



**STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT**

STATE HUMAN RESOURCES DIVISION | DIRECTOR'S REVIEW PROGRAM
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June 15, 2016

TO: Kristie Wilson
Acting State HR Rules and Policy Manager

FROM: Kris Brophy
Director's Review Specialist

SUBJECT: Cherie Wagaman v. Department of Labor & Industries (LNI)
Allocation Review Request ALLO-16-012

Director's Determination

This position review was based on the work performed for the six-month period prior to May 18, 2015, the date LNI Human Resources (LNI HR) received the request for a position review. As the Director's Review Specialist, I carefully considered all of the documentation in the file, the exhibits and the verbal comments provided by both parties. Based on my review and analysis of Ms. Wagaman's assigned duties and responsibilities, I conclude her position is properly allocated to the Workers Compensation Adjudicator 4 (WCA 4) classification.

Background

On May 18, 2015, LNI HR received Ms. Wagaman's Position Review Request (PRR) form asking that her position be reallocated to the Workers Compensation Adjudicator 5 (WCA 5) class or the Program Specialist 4 (PS 4) class. (Exhibit B-2)

On February 5, 2016, LNI HR notified Ms. Wagaman that her position was properly allocated to the WCA 4 class. (Exhibit B-1)

On February 26, 2016, Office of Financial Management – State Human Resources (OFM SHR) received Ms. Wagaman's request for a Director's review of LNI's allocation determination. (Exhibit A-1)

On June 9, 2016, I conducted a Director's review conference. Present for the conference were Cherie Wagaman; Brenda Heilman, Program Manager; LNI; Vicki Kamin, Classification & Compensation (C&C) Manager, LNI; and Kate Trickle, C&C Analyst, LNI.

During the review conference Ms. Wagaman submitted an additional document which was reviewed by LNI HR and entered into the record as an exhibit.

Rationale for Director's Determination

The purpose of a position review is to determine which classification best describes the overall duties and responsibilities of a position. A position review is neither a measurement of the volume of work performed, nor an evaluation of the expertise with which that work is performed.

A position review is a comparison of the duties and responsibilities of a particular position to the available classification specifications.

This review results in a determination of the class that best describes the overall duties and responsibilities of the position. *Liddle-Stamper v. Washington State University*, PAB Case No. 3722-A2 (1994).

Organizational Structure

Ms. Wagaman works for the Strategic Business Office (SBO) located within the Insurance Services Division (ISD) of LNI. Insurance Services is the largest operating division in LNI and is charged with providing Washington State Fund Workers' Compensation Insurance for over 2.4 million employees working for 166,000 employers. Her position reports to Michael Ratko, Chief Strategy Officer, who in turn reports to Victoria Kennedy who is the Assistant Director of the ISD.

Duties and Responsibilities

Ms. Wagaman serves as the division's Project Help Liaison/Outreach Specialist. She has primary responsibility for preparing and reviewing agency "Over 7 Reopening Briefing Papers" and "Overpayment Waiver Requests" on behalf of the Chief of Claims. This involves working in a centralized support role to review completed staff work regarding Over 7 Accident Fund benefits.

In the position review request (PRR) submitted for reallocation, Ms. Wagaman describes her duties as follows (Exhibit B-2):

60% Duty:

Prepare and review Over 7 Reopening Briefing Papers and Overpayment Waiver Requests on behalf of the Chief of Claims. There has been no designated person in this position before.

- (Over 7 Reopening - A reopening of a claim that is over 7 or 10 years since the first claim closure with medical opinion. Over 7 Reopening are not entitled to accident fund benefits - time loss or PPD unless the Director gives discretionary authority. Once a worker sends a letter to the Director requesting accident fund benefits, a briefing paper is then completed. This paper is completed by a Claim Lead (level 4), Unit Supervisor, Operation Manager and the Chief of Claims.)
- (Overpayment Waiver - the department has determined the worker has an overpayment. Once a worker sends a letter to the Director requesting a waiver of their overpayment, a briefing paper is completed by a Worker's Compensation Adjudicator 3 or claim lead (level 4), Unit Supervisor, Operation Manager and the Chief of Claims. This paper is then referred to the Director for them to recommend an overpayment waiver, deferral until further review of financial information or recoupment from future accident fund benefits.)

