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DEPARTMENT OF TRANSPORTATION
HUMAN RESOURCES
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JOHN C. SCHROER
COMMISSIONER

BILL HASLAM
GOVERNOR

I. Executive Summary

Over the course of the last 21 months, the Department of Transportation (TDOT) has made remarkable progress in reorganizing and building an organizational structure that will support the stated goals identified in the Department's 2011 Top to Bottom Review. As we considered the current state of our workforce, which to date, includes 1,476 vacant and 3,186 filled positions, we focused on the Department's remaining areas of operation that are prepared and ready for restructuring and reorganization or are currently in the implementation phase of reorganization. Our focus on refining work efficiency and processes, flexibility, reduction of reliance on outside consultants, increased management presence at the local level, and overall workforce capabilities and related skills guided the Department in determining the areas identified for participation in the Voluntary Buyout Program.

This agency plan identifies positions that the Department presently believes may need to be eliminated, or relocated, or reclassified downward (to a lower pay level), or reclassified upward if certain VBP-eligible employees do not elect the VBP. Those positions are identified in the accompanying chart of VBP eligible positions. However, no final decision has been made in these regards. No position eliminations, relocations or reclassifications will occur until after VBP participants have separated from employment on July 31, 2015. Any position eliminations or the like will be conducted in accordance with State law, including notice requirements.

II. Business Justification and Assessment

- a) Employees holding classification titles being reclassified by the TDOT Operations and the TDOT Technician Series as well as all TDOT divisions currently utilizing the old classification titles will be included in the department's Voluntary Buyout Program. Use of the Transportation Assistant, Associate and Technician, and Highway Maintenance Series will cease on September 1, 2015, and employees that have been unable to meet the minimum qualifications or those that have not accepted a new position in the organization may be

affected by a Reduction in Force. Note: Due to certain Federal regulatory requirements, positions located in Material and Test divisions and Bridge Repair and Inspection units are not included in the Voluntary Buyout Plan.

- b) All employees in Program and Planning Divisions holding classification titles being reclassified by the creation of the new TDOT Program Monitor series will be included in the Department's Voluntary Buyout Program. This series takes the place of all Planning, Transportation Specialist, and Grant Monitoring titles. This series was especially designed for Transportation divisions that provide fiscal management of Federal/State transportation funds. Employees that are unable to meet the minimum qualifications or those that have not accepted a new position in the organization may be affected by a Reduction in Force.
- c) As identified through the Governor's Top to Bottom Review, TDOT is working with the Department of Human Resources Class/Comp division to restructure the Long Range Planning division. The creation of a revised and division specific TDOT Planning Series will allow the division to:
- Partner with Metropolitan and Rural Planning Organizations and local leaders to establish statewide transportation priorities.
 - Establish regular collaborative opportunities with metropolitan and rural transportation planning organizations, cities, and counties.
 - Work with local governments and other agencies to increase integration of Intelligent Transportation System (ITS) networks and new traffic management approaches.
 - Enhance coordination of land use and transportation decisions among state and local entities.
 - Support regional and local transportation planning by providing technical assistance and guidance.
 - Work at the local level to ensure that potential impacts of proposed local development to the Statewide Highway System are mitigated or avoided.

All employees in the Long Range Planning Division holding classification titles being reclassified by the creation of the new TDOT Planning, Next Generation IT , GIS Technician and the TDOT Technician Series will be included in the Department's Voluntary Buyout Program. These series will take the place of all Transportation Planning, Specialist, Manager, GIS and Traffic Technician titles. Employees that are unable to meet the minimum qualifications or those that have not accepted a new position in the organization may be affected by a Reduction in Force.

- d) TDOT's Environmental Division is responsible for the preparation of environmental documents required for compliance with the National Environmental Policy Act (NEPA) for federally-funded transportation projects. Employees must interpret a variety of environmental rules, regulations, policies, and procedures and determine a project's impacts on certain resources. Historically, these job functions have been performed by employees holding a Transportation Planning and/or Transportation Specialist title. Since positions in this division do not perform community related planning or technical transportation activities, management has expressed difficulty recruiting and more importantly, retaining and cross-training employees.

A job study was conducted to determine the minimum qualifications and preferred skills, abilities, competencies and knowledge necessary for a candidate to successfully perform the functions of

the job. As a result of this study, TDOT HR staff and DoHR Class/Comp Staff determined that a new job classification was required to reclassify the Transportation Planner and Transportation Specialist series and the Archaeologist, Historic Preservation and Biologist 4 titles. All of these positions will be included in the Department's Voluntary Buyout Program.

