

# Special Director's Meeting Minutes

Office of Financial Management, State Human Resources Division

June 22, 2023

## Opening

The State Human Resources Director's meeting was called to order at 8:30 a.m. on Thursday, June 22, 2023. The session was via conference call. The results of this meeting are summarized below. All items were adopted as printed on the Director's meeting agenda unless otherwise noted below.

## Present

Staff:

- Michaela Doelman, State Chief Human Resources Officer, State Human Resources
- Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources

## Logistics and Information

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### Introduction

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: The Thursday, June 22, 2023, State Human Resources Director's meeting, came to order at 8:30 a.m. Michaela Doelman, State Chief Human Resources Officer, State Human Resources, Office of Financial Management, chaired the meeting. Michaela stated she would take action on all the items presented.

### Section A: Previous Minutes Approval

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: The first item of business was the adoption of the May 11, 2023 Director's meeting minutes. Staff recommended final adoption of the minutes as printed, with an effective date of June 23, 2023.

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, the May 11, 2023 Director's meeting minutes was adopted as presented, with an effective date of June 23, 2023.

### Section B: Exempt Compensation

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: There were no exempt items for the meeting.

### Section C: Classification

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section C of the revised agenda, were items 1 through 221 as a result of the 2023-2025 collective bargaining negotiations and budget process with an effective date of July 1, 2023. Revised items in this section of the agenda were items 119H, 168E, 294F, 385S, 427P, 458G, 458H, 621H, and 652D. State HR staff recommended adoption as presented.

See Section F: [Addendum](#).

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 1 through 221 were adopted as presented, with an effective date of July 1, 2023.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section F of the revised agenda, were items A, B, and C which were added to the revised agenda on an emergency basis after the first agenda publishing. Staff recommends adoption of these emergency items, as a result of the 2023-2025 collective bargaining negotiations and budget process with an effective date of July 1, 2023.

- Item A 388G Fish & Wildlife Enforcement Captain [Emergency](#)
- Item B 388H Fish & Wildlife Enforcement Deputy Chief [Emergency](#)
- Item C 388F Fish & Wildlife Enforcement Lieutenant [Emergency](#)

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, emergency items A, B, and C were adopted as presented, with an effective date of July 1, 2023.

### Section D: Compensation

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Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, were items 222 through 227 as a result of the 2023-2025 collective bargaining negotiations effective July 1, 2023. State HR staff recommended adoption as presented.

Assignment Pay Effective July 1, 2023 unless otherwise specified.

- Item 222 Assignment Pay Group A and Group B, References; abolishment and revision
- Item 223 Assignment Pay Group A and Group B, References; establishment.
- Item 224 Assignment Pay Group A, References; abolishment and revision
- Item 225 Assignment Pay Group A, References; establishment.
- Item 226 Assignment Pay Group B, References; abolishment.
- Item 227 Assignment Pay Group B, References; establishment.

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 222 through 227 were adopted as presented, with an effective date of July 1, 2023.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, were salary adjustment items 228 through 239 as a result of the 2023-2025 collective bargaining negotiations effective July 1, 2023. Items 229 and 230 were revised, and item 235 was an emergency. State HR staff recommended adoption as presented.

### Salary Adjustments

- Item 228 WFSE – Dept. of Retirement Sys. Salary Range Adjustments, Multiple Classes, July 2023
- Item 229 Teamsters 117 – DOC, Salary Range Adjustments, Multi. Classes, July 2023 [Revised](#)
- Item 230 Operating Budget, Salary Range Adjust., Multiple Classifications, July 2023 [Revised](#)
- Item 231 DOC WFSE, Salary Range Adjustments, Multiple Classifications, July 2023
- Item 232 DOC WFSE, Multiple Shadow Classification Establishments, July 2023
- Item 233 Teamsters 117 - DOC, Salary Range Adjust., Multiple Shadow Classes Est., July 2023
- Item 234 Teamsters 117 – DES, Multiple Shadow Classification Establishments, July 2023
- Item 235 Serv. Employees Intl. Union Healthcare 1199NW Shadow Class, July 2023 [Emergency](#)
- Item 236 DOC WFSE Salary Range Adjustments, Multiple Classifications, Jan. 2024
- Item 237 DOC WFSE Salary Range Adjustments, Multiple Classifications, July 2024
- Item 238 Operating Budget, Marine Vessel Operator, July 2024
- Item 239 DOC WFSE Salary Range Adjustments, Multiple Classifications, Jan. 2025