Authority has been delegated to this position to make changes and additions to the briefing paper. This position has been delegated to review difficult and controversial cases and determine final decisions on cases with differing opinions from other high-level adjudicators and sign on behalf of the Chief of Claims and refer to the Director for entitlement to discretionary benefits. Some of these reviews require a meeting with the Director.

This high level review is to provide recommendations to the Director that prevents abuse of discretion decisions by the Board of Industrial Insurance Appeals (BIIA).

Consult and provide feedback to Operation Managers, Unit Supervisors and Claim Leads after analysis of discretionary benefits. Complete sophisticated analysis timeline of events, ability to complete multiple claim review, taking into consideration permanent disability for discretionary benefits and understanding litigation at the Board of Industrial Insurance Appeals and how the decisions may affect the requested discretionary benefits.

Prepare legal analysis of Over 7 reopening for legal review by the Attorney General's Office and Program Manager for Legal Services for bi-weekly discussions. Sometimes there are claims that require a legal review of the various issues in a claim or claims to determine attachment to workforce and entitlement to accident fund benefits. It may be the worker has been provided previous vocational assistance, litigated claim closure and reopening of his claim and has an inability to work and is entitled to Social Security Benefits but may not be entitled to Industrial Insurance Benefits. These legal reviews assist in ensuring we do not make recommendations to the Director that may result in an abuse of discretion at the BIIA.

Work with Claims Consultant and Program Manager of Legal Services in the negotiation and settlements on Over 7 issues before the BIIA and Superior Court.

Prepare and review Direct Replies on behalf of the Chief of Claims. There has been no designated person in this position before.

This position has been delegated to review difficult and controversial cases and determine final decisions on cases with differing opinions from other high-level adjudicators and sign on behalf of the Chief of Claims.

- (Direct Replies - worker, employer or provider sends letter to the Director or Governor with complaint about their worker's compensation claim. There is a review of the facts and response provided by the by the Worker's Compensation Adjudicator 2, 3 or 4. The response by the adjudicator is then referred to the Unit Supervisor, Operation Manager and Chief of Claims for approval.

25% **Duty:**

Serves as a member of the Project HELP Standing Committee which meets quarterly with business and labor representatives providing and creating materials (webinars, DVDs, Power point) that will be shared externally to ensure accuracy and alignment with strategic direction. Providing power point presentations to labor and employers on Industrial Insurance Worker's Compensation.

Collaborating with department staff and managers to determine and implement solutions to common, recurring and complex claim-related concerns and to promote consistency in actions on claims. Providing power point presentations to labor and employers on Industrial Insurance Worker's Compensation. Collaborating with department staff and managers to determine and implement solutions to common, recurring and complex claim-related concerns and to promote consistency in actions on claims.

Writing training questions for the 1st and 2nd year Ironworker Apprentices for Project HELP. Provide consultation, mentoring and training to diverse group of injured workers, employers and providers.

Lead collaborative meetings on behalf of the Assistant Director of Insurance Services with claims manager, OMD and unit supervisors to move claims closer to resolution should an external customer inquire on adjudication of a claim.

Build and maintain effective network of contacts through credibility, expertise, influence and persuasion both inside and outside the agency.

Respond to difficult, stressful or sensitive interpersonal situations, using tact and diplomacy, to minimize potential conflict and maintain good working relationships.

15% **Duty:**

Perform legal research (legal research-review significant BIIA decisions, while researching internal legal decisions made by the department by) and provide interpretation of case law, legal opinions, statutes and court rules to the Assistant Director of Insurance Services and Strategic Business Officer.

This requires performing sophisticated analysis on complex claims and meeting with operation managers, unit supervisors, claims manager, occupational nurse consultants, Office of the Medical Director, employer services and the Attorney General's Office.

Supervisor's Comments

Mr. Ratko completed the Supervisor Review section of the PRR (Exhibit B-2). He indicates that Ms. Wagaman's description of her assigned duties and responsibilities is accurate and complete.

