior Bridge Engineer		Askelson, Paul R.
GL50	3185	Senior Bridge Engineer		Munn, Harold C.
GL50	3185	Senior Bridge Engineer		Klein, Eldon D.
GL50	3185	Senior Bridge Engineer		Canfield, John H.
GL50	3185	Senior Bridge Engineer		Hackett, Raymond P.
GL50	3185	Senior Bridge Engineer		Creed, John A.
GL50	3185	Senior Bridge Engineer		Jennings, Donald B.
GL60	3186	Associate Bridge Engineer		Koukis, Chris
GL60	3186	Associate Bridge Engineer		Bridwell, Robert R.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GL60	3186	Associate Bridge Engineer		Maasberg, Ronald C.
GL60	3186	Associate Bridge Engineer		Cooper, Stanley A.
GL60	3186	Associate Bridge Engineer		Derosia, Theron E. Jr.
GL60	3186	Associate Bridge Engineer		Fox, Wilfrid
GL60	3186	Associate Bridge Engineer		Whitcomb, Bernard W.
GL60	3186	Associate Bridge Engineer		McCullough, Robert M.
GL60	3186	Associate Bridge Engineer		Miyashiro, Larry S.
GL60	3186	Associate Bridge Engineer		Neshem, Duane R.
GL60	3186	Associate Bridge Engineer		Nakagawa, Richard Y.
GL60	3186	Associate Bridge Engineer		McKinnon, D. Rogers
GL60	3186	Associate Bridge Engineer		Prahl, Robert D.
GL60	3186	Associate Bridge Engineer		Chur, Gaylord
GL60	3186	Associate Bridge Engineer		Daw, Clifford H. Jr.
GL60	3186	Associate Bridge Engineer		Schroeder, Irving A.
GL60	3186	Associate Bridge Engineer		Bennett, Stephen I.
GL60	3186	Associate Bridge Engineer		Bankston, Edward R.
GL60	3186	Associate Bridge Engineer		Barton, Silas R.
GL60	3186	Associate Bridge Engineer		Day, John T.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GL60	3186	Associate Bridge Engineer		MacNeill, John O.
GL60	3186	Associate Bridge Engineer		Wheeler, John H.
GL60	3186	Associate Bridge Engineer		Hansen, William H.
GL60	3186	Associate Bridge Engineer		Strungs, Ronald E.
GL60	3186	Associate Bridge Engineer		Brown, Melvin J.
GX30	3379	Associate Materials and Research Engineer		Townsend, Richard P.
GX30	3379	Associate Materials and Research Engineer		Page, Bobby G.
GX30	3379	Associate Materials and Research Engineer		Scrimsher, Thomas
GX30	3379	Associate Materials and Research Engineer		Chang, Jerry C.
GX30	3379	Associate Materials and Research Engineer		Roberts, Donald V.
GX30	3379	Associate Materials and Research Engineer		Mason, Paul E.
GX30	3379	Associate Materials and Research Engineer		John, S. Bennett
GX30	3379	Associate Materials and Research Engineer		Spring, Richard J.
GX30	3379	Associate Materials and Research Engineer		Hickman, Richard L.
GX30	3379	Associate Materials and Research Engineer		Parks, Douglas M.
GX60	3377	Associate Electronics Engineer		Ingram, James W.
GZ20	3403	Associate Chemical Testing Engineer		Ford, Robert W.
GZ20	3403	Associate Chemical Testing Engineer		Warness, Raymond

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
HH80	3582	Associate Mechanic Engineer		Faist, Wesley E.
HM20	3635	Senior Equipment Engineer		Inman, Rodney L.
HM20	3635	Senior Equipment Engineer		Marlow, John E.
HM20	3635	Senior Equipment Engineer		Ito, Hiromu
HM20	3635	Senior Equipment Engineer		Daly, Robert L.
HM30	3638	Associate Equipment Engineer		Nichols, Delbert F.
HT50	3754	Associate Engineering Geologist		Knittel, Dewey W.
HT50	3754	Associate Engineering Geologist		Boost, Albert T.
HT50	3754	Associate Engineering Geologist		Miller, George G.
HT50	3754	Associate Engineering Geologist		Champlin, Stephen L.
IM40	3983	Senior Landscape Architect		Bush, Gary W.
IM40	3983	Senior Landscape Architect		Sakamoto, Manabu
IM40	3983	Senior Landscape Architect		Olivares, Phillip W.
IM40	3983	Senior Landscape Architect		Reiland, Robert F.
IM50	3986	Associate Landscape Architect		ODonnell, Thomas R.
IM50	3986	Associate Landscape Architect		Juilly, George E.
IM50	3986	Associate Landscape Architect		Lieber, Joseph G.
IM50	3986	Associate Landscape Architect		Endress, Clive N.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
IM50	3986	Associate Landscape Architect		Koval, William Jr.
IM50	3986	Associate Landscape Architect		Uyematsu, Juno
IM50	3986	Associate Landscape Architect		Kato, Gary M.
IM50	3986	Associate Landscape Architect		Boll, Edward J.
IM50	3986	Associate Landscape Architect		Nadow, George R.
IM50	3986	Associate Landscape Architect		Ham, Thomas
IM50	3986	Associate Landscape Architect		Noel, James T.
IM50	3986	Associate Landscape Architect		Carhart, Ralph L.
IK50	3961	Senior Architect	913-227-3961-001	Chan, Joseph W.
IK50	3961	Senior Architect	913-228-3961-001	Ritner, John C.
HT40	3751	Senior Engineering Geologist	919-201-3751-001	Goldschmidt, Adlai F.
HT40	3751	Senior Engineering Geologist	919-202-3751-001	Marek, Charles E.
HT40	3751	Senior Engineering Geologist	919-203-3751-001	McCauley, Marvin L.

PROFESSIONAL SCIENTIFIC UNIT 10  
Excluded Supervisory/Managerial/Confidential Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
AJ30	0100	Principal State Meteorologist
AT30	0247	Chief Bureau of Animal Health
AT40	0248	Veterinary Medical Officer IV--Animal Health
AU10	0260	Chief Public Health Veterinarian
AV10	0271	Chief Bureau of Meat Inspection
AV20	0273	Veterinary Medical Officer IV--Meat Inspection
AV30	0274	Veterinary Medical Officer III--Meat Inspection
AX10	0340	Chief Agricultural Veterinary Laboratory Services
AX20	0343	Veterinary Medical Officer IV--Pathology
BA21	0406	Program Supervisor Pest Prevention
BA41	0412	Agricultural Services Biologist IV--Exclusion
BB11	0449	Principal Staff Biologist
BB13	0447	Program Supervisor, Weed and Vertebrate Pest Control
BB21	0451	Area Manager Exclusion and Detection
BB31	0450	Agricultural Services Biologist IV--Weed and Vertebrate Pests

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
BC11	0488	Program Supervisor Botany
BC20	0486	Plant Taxonomist
BD20	0593	Agricultural Services Biologist IV--Nursery and Seed
BD81	0508	Program Supervisor Plant Pathology and Nematology
BE10	0509	Plant Nematologist IV
BE20	0510	Plant Pathologist IV
BE51	0516	Principal Staff Plant Pathologist and Nematologist
BF11	0521	Principal Staff Entomologist
BF20	0524	Program Supervisor Insect Taxonomy
BF40	0531	Systematic Entomologist IV
BG10	0546	Economic Entomologist IV
BH87	0759	Waste Management Specialist III
BN05	0943	Chief, Operations Division, Department of Fish and Game, CEA
BN10	0941	Regional Manager/Branch Chief, Department of Fish and Game, CEA
BN14	0944	Bay-Delta Fishery Project Manager
BN16	0940	Coordinator Marine Fisheries Management Program
BN20	0942	Conservation Program Officer, Department of Fish and Game, CEA

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
BN80	0948	Assistant Executive Officer, Wildlife Conservation Board
BP05	0800	Environmental Services Supervisor
BP10	0801	Senior Fishery Biologist
BP45	0821	Laboratory Supervisor Marine Resources Operations
BP50	0824	Senior Marine Biologist
BP80	0832	Senior Fish Pathologist
BP90	0833	Senior Water Quality Biologist
BQ12	0841	Staff Wildlife Pathologist
BQ20	0886	Wildlife Management Supervisor
BU72	2795	State Archeologist III
GD08	3953	Chief Meteorologist, Air Resources Board
GD10	3056	Senior Meteorologist, Air Sanitation
GE90	3081	Senior Land and Water Use Analyst
HR10	3690	State Geologist C.E.A.
HR20	3692	Chief Deputy State Geologist
HR30	3693	Supervising Geologist
HT15	3749	Senior Seismologist
HU50	3767	Ch Geologist Sld

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HX10	3801	Supervising Health Physicist
IC64	3852	Senior Industrial Hygienist
IC65	3841	Supervising Industrial Hygienist
JZ73	4855	Solar Energy Specialist III
JZ76	4859	Geothermal Energy Specialist III
KC36	4880	Health and Safety Specialist III
KC40	4805	Energy Resources Specialist III
KC46	4946	Energy Specialist III (Economics/Statistics)
KC49	4940	Energy Specialist III (Conservation)
KC52	4934	Energy Specialist III (Building/Appliance Efficiency)
KC55	4958	Energy Specialist III (Fuels)
SW20	7958	Research Microbiologist
SW30	7947	Examiner III Laboratory Field Services
SX30	0560	Chief Vector Control Section
SX40	0561	Assistant Chief Vector Control Section
SX50	7962	Supervising Public Health Biologist
TA02	8004	Chief, Environmental Health Services Branch
TA03	8000	Chief, Local Environmental Health Programs

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
TA04	8018	Assistant Chief, Local Environmental Health Programs
TA25	8014	Sanitarian IV
TD10	8021	Supervising Chemist Bureau of Weights and Measures
TD45	8027	Chief Agricultural Chemistry Laboratory Services
TD48	8030	Program Supervisor Agricultural Chemistry Laboratory Services
TD50	8031	Agricultural Chemist III
TE00	8042	Chief, Bioenvironmental Laboratories Section
TE10	8044	Chief Branch Public Health Laboratory
TE20	8045	Chief Air and Industrial Hygiene Laboratory
TE30	8046	Assistant Laboratory Chief Public Health Laboratories
TE40	8047	Chief Sanitation and Radiation Laboratory
TE50	8043	Chief Clinical Chemistry Laboratory
TE75	8054	Environmental Biochemist
TE80	8056	Chief Food and Drug Laboratory
TG30	8073	Supervising Chemist, Bureau of Furniture and Bedding
TG35	8072	Assistant Chief Bureau of Furniture and Bedding Inspection



