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State Auditor

A Biennial Report on

The State's Position Classification Plan for the 2014-2015 Biennium

September 2012

Report No. 13-701



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Overall Conclusion

The State Auditor's Office conducted a study of the State's Position Classification Plan (Plan) to determine the competitiveness of the Plan with similar positions in the private and public sector and to determine whether changes are needed to maintain a current and competitive structure for state agencies to classify and compensate their employees.

The State Auditor's Office's recommended changes to the Plan include:

- Reallocating 64 job classifications to a higher salary group to address positions with salary ranges that are behind the market.
- Adding 21 new job classifications to the Plan to provide additional job classifications for state agencies to use.
- Changing job titles for 12 job classifications to better describe job functions.
- Deleting 7 job classifications that are not being used.

The estimated cost to state agencies to implement the recommended changes is \$3,399,925 in each year of the 2014-2015 biennium. If the Legislature adopts the recommendations, agencies will be required to implement the recommendations.

Background Information

The State Auditor's Office has a statutory responsibility under Texas Government Code, Chapter 654, to review the State's Position Classification Plan (Plan). The Plan provides the salary structure for the State's 149,385 full-time and part-time classified employees (excluding employees of higher education institutions and legislative agencies).

The Plan's salary structure establishes salary ranges for positions and allows agencies to classify and pay employees for the work they perform. In situations in which the salary ranges are no longer competitive or equitable, changes to the Plan may be necessary. Without those changes, agencies may face an increased risk of turnover and an inability to compete for and retain qualified employees.

This report covers Salary Schedules A and B in the Plan. Market analysis for positions in Salary Schedule C, which covers more than 4,400 law enforcement positions, will be addressed in a separate report to be released at a later date.

Key Points

Changes to the Plan are needed to address positions with salary ranges that are behind the market, provide additional job classifications for state agencies to use, change job classification titles to better describe job functions, and delete unused job classifications.

The following changes are recommended to keep the Plan current and competitive:

- Reallocating 64 job classifications to a higher salary group. In most cases, those changes are recommended because there has been a change in the pay rates for comparable positions in the market. For example, on average, salary ranges for Licensed Vocational Nurses were 18 percent behind the market. Moving Licensed Vocational Nurses to a higher salary group would enable agencies to adjust those positions' salaries to be more competitive.
- Adding 21 job classifications to address gaps in the Plan and provide agencies with new positions that more clearly distinguish the work employees perform. This includes the addition of six new job classification series, such as Hearings Officer and Intensive Medical Parole Officer. An additional nine job classifications are recommended to add new levels to current job classification series, which would enable agencies to classify employees more appropriately (see textbox for information on Plan definitions). Examples include Child Support Officer V, Management Analyst V, and Right of Way Agent VI.
- Changing job titles for 12 job classifications to provide a better description of job functions and to reflect current industry terminology. Examples of job title changes include changing Audio/Visual Technician to Multimedia Technician and changing Graphic Designer to Creative Media Designer.
- Deleting 7 job classifications that agencies no longer use. Examples include Social Worker V and Utility Specialist III.

Classification Plan Definitions

Occupational Category - A broad series of job families characterized by the nature of work performed. Currently, the Plan covers 26 occupational categories (for example, Criminal Justice).

Job Classification Series - A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. This may include entry-, journey-, or senior-level positions. Currently, the Plan covers 258 job classification series (for example, Correctional Officer).

Job Classification - An individual job within a job classification series. Each job classification has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers 927 individual job classification titles (for example, Correctional Officer III).

Recommended changes to the Plan have an estimated fiscal impact to state agencies of \$3,399,925 in each year of the 2014-2015 biennium.

The estimated fiscal impact of the recommended changes to the Plan is \$3,399,925 in each year of the 2014-2015 biennium. Three agencies—the Department of Family and Protective Services, the Department of Aging and Disability Services, and the Department of State Health Services—would bear the majority (84 percent) of the costs associated with the recommendations.

Summary of Objectives, Scope, and Methodology

The objectives of this study were to determine (1) the competitiveness of the Plan with similar positions in the private and public sectors and (2) whether changes to the Plan are needed.

