

CLASSIFICATION REPORT

CITY OF MERCED

MAY 2019

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INTRODUCTION

Ralph Andersen & Associates was retained by the City of Merced to conduct a comprehensive classification study encompassing approximately 488 positions currently allocated to approximately 182 classes. This report presents the classification concepts and recommendations supporting changes to the classification plan.

Concepts Defined

The first section of this report presents the Classification Concepts. Classification Concepts provide information regarding the structure and guidelines used in defining the classification plan. This section is followed by the recommended classification plan, which includes an explanation of the major changes. The recommendations provided in this document were reviewed with the City's management staff. Following this review, each employee received a copy of their respective draft class specification in order to provide an opportunity to review and comment on the preliminary recommendation for their particular position.

The concepts and recommendations presented in this document are based on *Ralph Andersen & Associates'* analysis of the job duties and related knowledge, skills, and abilities of all City positions included in the scope of this study. Supporting this analysis, job analysis questionnaires, class specifications, current organizational charts, and other background materials were reviewed.

Study Process

A classification plan provides the basis for all classification and compensation study end products. The processes employed to develop the classification plan included the following tasks:

- Review and finalization of the study process with appropriate City staff
- Briefings with employees to explain the purpose of the study, the process, and the job analysis questionnaires as well as to respond to questions from employees
- Completion of job analysis questionnaires by employees
- Review and analysis of completed questionnaires by the consultants
- Conduct of employee interviews with a majority of employees to clarify duties/responsibilities assumed and qualifications required by each position.

In developing the proposed classification plan for the City of Merced, sound principles of job analysis were used. The method of job analysis applied was the "whole job" analysis method, which identifies classes that reflect distinct differences in levels and types of work performed as determined through the application of relevant job analysis criteria. The criteria applied included expertise, decision-making, management control, contacts, and working conditions.

Report Organization and Format

To facilitate review, the remainder of this report is organized into three sections and two appendices containing the following information:

- **Section I – Concepts of the Proposed Classification Plan** – A summary and description of the classification concepts used to define the proposed classification plan.
- **Section II – Recommended Classification Plan** – A written narrative of the significant changes and/or issues that were identified. The changes/issues presented in the narrative follow the same order as the attached Master List of Class Titles (Attachment A), which is organized generally by Organization-Wide classes and then by job family within each department.
- **Section III – Guidelines for Preparing Class Specifications** – An overview of the Americans with Disabilities Act (ADA) requirements and a proposed format for the revised classification specifications that supports implementation of the ADA.
- **Attachment A – Master List of Class Titles** – This table provides a master listing of current titles and the corresponding recommended title. The classes are organized generally by Organization-Wide classes and then by job family within each department.
- **Attachment B – Employee Allocation List** – This spreadsheet identifies all employees within each department who are included in this study and the recommendation for each respective position.

The guidelines contained in this report will provide City staff with the tools necessary to maintain the system over time as existing jobs change and/or new jobs are created.

SECTION I

CONCEPTS OF THE PROPOSED CLASSIFICATION PLAN

The classification plan is the foundation of any personnel management system. As such, it must be designed to provide a defensible and understandable rationale for assigning individuals to classifications based on the responsibilities they assume, and ultimately serve as the foundation for establishing defensible salary recommendations.

Developing an Effective Classification Plan

A classification plan provides materials that can be used for recruitment, compensation, legal documentation, and a variety of other purposes. Specifically, an effective classification plan provides the following:

- A current and accurate description of the various jobs that are performed
- A basis for establishing a compensation program that is related to the nature of the work performed
- A means of ensuring internal equity among the overall work force.

A classification plan can also be helpful by:

- Providing an improved basis for recruiting, testing, and selecting employees
- Establishing a framework for evaluating employee performance during probationary and continuing periods of employment
- Identifying areas that are basic to employee training programs.

The job classes emerging from this analysis represent a carefully designed classification structure based upon a clear definition and consistent use of class levels, class series, and titling conventions. For example, the titling of classes utilizes terms having consistent meaning across all departments in the City, and the number of levels within a class series reflects clear differences in levels of work performed by, or expected of, positions.

It is important to note that the classification plan is a “snapshot” of the organization, in classification terms, at the time of the analysis. It is not static and, as the organization grows or changes, must be amended and updated. The concepts, terms, and definitions included in this report form the basis for that ongoing management and growth.

This chapter elaborates upon the classification concepts used to construct the classification plan developed for the City of Merced. The concepts addressed include the following:

- Classification Levels
- Titling Guidelines – Clerical, Maintenance, and Technical
- Titling Guidelines – Professional
- Titling Guidelines – Supervisory and Management Class Levels
- Additional Titling Guidelines

- Flexible Staffing
- Definitions of Levels of Supervision.

The specific classes recommended to be included within the revised classification plan are presented in Section II.

Classification Levels

A job family is a group of two or more classes similar with respect to the duties performed but different in terms of the complexity and level of responsibilities assumed. Within a job family there may exist a classification at every level, or only at selected levels. It is important to note that while two given job families may both contain, for example, a journey level classification, the two journey level classes will likely be substantially different in the nature of the work performed and may be evaluated quite differently for compensation purposes. Distinctions between class levels within all job families may be expressed in terms of the complexity of assigned duties and the amount of responsibility assumed at each level. For supervisory and management classes, the levels are reflective of the City's organizational structure and thus provide a picture of how the classes fit into the City's organization. The following definitions generally describe the responsibilities assumed at each classification level identified.

- **Entry** level classes reflect positions responsible for performing more routine and repetitive duties assigned within a series. In some instances, this class level is designed to provide an on-the-job training opportunity under immediate supervision to an employee who has limited directly related work experience. Generally, positions at this level are not performing the full range of work assigned to the journey level class.
- **Journey** level classes are designed to recognize those positions that require the incumbent to perform a broad range of tasks relevant to the assumed duties, usually under general supervision. A journey level position is fully trained in the scope of duties associated with this class and performs the full range of assigned duties.
- **Advanced Journey** level classes possess a specialized, technical, or functional expertise. Incumbents are typically assigned significant responsibilities above the journey level, possess specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of job duties. Advanced journey level classes may lead, oversee, and train subordinate positions. While advanced journey level positions may plan, assign, and evaluate the work of subordinates, they are not responsible for a major department work unit or section.
- The **Supervisor** class level recognizes supervisory positions that plan, assign, and evaluate the work of subordinates and are responsible for a major departmental work unit or section; positions at this level typically participate in the more complex functions of the work unit in addition to having direct supervisory responsibility.
- The **Division Head** class level recognizes positions assigned full management, administrative, and supervisory responsibility for a major division within a department.
- The **Department Head** class level recognizes positions with full management responsibility for a major City department and report directly to the City Manager or Assistant City Manager.

The following sections clarify more fully the scope of duties assumed, nature of supervision received, and titling guidelines used to reflect each class level within the clerical/maintenance/technical, professional, and supervisory/management job families.

Titling Guidelines: Clerical, Maintenance, and Technical

For the clerical, maintenance, and technical job families, distinctions between levels in a class series are expressed in terms of the scope of duties assumed and the nature of supervision received and exercised. The following subsections identify the scope of duties assumed and the nature of supervision received and exercised, which typically reflect each level within the clerical, maintenance, and technical job families, as well as the associated titling guideline.

- **Entry Level – “I” Classes** – Entry level classes recognize positions in which assignments are generally limited in scope, contain fairly routine tasks, and are performed within a procedural framework established by higher level employees. This class may provide on-the-job training to employees with limited related work experience. Typically, the employee works under immediate supervision, and as experience is acquired, the employee performs with less immediate supervision. Although many entry level classes are intended to provide training to incumbents for advancement to the journey level, some entry level positions are assigned primarily routine work and are not considered to be training positions. The “I” designation is commonly used in the title of classes at this level.
- **Journey Level – “II” Classes** – Journey level classes recognize positions that require the incumbent to work under general supervision and within a framework of established procedures. Incumbents are expected to perform a full range of duties with only occasional instruction or assistance. Positions at this level frequently work outside the immediate proximity of a supervisor. Work normally is reviewed only on completion and for overall results. Journey level positions may be expected to provide limited training and assistance to less experienced staff, as appropriate. The “II” designation is commonly used for this class level. For classes where there is no designation after the title, it is assumed that employees in those classes perform their duties at the journey level.
- **Advanced Journey Level – “III” or “Lead” Classes** – Advanced journey level classes recognize positions that assume responsibility for more specialized and complex functions assigned to the class series. This class level is often used to recognize positions that (1) require a technical or functional expertise beyond the journey level and/or (2) are considered strong lead positions that are expected to regularly provide functional and technical supervision over subordinate positions. Advanced journey level classes with lead supervisory responsibility perform the full scope of work assigned to classes within the series and, in addition, have daily responsibility for leading, overseeing, and training subordinate staff. The “III” or “Lead” is used to denote this level.

Titling Guidelines: Professional

Professional classes perform duties of a complex analytical nature requiring a skill and ability level typically achieved through a formal, higher education or training program. Professional job families may include classes at the entry through advanced journey levels.

The following subsections define the scope of duties typically assumed and the nature of supervision received and exercised at the entry, journey, and advanced journey level within a professional class series. As compared to other class levels within the City, distinctions between professional class levels differ primarily in terms of the level of training and education required, decision-making, and supervision received and exercised.

- **Entry Level – “I” or “Assistant” Classes** – Entry level professional classes are designed to provide on-the-job training opportunities. Incumbents typically have

appropriate specialized training with little or no job-related experience. Positions at this level perform a significant portion of the work assigned to the journey level, but without the independence or full responsibility expected of positions at the journey level. Assignments are generally limited in scope and set within procedural frameworks established by higher-level positions. As experience accrues, however, the incumbent is expected to perform with increasing independence. The “I” or “Assistant” designations are commonly used to denote this class level.

- **Journey Level – “II” or “Associate” Classes** – Journey level professional classes include positions that perform a full range of complex analytical tasks and work under direction within a framework of established procedures. At this level, incumbents work with only occasional instruction or assistance and, therefore, require some level of prior related work experience. Employees in a professional journey level classification may be expected to exercise supervision over subordinate clerical or technical staff; however, supervisory responsibilities are ancillary to the main intent and focus of the position. Positions at this level may assume responsibility for a specific program area. Work is normally reviewed only upon completion and for overall results. The “II” or “Associate” designations are commonly used to reflect classes at this level. Where there is no designation after the title, it is assumed that the incumbent performs the assigned duties at the journey level.
- **Advanced Journey Level – “Senior” Classes** – Advanced journey level professional classes possess a significant level of specialized, technical, or functional expertise beyond that expected at the journey level. Positions at this level require highly specialized knowledge, abilities, skills, and experience, and often exercise independent judgment in the performance of their duties. Advanced journey level classes may exercise supervision over professional subordinate positions, or assume responsibility for coordinating a defined program. The “Senior” designations are commonly used to designate classes at this level.
- **Technical Supervisory Level – “Principal” Classes** – The technical supervisory level recognizes positions that assume responsibility for coordinating and supervising the work of lower level staff within a section. Incumbents at this level possess a highly specialized expertise to perform functions that are considered significantly more complex than those performed by positions at the “Senior” level. Positions at this level regularly direct the work of lower professional level staff based on the goals and objectives established by high level supervisory and/or management staff. The term “Principal” is typically used for this class level.

Titling Guidelines: Supervisory and Management Class Levels

Distinctions between class levels and the scope of duties assumed at each level within the supervisory and management group are clarified below and on the following pages. As indicated, distinctions between class levels take into account organizational impact, decision-making responsibilities, and management control.

