

## Supervisory Management Allocation Tool

This document is a tool to assist in the classification allocation (assignment) of Supervisory Management positions. It may also be helpful in allocating positions to classifications developed for high level “professional individual contributors” (non-supervisory, management/and unclassified executive service positions) as part of the Oregon Management Project (2014-15). Section 1 of the tool assists in selecting the appropriate Occupational Group and Job Family, while Section 2 provides information to assist in selecting the appropriate classification level.

### **SECTION 1: Occupational Groups & Job Families**

The new management classifications differ from the general PEM classifications in that they are occupationally-specific. The new management classifications have both an Occupation Group and a Job Family. The occupational groups are based on Standard Occupational Classifications established by the Bureau of Labor Statistics with revisions made where necessary to align with the unique way Oregon performs work. Job Families are more specific and distinct areas within an occupational group.

Choosing the occupational group and job family may seem an easy task but, be careful not to confuse the mission of the agency with occupational area. For example, the mission of the Oregon State Police is public safety. However, the agency’s Human Resource Manager or Budget Manager would not be allocated in Public Safety, rather the positions should be allocated in Human Resources or Financial occupational groups respectively. This can be a more difficult analysis when reviewing the higher level positions. The occupational group and job family depict the area of knowledge the incumbent needs to have in support of the agency’s mission.

In order to choose the correct occupation group it is important to read the General Descriptions in Appendix A and Definitions of the groups in the classification specifications. General descriptions of occupational groups can be found in Appendix A. For example:

**Building and Ground Cleaning and Maintenance.** Positions that manage, or supervise work that clean and maintain office buildings, living quarters, hospital rooms and ward, grounds, and other areas; and, doing other general maintenance work by hand or using common hand tools and power equipment.

Job Family:

Managers of Building Cleaning and Pest Control Workers  
Managers of Grounds Maintenance Workers

The Occupational Group definitions are found in the classification specifications in the first section of the classifications under Occupational Information:



State of Oregon  
Classification Specification

Manager of Custodial Services 1 GCS87  
 Manager of Custodial Services 2 GCS88

Occupational Information	
Occupational Group:	<b>Building and Grounds Maintenance</b>
Occupational Definition:	Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Custodial Services and Grounds Maintenance.

When reviewing the occupational group definitions it is important to consider the nature of the work managed and the field of knowledge. It is important to read the definitions and not just the titles. Selecting the appropriate occupational group will also help determine the correct “allocation window.” That is, the time-frame designated by DAS to allocate positions based on their occupational grouping.

Once the appropriate occupational group is identified, the next step is to determine the correct job family. Job Family Information provides a more specific definition of the type of work supervised/managed by the position. The Job Family Information is located directly below the Occupational Information in the Classification Specifications:

Manager of Custodial Services 1 GCS87  
 Manager of Custodial Services 2 GCS88

Occupational Information	
Occupational Group:	<b>Building and Grounds Maintenance</b>
Occupational Definition:	Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Custodial Services and Grounds Maintenance.
Job Family Information	
Job Family Name:	<b>Custodial Services</b>
Job Family Definition:	Positions in this job family are involved in standard cleaning, emergent response needs, laundry, repairs, security, or inventory or delivery of supplies inside or around buildings. Reports or follow-up on trade service needs. Plan, move or arrange furniture needs. Use facility maintenance management software to record, rack, or communicate information. Use computers to locate, research or maintain information. Use equipment such as power washers, extractors, floor buffers or vacuums.
<p>The information provided below is characteristic of the type and level of work associated with this job family. Individual position may be assigned some or all of the tasks and responsibilities identified below as well as other related duties.</p>	

## **Cross-Occupational Positions:**

Some managerial positions do not fit neatly into a single occupational group. "Administrative Business Services Director" positions are a good example of cross-occupational positions. These positions often oversee major organizational components such as Information Technology, Human Resources, Finance and Procurement. In a true cross-occupational position, knowledge of each occupational area is critically important. Do not allocate these positions to a specific occupational group. A separate classification series will be established for cross-occupational managers.