The scope included analyzing the placement of positions within the Plan, specifically positions in Salary Schedules A and B, and analyzing market pay for benchmark positions. The State Auditor's Office conducted this study in accordance with the Position Classification Act in Texas Government Code, Chapter 654.

This project was not an audit; therefore, the information in this report was not subjected to all the tests and confirmations that would be performed in an audit. However, the information in this report was subjected to certain quality control procedures to ensure accuracy.

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Detailed Results

Chapter 1

Changes to the State's Position Classification Plan

The State Auditor's Office conducted a study of the State's Position Classification Plan (Plan) to determine the competitiveness of the Plan with similar positions in the private and public sector and to determine whether changes are needed to maintain a current and competitive structure for state agencies to classify and compensate their employees.

Electronic Classification Analysis System (E-Class)

The State Auditor's Office's E-Class is a Web-based application that can be used to analyze statewide human resources data. This system can be used to access headcount, turnover data, and other state employee demographics.

For more information, see the State Auditor's Office's Web site at <http://www.hr.sao.state.tx.us/apps/eclass/>.

The State Auditor's Office has a statutory responsibility under Texas Government Code, Chapter 654, to review the Plan. The Plan provides the salary structure for the State's 149,385 full-time and part-time classified employees (excluding employees of higher education institutions and legislative agencies). Additional information on employee demographics may be obtained from the State Auditor's Office's Electronic Classification Analysis System (see text box).

The Plan's salary structure establishes salary ranges for positions and allows agencies to classify and pay employees for the work they perform. In situations in which the salary ranges are no longer competitive or equitable, changes to the Plan may be necessary. Without those changes, agencies may face an increased risk of turnover and an inability to compete for and retain qualified employees.

Chapter 1-A

Recommended Changes to the Plan

During the course of this study, the State Auditor's Office requested feedback from agencies to determine whether they had recommended changes to the Plan. A total of 10 agencies submitted 63 requests for reallocating job classifications to higher salary groups, adding new job classifications, and changing job classification titles. The State Auditor's Office concurred with 56 (89 percent) of those requests either as requested or with some modification. Other recommendations in this report were initiated by the State Auditor's Office.

For a detailed list of recommended changes to the Plan by occupational category and position, see Appendix 3. Table 1 summarizes the recommended changes to the Plan by occupational category for the 2014-2015 biennium.

Table 1

Summary of Recommended Changes to the Plan for the 2014-2015 Biennium				
Occupational Category	Recommended Changes			
	Reallocated Job Title to Higher Salary Group	Job Title Added	Job Title Changed	Job Title Deleted
Accounting, Auditing, and Finance	7	0	0	0
Administrative Support ^a	5	0	0	0
Criminal Justice	0	3	0	0
Custodial	9	0	0	0
Education	0	0	0	0
Employment	0	0	0	0
Engineering and Design	0	0	3	0
Human Resources	0	0	0	0
Information and Communication (formerly Procedures and Information)	3	1	4	0
Information Technology	0	3	2	0
Inspectors and Investigators	0	0	0	0
Insurance	0	0	0	0
Land Surveying, Appraising, and Utilities	0	1	0	1
Legal	0	7	0	0
Library and Records	3	0	0	0
Maintenance	0	0	0	0
Medical and Health	27	2	1	0
Natural Resources	0	0	0	5
Office Services	0	0	0	0
Planning, Research, and Statistics	2	0	0	0
Program Management	0	3	2	0
Property Management and Procurement (formerly Property Management and Purchasing)	0	0	0	0
Public Safety	0	0	0	0
Safety	0	0	0	0
Social Services	8	1	0	1
Totals	64	21	12	7

^a The reallocation includes the License and Permit Specialist job classification series moving from Salary Schedule A to Salary Schedule B with the same salary range.

As a result of its analysis, the State Auditor's Office recommends the changes outlined below for the 2014-2015 biennium.