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 228 through 239 were adopted as presented, with an effective dates as presented.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, the 2023 Management Services and Apprentice salary schedules were items 240 through 242 as a result of the 2023-2025 collective bargaining negotiations effective July 1, 2023. State HR staff recommended adoption as presented.

### **2023 Management Service and Apprentice**

Effective July 1, 2023—

Unless Otherwise Specified

- Item 240 Exempt Management Service Salary Structure
- Item 241 Washington Management Service Salary Structure
- Item 242 Apprentice Salary Schedule, July 2023

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Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 240 through 242 were adopted as presented, with an effective date of July 1, 2023.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, the 2024 Management Services and Apprentice salary schedules were items 243 through 245 as a result of the 2023-2025 collective bargaining negotiations effective July 1, 2024. State HR staff recommended adoption as presented.

### 2024 Management Service and Apprentice

Effective July 1, 2024—

Unless Otherwise Specified

- Item 243 Exempt Management Service Salary Structure
- Item 244 Washington Management Service Salary Structure
- Item 245 Apprentice Salary Schedule, July 2024

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 243 through 245 were adopted as presented, with an effective date of July 1, 2024.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, staff recommended adoption 2023 proposed compensation items; non-represented items 246 through 250 and represented items 251 through 263. Item 252 was revised. State HR staff recommended adoption as presented with an effective date of July 1, 2023.

### 2023 Salary Schedules

Effective July 1, 2023—

Unless Otherwise Specified

#### *Non-Represented:*

- Item 246 Office of the Attorney General for Non-Represented Employees 4% Increase
- Item 247 General Service Salary Schedule for Non-Represented Employees 4% Increase
- Item 248 General Service 1 (GS1) Salary Schedule for Non-Represented Employees only applies to Physician 2-4 & Psychiatrists 4% Increase
- Item 249 General Service Salary Schedule for Non-Represented Employees only applies to Information Technology Professional Structure 4% Increase
- Item 250 N Range Salary Schedule for Non-Represented Employees 4% Increase

#### *Represented:*

- Item 251 Association of Washington Assistant Attorneys General Represented Employees 4% Increase
- Item 252 Fish and Wildlife Officers Guild for Represented Employees [Revised](#)
- Item 253 WFSE Salary Schedule for DOC Represented Employees 4% Increase
- Item 254 General Service Salary Schedule for Represented Employees 4% Increase
- Item 255 General Service 1 Salary Schedule for Represented Employees only applies to the Physician 2-4 and Psychiatrists 4% increase only
- Item 256 General Service Salary Schedule for Represented Employees only applies to job classes assigned to the IT Professional Structure 4% Increase
- Item 257 N2 Range Salary Schedule for Represented Employees 6% Increase
- Item 258 N1 Range Salary Schedule for Represented Employees 4% Increase
- Item 259 SP Range Salary Schedule for Represented Employees 4% Increase
- Item 260 General Serv. Salary Schedule for DES Printing Represented Employees 4% Increase

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- Item 261 General Service 1 Salary Schedule for Represented Employees only applies to Physician 2-4, Psychiatric Social Worker 1-4 and Psychiatrists 6% Increase
- Item 262 Teamsters Standard Progression General Service Salary Schedule for Represented Employees 6% Increase
- Item 263 WFSE Salary Schedule for Rep. Employees Administrative Law Judges 4% Increase

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 246 through 263 were adopted as presented, with an effective date of July 1, 2023.