ENGINEERING AND SCIENTIFIC TECHNICIANS UNIT #11  
Excluded Supervisory/Managerial/Confidential Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
AJ20	0114	Assistant Chief, Division of Measurement Standards
AJ25	0099	Program Supervisor, Division of Measurement Standards
AJ40	0103	Weights and Measures Technician--Electric Meter
BA42	0410	Plant Quarantine Inspector IV
BG35	0553	Agricultural Pest Control Specialist III
B007	0774	Supervisor of Regional Fish Hatcheries
B010	0792	Fisheries Management Supervisor
B035	0776	Fish Habitat Supervisor II
B050	0781	Fish Hatchery Manager II
BQ55	0902	Wildlife Habitat Supervisor II
GA60	3013	Supervising Land Surveyor
GB05	3033	Chief of Drafting Services
GB10	3020	Supervisor of Drafting Services
GC35	3025	Supervisor Tax Area Services
GY60	3397	Bridge Painting Inspector III

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
HA30	3446	Construction Supervisor III, Water Resources
HA40	3447	Construction Supervisor II, Water Resources
HA90	3452	Construction Office Manager, Water Resources
HB20	3460	Electrical Construction Supervisor II
HB50	3465	Mechanical Construction Supervisor II
HN42	3653	Automated Test Systems Inspector III
IN30	4003	Architectural Supervisor
IN40	4006	Architectural Senior
IO30	4085	Specification Writer III
IR30	4114	Sr. Architectural Project Analyst
IT50	4046	Construction Office Manager II
IT60	4048	Construction Office Manager I
IV20	4060	Supervising Estimator of Building Construction
IV90	4074	Electrical Estimator III
IW30	4078	Mechanical Estimator III
QQ25	6993	Seismological Instrument Technician III
ST25	7876	Animal Technician IV

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
TF70	8070	Forensic Sci-Tox
TF60	8070	Central Laboratory Services Administrator

ENGINEERING AND SCIENTIFIC TECHNICIANS UNIT #11  
Excluded Supervisory/Managerial/Confidential Employees in Split Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GX40	3381	Materials and Research Engineering Associate	901-303-3381-001	Rowe, Jack R.
GX40	3381	Materials and Research Engineering Associate	904-317-3381-001	Thompson, Dewitt G.
GX40	3381	Materials and Research Engineering Associate	919-107-3381-001	Howard, Douglas D.
GX40	3381	Materials and Research Engineering Associate	919-607-3381-001	Jones, Dean S.
GX90	3387	Associate Steel Inspector	919-603-3387-001	Sherman, Richard J.
GX90	3387	Associate Steel Inspector	919-604-3387-001	Petersen, James P.
GX90	3387	Associate Steel Inspector	919-604-3387-002	Dickel, Gifford C.
GX90	3387	Associate Steel Inspector	919-606-3387-001	Cook, William E.
GX90	3387	Associate Steel Inspector	919-607-3387-001	Lashbrook, Carl V.
GP20	3042	Water Resources Engineering Associate	814-530-3042-001	Hiatt, Robert R.
GP20	3042	Water Resources Engineering Associate	842-330-3042-501	Reed, Donald F. Jr.
GP20	3042	Water Resources Engineering Associate	842-520-3042-501	Grimm, Dallas K.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
GP20	3042	Water Resources Engineering Associate	842-630-3042-501	Foreman, John H.
GP20	3042	Water Resources Engineering Associate	842-630-3042-502	Haman, Jon A.
GP20	3042	Water Resources Engineering Associate	843-865-3042-034	Palmer, Rex W.
GP20	3042	Water Resources Engineering Associate	844-200-3042-501	McIntyre, Walter D.
GP20	3042	Water Resources Engineering Associate	846-300-3042-001	Ardell, Grant C.
GP20	3042	Water Resources Engineering Associate	846-300-3042-002	Padjen, Emil M.
GP20	3042	Water Resources Engineering Associate	846-300-3042-010	Piazza, Gerard J.
GP20	3042	Water Resources Engineering Associate	846-300-3042-501	Scott, Paul R.
GP20	3042	Water Resources Engineering Associate	846-300-3042-590	Nessler, Harry J.
GP20	3042	Water Resources Engineering Associate	847-400-3042-501	Chastain, Cledith L.
GX40	3381	Material and Research Engineering Associate	843-865-3381-001	Davis, William H.

CRAFT AND MAINTENANCE UNIT 12  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
BI30	0617	Farm Manager
BK40	0679	Dairy Manager
BL20	0717	Supervising Groundskeeper II
BR04	1273	Work Supervisor II, California Conservation Corps
BS12	0996	Camp Director, Youth Conservation Corps
PB16	1502	Warehouse Manager II (Correctional Facility)
PB21	1497	Warehouse Operations Manager
PB22	1500	Warehouse Manager II
PD10	6259	General Maintenance Superintendent, Water Resources
PD20	6262	Maintenance Supervisor II, Water Resources
PE10	6280	Senior Highway Superintendent
PE20	6282	Highway Superintendent
PE30	6283	Assistant Highway Superintendent
PE75	6288	Metropolitan Landscape Specialist
PE80	6289	Highway Landscape Specialist III

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PE90	6290	Highway Landscape Specialist II
PF10	6293	Highway Landscape Specialist I
PF75	6312	Toll Bridge Service and Maintenance Supervisor II
PH60	6349	Supervisor of Statewide Drilling
PH70	6350	Drilling Superintendent
PK85	6465	Chief, Water and Power Dispatcher
PK90	6246	Chief Field Division, Department of Water Resources
PL10	6450	Hydroelectric Plant Maintenance Superintendent
PL80	6460	Hydroelectric Plant Operations Superintendent
PL90	6461	Chief Hydroelectric Plant Operator
PN90	6482	Mill and Cabinet Supervisor
PQ05	6510	Structural Steel Painter Superintendent Division of Bay Toll Crossings
PQ10	6511	Structural Steel Painter Supervisor
PT60	6555	Steamfitter Supervisor
PZ05	6647	Restoration Supervisor II
PZ10	6644	Restoration Supervisor I
PZ40	6652	Supervisor, Railroad Restoration and Maintenance Project

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
QB20	6666	Assistant Chief Buildings and Grounds Division
QB30	6671	Office Building Manager IV
QB40	6672	Office Building Manager III
QB50	6673	Office Building Manager II
QB60	6675	Office Building Manager I
QB70	6678	Building Service Supervisor
QF10	6729	Parking Operations Supervisor
QF20	6730	Assistant Parking Operations Supervisor
QF30	6735	Area Operations Supervisor, California State Fair
QF50	6749	Chief of Plant Operation III
QF55	6748	Chief of Plant Operation III (Correctional Facility)
QF60	6750	Chief of Plant Operation II
QF65	6751	Chief of Plant Operation II (Correctional Facility)
QF70	6752	Chief of Plant Operation I
QF75	6754	Chief of Plant Operation I (Correctional Facility)
QF80	6753	Supervisor of Building Trades
QF85	6763	Supervisor of Building Trades (Correctional Facility)
QG10	6756	Utility Shops Supervisor



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
QG20	6757	Maintenance and Operations Supervisor II, District Fairs
QG30	6758	Maintenance and Operations Supervisor I, District Fairs
QG60	6771	Forestry Construction and Maintenance Supervisor
QG75	6770	Park Maintenance Supervisor II
QH20	6778	Office Machine Service Manager
QI10	6799	Supervisor of Tool and Instrument Shop
QJ10	6816	Highway Equipment Superintendent IV
QJ15	6821	Highway Equipment Superintendent III
QJ20	6819	Highway Equipment Superintendent II
QJ30	6822	Highway Equipment Superintendent I
QJ50	6828	Highway Mechanic Supervisor II
QK30	6839	Senior Station and Vehicle Inspection Specialist Department of Consumer Affairs
QK32	6864	Vehicle Inspection Specialist IV
QK34	6862	Vehicle Inspection Specialist III
QK68	6829	Automotive Specialist III, California Highway Patrol
QK72	1530	Equipment Parts Coordinator

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
QK73	1537	Equipment Parts Manager II
QK74	1540	Equipment Parts Manager I
QK80	6848	Equipment Maintenance Supervisor
QK85	3176	Automobile Mechanic Supervisor
QM50	6885	Chief of Mobile Equipment Operations
QM60	6886	Mobile Equipment Superintendent
QM70	6887	Assistant Mobile Equipment Superintendent
QM81	6874	Forestry Equipment Manager II
QM82	3641	Forestry Equipment Manager III
QM83	6876	Forestry Equipment Manager IV
QM90	6896	Manager Transportation Services California Highway Patrol
QN10	6891	Program Manager Transportation Services
QN15	6855	Senior Inspector of Automobile Equipment
QN30	6883	Automotive Pool Manager II
QN80	3936	Vehicle Coordinator Motor Vehicle Pollution Control Device Testing
QO10	6900	Highway Electrical Superintendent
QO12	6937	Assistant Highway Electrical Superintendent

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
QU60	6977	Vessel Operations Supervisor
QU70	6980	Master Fisheries Vessel
RA70	7154	Industrial Maintenance Superintendent
RB70	7170	Detergent Plant Superintendent
RB90	7172	Wood Products Factory Superintendent
RC70	7190	Metal Products Factory Superintendent
RD20	7195	Textile Products Factory Superintendent
RD30	7196	Bedding Factory Superintendent
RD70	7201	Tabacco Factory Superintendent
RD90	7205	Shoe Factory Superintendent
RE30	7209	Knitting Mill Superintendent
RE75	7214	Printing Superintendent Correctional Industries
RE85	7217	Book Repair and Bindery Superintendent Correctional Industries
RE92	2108	Laundry Superintendent Correctional Industries

CRAFT AND MAINTENANCE UNIT 12  
Excluded Employees In Split Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
C-1 - Split Classes: Departments of Corrections and Youth Authority			
All positions in the Department of Corrections are rank-and-file. All positions in the Department of Youth Authority are supervisory. The names of the supervisory employees in the Department of Youth Authority are:			
BL30	0716	Supervising Groundskeeper II (Correctional Facility)	Domogalla, George
BL30	0716	Supervising Groundskeeper II (Correctional Facility)	Sarina, Mario
PB18	1505	Material and Stores Supervisor II (Correctional Facility)	Kelleher, James T.
PB18	1505	Material and Stores Supervisor II (Correctional Facility)	Busick, Robert E.
PB18	1505	Material and Stores Supervisor II (Correctional Facility)	Campbell, Teddy M.
PB18	1505	Material and Stores Supervisor II (Correctional Facility)	Husted, Rodney H.
QG15	6772	Utility Shops Supervisor (Correctional Facility)	Turner, Jerry L.

