

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
2	0104100	Assnt Investment Officer	Y	Entry	18	0	05	33	2	Bachelor's	
3	0104200	Investment Officer	N	Promo	61	0	06	6	3	Bachelor's	
4	0104300	Senr Investment Officer	N	Promo	63	0	06	3	1	Bachelor's	
5	0104400	Assoc Investment Officer	N	Promo	23	0	05	13	4	Bachelor's	
6	0104500	Prin Investment Officer	N	Promo	64	0	06	2	0	Bachelor's	
7	0104600	Investment Systems Manager	N	Promo	62	1	06	1	1	Bachelor's	
8	0106120	Teachers Retirement System Invest Officer 1	N	Entry	18	0	09	31	18	Bachelor's	
9	0106220	Teachers Retirement System Invest Offcr 2 F I	N	Entry	23	0	09	5	3	Bachelor's	
10	0106245	TRS Invest Offcr 2 Trading	N	Promo	23	1	09	1	0	Bachelor's	
11	0106255	TRS Invest Offcr 2 Analytics and Performance	N	Promo	23	1	09	4	3	Bachelor's	
12	0106265	Teachers Retirement System Invest Offcr 2 P Market	N	Promo	23	1	09	5	2	Bachelor's	
13	0106270	Teachers Retirement System Invest Offcr 2 R E Q	N	Promo	23	6	09	2	0	Bachelor's	
14	0106280	Teachers Retirement System Invest Offcr 2 PE	N	Promo	23	6	09	2	0	Bachelor's	
15	0106285	Teachers Retirement System Invest Offcr 2 Public E	N	Promo	23	1	09	4	4	Bachelor's	
16	0106290	Teachers Retirement System Invest Offcr 2 QS IPM	N	Promo	23	1	09	5	0	Bachelor's	
17	0106295	Teachers Retirement System Invest Offcr 2 Risk Mgt	N	Promo	23	1	09	4	0	Bachelor's	
18	0106305	Teachers Retirement System Invest Offcr 3 Public E	N	Promo	27	1	09	6	2	Bachelor's	
19	0106315	Teachers Retirement System Invest Offcr 3 F I	N	Promo	27	6	09	4	2	Bachelor's	
20	0106346	Teachers Retirement System Invest Offcr 3 Trading	N	Promo	27	1	09	1	0	Bachelor's	
21	0106355	Teachers Retirement System Invest Offcr 3 R E D	N	Promo	27	6	09	1	0	Bachelor's	
22	0106360	Teachers Retirement System Invest Offcr 3 Prt Eq	N	Promo	27	0	09	0	0	Bachelor's	
23	0106365	Teachers Retirement System Invest Offcr 3 R E Q	N	Promo	27	6	09	2	1	Bachelor's	
24	0106370	Teachers Retirement System Invest Offcr 3 IE	N	Promo	27	0	09	1	1	Bachelor's	
25	0106375	Teachers Retirement System Invest Offcr 3 EPE	N	Promo	27	6	09	1	0	Bachelor's	
26	0106380	TRS Invest Offcr 3 Analytics and Performance	N	Promo	27	6	09	4	2	Bachelor's	
27	0106385	TRS Invest Offcr 3 QS & Internal Portfolio Mgt	N	Promo	27	6	09	0	0	Bachelor's	
28	0106390	Teachers Retirement System Invest Offcr 3 Risk Mgt	N	Promo	27	6	09	4	0	Bachelor's	
29	0106395	Teachers Retirement System Invest Offcr 3 P Market	N	Promo	27	1	09	6	3	Bachelor's	
30	0248100	Internal Auditor 1	Y	Entry	18	0	05	117	56	Bachelor's	
31	0248200	Internal Auditor 2	N	Promo	23	0	05	66	33	Bachelor's	
32	0248210	Internal Auditor 2 Systems	N	Promo	23	0	05	2	1	Bachelor's	
33	0248220	Internal Auditor 2 Investments & Cash Mgmt	N	Promo	23	0	05	2	1	Bachelor's	
34	0248300	Internal Auditor 3	N	Promo	27	0	05	24	14	Bachelor's	
35	0248310	Internal Auditor 3 Systems	N	Promo	62	0	06	2	1	Bachelor's	
36	0248320	Internal Auditor 3 Investments & Cash Mgmt	N	Promo	62	0	06	1	1	Bachelor's	
37	0257900	Chief Utility Accounting and Finance	N	Promo	65	0	06	5	5	Bachelor's	
38	0258900	Dir Bur Audit & Quality Control	N	Promo	66	0	06	1	0	Bachelor's	
39	0259625	Audit Program Dir	N	Promo	66	0	06	6	6	Bachelor's	
40	0403300	Senr Accountant	Y	Entry	18	0	05	571	309	Bachelor's	
41	0403400	Assoc Accountant	N	Promo	23	0	05	275	179	Bachelor's	
42	0403450	Supvg Accountant	N	Promo	25	0	05	47	33	Bachelor's	
43	0403500	Prin Accountant	N	Promo	27	0	05	95	69	Bachelor's	
44	0403600	Assnt Chief Accountant	N	Promo	29	0	05	11	10	Bachelor's	
45	0403700	Chief Accountant	N	Promo	31	0	05	11	7	Bachelor's	
46	0403900	Accounting Program Dir	N	Promo	66	0	06	3	2	Bachelor's	
47	0407450	Assoc Accountant State Accounts & Systems	N	Promo	23	0	05	26	26	Bachelor's	
48	0407550	Prin Accountant State Accounts & Systems	N	Promo	27	0	05	7	7	Bachelor's	
49	0422100	State Program Examiner 1	N	Entry	18	0	05	163	133	Bachelor's	
50	0422110	State Program Examiner 1 Fiscal	N	Entry	18	0	05	96	36	Bachelor's	
51	0422120	State Program Examiner 1 Systems	N	Entry	18	0	05	13	5	Bachelor's	
52	0422200	State Program Examiner 2	N	Promo	23	0	05	103	92	Bachelor's	
53	0422210	State Program Examiner 2 Systems	N	Promo	23	0	05	1	0	Bachelor's	
54	0422300	State Program Examiner 3	N	Promo	27	0	05	44	41	Bachelor's	
55	0422400	State Program Examiner 4	N	Promo	64	0	06	23	19	Bachelor's	
56	0464100	Auditor 1	Y	Entry	18	0	05	645	373	Bachelor's	
57	0464110	Auditor 1 Fiscal Systems	Y	Entry	18	0	05	46	7	Bachelor's	
58	0464120	Auditor 1 Abandoned Property	Y	Entry	18	0	05	28	27	Bachelor's	
59	0464130	Auditor 1 Municipal	N	Entry	18	0	05	185	82	Bachelor's	
60	0464140	Auditor 1 Tax	N	Entry	18	0	05	745	443	Bachelor's	
61	0464200	Auditor 2	N	Promo	23	0	05	138	92	Bachelor's	
62	0464205	Auditor 2 Abandoned Property	N	Promo	23	0	05	17	13	Bachelor's	
63	0464210	Auditor 2 Municipal	N	Promo	23	0	05	90	77	Bachelor's	
64	0464215	Auditor 2 Forensic	N	Promo	23	0	05	5	2	Bachelor's	
65	0464220	Auditor 2 Medicaid	N	Promo	23	0	05	66	24	Bachelor's	
66	0464225	Auditor 2 Fiscal Systems	N	Promo	23	0	05	22	7	Bachelor's	
67	0464230	Auditor 2 Employment & Training	N	Promo	23	0	05	6	5	Bachelor's	
68	0464235	Auditor 2 Insurance Premium	N	Promo	23	0	05	33	27	Bachelor's	
69	0464240	Auditor 2 Public Utilities	N	Promo	23	0	05	20	11	Bachelor's	
70	0464245	Auditor 2 Corporation Tax	N	Promo	23	0	05	74	21	Bachelor's	
71	0464250	Auditor 2 Excise Tax	N	Promo	23	0	05	43	13	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
72	0464255	Auditor 2 Forensic Tax	N	Promo	23	0	05	55	18	Bachelor's	
73	0464260	Auditor 2 Income Franchise Tax	N	Promo	23	0	05	142	54	Bachelor's	
74	0464265	Auditor 2 Sales Tax	N	Promo	23	0	05	219	91	Bachelor's	
75	0464270	Auditor 2 Unemployment Insurance	N	Promo	23	0	05	53	33	Bachelor's	
76	0464300	Auditor 3	N	Promo	27	0	05	40	29	Bachelor's	
77	0464305	Auditor 3 Insurance Premium	N	Promo	27	0	05	11	10	Bachelor's	
78	0464310	Auditor 3 Fiscal Systems	N	Promo	27	0	05	7	3	Bachelor's	
79	0464315	Auditor 3 Employment & Training	N	Promo	27	0	05	4	2	Bachelor's	
80	0464320	Auditor 3 Abandoned Property	N	Promo	27	0	05	10	10	Bachelor's	
81	0464325	Auditor 3 Medicaid	N	Promo	27	0	05	17	12	Bachelor's	
82	0464330	Auditor 3 Public Utilities	N	Promo	27	0	05	16	8	Bachelor's	
83	0464335	Auditor 3 Corporation Tax	N	Promo	27	0	05	18	12	Bachelor's	
84	0464340	Auditor 3 Excise Tax	N	Promo	27	0	05	11	6	Bachelor's	
85	0464345	Auditor 3 Forensic Tax	N	Promo	27	0	05	12	10	Bachelor's	
86	0464350	Auditor 3 Income Franchise Tax	N	Promo	27	0	05	38	17	Bachelor's	
87	0464355	Auditor 3 Sales Tax	N	Promo	27	0	05	41	24	Bachelor's	
88	0464360	Auditor 3 Unemployment Insurance	N	Promo	27	0	05	18	15	Bachelor's	
89	0464365	Auditor 3 Municipal	N	Promo	27	0	05	45	39	Bachelor's	
90	0468900	Dir Internal Audit & Quality Control	N	Promo	63	0	06	5	4	Bachelor's	
91	0478400	Data Processing Fiscal Sys Auditor 4	N	Promo	29	0	05	4	2	Bachelor's	
92	0478500	Data Processing Fiscal Sys Auditor 5	N	Promo	64	0	06	1	0	Bachelor's	
93	0705200	Statistician	Y	Entry	14	0	05	3	1	Bachelor's	
94	0705300	Senr Statistician	Y	Entry	18	0	05	17	2	Bachelor's	
95	0705400	Assoc Statistician	N	Promo	23	0	05	9	4	Bachelor's	
96	0705500	Prin Statistician	N	Promo	27	0	05	4	2	Bachelor's	
97	0752200	Assnt Actuary	N	Promo	14	0	05	27	11	Bachelor's	
98	0752302	Senr Actuary Casualty	N	Entry	19	0	05	21	13	Bachelor's	
99	0752310	Senr Actuary Life	N	Entry	19	0	05	17	4	Bachelor's	
100	0752410	Assoc Actuary Life	N	Promo	24	0	05	19	8	Bachelor's	
101	0752440	Assoc Actuary Casualty	N	Promo	24	0	05	16	10	Bachelor's	
102	0752501	Prin Actuary Life	N	Promo	28	0	05	22	9	Bachelor's	
103	0752502	Prin Actuary Casualty	N	Promo	28	0	05	14	4	Bachelor's	
104	0752601	Supvg Actuary Life	N	Promo	64	0	06	27	18	Bachelor's	
105	0752602	Supvg Actuary Casualty	N	Promo	64	0	06	11	6	Bachelor's	
106	0752810	Chief Life Actuary 1	N	Promo	67	0	06	2	1	Bachelor's	
107	0752820	Chief Life Actuary 2	N	Promo	66	0	06	3	2	Bachelor's	
108	0752830	Chief Life Actuary 3	N	Promo	65	0	06	5	0	Bachelor's	
109	0754510	Chief Casualty Actuary 1	N	Promo	67	0	06	3	0	Bachelor's	
110	0754520	Chief Casualty Actuary 2	N	Promo	66	0	06	2	0	Bachelor's	
111	0754530	Chief Casualty Actuary 3	N	Promo	65	0	06	5	0	Bachelor's	
112	1104200	Horticultural Inspector 1	N	Entry	18	0	05	44	28	Bachelor's	
113	1104300	Horticultural Inspector 2	N	Promo	23	0	05	8	6	Bachelor's	
114	1104330	Horticultural Inspector 2 Invasive Species	N	Promo	23	1	05	1	1	Bachelor's	
115	1104340	Horticultural Inspector 2 Apiculture	N	Promo	23	1	05	2	2	Bachelor's	
116	1104350	Horticultural Inspector 2 Biotechnology	N	Promo	23	1	05	1	1	Bachelor's	
117	1104360	Horticultural Inspector 2 Plant Pest Survey	N	Promo	23	1	05	1	1	Bachelor's	
118	1104370	Horticultural Inspector 2 Industrial Hemp	N	Promo	23	1	05	1	1	Bachelor's	
119	1104400	Horticultural Inspector 3	N	Promo	25	0	05	1	1	Bachelor's	
120	1104470	Horticultural Inspector 3 Industrial Hemp	N	Promo	25	1	05	1	1	Bachelor's	
121	1106700	Assnt Dir Plant Industry	N	Promo	62	1	06	1	1	Bachelor's	
122	1106900	Dir Plant Industry	N	Promo	64	1	06	1	1	Bachelor's	
123	1201100	Veterinarian 1	N	Entry	24	0	05	100	0	Doctorate	Licensed
124	1201200	Veterinarian 2	N	Promo	27	0	05	20	14	Doctorate	Licensed
125	1201250	Veterinarian 3	N	Promo	29	0	05	2	2	Doctorate	Licensed
126	1202800	Assnt Dir Animal Industry	N	Promo	64	1	06	1	1	Bachelor's	
127	1516110	Forester 1	Y	Entry	18	0	05	99	82	Bachelor's	
128	1516120	Forester 2	N	Promo	23	0	05	25	23	Bachelor's	
129	1516130	Forester 3	N	Promo	25	0	05	15	11	Bachelor's	
130	1516140	Forester 4	N	Promo	63	0	06	3	1	Bachelor's	
131	1528800	Assnt Dir Bayard Cutting Arboretum	N	Promo	18	1	05	1	0	Bachelor's	
132	1528900	Dir Bayard Cutting Arboretum	N	Promo	23	1	06	1	1	Bachelor's	
133	1535000	Assoc Adirondack Park Project Anlst Forest Resourc	N	Promo	23	1	05	1	1	Bachelor's	
134	1535240	Assoc Adirondack Park Analyst Fresh Water	N	Promo	23	0	05	1	0	Bachelor's	
135	1539800	Assnt Dir Lands & Forests	N	Promo	65	0	06	1	1	Bachelor's	
136	1608200	Environmental Impact Examiner	N	Entry	29	1	05	11	7	Doctorate	
137	1608600	Supvg Environmental Impact Examiner	N	Promo	64	1	06	1	1	Doctorate	
138	1610700	Regional Supvr Natural Resources	N	Promo	29	0	05	9	9	Bachelor's	
139	1612610	Environmental Scientist 1	N	Entry	23	1	05	1	1	Bachelor's	
140	1612620	Environmental Scientist 2	N	Promo	25	1	05	2	2	Bachelor's	
141	1612630	Environmental Scientist 3	N	Promo	27	1	05	8	2	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
142	1612640	Environmental Scientist 4	N	Promo	29	1	05	3	3	Bachelor's	
143	1612650	Environmental Scientist 5	N	Promo	31	1	05	2	2	Bachelor's	
144	1617800	Assnt Dir Fish & Wildlife	N	Promo	65	0	06	1	1	Bachelor's	
145	1618210	Environmental Analyst 1	Y	Entry	18	0	05	105	71	Bachelor's	
146	1618220	Environmental Analyst 2	N	Promo	23	0	05	61	46	Bachelor's	
147	1618230	Environmental Analyst 3	N	Promo	27	0	05	19	18	Bachelor's	
148	1618240	Environmental Analyst 4	N	Promo	64	0	06	3	3	Bachelor's	
149	1618700	Dir Environmental Permits	N	Promo	65	1	06	1	0	Bachelor's	
150	1619400	Great Lakes Program Coord	N	Promo	61	1	06	1	0	Bachelor's	
151	1620100	Environmental Radiation Specialist 1	Y	Entry	18	0	05	11	8	Bachelor's	
152	1620200	Environmental Radiation Specialist 2	N	Promo	23	0	05	6	2	Bachelor's	
153	1620300	Environmental Radiation Specialist 3	N	Promo	27	0	05	2	2	Bachelor's	
154	1621100	Mined Land Reclamation Specialist 1	Y	Entry	18	0	05	19	17	Bachelor's	
155	1621200	Mined Land Reclamation Specialist 2	N	Promo	23	0	05	10	9	Bachelor's	
156	1621300	Mined Land Reclamation Specialist 3	N	Promo	27	0	05	1	1	Bachelor's	
157	1625100	Environmental Health Program Manager 1	N	Promo	27	0	05	11	9	Bachelor's	
158	1625200	Environmental Health Program Manager 2	N	Promo	29	0	05	10	10	Bachelor's	
159	1625300	Environmental Health Program Manager 3	N	Promo	64	0	06	5	5	Bachelor's	
160	1625400	Environmental Health Program Manager 4	N	Promo	65	0	06	2	1	Bachelor's	
161	1631300	Assnt Environmental Program Dir	N	Promo	65	0	06	7	5	Bachelor's	
162	1631310	Environmental Program Dir	N	Promo	66	1	06	6	6	Bachelor's	
163	1642200	Air Pollution Meteorologist 1	N	Entry	18	0	05	3	3	Bachelor's	
164	1642300	Air Pollution Meteorologist 2	N	Promo	22	0	05	5	1	Bachelor's	
165	1642500	Air Pollution Meteorologist 3	N	Promo	27	0	05	2	1	Bachelor's	
166	1643100	Pesticide Control Specialist 1	Y	Entry	18	0	05	32	23	Bachelor's	
167	1643110	Pesticide Control Specialist 1 Spanish Language	Y	Entry	18	0	05	1	0	Bachelor's	
168	1643200	Pesticide Control Specialist 2	N	Promo	21	0	05	19	15	Bachelor's	
169	1643210	Pesticide Control Specialist 2 Spanish Language	N	Promo	21	0	05	1	0	Bachelor's	
170	1643300	Pesticide Control Specialist 3	N	Promo	25	0	05	5	5	Bachelor's	
171	1643400	Pesticide Control Specialist 4	N	Promo	63	0	06	1	1	Bachelor's	
172	1648800	Assnt Dir Land & Water Resources	N	Promo	62	1	06	1	1	Bachelor's	
173	1648900	Dir Land & Water Resources	N	Promo	64	1	06	1	1	Bachelor's	
174	1704710	Program Operations Specialist 1	Y	Entry	18	0	05	285	233	Bachelor's	
175	1704720	Program Operations Specialist 2	N	Promo	23	0	05	128	108	Bachelor's	
176	1704730	Program Operations Specialist 3	N	Promo	25	0	05	25	22	Bachelor's	
177	1704740	Program Operations Specialist 4	N	Promo	29	0	05	12	10	Bachelor's	
178	1704760	Program Operations Specialist	N	Promo	27	0	05	3	3	Bachelor's	
179	1712500	Chief Of Program Planning	N	Promo	25	0	05	2	2	Bachelor's	
180	1714800	Chief Of Criminal Justice Program Planning & Dev	N	Promo	62	0	06	1	1	Bachelor's	
181	1775300	Senr Health Care Management Systems Analyst	Y	Entry	18	0	05	55	28	Bachelor's	
182	1775400	Assoc Health Care Management Systems Analyst	N	Promo	23	0	05	39	19	Bachelor's	
183	1775500	Prin Health Care Management Systems Analyst	N	Promo	27	0	05	16	6	Bachelor's	
184	1775700	Chief Health Care Management Systems Analyst	N	Promo	29	0	05	5	3	Bachelor's	
185	2002500	Fiscal Policy Analyst	N	Entry	18	1	06	4	0	Bachelor's	
186	2002525	Senr Fiscal Policy Analyst	N	Promo	23	1	06	8	0	Bachelor's	
187	2002550	Assoc Fiscal Policy Analyst	N	Promo	62	1	06	6	0	Bachelor's	
188	2002560	Prin Fiscal Policy Analyst	N	Promo	64	1	06	3	3	Bachelor's	
189	2204200	Assnt Examinations Editor	N	Entry	14	0	05	6	5	Bachelor's	
190	2204210	Assnt Exams Editor Braille	N	Entry	14	0	05	1	0	Bachelor's	
191	2204300	Examinations Editor	N	Promo	18	0	05	6	5	Bachelor's	
192	2230900	Managing Editor N Y State Conservationist	N	Promo	61	0	06	1	1	Bachelor's	
193	2236600	Tax Publications Editor 1	N	Entry	18	0	05	2	0	Bachelor's	
194	2236700	Tax Publications Editor 2	N	Promo	23	0	05	1	0	Bachelor's	
195	2256500	Communications Manager NYSHIP	N	Promo	62	1	06	1	1	Bachelor's	
196	2259500	Dir Communications	N	Promo	64	6	06	1	0	Bachelor's	
197	2259640	Assistant Director Communications & Educ	N	Promo	63	0	06	1	0	Bachelor's	
198	2259650	Dir Communications & Educ	N	Promo	65	0	06	1	1	Bachelor's	
199	2285200	Technical Writer 2	N	Promo	23	0	05	3	1	Bachelor's	
200	2290300	Senr Engineering Research Editor	N	Entry	18	0	05	1	1	Bachelor's	
201	2290400	Assoc Engineering Research Editor	N	Promo	23	0	05	2	1	Bachelor's	
202	2330100	Supvr Regulatory Economics	N	Promo	31	0	05	2	0	Bachelor's	
203	2330200	Chief Of Regulatory Economics	N	Promo	65	0	06	1	1	Bachelor's	
204	2450300	Senr Economist	Y	Entry	18	0	05	10	4	Bachelor's	
205	2450310	Senr Economist Environmental Impact	Y	Entry	18	0	05	2	0	Bachelor's	
206	2450320	Senr Economist Labor Research	Y	Entry	18	0	05	29	16	Bachelor's	
207	2450321	Senr Economist Milk Marketing	N	Entry	18	0	05	1	0	Bachelor's	
208	2450400	Assoc Economist	N	Promo	23	0	05	9	1	Bachelor's	
209	2450420	Assoc Economist Labor Research	N	Promo	23	0	05	15	7	Bachelor's	
210	2450440	Assoc Economist Milk Marketing	N	Promo	23	0	05	1	0	Bachelor's	
211	2450460	Assoc Economist Regulatory Economics	N	Promo	23	0	05	4	2	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
212	2450500	Prin Economist	N	Promo	62	0	06	6	1	Bachelor's	
213	2450540	Prin Economist Regulatory Economics	N	Promo	27	0	05	3	2	Bachelor's	
214	2450550	Prin Economist Labor Research	N	Promo	27	0	05	10	7	Bachelor's	
215	2455100	Program Research Specialist 1	Y	Entry	18	0	05	162	63	Bachelor's	
216	2455120	Program Research Specialist 1 Criminal Justice	Y	Entry	18	0	05	20	6	Bachelor's	
217	2455130	Program Research Specialist 1 Economics Finance	Y	Entry	18	0	05	8	4	Bachelor's	
218	2455135	Program Research Specialist 1 Hlth Care Fin	Y	Entry	18	0	05	4	0	Bachelor's	
219	2455136	Program Research Specialist 1 Hlth Sys Anly	Y	Entry	18	0	05	8	3	Bachelor's	
220	2455140	Program Research Specialist 1 Human Services	Y	Entry	18	0	05	13	7	Bachelor's	
221	2455145	Program Research Specialist 1 Medical Assnc	Y	Entry	18	0	05	0	0	Bachelor's	
222	2455150	Program Research Specialist 1 Public Health	Y	Entry	18	0	05	7	2	Bachelor's	
223	2455160	Program Research Specialist 1 Transportation	Y	Entry	18	0	05	1	1	Bachelor's	
224	2455200	Program Research Specialist 2	N	Promo	23	0	05	73	47	Bachelor's	
225	2455210	Program Research Specialist 2 Agriculture	N	Promo	23	0	05	1	1	Bachelor's	
226	2455220	Program Research Specialist 2 Criminal Justice	N	Promo	23	0	05	26	9	Bachelor's	
227	2455230	Program Research Specialist 2 Economics Finance	N	Promo	23	0	05	17	5	Bachelor's	
228	2455235	Program Research Specialist 2 Hlth Care Fin	N	Promo	23	0	05	10	8	Bachelor's	
229	2455236	Program Research Specialist 2 Hlth Sys Anly	N	Promo	23	0	05	15	6	Bachelor's	
230	2455240	Program Research Specialist 2 Human Services	N	Promo	23	0	05	16	9	Bachelor's	
231	2455245	Program Research Specialist 2 Medical Assnc	N	Promo	23	0	05	4	1	Bachelor's	
232	2455250	Program Research Specialist 2 Public Health	N	Promo	23	0	05	11	7	Bachelor's	
233	2455260	Program Research Specialist 2 Transportation	N	Promo	23	0	05	0	0	Bachelor's	
234	2455320	Program Research Specialist 3 Criminal Justice	N	Promo	25	0	05	8	5	Bachelor's	
235	2456400	Program Research Specialist 4	N	Promo	27	0	05	25	13	Bachelor's	
236	2456420	Program Research Specialist 4 Criminal Justice	N	Promo	27	0	05	6	6	Bachelor's	
237	2456430	Program Research Specialist 4 Economics Finance	N	Promo	27	0	05	8	2	Bachelor's	
238	2456435	Program Research Specialist 4 Hlth C F	N	Promo	27	0	05	2	0	Bachelor's	
239	2456436	Program Research Specialist 4 Hlth Sys Anly	N	Promo	27	0	05	8	3	Bachelor's	
240	2456440	Program Research Specialist 4 Human Services	N	Promo	27	0	05	5	3	Bachelor's	
241	2456445	Program Research Specialist 4 Med Assnc	N	Promo	27	0	05	2	1	Bachelor's	
242	2456450	Program Research Specialist 4 Public Health	N	Promo	27	0	05	1	1	Bachelor's	
243	2456460	Program Research Specialist 4 Transportation	N	Promo	27	0	05	2	0	Bachelor's	
244	2456530	Program Research Specialist 5 Economics Finance	N	Promo	31	0	05	0	0	Bachelor's	
245	2458600	Chief Of Employment Security Research & Evaluation	N	Promo	63	0	06	1	1	Bachelor's	
246	2459375	Dir Office Justice Systems Analysis	N	Promo	64	0	06	1	0	Bachelor's	
247	2459550	Chief Demographer	N	Promo	29	0	05	1	1	Bachelor's	
248	2462500	Chief Of Correctional Program Research	N	Promo	25	0	05	4	4	Bachelor's	
249	2463100	Dir Program Planning Evaluation & Research	N	Promo	64	0	06	1	1	Bachelor's	
250	2463500	Chief Of Criminal Justice Research & Evaluation	N	Promo	62	0	06	1	1	Bachelor's	
251	2466600	Assnt Dir Research Financial Services	N	Promo	25	0	05	2	1	Bachelor's	
252	2466700	Dir Research Financial Services	N	Promo	29	0	05	1	0	Bachelor's	
253	2470202	Mental Hygiene Program Evaluation Specialist 2	N	Entry	18	0	05	36	16	Bachelor's	
254	2470203	Mental Hygiene Program Evaluation Specialist 3	N	Promo	23	0	05	41	24	Bachelor's	
255	2470204	Mental Hygiene Program Evaluation Specialist 4	N	Promo	27	0	05	37	29	Bachelor's	
256	2472800	Deputy Dir Labor Dept Research & Statistics	N	Promo	65	0	06	1	1	Bachelor's	
257	2472900	Dir Labor Dept Research & Statistics	N	Promo	66	1	06	1	1	Bachelor's	
258	2483000	Dir Criminal Justice Research and Statistics	N	Promo	65	0	06	1	0	Bachelor's	
259	2809750	Dir Criminal Justice Records	N	Promo	64	1	06	1	1	Bachelor's	
260	2810850	Assnt Dir Program Planning Evaluation&Research	N	Promo	29	0	05	3	2	Bachelor's	
261	2839100	Developmental Disabilities Operations Dir 1	N	Promo	64	0	06	14	12	Bachelor's	
262	2839110	Developmental Disabilities Operations Dir 1 BITS	N	Promo	64	0	06	1	1	Bachelor's	
263	2839200	Developmental Disabilities Operations Dir 2	N	Promo	65	0	06	1	1	Bachelor's	
264	2839300	Developmental Disabilities Operations Dir 3	N	Promo	66	1	06	8	4	Bachelor's	
265	2854800	Assistant Regional Dir Environmental Conservation	N	Promo	65	1	06	9	5	Bachelor's	
266	2854900	Regional Dir Environmental Conservation	N	Promo	66	1	06	9	9	Bachelor's	
267	2860910	Dir Admnv Support Services Group	N	Promo	66	1	06	1	1	Bachelor's	
268	2847400	Assnt Dir Correctional Mental Health Programs	N	Promo	25	0	05	2	2	Bachelor's	
269	3104100	Nutrition Program Manager 1	N	Promo	27	0	05	1	1	Bachelor's	Licensed
270	3104200	Nutrition Program Manager 2	N	Promo	29	0	05	3	3	Bachelor's	Licensed
271	3110300	Senr Nutrition Services Consultant	N	Promo	22	0	05	7	2	Bachelor's	Licensed
272	3111700	Dir Mental Health Nutritional Services	N	Promo	62	0	06	1	0	Bachelor's	Licensed
273	3111800	Dir Developmental Disabilities Nutritional Srvc	N	Promo	62	0	06	1	1	Bachelor's	Licensed
274	3117100	Aging Services Nutrition Consultant 1	N	Entry	20	0	05	1	1	Bachelor's	Licensed
275	3117200	Aging Services Nutrition Consultant 2	N	Promo	22	0	05	4	4	Bachelor's	Licensed
276	3303700	Senr Orthotist	N	Promo	25	1	05	2	2	Bachelor's	Licensed
277	3303750	Senr Prosthetist	N	Promo	25	1	05	1	0	Bachelor's	Licensed
278	3303900	Dir Prosthetics & Orthotics	N	Promo	68	1	6	1	0	Bachelor's	Licensed
279	3503700	Dir Charter Schools	N	Promo	64	1	06	1	1	Bachelor's	Certified
280	3504400	Assoc In School Library Service	N	Promo	26	0	05	2	0	Master's	Certified
281	3504475	Assnt In Professional Educ	N	Entry	22	0	05	4	3	Master's	Certified

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
282	3504500	Assoc In Professional Educ	N	Promo	26	0	05	11	7	Master's	Certified
283	3504510	Supvr Professional Education Programs	N	Promo	28	0	05	1	1	Master's	Certified
284	3507500	Dir Pupil Transportation	N	Promo	25	0	05	1	1	Master's	Certified
285	3508700	Dir Special Educ Services	N	Promo	65	0	06	1	1	Master's	Certified
286	3509400	Assoc In School Business Mgt	N	Promo	26	0	05	12	9	Master's	Certified
287	3509500	Supvr School Business Management	N	Promo	28	0	05	3	3	Master's	Certified
288	3510500	Coord Technology Policy	N	Promo	63	0	06	1	1	Master's	Certified
289	3510800	Assoc In Educl Information Services	N	Promo	26	0	05	1	1	Master's	Certified
290	3511200	Assnt In Educl Testing	N	Entry	22	0	05	14	3	Master's	Certified
291	3511400	Assoc In Educl Testing	N	Promo	26	0	05	11	5	Master's	Certified
292	3511450	Supvr Educl Testing	N	Promo	28	0	05	7	7	Master's	Certified
293	3533800	Education Program Manager 1	N	Promo	64	0	6	8	4	Master's	Certified
294	3533810	Education Program Manager 1 Testing	N	Promo	64	0	6	2	0	Master's	Certified
295	3533900	Education Program Manager 2	N	Promo	65	0	06	3	2	Master's	Certified
296	3533910	Education Program Manager 2 Testing	N	Promo	65	0	06	2	2	Master's	Certified
297	3513300	Assnt In Occupational School Supvn	N	Entry	22	0	05	3	3	Master's	Certified
298	3513500	Assoc In Occupational School Supvn	N	Promo	26	0	05	5	5	Master's	Certified
299	3514500	Chief Bur Comparative Educ	N	Promo	64	0	06	1	1	Master's	Certified
300	3516200	Assnt In Teacher Educ	N	Entry	22	0	05	4	0	Master's	Certified
301	3516400	Assoc In Teacher Educ	N	Promo	26	0	05	5	4	Master's	Certified
302	3517200	Assnt in Nursing Educ	N	Entry	22	0	05	1	0	Master's	Certified
303	3517211	Assnt in Nursing Educ Scope of Practice	N	Entry	22	0	05	1	0	Master's	Certified
304	3517400	Assoc In Nursing Educ	N	Promo	26	0	05	5	5	Master's	Certified
305	3517411	Assoc In Nursing Educ Scope of Practice	N	Promo	26	0	05	1	0	Master's	Certified
306	3517412	Assoc In Nursing Educ Addictions	N	Promo	26	0	05	1	1	Master's	Certified
307	3524910	Chief Educ Programs Career & Tech Ed	N	Promo	63	0	06	1	0	Master's	Certified
308	3525300	Assnt In Bilingual Educ	N	Entry	22	0	05	1	0	Master's	Certified
309	3525700	Assoc In Bilingual Educ	N	Promo	26	0	05	7	3	Master's	Certified
310	3528300	Assoc In Performing Arts Educ	N	Promo	26	0	05	1	1	Master's	Certified
311	3530800	Dir Family & Community Engagement	N	Promo	64	0	06	1	1	Master's	Certified
312	3535200	Assnt In Higher Educ	N	Entry	22	0	05	6	0	Master's	Certified
313	3535400	Assoc In Higher Educ	N	Promo	26	0	05	12	11	Master's	Certified
314	3538100	Psychometrician 1	N	Entry	63	1	06	4	2	Master's	
315	3538200	Psychometrician 2	N	Promo	64	1	6	1	1	Master's	
316	3539800	Dir Educ Television Public Broadcasting	N	Promo	63	0	06	1	1	Master's	Certified
317	3546600	Supvr Educ Programs	N	Promo	28	0	05	27	23	Master's	Certified
318	3546650	Chief Education Programs	N	Promo	64	0	06	1	0	Master's	Certified
319	3546700	Dir Educ Programs School Improvement Services	N	Promo	65	0	06	1	1	Master's	Certified
320	3551300	Assnt In School Lunch Admn	N	Entry	22	0	05	3	0	Master's	Certified
321	3552100	Assnt In Educ Improvement Services	N	Entry	22	0	05	19	13	Master's	Certified
322	3552200	Assnt In Educl Planning & Evaluation	N	Entry	22	0	05	4	4	Master's	Certified
323	3552420	Assoc In Educ Improvement Services	N	Promo	26	0	05	19	13	Master's	Certified
324	3552440	Assoc In Educl Planning & Evaluation	N	Promo	26	0	05	4	4	Master's	Certified
325	3552530	Supvr School Improvement Planning	N	Promo	28	0	05	11	10	Master's	Certified
326	3556600	Assoc In School Nursing	N	Promo	26	0	05	2	2	Master's	Certified
327	3559550	Assoc In Intercultural Relations	N	Promo	26	0	05	3	3	Master's	Certified
328	3560200	Assnt In Educ Research	N	Entry	22	0	05	11	6	Master's	Certified
329	3560400	Assoc In Educ Research	N	Promo	26	0	05	17	12	Master's	Certified
330	3560700	Coord Education Data & Reports	N	Promo	64	0	06	2	0	Master's	Certified
331	3560800	Dir Education Data & Reports	N	Promo	65	0	06	1	1	Master's	Certified
332	3561800	Chief Of Special Educ Services	N	Promo	64	0	06	4	2	Master's	Certified
333	3565500	Coord Educ Programs	N	Promo	65	0	06	2	1	Master's	Certified
334	3565750	Dir Teacher Certification	N	Promo	63	0	06	1	1	Master's	Certified
335	3566100	Educ Credentials Specialist 1	Y	Entry	18	0	05	41	38	Bachelor's	Certified
336	3566120	Educ Credentials Specialist 2	N	Promo	23	0	05	11	11	Bachelor's	Certified
337	3566130	Educ Credentials Specialist 3	N	Promo	27	0	05	3	2	Bachelor's	Certified
338	3567100	Assnt In Educ Children with Disabilities	N	Entry	22	0	05	9	3	Master's	Certified
339	3567200	Assoc In Educ Children with Disabilities	N	Promo	26	0	05	113	95	Master's	Certified
340	3567300	Supvr Educ Children with Disabilities	N	Promo	28	0	05	18	16	Master's	Certified
341	3573200	Assnt In Instructional Services	N	Entry	22	0	05	14	9	Master's	Certified
342	3573300	Assoc In Instructional Services	N	Promo	26	0	05	57	53	Master's	Certified
343	3578800	Dir Child Food Programs	N	Promo	64	0	06	1	1	Master's	Certified
344	3581700	Coord Native American Educ Programs	N	Promo	28	1	05	1	1	Master's	Certified
345	3582600	Coord Educl Aid Services	N	Promo	63	0	06	2	1	Master's	Certified
346	3582700	Coord School Facilities Services	N	Promo	64	0	06	1	1	Master's	Certified
347	3582800	Chief Bur State Aid	N	Promo	64	0	06	1	1	Master's	Certified
348	3586300	Assnt In Higher Educ Opportunity	N	Entry	22	0	05	7	6	Master's	Certified
349	3586400	Assoc In Higher Educ Opportunity	N	Promo	26	0	05	10	9	Master's	Certified
350	3586500	Supvr Higher Educ Programs	N	Promo	28	0	05	5	4	Master's	Certified
351	3586600	Dir College and University Evaluation	N	Promo	64	0	06	1	1	Master's	Certified

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
352	3592500	Supvr Occupl Educ	N	Promo	28	0	05	1	1	Master's	Certified
353	3592850	Dir Proprietary School Supvn	N	Promo	64	0	06	1	1	Master's	Certified
354	3593700	Assnt Dir Professional Licensing	N	Promo	63	0	06	1	1	Master's	Certified
355	3593900	Dir Professional Licensing	N	Promo	65	0	06	1	1	Master's	Certified
356	3596400	Assoc In Continuing Educ	N	Assoc	26	0	05	12	11	Master's	Certified
357	3596425	Assnt In Continuing Educ	N	Entry	22	0	05	6	1	Master's	Certified
358	3601300	Senr Librarian	N	Entry	19	0	05	80	49	Master's	Certified
359	3601301	Senr Librarian Automation	N	Entry	19	0	05	3	0	Master's	Certified
360	3601312	Senr Librarian Reference	N	Entry	19	0	05	23	6	Master's	Certified
361	3601350	Senr Librarian Law	N	Entry	19	0	05	1	1	Master's	Certified
362	3601360	Senr Librarian Technical Processes	N	Entry	19	0	05	3	3	Master's	Certified
363	3601400	Assoc Librarian	N	Promo	25	0	05	3	1	Master's	Certified
364	3601405	Assoc Librarian Automation	N	Promo	25	0	05	1	0	Master's	Certified
365	3601421	Assoc Librarian Technical Processes	N	Promo	25	0	05	3	3	Master's	Certified
366	3601436	Assoc Librarian Blind	N	Promo	25	0	05	1	1	Master's	Certified
367	3601437	Assoc Librarian Conservation	N	Promo	25	0	05	1	0	Master's	Certified
368	3601470	Assoc Librarian Reference	N	Promo	25	0	05	3	1	Master's	Certified
369	3601500	Prin Librarian Technical Processes	N	Promo	29	0	05	1	1	Master's	Certified
370	3601512	Prin Librarian Reference	N	Promo	29	0	05	1	0	Master's	Certified
371	3601520	Prin Librarian Collection Mgt & Network Svcs	N	Promo	64	0	06	1	0	Master's	Certified
372	3601600	Director Correctional Library Services	N	Promo	63	0	06	1	1	Master's	Certified
373	3603900	Dir State Library	N	Promo	65	0	06	1	0	Master's	Certified
374	3606510	Library Development Specialist 1	N	Promo	24	0	05	7	6	Master's	Certified
375	3606520	Library Development Specialist 2	N	Promo	27	0	05	4	2	Master's	Certified
376	3606521	Library Development Specialist 2 Conservation	N	Promo	27	0	05	1	0	Master's	Certified
377	3607900	Chief Of Law Library Services	N	Promo	27	0	05	1	1	Master's	Certified
378	3801241	Scientist Archeology	N	Entry	18	1	05	6	6	Master's	Certified
379	3801710	Chief Scientist Geology	N	Promo	63	1	06	1	0	Master's	Certified
380	3802200	Museum Registrar	N	Entry	22	0	05	2	2	Master's	Certified
381	3802605	Chief Curator History	N	Promo	62	0	06	1	1	Master's	Certified
382	3803200	Curator 1	N	Entry	18	0	05	8	7	Bachelor's	
383	3803300	Curator 2	N	Promo	20	0	05	1	1	Bachelor's	
384	3805100	Curatorial & Visitor Services Specialist 1	N	Entry	14	1	05	9	5	Bachelor's	
385	3805200	Curatorial & Visitor Services Specialist 2	N	Promo	18	1	05	2	2	Bachelor's	
386	3805300	Curatorial & Visitor Services Specialist 3	N	Promo	20	1	05	2	1	Bachelor's	
387	3805500	Manager Curatorial & Visitor Services	N	Promo	25	1	05	1	1	Bachelor's	
388	3805600	Dir Curatorial & Visitor Services	N	Promo	63	1	06	1	1	Bachelor's	
389	3806100	Research & Collections Technician	N	Entry	14	1	05	27	21	Bachelor's	
390	3808300	Museum Instructor	N	Entry	14	0	05	5	2	Bachelor's	
391	3809300	Supvr Trailside Museum & Zoo	N	Promo	18	1	05	1	1	Bachelor's	
392	3809400	Chief Museum Education & Visitor Services	N	Promo	62	0	06	1	1	Bachelor's	
393	3813100	Senr Museum Exhibit Planner	N	Entry	18	1	05	4	4	Bachelor's	
394	3813200	Assoc Museum Exhibit Planner	N	Promo	21	1	05	3	2	Bachelor's	
395	3813410	Assoc Museum Exhibit Planner History	N	Promo	21	1	05	1	0	Bachelor's	
396	3816010	Museum Support Services Specialist 1	N	Entry	14	0	05	1	1	Bachelor's	
397	3816020	Museum Support Services Specialist 2	N	Promo	18	0	05	3	3	Bachelor's	
398	3816200	Dir Museum Support Services	N	Promo	61	0	06	1	0	Bachelor's	
399	3817200	Conservator	N	Entry	22	1	05	10	10	Master's	
400	3837300	Historic Site Manager A	N	Promo	23	0	05	6	6	Bachelor's	
401	3837310	Historic Site Manager A Ganondagan State Hist Site	N	Promo	23	1	05	1	1	Bachelor's	
402	3837350	Historic Site Manager B	N	Promo	21	0	05	10	7	Bachelor's	
403	3837370	Historic Site Manager C	N	Entry	18	0	05	6	5	Bachelor's	
404	3838000	Dir Historic Preservation Services	N	Promo	64	0	06	1	1	Bachelor's	
405	3838100	Chief Historic Site & Park Services	N	Promo	62	0	06	1	1	Bachelor's	
406	3838150	Chief Historic Pres Services	N	Promo	62	0	06	2	2	Bachelor's	
407	3840400	Historic Site Regional Supvr	N	Promo	61	0	06	5	4	Bachelor's	
408	3841400	Historic Preservation Program Analyst	N	Entry	18	0	05	13	10	Bachelor's	
409	3841500	Historic Preservation Program Coord	N	Promo	23	0	05	8	7	Bachelor's	
410	3844200	Interpretive Programs Assnt	N	Entry	17	0	05	18	15	Bachelor's	
411	3844300	Interpretive Programs Coord	N	Promo	21	0	05	1	0	Bachelor's	
412	3852130	Archives Conservation Specialist 3	N	Promo	23	0	05	1	1	Bachelor's	
413	3852200	Historian	N	Entry	18	0	05	2	2	Bachelor's	
414	3852300	Senr Historian	N	Promo	22	0	05	6	5	Bachelor's	
415	3852500	Assnt Dir Archival Services & Records Mgt	N	Promo	63	0	06	1	0	Bachelor's	
416	3853200	Archives & Records Management Specialist 2	N	Promo	18	0	05	27	16	Bachelor's	
417	3853300	Archives & Records Management Specialist 3	N	Promo	23	0	05	18	11	Bachelor's	
418	3853400	Archives & Records Management Specialist 4	N	Promo	26	0	05	5	5	Bachelor's	
419	3853500	Archives & Records Management Specialist 5	N	Promo	62	0	06	4	1	Master's	Certified
420	3911700	Assnt Dir Correctional Voc Educ	N	Promo	62	0	06	1	1	Bachelor's	
421	3911800	Assnt Dir Correctional Academic Educ	N	Promo	62	0	06	1	1	Master's	Certified

Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
422	3914200	Coord Title I Programs	N	Promo	61	0	06	1	1	Master's	Certified
423	3915600	Curriculum Content Coord	N	Entry	22	0	05	6	6	Master's	Certified
424	3919510	Supvr Optical Laboratory Training & Production	N	Promo	22	0	05	1	0	Master's	Certified
425	3920530	Educ Supvr Gen	N	Entry	19	0	05	65	43	Master's	Certified
426	3920560	Educ Supvr Voc	N	Entry	19	0	05	40	27	Master's	Certified
427	3920901	Educ Dir 1	N	Promo	22	0	05	9	6	Master's	Certified
428	3920902	Educ Dir 2	N	Promo	25	0	05	1	0	Master's	Certified
429	3924400	Occupl Regional Supvr	N	Promo	22	0	05	3	2	Master's	Certified
430	3927300	Coord Special Educ	N	Promo	25	0	05	1	1	Master's	Certified
431	3927500	Coordinator Post-Secondary Education	N	Promo	25	0	05	1	1	Master's	Certified
432	3927900	Dir Correctional Educ Programs	N	Promo	64	1	06	1	1	Master's	Certified
433	3931030	Voc Instructor 3	N	Entry	15	0	05	0	0	Master's	Certified
434	3931031	Voc Instructor 3 Spanish Language	N	Entry	15	0	05	0	0	Master's	Certified
435	3931040	Voc Instructor 4	N	Promo	17	0	05	484	256	Master's	Certified