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, staff recommended adoption 2024 proposed compensation items; non-represented items 264 through 268 and represented items 269 through 281. Item 270 was revised. State HR staff recommended adoption as presented with an effective date of July 1, 2024.

### 2024 Salary Schedules

Effective July 1, 2024—

Unless Otherwise Specified

#### *Non-Represented*

- Item 264 Office of the Attorney General for Non-Represented Employees 3% Increase
- Item 265 General Service Salary Schedule for Non-Represented Employees 3% Increase
- Item 266 General Service 1 (GS1) Salary Schedule for Non-Represented Employees only applies to the following job classes Physician 2-4 and Psychiatrists 3% Increase
- Item 267 General Service Salary Schedule for Non-Represented Employees only applies to job classes assigned to the IT Professional Structure 3% Increase
- Item 268 N Range Salary Schedule for Non-Represented Employees 3% Increase

#### *Represented*

- Item 269 Association of WA Assistant Attorneys General Represented Employees 3% Increase
- Item 270 Fish and Wildlife Officers Guild for Represented Employees [Revised](#)
- Item 271 WFSE Salary Schedule for DOC Represented Employees 2% Increase
- Item 272 General Service Salary Schedule for Represented Employees 3% Increase
- Item 273 General Service 1 (GS1) Salary Schedule for Represented Employees only applies to Physician 2-4 and Psychiatrists 3% Increase
- Item 274 General Service Salary Schedule for Represented Employees only applies to job classes assigned to the IT Professional Structure 3% Increase
- Item 275 N2 Range Salary Schedule for Represented Employees 4% Increase
- Item 276 N1 Range Salary Schedule for Represented Employees 3% Increase
- Item 277 SP Range Salary Schedule for Represented Employees 3% Increase
- Item 278 Teamsters DES Printing General Service Salary Schedule for Represented Employees 3% Increase
- Item 279 General Service 1 (GS1) Salary Schedule for Represented Employees only applies to Physician 2-4, Psychiatric Social Worker 1-4, & Psychiatrists 4% Increase
- Item 280 Teamsters Standard Progression General Serv. Salary Schedule for Represented Employees 4% Increase
- Item 281 Washington Federation of State Employees Salary Schedule for Represented Employees Administrative Law Judges 3% Increase

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, items 264 through 281 were adopted as presented, with an effective date of July 1, 2024.

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Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: In section D of the revised agenda, staff recommended adoption 2025 proposed compensation items for represented item 282. State HR staff recommended adoption as presented with an effective date of July 1, 2025.

### 2025 Salary Schedules

Effective January 1, 2025--

Unless Otherwise Specified

#### *Represented:*

Item 282 Washington Federation of State Employees Salary Schedule for Represented Employees  
Effective January 1, 2025 2% Increase

Michaela Doelman, State Chief Human Resources Officer, State Human Resources: Hearing no comments, item 282 was adopted as presented, with an effective date of January 1, 2025.

## Section E: Rule Amendments

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: There were no rule amendments for this meeting.

## Adjournment

Mindy Portschy, Senior Classification and Compensation Specialist, State Human Resources: There were no other items for consideration, and the business was concluded.

A special State H R Director's meeting was announced for Monday, July 24, 2023 beginning at 10:00 a.m. and would be via Zoom with a dial-in option. The Zoom and telephone dial-in information would be included in the posted agenda.

## Minutes Approved By

\_\_\_\_\_  
Michaela Doelman, Chief Human Resources Officer, State Human Resources  
State Human Resources  
Office of Financial Management