Reallocating 64 job classifications to a higher salary group would address positions with salary ranges that are behind the market. A total of 64 job classifications are recommended to move to a higher salary group. Reallocations refer to the process by which the assigned salary group for a job classification is changed. A classified employee who is paid below the minimum of the new salary group would receive at least the minimum of the new salary group; however, agencies may choose to increase employees' salaries above the minimum to maintain a certain salary relationship among employees in the affected positions.

In most cases, reallocations are recommended because there has been a change in the pay rates for comparable positions in the market. For example, the analysis determined that, on average, salary ranges for Licensed Vocational Nurses were 18 percent behind the market. Moving Licensed Vocational Nurses to a higher salary group would enable agencies to adjust those positions' salaries to be more competitive.

Adding 21 job classification titles would provide additional job classifications for state agencies to use. Adding 21 job classifications would address gaps in the Plan and provide agencies with new positions that more clearly distinguish the work that employees perform. This includes the addition of six new job classification series. It also includes nine job classifications that are recommended to add new levels to current job classification series, which would enable agencies to classify employees more appropriately.

For the 2012-2013 biennium, 51 job classification titles were added to the Plan. As of the second quarter of fiscal year 2012, agencies were not using 23 (45 percent) of those new job classification titles. Agencies that do not use requested job classification titles risk having the job classification titles being deleted.

Changing job titles for 12 job classifications would better describe job functions. Changing titles for 12 job classifications would provide a better description of the job functions and reflect current industry terminology. A state agency also may use functional titles that are more specific to their employees' work and the specific business needs of the agency.

Deleting seven job classifications would remove job classifications that are not being used. Deletions from the Plan may be necessary when a job classification title is underused or not used at all. This report recommends deleting seven job classification titles.

Fiscal Impact of Recommended Changes

The changes to the Plan recommended in this report have an estimated fiscal impact to state agencies of \$3,399,925 in each year of the 2014-2015 biennium. If the Legislature adopts these recommendations, agencies will be required to implement them.

Table 2 provides the estimated annual fiscal impact by state agency to implement the recommended changes to the Plan for the 2014-2015 biennium. Three agencies—the Department of Family and Protective Services, the Department of Aging and Disability Services, and the Department of State Health Services—would bear the majority (84 percent) of the costs associated with the recommended changes. Agencies with no fiscal impact are not listed.

Table 2

Estimated Annual Fiscal Impact of Recommended Changes to the Plan By Agency for Each Year of the 2014-2015 Biennium	
Agency	Annual Fiscal Impact
530 - Department of Family and Protective Services	\$1,600,595
539 - Department of Aging and Disability Services	707,136
537 - Department of State Health Services	548,628
696 - Department of Criminal Justice	191,328
454 - Department of Insurance	169,661
458 - Alcoholic Beverage Commission	94,426
529 - Health and Human Services Commission	21,395
405 - Department of Public Safety	17,874
515 - Board of Pharmacy	15,852
304 - Office of the Comptroller of Public Accounts	9,372
211 - Court of Criminal Appeals	8,101
312 - Securities Board	3,682
772 - School for the Deaf	3,316
771 - School for the Blind and Visually Impaired	2,917
320 - Texas Workforce Commission	2,404
802 - Parks and Wildlife Department	1,904
580 - Water Development Board	1,274
538 - Department of Assistive and Rehabilitative Services	60
Total	\$3,399,925

Sources: State Auditor's Office's Electronic Compensation Analysis Tool and Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, Human Resources Information System, and Standardized Payroll/Personnel Reporting System.

Market Analysis of Benchmark Positions

Comparison of State Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that match corresponding state jobs in terms of duties, scope, and responsibility.

A **market index** shows the relationship of a state salary range to the market average. For example, a market index of 1.00 indicates that the midpoint of a state salary range is fully competitive with the market. A market index of 0.80 indicates that the midpoint of the salary range is 20 percent less than average market pay, and a market index of 1.05 indicates that the midpoint of a salary range is 5 percent more than average market pay.

For this report, the State Auditor's Office compared the midpoints of state salary ranges for job classifications with the average market pay for corresponding benchmark or comparable positions. When the midpoint of the salary range for a job classification series was within 10 percent of the average market pay, the salary range for a job classification series was generally considered to be competitive.