TDOT is proposing five new titles under the new TDOT Environmental Studies Specialist series that will reclassify the previously mentioned titles. Staff will be cross-trained to assist with all environmental studies allowing management the flexibility to assign environmental studies to staff as workload commands. Additionally, but perhaps most importantly, staff in the new series will take an active role in the management of project schedules and processes throughout the environmental phase of a project, placing more responsibility and accountability on staff in this area. Employees that have been unable to meet the minimum qualifications of new positions or have not accepted a new position in the organization may be affected by a Reduction in Force.

- e) Employees in classification titles being reclassified by the Next Generation IT statewide initiative and implementation will be included in the Department's Voluntary Buyout Program. Use of the previous IT classification titles will cease on September 15, 2015, and employees that have been unable to meet the minimum qualifications or those that have not accepted a new position in the organization may be affected by a Reduction in Force. The Next Generation IT Project started as a pilot program for the State and commenced in September 2014. The TDOT Next Generation IT implementation will:
 - 1. Rebuild IT staff to a level that will reduce our reliance on consultants and improve overall workforce capabilities.
 - 2. Leverage new innovation for mobile computing, app development, business intelligence and data analytics.
 - 3. Improve work efficiency, promote flexibility, and create career path progression for employees who are interested in and qualified for advancement.

- f) As a result of the decentralization of the Design Division and creation of the Regional Project Development model, which includes an increase of approximately 200 employees in all four Regional locations, the Headquarters Design division plans to decrease the staffing headcount by 14 positions. Positions impacted by this reduction in staff and affected classifications will be included in the Department's Voluntary Buyout Program. Employees that have been unable to meet the minimum qualifications of new positions or have not accepted a new position in the organization may be affected by a Reduction in Force.

- g) As indicated previously, employees in the Aeronautics division that are in the division's Planning and Grants Management areas and hold classification titles being reclassified by the new Transportation Program Monitor series will be included in the Department's Voluntary Buyout Program. The utilization of a common classification series along with the merge of the Programming and Licensure staff, Program Monitoring Staff and Flight Operations under one

senior manager will allow for increased service efficiency to the Department's Airport Sponsors.

The Aeronautics Division also proposes a reorganization of the Project Management unit, providing the opportunity to build teams that jointly work with assigned airports to provide project planning and execution assistance. The reorganization will enable more effective training to lesser-experienced engineering staff and will provide the potential for promotional growth within the section.

The physical consolidation of two buildings into one will enable the division to eliminate three positions in three separate classifications: Aircraft Scheduler, Custodial Worker 1, and Equipment Service Worker. These positions will be included in the Department's Voluntary Buyout Program.

Employees that have been unable to meet the minimum qualifications of new positions or have not accepted a new position in the organization may be affected by a Reduction in Force.

- h) Due to the implementation of the Regional Project Development model and concept, the Project Management division will be dismantled by the end of 2015. This division includes primarily Executive Service staff and several Administrative staff members. The Regional Project Development divisions have assumed responsibility for project timelines and schedules, project delivery and public meetings. Vacated positions may be used to expand the Engineering Bureau's HELP and TMC Programs and to aid in the addition of positions required by other new Program initiatives. All employees located in the Project Management Division will be included in the Department's Voluntary Buyout Program. While the department cannot execute a Reduction in Force for Executive Service staff, employees will be encouraged to apply for positions for which they are qualified. If employees are not accepted into a position within the organization, their Executive Service position will expire.
- i) The Department will include a Transportation Administrator title in the Voluntary Buyout Program. Duties related to this position will be divided between the Assistant Bureau Chief of Administration and the Director of Strategic Planning. The vacant position will be reclassified into a new IT classification. If an employee in this title chooses to not participate in the Voluntary Buyout, the employee will remain in the current classification title and that title/position will continue as is in the division.
- j) Central Services utilizes several different classification titles that are no longer appropriate for the type of Administrative and Purchasing work that is now assigned to this division which limits the division's ability to attract, retain and cross-train qualified staff. To increase the efficiency of staff and workforce resources, the Motor Vehicle Management Director, Materials Manager, Printing and Offset Press Operator and Word Processing titles will be included in the Department's Voluntary Buyout Program.
- k) The Affirmative Action Officer 2 position will be included in the Department's Voluntary Buyout Program. The elimination of the Affirmative Action Officer 2 position will allow the division to add a Contract Compliance Officer 3 position. The addition of this position to the

Title VI Program will provide additional flexibility in providing services TDOT sub-recipients in the areas of Training, Limited English Proficiency Program oversight, and general contract and program contract monitoring and compliance.