Summary of Ms. Wagaman's Perspective

The argument presented by Ms. Wagaman is summarized as follows:

- She reviews issues that determine entitlement to Over 7 Accident Fund benefits and Overpayment Waiver requests for the Director's discretionary review. This review is after the Claim Lead (WCA 4), Unit Supervisor (WCA 5) and the Operation Manager's review. This review takes into consideration the complexities of possible pension entitlements and how the fund will be impacted by this decision. She has been given authority to make changes and additions to a briefing paper for the Director's review.
- Her position requires mature judgment in the review of disability claims currently before the Board of Industrial Insurance Appeals or Superior Court that may require settlement discussions in making decisions that impact the fund with regard to the entitlement to Over 7 accident fund benefits.
- Her position requires complex analyses of legal and factual issues to arrive at a decision that prevents "Abuse of Discretion" by the Director. This may require collaboration with the Attorney General Office and the Program Manager of Legal Services.
- She maintains decisions from higher courts with regard to Over 7 Abuse of Discretion cases.

- She reviews and signs "Direct Replies" on behalf of the Chief of Claims. This requires mature analysis of claims and the issues involved.
She initiates collaborative discussions with the Unit Supervisors and Claims Managers to ensure the responses are legally and factually correct taking into consideration department regulations, RCW's, WAC's and legal court decisions.
- As the Project Help liaison she collaborates with department staff and managers to determine solutions. This requires a great knowledge of the worker's compensation system and being able to speak on behalf of the Assistance Director of Insurance Services and the Chief of Claims.
- There are other positions within the agency performing similar work to hers that are allocated to the WCA 5 class that do not determine eligibility for permanent total disability and/or death benefits, supervise others, do not determine fraud or determine penalties.

In *Byrnes v. Dept's of Personnel and Corrections*, PRB No. R-ALLO-06-005 (2006), the Board held that "[w]hile a comparison of one position to another similar position may be useful in gaining a better understanding of the duties performed by and the level of responsibility assigned to an incumbent, allocation of a position must be based on the overall duties and responsibilities assigned to an individual position compared to the existing classifications. The allocation or misallocation of a similar position is not a determining factor in the appropriate allocation of a position." Citing to *Flahaut v. Dept's of Personnel and Labor and Industries*, PAB No. ALLO 96-0009 (1996).

Summary of LNI's Perspective

The argument presented by LNI is summarized as follows:

- Her duties do not reach any of the requirements stated in the WCA 5 definition. For example, she does not adjudicate claims for fatal injuries or permanent total disability. Her position does not determine entitlement to Second Injury Fund or Catastrophe Fund, nor does her position supervise staff assigned to the Appeal Review Section. Her position is not located within the Self-Insurance Program nor is her position responsible for acting as a Chief Adjudicator or providing assistance to the Supervisor of Crime Victims Compensation Program.
- The work she performs does not meet the class series concept and the definition of the Program Specialist series. Her work is not considered to be a specialized area with specific complex components and discrete tasks that distinguish it from the main body of the organization. The nature of her work is readily transferrable and performed by other claims adjudicator staff within LNI. For example, she reviews decisions made by other WCA positions and consults and provides feedback to Claims Leads after analysis as well as reviewing and analyzing the decisions made by the Board of Industrial Insurance Appeals. These duties are also assigned to other WCA 4 positions within LNI.
- In total, her duties and responsibilities are best described by the WCA 4 class.

Comparison of Duties to Class Specifications

When comparing the assignment of work and level of responsibility to the available class specifications, the class series concept (if one exists) followed by definition and distinguishing characteristics are primary considerations. While examples of typical work identified in a class specification do not form the basis for an allocation, they lend support to the work envisioned within a classification.

Comparison of Duties to Program Specialist 4 (PS 4)

The Class Series Concept for this series states in the Program Specialist 2 class that:

Positions in this series coordinate discrete, specialized programs consisting of specific components and tasks that are unique to a particular subject and are separate and distinguished from the main body of an organization. Positions coordinate program services and resources; act as a program liaison and provide consultation to program participants and outside entities regarding functions of the program; interpret, review and apply program specific policies, procedures and regulations; assess program needs; and develop courses of action to carry out program activities. Program coordination also requires performance of tasks and application of knowledge unique to the program and not transferable or applicable to other areas of the organization.

Examples of program areas may include, but are not limited to: business enterprises, fund raising, volunteer services, community resources, election administration and certification, juvenile delinquency prevention, recreational education and safety, energy education, aeronautic operations and safety, student housing, financial aid and registration.