Some positions may appear to be cross-occupational but are a best overall fit within an established occupational group. For example, an administrator position may focus a majority of work within a particular field, such as budget and finance. The key knowledge and skills associated with the position are related to finance. However, due to span-of-control requirements, the agency has also placed its information technology (computer) function/position under this administrator. The computer position is relatively autonomous and remains the agency's technical expert in the field. In this situation, "Finance" is the position's clear focus, the best overall fit is to allocate the position in the Finance occupational group.

## **SECTION 2: Classification Level**

When determining the classification level of a management position, it is important to start with an understanding of how the individual agency fits relative to other agencies. Supervisory management positions are allocated relative to the agency head level. The agency head position establishes the "ceiling" or, highest level position within the agency. Subordinate management positions should be allocated in an appropriate relationship to the agency head.

### **Agency Head Levels**

The state's Chief Operating Officer with recommendations from Kenning Consulting, assigned agency head positions from the highest ranking position (1) to Boards and Commissions (9). The following are general descriptions for each of the nine agency-head levels. See Appendix "B" for a list of agencies by level. Please note that agency head levels cannot be appealed during the allocation process.

**Level 1** – Agencies with the highest state-wide impact; decision making is broad in scope, influencing many different aspects of state government; budgets typically range in the billions; leads a large employee population and/or decisions impact every Oregonian daily; entrusted with the most prominent public functions and/or represents the state's highest administrative priorities.

**Level 2-** Very large agencies having a state-wide impact on multiple or major aspects of state government; decision-making impacts a course of action relating to broad public programs or those with highest priorities of the Executive Branch; operating budgets typically range between \$400MM-and 1 Billion; responsible for leading an employee population typically over 1000 FTE provides services utilized by a substantial portion of Oregonians.

**Level 3-** Mid to large agencies with decision making authority impacting key statewide programs; operating budget between \$300 to 500MM; responsible for leading an employee population typically between 500-1500 FTE; provides oversight of key, but relatively less broad functional areas with a statewide scope and impact.

**Level 4-** Mid-sized agencies with decision making authority impacting programs with a customer base that typically has statewide impact; operating budget between \$100-500MM; responsible for leading an employee population typically between 100 to 1300 FTE.

**Level 5** – Agencies with decision making authority impacting a focused program area; operating budget typically between \$50 – 200MM; responsible for leading an employee population typically between 50-250 FTE; provides oversight and direct services to a specific focus group.

**Level 6** – Smaller agencies with decision making authority indirectly impacting programs or services to Oregonians; operating budget typically between \$5-50MM; responsible for leading an employee population typically between 25 to 150 FTE; provides support to other groups, training, regulatory oversight in highly complex areas.

**Level 7** – Small agencies, large boards or commissions with decision making authority over a specific function/program or oversight of client centered services with a broad customer base; operating budgets for agencies are typically under \$25MM; responsible for leading an employee population, typically less than 75 FTE; provides regulatory oversight or support to a highly visible function/program impacting services to the public.

**Level 8** – Small Boards and Commissions with decision making authority over technical programs and services typically related to medical fields or direct health; operating budgets are typically \$1-3MM; responsible for leading an employee population typically under 15 FTE; provides regulatory oversight or support typically to a medical fields impacting services to the public.

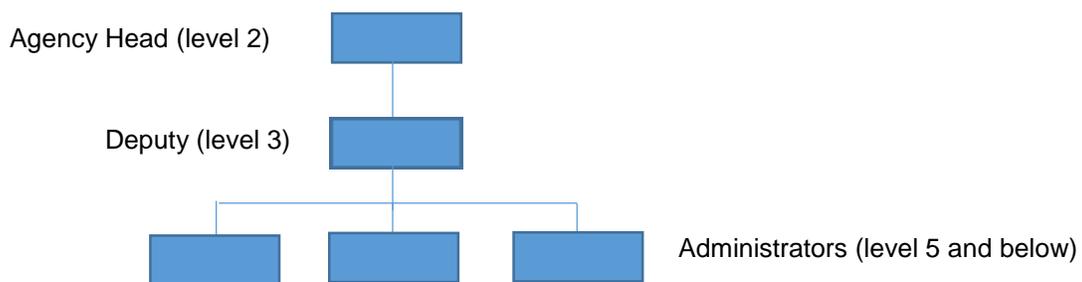
**Level 9** – Smallest Boards or Commissions with decision making authority over services provided to the public; operating budgets are typically \$50M-3MM; responsible for leading an employee population of typically less than 5 FTE; provides regulatory oversight or serves a specialized area or field.