- l) As the Headquarters' Construction Division has evolved, the work processes that have been implemented have minimized the use of an ASA 2 title and a Transportation Manager 2 title. These two positions will be included in the Department's Voluntary Buyout Program. In an effort to increase efficiency related to data reporting and development of contract proposals, staff continues to be more reliant on IT systems. Headquarters' Construction staff now relies on systems such as Web Transport and Site Manager Software as opposed to a workflow that utilizes a hard copy and paper based approach. Utilization of a lower level manager title, the addition of an entry level engineer and the possible use of the TDOT Technician series will allow more efficiency in this division.
- m) In addition to replacing two titles with the new TDOT Technician series as indicated previously, the Headquarters' Structures Division is proposing to replace a Transportation Project Specialist Supervisor 1 title with the CADD Supervisor 3 title, since this position will lead and supervise a division solely responsible for CADD detailing, not engineering or design work. The Transportation Project Specialist Supervisor 1 position will be included in the Department's Voluntary Buyout Program.
- n) With the recent move of the Strategic Transportation Investments Division to the Engineering Bureau from the Environment and Planning Bureau, and the addition of engineering staff to the division, work processes have been implemented that minimize the utilization of CADD Tech and Drafting classifications. Additionally, the addition of a Civil Engineer Manager 2 in place of a Transportation Manager 2 position over the Engineering staff will ensure that the division has a licensed Engineer whose expertise and project development knowledge will assist in the divisions continued efforts to reduce reliance on outside consultants. The positions of CADD Tech, the Drafting classifications, and the position of Transportation Manager 2 will be included in the Department's Voluntary Buyout Program.
- o) As a result of ongoing State and Federal litigation and the resulting discontinuation of the Shortline Grant Program, the Multimodal division will eliminate staff associated with that program and add additional Transportation Program Monitor positions to assist with the division efforts to discontinue the reliance on consultants in Multimodal Programmatic areas. The reclassified positions will be included in the Department's Voluntary Buyout Program.
- p) Several divisions across the department have indicated an imbalance of Secretary, Clerk, and Administrative Assistant positions to the number of working professional staff. A reduction in these positions would allow divisions to consider the use of administrative classifications that would be assigned to higher-level administrative support of line operations with more complex tasks related to contract review, claims, procurement, responses to subpoenas, public record requests, or ROW related closings and lien releases.

