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Key Points of Report

A Biennial Report on Recommended Changes to the Position Classification Plan

October 2000

Overall Conclusion

The Position Classification Plan (Plan) should be changed to ensure that it meets the needs of the State. The Plan should adequately cover the jobs state employees perform and provide internal consistency between jobs. It is important that the Plan be broad enough to cover similar jobs at different agencies while maintaining an appropriate number of classes. Fewer classes make the Plan easier and less expensive to manage. The number of classes in Texas Plan is among the lowest in the nation, as *Governing* recognized in its February 1999 issue.

Key Facts and Findings

- The estimated cost of implementing recommended changes would be between \$30,962,361 and \$56,002,222 for the biennium. Changing positions to higher salary groups, which provides for competitive salaries and better consistency between classes, accounts for the majority of the estimated cost. The minimum cost to reallocate the MHMR series by two salary groups is \$28,050,864.
- The initial cost of the recommended changes appears to outweigh the cost associated with turnover. The turnover cost in fiscal year 1999 has been conservatively estimated to be between \$127 and \$254 million. Turnover data collection problems affect data analysis and, in turn, recommendations for appropriate solutions. The recommended changes, however, should help to reduce the significant costs associated with turnover.
- The cumulative effect of Plan changes would reduce the number of classes in the Plan from 927 to 906. The majority of Plan changes occurred within the Law Enforcement occupational category.
- Four options are provided for increasing the flexibility of the Correctional Officer series. Additional flexibility is needed to address the difficulty in recruiting and retaining Correctional Officers.

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This review of the State's Position Classification Plan has been conducted in accordance with the Position Classification Act, Texas Government Code, Chapter 654.

Overview

We recommend changing the State's Position Classification Plan (Plan) to ensure that it meets the needs of state agencies (and others that voluntarily follow the Plan) and provides internal consistency between jobs. The cumulative effect of these changes reduces the number of classes in the Plan from 927 to 906. The February 1999 issue of *Governing* identified the Classification system as the most recognizable statewide human resources function. Specifically, the low number of classes in the Plan was noteworthy.

The estimated cost to implement all of the recommended changes to the Plan would be between \$30,962,361 and \$56,002,222 for the biennium. This cost will vary depending on how individual agencies choose to reclassify employees affected by reallocations or class deletions. These decisions will need to be made by agencies based on the proper classification of positions, internal salary relationships, and budget constraints.

General maintenance is needed to ensure the Plan meets the needs of its users and provides internal consistency between jobs. We proposed our recommendations using the following criteria:

- Reallocate positions for which the State is not able to effectively recruit and retain employees due to non-competitive salaries.
- Add new classes, and revise current classes to accommodate new duties and functions.
- Delete unused, underused, and redundant classes.
- Revise outdated and inconsistent titles.
- Renumber and regroup positions for better flow and ease of use.

A Biennial Report on Recommended Changes to the Classification Plan (SAO Report No. 01-702, October 2000) and *A Biennial Report on Recommended Adjustments to the Classification Salary Schedules* (SAO Report No. 01-701, October 2000) both contain recommendations that will help bridge the gap between salaries across agencies and the external market. Only the cumulative effect for the recommendations in both reports will place the State in a more competitive position in the market.

Reallocate Classes for Which Salary Midpoints Are Significantly Behind the Market

To enable the State to recruit for and retain employees in positions for which salary midpoints are significantly behind comparable positions in the labor market, 29 classes should be reallocated to higher salary groups. The approximate increase in salary costs to implement all of the recommended reallocations is between \$30,854,625 and \$55,572,443 for the biennium.

Reallocation

A reallocation can be defined as changing a position from one salary group to a different, usually higher, salary group. Reallocations are based on labor market data, and they bring positions for which salaries are significantly behind the market in line with the market.

Implementing recommended reallocations will help to ensure competitive salaries and provide better consistency between classes.

The reallocation of the MHMR Service series accounts for the majority of the fiscal cost. The minimum cost to reallocate the series by two salary groups is \$28,050,864.

The fiscal year 1999 turnover rate for the series was 40.51 percent.

The 29 classes should be reallocated to higher salary groups because of indications that the current salary group allocation is too low. These indications include the following:

- Market survey data showing the State's classified salaries are significantly below the market.
- High turnover rate, particularly if a large percentage of the turnover is reported as being due to inadequate salary.
- Little, if any, use of the lower levels of a class series.
- Internal inequities between class series in the Plan.

While a fiscal impact is involved in recommending reallocations, it is imperative that the State consider the overall benefits. Reallocating positions for which salaries are significantly behind the market should help reduce the State's recruitment and retention problems. The statewide turnover rate for fiscal year 1999 was 17.58 percent for full-time classified state employees. We conservatively estimate the total costs of turnover in fiscal year 1999 to be between \$127 and \$254 million. While only 7 percent of employees reported that they left state employment because of inadequate salary, we believe this statistic is misleading and that the percentage is actually higher. The State Auditor's Office believes that agencies are not aggressively and accurately collecting turnover data. This data collection problem affects the data analysis and, in turn, additional recommendations for appropriate solutions.

When the high costs associated with turnover and the problems caused by perceptions of unfairness and inequity are taken into account, the benefits of reallocations appear

to outweigh the costs. Consequently, failure to reallocate these positions could result in a higher cost to the State in the long run.

Section 2:

Add New Classes to Accommodate New Duties and Functions

To consolidate class series and to describe new job functions, 28 new classes should be added to the Plan. There are no direct costs associated with creating classes, although some of the additions depend upon the deletion of other positions, which may have a fiscal impact (see Section 3). Although our aim has been to reduce the number of classes in the Plan, these additions will increase consistency in pay and ensure that the Plan reflects the labor market and needs of state agencies.

Section 3:

Reduce the Number of Unused, Underused, and Redundant Classes

To reduce the number of unused, underused, and redundant classes, 48 classes should be deleted from the Plan. The estimated costs to implement all of the recommended deletions would range from \$107,736 to \$429,779 for the biennium due to the reclassification of employees in deleted classes to higher salary groups. Deleting these classes will enhance the usability and flexibility of the Plan and increase salary consistency across state agencies.

These classes should be deleted for the following reasons:

- Their duties overlap or duplicate those of other classes. In these instances, we have recommended the consolidation of several class series into general class series, which all agencies can use.
- They are no longer used or only contain a few incumbents. Some of these positions are of little or no use because the work performed is obsolete; others are in salary groups that are not competitive with the market.

While these deletions will result in fewer class series that are more general, agencies are encouraged to maintain functional job descriptions that are specific to their employees' work.

Section 4:

Revise Outdated and Inconsistent Class Titles

To ensure that the State's class titles are flexible and easy to use, we recommend changing 127 class titles. By recommending class title changes, we are attempting to accomplish the following:

- Better describe the functions of each class or class series for which current titles do not accurately convey the duties performed or do not accurately reflect current industry terminology.
- Create title consistency within each class series.

These changes, which have no fiscal impact, are important in creating consistency and enhancing flexibility throughout the Plan.

Section 5:

Group Classes According to Function and Into Logical Order

To ensure that all classes are properly grouped according to function and to address class-numbering inconsistencies, 91 class numbers should be changed. The changes we are recommending will establish a logical grouping of classes according to function and enhance the overall consistency and usability of the Plan, at no cost to the State.

Section 6:

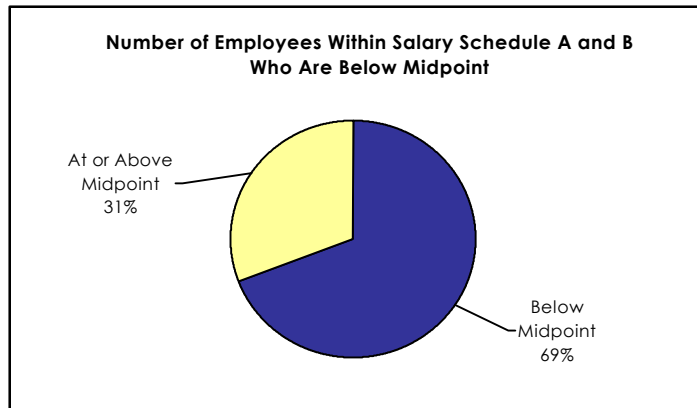
Promote Salary Range Utilization

Agencies have not taken full advantage of the salary ranges within Salary Schedules A and B. Employee progression through the entire salary ranges could alleviate salary concerns that might be causing the need for reallocations and new classes. While we compare the State's salary range midpoints to the market, the agency's salaries are often below the midpoint (usually the minimum of the salary ranges), and therefore, even further behind the market.

As of fiscal year 1992, state agencies are no longer required to hire new employees at Step 1. Rather, they have the authority to determine the appropriate salary rate anywhere within the applicable salary groups. In addition, agencies now have even greater flexibility in providing merit increases to their employees, with no limits on the amounts granted within the appropriate ranges and the ability to grant increases every six months. However, even with this increase in flexibility, the majority of state employees in Salary Schedules A and B are still being paid below the midpoint of their salary ranges.

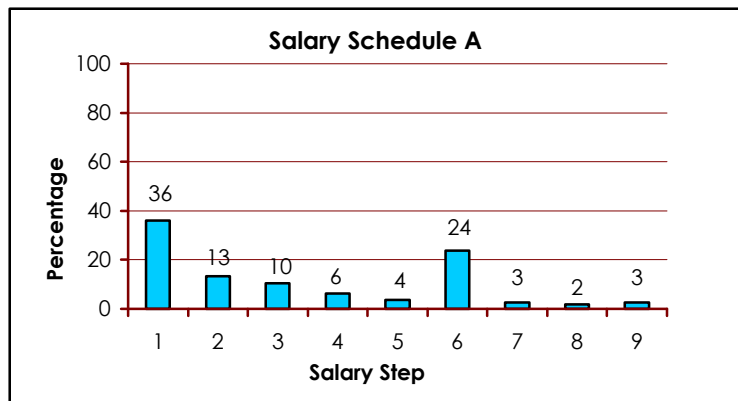
Of the State's 139,525 Schedule A and B employees, 69 percent are being paid below the midpoint of their salary ranges (see Figure 1). Sixty-six percent of the State's 81,610 employees in Salary Schedule A are being paid below the midpoint of their salary ranges (at Step 4 or below). Salary Schedule A has a nine-step salary range, with 36 percent of employees at Step 1 (see Figure 2). The peak at Step 6 of Salary Schedule A can be attributed to the automatic progression of the Correctional Officer series. After 20 months of employment, Correctional Officers top out at Salary Group A11, Step 6 (see Section 5).

Figure 1: Sixty-nine percent of employees in Salary Schedules A and B are below the midpoint of their salary ranges.



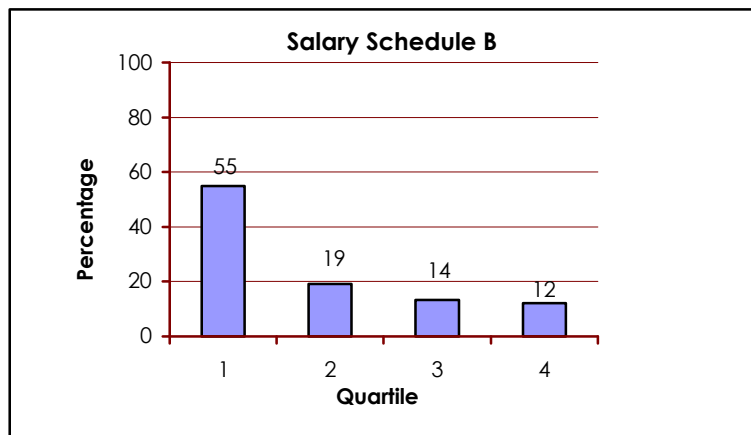
Source: Comptroller of Public Accounts Statewide Classification Analysis by Group/Step and Group/Quartile for the Quarter of December 1999 through February 2000

Figure 2: Thirty-six percent of employees in Salary Schedule A are in the first step of their salary ranges.



Source: Comptroller of Public Accounts Statewide Classification Analysis by Group/Step for the Quarter of December 1999 through February 2000

Figure 3: Seventy-four percent of employees in Salary Schedule B are below the midpoint of their salary ranges.



Seventy-four percent of the State's 57,915 employees in Salary Schedule B are below their salary group midpoints (in the first and second quartiles) with 55 percent of these employees in the first quartile (see Figure 3).

Source: Comptroller of Public Accounts Statewide Classification Analysis by Group/Quartile for the Quarter of December 1999 through February 2000

Each agency needs to develop a compensation philosophy that indicates where the organization prefers to position its pay levels: toward internal equity or external competitiveness. A compensation philosophy sets the foundation for compensation policies and procedures and affects hiring salaries, career development, and employee performance rewards. A good philosophy can also help guard against compensation problems, such as compression. (Compression occurs when new hires are brought in at rates that are close to those of current employees who have more experience.)

Agencies have not been doing enough to avoid compression problems, which are often due to the market value of jobs increasing faster than current employees progress through the range. This is increasingly common as organizations try to recruit new employees in a highly competitive environment. It is advantageous and often necessary to hire individuals with significant related experience at pay rates above the minimum. However, according to leading compensation journals, most organizations have a policy of paying new hires with minimum qualifications for their jobs at or near the range minimum to avoid compression problems.

Although many agencies hire employees at or near the minimum of their ranges, they tend to give limited merit increases to existing employees. This practice does not adequately differentiate between newer employees and those with proven levels of performance and causes many employees to remain below the midpoint of the salary range.

To avoid compression, agencies need to identify employees who perform well and then acknowledge that performance through merit increases, thereby moving them more rapidly through their designated salary ranges. A fully competent, professional employee with approximately five to seven years of relevant experience should expect to be within at least 10 percent of the midpoint of his or her salary range. In addition, productivity and retention should increase if agencies promptly identify employees who perform at higher levels and promote them through the designated job levels based on career progression.