### Agency Organizational Structures

Understanding the level of an agency head position and its deputy is the first step in determining the appropriate allocation level of supervisory management positions. Note that a deputy position referenced here is most likely designated in the agency’s enabling statutes. It does not include other managerial positions that are essentially division administrators or other principle assistants to the agency head. Based on reporting relationships and cascading of accountabilities, the agency deputy position is allocated one or two levels below the agency head position. Organizational structures vary between state agencies, however we generally see two types of structural relationships between the agency head and it’s deputy. The following are two examples of typical organizational structures within the state.

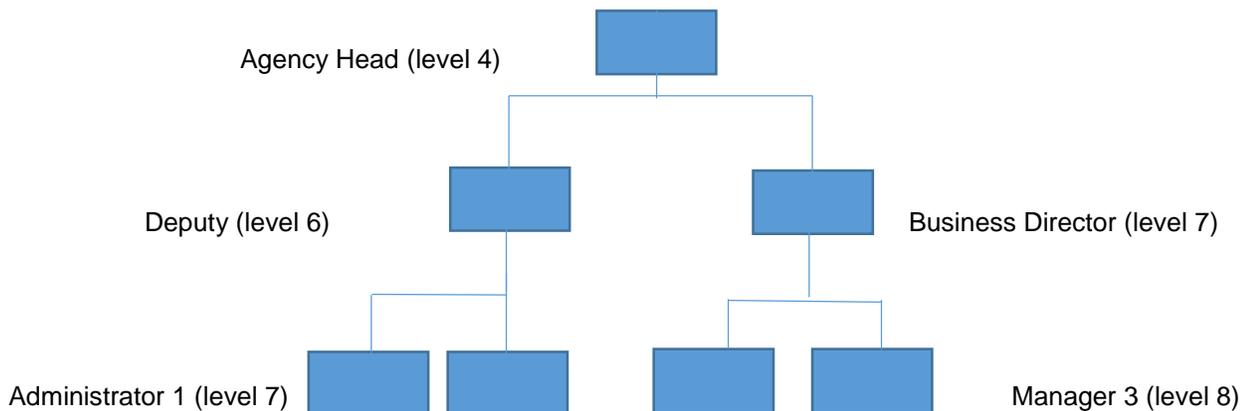
#### A: One-Step Deputy Structure:

This type of structure exists where the vast majority of the agency reports directly through the deputy. Typically, in this structure, the deputy is responsible for the day-to-day operations, while the agency head is focused on external aspects of running the agency. The deputy in this structure is evaluated at one level below the agency head as depicted below.



**(B) Two-Step Deputy Structure:**

This type of structure exists when a portion (i.e., divisions) of the agency report to the agency head rather than the deputy. In this structure the deputy and other direct reports share responsibility for major agency functions of the agency. This shared responsibility lowers the overall responsibility of the deputy as duties are shared among multiple positions. The deputy in this structure is evaluated two levels below the agency head as shown in the example below.



After understanding the level of the agency, and the organizational structure it utilizes, assess the new classification levels available for allocating the remaining managerial positions.

For example, a level (4) agency with a two-step deputy (6), would only have access to the Administrator 1 classification (Level 7) and below for other managerial positions in the agency. Allocating to Administrator 2 or 3 classifications would cause compression or inversion issues with up-line management. Moreover, the relative size, scope, complexity is less than high-level Administrators in larger and more complex agencies.

The table below details the classifications available based on the level of the agency head and deputy.