436	3931041	Voc Instructor 4 Spanish Language	N	Promo	17	0	05	0	0	Master's	Certified
437	3930100	Habilitation Specialist 1	N	Entry	14	0	05	677	557	Bachelor's	
438	3930115	Habilitation Specialist 1 Manual Communications	N	Entry	14	0	05	1	0	Bachelor's	
439	3930120	Habilitation Specialist 1 Spanish Language	N	Entry	14	0	05	3	0	Bachelor's	
440	3930200	Habilitation Specialist 2	N	Promo	17	0	05	272	237	Bachelor's	
441	3947210	Developmental Specialist 1	N	Entry	14	0	05	0	0	Bachelor's	
442	3947220	Developmental Specialist 2	N	Promo	17	0	05	7	0	Bachelor's	
443	3947230	Developmental Specialist 3	N	Promo	19	0	05	9	1	Bachelor's	
444	3947240	Developmental Specialist 4	N	Promo	22	0	05	2	1	Bachelor's	
445	3965010	Teacher 1	N	Entry	12	0	05	0	0	Master's	Certified
446	3965013	Teacher 1 Spanish Language	N	Entry	12	0	05	0	0	Master's	Certified
447	3965015	Teacher 1 Bilingual	N	Entry	12	0	05	0	0	Master's	Certified
448	3965020	Teacher 2	N	Entry	13	0	05	0	0	Master's	Certified
449	3965023	Teacher 2 Spanish Language	N	Entry	13	0	05	0	0	Master's	Certified
450	3965025	Teacher 2 Bilingual	N	Entry	13	0	05	0	0	Master's	Certified
451	3965030	Teacher 3	N	Entry	15	0	05	0	0	Master's	Certified
452	3965033	Teacher 3 Spanish Language	N	Entry	15	0	05	0	0	Master's	Certified
453	3965035	Teacher 3 Bilingual	N	Entry	15	0	05	0	0	Master's	Certified
454	3965040	Teacher 4	N	Promo	17	0	05	908	394	Master's	Certified
455	3965043	Teacher 4 Spanish Language	N	Promo	17	0	05	7	1	Master's	Certified
456	3965045	Teacher 4 Bilingual	N	Promo	17	0	05	0	0	Master's	Certified
457	4020100	Capital Facilities Regional Manager 1	N	Promo	63	0	06	8	7	Bachelor's	Licensed
458	4020200	Capital Facilities Regional Manager 2	N	Promo	64	0	06	5	5	Bachelor's	Licensed
459	4028020	Geologist Trainee	N	Entry	NS	0	5	0	0	Bachelor's	
460	4028030	Engineering Geologist	N	Entry	15	0	05	26	2	Bachelor's	
461	4028031	Assistant Geologist	N	Entry	20	0	05	83	68	Bachelor's	
462	4028032	Professional Geologist 1	N	Promo	24	0	05	68	32	Bachelor's	Licensed
463	4028033	Professional Geologist 2	N	Promo	27	0	05	16	12	Bachelor's	Licensed
464	4029300	Professional Geologist 3	N	Promo	64	0	06	4	4	Bachelor's	Licensed
465	4410300	Senr Sanitarian	N	Entry	18	0	5	58	39	Bachelor's	
466	4410500	Prin Sanitarian	N	Promo	23	0	5	45	36	Bachelor's	
467	4410700	Chief Sanitarian	N	Promo	27	0	5	4	3	Bachelor's	
468	4412200	Public Health Sanitarian	N	Entry	14	0	5	42	1	Bachelor's	
469	4414100	Public Health Specialist 1	Y	Entry	18	0	5	53	42	Bachelor's	
470	4414110	Public Health Specialist 1 Environment	Y	Promo	18	0	5	43	22	Bachelor's	
471	4414210	Public Health Specialist 2 Environment	N	Promo	23	0	5	16	12	Bachelor's	
472	4414310	Public Health Specialist 3 Environment	N	Promo	27	0	5	6	5	Bachelor's	
473	4523100	Utility Engineering Specialist 1	N	Entry	18	0	5	75	33	Bachelor's	
474	4523110	Utility Engineering Specialist 1 Gas Pipeline Sfty	N	Entry	18	0	5	31	8	Bachelor's	
475	4523200	Utility Engineering Specialist 2	N	Promo	23	0	5	30	13	Bachelor's	
476	4523210	Utility Engineering Specialist 2 Gas Pipeline Sfty	N	Promo	23	0	5	21	16	Bachelor's	
477	4523300	Utility Engineering Specialist 3	N	Promo	27	0	5	23	10	Bachelor's	
478	4523310	Utility Engineering Specialist 3 Gas Pipeline Sfty	N	Promo	27	0	5	9	6	Bachelor's	
479	4523320	Utility Engineering Specialist 3 Acoustics	N	Promo	27	0	5	1	1	Bachelor's	
480	4523330	Utility Engineering Specialist 3 Power	N	Promo	27	0	5	9	3	Bachelor's	
481	4523340	Utility Engineering Specialist 3 Nuclear	N	Promo	27	0	5	2	2	Bachelor's	
482	4523430	Utility Engineering Specialist 4 Power	N	Promo	29	0	5	2	0	Bachelor's	
483	4801900	Dir Div Design	N	Promo	66	1	6	1	1	Bachelor's	Licensed
484	4801201	Architect Trainee	N	Entry	NS	0	5	0	0	Bachelor's	Licensed
485	4801200	Assistant Architect	N	Entry	20	0	5	55	37	Bachelor's	Licensed
486	4802100	Architect 1	N	Entry	24	0	5	72	26	Bachelor's	Licensed
487	4802300	Architect 2	N	Promo	27	0	5	30	19	Bachelor's	Licensed
488	4802200	Architect 3	N	Promo	31	0	5	3	1	Bachelor's	Licensed
489	4812200	Historic Site Restoration Coord	N	Entry	19	0	5	14	10	Bachelor's	
490	4812300	Senr Historic Site Restoration Coord	N	Promo	23	0	5	3	2	Bachelor's	
491	5002110	Landscape Architect Trainee	N	Entry	NS	0	5	0	0	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
492	5002100	Assistant Landscape Architect	N	Entry	20	0	5	77	48	Bachelor's	
493	5002200	Landscape Architect 1	N	Promo	24	0	5	60	40	Bachelor's	Licensed
494	5002300	Landscape Architect 2	N	Promo	27	0	5	17	11	Bachelor's	Licensed
495	5002400	Landscape Architect 3	N	Promo	63	0	6	1	1	Bachelor's	Licensed
496	5200700	Chief Of Forensic Unit 1	N	Promo	62	0	6	29	25	Bachelor's	
497	5202101	Regional Medical Care Admrr	N	Promo	22	0	5	4	1	Bachelor's	
498	5204200	Developmental Disabilities Program Planner 2	N	Promo	61	1	6	4	3	Bachelor's	
499	5207810	Deputy Dir Psychiatric Cntr 1	N	Promo	64	1	6	40	32	Bachelor's	
500	5207820	Deputy Dir Psychiatric Cntr 2	N	Promo	66	1	6	47	40	Bachelor's	
501	5212000	Developmental Disabilities Forensic Program Admnr	N	Promo	63	0	6	1	1	Bachelor's	
502	5212200	Developmental Disabilities Policy Dev Specialist 2	N	Promo	23	0	5	4	1	Bachelor's	
503	5212300	Developmental Disabilities Policy Dev Specialist 3	N	Promo	27	0	5	6	4	Bachelor's	
504	5212400	Developmental Disabilities Policy Dev Specialist 4	N	Promo	63	0	6	5	2	Bachelor's	
505	5214500	Deputy Dir Ddso 1	N	Promo	65	1	6	12	8	Bachelor's	
506	5214700	Deputy Dir Ddso 2	N	Promo	66	1	6	37	30	Bachelor's	
507	5220410	Mental Health Program Specialist 1	Y	Entry	18	0	5	98	52	Bachelor's	
508	5220420	Mental Health Program Specialist 2	N	Promo	23	0	5	252	190	Bachelor's	
509	5220421	Mental Health Program Specialist 2 Clinical	N	Promo	23	0	5	32	27	Bachelor's	
510	5220422	Mental Health Program Specialist 2 DOCCS	N	Promo	23	0	5	8	7	Bachelor's	
511	5220430	Mental Health Program Specialist 3	N	Promo	25	0	5	53	39	Bachelor's	
512	5220431	Mental Health Program Specialist 3 Clinical	N	Promo	61	0	6	26	19	Bachelor's	
513	5220445	Mental Health Program Specialist 4	N	Promo	27	0	5	16	9	Bachelor's	
514	5220500	Mental Health Program Specialist 5	N	Promo	63	0	6	3	3	Bachelor's	
515	5238000	Mental Health Program Manager 2	N	Promo	66	1	6	8	4	Bachelor's	
516	5238100	Mental Health Program Manager 1	N	Promo	64	1	6	19	15	Bachelor's	
517	5226400	Physician Assnt	N	Entry	23	0	5	92	37	Bachelor's	Licensed
518	5230200	Dir Mental Health Field Office 1	N	Promo	66	1	6	4	4	Bachelor's	
519	5230100	Dir Mental Health Field Office 2	N	Promo	68	1	6	1	1	Bachelor's	
520	5232000	Coord MH Community Facilities Planning	N	Promo	27	0	5	1	1	Bachelor's	
521	5236000	Mental Health Rehab Program Dir 1	N	Promo	62	0	6	15	6	Bachelor's	
522	5236100	Mental Health Rehab Program Dir 2	N	Promo	65	0	6	6	5	Bachelor's	
523	5240850	Assnt Dir Div For Youth Health Services	N	Promo	61	0	6	1	1	Bachelor's	
524	5246950	Assnt Dir Addiction Treatment Center	N	Promo	61	0	6	14	10	Bachelor's	
525	5252100	Clinical Physn 1	N	Entry	34	0	5	10	1	Doctorate	Licensed
526	5252110	Clinical Physn 1 Spanish Language	N	Entry	34	0	5	0	0	Doctorate	Licensed
527	5252200	Clinical Physn 2	N	Promo	36	0	5	251	129	Doctorate	Licensed
528	5252210	Clinical Physn 2 Spanish Language	N	Promo	36	0	5	1	0	Doctorate	Licensed
529	5254000	Treatment Team Leader Developmental Disabilities	N	Promo	61	0	6	241	223	Bachelor's	
530	5255220	Treatment Team Leader Children & Youth Svcs	N	Promo	61	0	6	35	23	Bachelor's	
531	5255225	Treatment Team Leader Children & Youth Svcs S L	N	Promo	61	0	6	1	1	Bachelor's	
532	5255230	Treatment Team Leader Mental Health	N	Promo	61	0	6	180	153	Bachelor's	
533	5255235	Treatment Team Leader Mental Health Spanish Lang	N	Promo	61	0	6	7	3	Bachelor's	
534	5260201	Psychiatrist 1	N	Entry	38	0	5	8	1	Doctorate	Licensed
535	5260202	Psychiatrist 2	N	Promo	38	0	5	605	350	Doctorate	Licensed
536	5260203	Psychiatrist 3	N	Promo	38	0	5	52	43	Doctorate	Licensed
537	5260211	Psychiatrist 1 Forensic	N	Entry	38	0	5	0	0	Doctorate	Licensed
538	5260212	Psychiatrist 2 Spanish Language	N	Promo	38	0	5	11	9	Doctorate	Licensed
539	5260214	Psychiatrist 1 Chinese Language	N	Promo	38	0	5	0	0	Doctorate	Licensed
540	5260215	Psychiatrist 2 Chinese Language	N	Promo	38	0	5	2	2	Doctorate	Licensed
541	5260216	Psychiatrist 1 Addiction	N	Entry	38	0	5	1	0	Doctorate	Licensed
542	5260226	Psychiatrist 2 Addiction	N	Promo	38	0	5	1	0	Doctorate	Licensed
543	5260310	Psychiatrist 1 Children & Youth	N	Entry	38	0	5	0	0	Doctorate	Licensed
544	5260320	Psychiatrist 2 Children & Youth	N	Promo	38	0	5	92	58	Doctorate	Licensed
545	5260327	Psychiatrist 2 Manual Communications	N	Promo	38	0	5	1	0	Doctorate	Licensed
546	5260329	Psychiatrist 2 Forensic	N	Promo	38	0	5	36	23	Doctorate	Licensed
547	5260610	Psychiatrist 1 Spanish Language	N	Entry	38	0	5	0	0	Doctorate	Licensed
548	5266100	Psychiatrist 1 Research	N	Entry	38	1	5	0	0	Doctorate	Licensed
549	5266200	Psychiatrist 2 Research	N	Promo	38	0	5	39	34	Doctorate	Licensed
550	5266300	Psychiatrist 3 Research	N	Promo	68	1	6	10	6	Doctorate	Licensed
551	5266310	Psychiatrist 3 Forensic	N	Promo	68	1	6	4	4	Doctorate	Licensed
552	5266850	Deputy Dir Psychiatric Research Institute	N	Promo	68	1	6	2	1	Doctorate	Licensed
553	5266950	Dir Psychiatric Research Institute	N	Promo	68	1	6	2	2	Doctorate	Licensed
554	5268100	Workers Comp Assnt Medical Dir	N	Promo	68	1	6	1	1	Doctorate	Licensed
555	5268200	Workers Comp Medical Dir	N	Promo				1	0	Bachelor's	
556	5273400	Public Health Educator	N	Entry	22	0	5	10	6	Bachelor's	
557	5274800	Consolidated Clinical Laboratory Manager	N	Promo	62	1	6	1	1	Bachelor's	
558	5275700	Regional Coordinator OASAS	N	Promo	62	6	6	11	10	Bachelor's	
559	5275900	Regional Dir OASAS	N	Promo	65	1	6	2	2	Bachelor's	
560	5276860	Dir Addiction Treatment Center 1	N	Promo	63	1	6	10	9	Bachelor's	
561	5276960	Dir Addiction Treatment Center 2	N	Promo	65	1	6	3	2	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
562	5277200	Medical Specialist 2	N	Promo	38	0	5	176	129	Doctorate	Licensed
563	5277201	Medical Specialist 1	N	Entry	35	0	5	10	6	Doctorate	Licensed
564	5277400	Medical Specialist 3	N	Entry				21	11	Doctorate	Licensed
565	5280201	Employee Health Service Physn 1	N	Entry	34	0	5	3	3	Doctorate	Licensed
566	5280202	Employee Health Service Physn 2	N	Promo	36	0	5	1	0	Doctorate	Licensed
567	5280800	Admr Employee Health Services	N	Promo	64	1	6	1	1	Doctorate	Licensed
568	5284220	Public Health Physician 2	N	Promo	38	1	5	15	10	Doctorate	Licensed
569	5284225	Public Health Physician 2 Health Systems	N	Promo	38	1	5	26	12	Doctorate	Licensed
570	5284230	Public Health Physician 3	N	Promo	68	0	6	9	4	Doctorate	Licensed
571	5284235	Public Health Physician 3 Health Systems	N	Promo	38	1	5	3	1	Doctorate	Licensed
572	5288900	Dir Laboratory Cntr Admn	N	Promo	64	0	6	3	1	Doctorate	Licensed
573	5290450	Assnt Dir Correctional Health Services	N	Promo	62	0	6	3	2	Doctorate	Licensed
574	5290500	Dir Correctional Mental Health Programs	N	Promo	63	0	6	1	1	Doctorate	Licensed
575	5293500	Coord Intensive Case Management Services	N	Promo	25	0	5	29	22	Doctorate	Licensed
576	5351211	Dentist 1	N	Entry	30	0	5	102	42	Doctorate	Licensed
577	5351212	Dentist 2	N	Promo	32	0	5	44	32	Doctorate	Licensed
578	5351213	Dentist 3	N	Promo	34	0	5	8	6	Doctorate	Licensed
579	5354200	Public Health Dentist Local Med Asstnc Prg	N	Entry	30	1	5	10	8	Doctorate	Licensed
580	5354400	Regional Public Health Dentist	N	Promo	32	1	5	1	1	Doctorate	Licensed
581	5357800	Assnt Dir Correctional Dental Services	N	Promo	67	0	6	1	0	Doctorate	Licensed
582	5360700	Dental Public Health Epidemiologist	N	Promo	34	1	5	1	1	Doctorate	Licensed
583	5505105	Nurse Practitioner Acute Care	N	Entry	24	0	5	0	0	Master's	Licensed
584	5505110	Nurse Practitioner Adult Health	N	Entry	24	0	5	33	15	Master's	Licensed
585	5505120	Nurse Practitioner Community Health	N	Entry	24	0	5	4	2	Master's	Licensed
586	5505125	Nurse Practitioner Family Health	N	Entry	24	0	5	195	118	Master's	Licensed
587	5505165	Nurse Practitioner Psychiatry	N	Entry	24	0	5	213	134	Master's	Licensed
588	5505180	Nurse Practitioner Psychiatry Spanish Language	N	Entry	24	0	5	2	2	Master's	Licensed
589	5516000	Rehab Hosp Utilization Manager	N	Promo	62	0	6	1	0	Bachelor's	Licensed
590	5536500	Public Health Program Nurse	N	Promo	24	0	5	31	25	Master's	Licensed
591	5710300	Graduate Physical Therapist	N	Entry	18	0	5	0	0	Master's	Licensed
592	5710400	Physical Therapist	N	Entry	20	0	5	114	97	Master's	Licensed
593	5710500	Physical Therapist Supervisor 1	N	Promo	22	0	5	18	15	Master's	Licensed
594	5710600	Physical Therapist Supervisor 2	N	Promo	25	0	5	15	9	Master's	Licensed
595	5910300	Graduate Occupational Therapist	N	Entry	18	0	5	0	0	Master's	Licensed
596	5910400	Occupl Therapist	N	Entry	20	0	5	185	118	Master's	Licensed
597	5910500	Occupational Therapist Supervisor 1	N	Promo	22	0	5	19	14	Master's	Licensed
598	5910600	Occupational Therapist Supervisor 2	N	Promo	25	0	5	11	9	Master's	Licensed
599	5901750	Dir Occupl Therapy Services	N	Promo	61	0	5	1	0	Master's	Licensed
600	5903200	Recreation Therapist	N	Entry	14	0	5	247	74	Bachelor's	
601	5903201	Recreation Therapist Spanish Language	N	Entry	14	0	5	1	0	Bachelor's	
602	5903202	Recreation Therapist Music	N	Entry	14	0	5	32	6	Bachelor's	
603	5903203	Recreation Therapist Dance	N	Entry	14	0	5	16	0	Bachelor's	
604	5903204	Recreation Therapist Art	N	Entry	14	0	5	42	12	Bachelor's	
605	5903300	Senr Recreation Therapist	N	Promo	17	0	5	297	105	Bachelor's	
606	5903310	Senr Recreation Therapist Spanish Language	N	Promo	17	0	5	2	0	Bachelor's	
607	5903330	Senr Recreation Therapist Music	N	Promo	17	0	5	7	1	Bachelor's	
608	5903600	Head Recreation Therapist	N	Promo	20	0	5	25	15	Bachelor's	
609	5903700	Chief Recreation Therapist	N	Promo	23	0	6	8	4	Bachelor's	
610	5933100	Graduate Speech-Language Pathologist	N	Entry	18	0	5	0	0	Master's	Certified
611	5933200	Speech-Language Pathologist	N	Entry	20	0	5	99	63	Master's	Certified
612	5933300	Speech-Language Pathologist & Audiologist Supvr 1	N	Promo	22	0	5	7	5	Master's	Certified
613	5933400	Speech-Language Pathologist & Audiologist Supvr 2	N	Promo	25	0	5	8	4	Master's	Certified
614	6104100	Research Physn 1	N	Entry	35	1	5	3	0	Doctorate	Licensed
615	6104300	Research Physn 3	N	Promo	38	1	5	6	0	Doctorate	Licensed
616	6106000	Medical Physicist	N	Promo	27	1	5	1	0	Doctorate	Licensed
617	6109001	Biologist 1 Aquatic	Y	Entry	18	0	5	49	37	Bachelor's	
618	6109002	Biologist 2 Aquatic	N	Promo	23	0	5	18	13	Bachelor's	
619	6109003	Biologist 3 Aquatic	N	Promo	25	0	5	3	2	Bachelor's	
620	6111001	Biologist 1 Ecology	Y	Entry	18	0	5	82	58	Bachelor's	
621	6111002	Biologist 2 Ecology	N	Promo	23	0	5	34	20	Bachelor's	
622	6111003	Biologist 3 Ecology	N	Promo	25	0	5	9	7	Bachelor's	
623	6112001	Biologist 1 Wildlife	Y	Entry	18	0	5	80	57	Bachelor's	
624	6112002	Biologist 2 Wildlife	N	Entry	23	0	5	20	17	Bachelor's	
625	6112003	Biologist 3 Wildlife	N	Promo	25	0	5	5	4	Bachelor's	
626	6113001	Biologist 1 Marine	Y	Entry	18	0	5	38	30	Bachelor's	
627	6113002	Biologist 2 Marine	N	Promo	23	0	5	19	19	Bachelor's	
628	6113003	Biologist 3 Marine	N	Promo	25	0	5	6	4	Bachelor's	
629	6110004	Biologist 4	N	Promo	63	0	6	5	2	Bachelor's	
630	6126600	Food Laboratory Scientist	N	Promo	25	1	5	1	1	Bachelor's	
631	6126610	Food Laboratory Scientist Seed	N	Promo	25	1	5	1	1	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
632	6126850	Assnt Dir Food Laboratory	N	Promo	27	0	5	1	1	Bachelor's	
633	6126900	Dir Food Laboratory	N	Promo	63	1	6	1	1	Bachelor's	
634	6127100	Food Laboratory Specialist 1	Y	Entry	18	0	5	32	24	Bachelor's	
635	6127110	Food Laboratory Specialist 1 Seed	Y	Entry	18	0	5	3	3	Bachelor's	
636	6127210	Food Laboratory Specialist 2 Microbiology	N	Promo	23	0	5	2	2	Bachelor's	
637	6127220	Food Laboratory Specialist 2 Chemistry	N	Promo	23	0	5	8	6	Bachelor's	
638	6130300	Senr Radiological Health Specialist	Y	Entry	18	0	5	9	7	Bachelor's	
639	6130450	Assoc Radiological Health Specialist	N	Promo	23	0	5	19	11	Bachelor's	
640	6130500	Prin Radiological Health Specialist	N	Promo	27	0	5	5	3	Bachelor's	
641	6132100	Museum Scientist 1	N	Entry	18	1	5	7	6	Bachelor's	
642	6132200	Museum Scientist 2	N	Promo	22	1	5	7	5	Bachelor's	
643	6132300	Museum Scientist 3	N	Promo	25	1	5	10	8	Bachelor's	
644	6132400	Museum Scientist 4	N	Promo	27	1	5	11	9	Bachelor's	
645	6132500	Museum Scientist 5	N	Promo	29	1	5	4	0	Bachelor's	
646	6132600	Museum Scientist 6	N	Promo	64	1	6	1	0	Bachelor's	
647	6132700	Dir Research and Collections Div	N	Promo	65	1	6	1	1	Bachelor's	
648	6135220	Pathologist 2 Research	N	Entry	38	1	5	1	1	Bachelor's	
649	6140012	Pathologist 2 Aquatic	N	Entry	23	0	5	2	1	Bachelor's	
650	6140020	Pathologist 2 Wildlife	N	Entry	23	0	5	2	0	Bachelor's	
651	6140230	Pathologist 3	N	Promo	38	0	5	2	2	Doctorate	Licensed
652	6148500	Supvr Forensic Services	N	Promo	25	1	5	10	10	Bachelor's	
653	6148520	Supvr Forensic Services DNA	N	Promo	25	1	5	19	18	Bachelor's	
654	6152400	Assoc Radiophysicist	N	Entry	23	0	5	1	1	Bachelor's	
655	6153800	Chief Bur Air Research	N	Promo	64	0	6	1	1	Bachelor's	
656	6154100	Environmental Chemist 1	Y	Entry	18	0	5	31	8	Bachelor's	
657	6154200	Environmental Chemist 2	N	Promo	23	0	5	22	8	Bachelor's	
658	6154300	Environmental Chemist 3	N	Promo	27	0	5	6	3	Bachelor's	
659	6154400	Environmental Chemist 4	N	Promo	64	0	6	1	0	Bachelor's	
660	6157120	Psychiatric Examiner Psychologist	N	Promo	27	0	5	35	30	Doctorate	Licensed
661	6157200	Chief Psychiatric Examiner Psychologist	N	Promo	64	0	6	4	4	Doctorate	Licensed
662	6160110	Psychologist 1	N	Entry	21	0	5	98	44	Master's	
663	6160111	Psychologist 1 Spanish Language	N	Entry	21	0	5	2	0	Master's	
664	6160115	Psychologist 1 Chinese Language	N	Entry	21	0	5	0	0	Master's	
665	6160120	Psychologist 2	N	Promo	23	0	5	385	271	Master's	
666	6160122	Psychologist 2 Spanish Language	N	Promo	23	0	5	2	0	Master's	
667	6160300	Licensed Psychologist	N	Entry	25	0	5	431	254	Doctorate	Licensed
668	6160310	Licensed Psychologist Spanish Language	N	Entry	25	0	5	2	0	Doctorate	Licensed
669	6160320	Licensed Psychologist Chinese Language	N	Entry	25	0	5	1	0	Doctorate	Licensed
670	6160400	Assoc Psychologist	N	Promo	23	0	5	174	85	Doctorate	
671	6160410	Assoc Psychologist Spanish Language	N	Promo	23	0	5	3	0	Doctorate	
672	6160500	Prin Psychologist	N	Promo	27	0	5	45	36	Doctorate	Licensed
673	6160600	Chief Psychologist	N	Promo	64	0	6	34	29	Doctorate	Licensed
674	6161230	Psychology Assnt 3	N	Entry	16	0	5	42	0	Master's	
675	6161600	Disability Review Psychologist	N	Entry	25	0	5	40	33	Doctorate	Licensed
676	6162000	Assnt Research Scientist	N	Entry	14	1	5	0	0	Bachelor's	
677	6162201	Research Scientist 1	N	Entry	18	1	5	35	13	Bachelor's	
678	6162202	Research Scientist 2	N	Promo	22	1	5	488	360	Bachelor's	
679	6162203	Research Scientist 3	N	Promo	25	1	5	40	25	Bachelor's	
680	6162204	Research Scientist 4	N	Promo	27	1	5	431	333	Bachelor's	
681	6162205	Research Scientist 5	N	Promo	31	1	5	162	117	Master's	
682	6162216	Research Scientist 6	N	Promo	35	1	5	112	75	Doctorate	
683	6162217	Research Scientist 7	N	Promo	38	1	5	35	19	Doctorate	
684	6162218	Research Scientist 8	N	Promo	38	1	5	42	13	Doctorate	
685	6165030	Laboratory Specialist 1	Y	Entry	18	0	5	61	23	Bachelor's	
686	6165034	Laboratory Specialist 1 Marine	Y	Entry	18	0	5	1	1	Bachelor's	
687	6165042	Laboratory Specialist 2 Biology	N	Promo	23	0	5	5	3	Bachelor's	
688	6165043	Laboratory Specialist 2 Chemistry	N	Promo	23	0	5	4	0	Bachelor's	
689	6165044	Laboratory Specialist 2 Marine	N	Promo	23	0	5	1	1	Bachelor's	
690	6165050	Laboratory Specialist 3	N	Promo	27	0	5	4	0	Bachelor's	
691	6168800	Latent Print Laboratory Dir	N	Promo	27	1	5	1	1	Bachelor's	
692	6178500	Dir Youth Mental Health & Counseling Programs	N	Promo	63	0	6	1	1	Bachelor's	
693	6233110	Laboratory Assessor Clinical	N	Entry	22	0	5	39	29	Bachelor's	
694	6233120	Laboratory Assessor Environmental	N	Entry	22	0	5	9	7	Bachelor's	
695	6221100	Medical Technologist 1	N	Entry	14	0	5	10	1	Bachelor's	Licensed
696	6221200	Medical Technologist 2	N	Promo	18	0	5	9	8	Bachelor's	Licensed
697	6225800	Supvgr Medical Technologist	N	Promo	23	0	5	4	2	Bachelor's	Licensed
698	6233210	Supvgr Laboratory Assessor Clinical	N	Promo	25	0	5	5	4	Bachelor's	
699	6233220	Supvgr Laboratory Assessor Environmental	N	Promo	25	0	5	1	0	Bachelor's	
700	6234000	Cytotechnologist	N	Entry	12	0	5	2	0	Bachelor's	
701	6244100	Latent Print Examiner 1	Y	Entry	18	0	5	8	6	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
702	6244200	Latent Print Examiner 2	N	Promo	23	0	5	3	3	Bachelor's	
703	6244300	Latent Print Examiner 3	N	Promo	25	0	5	1	0	Bachelor's	
704	6303100	Pharmacist	N	Entry	25	0	5	221	179	Doctorate	Licensed
705	6303150	Pharmacy Consultant	N	Entry	25	0	5	48	36	Doctorate	Licensed
706	6303200	Pharmacy Supvr	N	Promo	27	0	5	39	30	Doctorate	Licensed
707	6303220	Pharmacy Supvr P&R	N	Promo	27	0	5	1	1	Doctorate	Licensed
708	6303230	Pharmacy Supvr Health	N	Promo	27	0	5	9	8	Doctorate	Licensed
709	6303300	Pharmacy Manager	N	Promo	29	0	5	29	27	Doctorate	Licensed
710	6303310	Pharmacy Manager Health	N	Promo	29	0	5	1	0	Doctorate	Licensed
711	6303450	Pharmacy Services Dir	N	Promo	64	0	6	3	2	Doctorate	Licensed
712	6303460	Pharmacy Services Dir Health	N	Promo	64	0	6	1	1	Doctorate	Licensed
713	6411800	Assistant Director Dairy Industry Services	N	Promo	63	0	6	1	1	Bachelor's	
714	6411900	Dir Dairy Industry Services	N	Promo	64	0	6	1	1	Bachelor's	
715	6464210	Health Systems Specialist 2 Social Work	N	Promo	20	0	5	23	12	Master's	
716	6464220	Health Systems Specialist 2 Nutrition	N	Promo	20	0	5	23	11	Bachelor's	
717	6464230	Health Systems Specialist 2 Physical Therapy	N	Promo	20	0	5	3	3	Master's	
718	6501300	Senr Attorney	N	Entry	25	0	5	912	543	Doctorate	Licensed
719	6501360	Senr Attorney Financial Svs	N	Entry	25	0	5	21	10	Doctorate	Licensed
720	6501370	Senr Attorney Realty	N	Entry	25	0	5	6	3	Doctorate	Licensed
721	6501400	Assoc Attorney	N	Promo	28	0	5	267	200	Doctorate	Licensed
722	6501401	Assoc Attorney Health Litigation	N	Promo	28	0	5	2	0	Doctorate	Licensed
723	6501412	Assoc Attorney Tax	N	Promo	28	0	5	20	10	Doctorate	Licensed
724	6501415	Assoc Attorney Securities & Public Financing	N	Promo	28	0	5	1	0	Doctorate	Licensed
725	6501430	Assoc Attorney Health Care Regulation	N	Promo	28	0	5	6	5	Doctorate	Licensed
726	6501460	Assoc Attorney Financial Services	N	Promo	63	0	6	37	26	Doctorate	Licensed
727	6501480	Assoc Attorney Realty	N	Promo	28	0	5	15	4	Doctorate	Licensed
728	6501485	Assoc Attorney Tax Enforcement	N	Promo	63	1	6	13	6	Doctorate	Licensed
729	6501500	Prin Attorney	N	Promo	65	0	6	21	13	Doctorate	Licensed
730	6501503	Prin Attorney Realty	N	Promo	65	0	6	4	1	Doctorate	Licensed
731	6501516	Prin Attorney Securities & Public Financing	N	Promo	65	0	6	1	0	Doctorate	Licensed
732	6501540	Prin Attorney Tax	N	Promo	65	0	6	3	2	Doctorate	Licensed
733	6501545	Prin Attorney Tax Enforcement	N	Promo	65	1	6	1	0	Doctorate	Licensed
734	6501560	Prin Attorney Financial Svs	N	Promo	65	0	6	7	5	Doctorate	Licensed
735	6501570	Tax Law Judge	N	Promo	31	0	5	15	9	Doctorate	Licensed
736	6501590	Dir Law Bur	N	Promo	66	0	6	2	1	Doctorate	Licensed
737	6501600	Supvg Attorney	N	Promo	64	0	6	55	41	Doctorate	Licensed
738	6501620	Supvg Attorney Tax	N	Promo	64	0	6	3	0	Doctorate	Licensed
739	6501660	Supvg Attorney Financial Services	N	Promo	64	0	6	13	10	Doctorate	Licensed
740	6502020	Insur Fund Managing Attorney	N	Promo	66	0	6	1	0	Doctorate	Licensed
741	6506000	Supervising Tax Law Judge	N	Promo	65	0	6	1	1	Doctorate	Licensed
742	6506200	Assnt Counsel	N	Entry	25	1	5	346	212	Doctorate	Licensed
743	6506400	Assoc Counsel	N	Promo	28	1	5	224	160	Doctorate	Licensed
744	6509060	Senr Trial Examiner	N	Entry	61	1	66	1	0	Doctorate	Licensed
745	6509070	Assoc Trial Examiner	N	Promo	63	1	66	14	8	Doctorate	Licensed
746	6512100	Hearing Officer 1	N	Entry	25	0	5	348	200	Doctorate	Licensed
747	6512110	Hearing Officer 1 Human Rights	N	Entry	25	1	5	25	12	Doctorate	Licensed
748	6512150	Hearing Officer 1 Incarcerated Discipline	N	Entry	25	1	5	22	10	Doctorate	Licensed
749	6512140	Hearing Officer 1 Minority & Womens Business	N	Entry	25	1	5	1	0	Doctorate	Licensed
750	6512120	Hearing Officer 1 Parole Revocation	N	Entry	25	1	5	29	18	Doctorate	Licensed
751	6512200	Hearing Officer 2	N	Promo	27	0	5	75	55	Doctorate	Licensed
752	6512210	Hearing Officer 2 Human Rights	N	Promo	62	0	6	3	2	Doctorate	Licensed
753	6512220	Hearing Officer 2 Parole Revocation	N	Promo	27	0	5	4	4	Doctorate	Licensed
754	6512300	Hearing Officer 3	N	Promo	63	0	6	10	8	Doctorate	Licensed
755	6512310	Hearing Officer 3 Human Rights	N	Promo	63	1	6	1	1	Doctorate	Licensed
756	6512350	Hearing Officer 3 Incarcerated Discipline	N	Promo	63	1	6	2	2	Doctorate	Licensed
757	6512320	Hearing Officer 3 Parole Revocation	N	Promo	63	1	6	1	1	Doctorate	Licensed
758	6512400	Hearing Officer 4	N	Promo	64	1	6	1	1	Doctorate	Licensed
759	6513100	Assnt Deputy Supt & Counsel	N	Promo	66	0	6	1	1	Doctorate	Licensed
760	6515300	Health Hearing Examiner	N	Promo	28	0	5	16	8	Doctorate	Licensed
761	6516100	Medicaid Hearing Examiner 1	N	Promo	27	0	5	2	2	Doctorate	Licensed
762	6533700	Assnt Dir Committee on Open Government	N	Promo	62	0	6	1	0	Doctorate	Licensed
763	6540200	Comp Claims Referee	N	Promo	28	0	5	117	102	Doctorate	Licensed
764	6540300	Senr Comp Claims Referee	N	Promo	64	0	6	10	9	Doctorate	Licensed
765	6540500	Supvg Comp Claims Referee	N	Promo	65	0	6	2	2	Doctorate	Licensed
766	6547200	Unemp Insur Referee	N	Entry	25	0	5	88	42	Doctorate	Licensed
767	6547205	Unemp Insur Referee Spanish Language	N	Entry	25	0	5	1	0	Doctorate	Licensed
768	6547300	Senr Unemp Insur Referee	N	Promo	27	0	5	31	13	Doctorate	Licensed
769	6547400	Prin Unemp Insur Referee	N	Promo	63	1	6	4	4	Doctorate	Licensed
770	6547800	Chief Unemp Insur Referee	N	Promo	65	1	6	1	1	Doctorate	Licensed
771	6553200	Motor Vehicle Referee	N	Entry	25	0	5	82	67	Doctorate	Licensed

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
772	6553201	Motor Vehicle Referee Spanish Language	N	Entry	25	0	5	4	0	Doctorate	Licensed
773	6553300	Senr Motor Vehicle Referee	N	Promo	62	0	6	16	10	Doctorate	Licensed
774	6553500	Supvg Motor Vehicle Referee	N	Promo	63	0	6	2	2	Doctorate	Licensed
775	6586000	Dir Admnv Hearings	N	Promo	65	1	6	1	1	Doctorate	Licensed
776	6674211	Standards Compliance Analyst 1 Developmental Disab	Y	Entry	18	0	5	97	83	Bachelor's	
777	6674212	Standards Compliance Analyst 2 Developmental Disab	N	Entry	23	0	5	65	62	Bachelor's	
778	6674213	Standards Compliance Analyst 3 Developmental Disab	N	Entry	27	0	5	11	10	Bachelor's	
779	6674214	Standards Compliance Analyst 4 Developmental Disab	N	Entry	63	0	6	4	0	Bachelor's	
780	6830500	Insur Fund Hearing Rep	N	Promo	22	0	5	112	63	Bachelor's	
781	6830800	Supvg Insur Fund Hearing Rep	N	Promo	62	0	6	1	0	Bachelor's	
782	6862300	Senr Unemp Insur Hearing Rep	N	Entry	20	0	5	64	31	Bachelor's	
783	6862400	Assoc Unemp Insur Hearing Rep	N	Promo	23	0	5	18	13	Bachelor's	
784	6862500	Supvg Unemp Insur Hearing Rep	N	Promo	25	0	5	7	6	Bachelor's	
785	6884200	Disability Analyst 2	N	Entry	20	0	5	681	418	Bachelor's	
786	6884210	Disability Analyst 2 Spanish Language	N	Entry	20	0	5	39	8	Bachelor's	
787	6884300	Disability Analyst 3	N	Promo	23	0	5	168	124	Bachelor's	
788	6884310	Disability Analyst 3 Spanish Language	N	Promo	23	0	5	8	2	Bachelor's	
789	6884400	Disability Analyst 4	N	Promo	25	0	5	56	47	Bachelor's	
790	6884500	Disability Analyst 5	N	Promo	62	0	6	17	14	Bachelor's	
791	6897600	Chief Of Disability Determinations Quality Control	N	Promo	63	0	6	1	0	Bachelor's	
792	6897660	Chief Of Disability Determinations Pgm Plcy & Ping	N	Promo	27	0	5	1	1	Bachelor's	
793	6897700	Dir Disability Determinations Opertns	N	Promo	65	0	6	1	1	Bachelor's	
794	6897750	Disability Determinations Program Manager	N	Promo	64	0	6	4	4	Bachelor's	
795	6897800	Dir Program Integrity	N	Promo	64	0	6	1	1	Bachelor's	
796	7840300	Senr Indus Hygienist	N	Entry	20	0	5	36	21	Bachelor's	
797	7840400	Assoc Industrial Hygienist	N	Promo	23	0	5	18	13	Bachelor's	
798	7840600	Supvg Industrial Hygienist	N	Promo	27	0	5	1	1	Bachelor's	
799	7874210	Safety & Health Program Manager 1	N	Promo	25	0	5	9	5	Bachelor's	
800	7874220	Safety & Health Program Manager 2	N	Promo	63	0	6	6	4	Bachelor's	
801	7925900	Dir Correctional Industries & Industrial Trng	N	Promo	65	1	6	1	1	Bachelor's	
802	7927500	Manufacturing Engineering Specialist	N	Entry	23	0	5	4	1	Bachelor's	
803	8108202	Medical Social Worker A	N	Entry	15	0	5	4	1	Master's	Licensed
804	8108500	Supvg Medical Social Worker	N	Promo	22	0	5	2	1	Master's	
805	8110100	Substance Abuse Counselor 1	N	Entry	21	0	5	1	0	Bachelor's	
806	8113550	Assnt Dir Alcohol & Substance Abuse Tmt Program	N	Promo	61	0	6	1	1	Bachelor's	
807	8113570	Dir Alcohol & Substance Abuse Treatment Program	N	Promo	63	0	6	1	1	Bachelor's	
808	8122800	Assnt Dir Correctional Guidance	N	Promo	62	0	6	2	2	Bachelor's	
809	8125100	Correctional Services Guidance Specialist	N	Promo	22	0	5	6	5	Bachelor's	
810	8125110	Correctional Services Guidance Specialist Vet Svcs	N	Promo	22	1	5	1	1	Bachelor's	
811	8125210	Correctional Svcs Guidance Coord Earned Elig Prg	N	Promo	25	0	5	1	1	Bachelor's	
812	8125220	Correctional Services Guidance Coord SOCTP	N	Promo	25	0	5	1	1	Bachelor's	
813	8125900	Dir Correctional Guidance	N	Promo	64	0	6	1	1	Bachelor's	
814	8134210	Children & Family Svcs Prog Manager 2 Counseling	N	Promo	62	0	6	1	1	Master's	
815	8134310	Children & Family Svcs Prog Manager 3 Education	N	Promo	63	0	6	1	1	Master's	
816	8144300	Intensive Case Manager	N	Entry	22	0	5	220	158	Bachelor's	
817	8144302	Intensive Case Manager Chinese Language	N	Entry	22	0	5	4	3	Bachelor's	
818	8144305	Intensive Case Manager Korean Language	N	Entry	22	0	5	1	0	Bachelor's	
819	8144310	Intensive Case Manager Spanish Language	N	Entry	22	0	5	15	13	Bachelor's	
820	8150100	Holocaust Claims Assnt	N	Entry	14	1	5	1	0	Bachelor's	
821	8150500	Holocaust Claims Prg Assnt Mgr	N	Promo	63	1	6	1	1	Bachelor's	
822	8150600	Holocaust Claims Prg Mgr	N	Promo	65	1	6	1	1	Bachelor's	
823	8155010	Social Worker	N	Entry	18	0	5	0	0	Master's	Licensed
824	8155011	Social Worker Spanish Language	N	Entry	18	0	5	0	0	Master's	Licensed
825	8155012	Social Worker Manual Communications	N	Entry	18	0	5	0	0	Master's	Licensed
826	8155013	Social Worker Chinese Language	N	Entry	18	0	5	0	0	Master's	Licensed
827	8155014	Social Worker Korean Language	N	Entry	18	0	5	0	0	Master's	Licensed
828	8155100	Licensed Master Social Worker	N	Entry	20	0	5	1975	790	Master's	Licensed
829	8155110	Licensed Master Social Worker Spanish Language	N	Entry	20	0	5	60	18	Master's	Licensed
830	8155120	Licensed Master Social Worker Manual Communication	N	Entry	20	0	5	1	0	Master's	Licensed
831	8155130	Licensed Master Social Worker Chinese Language	N	Entry	20	0	5	11	2	Master's	Licensed
832	8155140	Licensed Master Social Worker Korean Language	N	Entry	20	0	5	4	2	Master's	Licensed
833	8155200	Licensed Clinical Social Worker	N	Promo	23	0	5	739	503	Master's	Licensed
834	8159100	Social Work Assistant Trainee	N	Entry	NS	0	5	0	0	Bachelor's	
835	8159110	Social Work Assnt 1	N	Entry	14	0	5	272	84	Bachelor's	
836	8159111	Social Work Assnt 1 Spanish Language	N	Entry	14	0	5	8	0	Bachelor's	
837	8159112	Social Work Assnt 1 Chinese Language	N	Entry	14	0	5	1	1	Bachelor's	
838	8159113	Social Work Assnt 1 Korean Language	N	Entry	14	0	5	1	0	Bachelor's	
839	8159120	Social Work Assnt 2	N	Promo	17	0	5	494	173	Bachelor's	
840	8159123	Social Work Assnt 2 Spanish Language	N	Promo	17	0	5	15	8	Bachelor's	
841	8159121	Social Work Assnt 2 Chinese Language	N	Promo	17	0	5	1	0	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
842	8159210	Social Worker 1	N	Entry	18	0	5	17	4	Master's	Licensed
843	8159211	Social Worker 1 Spanish Language	N	Entry	18	0	5	1	0	Master's	Licensed
844	8159212	Social Worker 1 Chinese Language	N	Entry	18	0	5	1	1	Master's	Licensed
845	8159510	Social Work Supvr 1	N	Promo	23	0	5	11	5	Master's	Licensed
846	8159512	Social Work Supvr 1 LCSW	N	Promo	23	0	5	120	87	Master's	Licensed
847	8159517	Social Work Supvr 1 LCSW Spanish Language	N	Promo	23	0	5	4	3	Master's	Licensed
848	8159518	Social Work Supvr 1 LCSW Korean Language	N	Promo	23	0	5	1	1	Master's	Licensed
849	8159519	Social Work Supvr 1 LCSW Chinese Language	N	Promo	23	0	5	1	1	Master's	Licensed
850	8159530	Social Work Supvr 2	N	Promo	27	0	5	4	0	Master's	Licensed
851	8159540	Director Social Work	N	Promo	63	0	6	33	25	Master's	Licensed
852	8171200	Educ Counselor	N	Entry	19	0	5	12	3	Master's	
853	8171201	Educ Counselor Spanish Language	N	Entry	19	0	5	0	0	Master's	
854	8172200	Youth Educ Coord	N	Entry	18	0	5	11	5	Master's	
855	8195850	Asst Dir Transitional Services	N	Promo	61	0	6	2	2	Bachelor's	
856	8195900	Dir Transitional Services	N	Promo	63	0	6	1	1	Bachelor's	
857	8270600	Children & Family Services Ministerial Prg Coord	N	Promo	61	1	6	2	1	Bachelor's	
858	8301400	Instructor Of The Blind	N	Entry	18	0	5	7	5	Bachelor's	
859	8316600	District Manager Services For The Blind	N	Promo	61	0	6	8	7	Bachelor's	
860	8323300	Mobility Instructor	N	Entry	18	0	5	8	5	Bachelor's	
861	8326001	Voc Specialist 1	N	Promo	18	0	5	18	10	Bachelor's	
862	8326002	Voc Specialist 2	N	Entry	21	0	5	3	3	Bachelor's	
863	8332900	Youth Local Asstnc Program Dir	N	Promo	63	1	6	1	1	Bachelor's	
864	8341260	Rehab Counselor 1	N	Entry	17	0	5	68	26	Bachelor's	
865	8341270	Rehab Counselor 2	N	Promo	19	0	5	387	290	Bachelor's	
866	8341275	Rehab Counselor 2 Chinese Language	N	Entry	19	0	5	2	1	Bachelor's	
867	8341276	Rehab Counselor 2 Spanish Language	N	Promo	19	0	5	5	2	Bachelor's	
868	8341510	Rehab Technologist 1	N	Entry	20	0	5	1	0	Bachelor's	
869	8341530	Rehab Technologist 3	N	Promo	25	0	5	1	1	Bachelor's	
870	8346200	Voc Rehab Counselor	N	Entry	19	0	5	441	318	Bachelor's	Certified
871	8346210	Voc Rehab Counselor Spanish Language	N	Entry	19	0	5	10	3	Bachelor's	Certified
872	8346257	Voc Rehab Counselor Manual Communcatn	N	Entry	19	0	5	22	4	Bachelor's	Certified
873	8346300	Senr Voc Rehab Counselor	N	Promo	22	0	5	103	78	Bachelor's	Certified
874	8346330	Senr Voc Rehab Counselor Manual Communications	N	Promo	22	0	5	1	1	Bachelor's	Certified
875	8346400	Assoc Voc Rehab Counselor	N	Promo	25	0	5	27	23	Bachelor's	Certified
876	8351500	District Manager Voc Rehab	N	Promo	62	0	6	15	14	Bachelor's	Certified
877	8351800	Regional Coord Voc & Educl Services	N	Promo	64	0	6	5	4	Bachelor's	Certified
