



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

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DATE: July 12, 2018

TO: Five-Member State Personnel Board

FROM: Melissa Russell
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California Department of Human Resources

SUBJECT: Revise and retitle eight classifications in the Research Analyst, Research Program Specialist, and Research Manager, Tax Research Specialist, and Chief of Research, Correctional Program series; revise Alternate Range Criteria 87; reallocate incumbents in 29 classifications; abolish 29 classifications upon reallocation of incumbents into the revised classification series; and designate one classification with a Footnote 24 to be abolished upon vacancy.

SUMMARY OF ISSUES

The California Department of Human Resources (CalHR), in partnership with the State Personnel Board (SPB), proposes to revise and retitle the following Bargaining Unit 1 research classifications.

The current classifications and series for the Research Analyst, Research Program Specialist, Research Manager, Tax Research Specialist, and Chief of Research, Correctional Program, consist of 37 duplicative parenthetical and department-specific classifications with narrowly defined specialties. As a result, separate examinations are required for each of the 37 classifications. Additionally, the current classification specifications do not allow for new and emerging areas of research, such as data analytics.

CalHR proposes to address these issues by revising and retitling these series and classifications to the Research Data Series. These revisions include abolishing the parenthetical classifications; broadening the service-wide classifications; adding data analytics to the series; and, including the Research Analyst and Research Manager classifications in the series specification to allow for a clear upward mobility path.

CONSULTED

The classification plan for the Research Data classification series has been discussed with multiple departments and agencies through workshop meetings on June 2, July 17, September 11 and 27, 2017, receiving department feedback, and subject matter expert meetings held on November 9 and 16, 2017. Below are the department representatives who were consulted:

Agatha Fernandez-Bell, Staff Services Manager I, Human Resources,
California Department of Corrections and Rehabilitation (CDCR)
Akhtar Khan, Career Executive Assignment, Research Services Branch, California Department
of Social Services (DSS)

Alisa Dobbins, Research Manager III, Survey Research and Analysis, California Teachers Retirement System (STRS)
Andrea Carter, Chief of Human Resources, California Correctional Health Care Services (CCHCS)
Annette Lambert, Deputy Director, Quality Management, CCHCS
April Neilson, Classification Manager, California Public Employees' Retirement System
Ashely Killen, Special Projects Manager, Department of Motor Vehicles
Beth Muszynski, Career Executive Assignment, Research and Program Review, California Department of Veterans Affairs (CalVet)
Chad Baker, Principal Transportation Engineer, California Department of Transportation (CalTrans)
Dave McDowell, Career Executive Assignment, Children's Services Operations and Evaluation, DSS
Dave Rechs, Deputy Secretary, Human Resources, Government Operations Agency (GovOps)
Emmanuel Asinas, Research Manager III, Economic Analysis, Department of Water Resources (DWR)
Geycel Colcol, Staff Services Manager I, Human Resources, DSS
Gerald Schumacher, Linear Referencing System Branch Manager, CalTrans
Greg Gearheart, Deputy Director, Information Management and Analysis, State Water Resources Control Board
Harold Feinberg, Research Manager II (GIS), CalTrans
Jasinda Muhammad, Assistant Deputy Director, Human Resources, CCHCS
Jennifer Dong Kawate, Chief of Human Resources, DWR
John Dunlap, Deputy Medical Executive, Quality Management, CDCR
Kendra Jensen, Research Program Specialist II, CDCR
Kristel Turko, Personnel Officer, STRS
Linette Scott, Chief Medical Information Officer, California Department of Health Care Services (DHCS)
Maggie Falconer, Staff Services Manager I (Specialist), Human Resources, California Department of Transportation
Maureen Furey, Classification and Pay Analyst, Department of Toxic Substance Control
Matt Henigan, Deputy Secretary for Sustainability, GovOps
Matt Steinwert, Research Manager II, DHCS
Melissa Stallcop, Classification and Pay Manager, Department of Resources Recycling and Recovery
Merry Holliday-Hanson, Research Scientist Supervisor II, Administrative Data Group, Office of Statewide Health Planning and Development (OSHDP)
Michael Selby, Health Program Manager III, Performance Evaluation, CCHCS
Natalie Krout-Greenberg, Director, Inspection Services Division, California Department of Food and Agriculture
Ramona LunaBarkey, Administrator II, Franchise Tax Board, Personnel Management, Franchise Tax Board
Rashida Parker, Staff Services Manager I, Human Resources, CalVet
Rob Cook, Deputy Director, Administrative and Financial Services, California Energy Commission
Salena Chow, Career Executive Assignment, Fiscal Forecasting and Policy, DSS
Scott Christman, Deputy Director and Chief Information Officer, OSHPD
Stuart Drown, Deputy Secretary, Innovation Accountability, GovOps