C-2 - Split Class: Materials and Stores Supervisor II (PB2 ,

All positions are rank and file except for the following supervisory employees:

<u>Department</u>	<u>Employee Name</u>
California Highway Patrol	Riola, Robert A.
Board of Equalization	Weber, William L.
Health Services	Cox, C. D.
Employment Development Department	Herd, Ivory R. Jr.
Motor Vehicles	Story, Willie
State Compensation Insurance Fund	Hess, Lester
General Services	Rohrbach, Frank P.
General Services	Edwards, William D.
General Services	Mehlhaff, William D.
General Services	Cerda, Angelo A.
General Services	Gilbert, Charles H.
General Services	Edwards, Eddie P.
General Services	Mickelson, Willard R.
General Services	Bangs, Delbert
General Services	Luna, Nick
General Services	McSherry, Mike R.

C-3 - Split Class: Program Water and Power Dispatcher (PK66)

All positions are rank-and-file except for the following supervisory employee having the working job title of Assistant Chief Dispatcher:

<u>Department</u>	<u>Employee Name</u>
Water Resources	Jones, Richard

C-4 - Split Class: Office Machine Technician III (QH30)

All positions are rank and file except for the following supervisory employees having the working job title of Assistant Service Manager:

<u>Department</u>	<u>Employee Name</u>
General Services	Urbany, Judy
General Services	Vrba, Sid
General Services	Russell, Jack
General Services	Lintern, Ray
General Services	Johnson, Rudolf

STATIONARY ENGINEER UNIT 13  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
QC10	6695	Chief Engineer II
QC15	6696	Chief Engineer II (Correctional Facility)

PRINTING TRADES UNIT 14  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
CL85	1515	Machine Supervisor I - General
CL86	1516	Machine Supervisor II - General
GC45	2817	Graphic Services Supervisor
RF12	7227	Program Manager, Engineering and Supportive Services, Office of State Printing
RF15	7228	Industrial Engineer, Office of State Printing
RF20	7223	Supervisor of Printing and Planning Services
RF40	7225	Printing Process and Operations Supervisor
RF50	7226	Printing Production Supervisor
RG10	7234	Printing Materials Supervisor
RG30	7232	Printing Operations Supervisor, State Compensation Insurance Fund
RH10	7236	Composing Room Superintendent
RH15	7237	Composing Room Assistant Superintendent
RH40	7249	Composing Room Supervisor
RJ05	7309	Pressroom Superintendent



<u>Schematic</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Job</u> <u>Description</u>
RJ15	7310	Pressroom Assistant Superintendent
RJ30	7308	Lithograph Pressroom Supervisor
RJ80	7323	Plate Preparation Supervisor
RK50	7348	Letter Press Supervisor
RM10	7394	Bindery Superintendent
RM20	7395	Assistant Bindery Superintendent
RM30	7397	Bindery Supervisor III
RM40	7400	Bindery Supervisor II

PRINTING TRADES UNIT 14  
Excluded Employees In Split Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
B-1 - Split Class: Senior Machine Operator - General			
All positions are rank and file except for the following supervisory employees:			
CL87	1519	Senior Machine Operator - General	Smith, Joseph Jr.
CL87	1519	Senior Machine Operator - General	Brown, Leonard L.
CL87	1519	Senior Machine Operator - General	Gains, Larry
CL87	1519	Senior Machine Operator - General	Spreitger, Paul
CL87	1519	Senior Machine Operator - General	Schroeder, Alvin

B-2 - Split Class: Printer, SCIF

All positions are rank and file except for the following supervisory employee:

RO90	7441	Printer State Compensation Insurance Fund	Garcia, William B.
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CUSTODIAL AND SERVICES UNIT 15  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
DC80	2038	Supervising Housekeeper and Custodian Hearst State Historical Monument
DC90	2039	Supervising Housekeeper II
DE10	2066	Clothing Center Manager
DG20	2110	Laundry Supervisor II
DG35	2114	Laundry Supervisor I--Correctional Facility
DH10	2143	Departmental Food Administrator
DH30	2149	Food Manager
DH35	2150	Food Manager--Correctional Facility
DH40	2146	Food Administrator II
DH45	2147	Food Administrator II--Correctional Facility
DH50	2152	Food Administrator I
DH55	2153	Food Administrator I--Correctional Facility
DJ10	2180	Supervising Cook II
DK30	2256	Food Service Supervisor II

PHYSICIAN, DENTIST AND PODIATRIST UNIT 16  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SA20	7530	Chief, Medical Services Correctional Program, CEA
SA40	7536	Chief Medical Officer Veterans Home and Medical Center
SA60	7540	Program Director General Medical and Surgical Program Mental Hospital
SA90	7544	Chief Medical Officer California Institution for Women
SB10	7547	Chief Medical Officer Correctional Institution
SB15	7529	Chief of Medicine Veterans Home and Medical Center
SB17	7606	Office of Program Review Consultant, Medical Department of Health
SB25	7561	Chief Physician and Surgeon
SC50	7579	Director, Health Training Center, Department of Mental Health
SC55	7625	Coordinator of Professional Education, Community Psychiatry Training Center Department of Health
SD70	7595	Medical Director Hospital for the Mentally Ill C.E.A.
SD95	7601	Program Director -Medical-
SD98	7604	Program Assistant, Medical

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SE20	7599	Medical Director Hospital for the Mentally Retarded C.E.A.
SE25	7607	Chief of Graduate Education, Department of Health
SE30	7600	Chief of Professional Education Mental Hospital
SE60	7605	Medical Facility Superintendent Department of Corrections C.E.A.
SE70	5376	Chief, Laboratory Services Branch
SE90	7612	Chief Psychiatrist Correctional Facility
SF90	7649	Pathologist
SH32	7667	Deputy Director, Public and Environmental Health Division
SH42	7672	Chief, Preventive Medical Services Branch
SH50	7676	Chief Bureau of Maternal and Child Health
SH60	7679	Chief, Crippled Children Services Section
SH80	7687	Chief, Infectious Disease Section
SH90	7690	Chief, Family Health Services Section
SK30	7745	Regional Medical Coordinator
SK40	7747	Chief, Contract Counties Health Services Section
SK60	7756	Chief Viral and Rickettsial Diseases Laboratory

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SL35	7774	Chief Bureau of Health Intelligence
SM10	7777	Medical Officer, State Comp. Insurance Fund
SM60	7789	Medical Program Consultant Department of Health
SM90	7793	Chief Medical Officer, Health Care Service Plans
SN10	7794	Medical Director, Employment Development Department, C.E.A.
SO10	7808	Medical Director Division of Industrial Accidents C.E.A.
SO20	7809	District Medical Director Division of Industrial Accidents
SP05	7820	Medical Consultant State Board of Medical Quality Assurance
SP10	7822	Medical Officer, SPB
SP15	7821	Chief Medical Consultant Board of Medical Quality Assurance
SP50	7825	Chief Medical Consultant Department of Rehabilitation
SR45	7847	Dental Health Consultant Department of Public Health
SR10	7830	Chief Dentist

PHYSICIAN, DENTIST & PODIATRIST UNIT 16  
Split Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SI20	7705	Public Health Medical Officer III
SI50	7716	Public Health Medical Officer III--Epidemiology
SI70	7715	Public Health Medical Officer III--Maternal and Child Health
SM70	7788	Medical Consultant II Department of Health
TC40	7977	Podiatrist

PHYSICIAN, DENTIST AND PODIATRIST UNIT 16  
Employees Excluded As Supervisorial/Managerial In Split Classifications  
List C

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
SI20	7705	Public Health Medical Officer III	West, Erma M.
SI20	7705	Public Health Medical Officer III	Magoffin, R. L.
SI20	7705	Public Health Medical Officer III	Clark, William H.
SI20	7705	Public Health Medical Officer III	Kahn, Ephrim
SI20	7705	Public Health Medical Officer III	Reed, Dwayne
SI20	7705	Public Health Medical Officer III	Chai, Eiko
SI20	7705	Public Health Medical Officer III	Bond, Donald B.
SI20	7705	Public Health Medical Officer III	Blankenship, Willard
SI20	7705	Public Health Medical Officer III	Leonard, Alvin R.
SI20	7705	Public Health Medical Officer III	Renteln, Henry H.
SI20	7705	Public Health Medical Officer III	Roberto, Ronald R.
SI20	7705	Public Health Medical Officer III	Nesbitt, William
SI20	7705	Public Health Medical Officer III	Austin, Donald F.
SI50	7716	Public Health Medical Officer III --Epidemiology	Ales, LD.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
SI50	7716	Public Health Medical Officer III-- Epidemiology	Arnon, Steven
SI70	7715	Public Health Medical Officer III-- Maternal and Child Health	Hawes, William
SI70	7715	Public Health Medical Officer III-- Maternal and Child Health	Brazie, Joseph
SI70	7715	Public Health Medical Officer III-- Maternal and Child Health	Cunningham, George C.
SI70	7715	Public Health Medical Officer III-- Maternal and Child Health	Polhemus, Donald
SI70	7715	Public Health Medical Officer III-- Maternal and Child Health	Montgomery, Theordore
SM70	7788	Medical Consultant II Department of Health	Kaufman, Harry
SM70	7788	Medical Consultant II Department of Health	Hughes, J. Ralph
SM70	7788	Medical Consultant II Department of Health	Mondanaro, Josette
SM70	7788	Medical Consultant II Department of Health	Baird, Katherine D.
SM70	7788	Medical Consultant II Department of Health	Perkins, Evan K.
SM70	7788	Medical Consultant II Department of Health	Rosenfeld, Sam