- **Supervisor** – The term “Supervisor” is used in the job title of those classes where the focus of the class is on the direct supervision and coordination of a significant work unit within a division or department and also includes hands-on work activities. Classes at this level:
 - Supervise, assign, and review the work of subordinates in assigned section or work unit

- Work under direction or general direction, assuming responsibility for a program or function(s) and carrying out necessary activities without direction except as new or unusual circumstances require
- Monitor and review work in progress, and provide technical assistance and guidance
- Ensure that appropriate policies and procedures are followed by subordinates
- Assume responsibility for recommending a variety of personnel actions in such areas as performance evaluation, training, selection, and disciplinary measures
- Perform the most difficult and complex duties of the work unit
- Recommend procedures consistent with departmental directives, policies, and regulations, which are developed by higher-level management staff
- Participate in monitoring, coordinating, and developing the budget for assigned area.

In comparing this class level to that of “Manager” the scope of supervision is more limited to the supervision of a work unit within the division and there is greater emphasis on participating in the work of the unit.

- **Manager** – When the term “Manager” appears in a job title, the predominant focus of the class is on the management of a division and also involves hands-on work activities. Specifically, classes at this level:
 - Manage, plan, supervise, and coordinate the operations and activities of a City division
 - Work under general direction, exercising discretion in applying general goals and policy statements and in resolving organizational and service delivery problems
 - Organize and direct the work of subordinate staff
 - Assume significant responsibility for a variety of personnel activities in such areas as selection, training, and disciplinary actions
 - Participate in the preparation and administration of the assigned budget(s).

In comparing this class level to that of “Deputy Director,” the scope of managerial responsibility is more limited and may involve a higher degree of hands-on work activities.

- **Deputy Director** – When the term “Deputy Director” appears in a job title, it defines the class as second in charge with ongoing responsibility for working collaboratively with the Department Director to plan, direct, and manage an assigned department and assume full responsibility in the absence of the Director. Specifically, working in collaboration with or at the direction of the Director, classes at this level:
 - Plan, direct, manage, and oversee the activities and operations of an assigned department or functional area, as determined by the Director
 - Work under general direction or administrative direction, fulfilling assigned responsibilities within broad guidelines
 - Participate in or assume responsibility for program development and management including collaborating with the Director in the development and implementation of goals, objectives, policies, and priorities for all department activities
 - Organize and direct the work of subordinate staff

- Assume significant responsibility for a variety of personnel activities in such areas as selection, training, and disciplinary actions
- Assume significant responsibility for the preparation and administration of the assigned budget(s).

In comparing this class level to that of “Director,” the Deputy Director serves as second in charge, assuming full responsibility for departmental operations in the absence of the Director or for functional areas as assigned by the Director.

- **Department Director** – When the term “Director” is used in a job title, it designates classes that assume full management responsibility for a City department and that:
 - Plan, direct, manage, and oversee the activities and operations of an assigned department
 - Work under general administrative direction, fulfilling assigned responsibilities within broad guidelines
 - Assume management responsibility for all divisions and programs within the Department
 - Assume responsibility for program development and management including responsibility for the development and implementation of goals, objectives, policies, and priorities for all department activities
 - Assume responsibility for a variety of personnel activities including training, selection, and disciplinary actions for a department
 - Assume responsibility for the preparation and administration of a department budget.

The above serves to establish consistency in titling; however in some cases industry standard titles are used to describe classes with management and/or supervisory responsibilities. Examples of classifications within the City that have distinct industry standard titles include the City Manager, Assistant City Manager, Assistant City Clerk, City Attorney, City Surveyor, Finance Officer, Deputy Finance Officer, Chief Building Official, Assistant Chief Building Official, Fire Chief, Police Chief, and Police Captain.

Additional Titling Guidelines

In addition to the above titling guidelines, particular terms are sometimes used to more clearly delineate level of responsibility and associated knowledge within a job family. The following provides a general explanation of these terms:

- **Analyst** – The term “Analyst” is used in the job titles of those classes where the focus of the class is on the collection, examination, and interpretation of data for purposes of improving or amending policies, procedures, goals, objectives, or guidelines. Analyst classes typically deal with issues that are more conceptual in nature and require the ability to analyze problems, identify solutions, project consequences of proposed actions, and implement recommendations in support of goals. This is considered a professional level and may be expected to exercise direct or technical and functional supervision over lower level classifications.
- **Coordinator** – The term “Coordinator” is used in job titles where the focus of the class is on the coordination and administration of an assigned program, service or activities. These duties include assuming responsibility for implementing program goals and objectives, participating in the preparation and administration of the budget, monitoring program performance, promoting and marketing specific program activities and eliciting

community support for the assigned program. Positions at this level may have limited supervisory responsibility or be expected to exercise technical and functional supervision over professional, technical, clerical, contract or volunteer staff.

- **Specialist** – The term “Specialist” is used in job titles where the focus of the job requires significant knowledge, skills, and abilities of a highly specialized nature. Duties require the application of significant expertise in a specific area or professional field in combination with technical and analytical skills. Positions at this level may be expected to exercise direct or technical and functional supervision over lower level classifications.
- **Technician** – The term “Technician” is used in a job title to describe para-professional classifications where the focus of the class is on the performance of various duties that are considered complex and at a technical level. Positions at this level perform work of a specialized nature, requiring experience, knowledge, skills, and abilities of greater breadth and depth than other classes in the series, but not at the specialist or professional level. Examples of such technical work include certain accounting and engineering positions.
- **Assistant/Clerk/Worker/Operator** – The term “Assistant” or “Clerk” is used throughout the City to describe positions that perform administrative, technical, and/or clerical duties in support of the assigned function or program. The term “Worker” or “Operator” is used to describe maintenance classifications.

While certain exceptions to the titling guidelines may be necessary, it is important that titles be clearly defined and applied as consistently as possible across an organization in order to maintain the integrity of a class plan. To the extent practical, the above guidelines and definitions of terms can assist the City in maintaining the class plan over time.

Flexible Staffing

Associated with series classifications is the practice of flexible staffing. The City may choose to flexibly staff positions within any class series containing an entry and a journey level position. Flexible staffing gives the City the flexibility to hire employees at the entry level or the journey level depending upon applicant qualifications and City staffing needs. Positions budgeted at the journey level and encompassing the full range of journey level work would normally be filled at the entry level when they become vacant, unless the needs of the City require that the position be filled at the journey level. In a flexibly staffed series, the distinction between the entry and the journey level may be based upon experience, expertise and license requirements rather than on the types of duties assigned. After gaining the experience and knowledge to perform the full range of journey level tasks, the employee could reasonably expect to progress to the journey level based upon the judgment of appropriate management staff.

It is emphasized that flexible staffing does not preclude the City from identifying certain positions in the class that contain primarily routine and repetitive tasks and assigning those positions to the entry level permanently. In these cases, the employee at the entry level could not reasonably expect to advance to the journey level while in the assigned position.

The classes presented in Exhibit A reflect areas identified where the flexible staffing concept can legitimately be applied.

EXHIBIT A
CLASSES RECOMMENDED FOR FLEXIBLE STAFFING

Account Clerk I/II
Accountant I/II
Administrative Assistant I/II
Assistant Planner/Planner
Building Inspector I/II
Custodian I/II
Development Services Technician I/II
Dispatcher I/II
Engineering Technician I/II
Environmental Compliance Officer I/II
Facilities Maintenance Worker I/II
Fire Inspector I/II
Housing Program Specialist I/II
Human Resources Technician I/II
Laboratory Technician I/II
Land Application Worker I/II
Maintenance Worker I/II
Mechanic I/II
Office Assistant I/II
Park Worker I/II
Parking Enforcement Officer I/II
Payroll Technician I/II
Planning Technician I/II
Plans Examiner I/II
Police Records Clerk I/II
Records Clerk I/II
Refuse Equipment Operator I/II
Sewers/Storm Drain Worker I/II/III
Software Analyst I/II/III
Systems Engineer I/II
Systems Technician I/II/III
Water Distribution Operator I/II/III
WWTP Mechanic I/II
WWTP Operator I/II/III

It should be noted that the determination of how this concept should be used is a policy decision within the organization. Should the City choose not to flexibly staff a given class series, appointment to the journey level would be done through the traditional competitive selection methods or other practices the City has used in the past.

Definitions of Levels of Supervision

In order to ensure consistency in revising and updating the City's class specifications, the following terms have been used to denote the different levels of supervision received and exercised by positions within the various classes of work.

- **Direct Supervision** – The basic characteristics of direct supervision are the assignment of tasks; the observance, review, and evaluation of performance; the administration of line personnel functions (e.g., selection, discipline, grievances, privileges); and responsibility **for the worker**, as well as the work. The levels of direct supervision are described below in terms of supervision received by employees.
 - **Supervision** – The employee works in the presence of his/her supervisor or in a situation of close control and easy reference. Work assignments are given with explicit instructions or are so routine that few, if any, deviations from established practice are made without checking with the supervisor. This type of supervision is generally exercised over entry level clerical, maintenance, and technical employees.
 - **General Supervision** – Assigned duties require the exercise of judgment or choice among possible actions, sometimes without clear precedents and often with concern for the consequences of the action. The employee may or may not work in proximity to his/her supervisor. This type of supervision typically pertains to the journey level clerical/maintenance/technical classes of a series or the entry level in professional classes.
 - **Direction** – The employee receives general instructions regarding the scope of and approach to projects or assignments, but procedures and techniques are left to the discretion of the employee. This category is usually applied to advanced journey level clerical/maintenance/technical, journey level professional and field supervisory classes in which employees are expected to operate with a reasonable degree of independence.
 - **General Direction** – The employee is responsible for a program or function(s) and is expected to carry out necessary activities without direction except as new or unusual circumstances require. This category is usually reserved for supervisors.
 - **Administrative Direction** – The employee has broad management responsibility for a large program or set of related functions. Discretion is required in applying general goal and policy statements and in resolving complex organizational and service delivery problems. This category is usually reserved for division heads.
 - **General Administrative Direction** – The employee works within a broad framework, with sole authority and responsibility for a given functional area of service. General administrative direction is usually received in terms of goals; review is received in terms of results. This category is usually reserved for department heads.
 - **Policy Direction** – Employees at this level work under broad policy direction and guidelines provided by a governing body.
- **Indirect Supervision** – Indirect supervision is characterized by some form of authority over the technical aspects of work being performed or completion of a project, but the “supervisor” is not responsible for the worker. The following describes the types of indirect supervision that are exercised.
 - **Technical Supervision** – The “supervisor” is responsible for prescribing procedures, methods, materials, and formats as a technical expert within a specialty. He/she may produce or approve specifications, guidelines, lists, or

directions. He/she may give direction to employees (usually on “how” and “why”), but does not assign tasks or observe and evaluate performance. “Technical supervision” relates to the exercise of an occupational specialty or function, rather than the oversight of specific employees.

- Functional Supervision – The “supervisor” is responsible for a project or recurrent activities that involve tasks performed by persons over whom he/she has authority to give direction in regard to that project, even though they are under the direct supervision of someone else. The overall responsibility of an individual assuming functional and technical supervisory responsibilities is to ensure that work projects are completed. “Functional supervision” may include “technical supervision,” but also involves scheduling and assigning tasks, monitoring work progress, and reviewing work products. Functional supervision relates to a function or set of activities.

These supervisory guidelines have been used in making determinations between the various classification levels proposed for the classification plan. They will also be consistently incorporated in the class specifications. The guidelines will be beneficial to City staff in the ongoing maintenance and implementation of the classification system.

SECTION II

RECOMMENDED CLASSIFICATION PLAN

Based upon the classification concepts presented in Section I, a revised classification plan has been prepared for the City. To introduce and summarize the new plan, this chapter discusses major issues and/or changes proposed in the new system, including the deletion, merging, and creation of new classes.

Master List of Class Titles

The classification plan developed for the City consists of a total of 196 classes. These classes have been identified based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees.