III. Years of Service Required for Eligibility: 5

By: 
Joe Galb

Chief Financial Officer and Deputy Commissioner of
Administration

Class Title	Department ID Location	Number of Eligible Employees for VBP	Number of Applications Accepted	Proposed Future Action if Requisite # of Applications are Not Received (indicate type of action and # affected)	Proposed Future Action if Requisite # of Applications are Received (indicate type of action and # affected)	Location of Reclassified Job (if applicable)
LEGAL ASSISTANT	4016110000	3	2	Reclassify 1	Reclassify 2	Davidson County
ADMIN SERVICES ASSISTANT 2*	4016150000	2	2	No Action	Reclassify 2	Transfer to Region Division in Current County
TRANSPORTATION DIRECTOR	4016150000	1	1	Reclassify Demotion 1	Reclassify 1	Engineering Bureau
TRANSPORTATION PROJ MANAGER 2	4016150000	12	12	Reclassify 12	Reclassify 12	TMC/HELP and EngineeringBureau
ADMIN SERVICES ASSISTANT 2*	4016170000	1	1	Reclassify 1	Reclassify 1	
AIRCRAFT SCHEDULER	4016170000	1	1	Reclassify 1	Reclassify 1	
CUSTODIAL WORKER 1	4016170000	1	1	Reclassify 1	Reclassify 1	
EQUIPMENT SERVICE WORKER	4016170000	3	1	Reclassify 1	Reclassify 1	
GRANTS ANALYST 3	4016170000	1	1	Reclassify 1	Reclassify 1	
GRANTS PROGRAM MANAGER	4016170000	1	1	Reclassify 1	Reclassify 1	
CIVIL ENGINEERING MANAGER 2	4016170010	1	1	Reclassify Demotion 1	Reclassify Demotion 1	
TRANSPORTATION PLANNER 3*	4016170020	3	3	Reclassify 3	Reclassify 3	
TRANSPORTATION SPECIALIST 1	4016170020	1	1	Reclassify 1	Reclassify 1	
PROGRAM MONITOR 2	4026202000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION COORDINATOR 2	4026202000	1	1	Reclassify 1	Reclassify 1	
ACCOUNT CLERK	4026220000	1	1	No Action	Reclassify 1	
ADMIN SECRETARY	4026220000	1	1	No Action	Reclassify 1	
CLERK 3	4026220000	4	3	No Action	Reclassify 3	
MATERIALS MANAGER	4026220000	1	1	No Action	Reclassify 1	
MOTOR VEHICLE MGMT DIRECTOR	4026220000	1	1	No Action	Reclassify 1	
OFFSET PRESS OPERATOR 2	4026220000	2	1	No Action	Reclassify 1	
PRINTING SERVICES SUPERVISOR 2	4026220000	2	1	No Action	Reclassify 1	
WORD PROCESSING OPERATOR 1	4026220000	1	1	No Action	Reclassify 1	
ADMIN ASSISTANT 1	4026240000	2	1	No Action	Reclassify 1	
AFFIRMATIVE ACTION OFFICER 2	4026240000	4	1	No Action	Reclassify 1	
ADMIN SECRETARY	4026280000	1	1	No Action	Reclassify 1	
COMMUNICATIONS SYS ANALYST 3	4026280000	1	1	Reclassify 1	Reclassify 1	
COMMUNICATIONS SYS ANALYST 4	4026280000	1	1	Reclassify 1	Reclassify 1	
DATA PROCESSING OPERATOR 2	4026280000	1	1	Reclassify 1	Reclassify 1	
DATA PROCESSING OPERATOR 3	4026280000	1	1	Reclassify 1	Reclassify 1	
DATABASE ADMINISTRATOR 3	4026280000	1	1	Reclassify 1	Reclassify 1	
GIS ANALYST 2*	4026280000	1	1	Reclassify 1	Reclassify 1	
INFO RESOURCE SUPPORT SPEC 2*	4026280000	3	3	Reclassify 3	Reclassify 3	
INFO RESOURCE SUPPORT SPEC 3	4026280000	7	7	Reclassify 7	Reclassify 7	
INFO RESOURCE SUPPORT SPEC 4	4026280000	12	12	Reclassify 12	Reclassify 12	

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INFO RESOURCE SUPPORT SPEC 5	4026280000	5	5	Reclassify 5	Reclassify 5	
INFORMATION SYSTEMS MANAGER 2	4026280000	3	3	Reclassify 3	Reclassify 3	
INFORMATION SYSTEMS MANAGER 3	4026280000	2	2	Reclassify 2	Reclassify 2	
PROGRAMMER/ANALYST 3	4026280000	2	2	Reclassify 2	Reclassify 2	
PROGRAMMER/ANALYST 4	4026280000	2	2	Reclassify 2	Reclassify 2	
SYSTEMS PROGRAMMER 2*	4026280000	1	1	Reclassify 1	Reclassify 1	
SYSTEMS PROGRAMMER 3	4026280000	1	1	Reclassify 1	Reclassify 1	
WEBSITE DEVELOPER 2	4026280000	2	2	Reclassify 2	Reclassify 2	
ADMIN SECRETARY	4036310000	1	1	No Action	Reclassify 1	
CADD TECHNICIAN 3*	4036310000	1	1	Reclassify 1	Reclassify 1	
CADD TECHNICIAN 4	4036310000	2	2	Reclassify 2	Reclassify 2	
DRAFTING TECHNICIAN	4036310000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION AIDE 2	4036310000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION MANAGER 2	4036310000	4	2	No Action	Reclassify 2	
TRANSPORTATION PLANNER 2*	4036310000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION PLANNER 3*	4036310000	8	4	Reclassify 8	Reclassify 8	
TRANSPORTATION PLANNER 4	4036310000	5	3	Reclassify 5	Reclassify 5	
TRANSPORTATION SPECIALIST 1	4036310000	3	2	Reclassify 3	Reclassify 3	
TRANSPORTATION SPECIALIST 2	4036310000	2	2	Reclassify 2	Reclassify 2	
ADMIN SECRETARY	4036330010	1	1	No Action	Reclassify 1	
TRANSPORTATION PLANNER 3*	4036330010	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION PLANNER 4	4036330010	2	1	Reclassify 2	Reclassify 2	
ADMIN SECRETARY	4036330030	1	1	No Action	Reclassify 1	
SECRETARY	4036330030	1	1	No Action	Reclassify 1	
TRANSPORTATION PLANNER 3*	4036330030	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION PLANNER 4	4036330030	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4036330030	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION PLANNER 3*	4036330040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4036330040	2	1	Reclassify 2	Reclassify 2	
SECRETARY	4036340000	2	1	No Action	Reclassify 1	
ADMIN SERVICES ASSISTANT 2*	4036355000	2	1	No Action	Reclassify 1	
TRANSPORTATION MANAGER 2	4036355000	1	1	No Action	Reclassify Demotion 1	
TRANS PROJ SPEC SPV 1	4036370020	3	1	No Action	Reclassify Promotion1	
TRANSPORTATION ASSISTANT 2	4036370040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4036370040	1	1	Reclassify 1	Reclassify 1	