\_\_\_\_\_  
Date

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### Section F: Addendum

#### Section C: Classification Implementation

- Item 243 104I Administrative Intern 2
- Item 244 107J Program Specialist 3
- Item 245 119E Human Resource Consultant 1
- Item 246 119F Human Resource Consultant 2
- Item 247 119G Human Resource Consultant 3
- Item 248 119H Human Resource Consultant 4 [Revised](#)
- Item 249 122E External Civil Rights Specialist 1
- Item 250 122F External Civil Rights Specialist 2
- Item 251 122G External Civil Rights Specialist 3
- Item 252 122H External Civil Rights Specialist 4
- Item 253 123E Human Resource Consultant Assistant 1
- Item 254 164E UI Specialist 1
- Item 255 164F UI Specialist 2
- Item 256 164G UI Specialist 3
- Item 257 164H UI Specialist 4
- Item 258 164I UI Specialist 5
- Item 259 164J UI Specialist 6
- Item 260 165F Financial Benefits Coordinator
- Item 261 167F Employment Security Program Coordinator 1
- Item 262 167G Employment Security Program Coordinator 2
- Item 263 167H Employment Security Program Coordinator 3
- Item 264 168E Industrial Insurance Compensation Unit Supervisor [Revised](#)
- Item 265 168O Workers' Compensation Adjudicator 1
- Item 266 168P Workers' Compensation Adjudicator 2
- Item 267 168Q Workers' Compensation Adjudicator 3
- Item 268 168R Workers' Compensation Adjudicator 4
- Item 269 168S Workers' Compensation Adjudicator 5
- Item 270 169E Apprentice - Workers' Compensation Adjudicator 2
- Item 271 170E Medical Assistance Specialist 1
- Item 272 170F Medical Assistance Specialist 2
- Item 273 170G Medical Assistance Specialist 3
- Item 274 170H Medical Assistance Specialist 4
- Item 275 170I Medical Assistance Specialist 5
- Item 276 173J Tax Specialist 1 – ES
- Item 277 173K Tax Specialist 2 – ES
- Item 278 173L Tax Specialist 3 – ES
- Item 279 173M Tax Specialist 4 – ES
- Item 280 180A Paid Family & Medical Leave Specialist 1
- Item 281 180B Paid Family & Medical Leave Specialist 2
- Item 282 180C Paid Family & Medical Leave Specialist 3
- Item 283 180D ES Benefits Specialist 4
- Item 284 180E ES Benefits Technician
- Item 285 185A Enterprise Contracts & Procurement Specialist 1
- Item 286 185B Enterprise Contracts & Procurement Specialist 2
- Item 287 185C Enterprise Contracts & Procurement Specialist 3
- Item 288 195A Web Designer & UI/UX Specialist 1
- Item 289 195B Web Designer & UI/UX Specialist 2
- Item 290 195C Web Designer & UI/UX Specialist 3
- Item 291 257J Residential/Student Life Counselor

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- Item 292 287D Nursing Assistant – Residential Living
- Item 293 294F Dental Assistant [Revised](#)
- Item 294 294G Dental Assistant 2
- Item 295 308E Speech Pathologist/Audiologist Specialist 1
- Item 296 308F Speech Pathologist/Audiologist Specialist 2
- Item 297 308G Speech Pathologist/Audiologist Specialist 3
- Item 298 344F Rehabilitation Technician 2
- Item 299 345F Attendant Counselor 1
- Item 300 345G Attendant Counselor 2
- Item 301 345H Attendant Counselor 3
- Item 302 345J Attendant Counselor Manager
- Item 303 345L Residential Services Coordinator
- Item 304 346E Adult Training Specialist 1
- Item 305 346F Adult Training Specialist 2
- Item 306 346G Adult Training Specialist 3
- Item 307 347J Psychiatric Security Attendant
- Item 308 347L Mental Health Technician 1
- Item 309 347M Mental Health Technician 2
- Item 310 347N Mental Health Technician 3
- Item 311 347P Mental Health Technician 5
- Item 312 347R Forensic Care Associate 2
- Item 313 347S Forensic Care Associate 3
- Item 314 348N Psychiatric Child Care Counselor 1
- Item 315 348O Psychiatric Child Care Counselor 2
- Item 316 348P Psychiatric Child Care Counselor 3
- Item 317 350D Corrections Specialist 3
- Item 318 350F Corrections Specialist 4
- Item 319 351U Developmental Disability Case/Resource Manager
- Item 320 351Z Habilitation Plan Administrator
- Item 321 352K Psychiatric Social Worker 3
- Item 322 355E Juvenile Rehabilitation Counselor Assistant
- Item 323 355G Juvenile Rehabilitation Community Counselor
- Item 324 355H Juvenile Rehabilitation Resident Counselor
- Item 325 355I Juvenile Rehabilitation Coordinator
- Item 326 355K Juvenile Rehabilitation Supervisor
- Item 327 355M Juvenile Rehabilitation Program Manager 1
- Item 328 355N Juvenile Rehabilitation Program Manager 2
- Item 329 357E Rehabilitation Teacher 1
- Item 330 357F Rehabilitation Teacher 2
- Item 331 357G Rehabilitation Teacher 3
- Item 332 362B Psychology Associate
- Item 333 383G Community Corrections Officer 2 – WFSE
- Item 334 383H Community Corrections Officer 3 – WFSE
- Item 335 383J Community Corrections Officer 4
- Item 336 385P Juvenile Rehabilitation Security Officer 1
- Item 337 385Q Juvenile Rehabilitation Security Officer 2
- Item 338 385R Juvenile Rehabilitation Security Manager
- Item 339 385S Juvenile Rehabilitation Officer 3 [Revised](#)
- Item 340 387S Natural Resource Police Sergeant
- Item 341 391Q Compliance Specialist Supervisor
- Item 342 91R Factory & Mobile Home Plan Examiner
- Item 343 91S Construction Compliance Inspector 1
- Item 344 391T Construction Compliance Inspector 2
- Item 345 391U Specialty Compliance Technical Specialist