Appendix A summarizes the classes proposed to be incorporated into the City's classification plan by providing a master listing of current titles and the corresponding recommended title. The classes are organized generally by Organization-Wide classes and then by job family within each department. In some instances, a class may be located in more than one department. If not used City-wide, the job family and identified classes are presented in the department where the majority of classes are found. All classes have been developed consistently with the defined classification levels discussed in Section I, and are based on an analysis of the specific duties, responsibilities, knowledge, skills, and abilities assumed by current employees. The proposed employee allocation list, which is presented in Appendix B, clearly identifies the linkage of the current plan to the proposed classification system by summarizing recommendations for each individual employee.

Comparison of the Proposed Classification Plan With the Current Plan

The proposed classification plan reflects revisions and a general update of the current plan. Among other things, the proposed plan:

- Defines classification levels and titling guidelines that are consistently applied throughout the organization
- Documents the key factors that distinguish one classification level from another.

In achieving the above, new class series have been created, existing classes have been deleted or merged into the revised class series, and certain titling changes have been made to facilitate overall consistency. This section highlights some of the more significant changes proposed, as well as any identified issues, by Department. In job classifications that hold multiple incumbents, individual positions have been identified when the recommendation only impacts their specific position as opposed to affecting the entire classification.

CITY-WIDE CLASSES

ADMINISTRATIVE/TECHNICAL/CLERICAL

Secretary III **Secretary I/II**

Recommendation – Change title to Administrative Assistant I/II and Administrative Assistant III.

Discussion – This is a minor title change designed to recognize title trends in public agencies. The title of Secretary is becoming less common, and is increasingly being replaced by the Administrative Assistant title.

Clerk Typist I/II

Recommendation – Change title to Office Assistant I/II.

Discussion – This is a minor title change designed to recognize title trends in public agencies. The title of Clerk Typist is becoming less common, and is increasingly being replaced by the Office Assistant title.

CITY MANAGER’S OFFICE

ADMINISTRATION

Assistant to the City Manager

Recommendation – Change title to Senior Management Analyst.

Discussion – In order to not cause confusion between the Assistant City Manager and Assistant to the City Manager titles, it is recommended that the Assistant to the City Manager title be changed to Senior Management Analyst.

Executive Secretary

Recommendation – Change title to Executive Assistant.

Discussion – This is a minor title change designed to recognize title trends in public agencies. The title of secretary is becoming less common, and is increasingly being replaced by the Assistant title.

CITY CLERK

No changes recommended for this Division.

CITY ATTORNEY

No changes recommended for this Department.

DEVELOPMENT SERVICES

ADMINISTRATION

No changes recommended for this Division.

PLANNING & PERMITTING

Secretary III

Recommendation – Change title to Administrative Assistant III.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

Secretary I

Recommendation – Change title to Administrative Assistant I.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

INSPECTION SERVICES

No changes recommended for this Division.

ECONOMIC DEVELOPMENT

ADMINISTRATION

Development Associate

Recommendation – Change title to Economic Development Associate.

Discussion – This is a minor title change to more accurately reflect the area of responsibility, i.e. Economic Development.

AIRPORT

No changes recommended for this Division.

ENGINEERING

Secretary II

Recommendation – Change title to Administrative Assistant II.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

FINANCE

ACCOUNTING

Accountant III

Recommendation – Change title to Senior Accountant.

Discussion – Consistent with the titling guidelines established and utilized for other professional level classes performing advanced journey level duties within the City, it is recommended that the title be changed to Senior Accountant.

PAYROLL

Payroll Coordinator

Recommendation – Change title to Payroll Supervisor.

Discussion – This position is responsible for supervising, directing, and coordinating the work of assigned finance and finance support staff responsible for a variety of payroll functions. This recommended title change more accurately reflects the duties and responsibilities performed, i.e. recognizes the significant amount of time that this class must dedicate to supervising reporting staff.

PURCHASING

No changes recommended for this Division.

FIRE

ADMINISTRATION

Secretary III

Recommendation – Change title to Administrative Assistant III.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

Secretary I

Recommendation – Change title to Administrative Assistant I.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

PROTECTION/MEASURE

No changes recommended for this Division.

HOUSING

Housing Finance Specialist

Recommendation – Change title to Housing Specialist.

Discussion – This recommended title change allows for greater flexibility within the class, and also provides a more industry-standard title.

INFORMATION SYSTEMS

No changes recommended for this Department.

POLICE

ADMINISTRATION

Recreation Supervisor (assigned to Police Department)

Recommendation – Create a new classification of Community Liaison and allocate the incumbent to this class.

Discussion – This position is responsible for performing education, communication, and engagement activities to the community regarding a variety of police functions and activities. The Recreation Supervisor position within the Police Department is not supervisory, and is not within the Recreation Department, so it does not make sense to utilize the Recreation Supervisor classification. Therefore, it is our recommendation that a new classification of Community Liaison be created, and that the incumbent be allocated to this classification. Further, this new class title is more reflective of the duties and responsibilities being performed.

CFD-PUBLIC SAFETY

No changes recommended for this Division.

INVESTIGATIONS

No changes recommended for this Division.

MEASURE “C” PUBLIC

No changes recommended for this Division.

OPERATIONS

No changes recommended for this Division.

ANIMAL CONTROL

No changes recommended for this Division.

COMMUNICATIONS

Supervising Police Dispatcher

Recommendation – Change title to Communications Systems Supervisor.

Discussion – This position is responsible for both supervising the activities of the City’s dispatch center as well as responsibility for performing a variety of information technology duties within the Police Department including overseeing all communications equipment and for providing oversight and administration of technology programs and computer applications. In order to more accurately reflect the duties and responsibilities performed by this position, it is recommended that the title be changed to Communications Systems Supervisor.

Lead Dispatcher

Recommendation – Change title to Dispatcher Shift Supervisor.

Discussion – It is our understanding that the three current Lead Dispatchers are serving as shift supervisors, providing training, recommending disciplinary procedures, and completing performance evaluations for their reporting staff. Therefore, it is our recommendation that the title be changed to Dispatcher Shift Supervisor to better represent the classification's role as a working supervisor.

PARKING ENFORCEMENT

No changes recommended for this Division.

RECORDS

Police Clerk I/II

Recommendation – Change title to Police Records Clerk I/II.

Discussion – This is a minor title change to better represent the classification's location within the Police Records Division, and to better match the title of the Police Records Supervisor classification.

PUBLIC WORKS

ADMINISTRATION

Secretary III

Recommendation – Change title to Administrative Assistant III.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

Secretary II

Recommendation – Change title to Administrative Assistant II.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

Secretary I

Recommendation – Change title to Administrative Assistant I.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

Clerk Typist I

Recommendation – Change title to Office Assistant I.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

ENVIRONMENTAL TREATMENT

PWS – Lab/Environmental Control

Recommendation – Change title to PWS – Environmental Compliance.

Discussion – There are currently two incumbents in the PWS – Lab/Environmental Control classification. This position is responsible for supervising the environmental compliance section, whereas the other position is responsible for supervising the Water Quality Laboratory. In order to more accurately reflect the duties and responsibilities performed by this position, it is recommended that the title be changed to PWS – Environmental Compliance.

Environmental Control Officer I/II

Recommendation – Change title to Environmental Compliance Officer I/II.

Discussion – This is a minor title change to more accurately reflect industry-standard titles.

Secretary I

Recommendation – Change title to Administrative Assistant I.

Discussion – See discussion under City-wide Classifications – Administrative/Technical/Clerical.

FLEET

No changes recommended for this Division.

FACILITY MAINTENANCE & OPERATIONS

Building Maintenance Worker I/II

Recommendation – Change title to Facilities Maintenance Worker I/II.

Discussion – This is a minor title change to more accurately reflect that these classifications are responsible for the maintenance of multiple facilities.

GREEN WASTE

No changes recommended for this Division.

PARKS

Park Worker III

Recommendation – Change title to Lead Park Worker.

Discussion –Consistent with the titling guidelines established and utilized for other maintenance classes performing lead level duties, it is recommended that the title be changed to Lead Park Worker.

REFUSE COLLECTION

Refuse Equipment Operator

Refuse Equipment Operator Trainee

Recommendation – Change title to Refuse Equipment Operator I/II.

Discussion – This is a minor title change in order to create consistency with other entry/journey level classifications within the City, i.e. Maintenance Worker I/II, Custodian I/II, etc.

STREET MAINTENANCE

No changes recommended for this Division.

STREET SWEEPING

No changes recommended for this Division.

STORM DRAINS

PW – Sewer Collection System Worker

PW Sewer Collection System Storm Drains Worker I

Recommendation – Consolidate into one classification and change title to Sewers/Storm Drain Worker I.

Discussion – See discussion below under Wastewater Systems Division.

WATER SYSTEMS

Water Conservation Specialist

Recommendation – Change title to Water Conservation Coordinator.

Discussion – This position is responsible for coordinating a variety of water conservation programs. In order to more accurately reflect the duties and responsibilities performed by this position, it is recommended that the title be changed to Water Conservation Coordinator.

Pump Operator

Recommendation – Change title to Water Systems Operator.

Discussion – These positions are responsible for performing a variety of duties for the City's water system including operating the SCADA system and computers to perform necessary operations of the water system as well as maintaining and repairing water pumps, mains, chlorinators, meters, chemical application devices, pumping, and other related systems. In order to more accurately reflect that these positions are responsible for the City's water system, it is recommended that the title be changed to Water Systems Operator.

Water Systems Technician I/II/III

Recommendation – Change title to Water Distribution Operator I/II/III.

Discussion – These positions are responsible for performing a variety of duties in the operation, maintenance, and repair of the City's water distribution system and require a Grade I, II, or III Water Distribution Operator certificate depending on the level. In order to more accurately reflect the duties and responsibilities performed, it is

recommended that the title for these positions be changed to Water Distribution Operator I/II/III. Further, this title change is consistent with industry standards and reflective of the certification required at each level, i.e. Water Distribution Operator certificate I, II, or III.

PWS – Lab/Environmental Control

Recommendation – Change title to PWS - Laboratory.

Discussion – There are currently two incumbents in the PWS – Lab/Environmental Control classification. This position is responsible for supervising the Water Quality Laboratory, whereas the other position is responsible for supervising the environmental compliance section. In order to more accurately reflect the duties and responsibilities performed by this position, it is recommended that the title be changed to PWS – Laboratory.

WWTP

Land Application Program Lead

Recommendation – Change title to Lead Land Application.

Discussion – This is considered a minor title change to remove Program from the title and move the Lead designation to the beginning. Moving Lead to the beginning creates consistency with other Lead classifications, i.e. Lead Park Worker, Lead Refuse Equipment Operator, etc.

Maintenance Worker II

Recommendation – Create a new classification of Land Application Worker I/II.

Discussion – This position is responsible for performing a variety of farming and maintenance duties at the land application site including field preparations, discing, ripping, seeding, land planning and land leveling, herbicide applications, and irrigation maintenance. The Maintenance Worker classification is responsible for the repair, maintenance, construction, and clean-up of City streets and sewers. In order to more accurately reflect the duties and responsibilities assigned to this position, it is recommended that a new classification of Land Application Worker I/II be created.

Further, using a narrow title to more accurately reflect the duties and responsibilities assigned, is a common practice for maintenance positions used throughout the City, i.e. Park Worker, Building Maintenance Worker, Refuse Equipment Operator, etc.

WASTEWATER SYSTEMS

PWS-Main Sewers/Storm Drains

Recommendation – Change title to PWS- Sewers/Storm Drains.

Discussion – This is considered a minor title change to remove Main from the title.

Lead Main Sewers/Storm Drains

Recommendation – Change title to Lead Sewers/Storm Drains.

Discussion – This is considered a minor title change to remove Main from the title.