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
SM70	7788	Medical Consultant II Department of Health	Reese, Edward
SM70	7788	Medical Consultant II Department of Health	DeFries, William
TC40	7977	Podiatrist	Lauer, Theodore

REGISTERED NURSE UNIT 17  
Excluded Supervisorial/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
TH10	8126	Supervising Nurse III
TH20	8129	Supervising Nurse II
TI35	8156	Nursing Coordinator
TI50	8155	Psychiatric Nursing Education Director
TI60	8158	Supervising Psychiatric Nurse
TI70	8161	Registered Nurse III
TJ80	8208	Chief of Public Health Nursing-Contract Counties-
TJ85	8211	Public Health Nurse IV
TJ90	8209	Public Health Nurse III
TN05	8246	Inspector Board of Vocational Nurse and Psychiatric Technician Examiners
TN10	8245	Supervising Nursing Education Consultant
TN30	8142	Nurse Education Director Veterans' Home
TN35	8148	Medi-Cal Nursing Consultant II
TN70	8133	Coordinator of Nursing Services

<u>Schematic</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Job</u> <u>Description</u>
TN85	8145	Health Center Services Nurse III
TT30	8327	Nursing Consultant, Program Review Unit, Department of Health

REGISTERED N DE UNIT 17  
Excluded Supervisory/Managerial Employees In An  
Otherwise Rank and File Classification  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Employee Name</u>
TJ20	8181	Nursing Consultant III	McEven, Nancy L.
TJ20	8181	Nursing Consultant III	Range, Ruth S.

PSYCHIATRIC TECHNICIAN UNIT 18  
Excluded Supervisory/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
TL40	8230	Unit Supervisor
TT10	8268	Program Director--Developmental Disabilities Programs
TT15	8269	Program Director--Mental Disabilities Programs
TT20	8266	Program Assistant--Developmental Disabilities Program
TT25	8267	Program Assistant--Mental Disabilities Programs

HEALTH AND SOCIAL SERVICE /PROFESSIONAL UNIT 19  
Excluded Managerial/Supervisory Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SH40	7670	Chief, Occupational Health Section
SH45	7673	Chief, Child Health and Disability Prevention Branch
SH95	7692	Chief Emergency Medical Services Section
SK70	7757	Chief Microbial Diseases Laboratory
SK80	7758	Chief Laboratory Field Services
SK90	7760	Chief, Radiological Health Section
SY17	7983	Exec. Secretary Research Advisory Panel
SY18	8873	Assist. Exec. Secretary, Board of Pharmacy
SY20	8874	Supervising Inspector, Board of Pharmacy
TL10	8214	Chief, Domiciliary Services
T010	8290	Assistant to the Deputy Director, Mental Program Services, Department of Health
T080	9825	Supervisor, Sheltered Workshop
TT45	4779	Community Liaison Representative, Department of Health
WK60	9405	Social Service Administrator III CEA
WK70	9406	Social Service Administrator II

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
WK80	9408	Social Service Administrator I
WL26	9394	Chief, Office of Child Abuse Prevention
WL30	9426	Adoptions Case Worker Supervisor
WN35	9407	Administrator, Commission on Aging
XA50	9686	Administrator, Orientation Center for Blind
XG20	9631	Chief, Mobility Barriers, Department of Rehabilitation
XG30	9782	Chief, Planning and Program Development, Department of Rehabilitation
XG50	9789	Program Administrator II, Department of Rehabilitation
XG55	9792	Chief, Job Development, Department of Rehabilitation
XG69	9784	Chief Rehabilitation Facilities Development
XG70	9795	Assistant Chief Rehabilitation Facilities Development
XG85	9798	Program Manager Blind/Department of Rehabilitation
XG88	9791	Program Manager Deaf/Department of Rehabilitation
XO32	9857	Assistant Chief, Community Services Section, Department of Health
XO65	9844	Area Supervisor, Community Services
XP10	9866	Supervising Psychiatric Social Worker II



<u>Schematic</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Job</u> <u>Description</u>
XP20	9867	Supervising Psychiatric Social Worker I
XQ20	9883	Medical Social Service Administrator II
XQ30	9884	Medical Social Service Administrator I
XR60	9906	Supr. of Special Treatment
XU10	9932	Chief, Alcohol Treatment Service
SY50	7981	Pharmacist II
DI20	2154	Supervisor, Child Nutrition Consultant
XG91	9628	Rehabilitation Administrator II
XG92	9629	Rehabilitation Administrator III
XH10	9801	Rehabilitation Supervisor

HEALTH AND SOCIAL SERVICE / PROFESSIONAL UNIT 19  
Excluded Supervisory/Managerial Positions/Employees In Otherwise Rank and File Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
SY16	7994	Pharmaceutical Consultant II, Dept. of Health		Randell, Edwin A.
SY16	7994	Pharmaceutical Consultant II, Dept. of Health		Forsher, Elmer H.
SY16	7994	Pharmaceutical Consultant II, Dept. of Health		Wetherall, Ronald C.
SY16	7994	Pharmaceutical Consultant II, Dept. of Health		Riley, James A.
WK90	9410	Social Service Consultant III		Kerfoot, Helene V.
WK90	9410	Social Service Consultant III		Allred, Elizabeth S.
WK90	9410	Social Service Consultant III		Cuny, Charles H.
WK90	9410	Social Service Consultant III		Duffield, Theodore C.
WK90	9410	Social Service Consultant III		Stocking, Olive
WK90	9410	Social Service Consultant III		Baysmore, Gary L.
WK90	9410	Social Service Consultant III		Hixon, Ann B.
WK90	9410	Social Service Consultant III		Seegel, Josephine N.
WK90	9410	Social Service Consultant III		Parker, Edwina
WK90	9410	Social Service Consultant III		Fisher, Ella E.

<u>Schema</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Job</u> <u>Description</u>	<u>Position</u> <u>Number</u>	<u>Employee</u> <u>Name</u>
WK90	9410	Social Service Consultant III		Daughenbaugh, Joanne
WK90	9410	Social Service Consultant III		O'Gara, Bertha
WK90	9410	Social Service Consultant III		Butterfield, Dorothy L.
XL40	9840	Senior Psychologist, Youth Authority		Ohlsen, John A.
XL40	9840	Senior Psychologist, Youth Authority		Safford, Harold W.
XL40	9840	Senior Psychologist, Youth Authority		Apesalp, Albert F.
XL40	9840	Senior Psychologist, Corrections		Banks, Hobert M.

MEDICAL AND SOCIAL SERVICE SUPPORT UNIT 20  
Excluded Supervisorial/Managerial Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
SV10	7922	Supervisor, Clinical Lab Technician
XA65	9636	Supr. Instructional Counselor, School for Deaf
XA73	9637	Supr. Instructional Counselor, School for Blind
XA77	9683	Supr. Instructional Counselor, Diagnostic School

## APPENDIX C

The status of the following classifications remain unresolved.

### Unit 7

State Police Sergeants

VC 30

This is a split classification, with the Line Sergeants' status remaining unresolved.

### Unit 12

Plumber Supervisor

PT 10

Electrician Supervisor

PS 10

Painter Supervisor

PQ 60

Carpenter Supervisor

PN 10

Highway Electrical Supervisor

QO 20

Toll Bridge Service and  
Maintenance Supervisor I

PF 80

### Unit 13

Supervisor, Tunnels and Tubes

QC 60

Chief Engineer I

QC 20

### Unit 15

Laundry Supervisor I

DG 30

Supervising Cook II - CF

DJ 15

Supervising Cook I - CF

DJ 25

APPENDIX D

CORRECTIONS UNIT 6  
Purported Excluded Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
WU10	9560	Program Administrator, Correctional School
WU40	9570	Treatment Team Supervisor
WU50	9569	Head Group Supervisor
WU70	9574	Assistant Head Group Supervisor
WV20	9584	Supervising Transportation Officer, Youth Authority
WV30	9585	Lead Transportation Officer, Youth Authority
WW40	9626	Superintendent III, Department of Corrections CEA
WW50	9627	Superintendent II, Department of Corrections
WW60	9635	Superintendent, California Institution for Women
WX40	9613	Field Representative, Department of Corrections
WX60	9643	Correctional Administrator CEA
WX70	9646	Program Administrator, Correctional Institution
WX80	9647	Correctional Program Supervisor III
WY15	9652	Chief Transportation Officer, Department of Corrections
WY16	9651	Assistant Chief Transportation Officer, Department of Corrections

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
WY20	9650	Correctional Captain
WY30	9656	Correctional Lieutenant
WY56	9669	Correctional Management Trainee IV
WY57	9666	Correctional Management Trainee III
XC60	9695	Parole Agent III, CYA
XD10	9739	Youth Authority Board Representative
XD52	9719	Law Enforcement Consultant, Youth Authority
XD55	9718	Volunteer Service Consultant
XD70	9728	Career Opp. Dev., Youth Authority
XE15	9767	Senior Special Agent, CDC
XE50	9760	Parole Agent III, Adult Parole
XR10	9908	Supervising Casework Specialist II, Youth Authority
XR20	9910	Supervising Casework Specialist I, Youth Authority
XS20	9902	Correctional Counselor III

PROFESSIONAL SCIENTIFIC UNIT 10  
Purported Split Classifications  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
BH82	0756	Environmental Specialist IV
BH83	0755	Environmental Specialist III
HR40	3716	Senior Geologist
JW61	4895	Energy Project Specialist I (Various Projects)
JW62	4896	Energy Project Specialist II (Various Projects)
JW63	4897	Energy Project Specialist III (Various Projects)
JW64	4898	Energy Project Specialist IV (Various Projects)
JW65	4899	Energy Project Specialist V (Various Projects)
SS10	7858	Research Specialist V--Various Studies
SS20	7859	Research Specialist IV--Various Studies
SS25	7867	Research Specialist III--Various Studies
SS30	7860	Research Specialist II--Various Studies
SS40	7861	Research Specialist I--Various Studies
SW40	7948	Public Health Microbiologist II
TC10	7978	Staff Toxicologist



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
TF10	8058	Research Chemist
TF55	8069	Public Health Chemist III