878	8352510	Manager Educl & Voc Srvs Coordn 1	N	Promo	62	0	6	5	4	Master's	Certified
879	8352520	Manager Educl & Voc Srvs Coordn 2	N	Promo	63	0	6	4	2	Master's	Certified
880	8352530	Manager Educl & Voc Srvs Coordn 3	N	Promo	64	0	6	2	0	Master's	Certified
881	8366100	Incarcerated Grievance Program Supervisor	N	Entry	19	0	5	51	42	Bachelor's	
882	8366101	Incarcerated Grievance Program Supervisor Trainee	N	Entry	NS	0	5	0	0	Bachelor's	
883	8366200	Incarcerated Grievance Program Coord	N	Promo	21	0	5	5	3	Bachelor's	
884	8366300	Assistant Director Incarcerated Grievance Program	N	Promo	61	0	6	1	1	Bachelor's	
885	8366400	Director Incarcerated Grievance Program	N	Promo	63	1	6	1	1	Bachelor's	
886	8374600	Admr Voc & Educl Service Coord	N	Promo	65	0	6	2	1	Master's	
887	8382000	Offender Rehabilitation Coordinator	N	Entry	19	0	5	715	539	Bachelor's	
888	8382005	Offender Rehabilitation Coordinator Spanish Language	N	Entry	19	0	5	74	24	Bachelor's	
889	8382010	Offender Rehabilitation Coordinator Manual Comm	N	Entry	19	0	5	2	1	Bachelor's	
890	8382015	Offender Rehabilitation Coordinator AI&Sub Abuse T	N	Entry	19	0	5	157	76	Bachelor's	
891	8382020	Offender Rehab Coordinator AI&Sb Abuse T Spanish La	N	Entry	19	0	5	4	0	Bachelor's	
892	8382300	Supvg Offender Rehabilitation Coordinator	N	Promo	22	0	5	185	143	Bachelor's	
893	8382305	Supvg Offender Rehabilitation Coordinator ASAT	N	Promo	22	0	5	26	13	Bachelor's	
894	8403330	Senr Employment Conslt Testing	N	Promo	23	0	5	1	0	Bachelor's	
895	8404500	Asstn Coord Apprentice Training	N	Promo	61	0	6	1	0	Bachelor's	
896	8404550	Coord Apprentice Training	N	Promo	62	0	6	1	0	Bachelor's	
897	8405200	Employment Counselor	N	Entry	18	0	5	116	80	Master's	
898	8405201	Employment Counselor Spanish Language	N	Entry	18	0	5	5	1	Master's	
899	8405300	Senr Employment Counselor	N	Promo	22	0	5	18	9	Master's	
900	8444700	Chief Of Labor Market Information	N	Promo	63	0	6	1	1	Bachelor's	
901	8446110	Veterans Educ Program Representative 1	N	Entry	21	0	5	4	1	Master's	
902	8446120	Veterans Educ Program Representative 2	N	Promo	23	0	5	5	3	Master's	
903	8446140	Veterans Education Program Manager	N	Promo	63	0	6	1	1	Master's	
904	8514900	Dir Labor Standards	N	Promo	66	1	6	1	1	Bachelor's	
905	8522900	Dir Public Work Wage Investigation	N	Promo	63	1	6	1	1	Bachelor's	
906	8530800	Asstn Dir Public Employment Practices & Rep	N	Promo	64	1	66	1	0	Bachelor's	
907	8602200	Parole Officer	N	Entry	21	0	5	883	417	Bachelor's	
908	8602210	Parole Officer Spanish Language	N	Entry	21	0	5	146	62	Bachelor's	
909	8602300	Senr Parole Officer	N	Promo	24	0	5	168	104	Bachelor's	
910	8602320	Senr Parole Officer Spanish Language	N	Promo	24	0	5	1	0	Bachelor's	
911	8602500	Supvg Parole Officer	N	Promo	63	0	6	46	26	Bachelor's	

**Civil Service Enforcement and Research
Maintain Degree Titles
October 28, 2025**

	A	B	C	D	E	F	G	H	I	J	K
1	TITLE CODE	TITLE	PCO Title ?	Entry	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
912	8602725	Assnt Parole Services Program Specialist	N	Entry	25	1	5	18	13	Bachelor's	
913	8602750	Parole Services Program Specialist	N	Promo	29	1	5	8	8	Bachelor's	
914	8602800	Assnt Regional Dir Parole Operations	N	Promo	64	1	6	2	0	Bachelor's	
915	8602825	Regional Dir Parole Operations	N	Promo	65	1	6	7	6	Bachelor's	
916	8605110	Parole Revocation Specialist 1	N	Entry	24	0	5	54	49	Bachelor's	
917	8605120	Parole Revocation Specialist 2	N	Promo	26	0	5	6	5	Bachelor's	
918	8605500	Supvg Parole Revocation Specialist	N	Promo	63	0	6	1	1	Bachelor's	
919	8613100	Laboratory Accreditation Specialist 1	N	Entry	18	1	5	3	3	Bachelor's	
920	8613200	Laboratory Accreditation Specialist 2	N	Promo	23	1	5	1	0	Bachelor's	
921	8613300	Laboratory Accreditation Specialist 3	N	Promo	27	1	5	1	1	Bachelor's	
922	8745100	Forensic Services Program Admr 1	N	Promo	62	0	6	1	0	Master's	
923	8745200	Forensic Services Program Admr 2	N	Promo	63	0	6	6	6	Master's	
924	9202670	Assoc Dir Forensic Investigation Center	N	Promo	29	1	5	8	7	Bachelor's	
925	9202700	Assnt Dir Biological Sciences	N	Promo	64	1	6	1	1	Master's	
926	9212100	State Police Forensic Scientist 1	N	Entry	14	1	5	0	0	Bachelor's	
927	9212200	State Police Forensic Scientist 2	N	Promo	18	1	5	0	0	Bachelor's	
928	9212210	State Police Forensic Scientist 2 DNA	N	Promo	18	1	5	0	0	Bachelor's	
929	9212300	State Police Forensic Scientist 3	N	Promo	20	1	5	68	48	Bachelor's	
930	9212310	State Police Forensic Scientist 3 DNA	N	Promo	20	1	5	74	61	Bachelor's	
931	9212400	State Police Forensic Scientist 4	N	Promo	23	1	5	15	13	Bachelor's	
932	9212410	State Police Forensic Scientist 4 DNA	N	Promo	23	1	5	13	12	Bachelor's	
933	9212700	Manager Forensic Multimedia Services	N	Promo	62	1	6	2	2	Bachelor's	
934	9212900	Director Forensic Multimedia Services	N	Promo	64	1	6	2	1	Bachelor's	
935	9213110	Computer Forensic Analyst 1 (Tax)	N	Entry	14	1	5	1	0	Bachelor's	
936	9213120	Computer Forensic Analyst 1 State Police	N	Entry	14	1	5	0	0	Bachelor's	
937	9213210	Computer Forensic Analyst 2 (Tax)	N	Promo	18	1	5	1	0	Bachelor's	
938	9213220	Computer Forensic Analyst 2 State Police	N	Promo	18	1	5	0	0	Bachelor's	
939	9213310	Computer Forensic Analyst 3 (Tax)	N	Promo	20	1	5	2	1	Bachelor's	
940	9213320	Computer Forensic Analyst 3 State Police	N	Promo	20	1	5	17	11	Bachelor's	
941	9213410	Computer Forensic Analyst 4 (Tax)	N	Promo	23	1	5	3	2	Bachelor's	
942	9213420	Computer Forensic Analyst 4 State Police	N	Promo	23	1	5	7	1	Bachelor's	
943	9213520	Computer Forensic Analyst 5 State Police	N	Promo	25	1	5	2	2	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
0201100	Payroll Analyst 1	Y	Generalist	Entry Level	18	0	06	32	31	Bachelor's	
0201200	Payroll Analyst 2	N		Promo	23	0	06	18	14	Bachelor's	
0201300	Payroll Analyst 3	N		Promo	61	0	06	7	6	Bachelor's	
0201400	Payroll Analyst 4	N		Promo	62	0	06	5	3	Bachelor's	
0201500	Payroll Analyst 5	N		Promo	64	0	06	4	4	Bachelor's	
0201600	Assnt Dir State Payroll Services	N		Promo	65	0	06	1	1	Bachelor's	
0204800	Dir Unemp Insur Div	N		Promo	66	1	06	1	0	Bachelor's	
0213100	Educ Finance Specialist 1	Y	Both	Entry Level	18	0	05	57	50	Bachelor's	
0213200	Educ Finance Specialist 2	N		Promo	23	0	05	25	20	Bachelor's	
0213300	Educ Finance Specialist 3	N		Promo	25	0	05	12	11	Bachelor's	
0213400	Educ Finance Specialist 4	N		Promo	62	0	06	4	4	Bachelor's	
0213800	Dir Educ Dept Audits	N		Promo	64	0	06	1	0	Bachelor's	
0221880	Assnt Dir Management Audit	N		Promo	65	1	06	1	1	Bachelor's	
0225100	Management Specialist 1	Y	Generalist	Entry Level	18	0	05	111	59	Bachelor's	
0225110	Management Specialist 1 Spanish Language	Y	Generalist	Entry Level	18	0	05	4	1	Bachelor's	
0225115	Management Specialist 1 Children & Family Services	Y	Generalist	Entry Level	18	0	05	1	0	Bachelor's	
0225200	Management Specialist 2	N		Promo	23	0	05	39	27	Bachelor's	
0225215	Management Specialist 2 Children & Family Services	N		Promo	23	0	05	2	1	Bachelor's	
0225300	Management Specialist 3	N		Promo	27	0	05	18	14	Bachelor's	
0225315	Management Specialist 3 Children & Family Services	N		Promo	27	0	05	1	1	Bachelor's	
0225400	Management Specialist 4	N		Promo	64	0	06	6	4	Bachelor's	
0225415	Management Specialist 4 Children & Family Services	N		Promo	64	0	06	1	0	Bachelor's	
0226100	Medicaid Integrity Specialist 1	Y	Generalist	Entry Level	18	0	05	160	115	Bachelor's	
0226110	Medicaid Integrity Specialist 1 Financial Analysis	Y	Generalist	Entry Level	18	0	05	82	73	Bachelor's	
0226120	Medicaid Integrity Specialist 2 Financial Analysis	N		Promo	23	0	05	31	28	Bachelor's	
0226130	Medicaid Integrity Specialist 3 Financial Analysis	N		Promo	27	0	05	10	10	Bachelor's	
0226140	Medicaid Integrity Specialist 4 Financial Analysis	N		Promo	64	0	06	2	2	Bachelor's	
0226200	Medicaid Integrity Specialist 2	N		Promo	23	0	05	54	38	Bachelor's	
0226300	Medicaid Integrity Specialist 3	N		Promo	27	0	05	26	20	Bachelor's	
0226400	Medicaid Integrity Specialist 4	N		Promo	64	0	06	7	3	Bachelor's	
0227100	Medicaid Redesign Analyst 1	Y	Both	Entry Level	18	0	05	42	32	Bachelor's	
0227200	Medicaid Redesign Analyst 2	N		Promo	23	0	05	24	18	Bachelor's	
0227300	Medicaid Redesign Analyst 3	N		Promo	27	0	05	11	6	Bachelor's	
0227400	Medicaid Redesign Analyst 4	N		Promo	29	0	05	4	2	Bachelor's	
0231910	Dir Unemp Insur Liability Audit	N		Promo	65	0	06	1	1	Bachelor's	
0232100	Contract Management Specialist 1	Y	Both	Entry Level	18	0	05	873	593	Bachelor's	
0232200	Contract Management Specialist 2	N		Promo	23	0	05	372	279	Bachelor's	
0232300	Contract Management Specialist 3	N		Promo	27	0	05	111	88	Bachelor's	
0232400	Contract Management Specialist 4	N		Promo	64	0	06	18	14	Bachelor's	
0238200	Senr Utility Financial Analyst	Y	Select	Entry Level	18	0	05	6	3	Bachelor's	
0238400	Assoc Utility Financial Analyst	N		Promo	23	0	05	4	2	Bachelor's	
0238500	Prin Utility Financial Analyst	N		Promo	27	0	05	6	2	Bachelor's	
0239100	Procurement Manager 1	N		Promo	63	0	06	11	10	Bachelor's	
0239200	Procurement Manager 2	N		Promo	64	0	06	4	2	Bachelor's	
0243800	Assnt Dir Insur Premium Audits	N		Promo	63	0	06	2	1	Bachelor's	
0243900	Dir Insur Premium Audits	N		Promo	65	0	06	1	0	Bachelor's	
0244800	Dir Accounting Operations	N		Promo	65	1	06	1	0	Bachelor's	
0246800	Assnt Dir Contracts	N		Promo	65	0	06	1	1	Bachelor's	
0246900	Dir Contracts	N		Promo	66	0	06	1	1	Bachelor's	
0247950	Senr Municipal Financial Analyst	N		Entry Level	18	0	05	18	10	Bachelor's	
0247960	Assoc Municipal Financial Analyst	N		Promo	23	0	05	13	4	Bachelor's	
0247970	Prin Municipal Financial Analyst	N		Promo	27	0	05	8	5	Bachelor's	
0247980	Chief Municipal Financial Analyst	N		Promo	64	0	06	6	3	Bachelor's	
0272100	Financial Analyst 1	Y	Select	Entry Level	18	0	05	6	3	Bachelor's	
0272110	Financial Analyst 1 Workers Compensation	Y	Select	Entry Level	18	0	05	8	5	Bachelor's	
0272200	Financial Analyst 2	N		Promo	23	0	05	3	1	Bachelor's	
0272210	Financial Analyst 2 Workers Compensation	N		Promo	23	0	05	7	5	Bachelor's	
0272310	Financial Analyst 3 Workers Compensation	N		Promo	25	0	05	1	0	Bachelor's	
0272410	Financial Analyst 4 Workers Compensation	N		Promo	27	0	05	1	0	Bachelor's	
0273700	Dir Rehab Hosp Fiscal Management	N		Promo	63	0	06	2	2	Bachelor's	
0291700	Deputy Chief Procurement Officer	N		Promo	65	1	06	1	1	Bachelor's	
0297950	Dir Health Institutions Financial Admn	N		Promo	64	0	06	1	1	Bachelor's	
0298100	Assnt Dir Financial Admn 1	N		Promo	25	0	05	21	14	Bachelor's	
0298200	Assnt Dir Financial Admn 2	N		Promo	62	0	06	17	11	Bachelor's	
0298300	Assnt Dir Financial Admn 3	N		Promo	63	0	06	41	32	Bachelor's	
0298400	Assnt Dir Financial Admn 4	N		Promo	64	0	06	7	5	Bachelor's	
0299100	Dir Financial Admn 1	N		Promo	61	0	06	2	1	Bachelor's	
0299300	Dir Financial Admn 3	N		Promo	63	0	06	9	3	Bachelor's	
0299400	Dir Financial Admn 4	N		Promo	64	0	06	22	18	Bachelor's	
0299500	Dir Financial Admn 5	N		Promo	65	0	06	11	5	Bachelor's	
0299600	Dir Financial Admn 6	N		Promo	66	0	06	7	7	Bachelor's	
0304100	Financial Services Examiner 1	N		Entry Level	18	0	05	370	233	Bachelor's	
0304200	Financial Services Examiner 2	N		Promo	23	0	05	238	106	Bachelor's	
0304300	Financial Services Examiner 3	N		Promo	25	0	05	155	89	Bachelor's	
0304400	Financial Services Examiner 4	N		Promo	27	0	05	96	87	Bachelor's	
0304500	Financial Services Examiner 5	N		Promo	29	0	05	101	38	Bachelor's	
0305200	Financial Services Manager 2	N		Promo	31	0	05	23	12	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
0305300	Financial Services Manager 3	N		Promo	33	0	05	15	8	Bachelor's	
0305400	Financial Services Manager 4	N		Promo	66	0	06	17	8	Bachelor's	
0305500	Financial Services Manager 5	N		Promo	67	0	06	2	0	Bachelor's	
0305600	Financial Services Manager 6	N		Promo	68	0	06	5	3	Bachelor's	
0306600	Dir Consumer Lending Regulation & Compliance	N		Promo	64	1	06	1	1	Bachelor's	
0308100	Financial Services Specialist 1 Risk	N		Entry Level	18	1	05	25	0	Bachelor's	
0308105	Financial Services Specialist 1 Compliance	N		Entry Level	18	1	05	33	2	Bachelor's	
0308110	Financial Services Specialist 1 Fncl Crime Risk	N		Entry Level	18	1	05	25	0	Bachelor's	
0308115	Financial Services Specialist 1 Policy Analysis	N		Entry Level	18	1	05	25	1	Bachelor's	
0308120	Financial Services Specialist 1 Virtual Currency	N		Entry Level	18	1	05	22	0	Bachelor's	
0308125	Financial Services Specialist 1 Trust Examination	N		Entry Level	18	1	05	21	0	Bachelor's	
0308130	Financial Services Specialist 1 Cyber Security	N		Entry Level	18	1	05	25	2	Bachelor's	
0308135	Financial Services Specialist 1 Risk, Aud. & Int C	N		Entry Level	18	1	05	9	0	Bachelor's	
0308140	Financial Services Specialist 1 Urban Analyst	N		Entry Level	18	1	05	5	0	Bachelor's	
0308145	Financial Services Specialist 1 Fair Lending	N		Entry Level	18	1	05	22	0	Bachelor's	
0308150	Financial Services Specialist 1 Holocaust Claims	N		Entry Level	18	1	05	1	0	Bachelor's	
0308200	Financial Services Specialist 2 Risk	N		Promo	23	1	05	25	3	Bachelor's	
0308205	Financial Services Specialist 2 Compliance	N		Promo	23	1	05	50	34	Bachelor's	
0308210	Financial Services Specialist 2 Fncl Crime Risk	N		Promo	23	1	05	25	1	Bachelor's	
0308215	Financial Services Specialist 2 Policy Analysis	N		Promo	23	1	05	25	15	Bachelor's	
0308220	Financial Services Specialist 2 Virtual Currency	N		Promo	23	1	05	25	0	Bachelor's	
0308225	Financial Services Specialist 2 Trust Examination	N		Promo	23	1	05	1	0	Bachelor's	
0308230	Financial Services Specialist 2 Cyber Security	N		Promo	23	1	05	11	6	Bachelor's	
0308235	Financial Services Specialist 2 Risk, Aud. & Int C	N		Promo	23	1	05	23	0	Bachelor's	
0308240	Financial Services Specialist 2 Urban Analyst	N		Promo	23	1	05	3	1	Bachelor's	
0308245	Financial Services Specialist 2 Fair Lending	N		Promo	23	1	05	3	0	Bachelor's	
0308250	Financial Services Specialist 2 Holocaust Claims	N		Promo	23	1	05	2	1	Bachelor's	
0308300	Financial Services Specialist 3 Risk	N		Promo	25	1	05	9	2	Bachelor's	
0308400	Financial Services Specialist 4 Risk	N		Promo	27	1	05	15	8	Bachelor's	
0308405	Financial Services Specialist 4 Compliance	N		Promo	27	1	05	30	22	Bachelor's	
0308410	Financial Services Specialist 4 Fncl Crime Risk	N		Promo	27	1	05	15	6	Bachelor's	
0308415	Financial Services Specialist 4 Policy Analysis	N		Promo	27	1	05	15	11	Bachelor's	
0308420	Financial Services Specialist 4 Virtual Currency	N		Promo	27	1	05	15	1	Bachelor's	
0308425	Financial Services Specialist 4 Trust Examination	N		Promo	27	6	05	2	0	Bachelor's	
0308430	Financial Services Specialist 4 Cyber Security	N		Promo	27	6	05	4	4	Bachelor's	
0308435	Financial Services Specialist 4 Risk, Aud. & Int C	N		Promo	27	6	05	7	1	Bachelor's	
0308440	Financial Services Specialist 4 Urban Analyst	N		Promo	27	1	05	1	1	Bachelor's	
0308445	Financial Services Specialist 4 Fair Lending	N		Promo	27	1	05	1	1	Bachelor's	
0308450	Financial Services Specialist 4 Holocaust Claims	N		Promo	27	1	05	1	1	Bachelor's	
0308500	Director Financial Services Programs 1	N		Promo	31	1	05	50	45	Bachelor's	
0308600	Director Financial Services Programs 2	N		Promo	33	1	05	50	43	Bachelor's	
0371100	Dir Internal Control NYSIF	N		Promo	63	1	06	1	1	Bachelor's	
0372100	Policyholder Services Representative 1	Y	Generalist	Entry Level	18	0	05	136	28	Bachelor's	
0372200	Policyholder Services Representative 2	N		Promo	23	0	05	15	12	Bachelor's	
0372300	Policyholder Services Representative 3	N		Promo	25	0	05	14	6	Bachelor's	
0372400	Policyholder Services Representative 4	N		Promo	27	0	05	2	2	Bachelor's	
0372500	Dir Policyholder Field Services	N		Promo	65	0	06	1	1	Bachelor's	
0375800	Assnt Dir Insur Fund Field Services	N		Promo	63	0	06	1	0	Bachelor's	
0404000	Dir Self Insurance	N		Promo	64	0	06	1	0	Bachelor's	
0404010	Assnt Dir Self Insurance	N		Promo	63	0	06	1	1	Bachelor's	
0422500	Audit Program Assistant Director	N		Promo	65	0	06	1	1	Bachelor's	
0438600	Chief Unclaimed Property Accounts Auditor	N		Promo	64	0	06	2	2	Bachelor's	
0442700	Chief Medical Facilities Auditor	N		Promo	29	0	05	3	2	Bachelor's	
0442800	Coord Medical Facilities Audit	N		Promo	64	0	06	4	2	Bachelor's	
0443900	Dir Contract Audit Bur	N		Promo	63	0	06	1	1	Bachelor's	
0446500	Chief Municipal Audits	N		Promo	64	0	06	15	15	Bachelor's	
0446600	Assistant Director Municipal Audits	N		Promo	65	0	06	4	1	Bachelor's	
0446700	Director Municipal Audits	N		Promo	66	0	06	4	3	Bachelor's	
0451800	Chief Health Bur	N		Promo	67	0	06	1	1	Bachelor's	
0468900	Dir Internal Audit & Quality Control	N		Promo	63	0	06	5	3	Bachelor's	
0470410	Regional Director Unemployment Insurance Audit	N		Promo	63	0	06	3	2	Bachelor's	
0484600	Dir Financial Svs Policy Analysis	N		Promo	66	1	06	1	0	Bachelor's	
0605475	Assnt Supvr Tax Conferences	N		Promo	27	0	05	9	4	Bachelor's	
0605500	Supvr Tax Conferences	N		Promo	63	0	06	3	3	Bachelor's	
0605600	Tax Conference Conciliator	N		Promo	25	0	05	45	23	Bachelor's	
0606400	Assnt Dir Conciliation & Mediation Services	N		Promo	64	0	06	1	0	Bachelor's	
0606500	Dir Conciliation & Mediation Services	N		Promo	65	0	06	1	0	Bachelor's	
0607100	Tax Audit Admr 1	N		Promo	63	0	06	32	22	Bachelor's	
0607200	Tax Audit Admr 2	N		Promo	64	0	06	13	10	Bachelor's	
0607300	Tax Audit Admr 3	N		Promo	65	0	06	6	6	Bachelor's	
0607700	Dir Tax Processing	N		Promo	67	0	06	1	1	Bachelor's	
0658300	Senr Forest Appraiser	Y	Select	Entry Level	18	0	05	4	3	Bachelor's	
0658600	Supvr Forest Appraisal	N		Promo	23	0	05	1	1	Bachelor's	
0816100	Business Systems Analyst 1	Y	Select	Entry Level	18	0	05	541	308	Bachelor's	
0816150	Business Systems Analyst 1 Health	Y	Select	Entry Level	18	0	05	12	7	Bachelor's	
0816170	Business Systems Analyst 1 Payroll Systems	N		Entry Level	18	0	05	16	11	Bachelor's	
0816200	Business Systems Analyst 2	N		Promo	23	0	05	297	190	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
0816250	Business Systems Analyst 2 Health	N		Promo	23	0	05	18	15	Bachelor's	
0816270	Business Systems Analyst 2 Payroll Systems	N		Promo	23	0	05	7	4	Bachelor's	
0816300	Business Systems Analyst 3	N		Promo	25	0	05	121	83	Bachelor's	
0816350	Business Systems Analyst 3 Health	N		Promo	25	0	05	7	5	Bachelor's	
0816370	Business Systems Analyst 3 Payroll Systems	N		Promo	25	0	05	6	5	Bachelor's	
0816400	Business Systems Analyst 4	N		Promo	27	0	05	52	25	Bachelor's	
0816450	Business Systems Analyst 4 Health	N		Promo	27	0	05	3	2	Bachelor's	
0816470	Business Systems Analyst 4 Payroll Systems	N		Promo	27	0	05	1	1	Bachelor's	
0836100	Chief Information Security Officer	N		Promo	62	1	06	18	9	Bachelor's	
1105100	Program Specialist 1 Cannabis	Y	Select	Entry Level	18	0	05	58	34	Bachelor's	
1105200	Program Specialist 2 Cannabis	N		Promo	23	0	05	16	13	Bachelor's	
1105300	Program Specialist 3 Cannabis	N		Promo	27	0	05	7	7	Bachelor's	
1400500	Dir Commission Ops & Municipal Assistance	N		Promo	66	0	06	1	0	Bachelor's	
1401600	Dir Employee Benefits	N		Promo	66	1	06	1	1	Bachelor's	
1403900	Dir Classification & Comp	N		Promo	67	0	06	1	1	Bachelor's	
1406000	Assnt Dir Staffing Services	N		Promo	65	0	06	2	2	Bachelor's	
1406400	Dir Civil Service Operations & Admn	N		Promo	66	0	06	1	0	Bachelor's	
1406600	Assnt Dir Benefit Admn	N		Promo	64	0	06	3	2	Bachelor's	
1412800	Assnt Dir Testing Services	N		Promo	65	0	06	1	1	Bachelor's	
1427900	Dir Employee Insur Programs	N		Promo	65	0	06	1	1	Bachelor's	
1436100	Human Resources Specialist 1	Y	Generalist	Entry Level	18	0	06	739	505	Bachelor's	
1436112	Human Resources Specialist 1 Attendance & Leave	Y	Generalist	Entry Level	18	0	06	1	1	Bachelor's	
1436114	Human Resources Specialist 1 Benefits	Y	Generalist	Entry Level	18	0	06	50	41	Bachelor's	
1436116	Human Resources Specialist 1 Class & Comp	Y	Generalist	Entry Level	18	0	06	11	5	Bachelor's	
1436118	Human Resources Specialist 1 Municipal Assistance	Y	Generalist	Entry Level	18	0	06	9	8	Bachelor's	
1436119	Human Resources Specialist 1 Labor Relations	Y	Generalist	Entry Level	18	0	06	70	33	Bachelor's	
1436120	Human Resources Specialist 1 Spanish Language	Y	Generalist	Entry Level	18	0	06	1	0	Bachelor's	
1436122	Human Resources Specialist 1 Staffing	Y	Generalist	Entry Level	18	0	06	33	27	Bachelor's	
1436124	Human Resources Specialist 1 Testing	Y	Generalist	Entry Level	18	0	06	32	26	Bachelor's	
1436200	Human Resources Specialist 2	N		Promo	23	0	06	371	248	Bachelor's	
1436202	Human Resources Specialist 2 Attendance & Leave	N		Promo	23	0	06	2	1	Bachelor's	
1436204	Human Resources Specialist 2 Benefits	N		Promo	23	0	06	16	15	Bachelor's	
1436206	Human Resources Specialist 2 Benefits Contracts	N		Promo	23	0	06	3	2	Bachelor's	
1436208	Human Resources Specialist 2 Class & Comp	N		Promo	23	0	06	8	4	Bachelor's	
1436210	Human Resources Specialist 2 Labor Relations	N		Promo	23	0	06	76	39	Bachelor's	
1436212	Human Resources Specialist 2 Municipal Assistance	N		Promo	23	0	06	7	2	Bachelor's	
1436222	Human Resources Specialist 2 Staffing	N		Promo	23	0	06	26	21	Bachelor's	
1436224	Human Resources Specialist 2 Testing	N		Promo	23	0	06	25	19	Bachelor's	
1436302	Human Resources Specialist 3 Appointments	N		Promo	61	0	06	1	1	Bachelor's	
1436320	Human Resources Specialist 3 Labor Relations	N		Promo	61	0	06	78	62	Bachelor's	
1436400	Assoc Dir Human Resources 1	N		Promo	61	0	06	77	46	Bachelor's	
1436410	Assoc Dir Human Resources 1 Institution	N		Promo	61	0	06	32	23	Bachelor's	
1436500	Assoc Dir Human Resources 2	N		Promo	62	0	06	55	44	Bachelor's	
1436510	Assoc Dir Human Resources 2 Institution	N		Promo	62	0	06	17	11	Bachelor's	
1436520	Assoc Dir Human Resources 2 Labor Relations	N		Promo	62	0	06	28	24	Bachelor's	
1436522	Human Resources Specialist 4 Attendance & Leave	N		Promo	62	0	06	1	1	Bachelor's	
1436524	Human Resources Specialist 4 Benefits	N		Promo	62	0	06	9	6	Bachelor's	
1436526	Human Resources Specialist 4 Benefits Contracts	N		Promo	62	0	06	5	5	Bachelor's	
1436528	Human Resources Specialist 4 Class & Comp	N		Promo	62	0	06	5	4	Bachelor's	
1436530	Human Resources Specialist 4 Municipal Assistance	N		Promo	62	0	06	3	2	Bachelor's	
1436532	Human Resources Specialist 4 Staffing	N		Promo	62	0	06	12	11	Bachelor's	
1436534	Human Resources Specialist 4 Testing	N		Promo	62	0	06	9	9	Bachelor's	
1436600	Assoc Dir Human Resources 3	N		Promo	63	0	06	19	16	Bachelor's	
1436620	Assoc Dir Human Resources 3 Labor Relations	N		Promo	63	0	06	14	10	Bachelor's	
1436624	Human Resources Specialist 5 Benefits	N		Promo	63	0	06	3	1	Bachelor's	
1436630	Human Resources Specialist 5 Municipal Assistance	N		Promo	63	0	06	2	0	Bachelor's	
1436700	Assoc Dir Human Resources 4	N		Promo	64	0	06	10	8	Bachelor's	
1436720	Assoc Dir Human Resources 4 Labor Relations	N		Promo	64	0	06	3	3	Bachelor's	
1437100	Training Specialist 1	Y	Generalist	Entry Level	18	0	05	241	155	Bachelor's	
1437110	Training Specialist 1 Addictions	Y	Select	Entry Level	18	0	05	1	0	Bachelor's	
1437130	Training Specialist 1 Mental Hygiene	Y	Generalist	Entry Level	18	0	05	78	54	Bachelor's	
1437140	Training Specialist 1 Nursing	N		Entry Level	18	0	05	7	1	Bachelor's	
1437150	Training Specialist 1 Child Welfare	Y	Select	Entry Level	18	0	05	6	2	Bachelor's	
1437160	Training Specialist 1 Child Protective Services	Y	Select	Entry Level	18	0	05	7	4	Bachelor's	
1437170	Training Specialist 1 Instructional Design	N		Entry Level	18	0	05	4	3	Bachelor's	
1437200	Training Specialist 2	N		Promo	23	0	05	129	84	Bachelor's	
1437210	Training Specialist 2 Addictions	N		Promo	23	0	05	3	3	Bachelor's	
1437230	Training Specialist 2 Mental Hygiene	N		Promo	23	0	05	55	32	Bachelor's	
1437240	Training Specialist 2 Child Welfare	N		Promo	23	0	05	2	1	Bachelor's	
1437250	Training Specialist 2 Child Protective Services	N		Promo	23	0	05	2	1	Bachelor's	
1437270	Training Specialist 2 Instructional Design	N		Promo	23	0	05	2	1	Bachelor's	
1437300	Assoc Dir Training 1	N		Promo	61	0	06	30	18	Bachelor's	
1437310	Assoc Dir Training 1 Addictions	N		Promo	61	0	06	3	1	Bachelor's	
1437330	Assoc Dir Training 1 Mental Hygiene	N		Promo	61	0	06	26	23	Bachelor's	
1437370	Assoc Dir Training 1 Instructional Design	N		Promo	61	0	06	1	1	Bachelor's	
1437400	Assoc Dir Training 2	N		Promo	62	0	06	22	16	Bachelor's	
1437430	Assoc Dir Training 2 Mental Hygiene	N		Promo	62	0	06	10	5	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
1437470	Assoc Dir Training 2 Instructional Design	N		Promo	62	0	06	1	1	Bachelor's	
1437500	Assoc Dir Training 3	N		Promo	63	0	06	12	9	Bachelor's	
1437600	Assoc Dir Training 4	N		Promo	64	0	06	6	5	Bachelor's	
1438545	Human Resources Specialist 5 Psychometrician	N		Promo	63	1	06	1	1	Bachelor's	
1438600	Manager Classification & Compensation	N		Promo	64	0	06	2	2	Bachelor's	
1438610	Manager Commission Operations	N		Promo	64	0	06	1	1	Bachelor's	
1438620	Manager Municipal Assistance	N		Promo	64	0	06	2	2	Bachelor's	
1438630	Manager Staffing Services	N		Promo	64	0	06	5	5	Bachelor's	
1438640	Manager Testing Services	N		Promo	64	0	06	4	4	Bachelor's	
1438645	Manager Testing Services Psychometrician	N		Promo	64	1	06	1	1	Bachelor's	
1438720	Director Municipal Assistance	N		Promo	65	0	06	1	1	Bachelor's	
1445100	Dir Human Resources 1	N		Promo	61	0	06	2	0	Bachelor's	
1445200	Dir Human Resources 2	N		Promo	62	0	06	9	4	Bachelor's	
1445300	Dir Human Resources 3	N		Promo	63	0	06	20	15	Bachelor's	
1445400	Dir Human Resources 4	N		Promo	64	0	06	7	6	Bachelor's	
1445500	Dir Human Resources 5	N		Promo	65	0	06	12	10	Bachelor's	
1445600	Dir Human Resources 6	N		Promo	66	0	06	3	2	Bachelor's	
1469910	Correctional Svcs Training Academy Dir	N		Promo	64	0	06	1	1	Bachelor's	
1469920	Correctional Svcs Training Academy Assnt Dir	N		Promo	62	0	06	2	1	Bachelor's	
1479600	Dir Div Testing Services	N		Promo	66	0	06	1	1	Bachelor's	
1479700	Dir Div Staffing Services	N		Promo	66	0	06	1	1	Bachelor's	
1481100	Diversity & Inclusion Specialist 1	Y	Select	Entry Level	18	0	06	7	2	Bachelor's	
1481200	Diversity & Inclusion Specialist 2	N		Promo	23	0	06	7	4	Bachelor's	
1481300	Diversity & Inclusion Specialist 3	N		Promo	62	0	06	7	7	Bachelor's	
1481400	Manager Diversity & Inclusion	N		Promo	64	0	06	3	3	Bachelor's	
1523800	Assnt Dir Adirondack Park Planning	N		Promo	62	1	06	1	0	Bachelor's	
1537500	Prin Adirondack Park Local Plng Asstnc Spec	N		Entry Level	23	1	05	1	1	Bachelor's	
1581600	Supvr Natural Resource Analysis	N		Promo	27	0	05	1	1	Bachelor's	
1592100	Park Dir 1	N		Promo	61	1	06	2	1	Bachelor's	
1592110	Park Dir 1 Environmental	N		Promo	61	1	06	1	1	Bachelor's	
1592200	Park Dir 2	N		Promo	62	0	06	3	1	Bachelor's	
1592210	Park Dir 2 Arboretum	N		Promo	62	1	06	1	1	Bachelor's	
1592300	Park Dir 3	N		Promo	63	1	06	3	3	Bachelor's	
1592400	Park Dir 4	N		Promo	64	1	06	2	2	Bachelor's	
1592500	Park Dir 5	N		Promo	65	1	06	1	1	Bachelor's	
1595100	Regional Director Parks & Recreation 1	N		Promo	64	1	06	6	4	Bachelor's	
1595200	Regional Director Parks & Recreation 2	N		Promo	65	1	06	3	3	Bachelor's	
1595300	Regional Director Parks & Recreation 3	N		Promo	66	1	06	1	1	Bachelor's	
1606800	Assnt Dir Div Marine Resources	N		Promo	63	0	06	1	1	Bachelor's	
1622100	Ocean & Lakes Policy Analyst 1	N		Promo	23	0	05	17	8	Bachelor's	
1622200	Ocean & Lakes Policy Analyst 2	N		Promo	27	0	05	4	2	Bachelor's	
1631210	Environmental Program Specialist 1	Y	Select	Entry Level	18	0	05	368	283	Bachelor's	
1631212	Environmental Program Spec 1 Natural Resources	Y	Select	Entry Level	18	0	05	25	15	Bachelor's	
1631220	Environmental Program Specialist 2	N		Promo	23	0	05	96	67	Bachelor's	
1631222	Environmental Program Spec 2 Natural Resources	N		Promo	23	0	05	11	9	Bachelor's	
1632010	Climate Policy Analyst 1	Y	Select	Entry Level	18	0	05	21	19	Bachelor's	
1632020	Climate Policy Analyst 2	N		Promo	23	0	05	7	6	Bachelor's	
1632030	Climate Policy Analyst 3	N		Promo	27	0	05	3	3	Bachelor's	
1632040	Climate Policy Analyst 4	N		Promo	63	1	06	1	1	Bachelor's	
1632050	Dir Climate Policy Analysis	N		Promo	64	1	06	1	1	Bachelor's	
1635300	Environmental Program Specialist 3	N		Promo	27	0	05	23	16	Bachelor's	
1635310	Environmental Program Spec 3 Natural Resources	N		Promo	27	0	05	4	4	Bachelor's	
1635400	Environmental Program Specialist 4	N		Promo	64	0	06	5	2	Bachelor's	
1635410	Environmental Program Spec 4 Natural Resources	N		Promo	64	0	06	1	1	Bachelor's	
1637100	Mineral Resources Specialist 1	N		Entry Level	15	0	05	0	0	Bachelor's	
1637200	Mineral Resources Specialist 2	N		Promo	20	0	05	15	14	Bachelor's	
1637300	Mineral Resources Specialist 3	N		Promo	24	0	05	9	7	Bachelor's	
1637400	Mineral Resources Specialist 4	N		Promo	27	0	05	6	6	Bachelor's	
1637500	Mineral Resources Specialist 5	N		Promo	64	0	06	2	2	Bachelor's	
1637800	Dir Div Mineral Resources	N		Promo	65	1	06	1	1	Bachelor's	
1645600	Assnt Dir Div Operations	N		Promo	64	0	06	1	1	Bachelor's	
1645700	Dir Div Operations	N		Promo	65	1	06	1	1	Bachelor's	
1703100	Renewable Energy Siting Specialist 1	N		Entry Level	18	1	05	9	3	Bachelor's	
1703200	Renewable Energy Siting Specialist 2	N		Promo	23	1	05	10	8	Bachelor's	
1703300	Renewable Energy Siting Specialist 3	N		Promo	27	1	05	7	4	Bachelor's	
1703400	Renewable Energy Siting Specialist 4	N		Promo	64	1	06	5	4	Bachelor's	
1716100	Criminal Justice Policy Analyst 1	N		Entry Level	18	0	05	8	6	Bachelor's	
1716200	Criminal Justice Policy Analyst 2	N		Promo	23	0	05	13	9	Bachelor's	
1728100	Addictions Planning Analyst 1	N		Entry Level	18	0	05	1	0	Bachelor's	
1728200	Addictions Planning Analyst 2	N		Promo	23	0	05	1	1	Bachelor's	
1728300	Addictions Planning Analyst 3	N		Promo	27	0	05	2	0	Bachelor's	
1728400	Addictions Planning Analyst 4	N		Promo	63	0	06	1	0	Bachelor's	
1734100	Homeland Security Program Analyst 1	N		Entry Level	18	1	05	93	43	Bachelor's	
1734200	Homeland Security Program Analyst 2	N		Promo	23	1	05	28	17	Bachelor's	
1734300	Homeland Security Program Analyst 3	N		Promo	25	1	05	11	8	Bachelor's	
1736410	Commerce Policy Analyst 1	N		Promo	23	1	05	8	3	Bachelor's	
1736420	Commerce Policy Analyst 2	N		Promo	27	1	05	3	0	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
1740100	Assnt Dir of Energy Planning & Procurement	N		Promo	62	1	06	1	0	Bachelor's	
1740200	Dir Energy Planning & Procurement	N		Promo	64	1	06	1	1	Bachelor's	
1762200	Higher Educ Services Program Analyst 2	N		Entry Level	18	0	05	31	9	Bachelor's	
1762300	Higher Educ Services Program Analyst 3	N		Promo	23	0	05	11	2	Bachelor's	
1771100	Policy Analyst 1 Public Authority	Y	Select	Entry Level	18	0	05	10	6	Bachelor's	
1771200	Policy Analyst 2 Public Authority	N		Promo	23	0	05	12	5	Bachelor's	
1771300	Policy Analyst 3 Public Authority	N		Promo	27	0	05	4	3	Bachelor's	
1771400	Policy Analyst 4 Public Authority	N		Promo	64	0	06	2	1	Bachelor's	
1772100	Coastal Resources Specialist 1	Y	Select	Entry Level	18	0	05	29	18	Bachelor's	
1772200	Coastal Resources Specialist 2	N		Promo	23	0	05	17	9	Bachelor's	
1772300	Coastal Resources Specialist 3	N		Promo	25	0	05	8	5	Bachelor's	
1772400	Coastal Resources Specialist 4	N		Promo	27	0	05	3	0	Bachelor's	
1772900	Coastal Program Manager	N		Promo	64	0	06	1	0	Bachelor's	
1772910	Coastal Program Assnt Manager	N		Promo	63	0	06	1	0	Bachelor's	
1774100	Revitalization Specialist 1	N		Promo	23	0	05	30	20	Bachelor's	
1774200	Revitalization Specialist 2	N		Promo	27	0	05	7	2	Bachelor's	
1779900	Dir Agricultural Development	N		Promo	64	1	06	1	1	Bachelor's	
1786300	Policy Analysis & Development Specialist 3	N		Promo	62	1	06	1	1	Bachelor's	
1790100	Tax Policy Analyst 1	N		Entry Level	18	1	06	9	3	Bachelor's	
1790200	Tax Policy Analyst 2	N		Promo	23	1	06	10	4	Bachelor's	
1790300	Tax Policy Analyst 3	N		Promo	62	1	06	9	4	Bachelor's	
1790500	Tax Policy Analyst 5	N		Promo	64	1	06	5	3	Bachelor's	
1792350	Manager Lottery Retail Operations	N		Promo	62	0	06	1	1	Bachelor's	
1792400	Lottery Sales Manager	N		Promo	64	0	06	2	0	Bachelor's	
1800200	Rehab Provider Specialist 2	N		Promo	18	0	05	2	0	Bachelor's	
1803100	Assnt Purchasing Agent	N		Entry Level	14	0	05	43	18	Bachelor's	
1803200	Purchasing Agent	N		Entry Level	18	0	05	23	9	Bachelor's	
1803300	Senr Purchasing Agent	N		Promo	23	0	05	12	7	Bachelor's	
1854100	State Police Evidence Technician 1	N		Entry Level	08	1	02	12	8	Associate	
1854200	State Police Evidence Technician 2	N		Promo	11	1	02	5	3	Associate	
1904000	Health Facility Management Assnt	Y	Select	Entry Level	18	0	05	40	20	Bachelor's	
1907100	Business Officer 1	Y	Generalist	Entry Level	18	0	05	62	43	Bachelor's	
1907200	Business Officer 2	N		Promo	23	0	05	52	31	Bachelor's	
1907300	Business Officer 3	N		Promo	61	0	06	29	21	Bachelor's	
1907400	Business Officer 4	N		Promo	62	0	06	15	10	Bachelor's	
1907500	Business Officer 5	N		Promo	64	0	06	1	1	Bachelor's	
2000300	Senr Budgeting Analyst	Y	Generalist	Entry Level	18	0	05	332	198	Bachelor's	
2000400	Assoc Budgeting Analyst	N		Promo	23	0	06	212	139	Bachelor's	
2000600	Supvg Budgeting Analyst	N		Promo	61	0	06	54	31	Bachelor's	
2000700	Chief Budgeting Analyst	N		Promo	62	0	06	61	40	Bachelor's	
2001200	Budget Examiner	Y	Generalist	Entry Level	18	0	06	135	66	Bachelor's	
2001300	Senr Budget Examiner	N		Promo	23	0	06	110	59	Bachelor's	
2001400	Assoc Budget Examiner	N		Promo	62	0	06	67	59	Bachelor's	
2001500	Prin Budget Examiner	N		Promo	64	0	06	40	30	Bachelor's	
2001800	Deputy Chief Budget Examiner	N		Promo	67	0	06	2	0	Bachelor's	
2001900	Chief Budget Examiner	N		Promo	68	0	06	12	12	Bachelor's	
2031100	Dir Agency Budget Services 1	N		Promo	63	0	06	6	5	Bachelor's	
2031200	Dir Agency Budget Services 2	N		Promo	64	0	06	8	3	Bachelor's	
2106000	Executive Dir NY Metrop Transp Council	N		Promo	66	1	06	1	1	Bachelor's	
2128110	Environmental Specialist 1	Y	Select	Entry Level	18	0	05	88	76	Bachelor's	
2128120	Environmental Specialist 2	N		Promo	23	0	05	63	55	Bachelor's	
2128130	Environmental Specialist 3	N		Promo	27	0	05	10	8	Bachelor's	
2128140	Environmental Specialist 4	N		Promo	64	0	06	2	1	Bachelor's	
2132200	Transportation Analyst	Y	Select	Entry Level	18	0	05	157	120	Bachelor's	
2132300	Senr Transportation Analyst	N		Promo	23	0	05	96	76	Bachelor's	
2132400	Assoc Trans Analyst	N		Promo	27	0	05	41	34	Bachelor's	
2140100	Regional Manager Transportation 1	N		Promo	63	0	06	5	4	Bachelor's	
2140200	Regional Manager Transportation 2	N		Promo	64	0	06	7	5	Bachelor's	
2142100	Transportation Manager 1	N		Promo	63	0	06	9	8	Bachelor's	
2142200	Transportation Manager 2	N		Promo	64	0	06	12	7	Bachelor's	
2142300	Transportation Manager 3	N		Promo	65	0	06	6	3	Bachelor's	