Collection System Worker III
Collection System Worker II
PW – Sewer Collection System Worker
Sewer and Storm Drain Collection System Worker
PW Sewer Collection System and Storm Drain Worker I

Recommendation – Change title to Sewers/Storm Drains Worker I/II/III.

Discussion – These positions are responsible for performing a variety of maintenance, operations, and repair work on the City's sewer collection systems, storm drains, and associated facilities. In order to more accurately reflect the responsibility for both sewers and storm drains maintenance, it is recommended that the titles be changed to Sewers/Storm Drains Worker I/II/III.

Further, currently the City has three different titles for the entry level classification (PW Sewer Collection System and Storm Drain Worker I, Sewer and Storm Drain Collection System Worker, and PW – Sewer Collection System Worker), one title of Collection System Worker II at the second level, and one title of Collection System Worker III, at the third level. The three classifications in the entry level will be consolidated into one class and retitled to the Sewers/Storm Drains Worker I, the Collection System Worker II will be retitled to Sewers/Storm Drains Worker II, and the Collection System Worker III will be retitled to Sewers/Storm Drains Worker III.

RECREATION & PARKS ADMINISTRATION

ADMINISTRATION

No changes recommended for this Division.

ZOO

No changes recommended for this Division.

SUPPORT SERVICES

ADMINISTRATION

Director of Support Services

Recommendation – Change title to Director of Human Resources.

Discussion – At one time the Director of Support Services was over both the City Clerk and Personnel Divisions. However, this position no longer oversees the City Clerk Division. In order to more accurately reflect this positions responsibility for overseeing the Personnel Department it is recommended that the title be changed to Director of Human Resources. Human Resources is a more commonly used title within the industry over Personnel.

PERSONNEL

Personnel Coordinator

Recommendation – Change title to Human Resources Analyst.

Discussion – This position is responsible for performing a variety of analytical work in the development and implementation of the City's human resources program including duties related to classification and compensation and recruitment and selection. In order

to more accurately reflect the duties and responsibilities assigned, it is recommended that the title be changed to Human Resources Analyst. Further, the title of Human Resources Analyst is a common title within the industry for positions performing human resources analytical work.

Personnel Technician III
Personnel Technician I/II

Recommendation – Change title to Human Resources Technician I/II and III.

Discussion – This is considered a minor title change to keep current with industry standards.

INSURANCE ADMINISTRATION

Insurance Coordinator

Recommendation – Change title to Risk Analyst.

Discussion – This position is responsible for performing a variety of analytical work related to the City's risk management and employee benefit programs. In order to more accurately reflect the duties and responsibilities assigned, it is recommended that the title be changed to Risk Analyst. Further, the title of Risk Analyst is a common title within the industry for positions performing analytical work related to risk management and employee benefit functions.



Although not intended to identify all changes proposed between the current and proposed classification plan, the more significant modifications have been highlighted in this section.

Employee Allocations

Each position included within the scope of the study has been allocated to a classification contained in the new plan. The recommended allocations are included in Appendix B. The allocations are organized by department and division, and sorted from high to low by class level. Shown for each employee/position is the current class title as well as the recommended allocation or class title.

Summary

This chapter has provided a summary of the proposed classification plan for the City of Merced, including an explanation of proposed changes. A comprehensive Master List of Class Titles that lists all classes within the plan, organized by department and by job family, is provided in Appendix A.

SECTION III

GUIDELINES FOR PREPARING CLASS SPECIFICATIONS

This section of the report provides an overview of the Americans with Disabilities Act (ADA) as it relates to the classification plan. A suggested format for the revised specifications, consistent with the ADA, is also described herein.

Overview of ADA

The Americans with Disabilities Act became effective in January of 1992. This legislation is designed to protect disabled individuals from discrimination in selection, hiring, promotion, and all other rights and privileges of employment. The Act encompasses a requirement for reasonable accommodation on the part of the organization to employ a disabled individual. The documentation of essential duties and responsibilities is useful in determining the degree of accommodation that may be considered reasonable. Since City management staff is ultimately responsible for assigning appropriate duties and tasks to positions in the City, it is important that their suggestions and comments be incorporated into the determination of what duties are to be considered essential and related working conditions.

Essential Job Functions

For purposes of consistency, one or more of the following characteristics typically defines an essential job function:

- The position exists to perform the function/duty
- The number of employees who perform the function/duty is limited
- A position exists specifically to perform a specialized function/duty.

To further support the implementation of the ADA, the revised class specifications will include specific sections summarizing general environmental and physical working conditions required by each class.

Class Specification Format

The class specifications, which will be developed following the full review and confirmation of the classification concepts contained in this document, are intended to be descriptive and explanatory in defining classes. When reviewing the class specifications, they should be interpreted in their entirety and in relation to one another; particular phrases or examples should not be isolated and treated as the full definition of any class.

Each class specification may contain all or part of the following information:

- **Class Title** – The class title is a brief and descriptive designation of the type of work performed. The class title on payrolls, budgets, personnel reports and other official forms and reports dealing with positions or personnel will provide a common reference to the position. It should be understood that the class title is selected to serve this purpose and is not to be construed as limiting the use of working titles.
- **Summary Description** – This section is a general description of the work and includes a brief, concise definition of the primary responsibilities assigned to positions in the class. This section also describes the type or level of supervision received by positions in this classification as well as the type of supervision exercised, if any, over other employees.
- **Distinguishing Characteristics** – This section, when used, describes the level of work in relation to higher or lower classes in the same series. It is typically only included in specifications for entry, journey and advanced journey classes within a series.
- **Representative Duties** – This section is intended to enable the reader to obtain a more complete concept of the actual work performed by positions allocated to this class. The sections list typical essential duties that are common to positions of the class. These examples further show the range of duties performed by employees in the class. The lists are descriptive but are **not** intended to describe all the work performed by all positions allocated to the class. This section merely serves to illustrate the more typical portions of the work performed. The statement “Performs related duties as required” is included in all class specifications to provide legitimate flexibility to management in assigning duties. To ensure that employees understand that class specifications do not list all duties performed, a statement appears at the top of each class specification indicating the purpose and scope of the duties listed in the specification.
- **Qualifications** – This section is broken down into subsections containing the following:
 - **Knowledge of and Ability to** subsections list the knowledge, skills, and abilities that the duties of the class typically require and that applicants should possess for positions in the class. **It should be stressed that this section does not in any way refer to the qualifications of present employees.** Personal characteristics commonly required of all employees, such as honesty, industry, freedom from habitual use of intoxicating beverages to excess, or drug addiction, have not been listed since they are to be implied as required qualifications for all classes.
 - **Education and Experience Guidelines** subsections of the classification description are intended to describe the minimum qualifications that may be needed to adequately perform the job. The requirements are not intended to limit the City from hiring the most qualified individual. The purpose of stating minimum experience and training requirements is to comply with Equal Employment Opportunity Commission selection and hiring guidelines.
 - **License or Certificate** subsection is used for those classifications where legal or special provisions require possession of a specific license or certification issued by a Board of Licensure as a condition of employment. In some cases desired or preferred licenses/certifications are listed.
- **Physical Demands and Working Environment** – This section lists the typical environmental and physical working conditions required for the class jobs.

The format used for the new class specifications is presented in Exhibit B.

EXHIBIT B - CLASS SPECIFICATION FORMAT

CITY OF MERCED

CLASS TITLE

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

SUMMARY DESCRIPTION

REPRESENTATIVE DUTIES

The following duties are typical for this classification. Incumbents may not perform all of the listed duties and/or may be required to perform additional or different duties from those set forth below to address business needs and changing business practices.

- 1.
2. Perform related duties as required.

QUALIFICATIONS

The following generally describes the knowledge and ability required to enter the job and/or be learned within a short period of time in order to successfully perform the assigned duties.

Knowledge of:

Ability to:

Communicate clearly and concisely, both orally and in writing.
Establish and maintain effective working relationships with those contacted in the course of work.

Education and Experience Guidelines - Any combination of education and experience that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education/Training:

Experience:

License or Certificate:

PHYSICAL DEMANDS AND WORKING ENVIRONMENT

The conditions herein are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform these essential job functions.

Environment:

Physical:

Vision:

Hearing:

Date:
Ralph Andersen & Associates

Implementation of ADA

The participation of management staff is critical in implementing ADA requirements. In reviewing the class specifications, management staff is requested to review the essential duties and related working conditions to ensure they have been identified accurately.

APPENDIX A
MASTER LIST OF CLASS TITLES

City of Merced
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
May 2019

Current Class Title	Recommended Class Title
City-Wide Classifications	
Professional	
Management Analyst	Management Analyst
Administrative Analyst	Administrative Analyst
Administrative Support	
Secretary III	Administrative Assistant III
Secretary I/II	Administrative Assistant I/II
Clerk Typist I/II	Office Assistant I/II
City Manager	
City Manager	City Manager
Assistant City Manager	Assistant City Manager
Assistant To The City Manager	Senior Management Analyst
Executive Secretary	Executive Assistant
Assistant City Clerk	Assistant City Clerk
Deputy City Clerk	Deputy City Clerk
Records Clerk I/II	Records Clerk I/II
City Attorney	
City Attorney	City Attorney
Chief Deputy City Attorney	Chief Deputy City Attorney
Senior Deputy City Attorney	Senior Deputy City Attorney
Deputy City Attorney	Deputy City Attorney
Paralegal	Paralegal
Paralegal Office Administrator	Paralegal Office Administrator
Legal Secretary	Legal Administrative Assistant
Development Services	
Director of Development Services	Director of Development Services
Planning Manager	Planning Manager
Principal Planner	Principal Planner
Senior Planner	Senior Planner
Associate Planner	Associate Planner
Planner	Planner
Assistant Planner	Assistant Planner
Planning Technician I/II	Planning Technician I/II
Chief Building Official	Chief Building Official
Building Inspector III	Building Inspector III
Building Inspector I/II	Building Inspector I/II
Plan Examiner I/II	Plan Examiner I/II
Engineering Technician IV	<i>See Engineering Department</i>
Development Services Technician I/II	Development Services Technician I/II

City of Merced
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
May 2019

Current Class Title	Recommended Class Title
Economic Development	
Director of Economic Development	Director of Economic Development
Development Associate	Economic Development Associate
Airport Manager	Airport Manager
Airport Operations Technician	Airport Operations Technician
Engineering	
City Engineer	City Engineer
Principal Engineer	Principal Engineer
Senior Engineer	Senior Engineer
Associate Engineer	Associate Engineer
Assistant Engineer	Assistant Engineer
Engineering Technician IV	Engineering Technician IV
Engineering Technician III	Engineering Technician III
Engineering Technician I/II	Engineering Technician I/II
City Surveyor	City Surveyor
Environmental Project Manager	Environmental Project Manager
Finance	
Finance Officer	Finance Officer
Deputy Finance Officer	Deputy Finance Officer
Accountant III	Senior Accountant
Accountant I/II	Accountant I/II
Accounting Technician	Accounting Technician
Account Clerk III	Account Clerk III
Account Clerk I/II	Account Clerk I/II
Revenue and Customer Service Supervisor	Revenue and Customer Service Supervisor
Payroll Coordinator	Payroll Supervisor
Payroll Technician I/II	Payroll Technician I/II
Purchasing Supervisor	Purchasing Supervisor
Storekeeper	Storekeeper
Fire	
Fire Chief	Fire Chief
Fire Deputy Chief	Fire Deputy Chief
Fire Battalion Chief - 56	Fire Battalion Chief - 56
Fire Captain - 56	Fire Captain - 56
Fire Engineer - 56	Fire Engineer - 56
Fire Fighter - 56	Fire Fighter - 56
Fire Marshal	Fire Marshal
Fire Inspector I/II	Fire Inspector I/II