Susan Jiminez, Staff Services Manager III, Human Resources, CalTrans
Tara Smith, Principal Engineer, Modeling Support Branch, DWR

NOTIFICATION

The Service Employees International Union (SEIU), Local 1000, Association of California State Supervisors (ACSS), and California Association of Managers and Supervisors (CAMS) were notified on October 30, 2017, of this proposal. CalHR met with ACSS on December 6, 2017, and all concerns were addressed. SEIU has requested to meet. After adjustments to the concept and its documents, CalHR rescinded this notification and re-noticed on April 10, 2018. CalHR met with SEIU on May 30, 2018. CalHR met with ACSS and CAMS on April 26, 2018. All concerns were addressed.

BACKGROUND

At the August 10, 2017, SPB meeting, the board directed the Executive Officer to draft a specification that consolidated the Research Program Specialist parenthetical classifications into a generalist classification in response to an objection by CalTrans to abolish the Research Program Specialist III (Transportation Economics) classification that had been vacant for more than 24 months. On August 11, 2017, the draft consolidated classification specification was sent to CalHR for processing and submission for the October 2017 board meeting. A workgroup was convened to identify all Bargaining Unit 1 classifications and/or any new state functions that could be consolidated into the proposed consolidation. As a result, 37 classifications that performed similar work and had similar salaries, minimum qualifications, knowledge, and abilities were identified. One classification, Operations Research Specialist III, that did not align with the proposed levels was identified at CalTrans and DWR with two incumbents. This class is being proposed for Footnote 24 for abolishment after vacancy. One new state function, data analytics, was identified as appropriate for inclusion. This proposal consolidates the existing Bargaining Unit 1 research classifications and adds a data analytics component to the series.

CLASSIFICATION CONSIDERATIONS

The scope of this project was defined by the following criteria:

1. Classification must be affiliated only with Bargaining Unit 1.
2. The primary body of work must be research.
3. Consolidated classifications should have similar minimum qualifications.
4. Impacted employees must remain whole; this includes:
 - a. Current and future earnings potential,
 - b. Upward mobility opportunities,
 - c. Comparable benefits;
5. Departmental impacts must be minimal (e.g., cost of implementation and/or amount of reorganization required); and
6. Must adhere to Government Code section 19818.6.
 - a. The positions are sufficiently similar in respect to duties and responsibilities that the same descriptive title may be used;
 - b. Substantially the same requirements as to education, experience, knowledge, and ability are demanded of incumbents; and
 - c. Substantially the same tests of fitness may be used in choosing qualified appointees.

These criteria were developed to ensure that each consolidation effort does no harm to current incumbents, complies with current laws and regulations, and meets the needs of user departments.

CalHR considered the viability of consolidating the Research Scientist series affiliated with Bargaining Unit 10 into this proposal. These scientist classifications were deemed too different based on minimum qualifications and the scope of work performed. Entrance into the scientist series requires a bachelor's degree in a specific area of study closely related to the field in which the work is performed in addition to one year of research experience in the same field. The analyst series requires a degree that is not in a specified field, or lets work experience substitute for a degree if the applicant possesses a minimum number of units in a data-driven research-related field. The work for the scientist series is more scientific in nature; whereas, the work performed within the analyst series is more analytical in focus. The scientist classifications require the ability to prepare scientific articles for publication; whereas, the research classifications require the ability to prepare and present technical reports. Based on these differences, CalHR believes it would be detrimental to incumbents to combine these classifications as they would not necessarily possess the knowledge or specific education required to be successful.