2142400	Transportation Manager 4	N		Promo	66	0	06	5	5	Bachelor's	
2142500	Transportation Manager 5	N		Promo	67	0	06	1	0	Bachelor's	
2143100	Regional Director Transportation 1	N		Promo	65	0	06	4	3	Bachelor's	
2143200	Regional Director Transportation 2	N		Promo	66	0	06	7	5	Bachelor's	
2143300	Regional Director Transportation 3	N		Promo	67	0	06	5	2	Bachelor's	
2210100	Graphic Designer 1	N		Entry Level	14	1	05	54	17	Bachelor's	
2210200	Graphic Designer 2	N		Promo	18	1	05	45	27	Bachelor's	
2216000	State Fair Administrator 1	Y	Generalist	Entry Level	18	0	05	19	7	Bachelor's	
2217000	State Fair Administrator 2	N		Promo	23	0	05	5	4	Bachelor's	
2218000	State Fair Administrator 3	N		Promo	27	0	05	1	1	Bachelor's	
2220300	Senr Editor Audit Reports	N		Promo	21	0	05	10	6	Bachelor's	
2234100	Information & Graphics Technician	N		Entry Level	18	0	05	1	1	Bachelor's	
2238820	Corporate Accounts Manager	N		Promo	25	0	05	1	1	Bachelor's	
2238850	Dir Educl & Community Relations	N		Promo	62	0	06	1	0	Bachelor's	
2238910	Lottery Game Dir	N		Promo	63	0	06	2	1	Bachelor's	
2238960	Dir Lottery Advertising	N		Promo	64	0	06	1	1	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
2238970	Dir Regulation & Compliance	N		Promo	63	0	06	1	0	Bachelor's	
2239100	Lottery Advertising Supvr	N		Promo	25	0	05	2	1	Bachelor's	
2239110	Lottery Advertising Supvr Digital	N		Promo	25	1	05	1	1	Bachelor's	
2239800	Manager Lottery Games Operations	N		Promo	64	0	06	1	1	Bachelor's	
2239900	Dir Lottery Games Operations	N		Promo	65	0	06	1	0	Bachelor's	
2243510	Public Participation Specialist 1	N		Entry Level	18	0	05	25	13	Bachelor's	
2243520	Public Participation Specialist 2	N		Promo	21	0	05	13	8	Bachelor's	
2243530	Public Participation Specialist 3	N		Promo	23	0	05	5	2	Bachelor's	
2243540	Public Participation Specialist 4	N		Promo	62	0	06	1	1	Bachelor's	
2251800	Assnt Dir Insur Fund Customer Service	N		Promo	63	1	06	1	1	Bachelor's	
2251900	Dir Insur Fund Customer Service	N		Promo	65	1	06	1	1	Bachelor's	
2254700	Quick Draw Program Specialist	N		Promo	62	0	06	1	0	Bachelor's	
2263500	Translator	N		Entry Level	14	0	05	6	3	Bachelor's	
2265200	Rehab Hosp Community Relations Specialist	N		Promo	20	0	05	1	0	Associate	
2269130	Tourism Trade Specialist 3	N		Promo	27	0	05	1	1	Bachelor's	
2279100	Retirement Systems Information Rep 1	Y	Generalist	Entry Level	18	0	05	94	66	Bachelor's	
2279200	Retirement Systems Information Rep 2	N		Promo	20	0	05	22	21	Bachelor's	
2279300	Retirement Systems Information Rep 3	N		Promo	23	0	05	5	3	Bachelor's	
2281000	Sales and Sponsorships Manager	N		Entry Level	25	1	05	1	1	Bachelor's	
2288800	Dir Hes Training & Information Services	N		Promo	62	0	06	1	0	Associate	
2293610	Advocacy Specialist 1	N		Entry Level	14	1	05	6	0	Bachelor's	
2293620	Advocacy Specialist 2	N		Promo	18	1	05	44	23	Bachelor's	
2293630	Advocacy Specialist 3	N		Promo	23	1	05	16	9	Bachelor's	
2293640	Advocacy Specialist 4	N		Promo	25	1	05	5	3	Bachelor's	
2293650	Advocacy Specialist 5	N		Promo	27	1	05	2	2	Bachelor's	
2295220	Health Educ Media Specialist 2	N		Entry Level	18	0	05	2	2	Bachelor's	
2295300	Health Educ Media Specialist 3	N		Promo	23	0	05	10	7	Bachelor's	
2324050	Utility Analyst 1	Y	Both	Entry Level	18	0	05	70	37	Bachelor's	
2324060	Utility Analyst 1 Cyber Security	Y	Both	Entry Level	18	0	05	9	3	Bachelor's	
2324075	Utility Analyst 1 Environmental	Y	Both	Entry Level	18	0	05	14	3	Bachelor's	
2324100	Utility Analyst 1 Telecommunications	Y	Both	Entry Level	18	0	05	13	2	Bachelor's	
2324150	Utility Analyst 2	N		Promo	23	0	05	13	12	Bachelor's	
2324160	Utility Analyst 2 Cyber Security	N		Promo	23	0	05	2	2	Bachelor's	
2324175	Utility Analyst 2 Environmental	N		Promo	23	0	05	6	4	Bachelor's	
2324200	Utility Analyst 2 Telecommunications	N		Promo	23	0	05	8	3	Bachelor's	
2324275	Utility Analyst 3	N		Promo	27	0	05	9	5	Bachelor's	
2324280	Utility Analyst 3 Environmental	N		Promo	27	0	05	7	4	Bachelor's	
2324290	Utility Analyst 3 Cyber Security	N		Promo	27	0	05	1	0	Bachelor's	
2324300	Utility Analyst 3 Telecommunications	N		Promo	27	0	05	12	2	Bachelor's	
2324400	Utility Supervisor	N		Promo	31	0	05	20	12	Bachelor's	
2324425	Utility Supervisor Environmental	N		Promo	31	0	05	3	1	Bachelor's	
2324450	Utility Supervisor Safety	N		Promo	31	0	05	1	1	Bachelor's	
2324500	Utility Supvr Telecommunications	N		Promo	31	0	05	6	2	Bachelor's	
2324700	Chief Utility Programs	N		Promo	64	0	06	4	2	Bachelor's	
2324900	Chief Utility Envirnl Operations & Compliance	N		Promo	65	0	06	1	1	Bachelor's	
2325900	Dir Community Reinvestment Monitoring	N		Promo	64	1	06	1	0	Bachelor's	
2326000	Dir NYSIF Property Services	N		Promo	63	0	06	1	1	Bachelor's	
2327030	Real Property Analyst 1	Y	Generalist	Entry Level	18	0	05	111	93	Bachelor's	
2327035	Real Property Analyst 2	N		Promo	23	0	05	54	36	Bachelor's	
2327040	Real Property Analyst 3	N		Promo	27	0	05	11	7	Bachelor's	
2327045	Real Property Services Manager 1	N		Promo	25	0	05	9	1	Bachelor's	
2329300	Real Property Services Administrator 1	N		Promo	63	0	06	4	3	Bachelor's	
2329400	Real Property Services Administrator 2	N		Promo	64	0	06	3	3	Bachelor's	
2329700	Dir Real Property Tax Services	N		Promo	65	1	06	1	0	Bachelor's	
2341100	Real Estate Specialist 1	Y	Generalist	Entry Level	18	0	05	177	122	Bachelor's	
2341200	Real Estate Specialist 2	N		Promo	23	0	05	54	47	Bachelor's	
2341210	Real Estate Specialist 2 Conservation	N		Promo	23	0	05	15	9	Bachelor's	
2341220	Real Estate Specialist 2 General Services	N		Promo	23	0	05	18	7	Bachelor's	
2350100	Real Estate Officer 1	N		Promo	27	0	05	25	13	Bachelor's	
2350200	Real Estate Officer 2	N		Promo	63	0	06	14	11	Bachelor's	
2350300	Real Estate Officer 3	N		Promo	64	0	06	3	1	Bachelor's	
2366100	Property Manager 1	N		Entry Level	18	0	05	9	6	Bachelor's	
2366200	Property Manager 2	N		Promo	22	0	05	5	1	Bachelor's	
2366300	Property Manager 3	N		Promo	61	0	06	3	2	Bachelor's	
2366450	Dir Motor Vehicles Property Services	N		Promo	62	0	06	1	0	Bachelor's	
2367100	Housing & Community Renewal Specialist 1	Y	Both	Entry Level	18	0	05	159	111	Bachelor's	
2367110	Housing & Community Renewal Specialist 1 SL	Y	Both	Entry Level	18	0	05	9	1	Bachelor's	
2367200	Housing & Community Renewal Specialist 2	N		Promo	23	0	05	93	68	Bachelor's	
2367500	Housing & Community Renewal Manager 1	N		Promo	27	0	05	30	27	Bachelor's	
2367510	Housing & Community Renewal Mgr 1 Rental Inspctn	N		Promo	62	0	06	1	1	Bachelor's	
2367600	Housing & Community Renewal Manager 2	N		Promo	63	0	06	11	7	Bachelor's	
2367800	Housing & Community Renewal Manager 4	N		Promo	65	0	06	1	1	Bachelor's	
2380600	Dir Capital Financing	N		Promo	64	0	06	1	1	Bachelor's	
2401000	Senr License Examination Specialist	N		Entry Level	18	0	05	13	9	Bachelor's	
2401200	Assoc License Examination Specialist	N		Promo	23	0	05	4	3	Bachelor's	
2401300	Supvr of Licensing Services	N		Promo	25	0	05	2	1	Bachelor's	
2402100	Local Government Specialist 1	N		Entry Level	18	0	05	14	5	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
2402200	Local Government Specialist 2	N		Promo	23	0	05	11	7	Bachelor's	
2402300	Local Government Specialist 3	N		Promo	27	0	05	3	2	Bachelor's	
2406200	Agricultural Policy Analyst	N		Promo	23	1	05	2	0	Bachelor's	
2422100	Workforce Programs Specialist 1	Y	Both	Entry Level	18	0	05	132	112	Bachelor's	
2422200	Workforce Programs Specialist 2	N		Promo	21	0	05	58	47	Bachelor's	
2422410	Workforce Programs Specialist SL	N		Promo	22	0	05	1	1	Bachelor's	
2423100	Workforce Programs Manager 1	N		Promo	27	0	05	17	9	Bachelor's	
2423200	Workforce Programs Manager 2	N		Promo	63	0	06	5	5	Bachelor's	
2423205	Workforce Programs Manager 2 OTDA	N		Promo	63	0	06	2	0	Bachelor's	
2429800	Lottery Research & Program Development Specialist	N		Promo	62	0	06	1	0	Bachelor's	
2429820	Lottery Supvg Research Specialist	N		Promo	23	0	05	1	0	Bachelor's	
2529500	Legal Records Supvr	N		Entry Level	17	0	05	2	1	Associate	
2529700	Legal Records Manager	N		Promo	22	0	05	1	0	Associate	
2801600	Resource Development Manager	N		Promo	64	1	06	1	0	Bachelor's	
2805900	Dir Strategic Planning & Management	N		Promo	64	1	06	1	1	Bachelor's	
2809775	Assnt Dir Div Corporations & State Records	N		Promo	61	0	06	1	1	Bachelor's	
2810300	Senr Admnv Analyst	Y	Generalist	Entry Level	18	0	05	483	319	Bachelor's	
2810400	Assoc Admnv Analyst	N		Promo	23	0	05	189	113	Bachelor's	
2810600	Prin Admnv Analyst	N		Promo	27	0	05	19	7	Bachelor's	
2810730	Assnt Dir Div Contract Admn	N		Promo	63	0	06	1	0	Bachelor's	
2810770	Dir Operations	N		Promo	63	1	06	6	5	Bachelor's	
2810930	Dir Admnv Analysis 3	N		Promo	63	0	06	4	2	Bachelor's	
2810940	Dir Admnv Analysis 4	N		Promo	64	0	06	1	1	Bachelor's	
2811000	Supvr Admnv Analysis	N		Promo	25	0	05	43	18	Bachelor's	
2816100	Aids Program Manager 1	N		Promo	27	0	05	8	3	Bachelor's	
2816200	Aids Program Manager 2	N		Promo	29	0	05	9	1	Bachelor's	
2816300	Aids Program Manager 3	N		Promo	64	0	06	1	1	Bachelor's	
2820100	Business Services Center Analyst 1	Y	Generalist	Entry Level	18	0	05	118	85	Bachelor's	
2820200	Business Services Center Analyst 2	N		Promo	23	0	05	40	34	Bachelor's	
2820300	Business Services Center Analyst 3	N		Promo	25	0	05	6	4	Bachelor's	
2820400	Business Services Center Analyst 4	N		Promo	27	0	05	12	12	Bachelor's	
2827150	Legislative Coord	N		Promo	23	0	06	23	15	Bachelor's	
2828100	Admnv Specialist 1	Y	Generalist	Entry Level	18	0	05	703	538	Bachelor's	
2828200	Admnv Specialist 2	N		Promo	23	0	05	173	113	Bachelor's	
2831100	DHSES Program Administrator 1	Y	Generalist	Entry Level	18	0	05	48	29	Bachelor's	
2831200	DHSES Program Administrator 2	N		Promo	23	0	05	18	17	Bachelor's	
2831300	DHSES Program Administrator 3	N		Promo	25	0	05	9	7	Bachelor's	
2831400	DHSES Program Manager	N		Promo	29	1	05	9	7	Bachelor's	
2834300	Senr Capital Program Analyst	Y	Generalist	Entry Level	18	0	05	43	32	Bachelor's	
2834400	Assoc Capital Program Analyst	N		Promo	23	0	05	35	32	Bachelor's	
2834500	Prin Capital Program Analyst	N		Promo	27	0	05	4	2	Bachelor's	
2836100	Call Center Quality Assurance Specialist 1	N		Entry Level	18	0	05	46	25	Bachelor's	
2836110	Call Center Quality Assurance Spec 1 SL	N		Entry Level	18	0	05	1	1	Bachelor's	
2836200	Call Center Quality Assurance Specialist 2	N		Promo	23	0	05	14	7	Bachelor's	
2836300	Call Center Quality Assurance Specialist 3	N		Promo	25	0	05	7	4	Bachelor's	
2836600	Call Center Assistant Director	N		Promo	63	0	06	1	1	Bachelor's	
2836700	Call Center Director	N		Promo	64	1	06	1	1	Bachelor's	
2845600	Health Program Admr 1	N		Promo	23	0	05	195	169	Bachelor's	
2845601	Health Program Admr	Y	Generalist	Entry Level	18	0	05	368	300	Bachelor's	
2845602	Health Program Admr 2	N		Promo	25	0	05	135	102	Bachelor's	
2845603	Health Program Admr 3	N		Promo	27	0	05	50	37	Bachelor's	
2845604	Health Program Admr 4	N		Promo	29	0	05	41	24	Bachelor's	
2845605	Health Program Admr 5	N		Promo	64	0	06	1	0	Bachelor's	
2847300	Assnt Dir Capital Operations	N		Promo	63	0	06	2	1	Bachelor's	
2847310	Dir Capital Operations	N		Promo	64	0	06	1	1	Bachelor's	
2847510	Correctional Regional Health Services Admr	N		Promo	61	0	06	10	10	Bachelor's	
2847700	Dir Health Services Operations & Management	N		Promo	64	0	06	1	1	Bachelor's	
2853100	Project Manager 1	Y	Both	Entry Level	18	0	05	60	17	Bachelor's	
2853200	Project Manager 2	N		Promo	23	0	05	115	55	Bachelor's	
2853300	Project Manager 3	N		Promo	25	0	05	107	69	Bachelor's	
2853400	Project Manager 4	N		Promo	27	0	05	50	34	Bachelor's	
2853500	Project Manager 5	N		Promo	29	0	05	30	24	Bachelor's	
2853600	Project Manager 6	N		Promo	31	0	05	2	2	Bachelor's	
2857100	Higher Educ Services Program Manager 1	N		Promo	27	0	05	4	1	Bachelor's	
2857200	Higher Educ Services Program Manager 2	N		Promo	63	0	06	1	0	Bachelor's	
2857600	Assnt Vice Pres Financial Aid Services	N		Promo	64	0	06	2	0	Bachelor's	
2857700	Higher Educ Services Program Dir	N		Promo	63	0	06	2	0	Bachelor's	
2861300	Food Distribution Administrator 1	N		Entry Level	18	0	05	4	3	Bachelor's	
2861400	Food Distribution Administrator 2	N		Promo	23	0	05	1	1	Bachelor's	
2861500	Food Distribution Manager	N		Promo	62	0	06	1	1	Bachelor's	
2864950	Deputy Dir	N		Promo	63	1	06	79	55	Bachelor's	
2873850	Dir Lottery Marketing & Sales	N		Promo	65	0	06	1	1	Bachelor's	
2881920	Assnt Dir Office Program Png Analysis & Dev	N		Promo	62	0	06	1	0	Bachelor's	
2896630	Business Services Center Manager	N		Promo	64	0	06	7	7	Bachelor's	
2896640	Assnt Deputy Dir Business Services Center	N		Promo	65	0	06	3	3	Bachelor's	
3112800	Regional Coord Correctional Food Services	N		Promo	23	0	06	7	3	Associate	
3129100	Food Programs Evaluation Spec 1	N		Entry Level	18	0	05	44	36	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
3129200	Food Programs Evaluation Spec 2	N		Promo	23	0	05	11	11	Bachelor's	
3129300	Food Programs Evaluation Spec 3	N		Promo	27	0	05	3	3	Bachelor's	
3533100	Educ Program Assnt 1	N		Entry Level	14	0	05	88	67	Bachelor's	
3533200	Educ Program Assnt 2	N		Promo	18	0	05	27	17	Bachelor's	
3533800	Education Program Manager 1	N		Promo	64	0	06	8	4	Bachelor's	
3533900	Education Program Manager 2	N		Promo	65	1	06	2	0	Bachelor's	
3566100	Educ Credentials Specialist 1	Y	Both	Entry Level	18	0	05	41	39	Bachelor's	
3566120	Educ Credentials Specialist 2	N		Promo	23	0	05	11	10	Bachelor's	
3566130	Educ Credentials Specialist 3	N		Promo	27	0	05	3	2	Bachelor's	
3600500	Library Technical Assnt	N		Entry Level	12	0	02	5	3	Associate	
3928400	Special Subjects Coord	N		Promo	61	0	06	1	1	Associate	
4104800	Assnt Dir Office of Interoperable & Emergency Comm	N		Promo	63	1	06	1	1	Bachelor's	
4909900	Dir Facilities Planning & Development	N		Promo	62	0	06	1	0	Bachelor's	
5149100	Mapping Technologist 1	N		Entry Level	17	0	05	11	4	Bachelor's	
5149200	Mapping Technologist 2	N		Promo	20	0	05	13	9	Bachelor's	
5149300	Mapping Technologist 3	N		Promo	24	0	05	7	5	Bachelor's	
5149400	Mapping Technologist 4	N		Promo	27	0	05	1	1	Bachelor's	
5149700	Chief Mapping Technologist	N		Promo	29	0	05	1	1	Bachelor's	
5222300	Assnt Dir Community Residential Alternatives	N		Promo	64	0	06	1	0	Bachelor's	
5285100	Eligibility Program Manager 1	N		Promo	27	0	05	12	7	Bachelor's	
5285200	Eligibility Program Manager 2	N		Promo	29	0	05	5	3	Bachelor's	
5285300	Eligibility Program Manager 3	N		Promo	64	0	06	11	8	Bachelor's	
5286310	Community Health Program Manager 1	N		Promo	62	0	06	18	13	Bachelor's	
5286320	Community Health Program Manager 2	N		Promo	63	0	06	14	10	Bachelor's	
5286330	Community Health Program Manager 3	N		Promo	64	0	06	11	8	Bachelor's	
5577100	Intermediate Care Facility Program Mgr 1	N		Promo	17	0	05	10	0	Bachelor's	
5577200	Intermediate Care Facility Program Mgr 2	N		Promo	19	0	05	7	5	Bachelor's	
5601610	Registered Nurse Supervisor 2 Regnl Med Unit	N		Promo	61	0	06	4	4	Bachelor's	License
5601630	Registered Nurse Supervisor 2 Utilization	N		Promo	25	0	05	1	0	Bachelor's	License
5601710	Assistant Director Nursing 1 Youth	N		Promo	25	0	05	2	2	Bachelor's	License
5601720	Assistant Director Nursing 1 Infection Control	N		Promo	61	0	06	2	0	Bachelor's	License
5601730	Assistant Director Nursing 1 Long Term Care	N		Promo	61	0	06	6	5	Bachelor's	License
5601740	Assistant Director Nursing 1 Rehab	N		Promo	61	0	06	2	1	Bachelor's	License
5601750	Assistant Director Nursing 1 Psychiatric	N		Promo	61	0	06	68	46	Bachelor's	License
5601810	Assistant Director Nursing 2 Corrl Svcs	N		Promo	62	0	06	2	2	Bachelor's	License
5601910	Director Nursing 1 Developmental Disabilities	N		Promo	61	0	06	16	14	Bachelor's	License
5601920	Director Nursing 1 Health Services	N		Promo	61	0	06	1	0	Bachelor's	License
5602110	Director Nursing 2 Youth	N		Promo	63	0	06	1	1	Bachelor's	License
5602120	Director Nursing 2 Health Institutions	N		Promo	63	0	06	1	1	Bachelor's	License
5602210	Director Nursing 3 Correctional Services	N		Promo	64	0	06	1	1	Bachelor's	License
5602230	Director Nursing 3 Long Term Care	N		Promo	64	0	06	4	4	Bachelor's	License
5602240	Director Nursing 3 Psychiatric	N		Promo	64	0	06	32	28	Bachelor's	License
5602250	Director Nursing 3 Rehab	N		Promo	64	0	06	1	1	Bachelor's	License
5603400	Health Care Surveyor 4 Nursing	N		Promo	25	0	05	63	54	Bachelor's	License
5907100	Youth Recreation Specialist 1	N		Entry Level	14	0	05	19	8	Bachelor's	
5907200	Youth Recreation Specialist 2	N		Promo	16	0	05	16	9	Bachelor's	
5907300	Youth Recreation Specialist 3	N		Promo	19	0	05	3	3	Bachelor's	
5908100	Recreation Program Leader 1	N		Entry Level	14	0	05	196	92	Associate	
5909200	Recreation Program Leader 2	N		Promo	17	0	05	44	29	Associate	
5909300	Recreation Program Leader 3	N		Promo	19	0	05	7	7	Associate	
6412100	Dairy Products Specialist 1	N		Entry Level	18	0	05	43	33	Bachelor's	
6412120	Dairy Products Specialist 1 Spanish Language	N		Entry Level	18	0	05	1	0	Bachelor's	
6412200	Dairy Products Specialist 2	N		Promo	23	0	05	11	10	Bachelor's	
6412210	Dairy Products Specialist 2 Dairy Equipment	N		Promo	23	0	05	1	1	Bachelor's	
6414000	Dairy Industry Services Manager	N		Promo	27	0	05	1	1	Bachelor's	
6414010	Dairy Industry Services Manager (Milk Control)	N		Promo	27	0	05	1	1	Bachelor's	
6464100	Health Systems Specialist 1	Y	Both	Entry Level	18	0	05	52	41	Bachelor's	
6464300	Health Systems Specialist 3	N		Promo	23	0	05	38	27	Bachelor's	
6464400	Health Systems Specialist 4	N		Promo	25	0	05	15	12	Bachelor's	
6466100	Public Health Field Services Rep 1	Y	Select	Entry Level	18	0	05	79	53	Bachelor's	
6466200	Public Health Field Services Rep 2	N		Promo	23	0	05	19	12	Bachelor's	
6609800	Assnt Dir Mental Health Internal Affairs	N		Promo	23	0	06	1	1	Bachelor's	
6611600	Dir Internal Audit & Investigations	N		Promo	65	0	06	1	1	Bachelor's	
6638960	Dir Div Investigation	N		Promo	64	1	06	1	1	Bachelor's	
6662201	Resources & Reimbursement Agent 1	Y	Both	Entry Level	18	0	05	130	96	Bachelor's	
6662202	Resources & Reimbursement Agent 2	N		Promo	20	0	05	12	11	Bachelor's	
6662203	Resources & Reimbursement Agent 3	N		Promo	23	0	05	26	25	Bachelor's	
6662204	Resources & Reimbursement Agent 4	N		Promo	27	0	05	5	5	Bachelor's	
6662410	Resources & Reimbursement Program Dev Spec 1	Y	Both	Entry Level	18	0	05	14	9	Bachelor's	
6662420	Resources & Reimbursement Program Dev Spec 2	N		Promo	23	0	05	12	9	Bachelor's	
6662430	Resources & Reimbursement Program Dev Spec 3	N		Promo	27	0	05	6	3	Bachelor's	
6670800	Dir Financing Group	N		Promo	66	1	06	1	1	Bachelor's	
6670915	Assnt Dir Resource Development & Coordination	N		Promo	63	0	06	3	3	Bachelor's	
6670940	Supvr Resource Development	N		Promo	62	0	06	1	1	Bachelor's	
6674202	Standards Compliance Analyst 2	N		Promo	23	0	05	2	2	Bachelor's	
6674222	Standards Compliance Analyst 2 Mental Hlth	N		Promo	23	0	05	3	2	Bachelor's	
6674231	Standards Compliance Analyst 1 Youth Services	N		Entry Level	18	0	05	8	3	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
6674232	Standards Compliance Analyst 2 Youth Services	N		Promo	23	0	05	6	5	Bachelor's	
6674233	Standards Compliance Analyst 3 Youth Services	N		Promo	27	0	05	1	0	Bachelor's	
6675500	Senr Agency Services Analyst	N		Entry Level	18	1	05	7	1	Bachelor's	
6675550	Assoc Agency Services Analyst	N		Promo	23	1	05	10	9	Bachelor's	
6676400	Dir Youth Services Quality Assurance	N		Promo	64	0	06	1	0	Bachelor's	
6690800	Assnt Dir Office Professional Medical Conduct	N		Promo	64	0	06	2	2	Bachelor's	
6812100	Claims Services Representative 1	Y	Generalist	Entry Level	18	0	05	570	388	Bachelor's	
6812110	Claims Services Representative 1 Disab Benefits	N		Entry Level	18	0	05	6	4	Bachelor's	
6812200	Claims Services Representative 2	N		Promo	23	0	05	113	102	Bachelor's	
6812210	Claims Services Representative 2 Disab Benefits	N		Promo	23	0	05	2	1	Bachelor's	
6812300	Claims Services Representative 3	N		Promo	25	0	05	23	19	Bachelor's	
6812400	Claims Services Representative 4	N		Promo	27	0	05	10	9	Bachelor's	
6813850	Assnt Dir Comp Claims & Medical Admn	N		Promo	64	0	06	8	3	Bachelor's	
6813900	Dir Comp Claims & Medical Admn	N		Promo	66	0	06	1	0	Bachelor's	
6842000	Consumer Representative 3 (Education Financing)	N		Promo	23	0	05	1	1	Bachelor's	
6851200	Underwriter	N		Entry Level	14	0	05	2	1	Bachelor's	
6851700	Assnt Dir Insur Fund Underwriting	N		Promo	64	0	06	2	0	Bachelor's	
6851800	Dir Insur Fund Underwriting	N		Promo	65	0	06	1	1	Bachelor's	
6852100	Underwriter 1	Y	Generalist	Entry Level	18	0	05	239	140	Bachelor's	
6852110	Underwriter 1 Disability Benefits	Y	Generalist	Entry Level	18	0	05	17	13	Bachelor's	
6852200	Underwriter 2	N		Promo	23	0	05	48	34	Bachelor's	
6852210	Underwriter 2 Disability Benefits	N		Promo	23	0	05	3	1	Bachelor's	
6852300	Underwriter 3	N		Promo	25	0	05	18	17	Bachelor's	
6852400	Underwriter 4	N		Promo	27	0	05	6	6	Bachelor's	
6859800	Dir Crime Victims Comp Claims	N		Promo	62	0	06	1	1	Bachelor's	
6864200	Unemp Insur Reviewing Examiner	N		Entry Level	16	0	05	43	29	Bachelor's	
6864300	Senr Unemp Insur Reviewing Examiner	N		Promo	20	0	05	26	14	Bachelor's	
6864400	Assoc Unemp Insur Reviewing Examiner	N		Promo	23	0	05	6	5	Bachelor's	
6864700	Supvg Unemp Insur Reviewing Examiner	N		Promo	62	0	06	2	2	Bachelor's	
6864800	Chief Of Unemp Insur Liability Review	N		Promo	64	0	06	1	1	Bachelor's	
6869900	Dir Unemp Insur Adjudication Services	N		Promo	65	0	06	1	1	Bachelor's	
6869950	Assnt Dir Unemployment Insurance Adjudication Svcs	N		Promo	63	0	06	2	1	Bachelor's	
7306500	Highway Safety Equipment Technical Supvr	N		Promo	23	1	05	2	2	Bachelor's	
7619000	Dir Republic Airport	N		Promo	64	1	06	1	1	Bachelor's	
7946900	Assnt Dir Correctional Industries Business Dev	N		Promo	63	0	06	1	1	Bachelor's	
8106410	Homeless Services Rep 1	Y	Generalist	Entry Level	18	0	05	35	22	Bachelor's	
8106420	Homeless Services Rep 2	N		Promo	23	0	05	13	8	Bachelor's	
8106430	Homeless Services Rep 3	N		Promo	62	0	06	7	5	Bachelor's	
8106441	Homeless Services Rep 4	N		Promo	63	0	06	1	1	Bachelor's	
8106450	Homeless Services Rep 5	N		Promo	64	0	06	1	1	Bachelor's	
8107100	Cultural Interpretation Specialist 1	N		Entry Level	18	1	05	1	1	Bachelor's	
8107200	Cultural Interpretation Specialist 2	N		Promo	23	1	05	7	5	Bachelor's	
8107300	Cultural Interpretation Specialist 3	N		Promo	25	1	05	1	1	Bachelor's	
8115600	Residential Program Specialist	N		Entry Level	16	0	05	55	39	Bachelor's	
8119100	Child Abuse Prevention Specialist 1	N		Entry Level	18	1	05	48	38	Bachelor's	
8119200	Child Abuse Prevention Specialist 2	N		Promo	23	1	05	14	14	Bachelor's	
8119300	Child Abuse Prevention Specialist 3	N		Promo	62	1	06	2	1	Bachelor's	
8123100	Crime Victims Advocate	N		Promo	18	1	05	9	8	Bachelor's	
8123900	Dir Victim Services	N		Promo	62	0	06	1	1	Bachelor's	
8124800	Migrant Labor Programs Coord	N		Promo	25	1	05	1	1	Bachelor's	
8131510	Housing Specialist 1	Y	Both	Entry Level	18	0	05	21	18	Bachelor's	
8131520	Housing Specialist 2	N		Promo	23	0	05	11	9	Bachelor's	
8131530	Housing Specialist 3	N		Promo	27	0	05	4	4	Bachelor's	
8131540	Housing Specialist 4	N		Promo	64	0	06	1	1	Bachelor's	
8134100	Children & Family Services Program Manager 1	N		Promo	61	0	06	26	20	Bachelor's	
8134200	Children & Family Services Program Manager 2	N		Promo	62	0	06	19	15	Bachelor's	
8134300	Children & Family Services Program Manager 3	N		Promo	63	0	06	15	11	Bachelor's	
8134400	Children & Family Services Program Manager 4	N		Promo	64	0	06	4	4	Bachelor's	
8145100	Children & Family Services Specialist 1	Y	Both	Entry Level	18	0	05	395	336	Bachelor's	
8145111	Children & Family Services Specialist 1 Minority G	N		Promo	18	0	05	30	24	Bachelor's	
8145200	Children & Family Services Specialist 2	N		Promo	23	0	05	165	118	Bachelor's	
8145210	Children & Family Services Spec 2 Permanency Svcs	N		Promo	23	0	05	10	8	Bachelor's	
8145300	Children & Family Services Specialist 3	N		Promo	27	0	05	18	13	Bachelor's	
8161300	Dir Long Term Care Section	N		Promo	64	0	06	2	0	Bachelor's	
8161400	Dir Long Term Care Advocacy	N		Promo	62	1	06	1	1	Bachelor's	
8162050	Medicaid Review Analyst 5	N		Promo	64	0	06	1	0	Bachelor's	
8169700	Facilities Manager	N		Promo	63	1	06	4	3	Bachelor's	
8183100	Temporary Assistance Specialist 1	Y	Generalist	Entry Level	18	0	05	153	129	Bachelor's	
8183115	Temporary Assistance Specialist 1 RIS	N		Promo	18	0	05	10	9	Bachelor's	
8183200	Temporary Assistance Specialist 2	N		Promo	23	0	05	74	66	Bachelor's	
8183220	Temporary Assistance Specialist 2 RIS	N		Promo	23	0	05	5	5	Bachelor's	
8183300	Temporary Assistance Specialist 3	N		Promo	27	0	05	21	19	Bachelor's	
8183320	Temporary Assistance Specialist 3 RIS	N		Promo	27	0	05	2	2	Bachelor's	
8183400	Temporary Assistance Specialist 4	N		Promo	64	0	06	9	9	Bachelor's	
8183420	Temporary Assistance Specialist 4 RIS	N		Promo	64	0	06	1	1	Bachelor's	
8270400	Coord Family Services	N		Promo	61	0	06	1	1	Bachelor's	
8309600	Chief Long Term Care Therapy Services	N		Promo	23	0	05	3	2	Bachelor's	

**Civil Service Enforcement and Research
Substitute Degree Titles
October 28, 2025**

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Degree Required	License or Certificate
8332100	Youth Local Asstnc Program Specialist 1	N		Entry Level	22	1	05	17	15	Bachelor's	
8332200	Youth Local Asstnc Program Specialist 2	N		Promo	25	1	05	7	5	Bachelor's	
8407110	Labor Services Rep	N		Entry Level	16	0	05	858	568	Bachelor's	
8407111	Labor Services Rep Chinese Language	N		Entry Level	16	0	05	30	15	Bachelor's	
8407112	Labor Services Rep Spanish Language	N		Entry Level	16	0	05	132	83	Bachelor's	
8407113	Labor Services Rep Local Vet Empl Re	N		Entry Level	16	0	05	47	25	Bachelor's	
8407114	Labor Services Rep Korean Language	N		Entry Level	16	0	05	6	2	Bachelor's	
8407116	Labor Services Rep Creole Language	N		Entry Level	16	0	05	2	0	Bachelor's	
8407117	Labor Services Rep Polish Language	N		Entry Level	16	0	05	2	0	Bachelor's	
8407118	Labor Services Rep Russian Language	N		Entry Level	16	0	05	2	0	Bachelor's	
8407200	Labor Services Rep Disabled Vet Outrch	N		Entry Level	16	1	05	108	30	Bachelor's	
8407300	Supvgr Labor Services Rep	N		Promo	20	0	05	245	168	Bachelor's	
8407320	Supvgr Labor Services Rep Chinese Language	N		Promo	20	0	05	4	4	Bachelor's	
8407800	Supvgr Labor Services Rep Spanish Lang	N		Promo	20	0	05	16	10	Bachelor's	
8418100	Immigrant Workers Specialist 1	N		Entry Level	18	1	05	17	9	Bachelor's	
8418200	Immigrant Workers Specialist 2	N		Promo	23	1	05	6	5	Bachelor's	
8418300	Dir Immigrant Workers Services	N		Promo	63	1	06	1	1	Bachelor's	
8418400	Immigrant Workers Specialist 3	N		Promo	62	1	06	1	1	Bachelor's	
8420000	Dir Employment Services	N		Promo	66	1	06	1	1	Bachelor's	
8463600	Dislocated Worker Assistance Cntr Dir	N		Promo	23	1	06	1	1	Associate	
8604100	Criminal Justice Program Specialist 1	N		Entry Level	18	0	05	40	34	Bachelor's	
8604200	Criminal Justice Program Specialist 2	N		Promo	23	0	05	13	11	Bachelor's	
8604300	Criminal Justice Program Specialist 3	N		Promo	27	0	05	3	3	Bachelor's	
8607100	Community Correction Rep 1	N		Entry Level	18	0	05	6	4	Bachelor's	
8607200	Community Correction Rep 2	N		Promo	23	0	05	21	20	Bachelor's	
8607300	Community Correction Rep 3	N		Promo	27	0	05	6	6	Bachelor's	
8608100	Public Safety Grants Representative 1	N		Entry Level	18	0	05	67	52	Bachelor's	
8608200	Public Safety Grants Representative 2	N		Promo	23	0	05	27	24	Bachelor's	
8608300	Public Safety Grants Representative 3	N		Promo	25	0	05	11	5	Bachelor's	
8608400	Public Safety Grants Representative 4	N		Promo	27	0	05	11	9	Bachelor's	
8608500	Assnt Dir Public Safety Grants Management	N		Promo	63	0	06	1	1	Bachelor's	
8608600	Dir Public Safety Grants Management	N		Promo	64	0	06	2	2	Bachelor's	
8618600	Supvr Public Safety Programs	N		Promo	27	0	05	3	3	Bachelor's	
8618700	Dir Office Public Safety	N		Promo	63	0	06	1	0	Bachelor's	
8717900	Dir Temporary Release	N		Promo	63	0	06	1	1	Bachelor's	
8720200	Correction Classification Analyst	N		Promo	22	0	05	8	6	Bachelor's	
8720203	Correction Classification Analyst Health Services	N		Promo	22	0	05	2	0	Bachelor's	
8720205	Correction Classification Analyst Spanish Language	N		Promo	22	0	05	2	1	Bachelor's	
8746500	Assnt Dir Temp Release	N		Promo	61	0	06	1	1	Bachelor's	
8771700	Assnt Dir Incarcerated Classification & Movement	N		Promo	61	0	06	3	3	Bachelor's	
8771800	Dir Incarcerated Classification & Movement	N		Promo	64	0	06	1	1	Bachelor's	
8775000	Correction Sentencing Review Coordinator	N		Promo	61	0	06	1	1	Bachelor's	
8775100	Correction Sentencing Review Specialist	N		Promo	22	0	05	8	7	Bachelor's	
8916100	Highway Safety Program Analyst 1	Y	Generalist	Entry Level	18	0	05	50	37	Bachelor's	
8916200	Highway Safety Program Analyst 2	N		Promo	23	0	05	18	12	Bachelor's	
9005000	Audio Visual Equipment Technician	N		Entry Level	09	1	03	1	0	Associate	
9125900	Agency Emergency Management Coord	N		Entry Level	23	0	05	9	6	Bachelor's	
9126000	Agency Emergency Management Supervisor	N		Promo	25	1	05	2	2	Bachelor's	
9126010	Agency Emergency Management Supervisor ITS	N		Promo	25	6	05	1	1	Bachelor's	

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0201100	Payroll Analyst 1	Y	Generalist	Entry Level	18	0	06	32	31	Six years of experience reviewing and issuing determinations on specific types of payroll matters to ensure compliance and consistency with laws, regulations, labor contracts, business rules, and policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0201110	Payroll Analyst Trainee 1			Entry Level	NS	0	06			Four years of experience reviewing and issuing determinations on specific types of payroll matters to ensure compliance and consistency with laws, regulations, labor contracts, business rules, and policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0201120	Payroll Analyst Trainee 2			Entry Level	NS	0	06			Five years of experience reviewing and issuing determinations on specific types of payroll matters to ensure compliance and consistency with laws, regulations, labor contracts, business rules, and policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0213100	Education Finance Specialist 1	Y	Both	Entry Level	18	0	05	57	50	Six years of experience calculating financial support, reviewing criteria and authorizing payments, auditing or reviewing fiscal transactions, monitoring and overseeing financial activity, or analyzing financial data in an educational entity regulated under federal or New York State education laws, rules, or regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0213010	Education Finance Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience calculating financial support, reviewing criteria and authorizing payments, auditing or reviewing fiscal transactions, monitoring and overseeing financial activity, or analyzing financial data in an educational entity regulated under federal or New York State education laws, rules, or regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0213020	Education Finance Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience calculating financial support, reviewing criteria and authorizing payments, auditing or reviewing fiscal transactions, monitoring and overseeing financial activity, or analyzing financial data in an educational entity regulated under federal or New York State education laws, rules, or regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225100	Management Specialist 1	Y	Generalist	Entry Level	18	0	05	111	59	Six years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225010	Management Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225020	Management Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0225110	Management Specialist 1 Spanish Language	Y	Generalist	Entry Level	18	0	05	4	1	Six years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225011	Management Specialist Trainee 1 Spanish Language			Entry Level	NS	0	05			Four years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225021	Management Specialist Trainee 2 Spanish Language			Entry Level	NS	0	05			Five years of experience conducting comprehensive audits of the management, program, and fiscal affairs of social services programs and of providers of health care or other services; and performing eligibility reviews of applicants for and recipients of public assistance for the purpose of determining compliance with federal and state statutes, regulations, and billing protocols.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225115	Management Specialist 1 Children & Family Services	Y	Generalist	Entry Level	18	0	05	1	0	Six years of experience reviewing, auditing, or monitoring humans services or juvenile or criminal justice services programs for compliance with established law, regulations, or standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225015	Management Specialist Trainee 1 Children & Family Services			Entry Level	NS	0	05			Four years of experience reviewing, auditing, or monitoring humans services or juvenile or criminal justice services programs for compliance with established law, regulations, or standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0225025	Management Specialist Trainee 2 Children & Family Services			Entry Level	NS	0	05			Five years of experience reviewing, auditing, or monitoring humans services or juvenile or criminal justice services programs for compliance with established law, regulations, or standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0226100	Medicaid Integrity Specialist 1	Y	Generalist	Entry Level	18	0	05	160	115	Six years of experience in the promotion of Medicaid program integrity and appropriate delivery and utilization of Medicaid programs and services performing one or more of the following duties: educating, assisting, and monitoring compliance with program regulations and obligations; developing, clarifying, and ensuring implementation of program requirements; collecting and analyzing data; evaluating and assessing appropriateness of provider or recipient participation in the Medicaid program or the appropriateness of billing or utilization of service; or developing referrals for further action or recommendations for corrective action.