Rapidly moving current employees through the salary ranges not only helps retain employees, it also affects the salaries available when posting or hiring. If current employees are moving to higher levels within their salary groups, then hiring supervisors can offer more competitive salaries to incoming employees, especially those with experience. This will help alleviate the widespread compression problems within state agencies. Flexibility will become even more important as the competition to recruit and retain quality employees increases.

Section 7:

Consider Options for Increasing the Flexibility of the Correctional Officer Series

The Department of Criminal Justice (Department) has great difficulty recruiting and retaining Correctional Officers. A competitive economy and associated risks have added to the difficulty. The turnover rate for Correctional Officers during fiscal year 1999 was 18.76 percent. The Chairman of the Board of Criminal Justice appointed a

special committee to work with state officials, prison employees, and management toward a pay raise for Correctional Officers and to address staffing and career advancement. In addition, legislative committees may also review methods used to employ and retain security personnel.

General Appropriations Act, Article V, Rider Number 11 allows for progression within the Correctional Officer series for the purpose of recruiting, employing, and retaining career correctional personnel. The rider specifies that merit raises are prohibited for all Correctional Officers and Sergeants of Correctional Officers who are receiving or are eligible to receive step adjustments in the career ladder system. Table 1 outlines the progression within the Correctional Officer series.

Table 1

Correctional Officer Salary Progression			
Class Title	Salary Group/ Step	Annual Salary	Length of Time at Salary Increment
Correctional Officer I	A7-2	\$ 18,924	2 months
Correctional Officer II	A9-3	\$ 21,744	6 months
Correctional Officer III	A11-2	\$ 23,748	6 months
Correctional Officer III	A11-4	\$ 25,176	6 months
Correctional Officer III	A11-6	\$ 26,724	

Texas' Correctional Officer salaries ranks 43rd among the 50 states, based on maximum annual salaries. The *Corrections Yearbook* by the Criminal Justice Institute, Inc., provided Correctional Officer salaries for all 50 states as of January 1, 1999. Salary data was reported for entry-level, completion of training, completion of probation, and maximum salaries (see Appendix 4).

Pending review and recommendations by the Department and legislative committees, the State Classification Office offers the following options for consideration:

- Reallocate the Correctional Officer series to salary groups A8, A10, and A12.
- Add an additional level to the current Correctional Officer series at Salary Group A12 (Correctional Officer IV).
- Reallocate the Correctional Officer series to salary groups A9, A11, and A13. This results in salary compression between the Correctional Officer III and the Sergeant of Correctional Officers (4510-B5). Consequently, the Sergeant of Correctional Officers, Lieutenant of Correctional Officers, Captain of Correctional Officers, and Major of Correctional Officers should be reallocated by one salary group to B6, B8, B9, and B11.
- Modify and/or delete the rider to allow for full use of the salary ranges.

The Texas Youth Commission has a similar rider for the Juvenile Correctional Officer series. The salary group allocation for the Juvenile Correctional Officer series currently mirrors the Correctional Officer series and the Sergeant of Correctional Officers and Lieutenant of Correctional Officers classes. If parity is desired between the two series, any proposed changes to the Correctional Officer series should also be considered for the Juvenile Correctional Officer series.

Governor Bush signed an executive order on May 18, 2000, creating a bona fide new Correctional Officer IV class with an annual salary of \$28,380. Under the executive order, all Correctional Officers with more than 36 months of service will receive the increase. Sergeants of Correctional Officers will also receive an annual salary increase to \$29,345. The biennium cost of implementing these salary adjustments, effective July 1, 2000, is approximately \$35 million. The Correctional Officer IV position will remain effective until August 31, 2001. The 77th Legislature will need to take action to make the position permanent or to make additional changes in the salaries and career ladder opportunities for the Correctional Officer series.

Section 8:

Modify the Law Enforcement Occupational Category and the Structure of Salary Schedule C

The majority of recommended Plan changes occurred within the Law Enforcement occupational category. The majority of these changes were also recommended last biennium. All recommended Plan changes, with the exception of changes to the Law Enforcement category, were adopted last biennium.

For internal consistency, the following recommendations were made to the Law Enforcement occupational category:

- **Class numbers were changed from alpha numeric to simply numbers.** Previously, law enforcement titles were exempt titles. The alpha numeric class number distinguished the titles from classified titles. Law Enforcement titles are now considered classified titles.
- **Agency and division designation have been eliminated from class titles.** Agency and divisional designation is not necessary for class titles. Agency or division designation can be maintained in functional job descriptions.
- **Agency-specific titles were deleted, and general class titles were created.** Although the general titles will remain unique to the Law Enforcement agencies, the changes are consistent with the philosophy to reduce the number of classes in the Plan and eliminate agency-specific titles while maintaining and creating general class titles.

To ensure consistency with recommend changes to the Law Enforcement occupational category and Salary Schedule C, changes will need to be made to the structure of Salary Schedule C (see Appendix 5).

Summary of Number of Recommended Changes by Occupational Category

Summary Of Recommended Changes to the Plan (Number of Changes by Category)							
Category	Original Classes	Reallocations	New Classes	Deletions	Title Changes	Class No. Changes	Recommended Classes
Accounting, Auditing, and Finance	59	7	1	2	1	1	58
Administrative Support	21	2	0	1	0	0	20
Criminal Justice	35	2	0	0	0	0	35
Custodial and Domestic	33	0	1	0	0	0	34
Education	3	0	0	0	0	0	3
Employment	19	2	0	0	0	0	19
Engineering and Design	38	0	2	2	7	5	38
Human Resources	12	0	0	0	0	0	12
Information Technology	43	0	0	2	5	0	41
Inspectors and Investigators	22	0	0	0	0	0	22
Insurance	19	0	1	2	4	6	18
Land Surveying, Appraising, and Utilities	17	0	1	0	0	0	18
Law Enforcement	81	0	5	21	59	59	64
Legal	47	0	1	2	1	0	46
Library and Records	20	0	0	0	0	0	20
Maintenance	49	2	0	3	5	0	46
Medical and Health	108	0	2	7	22	0	103
Natural Resources	45	0	8	1	5	20	52
Office Services	16	0	0	2	2	0	14
Planning, Research, and Statistics	23	0	0	0	0	0	23
Procedures and Information	19	0	1	0	0	0	20
Program Management	27	0	0	0	0	0	27
Property Management and Purchasing	12	0	2	0	0	0	14
Public Safety	38	4	1	2	10	0	37
Safety	17	0	0	1	3	0	16
Social Services/MHMR	104	10	2	0	3	0	106
TOTAL	927	29	28	48	127	91	906

Appendix 2:

Classification Plan Recommendations: Side-by-Side Comparison by Occupational Category

The following tables detail the recommended changes to the Plan. The left side of the table lists the current Plan classes by occupational category; the right side lists recommended changes to those classes. Bolded text on the right side represents a change from the current Plan. For instance, a bolded class number indicates a class number change; a bolded salary group indicates a class reallocation; and a bolded class title indicates a title change from the current Plan. Recommended new classes are bolded and listed on the right side of the tables but not on the left side. Classes recommended for deletion are listed on the left side of the tables but not on the right side.

Administrative Support

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
0004	A4	Switchboard Operator I	0004	A4	Switchboard Operator I
0006	A5	Switchboard Operator II	0006	A5	Switchboard Operator II
0008	A6	Switchboard Operator Supervisor			
0051	A2	Clerk I	0051	A2	Clerk I
0053	A4	Clerk II	0053	A4	Clerk II
0055	A6	Clerk III	0055	A6	Clerk III
0057	A8	Clerk IV	0057	A8	Clerk IV
0059	A10	Clerk V	0059	A10	Clerk V
0131	A5	Secretary I	0131	A5	Secretary I
0133	A6	Secretary II	0133	A6	Secretary II
0135	A7	Secretary III	0135	A8	Secretary III
0137	A9	Secretary IV	0137	A10	Secretary IV
0147	A6	Word Processing Operator I	0147	A6	Word Processing Operator I
0148	A8	Word Processing Operator II	0148	A8	Word Processing Operator II
0149	A10	Word Processing Operator III	0149	A10	Word Processing Operator III
0150	A8	Administrative Technician I	0150	A8	Administrative Technician I
0152	A11	Administrative Technician II	0152	A11	Administrative Technician II
0154	A13	Administrative Technician III	0154	A13	Administrative Technician III
0156	A15	Administrative Technician IV	0156	A15	Administrative Technician IV
0160	B9	Executive Assistant I	0160	B9	Executive Assistant I
0162	B11	Executive Assistant II	0162	B11	Executive Assistant II

Information Technology

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
0201	A4	Data Entry Operator I			
0203	A6	Data Entry Operator II	0203	A6	Data Entry Operator I
0205	A8	Data Entry Operator III	0205	A8	Data Entry Operator II
0207	A10	Data Entry Operator IV	0207	A10	Data Entry Operator III
0216	A5	ADP Record Control Clerk I			
0218	A7	ADP Record Control Clerk II	0218	A7	ADP Record Control Clerk I
0220	A9	ADP Record Control Clerk III	0220	A9	ADP Record Control Clerk II
0221	A7	ADP Equipment Operator I	0221	A7	ADP Equipment Operator I
0223	A9	ADP Equipment Operator II	0223	A9	ADP Equipment Operator II
0225	A11	ADP Equipment Operator III	0225	A11	ADP Equipment Operator III
0227	A14	ADP Equipment Operator IV	0227	A14	ADP Equipment Operator IV
0233	B8	ADP Supervisor I	0233	B8	ADP Supervisor I
0234	B10	ADP Supervisor II	0234	B10	ADP Supervisor II
0235	A10	Systems Support Specialist I	0235	A10	Systems Support Specialist I
0236	A12	Systems Support Specialist II	0236	A12	Systems Support Specialist II
0237	A14	Systems Support Specialist III	0237	A14	Systems Support Specialist III
0238	A16	Systems Support Specialist IV	0238	A16	Systems Support Specialist IV
0239	B6	Programmer I	0239	B6	Programmer I
0240	B8	Programmer II	0240	B8	Programmer II
0241	B10	Programmer III	0241	B10	Programmer III
0242	B12	Programmer IV	0242	B12	Programmer IV
0243	B14	Programmer V	0243	B14	Programmer V
0244	B16	Programmer VI	0244	B16	Programmer VI
0254	B8	Systems Analyst I	0254	B8	Systems Analyst I
0255	B10	Systems Analyst II	0255	B10	Systems Analyst II
0256	B12	Systems Analyst III	0256	B12	Systems Analyst III
0257	B14	Systems Analyst IV	0257	B14	Systems Analyst IV
0258	B16	Systems Analyst V	0258	B16	Systems Analyst V
0271	B8	Data Base Administrator I	0271	B8	Data Base Administrator I
0272	B10	Data Base Administrator II	0272	B10	Data Base Administrator II
0273	B12	Data Base Administrator III	0273	B12	Data Base Administrator III
0274	B14	Data Base Administrator IV	0274	B14	Data Base Administrator IV
0275	B16	Data Base Administrator V	0275	B16	Data Base Administrator V
0281	B6	Telecommunications Specialist I	0281	B6	Telecommunications Specialist I
0282	B8	Telecommunications Specialist II	0282	B8	Telecommunications Specialist II
0283	B10	Telecommunications Specialist III	0283	B10	Telecommunications Specialist III
0284	B12	Telecommunications Specialist IV	0284	B12	Telecommunications Specialist IV
0285	B14	Telecommunications Specialist V	0285	B14	Telecommunications Specialist V
0287	B8	Network Specialist I	0287	B8	Network Specialist I
0288	B10	Network Specialist II	0288	B10	Network Specialist II
0289	B12	Network Specialist III	0289	B12	Network Specialist III
0290	B14	Network Specialist IV	0290	B14	Network Specialist IV
0291	B16	Network Specialist V	0291	B16	Network Specialist V

Office Services

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
0330	A7	Printing Services Technician I	0330	A7	Printing Services Technician I
0331	A9	Printing Services Technician II	0331	A9	Printing Services Technician II
0332	A11	Printing Services Technician III	0332	A11	Printing Services Technician III
0333	A13	Printing Services Technician IV	0333	A13	Printing Services Technician IV
0334	A15	Printing Services Technician V	0334	A15	Printing Services Technician V
0335	A16	Printing Services Technician VI	0335	A16	Printing Services Technician VI
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0340	A6	Microfilm Camera Operator I	0340	A6	Microfilm Camera Operator I
0341	A8	Microfilm Camera Operator II	0341	A8	Microfilm Camera Operator II
<hr/>					
0350	A9	Micrographics Technician I	0350	A9	Micrographics Technician I
0352	A11	Micrographics Technician II	0352	A11	Micrographics Technician II
0354	A13	Micrographics Technician III	0354	A13	Micrographics Technician III
0356	A15	Micrographics Technician IV	0356	A15	Micrographics Technician IV
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0361	A10	Photographer I			
0363	A12	Photographer II			
0365	A14	Photographer III	0365	A14	Photographer I
0367	A16	Photographer IV	0367	A16	Photographer II

Planning, Research, and Statistics

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
0515	B8	Planning Assistant	0515	B8	Planning Assistant
0516	B9	Planner I	0516	B9	Planner I
0517	B11	Planner II	0517	B11	Planner II
0518	B12	Planner III	0518	B12	Planner III
0519	B13	Planner IV	0519	B13	Planner IV
0540	A11	Research Assistant I	0540	A11	Research Assistant I
0542	A13	Research Assistant II	0542	A13	Research Assistant II
0600	B7	Research Specialist I	0600	B7	Research Specialist I
0602	B9	Research Specialist II	0602	B9	Research Specialist II
0604	B10	Research Specialist III	0604	B10	Research Specialist III
0606	B11	Research Specialist IV	0606	B11	Research Specialist IV
0608	B13	Research Specialist V	0608	B13	Research Specialist V
0620	B1	Statistician I	0620	B1	Statistician I
0622	B4	Statistician II	0622	B4	Statistician II
0624	B7	Statistician III	0624	B7	Statistician III
0626	B9	Statistician IV	0626	B9	Statistician IV
0640	B8	Economist I	0640	B8	Economist I
0642	B10	Economist II	0642	B10	Economist II
0644	B12	Economist III	0644	B12	Economist III
0660	B15	Governor s Advisor I	0660	B15	Governor s Advisor I
0662	B18	Governor s Advisor II	0662	B18	Governor s Advisor II
0664	B20	Governor s Advisor III	0664	B20	Governor s Advisor III
0666	B21	Governor s Advisor IV	0666	B21	Governor s Advisor IV