PROFESSIONAL SCIENTIFIC UNIT 10  
Positions Purported to be Excluded From Split Classifications  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
SS25	7867	Research Specialist III--Various Studies	525-012-7867-001	Hagen, Roger E.
SS20	7859	Research Specialist IV--Various Studies	807-225-7859-001	Schmidt, Nathalie J.
SS20	7859	Research Specialist IV--Various Studies	807-225-7859-002	Cremer, Natalie E.
SS20	7859	Research Specialist IV--Various Studies	807-251-7859-001	Bissell, Glenn D.
SS30	7860	Research Specialist II--Various Studies	809-520-7860-002	Owen, Elizabeth W.
SS30	7860	Research Specialist II--Various Studies	809-520-7860-003	Drew, Charles H. Jr.
TF10	8058	Research Chemist	807-191-8058-001	Storm, David L.
TF10	8058	Research Chemist	807-191-8058-002	Stephens, Robert D.
SS30	7860	Research Specialist II--Various Studies	455-800-7860-001	Schaefer, Halmuth H.
HR40	3716	Senior Geologist	538-101-3716-004	Jennings, Charles W.
HR40	3716	Senior Geologist	538-101-3716-016	Hart, Earl W.
HR40	3716	Senior Geologist	538-101-3716-017	Bishop, Charles C.
HR40	3716	Senior Geologist	538-102-3716-002	Weber, Frank H. Jr.
HR40	3716	Senior Geologist	538-102-3716-018	Morton, Paul K.
HR40	3716	Senior Geologist	538-103-3716-001	Wootton, Tom M.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
HR40	3716	Senior Geologist	538-104-3716-007	Chapman, Rodger H.
HR40	3716	Senior Geologist	538-104-3716-019	Bacon, Charles F.
HR40	3716	Senior Geologist	538-105-3716-003	Streitz, Robert
JW61	4895	Energy Project Specialist I (Various Projects)	535-340-4895-001	Lewis, Stephen J.
JW62	4896	Energy Project Specialist II (Various Projects)	535-340-4896-002	Sdinski, Arthur J.
JW64	4898	Energy Project Specialist IV (Various Projects)	535-340-4898-001	Nix, Henry D. Jr.
JW64	4898	Energy Project Specialist IV (Various Projects)	535-510-4898-001	Nichols, John B.
HR40	3716	Senior Geologist	848-220-3716-501	Hassan, Ahmad A.
TF55	8069	Public Health Chemist III	841-382-8069-001	Seals, Johnie E.
BH82	0756	Environmental Specialist IV	880-420-0756-501	Dunham, Lloyd R.
BH82	0756	Environmental Specialist IV	880-525-0756-001	Allen, James T.
BH83	0755	Environmental Specialist III	880-110-0755-001	Church, Ronald L.
BH83	0755	Environmental Specialist III	880-120-0755-001	Whitsel, Richard H.
BH83	0755	Environmental Specialist III	880-120-0755-002	Condit, Richard J.
BH83	0755	Environmental Specialist III	880-140-0755-001	Schinazi, Lewis A.
BH83	0755	Environmental Specialist III	880-310-0755-110	Yang, Mingshyong

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
BH83	0755	Environmental Specialist III	880-340-0755-100	Johns, Gerald E.
BH83	0755	Environmental Specialist III	880-525-0755-100	Falkenstein, Michael
TC10	7978	Staff Toxicologist	014-903-7978-001	Maddy, Keith T.
SW40	7948	Public Health Microbiologist II	518-360-7948-003	Maeda, William
SW40	7948	Public Health Microbiologist II	497-360-7948-001	Arya, Dharmendra
SW40	7948	Public Health Microbiologist II	515-360-7948-001	Leavitt, Boyd

APPENDIX E

<u>Unit</u>	<u>Category of Exclusions</u>	<u>Source</u>
1	Excluded Classifications with Rank and File Employees and excluded positions therein.	Joint Exhibit III-1-4 Joint Exhibit III-1-4A Joint Exhibit III-1-4B
	Rank and File Classifications with Excluded Employees and excluded positions therein.	Joint Exhibit III-1-4 Joint Exhibit III-1-4A Joint Exhibit III-1-4B
4	Classes with Mixed Designations.	Employer's Exhibit III-4-B
6	Positions excluded as Confidential.	Transcript Volume XIV, pp. 1-4 GOER's Post-Hearing Brief p. 4 and Exhibit A GOER's letter to Hearing Officer Wilson dated September 6, 1979
	Split Classification of Parole Agent II, CYA.	Transcript Volume X, pp. 3-4 GOER's Post-Hearing Brief p. 3 and Exhibit C GOER's letter to Hearing Officer Wilson dated September 6, 1979
	Split Classification of Correctional Counselor II.	Transcript Volume XIII, pp. 41-42 GOER's Post-Hearing Brief p. 3 GOER's letter to Hearing Officer Wilson dated September 6, 1979
19	Rank and File Employees in Otherwise Excluded Classifications.	GOER Exhibit 2 Transcript Volume I, pp. 16-19

APPENDIX F

ADMINISTRATIVE, FINANCIAL, & STAFF SERVICES UNIT 1  
Classifications Purported to be Excluded by Government Code Section 3513(c)  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
LA 15	5164	Supervising Personnel Selection Consultant, State Personnel Board
LA 20	5165	Personnel Selection Consultant State Personnel Board
LA 30	5168	Test Validation and Development Specialist II
LA 35	5183	Test Validation and Development Specialist I
LA 50	5180	Recruitment Representative
LA 70	9020	Recruitment Manager, State Personnel Board
LA 80	8895	Expert Examiner

ADMINISTRATIVE, FINANCIAL, & STAFF SERVICES UNIT 1  
State Personnel Board Employees Purported to be Excluded by Section 3513(c)  
List B