CalHR considered the viability of consolidating the Research Analyst I and II classifications into the Staff Services Analyst and Associate Governmental Program Analyst classifications; however, the duties, minimum qualifications, and knowledge and abilities required are too different to be considered the same classification under Government Code section 19818.6. Specifically, the Research Analyst classifications require extensive work in statistical methods and procedures which are not consistent with the service-wide analytical and supervisory/managerial series classifications. Research Analysts are expected to have extensive knowledge of research and statistical methods, the ability to synthesize data from a variety of disciplines, and an overall comprehension of research methodology and statistical procedures in order to be successful.

CalHR also considered the viability of consolidating the Research Managers with the Staff Services Manager series. In order to ensure we do not cause compaction going forward, the Research Manager classifications will be maintained as part of the proposed Research Data series. Maintaining the supervisors and manager classifications within the Research Data series continues a clear path for the Research Data Analysts and Research Data Specialists for upward mobility and ensures that the supervisors and managers have knowledge of the subject matter in order to supervise these classifications that would not be required if they were combined into the Staff Services Manager series.

The research performed to produce this classification concept included comparisons of state classifications with comparable private sector, public sector, and federal occupational groups. The titles Research Analyst, Data Analyst, Business Intelligence Analyst, Research Associate, Research Data Analyst and Data Scientist were found during our feasibility study. Input from participating departments confirmed that the body of work performed by current Research Analysts and Specialists can be accurately described by the classification title Research Data Analyst and Specialist.

CalHR determined the following classifications fall within the defined project scope and can be consolidated into the revised Research Data series:

<u>Class Code</u>	<u>Class Title</u>	<u>Incumbents¹</u>
5023	Tax Research Specialist I	2
5030	Tax Research Specialist II	4
5036	Tax Research Specialist III	5
5450	Chief of Research, Correctional Program	1
5620	Research Program Specialist II (Mental Health)	1
5729	Research Analyst I -General	73
5731	Research Analyst II -General	314
5732	Research Analyst II -Social/Behavioral	2
5734	Research Manager I -General	29
5737	Research Manager II -General	37
5738	Research Manager II-Social/Behavioral	2
5740	Research Manager III -General	16
5742	Research Program Specialist I	194
5756	Research Program Specialist I -Social/Behavioral	6
5758	Research Program Specialist II	203
5764	Research Program Specialist II -Health	1
5767	Research Program Specialist II -Social/Behavioral	8
5770	Research Program Specialist III (Demography)	13
5771	Research Program Specialist II (Demography)	7
5791	Research Analyst I (Economics)	4
5792	Research Analyst II (Economics)	11
5793	Research Manager I (Economics)	3
5794	Research Manager II (Economics)	2
5809	Research Analyst II (Demography)	0
5830	Research Program Specialist I (Economics)	10
5833	Research Program Specialist I (Demography)	1
5835	Research Program Specialist II (Economics)	12
5861	Research Program Specialist III (Resource Economical Operations Research)	4
5893	Research Program Specialist I (Health)	1
6401	Research Manager III (Demography)	2
7416	Research Analyst I (Geographic Information Systems)	25
7417	Research Analyst II (Geographic Information Systems)	55
7418	Research Program Specialist I (Geographic Information Systems)	33
7419	Research Program Specialist II (Geographic Information Systems)	38
7420	Research Program Specialist III (Geographic Information Systems)	5

¹ Incumbent data as of 4/2018

7421	Research Manager I (Geographic Information Systems)	1
7422	Research Manager II (Geographic Information Systems)	7

CalHR has determined that incumbents in the following classification cannot be reallocated through Board Resolution because the body of work does not clearly fall within a single level of the proposed series. The classification falls between the proposed Research Specialist II and III level. Reallocating the class in one or the other may cause a misallocation or impact the incumbents. The departments using this classification will restructure the work upon vacancy and will be using the Research Data series moving forward. As such, the classifications below should be designated with a Footnote 24 to be abolished upon vacancy.

5260	Operations Research Specialist III	2
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Over 75 percent of the incumbents in these series (872 of the 1125 total incumbents) reside in service-wide research classifications. This means that the majority of positions allocated to these classifications are not performing work in any of the current parenthetical disciplines. The current parenthetical research classifications have few incumbents. Therefore, the existing service-wide classifications should replace the parenthetical classifications.