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0226000	Medicaid Integrity Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience in the promotion of Medicaid program integrity and appropriate delivery and utilization of Medicaid programs and services performing one or more of the following duties: educating, assisting, and monitoring compliance with program regulations and obligations; developing, clarifying, and ensuring implementation of program requirements; collecting and analyzing data; evaluating and assessing appropriateness of provider or recipient participation in the Medicaid program or the appropriateness of billing or utilization of service; or developing referrals for further action or recommendations for corrective action.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0226010	Medicaid Integrity Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience in the promotion of Medicaid program integrity and appropriate delivery and utilization of Medicaid programs and services performing one or more of the following duties: educating, assisting, and monitoring compliance with program regulations and obligations; developing, clarifying, and ensuring implementation of program requirements; collecting and analyzing data; evaluating and assessing appropriateness of provider or recipient participation in the Medicaid program or the appropriateness of billing or utilization of service; or developing referrals for further action or recommendations for corrective action.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0226110	Medicaid Integrity Specialist 1 Financial Analysis	Y	Generalist	Entry Level	18	0	05	82	73	Six years of experience performing examinations, analyses, and verifications of financial records of Medicaid providers to determine compliance with program requirements and identify improperly expended Medicaid payments.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0226002	Medicaid Integrity Specialist Trainee 1 Financial Analysis			Entry Level	NS	0	05			Four years of experience performing examinations, analyses, and verifications of financial records of Medicaid providers to determine compliance with program requirements and identify improperly expended Medicaid payments.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0226012	Medicaid Integrity Specialist Trainee 2 Financial Analysis			Entry Level	NS	0	05			Five years of experience performing examinations, analyses, and verifications of financial records of Medicaid providers to determine compliance with program requirements and identify improperly expended Medicaid payments.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0227100	Medicaid Redesign Analyst 1	Y	Both	Entry Level	18	0	05	42	32	Six years of experience in the administration of a public health insurance program performing one or more of the following duties: participation in the development or implementation of programs, policies, procedures, or regulations related to the delivery, reimbursement, eligibility, coverage, or payment of health care services; analyzing demographic, economic, financial, clinical usage, or clinical quality assurance data to improve the quality, availability, or efficiency of health care services; participating in the development, implementation, or oversight of health plan contracts with organizations that provide insurance coverage of health care services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0227010	Medicaid Redesign Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience in the administration of a public health insurance program performing one or more of the following duties: participation in the development or implementation of programs, policies, procedures, or regulations related to the delivery, reimbursement, eligibility, coverage, or payment of health care services; analyzing demographic, economic, financial, clinical usage, or clinical quality assurance data to improve the quality, availability, or efficiency of health care services; participating in the development, implementation, or oversight of health plan contracts with organizations that provide insurance coverage of health care services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0227020	Medicaid Redesign Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience in the administration of a public health insurance program performing one or more of the following duties: participation in the development or implementation of programs, policies, procedures, or regulations related to the delivery, reimbursement, eligibility, coverage, or payment of health care services; analyzing demographic, economic, financial, clinical usage, or clinical quality assurance data to improve the quality, availability, or efficiency of health care services; participating in the development, implementation, or oversight of health plan contracts with organizations that provide insurance coverage of health care services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0232100	Contract Management Specialist 1	Y	Both	Entry Level	18	0	05	873	593	Six years of experience managing contracts and related budgets including one or more of the following areas: negotiation with contractors and vendors; fiscal management, including bidding, payment, analysis, and fiscal reporting; contract development, including developing requests for proposals; contract execution, including securing signatory approval from control agencies; monitoring and review of contract terms.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0232010	Contract Management Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience managing contracts and related budgets including one or more of the following areas: negotiation with contractors and vendors; fiscal management, including bidding, payment, analysis, and fiscal reporting; contract development, including developing requests for proposals; contract execution, including securing signatory approval from control agencies; monitoring and review of contract terms.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0232020	Contract Management Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience managing contracts and related budgets including one or more of the following areas: negotiation with contractors and vendors; fiscal management, including bidding, payment, analysis, and fiscal reporting; contract development, including developing requests for proposals; contract execution, including securing signatory approval from control agencies; monitoring and review of contract terms.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0238200	Senior Utility Financial Analyst	Y	Select	Entry Level	18	0	05	6	3	Six years of experience analyzing financial/investment practices, assessing financial conditions and cost structure, analyzing new securities issues, assessing financial and business risk, and measuring the cost of capital.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0238210	Utility Financial Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience analyzing financial/investment practices, assessing financial conditions and cost structure, analyzing new securities issues, assessing financial and business risk, and measuring the cost of capital.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0238220	Utility Financial Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience analyzing financial/investment practices, assessing financial conditions and cost structure, analyzing new securities issues, assessing financial and business risk, and measuring the cost of capital.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0247950	Senior Municipal Financial Analyst	N		Entry Level	18	0	05	18	10	Six years of experience researching and analyzing data and preparing statistical and analytical reports pertaining to the revenues, expenditures, economic trends, and operations which impact the financial condition of public entities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0272100	Financial Analyst 1	Y	Select	Entry Level	18	0	05	6	3	Six years of experience performing financial statement analysis, cash flow analysis, collateral analysis, and industry trends to determine repayment ability.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0272110	Financial Analyst 1 Workers Compensation	Y	Select	Entry Level	18	0	05	8	5	Six years of experience performing financial statement analysis, collateral analysis, reserve analysis, and cash flow analysis, such as revenue and expenditure forecasting, budget variance analysis, and industry analysis, to determine repayment ability in the area of workers compensation.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0272111	Financial Analyst Trainee 1 Workers Compensation			Entry Level	NS	0	05			Four years of experience performing financial statement analysis, collateral analysis, reserve analysis, and cash flow analysis, such as revenue and expenditure forecasting, budget variance analysis, and industry analysis, to determine repayment ability in the area of workers compensation.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0272111	Financial Analyst Trainee 2 Workers Compensation			Entry Level	NS	0	05			Five years of experience performing financial statement analysis, collateral analysis, reserve analysis, and cash flow analysis, such as revenue and expenditure forecasting, budget variance analysis, and industry analysis, to determine repayment ability in the area of workers compensation.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0304100	Financial Services Examiner 1	N		Entry Level	18	0	05	370	233	Six years of experience in accounting, auditing, banking, insurance, finance, or government regulation involving financial analysis, valuation, risk underwriting, financial or economic risk management, compliance, or audit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0304105	Financial Services Examiner Trainee 1			Entry Level	NS	0	05			Four years of experience in accounting, auditing, banking, insurance, finance, or government regulation involving financial analysis, valuation, risk underwriting, financial or economic risk management, compliance, or audit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0304110	Financial Services Examiner Trainee 2			Entry Level	NS	0	05			Four years of experience in accounting, auditing, banking, insurance, finance, or government regulation involving financial analysis, valuation, risk underwriting, financial or economic risk management, compliance, or audit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308100	Financial Services Specialist 1 Risk	N		Entry Level	18	1	05	25	0	Six years of experience performing financial and economic risk analysis, including portfolio risk analysis, credit, market, and counterparty risk stress testing and stress test scenario development; using market-based risk indicators, including equity and debt-linked default probability models; and conducting predictive financial institution insolvency analysis.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308105	Financial Services Specialist 1 Compliance	N		Entry Level	18	1	05	33	2	Six years of experience reviewing lending, deposit, insurance, and other transactions to determine compliance with Financial Service's applicable laws or regulations; reviewing financial institution programs, policies and procedures for compliance with legal and regulatory requirements; and evaluating the adequacy of board and management oversight of the financial institutions' compliance programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308110	Financial Services Specialist 1 Financial Crime Risk	N		Entry Level	18	1	05	25	0	Six years of experience evaluating financial institution financial crime risk in a management, compliance, or audit environment and developing and implementing financial crime risk management or compliance policies, programs, and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0308115	Financial Services Specialist 1 Policy Analysis	N		Entry Level	18	1	05	25	1	Six years of experience researching, planning, administering, or analyzing the policies and procedures affecting regulated entities and how they conduct business activities with the public or other regulated entities and researching and analyzing state and federal statutes and regulations and their effects upon the business activities of financial services entities with regard to the public or other financial services entities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308120	Financial Services Specialist 1 Virtual Currency	N		Entry Level	18	1	05	22	0	Six years of experience in the operation, management, risk management, compliance, audit, or internal control of business activity involving virtual currency as defined by NYCRR Part 200 or currencies stored and transferred electronically.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308125	Financial Services Specialist 1 Trust Examination	N		Entry Level	18	1	05	21	0	Six years of experience in trust operations, trust administration, and fiduciary activities at a financial institution.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308130	Financial Services Specialist 1 Cyber Security	N		Entry Level	18	1	05	25	2	Six years of experience in establishing, managing, or auditing cyber security and technical control programs with industry standard frameworks such as the Federal Financial Institutions Council (FFIEC), National Institute of Standards and Technology (NIST), System Administration, Audit, Network, and Security (SANS), and International Standardization Organization (ISO).	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308135	Financial Services Specialist 1 Risk, Audit, & Internal Control	N		Entry Level	18	1	05	9	0	Six years of experience in accounting, auditing, or internal controls in the financial services industry (banking, insurance, mortgage or licensed financial services) or developing or implementing internal controls systems at a financial services institution, regulatory agency, or at a public accounting or consulting firm.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308140	Financial Services Specialist 1 Urban Analyst	N		Entry Level	18	1	05	5	0	Six years of experience researching, planning, administering, or analyzing community preservation and economic development programs focusing on the preservation, revitalization, and development of low-to-moderate income areas.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308145	Financial Services Specialist 1 Fair Lending	N		Entry Level	18	1	05	22	0	Six years of experience designing and performing fair lending analyses related to all types of credit extensions in a banking or a related financial industry, consulting firm, non-profit organization, or fair housing group.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0308150	Financial Services Specialist 1 Holocaust Claims	N		Entry Level	18	1	05	1	0	Six years of experience researching and evaluating data related to the Holocaust and Nazi Germany; pursuing clients claims for return of assets from the Holocaust Era; coordinating or managing a program that involves the collection and evaluation of data; or post bar practice of law. Proficiency in Yiddish, Hebrew, German, Russian, French, Polish or other European language required.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0372100	Policyholder Services Representative 1	Y	Generalist	Entry Level	18	0	05	136	28	Six years of experience in marketing insurance products and services or reviewing policyholders' workplaces to determine safety hazards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0372010	Policyholder Services Representative Tr 1			Entry Level	NS	0	05			Four years of experience in marketing insurance products and services or reviewing policyholders' workplaces to determine safety hazards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0372020	Policyholder Services Representative Tr 2			Entry Level	NS	0	05			Five years of experience in marketing insurance products and services or reviewing policyholders' workplaces to determine safety hazards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0658300	Senior Forest Appraiser	Y	Select	Entry Level	18	0	05	4	3	Six years of forest appraisal experience that includes establishing land values for forestland and analyzing and valuing private forestland in support of the ongoing equalization process; collecting on-site data of timber and lakeshore inventories for either both state-owned and private land; or establishing and maintaining assessment schedules (valuation rates) for forests.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0658010	Forest Appraiser Trainee 1			Entry Level	NS	0	05			Four years of forest appraisal experience that includes establishing land values for forestland and analyzing and valuing private forestland in support of the ongoing equalization process; collecting on-site data of timber and lakeshore inventories for either both state-owned and private land; or establishing and maintaining assessment schedules (valuation rates) for forests.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0658020	Forest Appraiser Trainee 2			Entry Level	NS	0	05			Five years of forest appraisal experience that includes establishing land values for forestland and analyzing and valuing private forestland in support of the ongoing equalization process; collecting on-site data of timber and lakeshore inventories for either both state-owned and private land; or establishing and maintaining assessment schedules (valuation rates) for forests.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816100	Business Systems Analyst 1	Y	Select	Entry Level	18	0	05	541	308	Six years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product/SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0816010	Business Systems Analyst Trainee 1			Entry Level	NS	0	05			Four years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product/SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816020	Business Systems Analyst Trainee 2			Entry Level	NS	0	05			Five years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product/SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816150	Business Systems Analyst 1 Health	Y	Select	Entry Level	18	0	05	12	7	Six years of business analysis experience in a large health care facility, health related governmental entity, health insurance company, large health care provider organization or employer, or with the New York State Medical Assistance (Medicaid) Program in a New York State agency or a New York State local social services district or county, which includes: eliciting requirements as the foundation for the solution to the organization's business needs; identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or product or service to fulfill the business requirements; describing in a written document what the system, process, or product service must do in order to satisfy the established business requirements; validating requirements throughout the product or system development life cycle (SDLC); and developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0816151	Business Systems Analyst Trainee 1 Health			Entry Level	NS	0	05			Four years of business analysis experience in a large health care facility, health related governmental entity, health insurance company, large health care provider organization or employer, or with the New York State Medical Assistance (Medicaid) Program in a New York State agency or a New York State local social services district or county, which includes: eliciting requirements as the foundation for the solution to the organization's business needs; identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or product or service to fulfill the business requirements; describing in a written document what the system, process, or product service must do in order to satisfy the established business requirements; validating requirements throughout the product or system development life cycle (SDLC); and developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816152	Business Systems Analyst Trainee 2 Health			Entry Level	NS	0	05			Five years of business analysis experience in a large health care facility, health related governmental entity, health insurance company, large health care provider organization or employer, or with the New York State Medical Assistance (Medicaid) Program in a New York State agency or a New York State local social services district or county, which includes: eliciting requirements as the foundation for the solution to the organization's business needs; identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or product or service to fulfill the business requirements; describing in a written document what the system, process, or product service must do in order to satisfy the established business requirements; validating requirements throughout the product or system development life cycle (SDLC); and developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816170	Business Systems Analyst 1 Payroll Systems	N		Entry Level	18	0	05	16	11	Six years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product or SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
0816070	Business Systems Analyst Trainee 1 Payroll Systems			Entry Level	NS	0	05			Four years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product or SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
0816080	Business Systems Analyst Trainee 2 Payroll Systems			Entry Level	NS	0	05			Five years of business analysis experience including: using business analysis techniques to elicit requirements as the foundation for the solution to the organizations business needs; using business analysis techniques for the purpose of identifying solutions aimed at improving the efficiency and effectiveness of the system, business process, or; describing in a comprehensive written document what the system, process, or product service must do in order to satisfy the established business requirement; this includes creating, updating, and maintaining documentation through the system development life cycle; validating requirements throughout the product or system development life cycle (SDLC) including all changes to the processes that would enable an organization to achieve its goals; or verifying requirements throughout the product or SDLC to ensure they perform to the required specifications and are capable of achieving the design capabilities; this includes developing test plans and logical designs, testing the scenarios, reviewing test results, identifying constraints and risks, or communicating with stakeholders.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1105100	Program Specialist 1 Cannabis	Y	Select	Entry Level	18	0	05	58	34	Six years of experience in a regulatory compliance or oversight entity that included two or more of the following: accounting and auditing; investigating or inspecting regulated entities and facilities; interpreting and explaining policies, rules, regulations, or laws to organizations, government or corporate officials, or individuals; policy analysis and research; surveillance; quality assurance that included evaluating whether projects met or are meeting requirements that included risk assessment; providing professional level economic development products or services; community outreach which included vulnerable populations; negotiating or approving contracts or agreements with suppliers, distributors, federal or state agencies, or other administrative control processes.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1105101	Program Specialist Trainee 1 Cannabis			Entry Level	NS	0	05			Four years of experience in a regulatory compliance or oversight entity that included two or more of the following: accounting and auditing; investigating or inspecting regulated entities and facilities; interpreting and explaining policies, rules, regulations, or laws to organizations, government or corporate officials, or individuals; policy analysis and research; surveillance; quality assurance that included evaluating whether projects met or are meeting requirements that included risk assessment; providing professional level economic development products or services; community outreach which included vulnerable populations; negotiating or approving contracts or agreements with suppliers, distributors, federal or state agencies, or other administrative control processes.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1105102	Program Specialist Trainee 1 Cannabis			Entry Level	NS	0	05			Five years of experience in a regulatory compliance or oversight entity that included two or more of the following: accounting and auditing; investigating or inspecting regulated entities and facilities; interpreting and explaining policies, rules, regulations, or laws to organizations, government or corporate officials, or individuals; policy analysis and research; surveillance; quality assurance that included evaluating whether projects met or are meeting requirements that included risk assessment; providing professional level economic development products or services; community outreach which included vulnerable populations; negotiating or approving contracts or agreements with suppliers, distributors, federal or state agencies, or other administrative control processes.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436100	Human Resources Specialist 1	Y	Generalist	Entry Level	18	0	06	739	505	Six years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436010	Human Resources Specialist Trainee 1			Entry Level	NS	0	06			Four years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436012	Human Resources Specialist Trainee 2			Entry Level	NS	0	06			Five years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436112	Human Resources Specialist 1 Attendance & Leave	Y	Generalist	Entry Level	18	0	06	1	1	Six years of experience interpreting laws, rules, regulations, contract provisions, and memoranda of understanding on attendance and leave matters; and advising companies, employees, and others on such issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436013	Human Resources Specialist Trainee 1 Attendance & Leave			Entry Level	NS	0	06			Four years of experience interpreting laws, rules, regulations, contract provisions, and memoranda of understanding on attendance and leave matters; and advising companies, employees, and others on such issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1436014	Human Resources Specialist Trainee 2 Attendance & Leave			Entry Level	NS	0	06			Five years of experience interpreting laws, rules, regulations, contract provisions, and memoranda of understanding on attendance and leave matters; and advising companies, employees, and others on such issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436114	Human Resources Specialist 1 Benefits	Y	Generalist	Entry Level	18	0	06	50	41	Six years of experience planning, coordinating, and managing various employee benefits (such as health, dental, vision, and life insurance; and workers' compensation, income protection, and disability benefits); establishing and applying eligibility requirements; and arranging and communicating to enrollees the details of each benefit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436014	Human Resources Specialist Trainee 1 Benefits			Entry Level	NS	0	06			Four years of experience planning, coordinating, and managing various employee benefits (such as health, dental, vision, and life insurance; and workers' compensation, income protection, and disability benefits); establishing and applying eligibility requirements; and arranging and communicating to enrollees the details of each benefit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436024	Human Resources Specialist Trainee 2 Benefits			Entry Level	NS	0	06			Five years of experience planning, coordinating, and managing various employee benefits (such as health, dental, vision, and life insurance; and workers' compensation, income protection, and disability benefits); establishing and applying eligibility requirements; and arranging and communicating to enrollees the details of each benefit.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436116	Human Resources Specialist 1 Class & Comp	Y	Generalist	Entry Level	18	0	06	11	5	Six years of experience analyzing positions to ensure their proper classification and set appropriate allocation for jobs; and determining salary enhancements to facilitate recruitment and retention.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436015	Human Resources Specialist Trainee 1 Class & Comp			Entry Level	NS	0	06			Four years of experience analyzing positions to ensure their proper classification and set appropriate allocation for jobs; and determining salary enhancements to facilitate recruitment and retention.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436025	Human Resources Specialist Trainee 2 Class & Comp			Entry Level	NS	0	06			Five years of experience analyzing positions to ensure their proper classification and set appropriate allocation for jobs; and determining salary enhancements to facilitate recruitment and retention.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436118	Human Resources Specialist 1 Municipal Assistance	Y	Generalist	Entry Level	18	0	06	9	8	Six years of experience providing consultation and technical assistance to government officials on human resources compliance issues including laws, rules, and regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436016	Human Resources Specialist Trainee 1 Municipal Assistance			Entry Level	NS	0	06			Four years of experience providing consultation and technical assistance to government officials on human resources compliance issues including laws, rules, and regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436026	Human Resources Specialist Trainee 2 Municipal Assistance			Entry Level	NS	0	06			Five years of experience providing consultation and technical assistance to government officials on human resources compliance issues including laws, rules, and regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1436119	Human Resources Specialist 1 Labor Relations	Y	Generalist	Entry Level	18	0	06	70	33	Six years of labor relations experience, which includes directing the implementation of collective bargaining agreements; representing a company in negotiations; and directing or participating in labor management committees; providing expert advice and assistance to program managers and supervisors in disciplinary matters; and reviewing and evaluating policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436019	Human Resources Specialist Trainee 1 Labor Relations			Entry Level	NS	0	06			Four years of labor relations experience, which includes directing the implementation of collective bargaining agreements; representing a company in negotiations; and directing or participating in labor management committees; providing expert advice and assistance to program managers and supervisors in disciplinary matters; and reviewing and evaluating policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436029	Human Resources Specialist Trainee 2 Labor Relations			Entry Level	NS	0	06			Five years of labor relations experience, which includes directing the implementation of collective bargaining agreements; representing a company in negotiations; and directing or participating in labor management committees; providing expert advice and assistance to program managers and supervisors in disciplinary matters; and reviewing and evaluating policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436120	Human Resources Specialist 1 Spanish Language	Y	Generalist	Entry Level	18	0	06	1	0	Six years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436012	Human Resources Specialist Trainee 1 Spanish Language			Entry Level	NS	0	06			Four years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436022	Human Resources Specialist Trainee 2 Spanish Language			Entry Level	NS	0	06			Five years of experience performing and supervising the performance of various human resources activities such as staffing services, which consist of recruitment, examination, and placement activities; position classification and compensation; and employee services such as employee benefit, health and safety, employee counseling, and employee recognition.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436122	Human Resources Specialist 1 Staffing	Y	Generalist	Entry Level	18	0	06	33	27	Six years of experience administering the employee selection process by planning and administering examinations; and advising entities, employees, and others on various issues related to appointments, status, and layoffs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436017	Human Resources Specialist Trainee 1 Staffing			Entry Level	NS	0	06			Four years of experience administering the employee selection process by planning and administering examinations; and advising entities, employees, and others on various issues related to appointments, status, and layoffs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436027	Human Resources Specialist Trainee 2 Staffing			Entry Level	NS	0	06			Five years of experience administering the employee selection process by planning and administering examinations; and advising entities, employees, and others on various issues related to appointments, status, and layoffs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1436124	Human Resources Specialist 1 Testing	Y	Generalist	Entry Level	18	0	06	32	26	Six years of experience developing interview techniques, rating scales, and tests used to assess skills, abilities, and interests for the purpose of employee selection, placement, or promotion and evaluating recruitment or selection criteria to ensure conformance to professional, statistical, or testing standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436018	Human Resources Specialist Trainee 1 Testing			Entry Level	NS	0	06			Four years of experience developing interview techniques, rating scales, and tests used to assess skills, abilities, and interests for the purpose of employee selection, placement, or promotion and evaluating recruitment or selection criteria to ensure conformance to professional, statistical, or testing standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1436028	Human Resources Specialist Trainee 2 Testing			Entry Level	NS	0	06			Five years of experience developing interview techniques, rating scales, and tests used to assess skills, abilities, and interests for the purpose of employee selection, placement, or promotion and evaluating recruitment or selection criteria to ensure conformance to professional, statistical, or testing standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437100	Training Specialist 1	Y	Generalist	Entry Level	18	0	05	241	155	Six years of experience developing and presenting training programs to improve the on-the-job knowledge, skills, and abilities of employees to enable them to carry out the mission.