Education					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
0810	A6	Teacher Aide I	0810	A6	Teacher Aide I
0812	A9	Teacher Aide II	0812	A9	Teacher Aide II
0814	A13	Teacher Aide III	0814	A13	Teacher Aide III

Accounting, Auditing, and Finance

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1010	B3	Accountant I	1010	B3	Accountant I
1012	B5	Accountant II	1012	B5	Accountant II
1014	B8	Accountant III	1014	B8	Accountant III
1016	B9	Accountant IV	1016	B9	Accountant IV
1018	B11	Accountant V	1018	B11	Accountant V
1020	B12	Accountant VI	1020	B12	Accountant VI
1022	B13	Accountant VII	1022	B13	Accountant VII
1040	B5	Auditor I	1040	B5	Auditor I
1042	B7	Auditor II	1042	B7	Auditor II
1044	B9	Auditor III	1044	B9	Auditor III
1046	B11	Auditor IV	1046	B11	Auditor IV
1048	B13	Auditor V	1048	B13	Auditor V
1050	B15	Auditor VI	1050	B15	Auditor VI
1059	B3	Taxpayer Compliance Officer I	1059	B3	Taxpayer Compliance Officer I
1060	B4	Taxpayer Compliance Officer II	1060	B4	Taxpayer Compliance Officer II
1061	B6	Taxpayer Compliance Officer III	1061	B6	Taxpayer Compliance Officer III
1062	B8	Taxpayer Compliance Officer IV	1062	B8	Taxpayer Compliance Officer IV
1063	B10	Taxpayer Compliance Officer V	1063	B10	Taxpayer Compliance Officer V
1073	B3	Accounts Examiner I	1073	B3	Accounts Examiner I
1074	B5	Accounts Examiner II	1074	B5	Accounts Examiner II
1075	B7	Accounts Examiner III	1075	B7	Accounts Examiner III
1076	B9	Accounts Examiner IV	1076	B9	Accounts Examiner IV
1077	B10	Accounts Examiner V	1077	B10	Accounts Examiner V
1080	B11	Financial Analyst I	1080	B11	Financial Analyst I
1082	B13	Financial Analyst II	1082	B13	Financial Analyst II
1084	B15	Financial Analyst III	1084	B15	Financial Analyst III
1100	B5	Financial Examiner I	1100	B6	Financial Examiner I
1102	B7	Financial Examiner II	1102	B8	Financial Examiner II
1104	B9	Financial Examiner III	1104	B10	Financial Examiner III
1106	B11	Financial Examiner IV	1106	B12	Financial Examiner IV
1108	B13	Financial Examiner V	1108	B14	Financial Examiner V
1110	B15	Financial Examiner VI	1110	B16	Financial Examiner VI
1112	B17	Financial Examiner VII	1112	B18	Financial Examiner VII
1130	B12	Investment Analyst I	1130	B12	Investment Analyst I
1131	B15	Investment Analyst II	1131	B15	Investment Analyst II
1132	B18	Investment Analyst III	1132	B18	Investment Analyst III
1133	B20	Investment Analyst IV	1133	B20	Investment Analyst IV
1140	B15	Manager of External Money Managers I	1140	B15	Manager of External Money Managers I
1142	B17	Manager of External Money Managers II	1142	B17	Manager of External Money Managers II
1144	B19	Manager of External Money Managers III	1144	B19	Manager of External Money Managers III
1150	B18	Portfolio Manager I	1150	B18	Portfolio Manager I
1151	B20	Portfolio Manager II	1151	B20	Portfolio Manager II
1152	B21	Portfolio Manager III	1152	B21	Portfolio Manager III
1153	B22	Portfolio Manager IV	1153	B22	Portfolio Manager IV
1155	B6	Budget Analyst I	1155	B6	Budget Analyst I
1156	B9	Budget Analyst II	1156	B9	Budget Analyst II

Accounting, Auditing, and Finance

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1157	B11	Budget Analyst III	1157	B11	Budget Analyst III
1158	B13	Budget Analyst IV	1158	B13	Budget Analyst IV
1160	B12	Trader I	1160	B12	Trader I
1161	B16	Trader II	1161	B16	Trader II
1162	B19	Trader III	1162	B19	Trader III
			1175	B21	Chief Trader I
1163	B22	Chief Trader	1176	B22	Chief Trader II
1165	B22	Chief Investment Officer			
1170	B22	Investment Fund Director			
1240	A9	Reimbursement Officer I	1240	A9	Reimbursement Officer I
1242	A11	Reimbursement Officer II	1242	A11	Reimbursement Officer II
1244	A13	Reimbursement Officer III	1244	A13	Reimbursement Officer III
1246	A15	Reimbursement Officer IV	1246	A15	Reimbursement Officer IV
1248	A17	Reimbursement Officer V	1248	A17	Reimbursement Officer V

Inspectors and Investigators					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1320	B1	Inspector I	1320	B1	Inspector I
1321	B3	Inspector II	1321	B3	Inspector II
1322	B5	Inspector III	1322	B5	Inspector III
1323	B7	Inspector IV	1323	B7	Inspector IV
1324	B8	Inspector V	1324	B8	Inspector V
1325	B10	Inspector VI	1325	B10	Inspector VI
1326	B12	Inspector VII	1326	B12	Inspector VII
1350	B4	Investigator I	1350	B4	Investigator I
1351	B6	Investigator II	1351	B6	Investigator II
1352	B8	Investigator III	1352	B8	Investigator III
1353	B9	Investigator IV	1353	B9	Investigator IV
1354	B10	Investigator V	1354	B10	Investigator V
1355	B12	Investigator VI	1355	B12	Investigator VI
1356	B13	Investigator VII	1356	B13	Investigator VII
1360	A6	Sample Technician I	1360	A6	Sample Technician I
1362	A8	Sample Technician II	1362	A8	Sample Technician II
1364	A10	Sample Technician III	1364	A10	Sample Technician III
1370	A8	Seed Technician I	1370	A8	Seed Technician I
1372	A10	Seed Technician II	1372	A10	Seed Technician II
1374	A12	Seed Technician III	1374	A12	Seed Technician III
1376	A14	Seed Technician IV	1376	A14	Seed Technician IV
1378	A16	Seed Technician V	1378	A16	Seed Technician V

Program Management					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1550	B8	Staff Services Officer I	1550	B8	Staff Services Officer I
1551	B10	Staff Services Officer II	1551	B10	Staff Services Officer II
1552	B11	Staff Services Officer III	1552	B11	Staff Services Officer III
1553	B12	Staff Services Officer IV	1553	B12	Staff Services Officer IV
1554	B13	Staff Services Officer V	1554	B13	Staff Services Officer V
1563	B9	Program Administrator I	1563	B9	Program Administrator I
1564	B10	Program Administrator II	1564	B10	Program Administrator II
1565	B11	Program Administrator III	1565	B11	Program Administrator III
1566	B12	Program Administrator IV	1566	B12	Program Administrator IV
1567	B13	Program Administrator V	1567	B13	Program Administrator V
1570	B9	Program Specialist I	1570	B9	Program Specialist I
1571	B10	Program Specialist II	1571	B10	Program Specialist II
1572	B11	Program Specialist III	1572	B11	Program Specialist III
1573	B12	Program Specialist IV	1573	B12	Program Specialist IV
1574	B13	Program Specialist V	1574	B13	Program Specialist V
1575	B15	Program Specialist VI	1575	B15	Program Specialist VI
1600	B13	Manager I	1600	B13	Manager I
1601	B14	Manager II	1601	B14	Manager II
1602	B15	Manager III	1602	B15	Manager III
1603	B16	Manager IV	1603	B16	Manager IV
1604	B17	Manager V	1604	B17	Manager V
1620	B17	Director I	1620	B17	Director I
1621	B18	Director II	1621	B18	Director II
1622	B19	Director III	1622	B19	Director III
1623	B20	Director IV	1623	B20	Director IV
1624	B21	Director V	1624	B21	Director V
1640	B22	Deputy Comptroller	1640	B22	Deputy Comptroller

Human Resources					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1727	A11	Human Resources Assistant	1727	A11	Human Resources Assistant
1729	B5	Human Resources Specialist I	1729	B5	Human Resources Specialist I
1731	B7	Human Resources Specialist II	1731	B7	Human Resources Specialist II
1733	B9	Human Resources Specialist III	1733	B9	Human Resources Specialist III
1735	B11	Human Resources Specialist IV	1735	B11	Human Resources Specialist IV
1737	B13	Human Resources Specialist V	1737	B13	Human Resources Specialist V
1780	A11	Training Assistant	1780	A11	Training Assistant
1781	B5	Training Specialist I	1781	B5	Training Specialist I
1782	B7	Training Specialist II	1782	B7	Training Specialist II
1783	B9	Training Specialist III	1783	B9	Training Specialist III
1784	B11	Training Specialist IV	1784	B11	Training Specialist IV
1785	B13	Training Specialist V	1785	B13	Training Specialist V

Procedures and Information					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1821	B4	Marketing Specialist I	1821	B4	Marketing Specialist I
1822	B6	Marketing Specialist II	1822	B6	Marketing Specialist II
1823	B8	Marketing Specialist III	1823	B8	Marketing Specialist III
1824	B10	Marketing Specialist IV	1824	B10	Marketing Specialist IV
1830	B6	Information Specialist I	1830	B6	Information Specialist I
1831	B8	Information Specialist II	1831	B8	Information Specialist II
1832	B10	Information Specialist III	1832	B10	Information Specialist III
1833	B13	Information Specialist IV	1833	B13	Information Specialist IV
1840	A9	Audio/Visual Technician I	1840	A9	Audio/Visual Technician I
1841	A11	Audio/Visual Technician II	1841	A11	Audio/Visual Technician II
1842	A14	Audio/Visual Technician III	1842	A14	Audio/Visual Technician III
1843	A16	Audio/Visual Technician IV	1843	A16	Audio/Visual Technician IV
1850	B6	Methods and Procedures Specialist I	1850	B6	Methods and Procedures Specialist I
1851	B8	Methods and Procedures Specialist II	1851	B8	Methods and Procedures Specialist II
			1852	B10	Methods and Procedures Specialist III
1870	B7	Technical Writer I	1870	B7	Technical Writer I
1871	B9	Technical Writer II	1871	B9	Technical Writer II
1880	B15	State and Federal Relations Representative I	1880	B15	State and Federal Relations Representative I
1881	B17	State and Federal Relations Representative II	1881	B17	State and Federal Relations Representative II
1882	B19	State and Federal Relations Representative III	1882	B19	State and Federal Relations Representative III

Property Management and Purchasing					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
1912	A12	Inventory Coordinator I	1912	A12	Inventory Coordinator I
1913	A14	Inventory Coordinator II	1913	A14	Inventory Coordinator II
1954	B4	Purchaser I	1954	B4	Purchaser I
1955	B6	Purchaser II	1955	B6	Purchaser II
1956	B8	Purchaser III	1956	B8	Purchaser III
1957	B10	Purchaser IV	1957	B10	Purchaser IV
			1958	B12	Purchaser V
1970	A9	Contract Technician I	1970	A9	Contract Technician I
1972	A11	Contract Technician II	1972	A11	Contract Technician II
1974	A13	Contract Technician III	1974	A13	Contract Technician III
1976	B7	Contract Specialist I	1976	B7	Contract Specialist I
1978	B8	Contract Specialist II	1978	B8	Contract Specialist II
1980	B9	Contract Specialist III	1980	B9	Contract Specialist III
			1982	B10	Contract Specialist IV

Land Surveying, Appraising, and Utilities					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
			2040	B9	Survey Specialist
2050	B11	Land Surveyor I	2050	B11	Land Surveyor I
2052	B12	Land Surveyor II	2052	B12	Land Surveyor II
2054	B13	Land Surveyor III	2054	B13	Land Surveyor III
2060	B5	Appraiser I	2060	B5	Appraiser I
2061	B7	Appraiser II	2061	B7	Appraiser II
2062	B9	Appraiser III	2062	B9	Appraiser III
2063	B10	Appraiser IV	2063	B10	Appraiser IV
2064	B11	Appraiser V	2064	B11	Appraiser V
2065	B13	Appraiser VI	2065	B13	Appraiser VI
2080	B4	Right of Way Agent I	2080	B4	Right of Way Agent I
2082	B6	Right of Way Agent II	2082	B6	Right of Way Agent II
2084	B8	Right of Way Agent III	2084	B8	Right of Way Agent III
2086	B10	Right of Way Agent IV	2086	B10	Right of Way Agent IV
2091	B9	Utility Specialist I	2091	B9	Utility Specialist I
2092	B11	Utility Specialist II	2092	B11	Utility Specialist II
2093	B12	Utility Specialist III	2093	B12	Utility Specialist III
2094	B13	Utility Specialist IV	2094	B13	Utility Specialist IV