City of Merced
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
May 2019

Current Class Title	Recommended Class Title
Housing	
Housing Program Supervisor	Housing Program Supervisor
Housing Finance Specialist	Housing Specialist
Housing Program Specialist I/II	Housing Program Specialist I/II
Information Technology	
Director of Information Technology	Director of Information Technology
Information Technology Manager	Information Technology Manager
Software Analyst I/II/III	Software Analyst I/II/III
Systems Engineer III	Systems Engineer III
Systems Engineer I/II	Systems Engineer I/II
Systems Technician III	Systems Technician III
Systems Technician I/II	Systems Technician I/II
Police	
Police Chief	Police Chief
Crime Analyst	Crime Analyst
New Class (1-Recreation Supervisor)	Community Liaison
Police Captain	Police Captain
Police Lieutenant	Police Lieutenant
Police Sergeant	Police Sergeant
Senior Police Officer	Senior Police Officer
Police Officer	Police Officer
Police Officer Trainee	Police Officer Trainee
Community Services Officer	Community Services Officer
Supervising Police Dispatcher	Communications Systems Supervisor
Lead Dispatcher	Dispatcher Shift Supervisor
Dispatcher I/II	Dispatcher I/II
Parking Enforcement Officer I/II	Parking Enforcement Officer I/II
Police Records Supervisor	Police Records Supervisor
Police Clerk I/II	Police Records Clerk I/II
Public Works	
Director of Public Works	Director of Public Works
Deputy PW Director	Deputy PW Director
Safety Specialist	Safety Coordinator
Accountant II	See Finance Department
Accounting Technician	See Finance Department
Account Clerk III	See Finance Department
GIS Coordinator	GIS Coordinator
Systems Technician II	See Information Technology Department

City of Merced
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
May 2019

Current Class Title	Recommended Class Title
PWM-Operations	PWM-Operations
PWS-Fleet	PWS-Fleet
Mechanic III	Lead Mechanic
Mechanic I/II	Mechanic I/II
Equipment Service Worker	Equipment Service Worker
Storekeeper	Storekeeper
PWS-Facilities	PWS-Facilities
Lead Facilities	Lead Facilities
Building Maintenance Worker I/II	Facilities Maintenance Worker I/II
Custodian I/II	Custodian I/II
PWM - Tax Services	PWM - Tax Services
PWS-Parks/Trees	PWS-Parks/Trees
Park Worker III	Lead Park Worker
Park Worker I/II	Park Worker I/II
Tree Trimmer	Tree Trimmer
PWS-Solid Waste	PWS-Solid Waste
Container Maintenance Worker	Container Maintenance Worker
Recycling Coordinator	Recycling Coordinator
Lead Refuse Equipment Operator	Lead Refuse Equipment Operator
New Class Level	Refuse Equipment Operator III
Refuse Equipment Operator	Refuse Equipment Operator II
Refuse Equipment Operator Trainee	Refuse Equipment Operator I
PWS-Streets	PWS-Streets
Traffic Signal/Lighting Tech	Traffic Signal/Lighting Tech
Maintenance Worker I/II	Maintenance Worker I/II
Street Sweeper Operator	Street Sweeper Operator I/II
Street Sweeper Operator Trainee	
PWM - Water	PWM - Water
Water Conservation Specialist	Water Conservation Coordinator
PWS-Water	PWS-Water
Lead - PW Water	Lead - PW Water
Pump Operator	Water Systems Operator
Water Systems Technician I/II/III	Water Distribution Operator I/II/III
New Class (1-PWS - Lab/Environmental Control)	PWS - Laboratory
Laboratory Technician III	Laboratory Technician III
Laboratory Technician I/II	Laboratory Technician I/II
Cross Connections Control Specialist	Cross Connections Control Specialist
Water Meter/Backflow Technician	Water Meter/Backflow Technician
Fabrication Tech/Storekeeper	Fabrication Tech/Storekeeper

City of Merced
Master List of Class Titles
Organized by Job Classification within Each Organizational Unit
May 2019

Current Class Title	Recommended Class Title
Finance Liaison	Finance Liaison
PWM - Wastewater	PWM - Wastewater
WWTP Maintenance Supervisor	WWTP Maintenance Supervisor
Instrumentation and Electrical Technician	Instrumentation Control and Electrical Technician
Maintenance Electrician	Maintenance Electrician
WWTP Maintenance Electrician/Mechanic	WWTP Maintenance Electrician/Mechanic
WWTP Mechanic I/II	WWTP Mechanic I/II
WWTP Operations Supervisor	WWTP Operations Supervisor
WWTP Operator I/II/III	WWTP Operator I/II/III
Land Application Program Lead	Lead Land Application
New Class (1-Maintenance Worker II)	Land Application Worker I/II
PWS - Lab/Environmental Control	PWS - Environmental Compliance
Environmental Control Officer I/II	Environmental Compliance Officer I/II
PWS-Main Sewers/Storm Drains	PWS-Sewers/Storm Drains
Lead Main Sewers / Storm Drains	Lead Sewers/Storm Drains
Collection System Worker III	Sewers/Storm Drains Worker I/II/III
Collection System Worker II	
PW - Sewer Coll Syst Worker	
Sewer And Storm Drain Collection Sys Worker	
PW Sewer Coll Sys Storm Drains Worker I	
Parks and Recreation	
Director of Parks And Recreation	Director of Parks and Recreation
Recreation Supervisor	Recreation Supervisor
Recreation Coordinator	Recreation Coordinator
Park Worker I	See Public Works Department
Lead Zoo Keeper	Lead Zoo Keeper
Zoo Keeper	Zoo Keeper
Support Services	
Director of Support Services	Director of Human Resources
Personnel Coordinator	Human Resources Analyst
Personnel Technician III	Human Resources Technician III
Personnel Technician I/II	Human Resources Technician I/II
Insurance Coordinator	Risk Analyst

APPENDIX B
EMPLOYEE ALLOCATION LIST

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
City Manager	Administration	Carrigan, Steven	City Manager	City Manager
City Manager	Administration	Dietz, Stephanie	Assistant City Manager	Assistant City Manager
City Manager	Administration	Conway, Michael	Assistant To The City Manager	Senior Management Analyst
City Manager	Administration	Reid, Michelle	Executive Secretary	Executive Assistant
City Manager	City Clerk	Tresidder, John	Assistant City Clerk	Assistant City Clerk
City Manager	City Clerk	Levesque, Jennifer	Deputy City Clerk	Deputy City Clerk
City Manager	City Clerk	Greene, Ennis	Records Clerk II	Records Clerk II
City Attorney	Administration	Vacancy - Jennifer Mcgrath,	City Attorney	City Attorney
City Attorney	Administration	Fincher, Kelly	Chief Deputy City Attorney	Chief Deputy City Attorney
City Attorney	Administration	Vacancy - Ken Rozell,	Senior Deputy City Attorney	Senior Deputy City Attorney
City Attorney	Administration	Garcia, Marti	Paralegal	Paralegal
City Attorney	Administration	Kovalcheck, Lynda	Legal Secretary	Legal Administrative Assistant
Development Services	Administration	Vacancy - David Gonzalves,	Director of Development Services	Director of Development Services
Development Services	Planning & Permitting	Espinosa, Kim	Planning Manager	Planning Manager
Development Services	Planning & Permitting	Hren, Michael	Principal Planner	Principal Planner
Development Services	Planning & Permitting	Nelson, Julie	Associate Planner	Associate Planner
Development Services	Planning & Permitting	Mendoza-Gonzalez, Francisco	Planner	Planner
Development Services	Planning & Permitting	Nutt, Kimberly	Planning Technician II	Planning Technician II
Development Services	Planning & Permitting	Lane, Victoria	Secretary III	Administrative Assistant III
Development Services	Planning & Permitting	Davis, Stephani	Secretary I	Administrative Assistant I
Development Services	Inspection Services	Frazier, Denise	Chief Building Official	Chief Building Official
Development Services	Inspection Services	Brown, Gerald	Building Inspector III	Building Inspector III
Development Services	Inspection Services	Armstrong, David	Building Inspector II	Building Inspector II
Development Services	Inspection Services	Macha, Robert	Building Inspector II	Building Inspector II
Development Services	Inspection Services	Vacancy - Frazier, Denise	Plan Examiner II	Plan Examiner II
Development Services	Inspection Services	Brown, Danny	Plan Examiner I	Plan Examiner I
Development Services	Inspection Services	Crabb, Cindy	Plan Examiner I	Plan Examiner I
Development Services	Inspection Services	England, Stuart	Engineering Technician IV	Engineering Technician IV
Economic Development	Administration	Quintero, Frank	Director of Economic Development	Director of Economic Development
Economic Development	Administration	Baker, Karen	Development Associate	Economic Development Associate
Economic Development	Administration	Mendoza, Maria	Development Associate	Economic Development Associate

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Economic Development	Airport	Pehl, Martin	Airport Manager	Airport Manager
Economic Development	Airport	Kwiatkowski, Jon	Airport Operations Technician	Airport Operations Technician
Engineering	Administration	Vacancy- Ken Elwin,	City Engineer	City Engineer
Engineering	Administration	Lee, Nancy	Secretary II	Administrative Assistant II
Engineering	Administration	Vacancy	Principal Engineer	Principal Engineer
Engineering	Administration	Ainsworth, John	Senior Engineer	Senior Engineer
Engineering	Administration	Mccomb, Ashley	Associate Engineer	Associate Engineer
Engineering	Administration	Svendsen, Joel	Associate Engineer	Associate Engineer
Engineering	Administration	Vacancy - Ken Elliott,	Assistant Engineer	Assistant Engineer
Engineering	Administration	Vacancy - Doug Cameron,	Engineering Technician IV	Engineering Technician IV
Engineering	Administration	Robinson, Mukunda	Engineering Technician IV (underfilled Asst Engineer)	Engineering Technician IV (Underfilled Asst Engineer)
Engineering	Administration	Flores, Paul	Engineering Technician II	Engineering Technician II
Engineering	Administration	Cardoso, Joe	City Surveyor	City Surveyor
Engineering	Administration	Angulo, Joseph	Environmental Project Manager	Environmental Project Manager
Finance	Administration	Rodriguez, Mary	Finance Officer	Finance Officer
Finance	Administration	Trujillo, Julie	Deputy Finance Officer	Deputy Finance Officer
Finance	Accounting	Fagundes, Renie	Accountant III	Senior Accountant
Finance	Accounting	Vacancy - Rodriguez, Mary	Accountant III	Senior Accountant
Finance	Accounting	Vacancy - Trujillo, Julie	Accountant III	Senior Accountant
Finance	Accounting	Law, Faye	Accountant II	Accountant II
Finance	Accounting	Richardson, Deborah	Accountant II	Accountant II
Finance	Accounting	Vacancy - New Position Fy17.18,	Accounting Technician	Accounting Technician
Finance	Accounting	Black, Doris	Accounting Technician	Accounting Technician
Finance	Accounting	Gomes, Kimberly	Accounting Technician	Accounting Technician
Finance	Accounting	Karle, Melanie	Accounting Technician	Accounting Technician
Finance	Accounting	Putman, Patricia	Accounting Technician	Accounting Technician
Finance	Accounting	Usog, Rose	Accounting Technician	Accounting Technician
Finance	Accounting	Espino, Alma	Account Clerk III	Account Clerk III
Finance	Accounting	Saephan, Marlena	Account Clerk II	Account Clerk II
Finance	Accounting	Degn, Trevor	Account Clerk I	Account Clerk I
Finance	Accounting	Soito, Jenny	Account Clerk I	Account Clerk I
Finance	Accounting	Tuffnell, Laura	Account Clerk I	Account Clerk I
Finance	Accounting	Moua, Makino	Account Clerk I	Account Clerk I