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ACCOUNT CLERK	4036380000	1	1	No Action	Reclassify 1	
ADMIN SECRETARY	4036380000	3	2	No Action	Reclassify 1	
AERIAL PHOTO LAB TECHNICIAN 2*	4036380000	2	2	No Action	Reclassify Promotion 2	
TRANS PROJ SPEC SPV 1	4036380000	6	6	Reclassify 6	Reclassify 6	
TRANS PROJ SPECIALIST	4036380000	14	10	Reclassify 10	Reclassify 10	
TRANSPORTATION ASSOC-ROADWAY	4036380000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 1	4041000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4041000000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 3	4041071000	2	2	Reclassify 2	Reclassify 2	
ACCOUNT CLERK	4041131000	1	1	No Action	Reclassify 1	
HWY MAINT WORKER 1	4041131000	1	1	Reclassify 1	Reclassify 1	
ADMIN SECRETARY	4041252000	1	1	No Action	Reclassify 1	
SECRETARY	4041252000	3	3	No Action	Reclassify 3	
TRANSPORTATION ASSISTANT 1	4041252000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION ASSISTANT 2	4041252000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION SPECIALIST 2	4041252000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4041252000	7	3	Reclassify 7	Reclassify 7	
TRANSPORTATION TECHNICIAN 3	4041252000	2	1	Reclassify 2	Reclassify 2	
SECRETARY	4041685000	1	1	No Action	Reclassify 1	
HWY MAINT ASSISTANT CO SUPV	4041686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4041686000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4041687000	3	2	Reclassify 3	Reclassify 3	
HWY MAINT WORKER 2	4041687000	2	1	Reclassify 2	Reclassify 2	
HWY MAINT SUPERINTENDENT 1	4041700000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041701000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041702000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4041702000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 2	4041703000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041706000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041707000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT SUPERINTENDENT 1	4041800000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT ASSISTANT CO SUPV	4041801000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041801000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041802000	1	1	Reclassify 1	Reclassify 1	

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HWY MAINT WORKER 1	4041804000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT ASSISTANT CO SUPV	4041805000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041805000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4041806000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4041821000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4041822000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 2	4041823000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT SUPERINTENDENT 1	4041900000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4041902000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 2	4041902000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4041903000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4041921000	1	1	Reclassify 1	Reclassify 1	
CLERK 2	4042000000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 2*	4042000000	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4042000000	3	1	No Action	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4042000000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042071000	2	2	Reclassify 2	Reclassify 2	
ACCOUNT CLERK	4042131000	1	1	No Action	Reclassify 1	
ADMIN ASSISTANT 1	4042252000	1	1	No Action	Reclassify 1	
CADD TECHNICIAN 3*	4042252000	5	3	Reclassify 3	Reclassify 5	
SECRETARY	4042252000	1	1	No Action	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4042252000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4042252000	2	1	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 3	4042252000	3	1	Reclassify 3	Reclassify 3	
HWY MAINT FLOATING CREW SUPV 1	4042686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042686000	5	3	Reclassify 5	Reclassify 5	
HWY MAINT WORKER 2	4042686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT SUPERINTENDENT 1	4042700000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042702000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4042703000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042703000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042704000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042705000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042705000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT ASSISTANT CO SUPV	4042706000	2	1	Reclassify 2	Reclassify 2	