Engineering and Design					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
2119	A6	Engineering Aide	2119	A6	Engineering Aide
2121	A8	Engineering Technician I	2121	A8	Engineering Technician I
2122	A10	Engineering Technician II	2122	A10	Engineering Technician II
2123	A12	Engineering Technician III	2123	A12	Engineering Technician III
2124	A14	Engineering Technician IV	2124	A14	Engineering Technician IV
2125	A16	Engineering Technician V	2125	A16	Engineering Technician V
2127	B9	Engineering Specialist I	2127	B9	Engineering Specialist I
2128	B10	Engineering Specialist II	2128	B10	Engineering Specialist II
2129	B11	Engineering Specialist III	2129	B11	Engineering Specialist III
2130	B12	Engineering Specialist IV	2130	B12	Engineering Specialist IV
2131	B13	Engineering Specialist V	2131	B13	Engineering Specialist V
2132	B14	Engineering Specialist VI	2132	B14	Engineering Specialist VI
2135	B6	Engineering Assistant I	2135	B6	Engineering Assistant I
2137	B7	Engineering Assistant II	2137	B7	Engineering Assistant II
2139	B8	Engineering Assistant III	2139	B8	Engineering Assistant III
2141	B9	Engineer I			
2142	B10	Engineer II			
2143	B11	Engineer III	2150	B11	Engineer I
2144	B12	Engineer IV	2151	B12	Engineer II
2145	B13	Engineer V	2152	B13	Engineer III
			2153	B14	Engineer IV
2146	B15	Engineer VI	2154	B15	Engineer V
			2155	B16	Engineer VI
2147	B17	Engineer VII	2156	B17	Engineer VII
2166	A12	Graphics Designer I	2166	A12	Graphic Designer I
2167	A14	Graphics Designer II	2167	A14	Graphic Designer II
2168	A16	Graphics Designer III	2168	A16	Graphic Designer III
2178	A8	Drafting Technician I	2178	A8	Drafting Technician I
2179	A11	Drafting Technician II	2179	A11	Drafting Technician II
2180	A13	Drafting Technician III	2180	A13	Drafting Technician III
2181	A15	Drafting Technician IV	2181	A15	Drafting Technician IV
2182	A17	Drafting Technician V	2182	A17	Drafting Technician V
2251	B6	Project Design Assistant I	2251	B6	Project Design Assistant I
2253	B7	Project Design Assistant II	2253	B7	Project Design Assistant II
2255	B8	Project Design Assistant III	2255	B8	Project Design Assistant III
2256	B9	Architect I	2256	B9	Architect I
2258	B10	Architect II	2258	B10	Architect II
2260	B11	Architect III	2260	B11	Architect III
2262	B12	Architect IV	2262	B12	Architect IV
2264	B13	Architect V	2264	B13	Architect V

Natural Resources					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
2351	B6	Geologist Assistant I	2351	B6	Geologist Assistant I
2353	B7	Geologist Assistant II	2353	B7	Geologist Assistant II
2355	B8	Geologist Assistant III	2355	B8	Geologist Assistant III
2356	B9	Geologist I	2356	B9	Geologist I
2358	B10	Geologist II	2358	B10	Geologist II
2360	B11	Geologist III	2360	B11	Geologist III
2362	B12	Geologist IV	2362	B12	Geologist IV
2364	B13	Geologist V	2364	B13	Geologist V
2551	B6	Hydrologist Assistant I	2451	B6	Hydrologist Assistant I
2553	B7	Hydrologist Assistant II	2453	B7	Hydrologist Assistant II
2555	B8	Hydrologist Assistant III	2455	B8	Hydrologist Assistant III
2556	B9	Hydrologist I	2456	B9	Hydrologist I
2558	B10	Hydrologist II	2458	B10	Hydrologist II
2560	B11	Hydrologist III	2460	B11	Hydrologist III
2562	B12	Hydrologist IV	2462	B12	Hydrologist IV
2564	B13	Hydrologist V	2464	B13	Hydrologist V
2661	B5	Chemist I	2471	B5	Chemist I
2662	B7	Chemist II	2472	B7	Chemist II
2663	B9	Chemist III	2473	B9	Chemist III
2664	B11	Chemist IV	2474	B11	Chemist IV
2665	B13	Chemist V	2475	B13	Chemist V
2666	B15	Chemist VI	2476	B15	Chemist VI
2670	B3	Sanitarian I	2580	B3	Sanitarian I
2671	B5	Sanitarian II	2581	B5	Sanitarian II
2672	B7	Sanitarian III	2582	B7	Sanitarian III
2673	B9	Sanitarian IV	2583	B9	Sanitarian IV
2674	B11	Sanitarian V	2584	B11	Sanitarian V
2675	B13	Sanitarian VI	2585	B13	Sanitarian VI
			2650	B5	Environmental Specialist I
			2651	B7	Environmental Specialist II
			2652	B9	Environmental Specialist III
			2653	B11	Environmental Specialist IV
			2654	B13	Environmental Specialist V
			2655	B15	Environmental Specialist VI
2680	B3	Natural Resources Specialist I			
2681	B5	Natural Resources Specialist II	2681	B5	Natural Resources Specialist I
2682	B7	Natural Resources Specialist III	2682	B7	Natural Resources Specialist II
2683	B9	Natural Resources Specialist IV	2683	B9	Natural Resources Specialist III
2684	B11	Natural Resources Specialist V	2684	B11	Natural Resources Specialist IV
2685	B13	Natural Resources Specialist VI	2685	B13	Natural Resources Specialist V
			2686	B15	Natural Resources Specialist VI

Natural Resources					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
2687	B6	Park Manager I	2687	B6	Park Manager I
2688	B8	Park Manager II	2688	B8	Park Manager II
2689	B10	Park Manager III	2689	B10	Park Manager III
2690	A8	Fish and Wildlife Technician I	2690	A8	Fish and Wildlife Technician I
2691	A10	Fish and Wildlife Technician II	2691	A10	Fish and Wildlife Technician II
2692	A13	Fish and Wildlife Technician III	2692	A13	Fish and Wildlife Technician III
2693	A15	Fish and Wildlife Technician IV	2693	A15	Fish and Wildlife Technician IV
2695	A6	Park Ranger I	2695	A6	Park Ranger I
2696	A8	Park Ranger II	2696	A8	Park Ranger II
2697	A10	Park Ranger III	2697	A10	Park Ranger III
2698	A12	Park Ranger IV	2698	A12	Park Ranger IV
			2699	A14	Park Ranger V

Safety					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
2721	B5	Deputy State Fire Marshal I	2721	B5	Deputy State Fire Marshal I
2722	B7	Deputy State Fire Marshal II	2722	B7	Deputy State Fire Marshal II
2723	B9	Deputy State Fire Marshal III	2723	B9	Deputy State Fire Marshal III
2724	B11	Deputy State Fire Marshal IV	2724	B11	Deputy State Fire Marshal IV
2730	B7	Safety Officer I	2730	B7	Safety Officer I
2731	B9	Safety Officer II	2731	B9	Safety Officer II
2732	B11	Safety Officer III	2732	B11	Safety Officer III
2733	B13	Safety Officer IV	2733	B13	Safety Officer IV
2740	B7	Risk Management Specialist I	2740	B7	Risk Management Specialist I
2741	B9	Risk Management Specialist II	2741	B9	Risk Management Specialist II
2742	B10	Risk Management Specialist III	2742	B10	Risk Management Specialist III
2743	B12	Risk Management Specialist IV	2743	B12	Risk Management Specialist IV
2744	B13	Risk Management Specialist V	2744	B13	Risk Management Specialist V
2760	B6	Rescue Specialist I			
2761	B8	Rescue Specialist II	2761	B8	Rescue Specialist I
2762	B9	Rescue Specialist III	2762	B9	Rescue Specialist II
2763	B11	Rescue Specialist IV	2763	B11	Rescue Specialist III

Insurance					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
2815	B11	Actuary I	2801	B11	Actuary I
2816	B12	Actuary II			
2817	B13	Actuary III	2802	B13	Actuary II
2818	B15	Actuary IV	2803	B15	Actuary III
2819	B17	Actuary V	2804	B17	Actuary IV
2820	B19	Actuary VI	2805	B19	Actuary V
2821	B20	Actuary VII			
			2806	B21	Actuary VI
2822	B22	Chief Actuary	2808	B22	Chief Actuary
2823	A8	Insurance Technician I	2823	A8	Insurance Technician I
2824	A10	Insurance Technician II	2824	A10	Insurance Technician II
2841	B4	Insurance Specialist I	2841	B4	Insurance Specialist I
2842	B6	Insurance Specialist II	2842	B6	Insurance Specialist II
2843	B8	Insurance Specialist III	2843	B8	Insurance Specialist III
2844	B9	Insurance Specialist IV	2844	B9	Insurance Specialist IV
2845	B10	Insurance Specialist V	2845	B10	Insurance Specialist V
2911	B2	Retirement System Benefits Specialist I	2911	B2	Retirement System Benefits Specialist I
2912	B4	Retirement System Benefits Specialist II	2912	B4	Retirement System Benefits Specialist II
2913	B6	Retirement System Benefits Specialist III	2913	B6	Retirement System Benefits Specialist III
2914	B8	Retirement System Benefits Specialist IV	2914	B8	Retirement System Benefits Specialist IV

Employment					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
3020	B2	Employment Specialist I	3020	B2	Employment Specialist I
3021	B3	Employment Specialist II	3021	B3	Employment Specialist II
3022	B4	Employment Specialist III	3022	B4	Employment Specialist III
3023	B5	Employment Specialist IV	3023	B5	Employment Specialist IV
3024	B6	Employment Specialist V	3024	B6	Employment Specialist V
3025	B7	Employment Specialist VI	3025	B7	Employment Specialist VI
3026	B8	Employment Specialist VII	3026	B8	Employment Specialist VII
3141	B4	Labor Market Analyst I	3141	B5	Labor Market Analyst I
3142	B5	Labor Market Analyst II	3142	B6	Labor Market Analyst II
3143	B7	Labor Market Analyst III	3143	B7	Labor Market Analyst III
3144	B8	Labor Market Analyst IV	3144	B8	Labor Market Analyst IV
3151	A10	Unemployment Insurance Claims Examiner I	3151	A10	Unemployment Insurance Claims Examiner I
3152	A12	Unemployment Insurance Claims Examiner II	3152	A12	Unemployment Insurance Claims Examiner II
3153	A13	Unemployment Insurance Claims Examiner III	3153	A13	Unemployment Insurance Claims Examiner III
3154	A14	Unemployment Insurance Claims Examiner IV	3154	A14	Unemployment Insurance Claims Examiner IV
3171	B7	Unemployment Insurance Specialist I	3171	B7	Unemployment Insurance Specialist I
3172	B8	Unemployment Insurance Specialist II	3172	B8	Unemployment Insurance Specialist II
3173	B9	Unemployment Insurance Specialist III	3173	B9	Unemployment Insurance Specialist III
3195	B8	Unemployment Tax Specialist	3195	B8	Unemployment Tax Specialist

Legal					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
3501	B9	Attorney I	3501	B9	Attorney I
3502	B11	Attorney II	3502	B11	Attorney II
3503	B13	Attorney III	3503	B13	Attorney III
3504	B15	Attorney IV	3504	B15	Attorney IV
3505	B17	Attorney V	3505	B17	Attorney V
3510	B9	Assistant Attorney General I	3510	B9	Assistant Attorney General I
3511	B11	Assistant Attorney General II	3511	B11	Assistant Attorney General II
3512	B13	Assistant Attorney General III	3512	B13	Assistant Attorney General III
3513	B15	Assistant Attorney General IV	3513	B15	Assistant Attorney General IV
3514	B17	Assistant Attorney General V	3514	B17	Assistant Attorney General V
3515	B19	Assistant Attorney General VI	3515	B19	Assistant Attorney General VI
3516	B20	Assistant Attorney General VII	3516	B20	Assistant Attorney General VII
3520	B13	General Counsel I	3520	B13	General Counsel I
3521	B15	General Counsel II	3521	B15	General Counsel II
3522	B17	General Counsel III	3522	B17	General Counsel III
3523	B19	General Counsel IV	3523	B19	General Counsel IV
3524	B20	General Counsel V	3524	B20	General Counsel V
3557	B8	Hearings Reporter I			
3558	B10	Hearings Reporter II			
3559	B12	Hearings Reporter III	3559	B12	Hearings Reporter
3561	B6	Appellate Court Peace Officer	3561	B6	Appellate Court Peace Officer
3565	A9	Legal Secretary I	3565	A9	Legal Secretary I
3566	A11	Legal Secretary II	3566	A11	Legal Secretary II
3567	A13	Legal Secretary III	3567	A13	Legal Secretary III
			3568	A15	Legal Secretary IV
3570	B4	Legal Assistant I	3570	B4	Legal Assistant I
3572	B6	Legal Assistant II	3572	B6	Legal Assistant II
3574	B8	Legal Assistant III	3574	B8	Legal Assistant III
3576	B10	Legal Assistant IV	3576	B10	Legal Assistant IV
3600	B1	Law Clerk I	3600	B1	Law Clerk I
3602	B2	Law Clerk II	3602	B2	Law Clerk II
3604	B3	Law Clerk III	3604	B3	Law Clerk III
3610	B9	Court Law Clerk	3610	B9	Court Law Clerk
3620	A9	Deputy Clerk I	3620	A9	Deputy Clerk I
3622	A11	Deputy Clerk II	3622	A11	Deputy Clerk II
3624	A14	Deputy Clerk III	3624	A14	Deputy Clerk III
3626	A17	Deputy Clerk IV	3626	A17	Deputy Clerk IV
3630	B13	Chief Deputy Clerk	3630	B13	Chief Deputy Clerk
3635	B17	Clerk of the Court	3635	B17	Clerk of the Court
3640	B15	Judge I	3640	B15	Judge I
3642	B17	Judge II	3642	B17	Judge II
3644	B18	Judge III	3644	B18	Judge III
3650	B18	Title IV-D Master I	3650	B18	Title IV-D Master I
3652	B20	Title IV-D Master II	3652	B20	Title IV-D Master II
3660	B9	Ombudsman I	3660	B9	Ombudsman I

Legal					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
3662	B10	Ombudsman II	3662	B10	Ombudsman II
3670	B10	Benefit Review Officer I	3670	B10	Benefit Review Officer I
3672	B12	Benefit Review Officer II	3672	B12	Benefit Review Officer II