The Definition for the PS 4 class states:

Positions at this level work under administrative direction, and have organization-wide program management responsibilities, and are recognized as program specialists. For programs with statewide impact, incumbents are specialists who manage two or more components of the program. Incumbents administer, oversee, and direct all program activities and advise public entities and higher level administrative staff on the program components. Program components are comprised of specialized tasks (e.g., reservations, administration, and budget coordination) within a specialty program. Incumbents provide and coordinate program activities affecting an essential service within the organization or activities with statewide impact. Incumbents perform a wide scope of complex duties and responsibilities in the management of a program, exercise independent judgment, and have delegated decision-making authority. Programs include but are not limited to, salmon, marine and shell fish enhancement programs; boating, concession or winter recreation programs; missing children's clearinghouse; and fund-raising programs which include prospect identification, endowment campaigns, annual funds, direct mail marketing and membership development.

There are no Distinguishing Characteristics for this class.

Ms. Wagaman's position duties do not encompass the scope of work stated in the Class Series Concept for this series.

For example, the Claims Administration Program performs multiple Workers' Compensation functions. Ms. Wagaman serves in a centralized capacity within the SBO to review Over 7 Accident Fund benefits briefing papers and Over Payment Waiver requests. This work involves reviewing case decisions made by other WCA positions and consulting and providing feedback to Claims Leads and other supervisory staff after completing an analysis of the case. The nature of her work also encompasses reviewing and analyzing the decisions made by the Board of Industrial Insurance Appeals. As a whole, these activities fall within the scope and level of work performed by incumbents in the WCA series.

Therefore, the work she performs is not considered to be a specialized area with specific complex components and discrete tasks that distinguish it from the main body of the organization. The overall nature of her position duties do not involve performing Program Specialist work.

In addition, her duties and responsibilities do not meet the primary allocating factors stated in the Definition of the PS 4 class. Rather, Ms. Wagaman's position has primary responsibility for reviewing briefing papers and waiver requests within her assigned area of responsibility. Her position does not have the depth or breadth of responsibility for managing program functions at the level anticipated by this class.

Further, allocation to the "Program" series requires an assignment of work that is unique and specific to a particular program but not work that is specifically described by another existing class specification. If there is a class that encompasses the body of work, allocation to the specific class must take primary consideration. Allocation to a "Program" class should only occur when there are no other viable options for allocation. While a portion of her work does involve performing specialized work in support of the agency's claims administration function, the focus of her position and the majority of work as a whole are specific to Workers' Compensation claims adjudication. Thus, there is a class which specifically addresses the specific function of her position and body of work that is under review in this appeal. Since there is a class which specifically describes the scope of work and specific duties performed by Ms. Wagaman, allocating her position to a class within the Program series is not appropriate.

This is further supported by Personnel Resources Board (PRB) decisions in which the Board has concluded that while one class appeared to cover the scope of a position, there was another classification that not only encompassed the scope of the position, but specifically encompassed the unique functions performed. In *Alvarez v. Olympic College*, PRB No. R-ALLO-08-013 (2008), the Board held that "[w]hen there is a definition that specifically includes a particular assignment and there is a general classification that has a definition which could also apply to the position, the position will be allocated to the class that specifically includes the position. [See *Mikitik v Depts. of Wildlife and Personnel*, PAB No. A88-021 (1989)."

For each of these reasons, Ms. Wagaman's position should not be allocated to PS 4 class or other classes within the Program Specialist series.

Comparison of Duties to Workers' Compensation Adjudicator 5 (WCA 5)

There is no Class Series Concept for this class series.

The Definition for the WCA 5 class states:

Positions are allocated to one of the four defined separate program areas within the Department of Labor and Industries;

1. Claims Administration Program: Determines eligibility of workers' compensation claims for permanent total disability and/or death benefits.
2. Crime Victims Program: Determines eligibility of workers' compensation claims for permanent total disability and/or death benefits.
3. Legal Services Program: Supervises adjudicators in the Appeal Review Section or determines if civil fraud was committed under Title 51.

4. Self Insurance Program: Determines eligibility of worker's compensation claims for permanent total disability and/or death benefits or directs activities of the Self Insurance Claims Penalty Program or formal Training Program, including supervision of the adjudicative staff.

There are no Distinguishing Characteristics for this class.

Ms. Wagaman's position duties do not meet any of the four primary allocating factors stated in the definition of this class. For example, while Ms. Wagaman's position supports the agency's Claims Administration Program, her position does not perform, nor does it have equivalent level responsibility for determining eligibility of workers' compensation claims for permanent total disability and/or death benefits as required. During the review conference the parties acknowledged that this function is located within a separate program area and is performed by other WCA staff working within the agency.