The Geographic Information Systems specialty is the most widely used parenthetical specialty outside of the service-wide classifications, with 162 incumbents. This body of work is accurately described by the proposed Research Data classification series specification, and the general duties of this specialty area are encompassed in the description of the proposed series.

The classifications proposed for consolidation all have slightly different minimum qualifications. In order to attract a qualified and diversified candidate pool, CalHR proposes minimum qualifications that require the general minimum experience and/or education that is required to perform at each level. This will allow greater flexibility as new research-related fields emerge and allows departments to develop customized job recruitments specific to the desired research they wish to perform without having to test candidates for a specific parenthetical area.

The probationary periods of the existing classifications included in this consolidation proposal are 12 months, with the exception of the Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral), which have a 6-month probationary period. However, the work performed by these classifications is highly complex; the duration of the assignments are often long-term; and new hires need at least 12 months to become proficient. As such, CalHR proposes the Research Data Analyst II have a 12-month probationary period. Incumbents currently on probation will be reallocated to the proposed revised classification and will complete the remainder of their probationary period as set by their original appointment classification. Future hires will be required to complete the 12-month probationary period.

The examinations for the current classifications are administered individually, with a separate exam and certification list for each parenthetical class. Each current classification has its own unique minimum qualifications, and knowledge and abilities which requires separate examinations. With the broadened general scope of the proposed classifications, only one

examination for each consolidated classification will be needed, eliminating separate exams for each of the current parenthetical classes. The consolidated exams will allow departments to recruit, screen, and hire for experience or qualifications in the research data specialty that best fits their needs.

The CalHR Selection Division is working to revise the examinations for the proposed research data classifications. These examinations are expected to be available approximately 120 days after the adoption of this board item. CalHR proposes that as part of this board item, the current certification lists, including the existing parenthetical lists, be used during the interim to make appointments to the revised classifications.

Implementation of this project will include CalHR informational meetings for departmental human resources professionals and employees. These informational meetings are part of the communication plan for the project and will be followed by detailed pay letter instructions to be released after adoption. These meetings will take place at the end of July, after adoption, and prior to implementation, with the potential for more in August based on the demand from our user departments and concerns from the unions. CalHR will provide departmental leaders the necessary information to keep their staff apprised of the changes and any new information as it becomes available. The Personnel Management Division will be available for departmental questions, training, and guidance on direction of the use of these proposed classifications.

RECOMMENDATIONS

1. That the titles of the following classifications be changed as indicated; that the revised Research Data classification series specification, as shown in this board calendar, is adopted and the probationary period for each classification be 12 months.

Class Code	Current Class Title Column I	Classification Title Column II	Current Probation Period Column III	Proposed Probation Period Column IV
5729	Research Analyst I - General	Research Data Analyst I	12 months	12 months
5731	Research Analyst II - General	Research Data Analyst II	6 months	12 months
5742	Research Program Specialist I	Research Data Specialist I	12 months	12 months
5758	Research Program Specialist II	Research Data Specialist II	12 months	12 months
5770	Research Program Specialist III (Demography)	Research Data Specialist III	12 months	12 months
5734	Research Manager I - General	Research Data Supervisor I	12 months	12 months
5737	Research Manager II - General	Research Data Supervisor II	12 months	12 months
5740	Research Manager III - General	Research Data Manager	12 months	12 months

2. That all new appointments to the Research Data series that require a probationary period and that are effective on or after August 1, 2018, shall require completion of the 12-month probationary period before an employee attains permanent status in the class.
3. That all individuals appointed to the classes in Column I before August 1, 2018, who are serving a required probationary period and who are reallocated to a classification in Column II as a result of this Board action shall attain permanent status in the classification in Column II upon completion of the designated probationary period in Column III from their original appointment date to the class in Column I.
4. That Alternate Range Criteria 87 be revised as shown below:

ALTERNATE RANGE CRITERIA 87

Revised 9/1/88; 08/01/18

Range A. This range shall apply to individuals who do not meet the criteria for payment in Range B or Range C.