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HWY MAINT WORKER 1	4042706000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042708000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 2	4042708000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042709000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042709000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4042721000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4042721000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 2*	4042723000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4042723000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 3	4042723000	1	1	Reclassify 1	Reclassify 1	
AUTOMOTIVE MASTER MECHANIC	4042731000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4042802000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042802000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4042804000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042806000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4042821000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 2*	4042822000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4042823000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 2	4042902000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4042903000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4042923000	1	1	Reclassify 1	Reclassify 1	
CLERK 3	4043000000	1	1	Reclassify 1	Reclassify 1	
CUSTODIAL WORKER 2	4043000000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 2*	4043000000	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4043000000	1	1	No Action	Reclassify 1	
TRANS PROJ SPECIALIST	4043000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 2	4043000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4043000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4043000000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT FLOATING CREW SUPV 1	4043071000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4043071000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 3	4043071000	1	1	Reclassify 1	Reclassify 1	
AUTOMOTIVE MASTER MECHANIC	4043131000	1	1	Reclassify 1	Reclassify 1	
ADMIN SECRETARY	4043252000	1	1	No Action	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4043252000	1	1	Reclassify 1	Reclassify 1	

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TRANSPORTATION TECHNICIAN 3	4043252000	2	2	Reclassify 2	Reclassify 2	
TRAFFIC TECHNICIAN 2	4043685000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4043685000	1	1	Reclassify 1	Reclassify 1	
ACCOUNT CLERK	4043686000	1	1	No Action	Reclassify 1	
HWY MAINT WORKER 1	4043686000	9	3	Reclassify 9	Reclassify 9	
HWY MAINT WORKER 2	4043686000	3	3	Reclassify 3	Reclassify 3	
STOREKEEPER 1	4043686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT SUPERINTENDENT 1	4043700000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4043700000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT ASSISTANT CO SUPV	4043701000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4043701000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043701000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4043707000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043707000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4043721000	3	3	Reclassify 3	Reclassify 3	
OPERATIONS SPECIALIST 2*	4043723000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4043723000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4043723000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043801000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043802000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043803000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043804000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043805000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT CO SUPERVISOR	4043807000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043902000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043903000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043906000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT CO SUPERVISOR	4043910000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4043910000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 2*	4043922000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4043922000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4043922000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 2	4043922000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4043922000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4043923000	1	1	Reclassify 1	Reclassify 1	

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OPERATIONS SPECIALIST 2*	4044000000	1	1	Reclassify 1	Reclassify 1	
OPERATIONS SPECIALIST 3	4044000000	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4044000000	1	1	No Action	Reclassify 1	
TRANS PROJ SPECIALIST	4044000000	3	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 2	4044000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION REG ASST DIR	4044000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4044000000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4044000000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4044071000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4044071000	1	1	Reclassify 1	Reclassify 1	
ACCOUNT CLERK	4044131000	1	1	No Action	Reclassify 1	
ADMIN SECRETARY	4044252000	1	1	No Action	Reclassify 1	
CADD TECHNICIAN 3*	4044252000	3	1	Reclassify 1	Reclassify 1	
SECRETARY	4044252000	3	3	No Action	Reclassify 3	
TRANSPORTATION ASSISTANT 2	4044252000	2	1	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 1	4044252000	2	1	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 3	4044252000	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4044561000	1	1	No Action	Reclassify 1	
SECRETARY	4044685000	1	1	No Action	Reclassify 1	
TRANSPORTATION ASSISTANT 2	4044685000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 1	4044686000	3	1	Reclassify 3	Reclassify 3	
HWY MAINT WORKER 2	4044686000	2	2	Reclassify 2	Reclassify 2	
STOREKEEPER 1	4044686000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4044704000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4044708000	3	1	Reclassify 3	Reclassify 3	
TRANSPORTATION ASSISTANT 1	4044721000	4	4	Reclassify 4	Reclassify 4	
TRANSPORTATION ASSISTANT 2	4044721000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4044721000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 3	4044721000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4044722000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 1	4044723000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4044806000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION ASSISTANT 2	4044821000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 2	4044821000	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION TECHNICIAN 1	4044822000	1	1	Reclassify 1	Reclassify 1	