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
EB42	2287	Teacher Elementary Education CF	590-626-2287-001	Flenoy, Ruth
KC70	4802	Staff Services Manager III	590-111-4802-001	Ortega, Samuel S.
KC80	4801	Staff Services Manager II	590-302-4801-003	Meyer, Gerard M.
KC80	4801	Staff Services Manager II	590-302-4801-013	Allen, Edward F.
KC80	4801	Staff Services Manager II	590-307-4801-001	Walker, Goodyear K.
KC80	4801	Staff Services Manager II	590-351-4801-001	Frost, Michael R.
KC80	4801	Staff Services Manager II	590-401-4801-001	Leitner, Richard D.
KC80	4801	Staff Services Manager II	590-402-4801-002	Heal, William A.
KC80	4801	Staff Services Manager II	590-405-4801-001	Strom, Peter J.
KC80	4801	Staff Services Manager II	590-407-4801-001	Wakefield, James A.
KC80	4801	Staff Services Manager II	590-410-4801-001	Beckman, Vernon P.
KC80	4801	Staff Services Manager II	590-500-4801-001	Birkenstock, John C.
KC80	4801	Staff Services Manager II	590-511-4801-001	Jackson, John A.
KC80	4801	Staff Services Manager II	590-623-4801-002	Vader, Michael E.
KC80	4801	Staff Services Manager II	590-624-4801-001	Hester, John R.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KC80	4801	Staff Services Manager II	590-630-4801-001	Aguilera, Neptaly T.
KC80	4801	Staff Services Manager II	590-701-4801-001	Camilli, Richard L.
KC80	4801	Staff Services Manager II	590-708-4801-002	Schwegel, Warren F.
KC80	4801	Staff Services Manager II	590-802-4801-001	Horne, Richard C.
KC80	4801	Staff Services Manager II	590-803-4801-001	Appleman, Wayne D.
KC90	4800	Staff Services Manager I	590-121-4800-001	Erwin, Judith M.
KC90	4800	Staff Services Manager I	590-121-4800-002	Worcester, John R.
KC90	4800	Staff Services Manager I	590-302-4800-006	Painter, Robert K.
KC90	4800	Staff Services Manager I	590-302-4800-007	Grissom, Hermein
KC90	4800	Staff Services Manager I	590-302-4800-010	Leijonflycht, Richard H.
KC90	4800	Staff Services Manager I	590-302-4800-012	Stgeorge, Peggy L.
KC90	4800	Staff Services Manager I	590-302-4800-013	Ortiz, Luciano B.
KC90	4800	Staff Services Manager I	590-302-4800-014	Pearce, James E.
KC90	4800	Staff Services Manager I	590-302-4800-015	Jeppesen, Vernal P.
KC90	4800	Staff Services Manager I	590-302-4800-016	Dolezalteafor, Elizabeth A.
KC90	4800	Staff Services Manager I	590-302-4800-017	Vargas, Jane
KC90	4800	Staff Services Manager I	590-307-4800-004	Hoffman, Nancy R.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KC90	4800	Staff Services Manager I	590-401-4800-001	Burns, Julie E.
KC90	4800	Staff Services Manager I	590-405-4800-001	Vargas, Mike A.
KC90	4800	Staff Services Manager I	590-405-4800-900	Faulconer, Cherie H.
KC90	4800	Staff Services Manager I	590-407-4800-001	Cromwell, Martin F.
KC90	4800	Staff Services Manager I	590-408-4800-001	Keay, Justin
KC90	4800	Staff Services Manager I	590-409-4800-001	Mulligan, W. Bruce
KC90	4800	Staff Services Manager I	590-409-4800-002	Clifford, Robert K.
KC90	4800	Staff Services Manager I	590-410-4800-001	Broderick, Joseph A.
KC90	4800	Staff Services Manager I	590-410-4800-003	Tanaka, Noboru F.
KC90	4800	Staff Services Manager I	590-519-4800-001	Dickens, Janet E.
KC90	4800	Staff Services Manager I	590-622-4800-003	Burgess, Edward L.
KC90	4800	Staff Services Manager I	590-624-4800-002	Moreno, Segondino A.
KC90	4800	Staff Services Manager I	590-701-4800-003	McDonald, Patricia P.
KC90	4800	Staff Services Manager I	590-701-4800-004	Cato-Garret, Robert
KC90	4800	Staff Services Manager I	590-702-4800-001	Coffee, Karen A.
KC90	4800	Staff Services Manager I	590-708-4800-002	Biehler, William A.
KC90	4800	Staff Services Manager I	590-708-4800-003	Kline, Roland A.
KC90	4800	Staff Services Manager I	590-708-4800-005	Willis, Jennifer L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KC90	4800	Staff Services Manager I	590-708-4800-006	Oliveira, Gaspar L. Jr.
KC90	4800	Staff Services Manager I	590-708-4800-007	Loggins, Gary A.
KC90	4800	Staff Services Manager I	590-708-4800-008	Sneed, Richard J.
KC90	4800	Staff Services Manager I	590-803-4800-002	Jones, Donna D.
KC90	4800	Staff Services Manager I	590-804-4800-004	Hayden, Dale L.
KC90	4800	Staff Services Manager I	590-804-4800-005	Wells, George H.
KC90	4800	Staff Services Manager I	590-804-4800-008	Coontz, Patricia S.
KY90	5142	Associate Personnel Analyst	590-121-5142-701	Martinez, Kathy M.
KY90	5142	Associate Personnel Analyst	590-121-5142-702	Gerlitz, Kenneth R.
KY90	5142	Associate Personnel Analyst	590-121-5142-703	Fujiwara, Sadako
KY90	5142	Associate Personnel Analyst	590-121-5142-704	Marr, Franklin C.
KY90	5142	Associate Personnel Analyst	590-121-5142-706	Teague, Margaret L.
KY90	5142	Associate Personnel Analyst	590-121-5142-709	Mansfield, Darryl F.
KY90	5142	Associate Personnel Analyst	590-201-5142-702	Marsee, Sheila D.
KY90	5142	Associate Personnel Analyst	590-201-5142-703	Taylor, Virginia P.
KY90	5142	Associate Personnel Analyst	590-302-5142-709	Boreman, Stephen M.
KY90	5142	Associate Personnel Analyst	590-302-5142-710	Pickett, Raul P.
KY90	5142	Associate Personnel Analyst	590-302-5142-720	Raymer, Alison B.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KY90	5142	Associate Personnel Analyst	590-302-5142-727	Vaughn, Katherine R.
KY90	5142	Associate Personnel Analyst	590-302-5142-751	Scott, Alfred D.
KY90	5142	Associate Personnel Analyst	590-302-5142-759	Lee, Gordon W.
KY90	5142	Associate Personnel Analyst	590-302-5142-761	James, Lucinda P.
KY90	5142	Associate Personnel Analyst	590-302-5142-767	Healy, Edward M.
KY90	5142	Associate Personnel Analyst	590-302-5142-782	Heard, Judith J.
KY90	5142	Associate Personnel Analyst	590-302-5142-783	Galvan, Lorenzo G.
KY90	5142	Associate Personnel Analyst	590-302-5142-784	Perez, Raymond
KY90	5142	Associate Personnel Analyst	590-302-5142-785	Hotchkiss, Sally L.
KY90	5142	Associate Personnel Analyst	590-302-5142-789	Allison, Joan E.
KY90	5142	Associate Personnel Analyst	590-302-5142-790	Westerinen, Linda M.
KY90	5142	Associate Personnel Analyst	590-302-5142-791	Wait, Ullamaija A.
KY90	5142	Associate Personnel Analyst	590-302-5142-792	MacKenzie, Donna M.
KY90	5142	Associate Personnel Analyst	590-302-5142-793	Kalstrom, Philip B.
KY90	5142	Associate Personnel Analyst	590-302-5142-794	Minami, Roy H.
KY90	5142	Associate Personnel Analyst	590-302-5142-798	Goodridge, Judy A.
KY90	5142	Associate Personnel Analyst	590-302-5142-799	Nelson, Duella M.
KY90	5142	Associate Personnel Analyst	590-302-5142-803	Jones, Carol A.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KY90	5142	Associate Personnel Analyst	590-302-5142-809	Sieber, Margaret A.
KY90	5142	Associate Personnel Analyst	590-302-5142-810	Harris, Walter L.
KY90	5142	Associate Personnel Analyst	590-302-5142-811	Titus, Ronald A.
KY90	5142	Associate Personnel Analyst	590-302-5142-812	Delapp, Lynn R.
KY90	5142	Associate Personnel Analyst	590-302-5142-900	Merold, Sonja H.
KY90	5142	Associate Personnel Analyst	590-302-5142-900	Ward, Catherine M.
KY90	5142	Associate Personnel Analyst	590-312-5142-704	Corralejo, Robin J.
KY90	5142	Associate Personnel Analyst	590-319-5142-704	Cordova, Charlene F.
KY90	5142	Associate Personnel Analyst	590-351-5142-001	Less, Edward L.
KY90	5142	Associate Personnel Analyst	590-352-5142-705	Davis, Patricia A.
KY90	5142	Associate Personnel Analyst	590-401-5142-701	Moe, Laura D.
KY90	5142	Associate Personnel Analyst	590-401-5142-708	Rowett, Lillian J.
KY90	5142	Associate Personnel Analyst	590-401-5142-709	Wakayama, Patricia R.
KY90	5142	Associate Personnel Analyst	590-402-5142-701	Hutchinson, David A.
KY90	5142	Associate Personnel Analyst	590-402-5142-703	Highhill, Robert E.
KY90	5142	Associate Personnel Analyst	590-402-5142-705	James, William K.
KY90	5142	Associate Personnel Analyst	590-405-5142-701	Sales, Sandra L.
KY90	5142	Associate Personnel Analyst	590-405-5142-703	Hernandez, Steven A.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KY90	5142	Associate Personnel Analyst	590-407-5142-701	Rabe, Janet A.
KY90	5142	Associate Personnel Analyst	590-407-5142-702	Davis, Michael B.
KY90	5142	Associate Personnel Analyst	590-407-5142-703	Allan, Shirley J.
KY90	5142	Associate Personnel Analyst	590-407-5142-704	Hammades, N. A.
KY90	5142	Associate Personnel Analyst	590-407-5142-705	Albouze, Achille R. Jr.
KY90	5142	Associate Personnel Analyst	590-407-5142-707	Dyer, William G.
KY90	5142	Associate Personnel Analyst	590-407-5142-708	Webster, William B.
KY90	5142	Associate Personnel Analyst	590-407-5142-709	Nielsen, William K.
KY90	5142	Associate Personnel Analyst	590-409-5142-708	Jaime, Michael H.
KY90	5142	Associate Personnel Analyst	590-409-5142-709	McCarthy, Nancy L.
KY90	5142	Associate Personnel Analyst	590-409-5142-710	Debbs, John L.
KY90	5142	Associate Personnel Analyst	590-409-5142-711	Mandel, Joel E.
KY90	5142	Associate Personnel Analyst	590-410-5142-706	Watts, Harold L.
KY90	5142	Associate Personnel Analyst	590-410-5142-715	Gaytan, Carlos O.
KY90	5142	Associate Personnel Analyst	590-410-5142-717	Kozusko, John L.
KY90	5142	Associate Personnel Analyst	590-410-5142-718	Rawlins, Walter J.
KY90	5142	Associate Personnel Analyst	590-410-5142-719	Hironaka, Joan M.
KY90	5142	Associate Personnel Analyst	590-410-5142-721	Hurtado, Daniel

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KY90	5142	Associate Personnel Analyst	590-410-5142-722	Bugarin, Bertha A.
KY90	5142	Associate Personnel Analyst	590-500-5142-900	Siemens, Mark S.
KY90	5142	Associate Personnel Analyst	590-511-5142-701	Oliver, Kathleen M.
KY90	5142	Associate Personnel Analyst	590-621-5142-701	Marquez, Victoria
KY90	5142	Associate Personnel Analyst	590-622-5142-710	Perez, Jose L.
KY90	5142	Associate Personnel Analyst	590-623-5142-701	Gaskins, Jimmy W.
KY90	5142	Associate Personnel Analyst	590-623-5142-702	Huttula, Janet D.
KY90	5142	Associate Personnel Analyst	590-623-5142-705	Brown, Robert H.
KY90	5142	Associate Personnel Analyst	590-624-5142-001	Deterville, Albert R.
KY90	5142	Associate Personnel Analyst	590-624-5142-703	Parks, Betty L.
KY90	5142	Associate Personnel Analyst	590-624-5142-706	Graeber, Lynne R.
KY90	5142	Associate Personnel Analyst	590-701-5142-704	Lipa, Peter M.
KY90	5142	Associate Personnel Analyst	590-701-5142-750	Anthony, Vicki L.
KY90	5142	Associate Personnel Analyst	590-701-5142-754	Martinez, Jose R.
KY90	5142	Associate Personnel Analyst	590-701-5142-900	Halterman, Jane C.
KY90	5142	Associate Personnel Analyst	590-702-5142-701	Harris, Pamela J.
KY90	5142	Associate Personnel Analyst	590-702-5142-704	Edelen, Alice D.
KY90	5142	Associate Personnel Analyst	590-702-5142-750	Hyland, Robert F.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
KY90	5142	Associate Personnel Analyst	590-708-5142-001	Eckerle, Leo F.
KY90	5142	Associate Personnel Analyst	590-708-5142-706	Perrier, Maria L.
KY90	5142	Associate Personnel Analyst	590-708-5142-750	Phillips, Hartley A.
KY90	5142	Associate Personnel Analyst	590-708-5142-760	Gonzales, Raymond Jr.
LC30	5197	Training Officer I	590-803-5197-003	Barton, Marilyn C.
LC30	5197	Training Officer I	590-803-5197-004	Taylor, Frances F.
LC30	5197	Training Officer I	590-804-5197-003	Chappell, Ruthie M.
LC30	5197	Training Officer I	590-804-5197-008	Lewis, Patricia Y.
LE08	5160	Personnel Technician I	590-121-5160-702	Gomez, Delilah
LE08	5160	Personnel Technician I	590-121-5160-703	Perri, Christine A.
LE08	5160	Personnel Technician I	590-302-5160-706	Moreno-Ingram, Karen
LE08	5160	Personnel Technician I	590-302-5160-714	Kazer, Sandra G.
LE08	5160	Personnel Technician I	590-302-5160-714	King, Gail L.
LE08	5160	Personnel Technician I	590-302-5160-715	Dear, Marilyn R.
LE08	5160	Personnel Technician I	590-302-5160-720	Meade, Karen L.
LE08	5160	Personnel Technician I	590-302-5160-725	Anderson, Carol D.
LE08	5160	Personnel Technician I	590-302-5160-726	Gregory, Sandra C.
LE08	5160	Personnel Technician I	590-302-5160-727	Ellsworth, Mary J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
LE08	5160	Personnel Technician I	590-302-5160-729	Williams, Sharon S.
LE08	5160	Personnel Technician I	590-302-5160-730	Strazzo, Michael L.
LE08	5160	Personnel Technician I	590-302-5160-731	Abbott, Joan R.
LE08	5160	Personnel Technician I	590-321-5160-702	Marquardt, Kimberly D.
LE08	5160	Personnel Technician I	590-402-5160-702	Knerl, Melissa A.
LE08	5160	Personnel Technician I	590-410-5160-704	Troyan, Cari A.
LE08	5160	Personnel Technician I	590-410-5160-706	Harrison, Antoinette J.
LE08	5160	Personnel Technician I	590-517-5160-001	Scott, Lesbeth M.
LE08	5160	Personnel Technician I	590-624-5160-001	Goedrich, Alice M.
LE08	5160	Personnel Technician I	590-632-5160-707	Cole, Elizabeth P.
LE08	5160	Personnel Technician I	590-701-5160-702	McMoline, Ann E.
LE08	5160	Personnel Technician I	590-708-5160-701	Smith, Diane L.
LE08	5160	Personnel Technician I	590-708-5160-701	Meeker, Billy P.
LE08	5160	Personnel Technician I	590-804-5160-001	Fong, June L.
LE09	5161	Personnel Technician II	590-302-5161-719	Smith, Kathryn A.
LE09	5161	Personnel Technician II	590-302-5161-723	Lorenz, Guadalupe M.
LE09	5161	Personnel Technician II	590-302-5161-728	Hansen, Katherine A.