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437010	Training Specialist Trainee 1			Entry Level	NS	0	06			Four years of experience developing and presenting training programs to improve the on-the-job knowledge, skills, and abilities of employees to enable them to carry out the mission.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437020	Training Specialist Trainee 2			Entry Level	NS	0	06			Five years of experience developing and presenting training programs to improve the on-the-job knowledge, skills, and abilities of employees to enable them to carry out the mission.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437110	Training Specialist 1 Addictions	Y	Select	Entry Level	18	0	05	1	0	Six years of experience in the direct preparation and delivery of training to addictions or human services professionals, which includes developing and revising curricula related to the prevention or treatment of substance use disorders or the recovery from a substance use disorder.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437130	Training Specialist 1 Mental Hygiene	Y	Generalist	Entry Level	18	0	05	78	54	Six years of experience developing and delivering major segments of institution and community training programs to improve the knowledge and abilities of those caring for and treating individuals with mental illness or developmental disabilities in institutional and community settings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437131	Training Specialist Trainee 1 Mental Hygiene			Entry Level	NS	0	05			Four years of experience developing and delivering major segments of institution and community training programs to improve the knowledge and abilities of those caring for and treating individuals with mental illness or developmental disabilities in institutional and community settings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437132	Training Specialist Trainee 1 Mental Hygiene			Entry Level	NS	0	05			Five years of experience developing and delivering major segments of institution and community training programs to improve the knowledge and abilities of those caring for and treating individuals with mental illness or developmental disabilities in institutional and community settings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1437140	Training Specialist 1 Nursing	N		Entry Level	18	0	05	7	1	Possession of a license and current registration to practice as a registered professional nurse in New York State; one year of post-licensure clinical nursing experience; and two years of experience delivering specialized training in a classroom setting.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437150	Training Specialist 1 Child Welfare	Y	Select	Entry Level	18	0	05	6	2	Six years of experience in child welfare casework services related to the welfare of children and families, such as child protection and prevention services, foster care services, and adoption services, which includes engaging families, conducting family and child assessments, developing and implementing service plans to address the families' needs, and monitoring the outcome of those services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437160	Training Specialist 1 Child Protective Services	Y	Select	Entry Level	18	0	05	7	4	Six years of experience in child protective casework services related to the assessment of the health and safety of children and families, by conducting child protective comprehensive investigations, making determinations regarding substantiation of the allegations, and includes assessing the need for ongoing services or court intervention.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437170	Training Specialist 1 Instructional Design	N		Entry Level	18	0	05	4	3	Six years of experience years of experience developing and implementing learning solutions for adults.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437180	Training Specialist 1 Juvenile Justice			Entry Level	19	0	05			Six years of experience providing direct care services for individuals between the ages of 10 and 21 who are generally considered to be "juvenile delinquents," "youthful offenders," or youth residing in a residential setting which may include, youth who are diagnosed with mental or developmental disabilities, mental illness, or addictions who could potentially become involved in the juvenile justice system. One year of the experience must have been in developing or delivering classroom training on the concepts and techniques of youth in residential care to direct care staff responsible for the supervision and treatment of youth.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437181	Training Specialist Trainee 1 Juvenile Justice			Entry Level	NS	0	05			Four years of experience providing direct care services for individuals between the ages of 10 and 21 who are generally considered to be "juvenile delinquents," "youthful offenders," or youth residing in a residential setting which may include, youth who are diagnosed with mental or developmental disabilities, mental illness, or addictions who could potentially become involved in the juvenile justice system. One year of the experience must have been in developing or delivering classroom training on the concepts and techniques of youth in residential care to direct care staff responsible for the supervision and treatment of youth.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1437182	Training Specialist Trainee 2 Juvenile Justice			Entry Level	NS	0	05			Five years of experience providing direct care services for individuals between the ages of 10 and 21 who are generally considered to be "juvenile delinquents," "youthful offenders," or youth residing in a residential setting which may include, youth who are diagnosed with mental or developmental disabilities, mental illness, or addictions who could potentially become involved in the juvenile justice system. One year of the experience must have been in developing or delivering classroom training on the concepts and techniques of youth in residential care to direct care staff responsible for the supervision and treatment of youth.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1481100	Diversity & Inclusion Specialist 1	Y	Select	Entry Level	18	0	06	7	2	Six years of experience in diversity and inclusion, equal opportunity, or human rights, which includes working with community service organizations concerned with diversity and inclusion, equal opportunity, civil rights, training, and upgrading the educational and job qualifications of protected class members or working in human resources or labor relations where your experience is directly related to diversity and inclusion.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1537500	Prin Adirondack Park Local Planning Assistance Specialist	N		Entry Level	23	1	05	1	1		An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1631210	Environmental Program Specialist 1	Y	Select	Entry Level	18	0	05	368	283	Six years or experience in a position where you have responsibility for the following: development and implementation of program policies and procedures; preparing and interpreting rules and regulations; development, preparation, and management of procurement (solicitation) documents, contracts, or grants; providing non-engineering technical assistance and information to consultants, public officials, and facility managers; collecting data, reviewing alternatives, performing qualitative or quantitative policy analyses; writing technical or programmatic reports; developing, implementing, analyzing, and evaluating programs; developing and implementing expenditure plans, procuring external funding sources, collecting and forecasting the impact of funding or organizational change efforts; assisting with the development of environmental public information campaigns.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1631110	Environmental Program Specialist Trainee 1			Entry Level	NS	0	05			Four years or experience in a position where you have responsibility for the following: development and implementation of program policies and procedures; preparing and interpreting rules and regulations; development, preparation, and management of procurement (solicitation) documents, contracts, or grants; providing non-engineering technical assistance and information to consultants, public officials, and facility managers; collecting data, reviewing alternatives, performing qualitative or quantitative policy analyses; writing technical or programmatic reports; developing, implementing, analyzing, and evaluating programs; developing and implementing expenditure plans, procuring external funding sources, collecting and forecasting the impact of funding or organizational change efforts; assisting with the development of environmental public information campaigns.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1631120	Environmental Program Specialist Trainee 2			Entry Level	NS	0	05			Five years or experience in a position where you have responsibility for the following: development and implementation of program policies and procedures; preparing and interpreting rules and regulations; development, preparation, and management of procurement (solicitation) documents, contracts, or grants; providing non-engineering technical assistance and information to consultants, public officials, and facility managers; collecting data, reviewing alternatives, performing qualitative or quantitative policy analyses; writing technical or programmatic reports; developing, implementing, analyzing, and evaluating programs; developing and implementing expenditure plans, procuring external funding sources, collecting and forecasting the impact of funding or organizational change efforts; assisting with the development of environmental public information campaigns.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1631212	Environmental Program Specialist 1 Natural Resources	Y	Select	Entry Level	18	0	05	25	15	Six years of experience in local or regional planning involving natural resource analysis; developing and implementing natural resource program policies; writing technical or programmatic reports relating to natural resource program areas; or developing, implementing, and evaluating natural resource programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1631115	Environmental Program Specialist Trainee 1 Natural Resources			Entry Level	NS	0	05			Four years of experience in local or regional planning involving natural resource analysis; developing and implementing natural resource program policies; writing technical or programmatic reports relating to natural resource program areas; or developing, implementing, and evaluating natural resource programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1631125	Environmental Program Specialist Trainee 2 Natural Resources			Entry Level	NS	0	05			Five years of experience in local or regional planning involving natural resource analysis; developing and implementing natural resource program policies; writing technical or programmatic reports relating to natural resource program areas; or developing, implementing, and evaluating natural resource programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1632010	Climate Policy Analyst 1	Y	Select	Entry Level	18	0	05	21	19	Six years of experience in the establishment of environmental policy; preparing, implementing, or reviewing climate relevant policies, plans, projects, regulations or environmental impact statements; preparing climate-relevant materials involving environmental matters; or professional testimony for use in hearings or trials involving environmental matters; or preparing environmental analysis of climate change issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1632011	Climate Policy Analyst Tr 1			Entry Level	NS	0	05			Four years of experience in the establishment of environmental policy; preparing, implementing, or reviewing climate relevant policies, plans, projects, regulations or environmental impact statements; preparing climate-relevant materials involving environmental matters; or professional testimony for use in hearings or trials involving environmental matters; or preparing environmental analysis of climate change issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1632012	Climate Policy Analyst Tr 2			Entry Level	NS	0	05			Five years of experience in the establishment of environmental policy; preparing, implementing, or reviewing climate relevant policies, plans, projects, regulations or environmental impact statements; preparing climate-relevant materials involving environmental matters; or professional testimony for use in hearings or trials involving environmental matters; or preparing environmental analysis of climate change issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1637100	Mineral Resources Specialist 1	N		Entry Level	15	0	05	0	0	Four years of experience in drilling, development, or production for oil, gas, solution mining, or underground gas storage.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1703100	Renewable Energy Siting Specialist 1	N		Entry Level	18	1	05	9	3	Six years of experience in environmental impact review or study of electricity, gas, water, telecommunications, or renewable energy projects such as solar and wind; development or analysis of land use policies for electricity, gas, water, telecommunications, or renewable energy projects; or related to energy transmission or production facilities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1716100	Criminal Justice Policy Analyst 1	N		Entry Level	18	0	05	8	6	Six years of experience analyzing data, trends, policies, and programs that involve criminal justice or juvenile justice populations in a formal professional setting.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1728100	Addictions Planning Analyst 1	N		Entry Level	18	0	05	1	0	Six years of experience in addictions service planning, which includes policy analysis and design; comparative analysis; federal, state or local planning; and needs assessment and methodology.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1734100	Homeland Security Program Analyst 1	N		Entry Level	18	1	05	93	43	Six years of experience in intelligence analysis, or homeland security, counter terrorism or emergency preparedness analysis and assessment in a law enforcement, intelligence, homeland security, emergency management or response organization.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1736410	Commerce Policy Analyst 1	N		Entry Level	23	1	05	8	3	Seven years of experience requiring the analysis and interpretation of governmental policy issues and preparation of written reports, of which one year of this experience must have been specifically involved in conducting economic development analysis or a related field.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1762200	Higher Education Services Program Analyst 2	N		Entry Level	18	0	05	31	9	Six years of experience in administering student financial aid, which must include the awarding of Title IV funds, grants, and scholarships; or the interpretation and application of laws, rules, and regulations related to student financial aid programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1771100	Policy Analyst 1 Public Authority	Y	Select	Entry Level	18	0	05	10	6	Six years of experience reviewing, analyzing, and recommending the development and implementation of policies pertaining to state and local public authorities, which includes training and assisting public authorities' staff on issues of accountability, compliance with state law, financial transparency, and operating and management practices; developing risk-based compliance review plans; and conducting policy research to address and resolve operating issues at public authorities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1771101	Policy Analyst Public Authority Trainee 1			Entry Level	NS	0	05			Four years of experience reviewing, analyzing, and recommending the development and implementation of policies pertaining to state and local public authorities, which includes training and assisting public authorities' staff on issues of accountability, compliance with state law, financial transparency, and operating and management practices; developing risk-based compliance review plans; and conducting policy research to address and resolve operating issues at public authorities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1771102	Policy Analyst Public Authority Trainee 2			Entry Level	NS	0	05			Five years of experience reviewing, analyzing, and recommending the development and implementation of policies pertaining to state and local public authorities, which includes training and assisting public authorities' staff on issues of accountability, compliance with state law, financial transparency, and operating and management practices; developing risk-based compliance review plans; and conducting policy research to address and resolve operating issues at public authorities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1772100	Coastal Resources Specialist 1	Y	Select	Entry Level	18	0	05	29	18	Six years of experience managing and planning and construction projects undertaken by waterfront communities and local organizations to advance economic development and protect natural resources. This includes developing, reviewing, or implementing plans and documentation or projects that address climate resiliency, or protect, restore, or develop land, water or other resources in coastal areas or other waterfront locations; and may include experience reviewing or developing environmental regulatory documentation or environmental or biological field work.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1772110	Coastal Resources Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience managing and planning and construction projects undertaken by waterfront communities and local organizations to advance economic development and protect natural resources. This includes developing, reviewing, or implementing plans and documentation or projects that address climate resiliency, or protect, restore, or develop land, water or other resources in coastal areas or other waterfront locations; and may include experience reviewing or developing environmental regulatory documentation or environmental or biological field work.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1772120	Coastal Resources Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience managing and planning and construction projects undertaken by waterfront communities and local organizations to advance economic development and protect natural resources. This includes developing, reviewing, or implementing plans and documentation or projects that address climate resiliency, or protect, restore, or develop land, water or other resources in coastal areas or other waterfront locations; and may include experience reviewing or developing environmental regulatory documentation or environmental or biological field work.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1774100	Revitalization Specialist 1	N		Entry Level	23	0	05	30	20	Seven years of experience in preparing and implementing community revitalization plans; land use plans; economic development programs; or redevelopment plans for areas affected by brownfields, vacant land, abandoned sites or urban areas; managing community, economic, or real estate development projects including securing financing, developing requests for proposals, negotiating, managing, monitoring and reviewing contracts.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1790100	Tax Policy Analyst 1	N		Entry Level	18	1	06	9	3	Six years of experience conducting research, studying, or analyzing and interpreting policy issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1790110	Tax Policy Analyst Trainee 1			Entry Level	NS	0	06			Four years of experience conducting research, studying, or analyzing and interpreting policy issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
1790120	Tax Policy Analyst Trainee 2			Entry Level	NS	0	06			Five years of experience conducting research, studying, or analyzing and interpreting policy issues.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1803100	Assistant Purchasing Agent	N		Entry Level	14	0	05	43	18	Five years of purchasing experience which includes being responsible for the purchase of a wide variety of supplies, materials, equipment, and services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1803200	Purchasing Agent	N		Entry Level	18	0	05	23	9	Six years of purchasing experience which includes being responsible for the purchase of a wide variety of supplies, materials, equipment, and services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1803001	Purchasing Agent Trainee			Entry Level	NS	0	05			Four years of purchasing experience which includes being responsible for the purchase of a wide variety of supplies, materials, equipment, and services.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1854100	State Police Evidence Technician 1	N		Entry Level	08	1	02	12	8	Two years of experience ensuring the proper packaging, handling, storage, and chain-of-custody of evidence.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1904000	Health Facility Management Assistant	Y	Select	Entry Level	18	0	05	40	20	Six years of experience in the administration of a health-related facility, which includes work in human resources, business, or finance offices, quality management, or functioning as the administrator of a health-related facility, which includes collecting and analyzing administrative data to assess the efficiency of program operations and performance and develop internal controls; recommending changes and improvements to management; and reviewing and updating facility policies and procedures to ensure compliance with agency, facility, and regulatory requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1907100	Business Officer 1	Y	Generalist	Entry Level	18	0	05	62	43	Six years of experience in the administration of a business office or program, including responsibility for one or more of the following areas: accounting, budgeting, contract administration, and purchasing.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1907010	Business Officer Trainee 1			Entry Level	NS	0	05			Four years of experience in the administration of a business office or program, including responsibility for one or more of the following areas: accounting, budgeting, contract administration, and purchasing.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
1907020	Business Officer Trainee 2			Entry Level	NS	0	05			Five years of experience in the administration of a business office or program, including responsibility for one or more of the following areas: accounting, budgeting, contract administration, and purchasing.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2000300	Senior Budgeting Analyst	Y	Generalist	Entry Level	18	0	05	332	198	Six years of experience in budget estimation, justification, and expenditure control functions.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2000001	Budgeting Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience in budget estimation, justification, and expenditure control functions.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2000002	Budgeting Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience in budget estimation, justification, and expenditure control functions.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2001200	Budget Examiner	Y	Generalist	Entry Level	18	0	06	135	66	Six years of budgeting experience involving the analysis, evaluation, and development of recommendations on major expenditure decisions for a central budgeting agency of a governmental jurisdiction.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2001201	Budget Examiner Trainee 1			Entry Level	NS	0	06			Four years of budgeting experience involving the analysis, evaluation, and development of recommendations on major expenditure decisions for a central budgeting agency of a governmental jurisdiction.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2001202	Budget Examiner Trainee 2			Entry Level	NS	0	06			Four years of budgeting experience involving the analysis, evaluation, and development of recommendations on major expenditure decisions for a central budgeting agency of a governmental jurisdiction.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2128110	Environmental Specialist 1	Y	Select	Entry Level	18	0	05	88	76	Six years of environmental analysis experience which must include substantial involvement in the preparation and review of environmental impact analyses, requiring knowledge and application of state and federal environmental laws, regulations, methods, procedures, and standards; preparation of technical analyses on environmental impact matters; providing consultation on environmental impact laws, rules, and regulations; or conducting office evaluations and field investigations related to environmental regulatory programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2128115	Environmental Specialist Trainee 1			Entry Level	NS	0	05			Four years of environmental analysis experience which must include substantial involvement in the preparation and review of environmental impact analyses, requiring knowledge and application of state and federal environmental laws, regulations, methods, procedures, and standards; preparation of technical analyses on environmental impact matters; providing consultation on environmental impact laws, rules, and regulations; or conducting office evaluations and field investigations related to environmental regulatory programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2128125	Environmental Specialist Trainee 2			Entry Level	NS	0	05			Five years of environmental analysis experience which must include substantial involvement in the preparation and review of environmental impact analyses, requiring knowledge and application of state and federal environmental laws, regulations, methods, procedures, and standards; preparation of technical analyses on environmental impact matters; providing consultation on environmental impact laws, rules, and regulations; or conducting office evaluations and field investigations related to environmental regulatory programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2132200	Transportation Analyst	Y	Select	Entry Level	18	0	05	157	120	Six years of experience directly related to highways or transportation in either planning, engineering management, systems analysis or quantitative analysis of transportation or highway systems, and must have included direct responsibility for the preparation of written materials, such as narrative reports, letters of memoranda documenting the accomplishments, or supervision of such activity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2132210	Transportation Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience directly related to highways or transportation in either planning, engineering management, systems analysis or quantitative analysis of transportation or highway systems, and must have included direct responsibility for the preparation of written materials, such as narrative reports, letters of memoranda documenting the accomplishments, or supervision of such activity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2132220	Transportation Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience directly related to highways or transportation in either planning, engineering management, systems analysis or quantitative analysis of transportation or highway systems, and must have included direct responsibility for the preparation of written materials, such as narrative reports, letters of memoranda documenting the accomplishments, or supervision of such activity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2210100	Graphic Designer 1	N		Entry Level	14	1	05	54	17	Four years of experience conceptualizing, designing, and creating graphics to communicate messages for educational, commercial, or promotional purposes in print and electronic media.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2216000	State Fair Administrator 1	Y	Generalist	Entry Level	18	0	05	19	7	Six years of experience in managing and coordinating events, exhibits, competitions, and the use and rental of facilities, concessions, or supplement services to maximize the facilities' use and profitability.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2216010	State Fair Administrator Trainee 1			Entry Level	NS	0	05			Four years of experience in managing and coordinating events, exhibits, competitions, and the use and rental of facilities, concessions, or supplement services to maximize the facilities' use and profitability.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2216020	State Fair Administrator Trainee 2			Entry Level	NS	0	05			Five years of experience in managing and coordinating events, exhibits, competitions, and the use and rental of facilities, concessions, or supplement services to maximize the facilities' use and profitability.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2234100	Information & Graphics Technician	N		Entry Level	18	0	05	1	1	Six years of experience in graphics or cartographic presentation for transportation organizations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2243510	Public Participation Specialist 1	N		Entry Level	18	0	05	25	13	Six years of experience in the areas of natural resources management, environmental planning, urban planning, environmental regulation development, environmental interpretation, public policy analysis, public information, or public relations and outreach, which included developing and delivering professional presentations to technical or lay audiences or moderating, coordinating, facilitating, or leading public or stakeholder group meetings, or developing and presenting training or educational materials; developing and delivering professional presentations to public audiences, and planning and conducting public meetings; developing and presenting training and educational materials; or developing and implementing public involvement programs or activities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2263500	Translator	N		Entry Level	14	0	05	6	3	Four years of experience translating from a language other than English to English and from English to another language.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2279100	Retirement Systems Information Representative 1	Y	Generalist	Entry Level	18	0	05	94	66	Six years of experience conducting retirement planning consultations with members; developing informational materials; participating in or conducting seminars; and responding to inquiries from employers and active or retired members.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2279010	Retirement Systems Information Representative Trainee 1			Entry Level	NS	0	05			Four years of experience conducting retirement planning consultations with members; developing informational materials; participating in or conducting seminars; and responding to inquiries from employers and active or retired members.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2279020	Retirement Systems Information Representative Trainee 2			Entry Level	NS	0	05			Five years of experience conducting retirement planning consultations with members; developing informational materials; participating in or conducting seminars; and responding to inquiries from employers and active or retired members.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2281000	Sales and Sponsorships Manager	N		Entry Level	25	1	05	1	1	Eight years of experience in the sales and marketing of corporate sponsorship agreements, one year of which was in a supervisory capacity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2293610	Advocacy Specialist 1	N		Entry Level	14	1	05	6	0	Four years of experience as an advocate or service provider in rehabilitation, developmental disabilities, or mental health.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2295220	Health Education Media Specialist 2	N		Entry Level	18	0	05	2	2	Six years experience in the preparation and distribution of health education or health promotion materials in both print media (e.g. brochures, posters, ads, newsletters) and electronic media (e.g. radio and TV public service announcements, videos, interactive computer programs).	