Medical and Health					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
4001	A7	Dietetic Technician I	4001	A7	Dietetic Technician I
4002	A9	Dietetic Technician II	4002	A9	Dietetic Technician II
4005	B3	Dietitian I	4005	B3	Dietitian I
4006	B5	Dietitian II	4006	B5	Dietitian II
4007	B7	Dietitian III	4007	B7	Dietitian III
4014	B3	Nutritionist I			
4015	B5	Nutritionist II	4015	B5	Nutritionist I
4016	B7	Nutritionist III	4016	B7	Nutritionist II
4017	B10	Nutritionist IV	4017	B10	Nutritionist III
4018	B12	Nutritionist V	4018	B12	Nutritionist IV
4070	B3	Public Health Technician I	4070	B3	Public Health Technician I
4072	B5	Public Health Technician II	4072	B5	Public Health Technician II
4074	B7	Public Health Technician III	4074	B7	Public Health Technician III
4076	B9	Public Health Technician IV	4076	B9	Public Health Technician IV
4081	B9	Epidemiologist I			
4082	B11	Epidemiologist II	4082	B11	Epidemiologist I
4083	B13	Epidemiologist III	4083	B13	Epidemiologist II
4084	B15	Epidemiologist IV	4084	B15	Epidemiologist III
4125	B14	Veterinarian I	4125	B14	Veterinarian I
4127	B16	Veterinarian II	4127	B16	Veterinarian II
4140	A5	Laboratory Technician I	4140	A5	Laboratory Technician I
4142	A7	Laboratory Technician II	4142	A7	Laboratory Technician II
4144	A9	Laboratory Technician III	4144	A9	Laboratory Technician III
4146	A11	Laboratory Technician IV	4146	A11	Laboratory Technician IV
4219	B3	Microbiologist I	4219	B3	Microbiologist I
4220	B5	Microbiologist II	4220	B5	Microbiologist II
4221	B7	Microbiologist III	4221	B7	Microbiologist III
4222	B9	Microbiologist IV	4222	B9	Microbiologist IV
4223	B11	Microbiologist V	4223	B11	Microbiologist V
4224	B13	Microbiologist VI	4224	B13	Microbiologist VI
4225	B15	Microbiologist VII	4225	B15	Microbiologist VII
4290	A3	Radiological Technologist Assistant	4290	A3	Radiological Technologist Assistant
4291	A6	Radiological Technologist I	4291	A6	Radiological Technologist I
4292	A8	Radiological Technologist II	4292	A8	Radiological Technologist II
4293	A11	Radiological Technologist III	4293	A11	Radiological Technologist III
4294	A13	Radiological Technologist IV	4294	A13	Radiological Technologist IV
4340	A6	Orthopedic Equipment Assistant	4340	A6	Orthopedic Equipment Assistant
4342	A8	Orthopedic Equipment Technician I	4342	A8	Orthopedic Equipment Technician I
4344	A10	Orthopedic Equipment Technician II	4344	A10	Orthopedic Equipment Technician II
4346	A12	Orthopedic Equipment Technician III	4346	A12	Orthopedic Equipment Technician III
4348	A2	Therapist Technician I	4348	A2	Therapist Technician I
4349	A4	Therapist Technician II	4349	A4	Therapist Technician II
4350	A5	Therapist Technician III	4350	A5	Therapist Technician III
4351	A7	Therapist Technician IV	4351	A7	Therapist Technician IV
4352	A9	Therapist Technician V	4352	A9	Therapist Technician V
4360	A11	Registered Therapist Assistant	4360	A11	Registered Therapist Assistant

Medical and Health					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
4361	B4	Registered Therapist I	4361	B4	Registered Therapist I
4362	B6	Registered Therapist II	4362	B6	Registered Therapist II
4363	B8	Registered Therapist III	4363	B8	Registered Therapist III
4364	B10	Registered Therapist IV	4364	B10	Registered Therapist IV
4365	B11	Registered Therapist V	4365	B11	Registered Therapist V
4366	B13	Registered Therapist VI	4366	B13	Registered Therapist VI
4370	A2	Medical Aide I			
4372	A4	Medical Aide II	4372	A4	Medical Aide I
4374	A5	Medical Aide III	4374	A5	Medical Aide II
4376	A7	Medical Aide IV	4376	A7	Medical Aide III
4385	A9	Medical Technician I	4385	A9	Medical Technician I
4386	A11	Medical Technician II	4386	A11	Medical Technician II
4387	A13	Medical Technician III	4387	A13	Medical Technician III
4400	B3	Medical Technologist I	4400	B3	Medical Technologist I
4401	B5	Medical Technologist II	4401	B5	Medical Technologist II
4402	B7	Medical Technologist III	4402	B7	Medical Technologist III
4403	B9	Medical Technologist IV	4403	B9	Medical Technologist IV
4404	B11	Medical Technologist V	4404	B11	Medical Technologist V
4405	B13	Medical Technologist VI	4405	B13	Medical Technologist VI
4428	A11	Respiratory Care Practitioner	4428	A11	Respiratory Care Practitioner
4430	A9	Licensed Vocational Nurse I	4430	A9	Licensed Vocational Nurse I
4432	A11	Licensed Vocational Nurse II	4432	A11	Licensed Vocational Nurse II
4434	B10	Physician I			
4435	B16	Physician II	4433	B19	Physician I
4436	B20	Physician III	4436	B20	Physician II
4437	B21	Physician IV	4437	B21	Physician III
4438	B22	Physician V	4438	B22	Physician IV
4442	B6	Nurse I	4442	B6	Nurse I
4444	B8	Nurse II	4444	B8	Nurse II
4446	B10	Nurse III	4446	B10	Nurse III
4448	B12	Nurse IV	4448	B12	Nurse IV
4450	B13	Nurse V	4450	B13	Nurse V
4452	B15	Medical Research Specialist I	4452	B15	Medical Research Specialist I
4453	B17	Medical Research Specialist II	4453	B17	Medical Research Specialist II
4455	B16	Dentist I	4455	B16	Dentist I
4457	B18	Dentist II	4457	B18	Dentist II
4460	B12	Psychologist I	4460	B12	Psychologist I
4462	B14	Psychologist II	4462	B14	Psychologist II
4464	B16	Psychologist III	4464	B16	Psychologist III
4466	B4	Psychological Assistant	4466	B4	Psychological Assistant
4467	B7	Associate Psychologist I			
4468	B8	Associate Psychologist II	4468	B8	Associate Psychologist I
4469	B9	Associate Psychologist III	4469	B9	Associate Psychologist II
4470	B10	Associate Psychologist IV	4470	B10	Associate Psychologist III
4471	B11	Associate Psychologist V	4471	B11	Associate Psychologist IV
4472	B12	Associate Psychologist VI	4472	B12	Associate Psychologist V

Medical and Health					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
4475	B19	Psychiatrist I	4475	B19	Psychiatrist I
4476	B20	Psychiatrist II	4476	B20	Psychiatrist II
4477	B21	Psychiatrist III	4477	B21	Psychiatrist III
4478	B22	Psychiatrist IV	4478	B22	Psychiatrist IV
4481	A4	Dental Assistant I	4481	A4	Dental Assistant I
4482	A6	Dental Assistant II	4482	A6	Dental Assistant II
4483	A8	Dental Assistant III	4483	A8	Dental Assistant III
4489	A16	Dental Hygienist	4489	A16	Dental Hygienist
4490	B10	Pharmacist I			
4491	B12	Pharmacist II	4491	B12	Pharmacist I
4492	B14	Pharmacist III	4492	B14	Pharmacist II
4493	B16	Pharmacist IV	4493	B16	Pharmacist III
4495	B15	Pharmacologist	4495	B15	Pharmacologist I
			4496	B16	Pharmacologist II
4497	A6	Pharmacy Technician I	4497	A6	Pharmacy Technician I
4498	A8	Pharmacy Technician II	4498	A8	Pharmacy Technician II
4499	A10	Pharmacy Technician III	4499	A10	Pharmacy Technician III

Criminal Justice					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
4501	A7	Correctional Officer I	4501	A7	Correctional Officer I
4502	A9	Correctional Officer II	4502	A9	Correctional Officer II
4503	A11	Correctional Officer III	4503	A11	Correctional Officer III
4510	B5	Sergeant of Correctional Officers	4510	B5	Sergeant of Correctional Officers
4511	B7	Lieutenant of Correctional Officers	4511	B7	Lieutenant of Correctional Officers
4512	B8	Captain of Correctional Officers	4512	B8	Captain of Correctional Officers
4513	B10	Major of Correctional Officers	4513	B10	Major of Correctional Officers
4520	A7	Juvenile Correctional Officer I	4520	A7	Juvenile Correctional Officer I
4521	A9	Juvenile Correctional Officer II	4521	A9	Juvenile Correctional Officer II
4522	A11	Juvenile Correctional Officer III	4522	A11	Juvenile Correctional Officer III
4523	A13	Juvenile Correctional Officer IV	4523	A13	Juvenile Correctional Officer IV
4524	A15	Juvenile Correctional Officer V	4524	A15	Juvenile Correctional Officer V
4540	B6	Parole Officer I	4540	B6	Parole Officer I
4541	B7	Parole Officer II	4541	B7	Parole Officer II
4542	B8	Parole Officer III	4542	B8	Parole Officer III
4543	B10	Parole Officer IV	4543	B10	Parole Officer IV
4544	B12	Parole Officer V	4544	B12	Parole Officer V
4550	B13	Assistant Warden	4550	B13	Assistant Warden
4551	B14	Warden I	4551	B15	Warden I
4552	B15	Warden II	4552	B16	Warden II
4560	A11	Counsel Substitute I	4560	A11	Counsel Substitute I
4561	A13	Counsel Substitute II	4561	A13	Counsel Substitute II
4562	A15	Counsel Substitute III	4562	A15	Counsel Substitute III
4571	A12	Correctional Transportation Officer	4571	A12	Correctional Transportation Officer
4646	A11	Industrial Specialist I	4646	A11	Industrial Specialist I
4647	A12	Industrial Specialist II	4647	A12	Industrial Specialist II
4648	A13	Industrial Specialist III	4648	A13	Industrial Specialist III
4649	A14	Industrial Specialist IV	4649	A14	Industrial Specialist IV
4650	A16	Industrial Specialist V	4650	A16	Industrial Specialist V
4651	A18	Industrial Specialist VI	4651	A18	Industrial Specialist VI
4671	A12	Agriculture Specialist I	4671	A12	Agriculture Specialist I
4672	A13	Agriculture Specialist II	4672	A13	Agriculture Specialist II
4673	A14	Agriculture Specialist III	4673	A14	Agriculture Specialist III
4674	A15	Agriculture Specialist IV	4674	A15	Agriculture Specialist IV
4675	A16	Agriculture Specialist V	4675	A16	Agriculture Specialist V

Social Services/MHMR					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
5001	B3	Social Service Worker I	5001	B3	Social Service Worker I
5002	B4	Social Service Worker II	5002	B4	Social Service Worker II
5003	B5	Social Service Worker III	5003	B5	Social Service Worker III
5006	B7	Social Service Supervisor I	5006	B7	Social Service Supervisor I
5007	B8	Social Service Supervisor II	5007	B8	Social Service Supervisor II
5023	B4	Protective Services Specialist I	5023	B5	Protective Services Specialist I
5024	B6	Protective Services Specialist II	5024	B6	Protective Services Specialist II
5025	B7	Protective Services Specialist III	5025	B7	Protective Services Specialist III
5026	B8	Protective Services Specialist IV	5026	B8	Protective Services Specialist IV
5027	B9	Protective Services Specialist V	5027	B9	Protective Services Specialist V
5030	B7	Disability Determination Examiner I	5030	B7	Disability Determination Examiner I
5031	B8	Disability Determination Examiner II	5031	B8	Disability Determination Examiner II
5032	B9	Disability Determination Examiner III	5032	B9	Disability Determination Examiner III
5033	B10	Disability Determination Examiner IV	5033	B10	Disability Determination Examiner IV
5046	B3	Disability Case Review Specialist	5046	B3	Disability Case Review Specialist
5062	B7	Vocational Rehabilitation Counselor I	5062	B7	Vocational Rehabilitation Counselor I
5063	B8	Vocational Rehabilitation Counselor II	5063	B8	Vocational Rehabilitation Counselor II
5064	B9	Vocational Rehabilitation Counselor III	5064	B9	Vocational Rehabilitation Counselor III
5078	A9	Chaplaincy Services Assistant I	5078	A9	Chaplaincy Services Assistant I
5079	A11	Chaplaincy Services Assistant II	5079	A11	Chaplaincy Services Assistant II
5080	A12	Chaplaincy Services Assistant III	5080	A12	Chaplaincy Services Assistant III
5081	B5	Chaplain I	5081	B5	Chaplain I
5082	B8	Chaplain II	5082	B8	Chaplain II
5083	B10	Chaplain III	5083	B10	Chaplain III
5085	A11	Rehabilitation Technician I	5085	A11	Rehabilitation Technician I
5086	A13	Rehabilitation Technician II	5086	A13	Rehabilitation Technician II
5090	B2	Rehabilitation Teacher I	5090	B2	Rehabilitation Teacher I
5091	B4	Rehabilitation Teacher II	5091	B4	Rehabilitation Teacher II
5092	B6	Rehabilitation Teacher III	5092	B6	Rehabilitation Teacher III
5095	B8	Coordinator of Rehabilitation	5095	B8	Coordinator of Rehabilitation
5105	B6	Veterans Assistance Counselor I	5105	B6	Veterans Assistance Counselor I
5106	B7	Veterans Assistance Counselor II	5106	B7	Veterans Assistance Counselor II
5107	B8	Veterans Assistance Counselor III	5107	B8	Veterans Assistance Counselor III
5108	B9	Veterans Assistance Counselor IV	5108	B10	Veterans Assistance Counselor IV
5109	B10	Veterans Assistance Counselor V	5109	B12	Veterans Assistance Counselor V
5112	B5	Substance Abuse Counselor I	5112	B5	Substance Abuse Counselor I
5113	B6	Substance Abuse Counselor II	5113	B6	Substance Abuse Counselor II
5120	A3	MHMR Services Aide	5120	A5	MHMR Services Aide
5121	A5	MHMR Services Assistant I	5121	A7	MHMR Services Assistant I
5122	A6	MHMR Services Assistant II	5122	A8	MHMR Services Assistant II
5123	A7	MHMR Services Assistant III	5123	A9	MHMR Services Assistant III
5124	A9	MHMR Services Supervisor	5124	A11	MHMR Services Supervisor
5130	B5	Qualified Mental Retardation Professional I	5130	B5	Qualified Mental Retardation Professional I