Further, while it is acknowledged that a portion of her work includes reviewing disability claims involving partial disability with regard to the entitlement to Over 7 accident fund benefits, this scope of work does not fully reach the breadth and level of complex responsibility of determining eligibility of claims for permanent total disability and/or death benefits.

In addition, her position does not provide support to any of the other three program areas stated in the definition including the Crime Victims, Legal Services or Self Insurance programs.

Additionally, because this class does not contain distinguishing characteristics we can look to the typical work statements for guidance regarding examples of work performed at this level. Her position duties do not include responsibility for performing the work described below:

Responsible for adjudication of all phases of claims for fatal injuries, permanent total disability and pension claims by surviving spouses, children and dependents, including determination of diminution of disability; determines employer's eligibility for a reduction in financial charges assessed through entitlement to Second Injury Fund or Catastrophe Fund relief; issues formal orders concerning entitlement to benefits and employer assessments;

Supervises staff assigned to the Appeal Review Section and serves as lead consultant to that office; prepares status reports and maintains records on claims which have been appealed to the Board of Industrial Insurance Appeals or higher courts;

In the Self-Insurance Section, is responsible for supervision of adjudication and clerical staff and acts as Claims Manager and assistant to the Program Manager for Self-Insurance;

Acts as Chief Adjudicator and assistant to the Supervisor of the Crime Victims Compensation Program; assists the Supervisor in compiling and disseminating statistical, budgetary and other information regarding the section to the legislature and the general public; serves as final review for the department on protests or appeals on any determinations made in connection with claims for benefits under the Crime Victims Compensation Program;

Ms. Wagaman's position duties do not align with these statements. It is acknowledged that she serves in a leadership role in providing centralized oversight of correspondence from the Director and Governor's Office on worker's compensation issues. Her position has primary responsibility for reviewing Over 7 Reopening Briefing Papers and Overpayment Waivers on behalf of the Chief of Claims. This work involves reviewing a variety of cases, including difficult and controversial cases.

However, when reviewing the scope and overall level of responsibility of her position, her position does not reach the allocating criteria stated in the definition of this class.

For these reasons, Ms. Wagaman's position should not be allocated to the WCA 5 class.

Comparison of Duties to Workers' Compensation Adjudicator 4 (WCA 4)

The Definition for this class states:

In the Department of Labor and Industries; in Claims Administration, adjudicates, negotiates and resolves workers' compensation claims that are protested or appealed, or performs external quality assurance audits of workers' compensation claims, or trains Workers' Compensation Adjudicators 3 in a formal training program; or in Self-Insurance, adjudicates, negotiates and resolves workers' compensation claims that are protested or appealed, or trains Workers' Compensation Adjudicators 3 in a formal training program.

On a best fit basis, the scope and level of responsibility of Ms. Wagaman's position more closely aligns with the Definition and Distinguishing Characteristics of this class.

For example, Ms. Wagaman's position performs an internal quality assurance function by reviewing all Over 7 Reopening Briefing Papers and Overpayment Waivers on behalf of the Chief of Claims to ensure consistency and compliance with departmental and legal standards. She also reviews all Direct Replies on behalf of the Chief of Claims and Assistant Director of Insurance Services to ensure responses from the department are legally accurate and responsive.

Her position requires mature judgment in the review of disability claims before the Board of Industrial Insurance Appeals or Superior Court. Her duties may require settlement discussions in making decisions that impact the fund with regard to the entitlement to Over 7 accident fund benefits.

Thus, the work she performs requires the use of specialized knowledge of the workers' compensation adjudicative process. The scope of her duties align more appropriately with the scope of work performed by incumbents in the WCA 4 class.