The State Auditor's Office conducted a market analysis to determine the competitiveness of the Plan. This is done by using benchmarks (see text box), which are jobs in the private and public sector that match corresponding state jobs in terms of duties, scope, and responsibility.

A total of 295 benchmark positions were identified. Those benchmark positions covered nearly 52 percent of the State's full-time and part-time classified employees. On average, the market indices for the benchmark positions indicated that the State's salary ranges were 7 percent behind the market. Details on the benchmark positions, including the midpoint of the salary range, market average salary, and market index for each benchmark position, are presented in Appendix 4.

Appendices

Appendix 1

Objectives, Scope, and Methodology

Objectives

The objectives of this study were to determine (1) the competitiveness of the State's Position Classification Plan (Plan) with similar positions in the private and public sectors and (2) whether changes to the Plan are needed.

Scope

The scope included analyzing the placement of positions within the Plan, specifically positions in Salary Schedules A and B, and analyzing market pay for benchmark positions. The State Auditor's Office conducted this study in accordance with the Position Classification Act in Texas Government Code, Chapter 654, which requires the State Auditor's Office to:

- Maintain and keep the Plan current.
- Make recommendations that are necessary and desirable about the operation and improvement of the Plan to the Governor and the Legislature.
- Make periodic studies of salary rates in other governmental entities and in industries for similar work performed in state government and report this information to the Governor and the Legislative Budget Board.

Methodology

The State Auditor's Office is responsible for reviewing the Plan and providing recommendations to ensure that the Plan effectively meets the needs of its users. In developing its recommendations, the State Auditor's Office analyzed the following:

- Salary Schedules A and B as approved by the 82nd Legislature.
- Headcount, turnover rates, and salary range penetration.
- Average market pay for 295 job classification titles, which represented a broad spectrum of jobs in the State's salary schedules and occupational categories. Those job classification titles were compared with positions in the labor market by using wage data from the following surveys:
 - *Association of Research Libraries Annual Salary Survey 2011-2012: Table 21: Number and Average Salaries of ARL University Libraries by Position and Type of Institution, Fiscal Years 2011-2012.*

- *Compensation Data 2011 – South Central, CompData Surveys*, Dolan Technologies Corporation, 2011.
- *Wages and Benefits Survey*, Texas Municipal League, January 2012.
- *WorldatWork 38th Annual Salary Budget Survey*, 2011-2012.
- *2011 All Nonprofit Salary Survey*, Economic Research Institute, March 2011.
- *2011 Compensation Survey: A Survey of Professional, Scientific, and Related Jobs in State Government*, American Federation of Teachers, March 2011.
- *2011 Environmental Services Salary Survey*, Economic Research Institute, March 2011.
- *2011 Texas Compensation Survey*, Quorum Compensation Group, Inc., May 2011.
- *2011 Texas Society for Healthcare Human Resources Administration and Education Wage Survey*, Werling Associates, Inc., February 2011.
- *2011 The NonProfit Times, Nonprofit Organizations Salary & Benefits Report*, Bluewater Nonprofit Solutions, 2011.
- *2011 Towers Watson Survey Reports on Compensation*, Towers Watson Data Services, which included:
 - *Administrative Professional Compensation Survey*, March 2011.
 - *Health Care Clinical and Professional Compensation Survey*, January 2011.
 - *Office and Business Support Compensation Survey*, January 2011.
 - *Specialized Professional Compensation Survey*, February 2011.
 - *Technician Support and Production Compensation Survey*, January 2011.
- *2011 US Mercer Benchmark Database*, South Central Metropolitan Areas, March 2011.
- Additional salary information provided by agencies.

Data for full-time and part-time classified state employees, salaries, and turnover rates was gathered from the following Office of the Comptroller of Public Accounts' systems:

- Uniform Statewide Payroll/Personnel System (USPS).
- Human Resources Information System (HRIS).
- Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2011 data. Headcounts and salaries were calculated from data for the second quarter of fiscal year 2012 (quarter ending February 29, 2012).