Social Services/MHMR					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
5131	B6	Qualified Mental Retardation Professional II	5131	B6	Qualified Mental Retardation Professional II
5132	B7	Qualified Mental Retardation Professional III	5132	B7	Qualified Mental Retardation Professional III
5133	B8	Qualified Mental Retardation Professional IV	5133	B8	Qualified Mental Retardation Professional IV
5140	A9	Recreation Program Specialist I	5140	A9	Recreation Program Specialist I
5142	A11	Recreation Program Specialist II	5142	A11	Recreation Program Specialist II
5144	A13	Recreation Program Specialist III	5144	A13	Recreation Program Specialist III
5146	A14	Recreation Program Specialist IV	5146	A14	Recreation Program Specialist IV
5201	A6	Houseparent I	5201	A7	Resident Specialist I
5203	A8	Houseparent II	5203	A9	Resident Specialist II
5205	A11	Houseparent III	5205	A11	Resident Specialist III
			5207	A13	Resident Specialist IV
			5209	A15	Resident Specialist V
5211	B1	Caseworker I	5211	B1	Caseworker I
5212	B4	Caseworker II	5212	B4	Caseworker II
5213	B7	Caseworker III	5213	B7	Caseworker III
5220	B3	Clinical Social Worker I	5220	B3	Clinical Social Worker I
5221	B5	Clinical Social Worker II	5221	B5	Clinical Social Worker II
5222	B7	Clinical Social Worker III	5222	B7	Clinical Social Worker III
5223	B9	Clinical Social Worker IV	5223	B9	Clinical Social Worker IV
5224	B10	Clinical Social Worker V	5224	B10	Clinical Social Worker V
5226	B3	Case Manager I	5226	B3	Case Manager I
5227	B5	Case Manager II	5227	B5	Case Manager II
5228	B7	Case Manager III	5228	B7	Case Manager III
5229	B9	Case Manager IV	5229	B9	Case Manager IV
5231	B3	Volunteer Services Coordinator I	5231	B3	Volunteer Services Coordinator I
5232	B5	Volunteer Services Coordinator II	5232	B5	Volunteer Services Coordinator II
5233	B7	Volunteer Services Coordinator III	5233	B7	Volunteer Services Coordinator III
5234	B9	Volunteer Services Coordinator IV	5234	B9	Volunteer Services Coordinator IV
5235	B11	Volunteer Services Coordinator V	5235	B11	Volunteer Services Coordinator V
5501	A2	Human Services Technician I	5501	A2	Human Services Technician I
5502	A4	Human Services Technician II	5502	A4	Human Services Technician II
5503	A6	Human Services Technician III	5503	A6	Human Services Technician III
5504	A7	Human Services Technician IV	5504	A7	Human Services Technician IV
5505	A9	Human Services Technician V	5505	A9	Human Services Technician V
5524	B6	Human Services Quality Control Analyst I	5524	B6	Human Services Quality Control Analyst I
5525	B7	Human Services Quality Control Analyst II	5525	B7	Human Services Quality Control Analyst II
5526	B8	Human Services Quality Control Analyst III	5526	B8	Human Services Quality Control Analyst III
5527	B9	Human Services Quality Control Analyst IV	5527	B9	Human Services Quality Control Analyst IV
5528	B11	Human Services Quality Control Analyst V	5528	B11	Human Services Quality Control Analyst V
5530	B1	Child Development Specialist I	5530	B1	Child Development Specialist I
5531	B3	Child Development Specialist II	5531	B3	Child Development Specialist II

Social Services/MHMR					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
5532	B5	Child Development Specialist III	5532	B5	Child Development Specialist III
5533	B7	Child Development Specialist IV	5533	B7	Child Development Specialist IV
5534	B9	Child Development Specialist V	5534	B9	Child Development Specialist V
5540	B3	Child Support Officer I	5540	B3	Child Support Officer I
5541	B5	Child Support Officer II	5541	B5	Child Support Officer II
5542	B7	Child Support Officer III	5542	B7	Child Support Officer III
5543	B9	Child Support Officer IV	5543	B9	Child Support Officer IV
5550	A9	Child Support Technician I	5550	A9	Child Support Technician I
5551	A11	Child Support Technician II	5551	A11	Child Support Technician II
5552	A13	Child Support Technician III	5552	A13	Child Support Technician III
5612	B3	Interpreter I	5612	B3	Interpreter I
5614	B6	Interpreter II	5614	B6	Interpreter II
5616	B8	Interpreter III	5616	B8	Interpreter III
5618	B10	Interpreter IV	5618	B10	Interpreter IV
5700	B3	Human Services Specialist I	5700	B3	Human Services Specialist I
5701	B4	Human Services Specialist II	5701	B4	Human Services Specialist II
5702	B5	Human Services Specialist III	5702	B5	Human Services Specialist III
5703	B6	Human Services Specialist IV	5703	B6	Human Services Specialist IV
5704	B7	Human Services Specialist V	5704	B7	Human Services Specialist V
5705	B8	Human Services Specialist VI	5705	B8	Human Services Specialist VI
5706	B9	Human Services Specialist VII	5706	B9	Human Services Specialist VII
5720	B2	Human Services Trainee	5720	B2	Human Services Trainee

Public Safety					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
6050	B8	Criminalist I			
6051	B9	Criminalist II	6051	B9	Criminalist I
6052	B10	Criminalist III	6052	B10	Criminalist II
6053	B11	Criminalist IV	6053	B11	Criminalist III
6054	B12	Criminalist V	6054	B12	Criminalist IV
6055	B13	Criminalist VI	6055	B13	Criminalist V
6056	B14	Criminalist VII	6056	B14	Criminalist VI
6057	B15	Criminalist VIII	6057	B15	Criminalist VII
6080	B6	Crime Scene Photographer I	6080	B6	Crime Scene Photographer I
6082	B7	Crime Scene Photographer II	6082	B7	Crime Scene Photographer II
6084	B9	Crime Scene Photographer III	6084	B9	Crime Scene Photographer III
6086	B11	Crime Scene Photographer IV	6086	B11	Crime Scene Photographer IV
6090	A8	Communications Center Specialist I	6090	A8	Communications Center Specialist I
6091	A9	Communications Center Specialist II	6091	A9	Communications Center Specialist II
6092	A10	Communications Center Specialist III	6092	A10	Communications Center Specialist III
6095	A12	Police Communications Operator I	6095	A12	Police Communications Operator I
6096	A13	Police Communications Operator II	6096	A13	Police Communications Operator II
6097	A14	Police Communications Operator III	6097	A14	Police Communications Operator III
6098	A15	Police Communications Operator IV	6098	A15	Police Communications Operator IV
6114	A10	Fingerprint Technician I	6114	A10	Fingerprint Technician I
6115	A11	Fingerprint Technician II	6115	A11	Fingerprint Technician II
6116	A12	Fingerprint Technician III	6116	A12	Fingerprint Technician III
6117	A14	Fingerprint Technician IV	6117	A14	Fingerprint Technician IV
6121	B7	Latent Print Technician	6121	B7	Latent Print Technician I
			6122	B8	Latent Print Technician II
6150	B5	Evidence/CODIS/DNA Technician	6150	B5	Evidence/CODIS/DNA Technician
6152	B10	Combined DNA Index System Analyst I	6152	B10	Combined DNA Index System Analyst I
6154	B12	Combined DNA Index System Analyst II	6154	B12	Combined DNA Index System Analyst II
6200	B9	Breath Test Electronic Technician	6200	B9	Breath Test Electronic Technician
6220	A7	Public Safety Records Technician I			
6221	A9	Public Safety Records Technician II	6221	A9	Public Safety Records Technician I
6222	A10	Public Safety Records Technician III	6222	A10	Public Safety Records Technician II
6230	A8	Security Officer I	6230	A8	Security Officer I
6232	A10	Security Officer II	6232	A10	Security Officer II
6234	A12	Security Officer III	6234	A12	Security Officer III
6240	A2	Security Worker I	6240	A4	Security Worker I
6242	A3	Security Worker II	6242	A5	Security Worker II
6244	A5	Security Worker III	6244	A7	Security Worker III
6246	A7	Security Worker IV	6246	A9	Security Worker IV

Library and Records					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
7304	B5	Archeologist I	7304	B5	Archeologist I
7306	B7	Archeologist II	7306	B7	Archeologist II
7308	B9	Archeologist III	7308	B9	Archeologist III
7315	B5	Historian I	7315	B5	Historian I
7317	B7	Historian II	7317	B7	Historian II
7319	B9	Historian III	7319	B9	Historian III
7350	A7	Library Assistant I	7350	A7	Library Assistant I
7352	A9	Library Assistant II	7352	A9	Library Assistant II
7354	A11	Library Assistant III	7354	A11	Library Assistant III
7401	B5	Librarian I	7401	B5	Librarian I
7402	B7	Librarian II	7402	B7	Librarian II
7403	B9	Librarian III	7403	B9	Librarian III
7404	B11	Librarian IV	7404	B11	Librarian IV
7405	B5	Archivist I	7405	B5	Archivist I
7407	B7	Archivist II	7407	B7	Archivist II
7409	B9	Archivist III	7409	B9	Archivist III
7460	B2	Exhibit Technician I	7460	B2	Exhibit Technician I
7462	B4	Exhibit Technician II	7462	B4	Exhibit Technician II
7464	B6	Exhibit Technician III	7464	B6	Exhibit Technician III
7466	B7	Museum Curator	7466	B7	Museum Curator

Custodial and Domestic

Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
8001	A2	Custodian I	8001	A2	Custodian I
8003	A3	Custodian II	8003	A3	Custodian II
8005	A5	Custodian III	8005	A5	Custodian III
8007	A8	Custodian IV	8007	A8	Custodian IV
8021	A11	Custodial Manager I	8021	A11	Custodial Manager I
8023	A13	Custodial Manager II	8023	A13	Custodial Manager II
8025	A15	Custodial Manager III	8025	A15	Custodial Manager III
8031	A4	Groundskeeper I	8031	A4	Groundskeeper I
8032	A5	Groundskeeper II	8032	A5	Groundskeeper II
8033	A7	Groundskeeper III	8033	A7	Groundskeeper III
8102	A2	Food Service Worker I	8102	A2	Food Service Worker I
8103	A3	Food Service Worker II	8103	A3	Food Service Worker II
8104	A5	Food Service Worker III	8104	A5	Food Service Worker III
8105	A9	Food Service Manager I	8105	A9	Food Service Manager I
8106	A13	Food Service Manager II	8106	A13	Food Service Manager II
8107	A16	Food Service Manager III	8107	A16	Food Service Manager III
8116	A3	Cook I	8116	A3	Cook I
8117	A4	Cook II	8117	A4	Cook II
8118	A6	Cook III	8118	A6	Cook III
			8119	A8	Cook IV
8202	A2	Sewing Room Worker	8202	A2	Sewing Room Worker
8203	A6	Sewing Room Supervisor	8203	A6	Sewing Room Supervisor
8251	A2	Laundry Worker I	8251	A2	Laundry Worker I
8252	A3	Laundry Worker II	8252	A3	Laundry Worker II
8253	A5	Laundry Worker III	8253	A5	Laundry Worker III
8254	A6	Laundry Worker IV	8254	A6	Laundry Worker IV
8260	A9	Laundry Manager I	8260	A9	Laundry Manager I
8261	A11	Laundry Manager II	8261	A11	Laundry Manager II
8262	A14	Laundry Manager III	8262	A14	Laundry Manager III
8263	A16	Laundry Manager IV	8263	A16	Laundry Manager IV
8301	A5	Barber/Cosmetologist I	8301	A5	Barber/Cosmetologist I
8302	A6	Barber/Cosmetologist II	8302	A6	Barber/Cosmetologist II
8400	A10	Canteen Manager I	8400	A10	Canteen Manager I
8401	A13	Canteen Manager II	8401	A13	Canteen Manager II