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
LE09	5161	Personnel Technician II	590-307-5161-707	Ang, Lucille E.
LE09	5161	Personnel Technician II	590-402-5161-701	Shellenbarger, Carol P.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-721	Stanley, Judith E.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-722	Lewis, Vallita M.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-725	Gould, Beth A.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-734	Koerner, Julianne R.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-773	Hoff, Katherine M.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-774	Kankkonen, Bette J.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-780	Magee, Sharon L.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-786	Howard, Paul K.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-795	Rake, Don D.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-801	Sisneros, Barbara A.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-802	McKenzie, Daisy T.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-804	Morris, Karla G.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-805	Cooper, Brenda J.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-806	Bass, Loraine
LE 16	5157	Staff Services Analyst (General)	590-302-5157-807	Morcomb, Mary T.
LE 16	5157	Staff Services Analyst (General)	590-302-5157-813	Corbett, Heidi L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
LE16	5157	Staff Services Analyst (General)	590-307-5157-711	Watson, Ellen S.
LE16	5157	Staff Services Analyst (General)	590-307-5157-900	Vinson, Sandra L.
LE16	5157	Staff Services Analyst (General)	590-312-5157-701	Francis, Steven A.
LE16	5157	Staff Services Analyst (General)	590-312-5157-703	Friberg, Melody L.
LE16	5157	Staff Services Analyst (General)	590-321-5157-701	Wellerstein, Wanda N.
LE16	5157	Staff Services Analyst (General)	590-321-5157-702	Caietti, Norma J.
LE16	5157	Staff Services Analyst (General)	590-352-5157-701	Duarte, Belen M.
LE16	5157	Staff Services Analyst (General)	590-401-5157-702	Pardee, Myrl C.
LE16	5157	Staff Services Analyst (General)	590-401-5157-705	Bither, Nancy E.
LE16	5157	Staff Services Analyst (General)	590-402-5157-702	Onodera, Gail T.
LE16	5157	Staff Services Analyst (General)	590-405-5157-705	Skierka, Elaine S.
LE16	5157	Staff Services Analyst (General)	590-405-5157-722	Decosta, Evelyn M.
LE16	5157	Staff Services Analyst (General)	590-407-5157-711	Terra, Dale E.
LE16	5157	Staff Services Analyst (General)	590-407-5157-712	Grandstaff, Joyce B.
LE16	5157	Staff Services Analyst (General)	590-407-5157-900	Flohr, Judith A.
LE16	5157	Staff Services Analyst (General)	590-410-5157-716	Glaspie, Sharron B.
LE16	5157	Staff Services Analyst (General)	590-410-5157-723	Calvert, Lura A.
LE16	5157	Staff Services Analyst (General)	590-622-5157-001	Kreig, Julie L.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
LE16	5157	Staff Services Analyst (General)	590-622-5157-001	Luscutoff, Joanne
LE16	5157	Staff Services Analyst (General)	590-622-5157-708	Johnson, Susan D.
LE16	5157	Staff Services Analyst (General)	590-622-5157-711	Johnson, Melvin L.
LE16	5157	Staff Services Analyst (General)	590-622-5157-714	Bocanegra, Paul
LE16	5157	Staff Services Analyst (General)	590-622-5157-716	Menchaca, Maria L.
LE16	5157	Staff Services Analyst (General)	590-624-5157-704	Johnson, William T.
LE16	5157	Staff Services Analyst (General)	590-624-5157-705	Combies, David A.
LE16	5157	Staff Services Analyst (General)	590-630-5157-706	Corral, Roberto
LE16	5157	Staff Services Analyst (General)	590-632-5157-001	Betancourt, Sondra B.
LE16	5157	Staff Services Analyst (General)	590-701-5157-752	Joiner, Dennis A.
LE16	5157	Staff Services Analyst (General)	590-701-5157-756	Slosson, Bonnie L.
LE16	5157	Staff Services Analyst (General)	590-701-5157-760	Gronberg, Sharon C.
LE16	5157	Staff Services Analyst (General)	590-708-5157-700	Martin, Gus
LE16	5157	Staff Services Analyst (General)	590-708-5157-705	Sunquist, Sondra Z.
LE16	5157	Staff Services Analyst (General)	590-708-5157-708	Arjil, Mildred C.
LE16	5157	Staff Services Analyst (General)	590-708-5157-710	Pearson, William R.
LE16	5157	Staff Services Analyst (General)	590-708-5157-711	Kurmel, Ruth E.
LE16	5157	Staff Services Analyst (General)	590-708-5157-754	Smith, Glenda

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
LE16	5157	Staff Services Analyst (General)	590-708-5157-758	Reinarts, Loyanne R.
LE16	5157	Staff Services Analyst (General)	590-708-5157-759	Curtis, Joseph C.
LE16	5157	Staff Services Analyst (General)	590-708-5157-762	Jimenez, Louise M.
LE16	5157	Staff Services Analyst (General)	590-804-5157-900	Larkin, Leona C.
LM47	1364	Associate Programmer Analyst	590-504-1364-001	Hasson, Juda L.
LM47	1364	Associate Programmer Analyst	590-504-1364-701	Sieber, Ernest F.
LQ51	5733	Research Manager I -Economic/Financial-	590-407-5733-001	Connell, Karen L.
LZ73	5602	Editorial Technician	590-307-5602-001	Dayton, Marilyn F.
LZ73	5602	Editorial Technician	590-312-5602-001	Greene, Karl E.
WR15	9509	Senior Consultant, Fair Employment and Housing	590-352-9509-001	Chavez, Marston J.
WR83	9529	Labor Relations Analyst	590-409-9529-003	Ochoa, Carmen J.
XG45	9788	Prog Admn I D/Rehb	590-626-9788-001	Anderson, Marlys J.
ZZ00	4305	C.E.A. V	590-201-4305-001	Kurtz, Ronald M.
ZZ20	4304	C.E.A. IV	590-201-4304-001	Oliver, Burton W.
ZZ60	4302	C.E.A. II	590-111-4302-001	Walter, Charles W.
ZZ60	4302	C.E.A. II	590-301-4302-002	Leighton, David S.
ZZ60	4302	C.E.A. II	590-500-4302-001	Todd, Jacquelyn J.

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>	<u>Position Number</u>	<u>Employee Name</u>
ZZ60	4302	C.E.A. II	590-516-4302-900	Morford, Duane D.
ZZ60	4302	C.E.A. II	590-621-4302-001	Harvey, Henry Jr.
ZZ60	4302	C.E.A. II	590-701-4302-001	Boyce, Edward H.
ZZ60	4302	C.E.A. II	590-801-4302-001	Singleton, Rebecca S.

ATTORNEYS AND HEARING OFFICERS UNIT 2  
Classifications Purported to be  
Excluded Under Government Code Section 3513(c)  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
OY18	6118	Hearing Officer I, State Personnel Board
OY20	6119	Hearing Officer II, State Personnel Board

EDUCATION AND LIBRARY UNIT 3  
Classifications Purported to be Excluded  
by Section 3513(c)  
List A

<u>Schematic</u> <u>Code</u>	<u>Class</u> <u>Code</u>	<u>Job</u> <u>Description</u>
BS16		Environmental Education Instructor, Youth Conservation Corps

OFFICE AND ALLIED UNIT 4  
Classifications Purported to be  
Excluded by Government Code Section 3513(c)  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
CY10		Examination Proctor
CY30		Assistant Examination Proctor