Other sources of information included:

- Individual agencies' requests for changes to the Plan.
- Texas Government Code, Chapters 654 (Position Classification) and 659 (Compensation).

Benchmarking Methodology

The State Auditor's Office conducted market analysis to determine the competitiveness of the Plan. That analysis was done by using benchmarks, which are jobs in the private and public sector that match corresponding state jobs in terms of duties, scope, and responsibility.

The State Auditor's Office collected market data using multiple salary survey sources for positions that were representative of the work performed in state government. The majority of benchmark jobs were based on at least three market matches. However, in some cases, the benchmark jobs had only one or two matches. In those situations, the market data may be specific to the public sector. In situations in which a job classification series had more than one benchmark position, data for the entire series was considered before making recommended changes. For consistency, market data for each survey was aged to a specific point in time (January 1, 2013).

The State Auditor's Office compared the midpoints of state salary ranges for job classifications with the average market pay for corresponding benchmarks or comparable positions to determine whether salary ranges for state positions were competitive with the market. In analyzing the competitiveness of salary ranges, a job classification series' salary range was generally considered to be competitive if it was within 10 percent of the market average.

The State Auditor's Office estimated the annual cost of each recommendation for the Plan by:

- Extracting data for the average number of full-time classified employees in each of the job classification titles as of the second quarter of fiscal year 2012 (quarter ending February 29, 2012) from USPS, HRIS, and SPRS.
- Calculating the estimated cost for implementing a movement to a higher salary group by determining the fiscal impact of moving all employees in one group to a new salary group.

Project Information

The State Auditor's Office conducts periodic studies of salary rates and trends in private industry and other governmental entities for work similar to that performed in state government. Fieldwork and analysis for this report was conducted from April 2012 through August 2012.

This project was not an audit; therefore, the information in this report was not subjected to all the tests and confirmations that would be performed in an audit. However, the information in this report was subjected to certain quality control procedures to ensure accuracy. The following members of the State Auditor's staff performed the study:

- Juliette Torres, MPA, CCP, PHR (Project Manager)
- Stacey McClure, MBA, CCP, PHR
- Sharon Schneider, PHR
- Dennis Ray Bushnell, CPA (Quality Control Reviewer)
- Sandra Vice, CIA, CGAP, CISA (Assistant State Auditor)

Salary Schedules A and B

Tables 3 and 4 list the annual salary rates for Salary Schedules A and B that were effective for the 2012-2013 biennium.

- **Salary Schedule A** includes administrative support, maintenance, technical, and paraprofessional positions.
- **Salary Schedule B** includes mainly professional and managerial positions.

There are no recommended changes to the annual salary rates for Salary Schedules A and B for the 2014-2015 biennium.

Table 3

Salary Schedule A for the 2012-2013 Biennium and Recommended for the 2014-2015 Biennium			
Salary Group	Minimum	Midpoint	Maximum
A03	\$16,850	\$20,641	\$24,433
A04	\$17,693	\$21,673	\$25,654
A05	\$18,577	\$22,757	\$26,937
A06	\$19,506	\$23,895	\$28,284
A07	\$20,481	\$25,089	\$29,698
A08	\$21,505	\$26,344	\$31,183
A09	\$22,581	\$27,662	\$32,742
A10	\$23,710	\$29,044	\$34,379
A11	\$25,132	\$32,043	\$38,955
A12	\$26,640	\$33,966	\$41,292
A13	\$28,239	\$36,005	\$43,770
A14	\$29,933	\$38,164	\$46,396
A15	\$31,729	\$40,454	\$49,180
A16	\$33,633	\$42,881	\$52,130
A17	\$35,651	\$45,454	\$55,258
A18	\$38,146	\$49,590	\$61,034
A19	\$40,816	\$53,061	\$65,306
A20	\$43,673	\$56,775	\$69,878

Sources: General Appropriations Act (82nd Legislature), Article IX, Section 2.01, and State Auditor's Office's calculation of midpoint amounts.