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2324050	Utility Analyst 1	Y	Both	Entry Level	18	0	05	70	37	Six years of experience in one or more of the following activities directly related to the gas, water, or electric industry: transmission distribution or production planning, design, construction, operation, safety, or certification; policy formation or implementation; revenue requirement determination; cost allocation; tariff analysis; rate design; competitive energy markets; management and operational audits; implementation and evaluation of energy efficiency programs, renewable generation portfolios or green marketing efforts; policy development and implementation of clean energy programs or initiatives, such as energy efficiency programs, renewable generation portfolios, clean energy standards, or green market development; cost benefit analysis or modeling of emissions impacts of proposed supply-side projects and demand-side programs; or evaluation, measurement and verification of clean energy program or initiatives.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324030	Utility Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience in one or more of the following activities directly related to the gas, water, or electric industry: transmission distribution or production planning, design, construction, operation, safety, or certification; policy formation or implementation; revenue requirement determination; cost allocation; tariff analysis; rate design; competitive energy markets; management and operational audits; implementation and evaluation of energy efficiency programs, renewable generation portfolios or green marketing efforts; policy development and implementation of clean energy programs or initiatives, such as energy efficiency programs, renewable generation portfolios, clean energy standards, or green market development; cost benefit analysis or modeling of emissions impacts of proposed supply-side projects and demand-side programs; or evaluation, measurement and verification of clean energy program or initiatives.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324040	Utility Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience in one or more of the following activities directly related to the gas, water, or electric industry: transmission distribution or production planning, design, construction, operation, safety, or certification; policy formation or implementation; revenue requirement determination; cost allocation; tariff analysis; rate design; competitive energy markets; management and operational audits; implementation and evaluation of energy efficiency programs, renewable generation portfolios or green marketing efforts; policy development and implementation of clean energy programs or initiatives, such as energy efficiency programs, renewable generation portfolios, clean energy standards, or green market development; cost benefit analysis or modeling of emissions impacts of proposed supply-side projects and demand-side programs; or evaluation, measurement and verification of clean energy program or initiatives.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324060	Utility Analyst 1 Cyber Security	Y	Both	Entry Level	18	0	05	9	3	Six years of experience in one or more of the following operation technology activities: computer program analysis, data communication, and systems administration in information systems security; and analysis of information systems, applications, designs, program and information system testing, information systems maintenance and implementation and cyber security policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2324035	Utility Analyst Cyber Security Trainee 1			Entry Level	NS	0	05			Four years of experience in one or more of the following operation technology activities: computer program analysis, data communication, and systems administration in information systems security; and analysis of information systems, applications, designs, program and information system testing, information systems maintenance and implementation and cyber security policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324045	Utility Analyst Cyber Security Trainee 2			Entry Level	NS	0	05			Five years of experience in one or more of the following operation technology activities: computer program analysis, data communication, and systems administration in information systems security; and analysis of information systems, applications, designs, program and information system testing, information systems maintenance and implementation and cyber security policies and procedures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324075	Utility Analyst 1 Environmental	Y	Both	Entry Level	18	0	05	14	3	Six years of experience in one or more of the following activities: environmental analysis, assessment, and evaluation of construction and operations of proposed large scale projects; on-site environmental monitoring of projects (such as vegetation management, prevention of impacts on sensitive environmental, historical or archeological resources, or threatened or endangered species and their habitat).	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324015	Utility Analyst Environmental Trainee 1			Entry Level	NS	0	05			Four years of experience in one or more of the following activities: environmental analysis, assessment, and evaluation of construction and operations of proposed large scale projects; on-site environmental monitoring of projects (such as vegetation management, prevention of impacts on sensitive environmental, historical or archeological resources, or threatened or endangered species and their habitat).	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324025	Utility Analyst Environmental Trainee 2			Entry Level	NS	0	05			Five years of experience in one or more of the following activities: environmental analysis, assessment, and evaluation of construction and operations of proposed large scale projects; on-site environmental monitoring of projects (such as vegetation management, prevention of impacts on sensitive environmental, historical or archeological resources, or threatened or endangered species and their habitat).	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324100	Utility Analyst 1 Telecommunications	Y	Both	Entry Level	18	0	05	13	2	Six years of experience dealing with telecommunications (telephone, internet, or video) in one of the following areas: telecommunications policy analysis or review; review of federal and state telecommunications rulemakings; review of telecommunications service quality performance, network reliability, or financing; review of telecommunications systems & services; review or performance of telecommunications customer service in a problem-solving capacity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2324010	Utility Analyst Telecommunications Trainee 1			Entry Level	NS	0	05			Four years of experience dealing with telecommunications (telephone, internet, or video) in one of the following areas: telecommunications policy analysis or review; review of federal and state telecommunications rulemakings; review of telecommunications service quality performance, network reliability, or financing; review of telecommunications systems and services; review or performance of telecommunications customer service in a problem-solving capacity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2324020	Utility Analyst Telecommunications Trainee 2			Entry Level	NS	0	05			Five years of experience dealing with telecommunications (telephone, internet, or video) in one of the following areas: telecommunications policy analysis or review; review of federal and state telecommunications rulemakings; review of telecommunications service quality performance, network reliability, or financing; review of telecommunications systems and services; review or performance of telecommunications customer service in a problem-solving capacity.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2327030	Real Property Analyst 1	Y	Generalist	Entry Level	18	0	05	111	93	Six years of experience in the collection, review, and reconciliation of assessment and real property data; and the appraisal and analysis of all types of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2327010	Real Property Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience in the collection, review, and reconciliation of assessment and real property data; and the appraisal and analysis of all types of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2327020	Real Property Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience in the collection, review, and reconciliation of assessment and real property data; and the appraisal and analysis of all types of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2341100	Real Estate Specialist 1	Y	Generalist	Entry Level	18	0	05	177	122	Six years of real estate experience appraising real property including writing original appraisal reports or reviews in connection with sales, leasing, financing of real property with banks, lending institutions, mortgage organizations, or other financial organizations; or writing original appraisal reports or reviews in connection with land acquisitions for public land acquisition agencies, utility companies, or not for profit conservation organizations; or real estate experience related to real property appraisal, title searching, survey work determining property lines, negotiation of leases, and the sale of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2341010	Real Estate Specialist Trainee 1			Entry Level	NS	0	05			Four years of real estate experience appraising real property including writing original appraisal reports or reviews in connection with sales, leasing, financing of real property with banks, lending institutions, mortgage organizations, or other financial organizations; or writing original appraisal reports or reviews in connection with land acquisitions for public land acquisition agencies, utility companies, or not for profit conservation organizations; or real estate experience related to real property appraisal, title searching, survey work determining property lines, negotiation of leases, and the sale of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2341020	Real Estate Specialist Trainee 2			Entry Level	NS	0	05			Five years of real estate experience appraising real property including writing original appraisal reports or reviews in connection with sales, leasing, financing of real property with banks, lending institutions, mortgage organizations, or other financial organizations; or writing original appraisal reports or reviews in connection with land acquisitions for public land acquisition agencies, utility companies, or not for profit conservation organizations; or real estate experience related to real property appraisal, title searching, survey work determining property lines, negotiation of leases, and the sale of real property.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2366100	Property Manager 1	N		Entry Level	18	0	05	9	6	Six years of experience performing office and field duties directed at the construction, acquisition, rehabilitation, and maintenance of office space.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2366010	Property Manager Trainee 1			Entry Level	NS	0	05			Four years of experience performing office and field duties directed at the construction, acquisition, rehabilitation, and maintenance of office space.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2366020	Property Manager Trainee 2			Entry Level	NS	0	05			Five years of experience performing office and field duties directed at the construction, acquisition, rehabilitation, and maintenance of office space.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367100	Housing & Community Renewal Specialist 1	Y	Both	Entry Level	18	0	05	159	111	Six years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367010	Housing & Community Renewal Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367020	Housing & Community Renewal Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367110	Housing & Community Renewal Specialist 1 Spanish Language	Y	Both	Entry Level	18	0	05	9	1	Six years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367011	Housing & Community Renewal Specialist Trainee 1 Spanish Language			Entry Level	NS	0	05			Four years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2367021	Housing & Community Renewal Specialist Trainee 2 Spanish Language			Entry Level	NS	0	05			Five years of experience analyzing data related to the development and implementation of policies associated with the various housing programs; providing guidance to the public including builders, sponsors, community organizations, local officials, landlords and tenants; or performing inspections or monitoring housing projects.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2401000	Senior License Examination Specialist	N		Entry Level	18	0	05	13	9	Six years of experience planning, managing, and monitoring an array of professional and technical license examinations, which includes providing outreach, education, technical assistance, and advice to individuals seeking to obtain professional licensure.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2401010	License Examination Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience planning, managing, and monitoring an array of professional and technical license examinations, which includes providing outreach, education, technical assistance, and advice to individuals seeking to obtain professional licensure.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2401020	License Examination Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience planning, managing, and monitoring an array of professional and technical license examinations, which includes providing outreach, education, technical assistance, and advice to individuals seeking to obtain professional licensure.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2402100	Local Government Specialist 1	N		Entry Level	18	0	05	14	5	Six years of experience in developing and analyzing policy, developing strategies, and implementing programs dealing with local government issues related to land use and comprehensive planning, service delivery, economic development or finance at a state or local level.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2422100	Workforce Programs Specialist 1	Y	Both	Entry Level	18	0	05	132	112	Six years of experience assisting unemployed or under-employed individuals in obtaining and maintaining employment by developing and implementing plans for proposals to deliver workforce development and training programs; evaluating, monitoring, or administering workforce development and training programs; managing contracts and budgets for workforce development and training programs; or determining eligibility for public assistance, or assessing applicants for, or receipts of, welfare employment program benefits to identify and remove barriers to self-sufficiency.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2422010	Workforce Programs Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience assisting unemployed or under-employed individuals in obtaining and maintaining employment by developing and implementing plans for proposals to deliver workforce development and training programs; evaluating, monitoring, or administering workforce development and training programs; managing contracts and budgets for workforce development and training programs; or determining eligibility for public assistance, or assessing applicants for, or receipts of, welfare employment program benefits to identify and remove barriers to self-sufficiency.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2422020	Workforce Programs Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience assisting unemployed or under-employed individuals in obtaining and maintaining employment by developing and implementing plans for proposals to deliver workforce development and training programs; evaluating, monitoring, or administering workforce development and training programs; managing contracts and budgets for workforce development and training programs; or determining eligibility for public assistance, or assessing applicants for, or receipts of, welfare employment program benefits to identify and remove barriers to self-sufficiency.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2529500	Legal Records Supervisor	N		Entry Level	17	0	05	2	1	Five years of experience applying knowledge of the law and legal procedures in rendering direct assistance to lawyers, clients, and courts; preparing and interpreting legal documents and forms; researching, compiling, and using information from legal materials to provide both written and verbal comments on their findings; and analyzing and handling routine procedural problems independently with minimal attorney oversight.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2810300	Senior Administrative Analyst	Y	Generalist	Entry Level	18	0	5	483	319	Six years of experience conducting management and organizational studies to review and revise procedures for new or changing programs, review organizational performance, and develop internal controls; collecting data and conducting cost benefit or systems analysis to assist with organizational change; evaluating and developing recommendations to improve program operations and effectiveness; and designing and updating procedure manuals, forms, and policy.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2810201	Administrative Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience conducting management and organizational studies to review and revise procedures for new or changing programs, review organizational performance, and develop internal controls; collecting data and conducting cost benefit or systems analysis to assist with organizational change; evaluating and developing recommendations to improve program operations and effectiveness; and designing and updating procedure manuals, forms, and policy.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2810202	Administrative Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience conducting management and organizational studies to review and revise procedures for new or changing programs, review organizational performance, and develop internal controls; collecting data and conducting cost benefit or systems analysis to assist with organizational change; evaluating and developing recommendations to improve program operations and effectiveness; and designing and updating procedure manuals, forms, and policy.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2820100	Business Services Center Analyst 1	Y	Generalist	Entry Level	18	0	05	118	85	Six years of experience providing support to finance and human resources staff in the areas of accounts receivable and payable, purchasing, travel and credit card, payroll, benefits, and time and attendance.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2820110	Business Services Center Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience providing technical and programmatic assistance to finance and human resources staff in the areas of accounts receivable and payable, purchasing, travel and credit card, payroll, benefits, and time and attendance.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2820120	Business Services Center Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience providing technical and programmatic assistance to finance and human resources staff in the areas of accounts receivable and payable, purchasing, travel and credit card, payroll, benefits, and time and attendance.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2828100	Administrative Specialist 1	Y	Generalist	Entry Level	18	0	05	703	538	Six years of experience performing or overseeing budget, human resources, and business services activities for an organization or program.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2828010	Administrative Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience performing or overseeing budget, human resources, and business services activities for an organization or program.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2828020	Administrative Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience performing or overseeing budget, human resources, and business services activities for an organization or program.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2831100	DHSES Program Administrator 1	Y	Generalist	Entry Level	18	0	05	48	29	Six years of experience administrating federal, state, or locally funded grant programs; preparing and processing applications for disaster mitigation/recovery projects; processing requests for grant project payments and performing financial reviews required for final payment; completing damage assessment and identification of appropriate assistance funding programs; or, reviewing action plans or planning, organizing, and coordinating disaster recovery programs involving local, state and federal agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2831010	DHSES Program Administrator Trainee 1			Entry Level	NS	0	05			Four years of experience administrating federal, state, or locally funded grant programs; preparing and processing applications for disaster mitigation/recovery projects; processing requests for grant project payments and performing financial reviews required for final payment; completing damage assessment and identification of appropriate assistance funding programs; or, reviewing action plans or planning, organizing, and coordinating disaster recovery programs involving local, state and federal agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2831020	DHSES Program Administrator Trainee 2			Entry Level	NS	0	05			Five years of experience administrating federal, state, or locally funded grant programs; preparing and processing applications for disaster mitigation/recovery projects; processing requests for grant project payments and performing financial reviews required for final payment; completing damage assessment and identification of appropriate assistance funding programs; or, reviewing action plans or planning, organizing, and coordinating disaster recovery programs involving local, state and federal agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2834300	Senior Capital Program Analyst	Y	Generalist	Entry Level	18	0	05	43	32	Six years of experience reviewing individual capital projects against state and federal guidelines to determine eligibility for funding and to evaluate projects according to established criteria; monitoring the impact of project changes for their affect on expenditures; approving requests to obligate federal highway funds for capital project phases that have been authorized; assisting in the development and implementation of control and evaluation systems by determining statistical and financial measurements; explaining state and federal guidelines; modifying management systems in response to changes in legislation, regulations, and guidelines; and evaluating capital project cost information to prepare budget requests for capital funding.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2834011	Capital Program Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience reviewing individual capital projects against state and federal guidelines to determine eligibility for funding and to evaluate projects according to established criteria; monitoring the impact of project changes for their affect on expenditures; approving requests to obligate federal highway funds for capital project phases that have been authorized; assisting in the development and implementation of control and evaluation systems by determining statistical and financial measurements; explaining state and federal guidelines; modifying management systems in response to changes in legislation, regulations, and guidelines; and evaluating capital project cost information to prepare budget requests for capital funding.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2834012	Capital Program Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience reviewing individual capital projects against state and federal guidelines to determine eligibility for funding and to evaluate projects according to established criteria; monitoring the impact of project changes for their affect on expenditures; approving requests to obligate federal highway funds for capital project phases that have been authorized; assisting in the development and implementation of control and evaluation systems by determining statistical and financial measurements; explaining state and federal guidelines; modifying management systems in response to changes in legislation, regulations, and guidelines; and evaluating capital project cost information to prepare budget requests for capital funding.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2836100	Call Center Quality Assurance Specialist 1	N		Entry Level	18	0	05	46	25	Six years of experience in evaluating, implementing, planning, monitoring, or coordinating a quality assurance process in a customer call center, which includes directing and coordinating discrete projects; overseeing a number of quality assurance processes; developing knowledge base and scripts; providing design solutions to increase the effectiveness and efficiency of scripts; and aligning these solutions with business requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2836110	Call Center Quality Assurance Specialist 1 Spanish Language	N		Entry Level	18	0	05	1	1	Six years of experience in evaluating, implementing, planning, monitoring, or coordinating a quality assurance process in a customer call center, which includes directing and coordinating discrete projects; overseeing a number of quality assurance processes; developing knowledge base and scripts; providing design solutions to increase the effectiveness and efficiency of scripts; and aligning these solutions with business requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2845601	Health Program Administrator	Y	Generalist	Entry Level	18	0	05	368	300	Six years of experience in the administration, supervision, and oversight of agency programs including but not limited to the design, implementation, administration, management, operation, and assessment of program effectiveness.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2845550	Health Program Administrator Trainee 1			Entry Level	NS	0	05			Four years of experience in the administration, supervision, and oversight of agency programs including but not limited to the design, implementation, administration, management, operation, and assessment of program effectiveness.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2845575	Health Program Administrator Trainee 2			Entry Level	NS	0	05			Five years of experience in the administration, supervision, and oversight of agency programs including but not limited to the design, implementation, administration, management, operation, and assessment of program effectiveness.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2853100	Project Manager 1	Y	Both	Entry Level	18	0	05	60	17	Six years of experience years of experience in project management which must have included planning and at least three other of the management process groups: origination (including governance work intake, portfolio management, capacity demand planning); initiating; executing; controlling; and closing; and the development of project management deliverables, such as scope statements, schedules, budgets, quality plans, risk plans, and communication plans.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
2853101	Project Manager Trainee 1			Entry Level	NS	0	05			Four years of experience years of experience in project management which must have included planning and at least three other of the management process groups: origination (including governance work intake, portfolio management, capacity demand planning); initiating; executing; controlling; and, closing; and the development of project management deliverables, such as scope statements, schedules, budgets, quality plans, risk plans, and communication plans.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2853102	Project Manager Trainee 2			Entry Level	NS	0	05			Five years of experience years of experience in project management which must have included planning and at least three other of the management process groups: origination (including governance work intake, portfolio management, capacity demand planning); initiating; executing; controlling; and, closing; and the development of project management deliverables, such as scope statements, schedules, budgets, quality plans, risk plans, and communication plans.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2861300	Food Distribution Administrator 1	N		Entry Level	18	0	05	4	3	Six years of experience planning, directing, and coordinating the storage and distribution of food and related food distribution materials for an adult/child nutrition program, food bank, food distribution service, hospital, residential institution for adults or children, restaurant, hotel, or recreational complex.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2861301	Food Distribution Administrator Trainee 1			Entry Level	NS	0	05			Four years of experience planning, directing, and coordinating the storage and distribution of food and related food distribution materials for an adult/child nutrition program, food bank, food distribution service, hospital, residential institution for adults or children, restaurant, hotel, or recreational complex.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
2861302	Food Distribution Administrator Trainee 2			Entry Level	NS	0	05			Five years of experience planning, directing, and coordinating the storage and distribution of food and related food distribution materials for an adult/child nutrition program, food bank, food distribution service, hospital, residential institution for adults or children, restaurant, hotel, or recreational complex.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3129100	Food Programs Evaluation Specialist 1	N		Entry Level	18	0	05			Six years of nutrition or food program compliance experience by providing oversight and technical assistance to schools and other providers of the various programs granting funding to and creating specifications for food programs aimed at children and agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3129010	Food Programs Evaluation Specialist Tr 1			Entry Level	NS	0	05			Four years of nutrition or food program compliance experience by providing oversight and technical assistance to schools and other providers of the various programs granting funding to and creating specifications for food programs aimed at children and agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3129020	Food Programs Evaluation Specialist Tr 2			Entry Level	NS	0	05			Five years of nutrition or food program compliance experience by providing oversight and technical assistance to schools and other providers of the various programs granting funding to and creating specifications for food programs aimed at children and agencies.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3533100	Education Program Assistant 1	N		Entry Level	14	0	05	88	67	Four years of experience performing a variety of activities in support of developing, implementing, regulating, and maintaining programs by developing historical or statistical data and evaluating applications and transcripts.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
3510010	Education Trainee 1			Entry Level	NS	0	05			Two years of experience performing a variety of activities in support of developing, implementing, regulating, and maintaining programs by developing historical or statistical data and evaluating applications and transcripts.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3510020	Education Trainee 2			Entry Level	NS	0	05			Three years of experience performing a variety of activities in support of developing, implementing, regulating, and maintaining programs by developing historical or statistical data and evaluating applications and transcripts.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3566100	Education Credentials Specialist 1	Y	Both	Entry Level	18	0	05	41	39	Six years of experience reviewing and evaluating applications for professional licenses, teaching certificates, or related credentials for compliance with New York State requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3566010	Education Credentials Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience reviewing and evaluating applications for professional licenses, teaching certificates, or related credentials for compliance with New York State requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3566020	Education Credentials Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience reviewing and evaluating applications for professional licenses, teaching certificates, or related credentials for compliance with New York State requirements.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
3600500	Library Technical Assistant	N		Entry Level	12	0	02	5	3	Four years of library technical services experience which includes cataloging, processing, and preserving library materials.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
5149100	Mapping Technologist 1	N		Entry Level	17	0	05	11	4	Six years of experience making recommendations and decisions relating to the selection, planning, and production of mapping projects and independent research and evaluation activities which require the knowledge and application of the technical principles and practices of GIS or photogrammetry.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
5907100	Youth Recreation Specialist 1	N		Entry Level	14	0	05	19	8	Four years of experience working in a physical education or sports oriented recreation program primarily for youth between the ages of 10 and 21.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