Level Classification	Available Classifications Based upon Agency Head								
1	Agency Head								
2	Deputy (2-3)	Agency Head							
3		Deputy (3-4)	Agency Head						
4	No classifications		Deputy (4-5)	Agency Head					
5 Admin. 3				Deputy (5-6)	Agency Head				
6 Admin. 2					Deputy (6-7)	Agency Head			
7 Admin. 1						Deputy (7-8)	Agency Head		
8 Mgr. 3							Deputy (8-9)	Agency Head	
9 Mgr. 2									Agency Head
10 Mgr. 1									
11 Supv. 2									
12 Supv. 1									

\*The green indicates levels of management that are available for agency use. Yellow indicates levels that may be available depending on the level of the agency Deputy.

The agency level and structure is the first consideration in appropriate allocation. Positions are then allocated on the overall assignment of work as it relates to the information in the classification specification in the following order: Occupational Group, Job Family, Typical Responsibilities and Accountabilities, and finally Distinguishing Features. If an organizational structure and assignment of work seem to be in disagreement, the assignment of work serves as the primary basis for allocation decisions. For example; in a Level 1 agency, with a two-step deputy structure, it may seem that an Office Manager reporting to the Deputy could be allocated to the Administrator 3 level. This determination cannot be made on structure alone. Moreover, an accurate review of the Office Manager’s assignment of work should indicate alignment with the

responsibilities, accountabilities and distinguishing features of the “Supervisor 1” classification. Contact DAS Classification and Compensation for guidance or clarification.

- Appendices:
- (A) Occupational Group General Descriptions
  - (B) Agency Head Levels
  - (C) Sample Allocations

**Supervisory Management Allocation Tool**  
**Appendix “A”**  
**Occupational Group Descriptions and**  
**Summary of Job Families**

Current state classifications for management positions are being reviewed and categorized into occupational categories that align with similar professional categories. Occupational groups are further aligned into job families, sharing similar educational qualifications and professional expectations. Each occupational group listed below is defined and examples of current job families are listed.

**Business Operations:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Claims & Investigations; Training & Development; Management Analysis; Diversity & Inclusion; Internal Audits; and Security Operations.

Job Families:

Claims Examination & Investigation  
Training and Development  
Management Analysis  
Diversity & Inclusion  
Internal Audits  
Security Operations

**Regulatory:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Compliance, Regulation & Enforcement; Utility Regulation, Licensing & Permitting; Construction Policy & Inspection; and Occupational Safety & Health.

Job Families:

Compliance, Regulation & Enforcement  
Utility Regulation  
Licensing & Permitting  
Construction Policy & Inspection  
Occupational Safety & Health

**Mathematical Science:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Actuarial Services; Economics; and Research & Analysis.

Job Families:

Actuarial Services  
Economics  
Research & Analysis

**Human Resources:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Human Resource Strategic Business Leadership, Recruitment, Classification, Compensation & Benefits, Labor Relations and Human Resource Information Systems & Analysis.

Job Families:

Human Resource Strategic Business Leadership  
Classification, Compensation & Benefits  
Labor Relations  
Recruitment  
Human Resource Information Systems & Analysis

**Financial:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Accounting & Financial Auditing Operations; Real Estate Agents & Appraisers; Budget & Fiscal Policy Analysis; Financial Research, Analysis, & Examination; Loans & Underwriting; Collection & Tax Examination; Procurement & Grant Services; and Bond & Debt Services.

Job Families:

Accounting & Financial Auditing Operations  
Real Estate Agents & Appraisers  
Budget & Fiscal Policy Analysis  
Financial Research, Analysis & Examination  
Loans & Underwriting  
Collection & Tax Examination  
Bond & Debt Services  
Procurement & Grant Services

**Business Development & Marketing Occupations:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job family of Marketing & Sales; Business Development; and Public Relations.

Job Families:

Public Relations  
Business Development  
Marketing and Sales

**Computers and Technology:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Technology & Information Analysis; Network Support; Database Administration; Technology & Information Security Analysis; Network & Computer Systems Administration; Computer Network Architects; System Software Development; Application Software Development; Geographic Information Systems; and Technology Support.