Table 4

Salary Schedule B for the 2012-2013 Biennium and Recommended for the 2014-2015 Biennium			
Salary Group	Minimum	Midpoint	Maximum
B10	\$23,710	\$29,044	\$34,379
B11	\$25,132	\$32,043	\$38,955
B12	\$26,640	\$33,966	\$41,292
B13	\$28,239	\$36,005	\$43,770
B14	\$29,933	\$38,164	\$46,396
B15	\$31,729	\$40,454	\$49,180
B16	\$33,633	\$42,881	\$52,130
B17	\$35,651	\$45,454	\$55,258
B18	\$38,146	\$49,590	\$61,034
B19	\$40,816	\$53,061	\$65,306
B20	\$43,673	\$56,775	\$69,878
B21	\$46,731	\$60,750	\$74,769
B22	\$50,002	\$65,002	\$80,003
B23	\$53,502	\$69,552	\$85,603
B24	\$57,247	\$74,421	\$91,595
B25	\$61,254	\$79,631	\$98,007
B26	\$67,380	\$89,278	\$111,176
B27	\$74,118	\$98,206	\$122,294
B28	\$81,529	\$108,027	\$134,524
B29	\$89,682	\$118,829	\$147,976
B30	\$98,651	\$130,712	\$162,773
B31	\$108,516	\$143,784	\$179,051
B32	\$119,367	\$158,162	\$196,956
B33	\$131,304	\$173,978	\$216,652
B34	\$144,434	\$191,376	\$238,317
B35	\$158,878	\$210,513	\$262,148

Sources: General Appropriations Act (82nd Legislature), Article IX, Section 2.01, and State Auditor's Office's calculation of midpoint amounts.

Recommendations by Occupational Category and Position

Table 5 provides the recommended changes to keep the State's Position Classification Plan (Plan) current and competitive. The table presents a side-by-side comparison of current job classification titles, recommended job classification titles, and a description of the recommended change.

Table 5

Plan Recommendations: Side-by-side Comparisons by Occupational Category						
Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Administrative Support						
0006	A06	Receptionist	0006	A06	Receptionist	No change recommended
0053	A05	Clerk I	0053	A05	Clerk I	No change recommended
0055	A07	Clerk II	0055	A07	Clerk II	No change recommended
0057	A09	Clerk III	0057	A09	Clerk III	No change recommended
0059	A11	Clerk IV	0059	A11	Clerk IV	No change recommended
0130	A09	Customer Service Representative I	0130	A09	Customer Service Representative I	No change recommended
0132	A11	Customer Service Representative II	0132	A11	Customer Service Representative II	No change recommended
0134	A13	Customer Service Representative III	0134	A13	Customer Service Representative III	No change recommended
0136	A15	Customer Service Representative IV	0136	A15	Customer Service Representative IV	No change recommended
0138	A17	Customer Service Representative V	0138	A17	Customer Service Representative V	No change recommended
0150	A09	Administrative Assistant I	0150	A09	Administrative Assistant I	No change recommended
0152	A11	Administrative Assistant II	0152	A11	Administrative Assistant II	No change recommended
0154	A13	Administrative Assistant III	0154	A13	Administrative Assistant III	No change recommended
0156	A15	Administrative Assistant IV	0156	A15	Administrative Assistant IV	No change recommended
0158	A17	Administrative Assistant V	0158	A17	Administrative Assistant V	No change recommended
0160	B17	Executive Assistant I	0160	B17	Executive Assistant I	No change recommended
0162	B19	Executive Assistant II	0162	B19	Executive Assistant II	No change recommended
0164	B21	Executive Assistant III	0164	B21	Executive Assistant III	No change recommended
0170	A12	License and Permit Specialist I	0170	B12	License and Permit Specialist I	Move to Salary Schedule B
0171	A14	License and Permit Specialist II	0171	B14	License and Permit Specialist II	Move to Salary Schedule B
0172	A16	License and Permit Specialist III	0172	B16	License and Permit Specialist III	Move to Salary Schedule B