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TRANSPORTATION ASSISTANT 2	4044823000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4044901000	1	1	Reclassify 1	Reclassify 1	
HWY MAINT WORKER 2	4044902000	2	2	Reclassify 2	Reclassify 2	
HWY MAINT WORKER 1	4044903000	3	3	Reclassify 3	Reclassify 3	
TRANSPORTATION ASSISTANT 1	4044922000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION TECHNICIAN 1	4044922000	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION ADMINISTRATOR	4056501000	1	1	No Action	Reclassify 1	
TRANSPORTATION MANAGER 2	4056520000	1	1	Reclassify 1	Reclassify 1	
ADMIN SERVICES ASSISTANT 3	4056520010	1	1	Reclassify 1	Reclassify 1	
CLERK 2	4056520010	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4056520010	1	1	No Action	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4056520010	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION COORDINATOR 3	4056520020	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4056520020	4	4	Reclassify 4	Reclassify 4	
TRANSPORTATION SPECIALIST 2	4056520020	1	1	Reclassify 1	Reclassify 1	
BIOLOGIST 4	4056520040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4056520040	5	5	Reclassify 5	Reclassify 5	
TRANSPORTATION PLANNER 3*	4056520050	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION PLANNER 4	4056520050	1	1	Reclassify 1	Reclassify 1	
ARCHAEOLOGIST 2	4056520060	1	1	Reclassify 1	Reclassify 1	
ARCHAEOLOGIST SUPERVISOR	4056520060	1	1	Reclassify 1	Reclassify 1	
HISTORIC PRES SPEC SUPV	4056520060	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4056520060	2	2	Reclassify 2	Reclassify 2	
SECRETARY	4056530000	1	1	No Action	Reclassify 1	
TRANSPORTATION COORDINATOR 3	4056530000	1	1	Reclassify 1	Reclassify 1	
ADMIN SECRETARY	4056530020	1	1	No Action	Reclassify 1	
GIS TECHNICIAN 2*	4056530020	10	10	Reclassify 10	Reclassify 10	
GIS TECHNICIAN MANAGER 1	4056530020	1	1	Reclassify 1	Reclassify 1	
GIS TECHNICIAN MANAGER 2	4056530020	1	1	Reclassify 1	Reclassify 1	
GIS TECHNICIAN SUPERVISOR 1	4056530020	4	4	Reclassify 4	Reclassify 4	
GIS TECHNICIAN SUPERVISOR 2	4056530020	1	1	Reclassify 1	Reclassify 1	
INFO RESOURCE SUPPORT SPEC 2*	4056530020	3	3	Reclassify 3	Reclassify 3	
INFO RESOURCE SUPPORT SPEC 3	4056530020	1	1	Reclassify 1	Reclassify 1	
INFORMATION SYSTEMS ANA 2*	4056530020	1	1	Reclassify 1	Reclassify 1	
INFORMATION SYSTEMS ANA 3	4056530020	1	1	Reclassify 1	Reclassify 1	

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INFORMATION SYSTEMS MANAGER 1	4056530020	1	1	Reclassify 1	Reclassify 1	
TRAFFIC TECHNICIAN SUPERVISOR	4056530020	4	4	Reclassify 4	Reclassify 4	
TRANSPORTATION AIDE 2	4056530020	6	6	Reclassify 6	Reclassify 6	
TRANSPORTATION PLANNER 3*	4056530020	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION PLANNER 4	4056530020	2	2	Reclassify 2	Reclassify 2	
TRANSPORTATION SURVEYS SUPV 1	4056530020	4	4	Reclassify 4	Reclassify 4	
TRANSPORTATION SURVEYS SUPV 2	4056530020	1	1	Reclassify 1	Reclassify 1	
ADMIN SERVICES ASSISTANT 5	4056530030	1	1	Reclassify 1	Reclassify 1	
ENV SPECIALIST 6	4056530030	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 2	4056530030	1	1	Reclassify 1	Reclassify 1	
TRANS PROJ SPEC - SR	4056530040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION MANAGER 1	4056530040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION MANAGER 2	4056530040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION PLANNER 3*	4056530040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 1	4056530040	1	1	Reclassify 1	Reclassify 1	
TRANSPORTATION SPECIALIST 2	4056530040	2	2	Reclassify 2	Reclassify 2	
ADMIN SERVICES ASSISTANT 3	4056540000	1	1	Reclassify 1	Reclassify 1	
SECRETARY	4056540000	1	1	No Action	Reclassify 1	
TRANSPORTATION MANAGER 2	4056540000	1	1	Reclassify 1	Reclassify 1	