Job Families:

Technology & Information Analysis  
Network Support

Database Administration  
Technology & Information Security Analysis  
Network & Computer Systems Administration  
Computer Network Architects  
System Software Development  
Application Software Development  
Geographic Information Systems  
Technology Support

**Education and Library:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Education Programs & Services; Special Education Services; Library Operations; and Record & Archive Services.

Job Families:  
Records & Archive Services  
Library Operations  
Special Education Services  
Education Programs & Services

**Transportation and Material Moving:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Transportation & Aircraft Operations; Fleet Operations; and Airport Operations.

Job Families:  
Transportation & Aircraft Operators  
Fleet Operations  
Airport Operations

**Office and Administration:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Data & Information; Graphic Design; Mail Processing; Clerical & Record Services; and Printing & Finishing Services.

Job Families:  
Clerical & Record Services  
Data & Information  
Graphic Design  
Mail Processing  
Printing & Finishing Services

**Warehouse and Distribution:** Positions in this occupational group are assigned to manage, supervise, advise and complete work pertaining to the job families of Distribution Operations and Shipping & Receiving.

Job Family:  
Distribution Operations  
Shipping & Receiving

**Food and Service:** Positions in this occupational group are assigned to manage, supervise, advise and complete work pertaining to the job families of Food Service and Personal Care & Service.

Job Family:  
Food Service  
Personal Care & Service

**Engineering Occupations:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Civil, Electrical & Mechanical Engineering; Environmental Engineering; Geotechnical Engineering & Engineering Geology Architectural Development; and Surveying.

Job Families:  
Civil, Electrical & Mechanical Engineering  
Environmental Engineering  
Geotechnical Engineering & Engineering Geology  
Architectural Development  
Surveying

**Science (Non-Medical):** Positions in the occupational group are assigned to manage, supervise, advise and complete work pertaining to the job families of Biological Science; Chemical & Material Science; Conservation Science; Economics; Environmental, Geological & Hydrological Science; and Planning.

Job Families:  
Biological Science  
Chemical & Material Science  
Conservation Science  
Environmental, Geological & Hydrological Science  
Planning

**Counseling Social Work and Community Service:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Human & Community Services; Health & Rehabilitative Counseling; Religious Services; and Community Safety & Support.

Job Families:  
Human & Community Services  
Health & Rehabilitative Counseling  
Religious Services  
Community Safety & Support

**Legal:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Legal Dispute Resolution & Rights Determinations; Governmental & Legal Affairs; Legal Practice & Attorneys; and Legal Support & Services.

Job Families:

Legal Dispute Resolution & Rights Determination

Legal Support & Services

Government & Legal Affairs

Legal Practice & Attorneys

**Public Safety:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Telecommunications & Operations Dispatch; Fire Preparedness, Prevention & Suppression; Community Corrections; Corrections; and Law Enforcement.

Job Families:

Telecommunications and Operations Dispatch

Fire Preparedness, Preventing & Suppression

Community Corrections

Corrections

Law Enforcement

**Health:** Positions in this occupational group are assigned to manage, supervise, advise and complete work pertaining to the job families of Behavioral Health; Clinical Rehabilitation; Dental Operations; Diagnostic Radiology; Disability Analysis & Adjudication; Epidemiology Services; Health Information; Health Policy & Program; Laboratory; Medical & Surgical Practice; Nursing; Nutrition; and Pharmacy.

Job Families:

Behavioral Health

Clinical Rehabilitation

Dental Operations

Diagnostic Radiology

Disability Analysis & Adjudication

Epidemiology Services

Health Information

Health Policy & Program

Laboratory

Medical & Surgical Practice

Nursing

Nutrition

Pharmacy

**Natural Resources and Recreation:** Positions in this occupational group are assigned to manage, supervise and complete work pertaining to the job families of Parks & Recreation; Agricultural Inspection; and Natural Resource Protection & Sustainability.

Job Families:

Natural Resource Protection & Sustainability

Parks & Recreation

Food & Agriculture Inspection & Certification

**Trades:** Positions in this occupational group are assigned to manage, supervise, advise, and complete work pertaining to the job families of Construction & Facility Maintenance; Physical & Electronic Security; Highway Operations & Maintenance; Motor Vehicle & Heavy Equipment Repair & Maintenance; Wireless Radio Communication; Fabrication & Production; Custodial Services; and Grounds Maintenance.