Range B. This range shall apply to persons who have ~~either: (1) Satisfactorily completed 12 six months of experience equivalent to that of Research Analyst I (Various Classes), Range A., or six months of technical research related duties in a class with a salary equivalent to that of Crime Studies Technician I. (This experience must be beyond that which is required to satisfy the desirable qualifications for the Research Analyst I [Various Classes] class.) Or (2) Six months of experience performing research related duties in the class of Management Services Technician, Range B.~~

Range C. This range shall apply to persons who have satisfactorily completed either: (1) 12 months of technical or professional research experience equivalent to that of Research Analyst I (~~General~~), Range B, or (2) 24 18-months of experience equivalent to that of a Research Analyst I (~~General~~) in the California state service, or (3) [This experience must be beyond that which is required to satisfy the minimum qualifications for the Research Analyst I (Various Classes).] Equivalent to graduation from college with 12 semester or 18 quarter units course work in a data driven research-oriented field, such as economics, mathematics, psychology, sociology, demography, geography, anthropology, statistics, data science or a related research-oriented field. This must include or be supplemented by at least one course in statistical methods.

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of ~~DPA Rule California Code of Regulations, title 2, section 599.674~~, except that upon movement to Range C, the provisions of ~~DPA Rule California Code of Regulations, title 2, section 599.676~~ shall apply.

5. That the following classifications be abolished after all incumbents have been reallocated:

Class Code	Class Title
5023	Tax Research Specialist I
5030	Tax Research Specialist II
5036	Tax Research Specialist III
5450	Chief of Research, Correctional Program
5620	Research Program Specialist II (Mental Health)
5732	Research Analyst II -Social/Behavioral
5738	Research Manager II -Social/Behavioral
5756	Research Program Specialist I -Social/Behavioral
5764	Research Program Specialist II -Health
5767	Research Program Specialist II -Social/Behavioral
5771	Research Program Specialist II (Demography)
5791	Research Analyst I (Economics)
5792	Research Analyst II (Economics)
5793	Research Manager I (Economics)
5794	Research Manager II (Economics)
5809	Research Analyst II (Demography)
5830	Research Program Specialist I (Economics)
5833	Research Program Specialist I (Demography)
5835	Research Program Specialist II (Economics)
5861	Research Program Specialist III (Resource Economical Operations Research)
5893	Research Program Specialist I (Health)
6401	Research Manager III (Demography)
7416	Research Analyst I (Geographic Information Systems)
7417	Research Analyst II (Geographic Information Systems)
7418	Research Program Specialist I (Geographic Information Systems)
7419	Research Program Specialist II (Geographic Information Systems)
7420	Research Program Specialist III (Geographic Information Systems)
7421	Research Manager I (Geographic Information Systems)
7422	Research Manager II (Geographic Information Systems)

6. That Footnote 24 be applied to the class below to prevent further appointments to the class and to designate that it is to be abolished when it becomes vacant:

<u>Class Code</u>	<u>Classification Title</u>
5260	Operations Research Specialist III

And,

7. That the following resolutions be adopted.

WHEREAS the State Personnel Board on August 1, 2018, adopted the revised series indicated in Column II below; and the duties and responsibilities of these classes were substantially included in the previously existing classes indicated in Column I below; and

WHEREAS the knowledge, abilities, and minimum qualifications required for the classes indicated in Column II were substantially tested for in the examinations held for the classes listed in Column I; and

WHEREAS the tests of fitness have been met by individuals in classes indicated in Column I who are being reallocated to classes in Column II by a status resolution under the auspices of the Civil Service Improvement initiative; and

WHEREAS incumbents who have been reallocated from the class of Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) were serving a 6-month probationary period; and

WHEREAS the new class of Research Data Analyst II has a 12-month probationary period; and

WHEREAS it has been determined that the duties and responsibilities that have been performed by incumbents in the class of Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) are appropriate for reallocation the new class of Research Data Analyst II; therefore, be it

RESOLVED, That each person with civil service status in the classes in Column I on August 1, 2018, be reallocated to, and hereby granted the same civil service status without further examination in the class listed in Column II; and be it further