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Finance	Payroll	Vierra, Joni	Payroll Coordinator	Payroll Supervisor
Finance	Payroll	Del Real, Albert	Payroll Technician II	Payroll Technician II
Finance	Purchasing	Marquez, Julio	Purchasing Supervisor	Purchasing Supervisor
Finance	Purchasing	German, Arthur	Storekeeper	Storekeeper
Fire	Administration	Wilkinson, Michael	Fire Chief	Fire Chief
Fire	Administration	Alcorn, William	Fire Deputy Chief	Fire Deputy Chief
Fire	Administration	German, Janet	Secretary III	Administrative Assistant III
Fire	Administration	Mileur, Lori	Secretary I	Administrative Assistant I
Fire	Administration	Franklin, Jeremy	Fire Battalion Chief - 56	Fire Battalion Chief - 56
Fire	Administration	Haas, Cory	Fire Battalion Chief - 56	Fire Battalion Chief - 56
Fire	Administration	Horta, Jeffrey	Fire Battalion Chief - 56	Fire Battalion Chief - 56
Fire	Administration	Cole, Jeffrey	Fire Captain - 56	Fire Captain - 56
Fire	Administration	England, Thomas	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Frankhauser, Nathan	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Giotto, Anthony	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Ipock, Brian	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Luce, Shawn	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Markarian, Brett	Fire Captain - 56	Fire Captain - 56
Fire	Administration	McMillen, John	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Paskin, Ryan	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Ploog, Kevin	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Tomerlin, Jeffrey	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Walker, Mark	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Wells, Ryan	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Wilson, Casey	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Wilson, Joshua	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Young, Dewayne	Fire Captain - 56	Fire Captain - 56
Fire	Administration	Akers, Bryan	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Albrecht, Keith	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Atkins, Scott	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Hathaway, Andrew	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Mariucci, Craig	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Parker, Grant	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Pickinpaugh, Adrian	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Ramirez, Richard	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Rollins, Robert	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Simmons, Joshua	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Swan, William	Fire Engineer - 56	Fire Engineer - 56

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Fire	Administration	Trost, Jeff	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Van Hagen, Matthew	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Verrinder, Joel	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Whitehead, John	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Vacancy - Jack Jones,	Fire Engineer - 56	Fire Engineer - 56
Fire	Administration	Alley, Derek	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Boyd, Brent	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Flora, Dale	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Gehring, Joshua	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Kraft, Jamison	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Lee, Nathaniel	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Perez, Jeremy	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Poole, Luke	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Rametta, Samuel	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Sletto, Thomas	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Vasquez, Aaron	Fire Fighter - 56	Fire Fighter - 56
Fire	Administration	Stephenson, Michael	Fire Marshal	Fire Marshal
Fire	Administration	Abeyta, Manuel	Fire Inspector I	Fire Inspector I
Fire	Protection/Cfd-Public	Englert, Chad	Fire Captain - 56	Fire Captain - 56
Fire	Protection/Measure	Evans, James	Fire Captain - 56	Fire Captain - 56
Fire	Protection/Measure	Madruga, Morgan	Fire Captain - 56	Fire Captain - 56
Fire	Protection/Measure	Buccola, Kevin	Fire Engineer - 56	Fire Engineer - 56
Fire	Protection/Measure	Hakola, Jeffrey	Fire Engineer - 56	Fire Engineer - 56
Fire	Protection/Measure	Tierney, Sean	Fire Engineer - 56	Fire Engineer - 56
Fire	Protection/Measure	Vacancy - Sean Tierney,	Fire Engineer - 56	Fire Engineer - 56
Fire	Protection/Measure	Alley, Matthew	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Beard, Thomas	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Dickens, William	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Hamm, Jeremy	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Jarratt, Joseph	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Rangel, Daniel	Fire Fighter - 56	Fire Fighter - 56
Fire	Protection/Measure	Ybarra, Gregory	Fire Fighter - 56	Fire Fighter - 56
Housing	Administration	Hamilton, Mark	Housing Program Supervisor	Housing Program Supervisor
Housing	Administration	Mendonca, Dawn	Housing Finance Specialist	Housing Specialist
Information Technology	Administration	Bennyhoff, Jeffrey	Director of Information Technology	Director of Information Technology
Information Technology	Administration	Ford, Kyle	Information Technology Manager	Information Technology Manager

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Information Technology	Administration	Lawrie, Travis	Software Analyst III	Software Analyst III
Information Technology	Administration	Cardoza, John	Software Analyst II	Software Analyst II
Information Technology	Administration	Vacancy - Belinda Burnett,	Software Analyst I	Software Analyst I
Information Technology	Administration	Garrison, Aarin	Systems Engineer II	Systems Engineer II
Information Technology	Administration	Keyser, David	Systems Engineer II	Systems Engineer II
Information Technology	Administration	Alcantara, Michelle	Systems Engineer I	Systems Engineer I
Information Technology	Administration	Shipman, Carolyn	Systems Technician II	Systems Technician II
Information Technology	Administration	Vacancy - Alcantara, Michelle	Systems Technician I	Systems Technician I
Police	Administration	Andrade, Norman	Police Chief	Police Chief
Police	Administration	Mora, Tonya	Management Analyst	Management Analyst
Police	Administration	Eber, Lance	Crime Analyst	Crime Analyst
Police	Administration	West, Bimley	Police Captain	Police Captain
Police	Administration	Williams, Matthew	Police Captain	Police Captain
Police	Administration	Vacancy - New Position Fy17.18,	Police Lieutenant	Police Lieutenant
Police	Administration	Drummond, Eugene	Recreation Supervisor	Community Liaison
Police	Cfd-Public Safe/Pu	Goodwin, Christopher	Police Captain	Police Captain
Police	Cfd-Public Safe/Pu	Bowen, Brian	Senior Police Officer	Senior Police Officer
Police	Cfd-Public Safe/Pu	Haygood, Calvin	Senior Police Officer	Senior Police Officer
Police	Investigations	Gorman, Curtis	Police Sergeant	Police Sergeant
Police	Investigations	Perez, Joseph	Police Sergeant	Police Sergeant
Police	Investigations	Adrian, Allen	Senior Police Officer	Senior Police Officer
Police	Investigations	Deliman, Joseph	Senior Police Officer	Senior Police Officer
Police	Investigations	Henderson, Joseph	Senior Police Officer	Senior Police Officer
Police	Investigations	Horn, Jeffrey	Senior Police Officer	Senior Police Officer
Police	Investigations	Nelson, Moses	Senior Police Officer	Senior Police Officer
Police	Investigations	Rios, Raquel	Senior Police Officer	Senior Police Officer
Police	Investigations	Russell, Christopher	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	King, Donald	Police Lieutenant	Police Lieutenant
Police	Measure "C"/Public	Struble Jr, Jacob	Police Lieutenant	Police Lieutenant
Police	Measure "C"/Public	Chapman Jr, Bobby	Police Sergeant	Police Sergeant
Police	Measure "C"/Public	Drum, Edward	Police Sergeant	Police Sergeant
Police	Measure "C"/Public	Solis, Luis	Police Sergeant	Police Sergeant
Police	Measure "C"/Public	Cowings, Christopher	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	De Jong, Nicholas	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	Marshall, James	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	Mccomb, William	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	Mckinnon, Nathaniel	Senior Police Officer	Senior Police Officer

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Police	Measure "C"/Public	Stokes, Krista	Senior Police Officer	Senior Police Officer
Police	Measure "C"/Public	Arias, Edwin	Police Officer	Police Officer
Police	Measure "C"/Public	Brown, Kourtney	Police Officer	Police Officer
Police	Measure "C"/Public	De Hoyos III, Arturo	Police Officer	Police Officer
Police	Measure "C"/Public	Enero, Natalia	Police Officer	Police Officer
Police	Measure "C"/Public	Opinski, Joseph	Police Officer	Police Officer
Police	Measure "C"/Public	Vacancy - Ramon Ruiz,	Police Officer	Police Officer
Police	Measure "C"/Public	Vacancy - Nelson ,	Police Officer	Police Officer
Police	Measure "C"/Public	Aguirre, Spencer	Police Officer	Police Officer
Police	Operations	Ward, Alan	Police Lieutenant	Police Lieutenant
Police	Operations	Alvarez, Reynaldo	Police Sergeant	Police Sergeant
Police	Operations	Aponte, Antonio	Police Sergeant	Police Sergeant
Police	Operations	Court, Rodney	Police Sergeant	Police Sergeant
Police	Operations	Dabney, Daniel	Police Sergeant	Police Sergeant
Police	Operations	Pintabona, Leone	Police Sergeant	Police Sergeant
Police	Operations	Rodriguez, Brian	Police Sergeant	Police Sergeant
Police	Operations	Weiss, Joseph	Police Sergeant	Police Sergeant
Police	Operations	Avery, William	Senior Police Officer	Senior Police Officer
Police	Operations	Chavez, Eduardo	Senior Police Officer	Senior Police Officer
Police	Operations	Dalia, Bernard	Senior Police Officer	Senior Police Officer
Police	Operations	Flores, Fernando	Senior Police Officer	Senior Police Officer
Police	Operations	Gaches, Timothy	Senior Police Officer	Senior Police Officer
Police	Operations	Gallegos Jr, Miguel	Senior Police Officer	Senior Police Officer
Police	Operations	Garcia Jr, Alvino	Senior Police Officer	Senior Police Officer
Police	Operations	Gonzales, Jeffery	Senior Police Officer	Senior Police Officer
Police	Operations	Greene, Sean	Senior Police Officer	Senior Police Officer
Police	Operations	Jasso, Cruz	Senior Police Officer	Senior Police Officer
Police	Operations	Jenkins, Mark	Senior Police Officer	Senior Police Officer
Police	Operations	King, Ryan	Senior Police Officer	Senior Police Officer
Police	Operations	Lodwick, James	Senior Police Officer	Senior Police Officer
Police	Operations	Martinez, Thomas	Senior Police Officer	Senior Police Officer
Police	Operations	Mckeeman, Craig	Senior Police Officer	Senior Police Officer
Police	Operations	Padgett Jr, Jesse	Senior Police Officer	Senior Police Officer
Police	Operations	Pinnegar, John	Senior Police Officer	Senior Police Officer
Police	Operations	Rasmussen, Ryan	Senior Police Officer	Senior Police Officer
Police	Operations	Richardson, Daniel	Senior Police Officer	Senior Police Officer
Police	Operations	Rieg, Keith	Senior Police Officer	Senior Police Officer
Police	Operations	Rinder, Brian	Senior Police Officer	Senior Police Officer
Police	Operations	Foster, Emily	Senior Police Officer	Senior Police Officer
Police	Operations	Rodriguez, Rogelio	Senior Police Officer	Senior Police Officer
Police	Operations	Saelee, Bryan	Senior Police Officer	Senior Police Officer