Job Family:

Construction & Facility Maintenance

Physical & Electronic Security

Highway Operations & Maintenance

Motor Vehicle & Heavy Equipment Repair & Maintenance

Fabrication & Production

Custodial Services

Grounds Maintenance

Wireless Radio Communication;

**Supervisory Management Allocation Tool**

**Appendix “B”**

**Agency Head Levels**

<b>LEVEL</b>	<b>AGENCY HEADS</b>	<b>ELECTED OFFICE</b>
1	Department Human Services, Department of Administrative Services, Oregon Health Authority, Department of Transportation, Oregon Education Investment Board, Governor's Chief of Staff, Department of Corrections.	
2	Department of Revenue, Department of Consumer Business Services, State Police, Department of Education, Higher Education Coordinating Commission, Employment Department, Military Department	Attorney General
3	Oregon Youth Authority, Department of Environmental Quality, Forestry Department, Department of Fish and Wildlife, Department of Agriculture	Oregon State Treasury, Secretary of State
4	Public Employees' Retirement System, Parks and Recreation Department, Oregon Business Development Department, Department of State Lands	Bureau of Labor & Industries
5	Department of Public Safety Standards and Training, Water Resources Department, Liquor Control Commission, Community College and Workforce Development, Housing and Community Services Department, Department of Energy, Public Utility Commission, Department of Veterans Affairs	
6	Employment Relations Board, Health Licensing Agency, Department of Land Conservation and Development, Psychiatric Security Review Board, State Board of Parole and Post-Prison, Board of Nursing, Oregon Medical Board	
7	State Library, Real Estate Agency, Department of Aviation, Department of Geology and Minerals Industries, Marine Board, Oregon Watershed Enhancement Board, Construction Contractors Board, Criminal Justice Commission, Oregon Student Assistance Commission, Teacher Standards and Practices	

	Commission, Commission for the Blind, Board of Pharmacy	
8	State Board of Clinical Social Workers, Long-Term Care Ombudsman, Oregon Board of Dentistry, Oregon Board of Chiropractic Examiners, Board of Psychologist Examiners, Board of Licensed Counselors and Therapists, Board of Naturopathic Examiners, Land Use Board of Appeals, Oregon Government Ethics, Board of Accountancy, Racing Commission	
9	Advocacy Commission, Board of Exam Speech-Language Pathology and Audiology, Oregon Board of Massage Therapist, Oregon Board of Tax Practitioners, Oregon Board of Medical Imaging, Veterinary Medical Examining Board, Physical Therapists Licensing Board, Commission on Judicial Fitness and Disability, Board of Geologist Examiners	

**Supervisory Management Allocation Tool**  
**Appendix “C”**  
**Example Allocations**

The following positions have been preliminarily allocated by agencies and audited by the Chief HR Office. Position Description Questionnaires (completed in the fall of 2013) are linked by their working titles. As a number of personnel changes have occurred since that time, we have removed the original incumbent manager names in order to focus on the job content example. While the basis of position allocation is the class specifications, the PDQ documents are provided for comparison purposes and indicators of appropriate allocation. This list is subject to change as the Occupational Group and Job Family structures become finalized.