RESOLVED, That those individuals shall be reallocated by way of the published pay letter and appropriate personnel transaction(s); and be it further

RESOLVED, That individuals with mandatory reinstatement rights for the classes in Column I shall retain those rights for the comparable class in Column II until expiration of those rights for the classes in Column I; and be it further

RESOLVED, That any existing employment lists other than reemployment lists established for the classes indicated in Column I shall be used to certify to fill vacancies in the classes indicated in Column II until such lists are abolished, exhausted, or superseded by lists for classes indicated in Column II, and persons on any existing reemployment lists for the classes indicated in Column I shall also be placed on reemployment lists for the classes indicated in Column II until expiration of their eligibility on the reemployment lists for the classes indicated in Column I; and be it further

RESOLVED, That all incumbents in the classes of Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) who on August 1, 2018 have 6 months of experience in the class of Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) shall be given permanent status in the class of Research Data Analyst II; and be it further

RESOLVED, That those incumbents in the classes of Research Analyst II- General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) that on August 1, 2018 have less than six months of probationary status shall complete their probation when they have served the equivalent of six months of combined experience in the class of Research Analyst II-General, Research Analyst II (Geographic Information Systems), Research Analyst II (Demography), Research Analyst II (Economics), and Research Analyst II (Social/Behavioral) and the class of Research Data Analyst II.

Column I (Existing Class)		Column II (New Class)	
5023	Tax Research Specialist I	5742	Research Data Specialist I
5030	Tax Research Specialist II	5758	Research Data Specialist II
5036	Tax Research Specialist III	5770	Research Data Specialist III
5450	Chief of Research, Correctional Program	5740	Research Data Manager
5620	Research Program Specialist II (Mental Health)	5758	Research Data Specialist II
5732	Research Analyst II -Social/Behavioral	5731	Research Data Analyst II
5738	Research Manager II -Social/Behavioral	5737	Research Data Supervisor II
5756	Research Program Specialist I - Social/Behavioral-	5742	Research Data Specialist I
5764	Research Program Specialist II -Health	5758	Research Data Specialist II
5767	Research Program Specialist II - Social/Behavioral	5758	Research Data Specialist II
5771	Research Program Specialist II (Demography)	5758	Research Data Specialist II
5791	Research Analyst I (Economics), Range A	5729	Research Data Analyst I, Range A
5791	Research Analyst I (Economics), Range B	5729	Research Data Analyst I, Range B
5791	Research Analyst I (Economics), Range C	5729	Research Data Analyst I, Range C
5792	Research Analyst II (Economics)	5731	Research Data Analyst II
5793	Research Manager I (Economics)	5734	Research Data Supervisor I
5794	Research Manager II (Economics)	5737	Research Data Supervisor II
5809	Research Analyst II (Demography)	5731	Research Data Analyst II
5830	Research Program Specialist I (Economics)	5742	Research Data Specialist I
5833	Research Program Specialist I (Demography)	5742	Research Data Specialist I
5835	Research Program Specialist II (Economics)	5758	Research Data Specialist II
5861	Research Program Specialist III (Resource Economical Operations Research)	5770	Research Data Specialist III
5893	Research Program Specialist I (Health)	5742	Research Data Specialist I

Column I (Existing Class)		Column II (New Class)	
6401	Research Manager III (Demography)	5740	Research Data Manager
7416	Research Analyst I (Geographic Information Systems), Range A	5729	Research Data Analyst I, Range A
7416	Research Analyst I (Geographic Information Systems), Range B	5729	Research Data Analyst I, Range B
7416	Research Analyst I (Geographic Information Systems), Range C	5729	Research Data Analyst I, Range C
7417	Research Analyst II (Geographic Information Systems)	5731	Research Data Analyst II
7418	Research Program Specialist I (Geographic Information Systems)	5742	Research Data Specialist I
7419	Research Program Specialist II (Geographic Information Systems)	5758	Research Data Specialist II
7420	Research Program Specialist III (Geographic Information Systems)	5770	Research Data Specialist III
7421	Research Manager I (Geographic Information Systems)	5734	Research Data Supervisor I
7422	Research Manager II (Geographic Information Systems)	5737	Research Data Supervisor II