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Police	Operations	Salyers, Jeremy	Senior Police Officer	Senior Police Officer
Police	Operations	Sannadan Jr, Samuel	Senior Police Officer	Senior Police Officer
Police	Operations	Sapien, Vince	Senior Police Officer	Senior Police Officer
Police	Operations	Smith, Steven	Senior Police Officer	Senior Police Officer
Police	Operations	Villarreal, Peter	Senior Police Officer	Senior Police Officer
Police	Operations	Vacancy - New Position Fy17.18,	Police Officer	Police Officer
Police	Operations	Vacancy - New Position Fy17.18,	Police Officer	Police Officer
Police	Operations	Barajas, Jose	Police Officer	Police Officer
Police	Operations	Crain, Levi	Police Officer	Police Officer
Police	Operations	Cruz, Jose	Police Officer	Police Officer
Police	Operations	Elliott, Coleman	Police Officer	Police Officer
Police	Operations	Fister, Jacob	Police Officer	Police Officer
Police	Operations	Garcia, Israel	Police Officer	Police Officer
Police	Operations	Gonzalez, Jesus	Police Officer	Police Officer
Police	Operations	Gorman, Alicia	Police Officer	Police Officer
Police	Operations	Lupian, Christian	Police Officer	Police Officer
Police	Operations	Martinez, Naomi	Police Officer	Police Officer
Police	Operations	Mccannon, Tyler	Police Officer	Police Officer
Police	Operations	Morehead, Jessica	Police Officer	Police Officer
Police	Operations	Nava, Julian	Police Officer	Police Officer
Police	Operations	O'Brien, Lance	Police Officer	Police Officer
Police	Operations	Odom, Steven	Police Officer	Police Officer
Police	Operations	Richter, Myles	Police Officer	Police Officer
Police	Operations	Rodriguez, Enrique	Police Officer	Police Officer
Police	Operations	Rosales, Nicolas	Police Officer	Police Officer
Police	Operations	Stewart, Zachary	Police Officer	Police Officer
Police	Operations	Valadez, Raymond	Police Officer	Police Officer
Police	Operations	Walton, Joshua	Police Officer	Police Officer
Police	Operations	Wilkins, Brandon	Police Officer	Police Officer
Police	Operations	Wilson, Chase	Police Officer	Police Officer
Police	Operations	Vacancy - Vance Walker,	Police Officer	Police Officer
Police	Operations	Vacancy - Johnson,	Police Officer	Police Officer
Police	Operations	Rocha, Taylor	Police Officer	Police Officer
Police	Operations	Prado-Fainter, Gloria	Community Services Officer	Community Services Officer
Police	Operations	Wethern, Marilyn	Community Services Officer	Community Services Officer
Police	Operations	Yniguez, Gayle	Community Services Officer	Community Services Officer
Police	Animal Control	Bogle, Kenneth	Community Services Officer	Community Services Officer
Police	Animal Control	Farmer, Timothy	Community Services Officer	Community Services Officer
Police	Animal Control	Hicks, Jackie	Community Services Officer	Community Services Officer
Police	Animal Control	Nole, Michael	Community Services Officer	Community Services Officer
Police	Animal Control	Partlow, Jacob	Community Services Officer	Community Services Officer

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Police	Communications	Dillsaver Jr, Marvin	Supervising Police Dispatcher	Communications Systems Supervisor
Police	Communications	Bailey, Sondra	Lead Dispatcher	Dispatcher Shift Supervisor
Police	Communications	Jones, Courtney	Lead Dispatcher	Dispatcher Shift Supervisor
Police	Communications	Perez, Gisele	Lead Dispatcher	Dispatcher Shift Supervisor
Police	Communications	Bonita, Ashley	Dispatcher II	Dispatcher II
Police	Communications	Chance, Nicole	Dispatcher II	Dispatcher II
Police	Communications	Lanum, Chazelle	Dispatcher II	Dispatcher II
Police	Communications	Linares, Lisa	Dispatcher II	Dispatcher II
Police	Communications	Patel, Chetna	Dispatcher II	Dispatcher II
Police	Communications	Vacancy - Marcella Stefanski,	Dispatcher I	Dispatcher I
Police	Communications	Bell, Sarah	Dispatcher I	Dispatcher I
Police	Communications	Cruickshanks, Rachel	Dispatcher I	Dispatcher i
Police	Communications	Gordon, Grace	Dispatcher I	Dispatcher I
Police	Communications	Rocha, Chelsea	Dispatcher I	Dispatcher I
Police	Communications	Choquette, Kristelle	Dispatcher I	Dispatcher I
Police	Communications	Zimmerman, Marcelina	Dispatcher I	Dispatcher I
Police	Parking Enforcement	Phillips, Jessica	Parking Enforcement Officer II	Parking Enforcement Officer II
Police	Parking Enforcement	Santiago, Ruby	Parking Enforcement Officer I	Parking Enforcement Officer I
Police	Records	Bertram, Jamie	Police Records Supervisor	Police Records Supervisor
Police	Records	Capehart, Belinda	Police Clerk II	Police Records Clerk II
Police	Records	Carmo, Susan	Police Clerk II	Police Records Clerk II
Police	Records	Eakman, Raymond	Police Clerk II	Police Records Clerk II
Police	Records	Keesler, Doreen	Police Clerk II	Police Records Clekr II
Police	Records	Rockholt, Charles	Police Clerk II	Police Records Clerk II
Police	Records	Slaven, Cecelia	Police Clerk II	Police Records Clerk II
Police	Records	Wootten, Aime	Police Clerk II	Police Records Clerk II
Police	Records	Murphy, Wendy	Police Clerk II	Police Records Clerk II
Police	Records	Rogers, Michael	Police Clerk II	Police Records Clerk II
Police	Records	Lopez, Minerva	Police Clerk I	Police Records Clerk I
Police	Records	Reyes, Luisana	Police Clerk I	Police Records Clerk I
Public Works	Administration	Elwin, Ken	Director of Public Works	Director of Public Works
Public Works	Administration	Vacancy - New Fy15/16,	Deputy PW Director	Deputy PW Director
Public Works	Administration	Adams, Kathleen	Safety Specialist	Safety Coordinator
Public Works	Administration	Cruz, Jamie	Management Analyst	Management Analyst
Public Works	Administration	Vacancy - New Position Fy17.18,	Secretary III	Administrative Assistant III
Public Works	Administration	Cortright, Jessica	Secretary II	Administrative Assistant II
Public Works	Administration	Vacancy - Lee, Nancy	Secretary II	Administrative Assistant II

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	Administration	Brown, Deborah	Secretary I	Administrative Assistant I
Public Works	Administration	Forte, Debbie	Secretary I	Administrative Assistant I
Public Works	Administration	Madrigal, Debra	Secretary I	Administrative Assistant I
Public Works	Administration	Johnson, Kevin	Accountant II	Accountant II
Public Works	Administration	Hammond, Renee	Accounting Technician	Accounting Technician
Public Works	Administration	Daniels, Bev	Account Clerk III	Account Clerk III
Public Works	Administration	Knoester, Sarah	Account Clerk III	Account Clerk III
Public Works	Administration	Randazzo, Correnna	Clerk Typist I	Office Assistant I
Public Works	Administration	Machado, Micheal	GIS Coordinator	GIS Coordinator
Public Works	Administration	Vang, A	Systems Technician II	Systems Technician II
Public Works	Fleet	Arnold, Daniel	PWM-Operations	PWM-Operations
Public Works	Fleet	Broughton, Wallace	PWS-Fleet	PWS-Fleet
Public Works	Fleet	Cromie III, Robert	Mechanic II	Mechanic II
Public Works	Fleet	Gregory, Byron	Mechanic II	Mechanic II
Public Works	Fleet	Gutierrezherrera, Elias	Mechanic II	Mechanic II
Public Works	Fleet	Hansen, Robert	Mechanic II	Mechanic II
Public Works	Fleet	Million, Daniel	Mechanic II	Mechanic II
Public Works	Fleet	Ordunez, Cosmo	Mechanic II	Mechanic II
Public Works	Fleet	Yowell, Chris	Mechanic II	Mechanic II
Public Works	Fleet	Venegas Sanchez, Jose	Mechanic II	Mechanic II
Public Works	Fleet	Justo, Erik	Mechanic I	Mechanic I
Public Works	Fleet	Ahnen, Kevin	Equipment Service Worker	Equipment Service Worker
Public Works	Fleet	Bettencourt, Nelson	Equipment Service Worker	Equipment Service Worker
Public Works	Fleet	Odishoo, Alex	Equipment Service Worker	Equipment Service Worker
Public Works	Fleet	Douglas, Gregory	Equipment Service Worker	Equipment Service Worker
Public Works	Fleet	Lozano Jr, Filbert	Storekeeper	Storekeeper
Public Works	Facility Maint & Op	Spangler, John	PWS-Facilities	PWS-Facilities
Public Works	Facility Maint & Op	Garcia, Joel	Building Maintenance Worker II	Facilities Maintenance Worker II
Public Works	Facility Maint & Op	Brooks, Robert	Building Maintenance Worker I	Facilities Maintenance Worker I
Public Works	Facility Maint & Op	Hernandez, William	Building Maintenance Worker I	Facilities Maintenance Worker I
Public Works	Facility Maint & Op	Gonzales, Manuel	Custodian II	Custodian II
Public Works	Facility Maint & Op	Lista, Paul	Custodian II	Custodian II
Public Works	Facility Maint & Op	Lopez Jr, Robert	Custodian II	Custodian II
Public Works	Facility Maint & Op	Medrano, Modesto	Custodian II	Custodian II
Public Works	Facility Maint & Op	Mulligan, Debra	Custodian II	Custodian II
Public Works	Facility Maint & Op	Flynn, Thomas	Custodian I	Custodian I
Public Works	Facility Maint & Op	Richards, Paige	Custodian I	Custodian I
Public Works	Green Waste	Aguirre, Rene	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Green Waste	Slayter, Mickey	Refuse Equipment Operator	Refuse Equipment Operator II

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	Green Waste	Thompson, Paul	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Green Waste	Ayers, Alvin	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Green Waste	Soto, David	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Green Waste	Takash, Anthony	Park Worker II	Park Worker II
Public Works	Maint Service - Downtown	Hopkins, Steven	Park Worker II	Park Worker II
Public Works	Parks	Miller, Michael	PWM - Tax Services	PWM - Tax Services
Public Works	Parks	Sanchez, George	PWS-Parks/Trees	PWS-Parks/Trees
Public Works	Parks	Eleshio, Paul	Park Worker III	Lead Park Worker
Public Works	Parks	Abarca, Basabe	Park Worker III	Lead Park Worker
Public Works	Parks	Vacancy - New Position Fy17.18,	Park Worker III	Lead Park Worker
Public Works	Parks	Bueno, Mark	Park Worker II	Park Worker II
Public Works	Parks	Reyes, Arthur	Park Worker II	Park Worker II
Public Works	Parks	Vargas Jr, Rudolph	Park Worker II	Park Worker II
Public Works	Parks	Vacancy - Ables, Deven	Park Worker I	Park Worker I
Public Works	Parks	Vacancy - Reyes, Zachary	Park Worker I	Park Worker I
Public Works	Refuse Collection	McComb, Daniel	PWS-Solid Waste	PWS-Solid Waste
Public Works	Refuse Collection	Berlier, Eric	Container Maintenance Worker	Container Maintenance Worker
Public Works	Refuse Collection	Gama, Monique	Recycling Coordinator	Recycling Coordinator
Public Works	Refuse Collection	Kimbro, Jason	Lead Refuse Equipment Operator	Lead Refuse Equipment Operator
Public Works	Refuse Collection	Schlessinger, Mikel	Lead Refuse Equipment Operator	Lead Refuse Equipment Operator
Public Works	Refuse Collection	Vacancy - Sergio Ceja-Prado,	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Alonzo, Miguel	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Badillo, Gerardo	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Bucac, Chris	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Bugarin Jr, Jose	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Cascia, Lisa	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Denney, Wesley	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Foster, Douglas	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Gooding, Kenneth	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Harkreader, Dakota	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Vacancy - Hermosillo, Gregory	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Johnson, Todd	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Lopez, Lazaro	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Magill, Andy	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Moreno, Victor	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Norman, Gregory	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Nush, Mark	Refuse Equipment Operator	Refuse Equipment Operator II