<b>Class Level</b>	<b>Working Title</b>	<b>Agency</b>	<b>Class Title</b>
Administrator 3	Chief Information Officer	ODOT	<a href="#">Administrator of Technology &amp; Information Analysis 3</a>
	Workers Comp Division Administrator	DCBS	<a href="#">Administrator of Management Analysis 3</a>
	Budget Director	OHA	<a href="#">Administrator of Budget &amp; Fiscal Policy &amp; Analysis 3</a>
	ASD Administrator	DOR	<a href="#">Administrator of Budget &amp; Fiscal Policy &amp; Analysis 3</a>
	Administrator, Property Tax	DOR	<a href="#">Administrator of Real Estate Agents &amp; Appraisers 3</a>
Administrator 2	Human Resources Director	DHS	<a href="#">Adm. of HR Strat. Bus. Leadership 2</a>
	Northeast Region Manager	ODFW	<a href="#">Administrator of Biological Science 2</a>
	Deputy Chief Operating Officer	DHS	<a href="#">Administrator of Management Analysis 2</a>
	Program Management Office Admin	DOR	<a href="#">Administrator of Management Analysis 2</a>
	Director, Office of Vocational Rehabilitation Services	DHS	<a href="#">Administrator of Human &amp; Community Services 2</a>
Administrator 1	Chief Information Officer	OYA	<a href="#">Administrator of Technology &amp; Information Analysis 1</a>
	Program Area Director	Agriculture	<a href="#">Administrator of Compliance, Regulation &amp; Enforcement 1</a>
	Health Analytics Deputy Director	OHA	<a href="#">Administrator of Research &amp; Analysis 1</a>
	Director, Youth Challenge Program	Military	<a href="#">Administrator of Management Analysis 1</a>
Manager 3	Communications Manager	Revenue	<a href="#">Manager of Public Relations 3</a>
	ODOT Chief Procurement Officer	ODOT	<a href="#">Manager of Procurement and Grants Services 3</a>
	Claims Manager	DAS	<a href="#">Manager of Claims Examiners &amp; Investigations 3</a>
	Information Services Manager	Water Resources	<a href="#">Manager of Application Software Development 3</a>
	Debt Manager	OHCS	<a href="#">Manager of Accounting &amp; Financial Auditing Operations 3</a>
	District Forest Manager	Forestry	<a href="#">Manager of Natural Resource Protection &amp; Sustainability 3</a>

Manager 2	Training Director	OYA	<a href="#">Manager of Training and Development 2</a>
	Asset Unit Manager	Forestry	<a href="#">Manager of Budget &amp; Fiscal Policy &amp; Analysis 2</a>
	Communications Manager	Energy	<a href="#">Manager of Public Relations 2</a>
	Multifamily Housing Program & Resource Manager	OHCS	<a href="#">Manager of Loans &amp; Underwriting 2</a>
Manager 1	Division Management Assistant	DOJ	<a href="#">Manager of Legal Support &amp; Services 2</a>
	Procurement Manager	DHS	<a href="#">Manager of Procurement &amp; Grant Services 1</a>
	Statistics Unit Manager	OHA	<a href="#">Manager of Research &amp; Analysis</a>
	Customer Relations Manager	DAS	<a href="#">Manager of Graphic Design 1</a>
Supervisor 2	Section Manager	ODOT	<a href="#">Manager of Program &amp; Operational Asst.</a>
	Technical Services Manager	DEQ	<a href="#">Manager of Management Analysis 1</a>
	Supervising Cook	OYA	<a href="#">Supervisor of Food Service 2</a>
	Supervisor, Tax Determinations Unit	Employment	<a href="#">Supervisor of Compliance, Regulations &amp; Enforcement 2</a>
	Billing Services Manager	DOJ	<a href="#">Supervisor of Accounting &amp; Financial Auditing Operations 2</a>
Supervisor 1	Medicare Buy-In (Unit Mgr)	DHS	<a href="#">Supervisor of Human &amp; Community Services 2</a>
	Unit Manager	ODOT	<a href="#">Supervisor of Program &amp; Operational Assistance 2</a>
	Distribution Center Shift Manager	OLCC	<a href="#">Supervisor of Shipping &amp; Receiving 2</a>
	Landscape Manager	DAS	<a href="#">Supervisor of Grounds Maintenance 1</a>
	Dormitory Counselor Supervisor	Education	<a href="#">Supervisor of Personal Care &amp; Services</a>
Supervisor 1	Recovery Unit Supervisor	Employment	<a href="#">Supervisor of Accounting &amp; Financial Auditing Ops 1</a>
	Operations Manager	State Lands	<a href="#">Supervisor of Program &amp; Operational Assistance 1</a>
	Executive Support Specialist	OYA	<a href="#">Supervisor of Clerical &amp; Record Services 1</a>