CRAFT AND MAINTENANCE UNIT 12  
 Classifications Purported to be Excluded  
 by Section 3513(c)  
 List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
BR90	0986	State Park Aide (Seasonal)
BS10	0987	Maintenance Aide (Seasonal)
BS14	0979	Work Coorindator, Youth Conservation Corps
BS18	0997	Crew Leader, Youth Conservation Corps
BS19	0998	Crew Member, Youth Conservation Corps
CR40	1658	Radio Officer
PA00	6199	Skilled Trades Journeyperson (Casual Employment)
PA00	6234	Skilled Trades Journeyperson (Casual Employment) (Gunitite Technician)
PA00	6240	Skilled Trades Journeyperson (Casual Employment) (Air Compressor Operator)
PA00	6247	Skilled Trades Journeyperson (Casual Employment) (Operating Engineer)
PA00	6250	Skilled Trades Journeyperson (Casual Employment) (Willwright)
PA00	6256	Skilled Trades Journeyperson (Casual Employment) (Asbestos Worker Mechanic)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA00	6368	Skilled Trades Journeyperson (Casual Employment) (Construction Equipment)
PA00	6403	Skilled Trades Journeyperson (Casual Employment) (Auto Mechanic)
PA00	6407	Skilled Trades Journeyperson (Casual Employment) (Hodcarrier)
PA00	6430	Skilled Trades Journeyperson (Casual Employment) (Structural Steel)
PA00	6438	Skilled Trades Journeyperson (Casual Employment) (Reinforcing Steel)
PA00	6444	Skilled Trades Journeyperson (Casual Employment) (Steel Rolling Door)
PA00	6487	Skilled Trades Journeyperson (Casual Employment) (Carpenter)
PA00	6490	Skilled Trades Journeyperson (Casual Employment) (Shipwright)
PA00	6491	Skilled Trades Journeyperson (Casual Employment) (Wood Caulker, Historic Ships)
PA00	6493	Skilled Trades Journeyperson (Casual Employment) (Lumber Mill)
PA00	6495	Skilled Trades Journeyperson (Casual Employment) (Lather)
PA00	6501	Skilled Trades Journeyperson (Casual Employment) (Roofer)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA00	6503	Skilled Trades Journeyperson (Casual Employment) (Metal Trades)
PA00	6515	Skilled Trades Journeyperson (Casual Employment) (Painter)
PA00	6563	Skilled Trades Journeyperson (Casual Employment) (Electrician)
PA00	6565	Skilled Trades Journeyperson (Casual Employment) (Plumber)
PA00	6567	Skilled Trades Journeyperson (Casual Employment) (Steamfitter)
PA00	6569	Skilled Trades Journeyperson (Casual Employment) (Blacksmith)
PA00	6571	Skilled Trades Journeyperson (Casual Employment) (Sheet Metal)
PA00	6574	Skilled Trades Journeyperson (Casual Employment) (Fusion Welder)
PA00	6576	Skilled Trades Journeyperson (Casual Employment) (Welder)
PA00	6580	Skilled Trades Journeyperson (Casual Employment) (Plaster)
PA00	6589	Skilled Trades Journeyperson (Casual Employment) (Fence Erector)
PA00	6590	Skilled Trades Supervisor (Casual Employment) (Fence Erector) (Duplicate, should be PA02)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA00	6599	Skilled Trades Journeyperson (Casual Employment) (Laborer)
PA00	6600	Skilled Trades Journeyperson (Casual Employment) (Instrument Mechanic)
PA00	6602	Skilled Trades Journeyperson (Casual Employment) (Carpet/Soft Tile Setter/Resilient Floor Covering Installer)
PA00	6604	Skilled Trades Journeyperson (Casual Employment) (Tile Setter Helper)
PA00	6621	Skilled Trades Journeyperson (Casual Employment) (Mason)
PA00	6635	Skilled Trades Journeyperson (Casual Employment) (Tile Setter)
PA00	6637	Skilled Trades Journeyperson (Casual Employment) (Cement Finisher)
PA00	6638	Skilled Trades Journeyperson (Casual Employment) (Glazier)
PA01	6197	Skilled Trades Apprentice (Casual Employment)
PA01	6249	Skilled Trades Apprentice (Casual Employment) (Operating Engineer)
PA01	6252	Skilled Trades Apprentice (Casual Employment) (Millwright)
PA01	6258	Skilled Trades Apprentice (Casual Employment) (Asbestos Worker Mechanic)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA01	6370	Skilled Trades Apprentice (Casual Employment) (Construction Equipment)
PA01	6408	Skilled Trades Apprentice (Casual Employment) (Hodcarrier)
PA01	6445	Skilled Trades Apprentice (Casual Employment) (Shipwright)
PA01	6446	Skilled Trades Apprentice (Casual Employment) (Roofer)
PA01	6472	Skilled Trades Apprentice (Casual Employment) (Carpenter)
PA01	6505	Skilled Trades Apprentice (Casual Employment) (Metal Trades)
PA01	6506	Skilled Trades Apprentice (Casual Employment) (Lather)
PA01	6509	Skilled Trades Apprentice (Casual Employment) (Fusion Welder)
PA01	6512	Skilled Trades Apprentice (Casual Employment) (Structural Steel)
PA01	6513	Skilled Trades Apprentice (Casual Employment) (Reinforcing Steel)
PA01	6522	Skilled Trades Apprentice (Casual Employment) (Painter)
PA01	6547	Skilled Trades Apprentice (Casual Employment) (Electrician)
PA01	6551	Skilled Trades Apprentice (Casual Employment) (Plumber)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA01	6560	Skilled Trades Apprentice (Casual Employment) (Steamfitter)
PA01	6573	Skilled Trades Apprentice (Casual Employment) (Blacksmith)
PA01	6583	Skilled Trades Apprentice (Casual Employment) (Sheet Metal)
PA01	6587	Skilled Trades Apprentice (Casual Employment) (Welder)
PA01	6603	Skilled Trades Apprentice (Casual Employment) (Carpet/Soft Tile Setter/Resilient Floor Covering Installer)
PA01	6611	Skilled Trades Apprentice (Casual Employment) (Plasterer)
PA01	6619	Skilled Trades Apprentice (Casual Employment) (Mason)
PA01	6634	Skilled Trades Apprentice (Casual Employment) (Cement Finisher)
PA01	6636	Skilled Trades Apprentice (Casual Employment) (Tile Setter)
PA01	6645	Skilled Trades Apprentice (Casual Employment) (Glazier)
PA02	6198	Skilled Trades Supervisor (Casual Employment)
PA02	6210	Skilled Trades Supervisor (Casual Employment) (Laborer)
PA02	6248	Skilled Trades Supervisor (Casual Employment) (Operating Engineer)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA02	6251	Skilled Trades Supervisor (Casual Employment) (Millwright)
PA02	6257	Skilled Trades Supervisor (Casual Employment) (Asbestos Worker Mechanic)
PA02	6369	Skilled Trades Supervisor (Casual Employment) (Construction Equipment)
PA02	6409	Skilled Trades Supervisor (Casual Employment) (Hodcarrier)
PA02	6427	Skilled Trades Supervisor (Casual Employment) (Structural Steel)
PA02	6433	Skilled Trades Supervisor (Casual Employment) (Reinforcing Steel)
PA02	6447	Skilled Trades Supervisor (Casual Employment) (Shipwright)
PA02	6484	Skilled Trades Supervisor (Casual Employment) (Carpenter)
PA02	6494	Skilled Trades Supervisor (Casual Employment) (Lather)
PA02	6499	Skilled Trades Supervisor (Casual Employment) (Roofer)
PA02	6504	Skilled Trades Supervisor (Casual Employment) (Metal Trades)
PA02	6516	Skilled Trades Supervisor (Casual Employment) (Painter)
PA02	6562	Skilled Trades Supervisor (Casual Employment) (Electrician)

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA02	6564	Skilled Trades Supervisor (Casual Employment) (Plumber)
PA02	6566	Skilled Trades Supervisor (Casual Employment) (Steamfitter)
PA02	6568	Skilled Trades Supervisor (Casual Employment) (Blacksmith)
PA02	6570	Skilled Trades Supervisor (Casual Employment) (Sheet Metal)
PA02	6579	Skilled Trades Supervisor (Casual Employment) (Plasterer)
PA02	6588	Skilled Trades Supervisor (Casual Employment) (Welder)
PA02	6590	Skilled Trades Supervisor (Casual Employment) (Fence Erector)
PA02	6601	Skilled Trades Supervisor (Casual Employment) (Carpet/Soft Tile Setter/Resilient Floor Covering Installer)
PA02	6620	Skilled Trades Supervisor (Casual Employment) (Mason)
PA02	6629	Skilled Trades Supervisor (Casual Employment) (Cement Finisher)
PA02	6632	Skilled Trades Supervisor (Casual Employment) (Tile Setter)
PA02	6646	Skilled Trades Supervisor (Casual Employment) (Glazier)



<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
PA60	6209	Labor Supervisor (Casual Employment)
QQ70	6931	Sound Equipment Technician (Casual Employment)

CUSTODIAL AND SERVICES UNIT 15  
Classifications Purported to be Excluded  
by Section 3513(c)  
List A

<u>Schematic Code</u>	<u>Class Code</u>	<u>Job Description</u>
DB60	1991	Pedestrian Crossing Guard

## SEERA LIST INDEX

<u>Unit</u>	<u>Document Number</u>	<u>Page</u>
Unit 1-A	4723	1 - 35
Unit 1-B & C	4724	36 - 38
Unit 1-C-1	4725	39 - 123
Unit 1-D & E	4735	124 - 127
Unit 1-D-1	4682	1 - 30
Unit 1-F	4683	31 - 45
Unit 1-G	4684	46 - 58
Unit 2-A & B	4685	59 - 62
Unit 2-C	4686	63 - 65
Unit 2-D	4687	66 - 67
Unit 3-A	4688	68 - 69
Unit 4-A	4689	70 - 73
Unit 4-B & C	4690	74 - 75
Unit 4-D	4691	76 - 105
Unit 4-E & F	4692	106 - 107
Unit 5-A	4693	108
Unit 6-A	4694	109 - 110
Unit 6-B	4695	111 - 112
Unit 6-C & D	4696	113 - 115
Unit 7-A	4697	116 - 123
Unit 7-B & C	4698	124 - 126
Unit 8-A	4699	127

<u>Unit</u>	<u>Document Number</u>	<u>Page</u>
Unit 9-A	4700	128 - 137
Unit 9-B	4701	138 - 139
Unit 9-C	4702	140 - 194
Unit 10-A	4703	195 - 199
Unit 10-B	4704	200 - 201
Unit 10-C	4705	202 - 204
Unit 11-A	4706	205 - 207
Unit 11-B	4707	208 - 209
Unit 12-A	4708	210 - 215
Unit 12-B	4709	216 - 224
Unit 12-C	4710	225 - 227
Unit 13	4711	228
Unit 14-A & B	4712	229 - 231
Unit 15-A & B	4713	232 - 233
Unit 16-A	4714	234 - 236
Unit 16-B & C	4715	237 - 240
Unit 17-A & B	4716	241 - 243
Unit 18-A	4717	244
Unit 19-A	4718	245 - 247
Unit 19-B	4719	248 - 249
Unit 19-C	4720	250 - 251
Unit 20-A	4721	252

4722a