Further, although the Typical Work examples do not form the basis for an allocation, they lend support to the work envisioned within a classification. The following statements indicate the level of work assigned to the WCA 4 class specification and are representative of Ms. Wagaman's overall position duties:

Responsible for final determinations on contested workers' compensation claims on issues involving coverage, extent of entitlement to benefits, jurisdictional matters and other decisions by lower level adjudicators which are contested by the worker, beneficiary, employer, care provider or their lay or legal representatives; authorized to enter into and achieve negotiated settlements of disputed issues;

Reviews all claims appealed to the Board of Industrial Insurance appeals by an injured worker, beneficiary, employer, care provider or their lay or legal representatives and authorized to reassume jurisdiction of the claim from the Board for the purpose of addressing new issues raised by the appealing party or to enter into further negotiations toward settlement of the appeal;

Participates as a representative of the department in the process of mediation by a Rules and Resumptions Officer or Industrial Appeals Judge; assists staff from the Office of Attorney General in defense of claims appealed to the Board of Industrial Insurance Appeals, Superior Court or a higher court;

Reviews decisions of the Board of Industrial Insurance Appeals and judgments from Superior Courts, the Court of Appeals and the Washington State Supreme Court and refers for action by the appropriate work section within the department;

...

Performs internal and external quality assurance function including auditing and measuring the performance of peers and lower level adjudicators, providing written evaluation and reports of any finding;

Ms. Wagaman's position duties more accurately align with these statements. For example, she performs an internal quality assurance function involving the review of Over 7 briefing papers and responses to direct requests.

When determining the appropriate classification for a specific position, the duties and responsibilities of that position must be considered in their entirety and the position must be allocated to the classification that provides the best fit overall for the majority of the position's duties and responsibilities. *Dudley v. Dept. of Labor and Industries*, PRB Case No. R-ALLO-07-007 (2007).

In this case, the majority and focus of her work and level of responsibility more fully align with the work described by the WCA 4 classification. Ms. Wagaman's position should remain allocated to that class.

Appeal Rights

RCW 41.06.170 governs the right to appeal. RCW 41.06.170(4) provides, in relevant part, the following:

An employee incumbent in a position at the time of its allocation or reallocation or the agency utilizing the position, may appeal the allocation or reallocation to the Washington Personnel Resources Board. Notice of such appeal must be filed in writing within thirty days of the action from which appeal is taken.

The mailing address for the Personnel Resources Board (PRB) is PO Box 40911, Olympia, Washington, 98504-0911. The PRB Office is located on the 3rd floor of the Raad Building, 128 10th Avenue S.W., Olympia, Washington. The main telephone number is (360) 407-4101 and the fax number is (360) 586-4694.

If no further action is taken, the Director's determination becomes final.

c: Cherie Wagaman
Vicki Kamin, LNI

Enclosure: List of Exhibits

CHERIE WAGAMAN v LNI

ALLO-16-012

LIST OF EXHIBITS

A. Cherie Wagaman Exhibits

1. Appeal – ALLO-16-012
 2. Allocation Determination Letter dated 2/5/2016
 3. Position Review Request – Position #4688, dated 4/30/15 – sent to OHR 5/8/15
 4. Position Description – Position #4688, dated 4/30/15 – sent to OHR 5/8/15
 5. Worker's Compensation Adjudicator (WCA) 3 that became a (WCA) 4 on 3/20/1990 – Position #235-1999
 6. WCA 4 – Position #235-1999
 7. WCA 3 that became a WCA 4 on 8/14/2003 – Position #1948
 8. Worker's Compensation Adjudicator 5 Class Specifications
 9. WCA 5 – Position #3406 – Not described in WCA 5 Class Specifications
 10. WCA 5 – Position #235-3308 – Not described in WCA 5 Class Specifications – New Job Opening for #3308 closing 3/29/2016
 11. WCA 5 – Position #235-3970 – Not described in WCA 5 Class Specifications – Position #3308 held on 9/25/2013 by Jeannie Parr-Woodard
 12. Organizational Chart – showing position #2032 – says Pension Adjudicator for this title, however, does not do pension, does same work as #4688
 13. Organization Chart – showing position #3308 and #3970
- Exhibit added during review conference:
14. Closing statement

B. LNI Exhibits

1. Allocation Determination Letter, 2-5-2016
2. Position Review Request, Received 5-18-2015
3. Worker's Compensation Adjudicator Position Description Form, #4688, 3-31-2015
4. Worker's Compensation Adjudicator Position Description Form, #4688, 10-16-2013
5. Organizational Charts
6. Workers' Compensation Adjudicator 4 and 5 Class Specifications
7. Program Specialist 2 and 4 Classification Specifications

C. State HR Class Specifications

1. Workers' Compensation Adjudicator 4
2. Workers' Compensation Adjudicator 5
3. Program Specialist 2
4. Program Specialist 4