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- Item 346 392E Safety & Health Specialist 1
- Item 347 392F Safety & Health Specialist 2
- Item 348 392G Safety & Health Specialist 3
- Item 349 392H Safety & Health Specialist 4
- Item 350 393E Food Safety Compliance Specialist 1
- Item 351 393F Food Safety Compliance Specialist 2
- Item 352 393G Food Safety Compliance Specialist 3
- Item 353 393H Food Safety Compliance Specialist 4
- Item 354 393I Food Safety Compliance Specialist 5
- Item 355 394E Industrial Hygienist 2
- Item 356 394F Industrial Hygienist 3
- Item 357 394G Industrial Hygienist 4
- Item 358 395J Factory Assembled Structures Inspector 1
- Item 359 395K Factory Assembled Structures Inspector 2
- Item 360 395L Factory Assembled Structures Plans Examiner 2
- Item 361 395M Factory Assembled Structures Senior/Specialist
- Item 362 395N Factory Assembled Structures Supervisor
- Item 363 402A Wildland Fire Operations Technician 1
- Item 364 402B Wildland Fire Operations Technician 2
- Item 365 402C Wildland Fire Operations Technician 3
- Item 366 402D Wildland Fire Operations Technician 4
- Item 367 402F Wildland Fire Program Coordinator 2
- Item 368 402H Wildland Fire Dispatcher 1
- Item 369 402I Wildland Fire Dispatcher 2
- Item 370 402J Wildland Fire Dispatcher 3
- Item 371 402K Wildland Fire Dispatcher 4
- Item 372 406A Compliance Industrial Safety & Health Investigator 1
- Item 373 406B Compliance Industrial Safety & Health Investigator 2
- Item 374 406C Compliance Industrial Safety & Health Investigator 3
- Item 375 406D Compliance Industrial Safety & Health Investigator 4
- Item 376 406E Compliance Industrial Safety & Health Investigator 5
- Item 377 406F Compliance Industrial Safety & Health Investigator 6
- Item 378 424A Claims Officer 1 – DSHS
- Item 379 424B Claims Officer 2 – DSHS
- Item 380 424C Claims Officer 3 – DSHS
- Item 381 424D Claims Officer 4 – DSHS
- Item 382 426E Paralegal 1
- Item 383 426F Paralegal 2
- Item 384 426G Paralegal 3
- Item 385 427P Investigator 1 [Revised](#)
- Item 386 427Q Investigator 2
- Item 387 427R Investigator 3
- Item 388 427S Investigator 4
- Item 389 451G Communications Officer 2
- Item 390 451H Communications Officer 3
- Item 391 451I Communications Officer 4
- Item 392 458E Licensing Services Representative 1
- Item 393 458F Licensing Services Representative 2
- Item 394 458G Licensing Services Representative 3 [Revised](#)
- Item 395 458H Licensing Services Representative 4 [Revised](#)
- Item 396 459I Licensing Services Manager 1
- Item 397 459L Professional Licensing Manager 1
- Item 398 459M Professional Licensing Manager 2
- Item 399 502J Economic Analyst 1