5908100	Recreation Program Leader 1	N		Entry Level	14	0	05	196	92	Four years of experience directing or assisting in the direction of a scheduled, organized recreational program.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6412100	Dairy Products Specialist 1	N		Entry Level	18	0	05	43	33	Six years of experience in dairy products inspection, milk or food plant production, or conducting public health inspections to determine compliance with federal, state, or local public health laws, regulations, and established public health standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
6412000	Dairy Products Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience in dairy products inspection, milk or food plant production, or conducting public health inspections to determine compliance with federal, state, or local public health laws, regulations, and established public health standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6412020	Dairy Products Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience in dairy products inspection, milk or food plant production, or conducting public health inspections to determine compliance with federal, state, or local public health laws, regulations, and established public health standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6412120	Dairy Products Specialist 1 Spanish Language	N		Entry Level	18	0	05	1	0	Six years of experience in dairy products inspection, milk or food plant production, or conducting public health inspections to determine compliance with federal, state, or local public health laws, regulations, and established public health standards.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6464100	Health Systems Specialist 1	Y	Both	Entry Level	18	0	05	52	41	Six years of experience performing or implementing medical or programmatic surveillance, audit, compliance, quality assurance, or regulatory activities for patients or a health care delivery system for a health care facility or health related organization.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6464101	Health Systems Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience performing or implementing medical or programmatic surveillance, audit, compliance, quality assurance, or regulatory activities for patients or a health care delivery system for a health care facility or health related organization.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6464102	Health Systems Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience performing or implementing medical or programmatic surveillance, audit, compliance, quality assurance, or regulatory activities for patients or a health care delivery system for a health care facility or health related organization.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6466100	Public Health Field Services Representative 1	Y	Select	Entry Level	18	0	05	79	53	Six years of experience performing or supervising on-site reviews of public health programs to ensure compliance with state and federal public health laws, rules, regulations, and guidelines; monitoring the provision of public health programs and services; providing education and training on public health issues to a variety of groups; and providing technical assistance to local health organizations in developing quality public health outreach, control, prevention, and intervention programs in such areas as immunization, sexually transmitted diseases, and tuberculosis control.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6466010	Public Health Field Services Representative Trainee 1			Entry Level	NS	0	05			Four years of experience performing or supervising on-site reviews of public health programs to ensure compliance with state and federal public health laws, rules, regulations, and guidelines; monitoring the provision of public health programs and services; providing education and training on public health issues to a variety of groups; and providing technical assistance to local health organizations in developing quality public health outreach, control, prevention, and intervention programs in such areas as immunization, sexually transmitted diseases, and tuberculosis control.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
6466020	Public Health Field Services Representative Trainee 2			Entry Level	NS	0	05			Five years of experience performing or supervising on-site reviews of public health programs to ensure compliance with state and federal public health laws, rules, regulations, and guidelines; monitoring the provision of public health programs and services; providing education and training on public health issues to a variety of groups; and providing technical assistance to local health organizations in developing quality public health outreach, control, prevention, and intervention programs in such areas as immunization, sexually transmitted diseases, and tuberculosis control.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662201	Resources & Reimbursement Agent 1	Y	Both	Entry Level	18	0	05	130	96	Six years of experience conducting financial reviews and evaluations, determining payment sources, and developing and submitting claims for health care and treatment costs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662011	Resources & Reimbursement Agent Trainee 1			Entry Level	NS	0	05			Four years of experience conducting financial reviews and evaluations, determining payment sources, and developing and submitting claims for health care and treatment costs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662021	Resources & Reimbursement Agent Trainee 2			Entry Level	NS	0	05			Five years of experience conducting financial reviews and evaluations, determining payment sources, and developing and submitting claims for health care and treatment costs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662410	Resources & Reimbursement Program Development Specialist	Y	Both	Entry Level	18	0	05	14	9	Six years of experience in the research, development, or implementation of regulations or policies related to funding programs for healthcare, mental health, or developmental disabilities services	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662401	Resources & Reimbursement Program Development Specialist Tr 1			Entry Level	NS	0	05			Four years of experience in the research, development, or implementation of regulations or policies related to funding programs for healthcare, mental health, or developmental disabilities services	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6662402	Resources & Reimbursement Program Development Specialist Tr 2			Entry Level	NS	0	05			Five years of experience in the research, development, or implementation of regulations or policies related to funding programs for healthcare, mental health, or developmental disabilities services	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6674231	Standards Compliance Analyst 1 Youth Services	N		Entry Level	18	0	05	8	3	Six years of experience in a residential facility for court-adjudicated youth, a community multi-services office (CMSO), a community-based program for youth, a county, or local government agency that works with vulnerable populations, which includes reviewing, developing, and maintaining policies and procedures; ensuring that these policies and procedures are implemented so as to promote compliance with the requirements of regulatory and accrediting bodies; and evaluating the operations of the agency, program, or residential facility so as to promote adherence to federal, state, and internal standards and regulations.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
6675500	Senior Agency Services Analyst	N		Entry Level	18	1	05	7	1	Six years of experience in MWBE/Affirmative Action or in community economic development program or audit/compliance experience.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812100	Claims Services Representative 1	Y	Generalist	Entry Level	18	0	05	570	388	Six years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812010	Claims Services Representative Trainee 1			Entry Level	NS	0	05			Four years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812020	Claims Services Representative Trainee 2			Entry Level	NS	0	05			Five years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812110	Claims Services Representative 1 Disability Benefits	N		Entry Level	18	0	05	6	4	Six years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812111	Claims Services Representative Trainee 1 Disability Benefits			Entry Level	NS	0	05			Four years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6812112	Claims Services Representative Trainee 2 Disability Benefits			Entry Level	NS	0	05			Five years of experience processing Workers Compensation or Disability Benefits including Paid Family Leave claims.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6852100	Underwriter 1	Y	Generalist	Entry Level	18	0	05	239	140	Six years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6852010	Underwriter Trainee 1			Entry Level	NS	0	05			Four years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6852020	Underwriter Trainee 2			Entry Level	NS	0	05			Five years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
6852110	Underwriter 1 Disability Benefits	Y	Generalist	Entry Level	18	0	05	17	13	Six years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6852111	Underwriter Trainee 1 Disability Benefits			Entry Level	NS	0	05			Four years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6852112	Underwriter Trainee 2 Disability Benefits			Entry Level	NS	0	05			Five years of experience assessing and defining insurance risks and performing technical services in underwriting Workers' Compensation or Disability Benefits claims cases.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6864200	Unemployment Insurance Reviewing Examiner	N		Entry Level	16	0	05	43	29	Five years of experience in the determination of contributor rates or in making quasi-legal determinations regarding coverage and liability of contributors to a privately financed fund.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
6860001	Unemployment Insurance Reviewing Examiner Trainee			Entry Level	NS	0	05			Four years of experience in the determination of contributor rates or in making quasi-legal determinations regarding coverage and liability of contributors to a privately financed fund.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8106410	Homeless Services Representative 1	Y	Generalist	Entry Level	18	0	05	35	22	Six years of experience managing, supervising, monitoring, or inspecting facilities, including homeless shelters, child care, foster care, adult residential care, or child and adult protective care settings to ensure compliance with applicable regulations; or in the development and administration of homeless programs or residential facility activities for low-income families or individuals.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8106401	Homeless Services Representative Trainee 1			Entry Level	NS	0	05			Four years of experience managing, supervising, monitoring, or inspecting facilities, including homeless shelters, child care, foster care, adult residential care, or child and adult protective care settings to ensure compliance with applicable regulations; or in the development and administration of homeless programs or residential facility activities for low-income families or individuals.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8106402	Homeless Services Representative Trainee 2			Entry Level	NS	0	05			Five years of experience managing, supervising, monitoring, or inspecting facilities, including homeless shelters, child care, foster care, adult residential care, or child and adult protective care settings to ensure compliance with applicable regulations; or in the development and administration of homeless programs or residential facility activities for low-income families or individuals.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8107100	Cultural Interpretation Specialist 1	N		Entry Level	18	1	05	1	1	Six years of experience performing written translation or interpretation services. Candidates must demonstrate an awareness of and sensitivity to cultural issues and nuances. Fluency in speaking, reading, writing, and oral comprehension of at least one language spoken by the Limited English Proficiency (LEP) population in New York State and command of the English language, both written and spoken, is required.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8115600	Residential Program Specialist	N		Entry Level	16	0	05	55	39	Five years of experience working with individuals diagnosed with mental illness.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8119100	Child Abuse Prevention Specialist 1	N		Entry Level	18	1	05	48	38	Six years of professional children and family services experience, including or supplemented by two years in the planning, development, or delivery of child abuse or neglect prevention programs. Experience also must include or be supplemented by one year of investigative experience.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8131510	Housing Specialist 1	Y	Both	Entry Level	18	0	05	21	18	Six years of experience in developing and managing projects or programs sponsored by local social services districts or not-for-profit and charitable organizations that provide suitable housing and services for the homeless.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8131500	Housing Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience in developing and managing projects or programs sponsored by local social services districts or not-for-profit and charitable organizations that provide suitable housing and services for the homeless.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8131505	Housing Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience in developing and managing projects or programs sponsored by local social services districts or not-for-profit and charitable organizations that provide suitable housing and services for the homeless.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8145100	Children & Family Services Specialist 1	Y	Both	Entry Level	18	0	05	395	336	Six years of experience providing services to children and their families either in the inspection, management, or administration of: foster care programs; day care programs; adoption programs; domestic violence programs; youth detention facilities; or other providers of care, support, and assistance to children, assuring compliance for certification or licensing purposes; or providing, supervising, monitoring, or administering services for children, adults, or their families, including but not limited to: providing social casework, case planning, case management, counseling, crisis intervention, advocacy on behalf of clients, or direct investigation of potential abuse and neglect in one or more of the following settings: human services; juvenile justice; criminal justice; local departments of social services; or local voluntary childcare service programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8145101	Children & Family Services Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience providing services to children and their families either in the inspection, management, or administration of: foster care programs; day care programs; adoption programs; domestic violence programs; youth detention facilities; or other providers of care, support, and assistance to children, assuring compliance for certification or licensing purposes; or providing, supervising, monitoring, or administering services for children, adults, or their families, including but not limited to: providing social casework, case planning, case management, counseling, crisis intervention, advocacy on behalf of clients, or direct investigation of potential abuse and neglect in one or more of the following settings: human services; juvenile justice; criminal justice; local departments of social services; or local voluntary childcare service programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8145102	Children & Family Services Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience providing services to children and their families either in the inspection, management, or administration of: foster care programs; day care programs; adoption programs; domestic violence programs; youth detention facilities; or other providers of care, support, and assistance to children, assuring compliance for certification or licensing purposes; or providing, supervising, monitoring, or administering services for children, adults, or their families, including but not limited to: providing social casework, case planning, case management, counseling, crisis intervention, advocacy on behalf of clients, or direct investigation of potential abuse and neglect in one or more of the following settings: human services; juvenile justice; criminal justice; local departments of social services; or local voluntary childcare service programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8145111	Children & Family Services Specialist 1 Minority Group	N		Entry Level	18	0	05	30	24	Six years of experience providing services to children and their families either in the inspection, management, or administration of: foster care programs; day care programs; adoption programs; domestic violence programs; youth detention facilities; or other providers of care, support, and assistance to children, assuring compliance for certification or licensing purposes; or providing, supervising, monitoring, or administering services for children, adults, or their families, including but not limited to: providing social casework, case planning, case management, counseling, crisis intervention, advocacy on behalf of clients, or direct investigation of potential abuse and neglect in one or more of the following settings: human services; juvenile justice; criminal justice; local departments of social services; or local voluntary childcare service programs. One year of this experience must have been in a public, private, not-for-profit, or community organization, the mission of which was the advocacy for public assistance recipients of diverse racial, ethnic, and cultural backgrounds	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8183100	Temporary Assistance Specialist 1	Y	Generalist	Entry Level	18	0	05	153	129	Six years of experience administering temporary assistance programs and initiatives to assess applicant or recipient needs, determine eligibility or provide services or benefits to low income individuals or families; planning, implementing, assessing, monitoring or evaluating programs to deliver effective temporary assistance or workforce development or training programs to unemployed, underemployed, low income or disabled individuals; managing contracts and related budgets for workforce development or training or temporary assistance programs, including contract development, negotiation and execution, and fiscal management, monitoring or program review; and planning, developing, managing, or administering programs that provide care and service to adults, children, or families in need of assistance, including child care, foster care, medical assistance and adult residential care, aid to the refugee or immigrant population, or child and adult protective care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8183130	Temporary Assistance Specialist Trainee 1						05			Four years of experience administering temporary assistance programs and initiatives to assess applicant or recipient needs, determine eligibility or provide services or benefits to low income individuals or families; planning, implementing, assessing, monitoring or evaluating programs to deliver effective temporary assistance or workforce development or training programs to unemployed, underemployed, low income or disabled individuals; managing contracts and related budgets for workforce development or training or temporary assistance programs, including contract development, negotiation and execution, and fiscal management, monitoring or program review; and planning, developing, managing, or administering programs that provide care and service to adults, children, or families in need of assistance, including child care, foster care, medical assistance and adult residential care, aid to the refugee or immigrant population, or child and adult protective care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8183230	Temporary Assistance Specialist Trainee 2						05			Five years of experience administering temporary assistance programs and initiatives to assess applicant or recipient needs, determine eligibility or provide services or benefits to low income individuals or families; planning, implementing, assessing, monitoring or evaluating programs to deliver effective temporary assistance or workforce development or training programs to unemployed, underemployed, low income or disabled individuals; managing contracts and related budgets for workforce development or training or temporary assistance programs, including contract development, negotiation and execution, and fiscal management, monitoring or program review; and planning, developing, managing, or administering programs that provide care and service to adults, children, or families in need of assistance, including child care, foster care, medical assistance and adult residential care, aid to the refugee or immigrant population, or child and adult protective care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8183115	Temporary Assistance Specialist 1 Refugee and Immigrant Ser	N		Entry Level	18	0	05	10	9	Six years of professional experience assessing or determining refugees and immigrants' eligibility for programs to assist with assimilation, economic self-sufficiency or other needs; designing and developing plans or proposals, and implementing and evaluating programs to assist refugees and immigrants with assimilation, economic self-sufficiency, or other needs; or providing human services to refugees and immigrants to assist in gaining and retaining employment, language skills, housing, or medical care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8183150	Temporary Assistance Specialist Trainee 1 Refugee and Immigrant Services						05			Four years of professional experience assessing or determining refugees and immigrants' eligibility for programs to assist with assimilation, economic self-sufficiency or other needs; designing and developing plans or proposals, and implementing and evaluating programs to assist refugees and immigrants with assimilation, economic self-sufficiency, or other needs; or providing human services to refugees and immigrants to assist in gaining and retaining employment, language skills, housing, or medical care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8183250	Temporary Assistance Specialist Trainee 2 Refugee and Immigrant Services						05			Five years of professional experience assessing or determining refugees and immigrants' eligibility for programs to assist with assimilation, economic self-sufficiency or other needs; designing and developing plans or proposals, and implementing and evaluating programs to assist refugees and immigrants with assimilation, economic self-sufficiency, or other needs; or providing human services to refugees and immigrants to assist in gaining and retaining employment, language skills, housing, or medical care.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8332100	Youth Local Assistance Program Specialist 1	N		Entry Level	22	1	05	17	15	Seven years of experience in research, planning, program analysis or evaluation relating to human services or criminal or juvenile justice.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407110	Labor Services Representative	N		Entry Level	16	0	05	858	568	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407111	Labor Services Representative Chinese Language	N		Entry Level	16	0	05	30	15	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407112	Labor Services Representative Spanish Language	N		Entry Level	16	0	05	132	83	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8407113	Labor Services Representative Local Vet Employment Represe	N		Entry Level	16	0	05	47	25	<p>Six years of experience providing information to veterans about available services and programs in governmental departments and agencies and elicits information from customers to obtain employment for veterans. In addition, meet one of the following criteria for Veteran of the U.S. Armed Forces:</p> <ol style="list-style-type: none"> 1. Served on active duty for over 180 days for purposes other than training and an honorable discharge or under conditions in the NYS Restoration of Honor Act. A copy of your DD-214 or a NYS Restoration of Honor Act letter will be required at the time of interview; or 2. Was discharged from active duty because of a service-connected disability; or 3. Was a member of a reserve component in the U.S. Armed Services under an order to active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and an honorable discharge or under conditions in the NYS Restoration of Honor Act; or 4. Was discharged by reason of a sole survivorship discharge. 	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407114	Labor Services Representative Korean Language	N		Entry Level	16	0	05	6	2	<p>Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.</p>	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407116	Labor Services Representative Creole Language	N		Entry Level	16	0	05	2	0	<p>Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.</p>	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8407117	Labor Services Representative Polish Language	N		Entry Level	16	0	05	2	0	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407118	Labor Services Representative Russian Language	N		Entry Level	16	0	05	2	0	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8407200	Labor Services Representative Disabled Vet Outreach	N		Entry Level	16	1	05	108	30	Six years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions, and other interested parties. These activities must include one of the following areas: conducting interviews to evaluate the nature of services desired, obtaining employment histories, identifying barriers to employment and developing solutions to such barriers, providing information about workforce development and training programs and related grants, or reviewing and evaluating workforce development and training services' applications. In addition, meet one of the following criteria for Veteran of the U.S. Armed Forces: 1. Served on active duty for over 180 days for purposes other than training and an honorable discharge or under conditions in the NYS Restoration of Honor Act. A copy of your DD-214 or a NYS Restoration of Honor Act letter will be required at the time of interview; or 2. Was discharged from active duty because of a service-connected disability; or 3. Was a member of a reserve component in the U.S. Armed Services under an order to active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and an honorable discharge or under conditions in the NYS Restoration of Honor Act; or 4. Was discharged by reason of a sole survivorship discharge.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8434100	Labor Services Representative Trainee 1			Entry Level	NS	0	05			Four years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8434200	Labor Services Representative Trainee 2			Entry Level	NS	0	05			Five years of experience providing employment, reemployment, training and labor market services to job seekers, employers, unions and other interested parties; examining unemployment insurance (UI) claims issues and making determinations to resolve complex or unusual problems related to eligibility for UI benefits; working for businesses that provide third party administration to assist employers in developing outreach, recruitment, and hiring strategies; or assisting jobseekers by matching their skills, education, experience and professional interests to available employment opportunities; assisting employers in complying with mandatory unemployment insurance registration, reporting and contribution requirements; or representing employers in presenting cases for unemployment insurance appeal hearings.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8418100	Immigrant Workers Specialist 1	N		Entry Level	18	1	05	17	9	Six years of experience providing assistance, direction or support to improve, protect, and preserve the rights of workers or immigrants, or assisting clients in understanding and participating in public or private programs, which includes involvement in public education, communications, or community outreach activities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8604100	Criminal Justice Program Specialist 1	N		Entry Level	18	0	05	40	34	Six years of experience in developing and implementing criminal justice and public safety initiatives and programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8604010	Criminal Justice Program Specialist Trainee 1			Entry Level	NS	0	05			Four years of experience in developing and implementing criminal justice and public safety initiatives and programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8604020	Criminal Justice Program Specialist Trainee 2			Entry Level	NS	0	05			Five years of experience in developing and implementing criminal justice and public safety initiatives and programs.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8607100	Community Correction Representative 1	N		Entry Level	18	0	05	6	4	Six years of experience at the federal, state, or local level in a criminal justice or juvenile justice agency or a human services agency, which involved providing services to a criminal justice or juvenile justice population.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.

Civil Service Enforcement and Research
Entry Level Degree Sub MQs
October 28, 2025

TITLE CODE	TITLE	PCO Title ?	Generalist	Entry Level	SG	JC	NU	NBR POS	NBR INC	Minimum Qualifications	Substitutions
8607101	Community Correction Representative Trainee 1			Entry Level	NS	0	05			Four years of experience at the federal, state, or local level in a criminal justice or juvenile justice agency or a human services agency, which involved providing services to a criminal justice or juvenile justice population.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8607102	Community Correction Representative Trainee 2			Entry Level	NS	0	05			Five years of experience at the federal, state, or local level in a criminal justice or juvenile justice agency or a human services agency, which involved providing services to a criminal justice or juvenile justice population.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8608100	Public Safety Grants Representative 1	N		Entry Level	18	0	05	67	52	Six years of experience reviewing applications and preliminary proposals for grant funds, providing technical assistance to grantees with detailed budgeting, vouchering, and program reporting, and evaluating funded projects for compliance with program goals, objectives, contract provisions, and budgetary expenditures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8608010	Public Safety Grants Representative Trainee 1			Entry Level	NS	0	05			Four years of experience reviewing applications and preliminary proposals for grant funds, providing technical assistance to grantees with detailed budgeting, vouchering, and program reporting, and evaluating funded projects for compliance with program goals, objectives, contract provisions, and budgetary expenditures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8608020	Public Safety Grants Representative Trainee 2			Entry Level	NS	0	05			Five years of experience reviewing applications and preliminary proposals for grant funds, providing technical assistance to grantees with detailed budgeting, vouchering, and program reporting, and evaluating funded projects for compliance with program goals, objectives, contract provisions, and budgetary expenditures.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8916100	Highway Safety Program Analyst 1	Y	Generalist	Entry Level	18	0	05	50	37	Six years of experience planning, administering, monitoring, and evaluating a wide range of traffic safety, alcohol and drug rehabilitation, and driver safety education program activities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8916010	Highway Safety Program Analyst Trainee 1			Entry Level	NS	0	05			Four years of experience planning, administering, monitoring, and evaluating a wide range of traffic safety, alcohol and drug rehabilitation, and driver safety education program activities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
8916020	Highway Safety Program Analyst Trainee 2			Entry Level	NS	0	05			Five years of experience planning, administering, monitoring, and evaluating a wide range of traffic safety, alcohol and drug rehabilitation, and driver safety education program activities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.
9125900	Agency Emergency Management Coordinator	N		Entry Level	23	0	05	9	6	Seven years of three years of experience in planning, directing or coordinating emergency or disaster services in an appropriate occupational area, which may include public or private organizations related to pets, livestock, or the farming, horticulture or agricultural industry, or public events such as conventions, fairs, or conferences or public or private organizations related to child welfare, day care, or juvenile justice facilities.	An associate degree may substitute for two years of experience; a bachelor's degree may substitute for four years of experience; a master's degree may substitute for five years of experience; and a doctorate may substitute for six years of experience.