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	Refuse Collection	Phillips III, Joseph	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Riley, Justin	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Sanchez, Joseph	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Sandoval, Gabriel	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Valles, Santiago	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Yanez, Ignacio	Refuse Equipment Operator	Refuse Equipment Operator II
Public Works	Refuse Collection	Beveridge, Damion	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Ingraham, Michael	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Lopez, Carlos	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Lopez-Castro, Jose	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Torres, Gilberto	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Torres, Daniel	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Refuse Collection	Valencia Jr., Ricardo	Refuse Equipment Operator Trainee	Refuse Equipment Operator I
Public Works	Street Maintenance	Olmos, Juan	PWS-Streets	PWS-Streets
Public Works	Street Maintenance	Frederick, Jeffrey	Traffic Signal/Lighting Tech	Traffic Signal/Lighting Tech
Public Works	Street Maintenance	Plagenza, Corey	Traffic Signal/Lighting Tech	Traffic Signal/Lighting Tech
Public Works	Street Maintenance	Arauz, Arcinio	Maintenance Worker II	Maintenance Worker II
Public Works	Street Maintenance	Espinoza, Alejandro	Maintenance Worker II	Maintenance Worker II
Public Works	Street Maintenance	Machado, Johnathan	Maintenance Worker II	Maintenance Worker II
Public Works	Street Maintenance	Gallegos, Carlos	Maintenance Worker I	Maintenance Worker I
Public Works	Street Maintenance	Harkreader, Tanner	Maintenance Worker I	Maintenance Worker I
Public Works	Street Trees	Flores, Antonio	Tree Trimmer	Tree Trimmer
Public Works	Street Trees	Lopez, Saul	Tree Trimmer	Tree Trimmer
Public Works	Street Trees	Meyer, Dean	Tree Trimmer	Tree Trimmer
Public Works	Street Trees	Torres-Garcia, Valente	Tree Trimmer	Tree Trimmer
Public Works	Street Trees	Anderson, Samuel	Tree Trimmer	Tree Trimmer
Public Works	Street Trees	Vacancy - New Position Fy17.18,	Tree Trimmer	Tree Trimmer
Public Works	Street Sweeping	Blessing, Dennis	Street Sweeper Operator	Street Sweeper Operator
Public Works	Street Sweeping	Burks, Robert	Street Sweeper Operator	Street Sweeper Operator
Public Works	Street Sweeping	Smyk, Stanley	Street Sweeper Operator	Street Sweeper Operator
Public Works	Street Sweeping	Rubalcava, Angel	Street Sweeper Operator Trainee	Street Sweeper Operator Trainee
Public Works	Street Sweeping	Torres, Christian	Street Sweeper Operator Trainee	Street Sweeper Operator Trainee
Public Works	Storm Drains	Beckman, Matthew	Collection System Worker II	Sewers/Storm Drains Worker II
Public Works	Storm Drains	Vacancy - New Position Fy17.18,	PW Sewer Coll Sys Storm Drains Worker I	Sewers/Storm Drains Worker I
Public Works	Storm Drains	Vacancy - New Position Fy17.18,	PW Sewer Coll Sys Storm Drains Worker I	Sewers/Storm Drains Worker I
Public Works	Water Systems	Baptista III, Johnnie	PWM - Water	PWM - Water
Public Works	Water Systems	Brown, Leah	Water Conservation Specialist	Water Conservation Coordinator

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	Water Systems	Downum, Brian	PWS-Water	PWS-Water
Public Works	Water Systems	Gouveia, Anthony	Instrumentation and Electrical Technician	Instrumentation Control and Electrical Technician
Public Works	Water Systems	Brown, Carl	Lead - PW Water	Lead - PW Water
Public Works	Water Systems	Jeppesen Jr, Robert	Lead - PW Water	Lead - PW Water
Public Works	Water Systems	Loftis, Robert	Pump Operator	Water Systems Operator
Public Works	Water Systems	Santillan, Jesus	Pump Operator	Water Systems Operator
Public Works	Water Systems	Schortzmann, Timothy	Pump Operator	Water Systems Operator
Public Works	Water Systems	Bourbon, Randy	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Gray, Gabriel	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Ledford, Joshua	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Mariano, David	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Montes Jr, Jesus	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Rigers, Curtis	Water Systems Technician III	Water Distribution Operator III
Public Works	Water Systems	Vacancy - Carmo, Richard	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Clamp, Mark	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Vacancy - Glaser, William	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Hernandez, Homero	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Mattos, Raymond	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Muratore, Ted	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Salters, Jason	Water Systems Technician II	Water Distribution Operator II
Public Works	Water Systems	Vacancy - Art Ruiz,	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Vacancy - Robert Loftis,	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Hicks, Gary	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Houck, Matthew	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Ingram, Gary	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Silva, Vince	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Ables, Deven	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Vaughn, Philip	Water Systems Technician I	Water Distribution Operator I
Public Works	Water Systems	Ghaleb, Basant	PWS - Lab/Environmental Control	PWS - Laboratory
Public Works	Water Systems	Vacancy - Hanson Jr, James	Laboratory Technician III	Laboratory Technician III
Public Works	Water Systems	Glaser, William	Cross Connections Control Specialist	Cross Connections Control Specialist
Public Works	Water Systems	Carmo, Richard	Fabrication Tech/Storekeeper	Fabrication Tech/Storekeeper
Public Works	Water Systems	Vacancy - New Position Fy17.18,	Finance Liaison	Finance Liaison
Public Works	WWTP	Osmer, William	PWM - Wastewater	PWM - Wastewater
Public Works	WWTP	Vasquez Sr, Michael	WWTP Maintenance Supervisor	WWTP Maintenance Supervisor
Public Works	WWTP	Gobler, Steven	Instrumentation and Electrical Technician	Instrumentation Control and Electrical Technician
Public Works	WWTP	Vacancy - Cruz, Arturo	Maintenance Electrician	Maintenance Electrician
Public Works	WWTP	Vacancy - New Position Fy17.18,	WWTP Maintenance Electrician/Mechanic	WWTP Maintenance Electrician/Mechanic
Public Works	WWTP	Vacancy - New Position Fy17.18,	WWTP Maintenance Electrician/Mechanic	WWTP Maintenance Electrician/Mechanic
Public Works	WWTP	Cook, Duane	WWTP Mechanic II	WWTP Mechanic II

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	WWTP	Vacancy - Quinn, Grant	WWTP Mechanic II	WWTP Mechanic II
Public Works	WWTP	Riedeman, Keith	WWTP Operations Supervisor	WWTP Operations Supervisor
Public Works	WWTP	Slagter, Charles	WWTP Operations Supervisor	WWTP Operations Supervisor
Public Works	WWTP	Brown, Michael	WWTP Operator III	WWTP Operator III
Public Works	WWTP	Vacancy - Gallegos III, Peter	WWTP Operator III	WWTP Operator III
Public Works	WWTP	King, Jay	WWTP Operator III	WWTP Operator III
Public Works	WWTP	Loftis, John	WWTP Operator III	WWTP Operator III
Public Works	WWTP	Vacancy - Trevino, Antonio	WWTP Operator III	WWTP Operator III
Public Works	WWTP	Kazmierski, Robert	WWTP Operator II	WWTP Operator II
Public Works	WWTP	Purslow, Adam	WWTP Operator II	WWTP Operator II
Public Works	WWTP	Silva, Jeffrey	WWTP Operator II	WWTP Operator II
Public Works	WWTP	Telesco, James	WWTP Operator II	WWTP Operator II
Public Works	WWTP	Vacancy - Nancy Brissenden ,	WWTP Operator I	WWTP Operator I
Public Works	WWTP	Honnette, Randall	Land Application Program Lead	Lead Land Application
Public Works	WWTP	Surles, Jesse	Maintenance Worker II	Land Application Worker II
Public Works	WWTP	Cadiente, Michelle	Laboratory Technician II	Laboratory Technician II
Public Works	WWTP	Jimenez, Magali	Laboratory Technician I	Laboratory Technician I
Public Works	Environmental Treatment	Vacancy - Carrasquillo, Lorraine	PWS - Lab/Environmental Control	PWS - Environmental Compliance
Public Works	Environmental Treatment	Geiger, Jeremy	Environmental Control Officer II	Environmental Compliance Officer II
Public Works	Environmental Treatment	Ball, Elizabeth	Environmental Control Officer I	Environmental Compliance Officer I
Public Works	Environmental Treatment	Grissom, Mary	Environmental Control Officer I	Environmental Compliance Officer I
Public Works	Environmental Treatment	Davis, Elyse	Secretary I	Administrative Assistant I
Public Works	Wastewater Systems	Chaparro, Richard	PWS-Main Sewers/Storm Drains	PWS-Sewers/Storm Drains
Public Works	Wastewater Systems	Moore, Richard	Maintenance Electrician	Maintenance Electrician
Public Works	Wastewater Systems	Padilla Jr, Joe	Lead Main Sewers / Storm Drains	Lead Sewers/Storm Drains
Public Works	Wastewater Systems	Garibay, Armando	Collection System Worker III	Sewers/Storm Drains Worker III
Public Works	Wastewater Systems	Olmos, Victor	Collection System Worker III	Sewers/Storm Drains Worker III
Public Works	Wastewater Systems	Vacancy - Padilla Jr, Joe	Collection System Worker III	Sewers/Storm Drains Worker III
Public Works	Wastewater Systems	Rios, Emmanuel	Collection System Worker III	Sewers/Storm Drains Worker III
Public Works	Wastewater Systems	Bondurant, Lyle	Collection System Worker II	Sewers/Storm Drains Worker II
Public Works	Wastewater Systems	Destasio, AJ	Collection System Worker II	Sewers/Storm Drains Worker II
Public Works	Wastewater Systems	Weaver, David	Collection System Worker II	Sewers/Storm Drains Worker II
Public Works	Wastewater Systems	Barajas, Armando	PW - Sewer Coll Syst Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Vacancy - Colvin, Darin	PW - Sewer Coll Syst Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Vacancy - Mattos, James	PW - Sewer Coll Syst Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Vacancy - Souza, Eric	PW - Sewer Coll Syst Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Buessing, Dylan	Sewer And Storm Drain Collection Sys Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Donahue, Thomas	Sewer And Storm Drain Collection Sys Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Kindberg, Carl	Sewer And Storm Drain Collection Sys Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Reyes, Zachary	Sewer And Storm Drain Collection Sys Worker	Sewers/Storm Drains Worker I

**City of Merced
Allocation List**

Department	Division	Employee Name	Current Class Title	Final Class Title
Public Works	Wastewater Systems	Woods, William	Sewer And Storm Drain Collection Sys Worker	Sewers/Storm Drains Worker I
Public Works	Wastewater Systems	Yarbrough, Matthew	Maintenance Worker II	Maintenance Worker II
Recreation & Parks Admin	Administration	Vacancy - New Position Fy17.18,	Director of Parks And Recreation	Director of Parks and Recreation
Recreation & Parks Admin	Administration	Chavez, Joseph	Recreation Supervisor	Recreation Supervisor
Recreation & Parks Admin	Administration	Meissonnier, Jennifer	Recreation Supervisor	Recreation Supervisor
Recreation & Parks Admin	Administration	Kindavong, Lamguene	Recreation Coordinator	Recreation Coordinator
Recreation & Parks Admin	Administration	Segura, Irene	Recreation Coordinator	Recreation Coordinator
Recreation & Parks Admin	Administration	Esquivel, Matthew	Park Worker I	Park Worker I
Recreation & Parks Admin	Zoo	Mcdowell, Donna	Lead Zoo Keeper	Lead Zoo Keeper
Recreation & Parks Admin	Zoo	Moreno, Joshua	Zoo Keeper	Zoo Keeper
Support Services	Administration	Proctor, Deneen	Director of Support Services	Director of Human Resources
Support Services	Personnel	Hoyt, Michelle	Personnel Coordinator	Human Resources Analyst
Support Services	Personnel	Fierro, Suzanne	Personnel Technician III	Human Resources Technician III
Support Services	Insurance Administration	Kindred-Winzer, Rosa	Insurance Coordinator	Risk Analyst
Support Services	Insurance Administration	Fuentes, Margaret	Personnel Technician I	Human Resources Technician I