Maintenance					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
9003	A2	Maintenance Assistant I			
9004	A3	Maintenance Assistant II	9004	A3	Maintenance Assistant
9034	A7	Air Conditioning and Boiler Operator I	9034	A7	Air Conditioning and Boiler Operator I
9035	A9	Air Conditioning and Boiler Operator II	9035	A9	Air Conditioning and Boiler Operator II
9036	A11	Air Conditioning and Boiler Operator III	9036	A11	Air Conditioning and Boiler Operator III
9037	A14	Air Conditioning and Boiler Operator IV	9037	A14	Air Conditioning and Boiler Operator IV
9041	A6	Maintenance Technician I	9041	A6	Maintenance Technician I
9042	A8	Maintenance Technician II	9042	A8	Maintenance Technician II
9043	A9	Maintenance Technician III	9043	A9	Maintenance Technician III
9044	A11	Maintenance Technician IV	9044	A11	Maintenance Technician IV
9045	A13	Maintenance Technician V	9045	A13	Maintenance Technician V
9047	A11	Electrical and Air Conditioning Mechanic I	9047	A11	Electrical and Air Conditioning Mechanic I
9048	A12	Electrical and Air Conditioning Mechanic II	9048	A12	Electrical and Air Conditioning Mechanic II
9049	A14	Electrical and Air Conditioning Mechanic III	9049	A14	Electrical and Air Conditioning Mechanic III
9050	A16	Electrical and Air Conditioning Mechanic IV	9050	A16	Electrical and Air Conditioning Mechanic IV
9051	A10	Maintenance Supervisor I	9051	A10	Maintenance Supervisor I
9052	A12	Maintenance Supervisor II	9052	A12	Maintenance Supervisor II
9053	A14	Maintenance Supervisor III	9053	A14	Maintenance Supervisor III
9054	A15	Maintenance Supervisor IV	9054	A15	Maintenance Supervisor IV
9055	A16	Maintenance Supervisor V	9055	A16	Maintenance Supervisor V
9305	A13	Transportation Maintenance Specialist I	9305	A13	Transportation Maintenance Specialist I
9306	A15	Transportation Maintenance Specialist II	9306	A15	Transportation Maintenance Specialist II
9307	A16	Transportation Maintenance Specialist III	9307	A16	Transportation Maintenance Specialist III
9308	A17	Transportation Maintenance Specialist IV	9308	A17	Transportation Maintenance Specialist IV
9309	A18	Transportation Maintenance Specialist V	9309	A18	Transportation Maintenance Specialist V
9321	A2	Vehicle Driver I	9321	A2	Vehicle Driver I
9322	A5	Vehicle Driver II	9322	A5	Vehicle Driver II
9323	A7	Vehicle Driver III	9323	A7	Vehicle Driver III
9324	A9	Vehicle Driver IV	9324	A9	Vehicle Driver IV
9416	A8	Motor Vehicle Technician I	9416	A8	Motor Vehicle Technician I
9417	A10	Motor Vehicle Technician II	9417	A10	Motor Vehicle Technician II
9418	A12	Motor Vehicle Technician III	9418	A12	Motor Vehicle Technician III
9419	A14	Motor Vehicle Technician IV	9419	A14	Motor Vehicle Technician IV
9510	A10	Machinist I	9510	A10	Machinist I
9512	A12	Machinist II	9512	A13	Machinist II
9514	A14	Machinist III	9514	A15	Machinist III
9622	B9	Aircraft Pilot I	9622	B9	Aircraft Pilot I
9624	B11	Aircraft Pilot II	9624	B11	Aircraft Pilot II
9626	B13	Aircraft Pilot III	9626	B13	Aircraft Pilot III
9632	A13	Aircraft Mechanic I			
9634	A15	Aircraft Mechanic II	9634	A15	Aircraft Mechanic I
9636	A17	Aircraft Mechanic III	9636	A17	Aircraft Mechanic II
9700	A9	Radio Communications Technician I	9700	A9	Radio Communications Technician I
9702	A11	Radio Communications Technician II	9702	A11	Radio Communications Technician II

Maintenance					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
9704	A12	Radio Communications Technician III	9704	A12	Radio Communications Technician III
9706	A14	Radio Communications Technician IV	9706	A14	Radio Communications Technician IV
9732	A11	Machine Service Technician I			
9733	A13	Machine Service Technician II	9733	A13	Machine Service Technician I
9734	A16	Machine Service Technician III	9734	A16	Machine Service Technician II

Law Enforcement					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
M001	C2	Mansion Security Officer, Department of Public Safety			
I006	C8	Inspector I, Department of Public Safety	9901	C8	Public Safety Inspector I
I005	C9	Inspector II, Department of Public Safety	9902	C9	Public Safety Inspector II
P057	C7	Pilot Investigator, Department of Public Safety	9905	C7	Pilot Investigator I
S021	C8	Senior Pilot Investigator, Department of Public Safety	9906	C8	Pilot Investigator II
A003	C9	Assistant Chief Pilot Investigator, Department of Public Safety	9907	C9	Pilot Investigator III
C044	C10	Chief Pilot Investigator, Department of Public Safety	9908	C10	Pilot Investigator IV
C091	C1	Capitol Police Officer Trainee, Department of Public Safety	9910	C1	Capitol Police Officer Trainee
C092	C1	Probationary Capitol Police Officer (1st 6 months), Department of Public Safety	9911	C1	Probationary Capitol Police Officer I
C093	C1	Probationary Capitol Police Officer (2nd 6 months), Department of Public Safety	9912	C1	Probationary Capitol Police Officer II
C087	C2	Capitol Police Officer I, Department of Public Safety	9913	C2	Capitol Police Officer I
C073	C3	Capitol Police Officer II, Department of Public Safety	9914	C3	Capitol Police Officer II
C072	C5	Capitol Police Corporal, Department of Public Safety	9915	C5	Capitol Police Corporal
T001	C1	Trooper Trainee, Department of Public Safety	9920	C1	Trooper Trainee
T002	C1	Probationary Trooper (1st 6 months), Department of Public Safety	9921	C1	Probationary Trooper I
T003	C1	Probationary Trooper (2nd 6 months), Department of Public Safety	9922	C1	Probationary Trooper II
T009	C2	Trooper I, Traffic Law Enforcement, Department of Public Safety	9923	C2	Trooper I
T008	C3	Trooper II, Traffic Law Enforcement, Department of Public Safety	9924	C3	Trooper II
T007	C4	Trooper III, Traffic Law Enforcement, Department of Public Safety	9925	C4	Trooper III
T005	C5	Trooper IV, Traffic Law Enforcement, Department of Public Safety	9926	C5	Trooper IV
T051	C6	Trooper V, Traffic Law Enforcement, Department of Public Safety	9927	C6	Trooper V
C019	C2	Corporal I, Traffic Law Enforcement, Department of Public Safety	9930	C2	Corporal I
C018	C3	Corporal II, Traffic Law Enforcement, Department of Public Safety	9931	C3	Corporal II
C017	C4	Corporal III, Traffic Law Enforcement, Department of Public Safety	9932	C4	Corporal III
C016	C5	Corporal IV, Traffic Law Enforcement, Department of Public Safety	9933	C5	Corporal IV
C161	C6	Corporal V, Traffic Law Enforcement, Department of Public Safety	9934	C6	Corporal V

Law Enforcement					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
			9940	C7	Sergeant, Public Safety
I002	C7	Sergeant/Investigator, Criminal Law Enforcement, Department of Public Safety			
S003	C7	Sergeant, Traffic Law Enforcement, Department of Public Safety			
S063	C7	Staff Sergeant, Department of Public Safety			
T006	C7	Sergeant, Texas Ranger, Department of Public Safety			
C071	C7	Capitol Police Sergeant, Department of Public Safety			
			9941	C8	Lieutenant, Public Safety
L011	C8	Lieutenant, Traffic Law Enforcement, Department of Public Safety			
S004	C8	Lieutenant, Criminal Law Enforcement, Department Of Public Safety			
S006	C8	Lieutenant, Texas Ranger, Department of Public Safety			
S007	C8	Lieutenant, Internal Affairs, Department of Public Safety			
S055	C8	Staff Lieutenant, Department of Public Safety			
C070	C8	Capitol Police Lieutenant, Department of Public Safety			
			9942	C9	Captain, Public Safety
C004	C9	Captain, Internal Affairs, Department of Public Safety			
C006	C9	Captain, Criminal Law Enforcement, Department of Public Safety			
C007	C9	Captain, Texas Rangers, Department of Public Safety			
C026	C9	Captain, Traffic Law Enforcement, Department of Public Safety			
S054	C9	Staff Captain, Department of Public Safety			
C064	C9	Capitol Police Captain, Department of Public Safety			
A281	C10	Assistant Service Commander, Criminal Law Enforcement, Department of Public Safety	9943	C10	Assistant Commander, Public Safety
			9944	C10	Commander, Public Safety
S008	C10	Staff Commander, Department of Public Safety			
S043	C10	Service Commander, Criminal Law Enforcement, Department of Public Safety			

Law Enforcement					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
M010	C10	Major, Traffic Law Enforcement, Department of Public Safety	9945	C10	Major, Public Safety
A030	C1	Agent Trainee, Alcoholic Beverage Commission	9950	C1	Agent Trainee
A041	C2	Agent I, Alcoholic Beverage Commission	9951	C2	Agent I
A042	C3	Agent II, Alcoholic Beverage Commission	9952	C3	Agent II
A044	C4	Agent III, Alcoholic Beverage Commission	9953	C4	Agent III
A008	C5	Agent IV, Alcoholic Beverage Commission	9954	C5	Agent IV
A244	C6	Agent V, Alcoholic Beverage Commission	9955	C6	Agent V
S031	C7	Sergeant, Alcoholic Beverage Commission	9960	C7	Sergeant, Alcoholic Beverage
A251	C8	Lieutenant, Alcoholic Beverage Commission	9961	C8	Lieutenant, Alcoholic Beverage
C024	C9	Captain, Alcoholic Beverage Commission	9962	C9	Captain, Alcoholic Beverage
D521	C10	Major, Alcoholic Beverage Commission	9963	C10	Major, Alcoholic Beverage
I115	C1	Internal Affairs Investigator Trainee, Department of Criminal Justice	9965	C1	Internal Affairs Investigator Trainee
I116	C2	Internal Affairs Investigator I, Department of Criminal Justice	9966	C2	Internal Affairs Investigator I
I117	C3	Internal Affairs Investigator II, Department of Criminal Justice	9967	C3	Internal Affairs Investigator II
I118	C4	Internal Affairs Investigator III, Department of Criminal Justice	9968	C4	Internal Affairs Investigator III
I119	C5	Internal Affairs Investigator IV, Department of Criminal Justice	9969	C5	Internal Affairs Investigator IV
I123	C6	Internal Affairs Investigator, Department of Criminal Justice	9970	C6	Internal Affairs Investigator V
I120	C7	Internal Affairs Regional Supervisor, Department of Criminal Justice	9972	C7	Internal Affairs Regional Supervisor
I121	C8	Internal Affairs Regional Manager, Department of Criminal Justice	9973	C8	Internal Affairs Regional Manager
I122	C9	Internal Affairs Multi-Region Administrator, Department of Criminal Justice	9974	C9	Internal Affairs Multi-Region Administrator
A243	C10	Internal Affairs Division Director, Department of Criminal Justice	9975	C10	Internal Affairs Deputy Division Director
T037	C1	Trainee Game Warden, Parks & Wildlife Department	9980	C1	Game Warden Trainee
P181	C1	Probationary Game Warden (1st 6 months), Parks & Wildlife Department			
P182	C1	Probationary Game Warden (2nd 6 months), Parks & Wildlife Department	9981	C1	Probationary Game Warden
G007	C2	Game Warden I, Parks & Wildlife Department	9982	C2	Game Warden I
G003	C3	Game Warden II, Parks & Wildlife Department	9983	C3	Game Warden II
G002	C4	Game Warden III, Parks & Wildlife Department	9984	C4	Game Warden III
G001	C5	Game Warden IV, Parks & Wildlife Department	9985	C5	Game Warden IV
G048	C6	Game Warden V, Parks & Wildlife Department	9986	C6	Game Warden V

Law Enforcement					
Current			Recommended		
Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
S002	C7	Sergeant Game Warden, Parks & Wildlife Department	9990	C7	Sergeant, Game Warden
L010	C8	Lieutenant Game Warden, Parks & Wildlife Department	9991	C8	Lieutenant, Game Warden
C005	C9	Captain Game Warden, Parks & Wildlife Department	9992	C9	Captain, Game Warden
A104	C10	Assistant Commander Game Warden, Parks & Wildlife Department	9993	C10	Assistant Commander, Game Warden
C232	C10	Commander Game Warden, Parks & Wildlife Department	9994	C10	Commander, Game Warden
M002	C10	Major, Game Warden, Parks & Wildlife Department	9995	C10	Major, Game Warden

Justification and Implementation Costs

Class Series	Change	Justification	Implementation Cost Range
Administrative Support			
Switchboard Operator Supervisor	Deletion	To reduce the overlap and number of classes. Clerk or Administrative Technician series can be used.	\$0 to \$89,376
Secretary	Reallocation	To bring the series more in line with the market and promote internal consistency with the Plan.	\$1,434,912 to \$5,319,624
Information Technology			
Data Entry Operator	Deletion/Title Change	To delete due to low-utilization. Data Entry Operator series can be used.	\$2,544 to \$4,368
ADP Record Control Clerk	Deletion/Title Change	To delete due to low-utilization. ADP Record Control Clerk series can be used.	\$3,576 to \$5,592
Office Services			
Photographer	Deletion/Title Change	To delete due to non-utilization.	\$0
Planning, Research, and Statistics			
No recommended changes to the Planning, Research, and Statistics occupational category.			
Education			
No recommended changes to the Education occupational category.			
Accounting, Auditing, and Finance			
Financial Examiner	Reallocation	To bring the series more in line with the market and promote internal consistency with the Plan.	\$261,753 to \$1,360,488
Chief Trader	New Class/Title Change	To accommodate lower level managerial positions.	\$0
Chief Investment Officer	Deletion	To delete due to non-utilization. These positions are considered exempt positions and are not subject to the limitations on salaries for classified personnel.	\$0
Investment Fund Director	Deletion	To delete due to non-utilization. These positions are considered exempt positions and are not subject to the limitations on salaries for classified personnel.	\$0
Inspectors and Investigators			
No recommended changes to the Inspectors and Investigators occupational category.			
Program Management			
No recommended changes to the Program Management occupational category.			
Human Resources			
No recommended changes to the Human Resources occupational category.			
Procedures and Information			
Methods and Procedures Specialist	New Class	To bring the series more in line with the market.	\$0
Property Management and Purchasing			
Purchaser	New Class	To bring the series more in line with the market.	\$0
Contract Specialist	New Class	To bring the series more in line with the market.	\$0