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- Item 400 502K Economic Analyst 2
- Item 401 502L Economic Analyst 3
- Item 402 515M Microbiologist 4
- Item 403 515P Chemist 1
- Item 404 515Q Chemist 2
- Item 405 515R Chemist 3
- Item 406 515S Chemist 4
- Item 407 516F Fish & Wildlife Research Scientist 1
- Item 408 516G Fish & Wildlife Research Scientist 2
- Item 409 522E Scientific Technician 1
- Item 410 522F Scientific Technician 2
- Item 411 522G Scientific Technician 3
- Item 412 522H Scientific Technician 4
- Item 413 523G Environmental Specialist 3
- Item 414 523H Environmental Specialist 4
- Item 415 523X Environmental Specialist 5
- Item 416 524A Veterinary Specialist 1
- Item 417 524B Veterinary Specialist 2
- Item 418 524C Veterinary Specialist 3
- Item 419 524D Veterinary Specialist 4
- Item 420 538V Bridge Technician 1
- Item 421 538W Bridge Technician 2
- Item 422 541E Cartographer 1
- Item 423 541F Cartographer 2
- Item 424 541G Cartographer 3
- Item 425 541I Cartography Supervisor
- Item 426 545A Field Veterinarian
- Item 427 545B Senior Veterinarian
- Item 428 569H Pest Biologist 1
- Item 429 569I Pest Biologist 2
- Item 430 569L Agricultural Chemical Specialist In-Training
- Item 431 569M Agricultural Chemical Specialist
- Item 432 569N Agricultural Chemical Specialist Senior
- Item 433 569S Pest Biologist 4
- Item 434 572A Pesticide Regulatory Specialist 1
- Item 435 572B Pesticide Regulatory Specialist 2
- Item 436 572C Pesticide Regulatory Specialist 3
- Item 437 590A Ecology Youth Corps Supervisor
- Item 438 591K Grounds & Nursery Services Specialist 3 – Teamsters
- Item 439 592U Law Enforcement Communications Systems Supervisor
- Item 440 594K Electronics Supervisor – Transportation
- Item 441 594M Transportation Systems Technician A
- Item 442 594N Transportation Systems Technician B
- Item 443 594O Transportation Systems Technician C
- Item 444 594P Transportation Systems Technician D
- Item 445 596U Tunnel Maintenance Supervisor
- Item 446 600J Equipment Technician 2
- Item 447 605G Carpenter Supervisor 1
- Item 448 605H Carpenter Supervisor 2
- Item 449 605I Shipwright Supervisor
- Item 450 608F Electrician
- Item 451 608J Electrician Supervisor
- Item 452 621F Plumber/Pipefitter/Steamfitter
- Item 453 621G Plumber/Pipefitter/Steamfitter Lead

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- Item 454 621H Plumber/Pipefitter/Steamfitter Supervisor [Revised](#)
- Item 455 626M Maintenance Mechanic 4
- Item 456 631A Correctional Industries Supervisor Assistant
- Item 457 631B Correctional Industries Supervisor 2, Corrections
- Item 458 631D Correctional Industries Supervisor 4, Corrections
- Item 459 652D Marine Vessel Operator Assistant [Revised](#)
- Item 460 653Q Marine Engine Mechanic Supervisor
- Item 461 654F Aircraft Pilot 2
- Item 462 654G Aircraft Pilot 3
- Item 463 654H Aircraft Pilot 4