Class Series	Change	Justification	Implementation Cost Range
Land Surveying, Appraising, and Utilities			
Survey Specialist	New Class	To accommodate lower level technical positions.	\$0
Engineering and Design			
Engineer	Deletion/Title Change/New Class	To delete due to low utilization. Engineer series can be used. To bring the series more in line with the market.	\$0 to \$60,892
Graphics Designer	Title Change	To establish consistency with industry standards.	\$0
Natural Resources			
Environmental Specialist	New Series	To better accommodate work performed.	\$0
Natural Resources Specialist	Deletion/Title Change/New Class	To delete due to low utilization. The Natural Resources Specialist series can be used. To bring the series more in line with the market.	\$7,272 to \$21,901
Park Ranger	New Class	To bring the series more in line with the market.	\$0
Safety			
Rescue Specialist	Deletion/Title Change	To delete due to non-utilization.	\$0
Insurance			
Actuary	Deletion/Title Change/New Class	To reduce the salary gap between levels and to promote internal consistency within the Plan. The Actuary series can be used.	\$0 to \$75,490
Employment			
Labor Market Analyst	Reallocation	To bring the series more in line with the market.	\$0 to \$120,685
Legal			
Hearings Reporter	Deletion/Title Change	Delete due to non-utilization.	\$0
Legal Secretary	New Class	To bring the series more in line with the market.	\$0
Medical and Health			
Nutritionist	Deletion/Title Change	Delete due to low utilization.	\$5,760 to \$9,287
Epidemiologist	Deletion/Title Change	Delete due to non-utilization.	\$17,376 to \$27,530
Medical Aide	Deletion/Title Change	Delete due to non-utilization.	\$0
Physician	Deletion/Title Change/New Class	To delete due to low utilization. The Physician series can be used. To bring the series more in line with the market.	\$50,664 to \$86,741
Associate Psychologist	Deletion/Title Change	Delete due to non-utilization.	\$7,344 to \$15,794
Pharmacist	Deletion/Title Change	Delete due to non-utilization.	\$0
Pharmacologist	Title Change/New Class	To promote internal consistency within the Plan.	\$0
Criminal Justice			
Correctional Officer	Pending	Pending review and recommendations by the agency and legislative committees.	Pending
Warden	Reallocation	To bring the series more in line with the market.	\$10,080 to \$625,797
Social Services/MHMR			
Protective Services Specialist	Reallocation	To promote internal consistency within the Plan.	\$231,120 to \$341,384
Veterans Assistance Counselor	Reallocation	To bring the series more in line with the market.	\$0 to \$32,970

Class Series	Change	Justification	Implementation Cost Range
MHMR Services	Reallocation	To bring the series more in line with the market.	\$28,050,864 to \$46,149,864
Houseparent	Reallocation/Title Change/New Class	To bring the series more in line with the market.	\$185,856 to \$459,408
Public Safety			
Criminalist	Deletion/Title Change	Delete due to non-utilization.	\$0 to \$4,488
Latent Print Technician	Title Change/New Class	To promote internal consistency within the Plan.	\$0
Public Safety Records Technician	Deletion/Title Change	Delete due to non-utilization.	\$0
Security Worker	Reallocation	To bring the series more in line with the market.	\$667,440 to \$1,105,656
Library and Records			
No recommended changes to the Library and Records occupational category.			
Custodial and Domestic			
Cook	New Class	To bring the series more in line with the market.	\$0
Maintenance			
Maintenance Assistant	Deletion/Title Change	To bring the series more in line with the market. The Maintenance Assistant class can be used.	\$13,200 to \$28,320
Machinist	Reallocation	To bring the series more in line with the market.	\$12,600 to \$56,568
Aircraft Mechanic	Deletion/Title Change	Delete due to non-utilization.	\$0
Machine Service Technician	Deletion/Title Change	Delete due to non-utilization.	\$0
Law Enforcement			
Mansion Security Officer, DPS	Deletion	Delete due to non-utilization.	\$0
Inspector, DPS	Title Change	To create title consistency within the Plan.	\$0
Pilot Investigator, Senior Pilot Investigator, Assistant Chief Pilot Investigator, Chief Pilot Investigator, DPS	Title Change	To create title consistency within the series and the Plan.	\$0
Capitol Police Officer Trainee/ Probationary Capitol Police Officer/ Capitol Police Officer/ Capitol Police Corporal, DPS	Title Change	To create title consistency within the Plan.	\$0
Trooper Trainee/ Probationary Trooper/ Trooper, DPS	Title Change	To create title consistency within the Plan.	\$0
Corporal, TLE, DPS	Title Change/ New Class	To create title consistency within the Plan and to accommodate the Corporal V title that has been inadvertently left out of the Detailed Listing of All Classified Positions in Article IX of the GAA.	\$0
Sergeant, Public Safety	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0

Class Series	Change	Justification	Implementation Cost Range
Sergeant/Investigator, CLE/ Sergeant, TLE/ Staff Sergeant/ Sergeant, Texas Ranger/ Capitol Police Sergeant, DPS	Deletion	To reduce the number of classes. Sergeant, Public Safety class can be used.	\$0
Lieutenant, Public Safety	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Lieutenant, TLE/ Lieutenant, CLE/ Lieutenant, Texas Ranger/ Lieutenant, Internal Affairs/ Staff Lieutenant/ Capitol Police Lieutenant, DPS	Deletion	To reduce the number of classes. Lieutenant, Public Safety class can be used.	\$0
Captain, Public Safety	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Captain, Internal Affairs/ Captain, CLE/ Captain, Texas Rangers/ Captain, TLE/ Staff Captain/ Capitol Police Captain, DPS	Deletion	To reduce the number of classes. Captain, Public Safety class can be used.	\$0
Assistant Service Commander, CLE, DPS	Title Change	To create title consistency within the Plan.	\$0
Commander, Public Safety	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Staff Commander/ Service Commander, CLE, DPS	Deletion	To reduce the number of classes. Commander, Public Safety class can be used.	\$0
Major, TLE, DPS	Title Change	To create title consistency within the Plan.	\$0
Agent Trainee/ Agent, ABC	Title Change	To create title consistency within the Plan.	\$0
Sergeant / Lieutenant/ Captain/ Major, ABC	Title Change	To create title consistency within the Plan.	\$0
Internal Affairs Investigator Trainee/ Internal Affairs Investigator, TDCJ	Title Change	To create title consistency within the Plan.	\$0
Internal Affairs Regional Supervisor/ Internal Affairs Regional Manager/ Internal Affairs Multi-Region Administrator/ Internal Affairs Division Director, TDCJ	Title Change	To create title consistency within the Plan.	\$0
Trainee Game Warden/ Probationary Game Warden/ Game Warden, TPWD	Title Change/ Deletion	To create title consistency within the Plan. Delete due to non-utilization.	\$0
Sergeant Game Warden/ Lieutenant Game Warden/ Captain Game Warden/	Title Change	To create title consistency within the Plan.	\$0
Assistant Commander Game Warden/ Commander Game Warden, TPWD	Title Change	To create title consistency within the Plan.	\$0
Major, Game Warden	Title Change	To create title consistency within the Plan.	\$0
Total Fiscal Impact			\$ 30,962,361 to \$ 56,002,222

Appendix 4:

Correctional Officer Salaries

(Sorted in descending maximum salary order)

Rank	State	Entry Level	Completion of Training	Probation	Maximum Salary
1	Alaska	\$32,688	\$37,020	\$37,020	\$57,996
2	New Jersey	\$34,070	\$34,070	\$37,479	\$52,127
3	California	\$25,212			\$50,736
4	Wisconsin	\$19,038	\$19,038	\$19,610	\$47,412
5	Pennsylvania	\$21,657	\$21,657	\$22,930	\$47,027
6	New York	\$24,300	\$24,300	\$29,680	\$42,055
7	Michigan	\$25,327	\$25,327	\$30,339	\$41,969
8	Massachusetts	\$31,950	\$31,950	\$31,950	\$41,820
9	Oregon	\$27,408		\$28,764	\$39,600
10	Oklahoma	\$15,965	\$15,965	\$17,415	\$39,267
11	Nevada	\$25,797	\$25,797	\$29,163	\$37,566
12	Connecticut	\$25,948	\$28,831	\$28,831	\$37,526
13	Georgia	\$19,722			\$37,524
14	Minnesota	\$25,140	\$25,140	\$25,912	\$37,480
15	Utah	\$21,110	\$21,110	\$23,532	\$37,313
16	Colorado	\$27,528	\$27,528	\$27,528	\$36,876
17	Rhode Island	\$25,808	\$25,808	\$26,704	\$36,606
18	West Virginia	\$18,610	\$18,610	\$19,210	\$36,000
19	Arkansas ^c	\$18,275	\$18,275	\$19,280	\$35,693
20	Virginia	\$20,823	\$20,823	\$22,763	\$35,539
21	Illinois	\$26,400	\$26,400	\$28,776	\$35,304
22	Vermont	\$20,000		\$21,000	\$35,000
23	Iowa	\$27,164	\$28,558	\$28,558	\$33,862
24	North Dakota	\$17,316	\$17,316	\$21,528	\$33,612
25	Idaho	\$22,818	\$22,818	\$23,388	\$33,550
26	Washington	\$25,116	\$25,116	\$27,552	\$33,372
27	Delaware	\$22,241	\$22,241	\$23,491	\$33,361
28	North Carolina	\$20,744		\$21,781	\$33,265
29	Florida	\$19,761	\$21,124	\$21,124	\$32,383
30	Arizona ^b	\$20,604	\$21,639	\$21,639	\$32,193
31	Maryland	\$23,279	\$23,279	\$24,899	\$32,123
32	Ohio	\$25,979	\$25,979	\$26,624	\$31,554
33	Hawaii	\$23,676	\$23,676	\$23,676	\$31,416
34	South Carolina ^a	\$18,250	\$18,984	\$18,984	\$30,767
35	Mississippi	\$16,906	\$17,678	\$17,678	\$30,597
36	Nebraska	\$20,818	\$21,858	\$21,858	\$29,144
37	Indiana ^a	\$18,460	\$18,460	\$18,460	\$28,886
38	Kansas	\$18,325	\$20,176	\$20,696	\$28,413
39	Missouri ^b	\$19,764		\$20,496	\$27,744
40	Tennessee	\$17,304	\$17,304	\$17,304	\$27,708
41	New Hampshire	\$22,142	\$23,805	\$24,742	\$27,674
42	Louisiana ^e	\$15,324	\$15,324	\$17,076	\$27,184
43	Texas	\$17,724	\$20,544		\$25,524

Rank	State	Entry Level	Completion of Training	Probation	Maximum Salary
44	South Dakota	\$16,494	\$17,326	\$17,326	\$24,731
45	New Mexico	\$15,662	\$17,742	\$18,274	\$24,708
46	Montana	\$16,796	\$16,796	\$16,796	\$23,814
47	Wyoming	\$18,420	\$18,420	\$19,620	\$23,268
48	Maine	\$18,429	\$18,429	\$18,429	\$22,839
49	Alabama	\$19,248	\$22,318	\$22,318	
50	Kentucky ^e	\$17,256	\$17,356	\$18,118	

^a Figures are based on 37.50 hour workweek, which is standard for state employees.

^b Figures are for fiscal year 1998.

^c Entry level salary same for DOC and DCP. DOC receives 5.5% increase for hazardous duty.

^d As of January 1, 1998.

^e There is no limit to the maximum salary.

^f Figures are based on monthly salary of \$1,277 for entry level and \$1,423 for completion of introductory training.

^g Figures are for Correctional Officers without prior experience.

Source: Criminal Justice Institute, Inc., 1999

Appendix 5:

Recommended Modification to the Structure of Salary Schedule C

Salary Group	Class Title	Years of Service				
		<4	≥4	≥8	≥12	≥16
C1	Trooper Trainee, Capitol Police Officer Trainee	\$24,000				
C1	Probationary Trooper I, Probationary Capitol Police Officer I, Game Warden Trainee, Internal Affairs Investigator Trainee	\$29,000				
C1	Probationary Trooper II, Probationary Capitol Police Officer II, Probationary Game Warden, Agent Trainee	\$32,000				
C2		\$35,000				
C3			\$37,400			
C4				\$39,800		
C5					\$42,200	
C6						\$44,600
C7			\$43,400	\$45,800	\$48,200	\$50,600
C8			\$49,400	\$51,800	\$54,200	\$56,600
C9			\$55,400	\$57,800	\$60,200	\$62,600
C10	Pilot Investigator IV; Assistant Commander, Public Safety; Assistant Commander, Game Warden; Internal Affairs Deputy Division Director (<12 years of service)		\$66,600	\$66,600	\$66,600	\$66,600
C10	Commander, Public Safety; Major, Public Safety; Commander, Game Warden; Major, Alcoholic Beverage; Internal Affairs Deputy Division Director (≥12 years of service)		\$70,600	\$70,600	\$70,600	\$70,600

Source: General Appropriations Act and State Auditor's Office

Objective, Scope, and Methodology

The report provides recommendations for changes to the Position Classification Plan (Plan) in order to ensure that the Plan effectively meets the needs of its users.

The cost of implementing all of the recommendations was approximated and annualized. The biennium cost to the State, however, is being provided since implementation costs are incurred for the entire biennium. The cost of implementing the recommendations was based on the number of full-time classified employees in each of the affected classes as of February 29, 2000, using information supplied by the Comptroller of Public Accounts Human Resource Information System and Uniform Statewide Payroll/Personnel System.

The minimum estimated costs for implementing the Plan recommendations were calculated by moving the affected incumbents to the same salary rate within the appropriate salary group of the new or revised class, or the Step 1 or the minimum rate of the higher salary group, whichever was higher. The maximum cost was calculated by moving the incumbent to two steps higher than the minimum allowable rate or 6.8 percent, in accordance with the reallocation provisions of the Government Code.

The recommendations outlined in the report are the result of a review of the State's 927 classes within the Plan. In making these recommendations, the State Auditor's Office reviewed:

- Market salaries for benchmarked positions
- The number of incumbents in each class/class series
- Turnover data for each class/class series
- Utilization of the salary ranges
- Internal salary relationships

By regularly reviewing and updating the Plan to ensure that it is fair, equitable, and consistent, the State should be better able to recruit and retain qualified employees.

The following members of the State Auditor's staff conducted this review in accordance with the Position Classification Act, Texas Government Code, Chapter 654:

- Juliette Torres, CCP, PHR (Project Manager)
- Jeanine Pollard, CCP
- Sharon Schneider, PHR
- Frank H. Wagner, Jr., PHR
- Mike Mericle, PHR (Assistant State Classification Officer)
- Kelli Dan, CCP, PHR (State Classification Officer)
- Deborah Kerr, Ph.D. (Audit Director)