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0173	A18	License and Permit Specialist IV	0173	B18	License and Permit Specialist IV	Move to Salary Schedule B
0174	A20	License and Permit Specialist V	0174	B20	License and Permit Specialist V	Move to Salary Schedule B
Information Technology						
0203	A06	Data Entry Operator I	0203	A06	Data Entry Operator I	No change recommended
0205	A08	Data Entry Operator II	0205	A08	Data Entry Operator II	No change recommended
0207	A10	Data Entry Operator III	0207	A10	Data Entry Operator III	No change recommended
0210	B18	Data Base Administrator I	0210	B18	Data Base Administrator I	No change recommended
0211	B20	Data Base Administrator II	0211	B20	Data Base Administrator II	No change recommended
0212	B22	Data Base Administrator III	0212	B22	Data Base Administrator III	No change recommended
0213	B24	Data Base Administrator IV	0213	B24	Data Base Administrator IV	No change recommended
0214	B26	Data Base Administrator V	0214	B26	Data Base Administrator V	No change recommended
0215	B28	Data Base Administrator VI	0215	B28	Data Base Administrator VI	No change recommended
0220	A10	Computer Operations Technician	0220	A10	Computer Operations Technician	No change recommended
0228	B13	Systems Support Specialist I	0228	B13	Systems Support Specialist I	No change recommended
0229	B15	Systems Support Specialist II	0229	B15	Systems Support Specialist II	No change recommended
0230	B17	Systems Support Specialist III	0230	B17	Systems Support Specialist III	No change recommended
0231	B19	Systems Support Specialist IV	0231	B19	Systems Support Specialist IV	No change recommended
0240	B17	Programmer I	0240	B17	Programmer I	No change recommended
0241	B19	Programmer II	0241	B19	Programmer II	No change recommended
0242	B21	Programmer III	0242	B21	Programmer III	No change recommended
0243	B23	Programmer IV	0243	B23	Programmer IV	No change recommended
0244	B25	Programmer V	0244	B25	Programmer V	No change recommended
0245	B27	Programmer VI	0245	B27	Programmer VI	No change recommended
0250	B23	Information Technology Security Analyst I	0235	B23	Information Technology Security Analyst I	Classification number change
0251	B25	Information Technology Security Analyst II	0236	B25	Information Technology Security Analyst II	Classification number change
			0237	B27	Information Technology Security Analyst III	New job classification
			0238	B29	Chief Information Security Officer	New job classification
			0247	B21	Information Technology Auditor I	New job classification
0252	B23	Information Technology Auditor I	0248	B23	Information Technology Auditor II	Title change and classification number change

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0253	B25	Information Technology Auditor II	0249	B25	Information Technology Auditor III	Title change and classification number change
0254	B16	Systems Analyst I	0254	B16	Systems Analyst I	No change recommended
0255	B18	Systems Analyst II	0255	B18	Systems Analyst II	No change recommended
0256	B20	Systems Analyst III	0256	B20	Systems Analyst III	No change recommended
0257	B22	Systems Analyst IV	0257	B22	Systems Analyst IV	No change recommended
0258	B24	Systems Analyst V	0258	B24	Systems Analyst V	No change recommended
0259	B26	Systems Analyst VI	0259	B26	Systems Analyst VI	No change recommended
0260	B12	Computer Operations Specialist I	0260	B12	Computer Operations Specialist I	No change recommended
0261	B14	Computer Operations Specialist II	0261	B14	Computer Operations Specialist II	No change recommended
0262	B16	Computer Operations Specialist III	0262	B16	Computer Operations Specialist III	No change recommended
0263	B18	Computer Operations Specialist IV	0263	B18	Computer Operations Specialist IV	No change recommended
0264	B20	Computer Operations Specialist V	0264	B20	Computer Operations Specialist V	No change recommended
0265	B22	Computer Operations Specialist VI	0265	B22	Computer Operations Specialist VI	No change recommended
0270	B18	Geographic Information Specialist I	0270	B18	Geographic Information Specialist I	No change recommended
0271	B20	Geographic Information Specialist II	0271	B20	Geographic Information Specialist II	No change recommended
0272	B22	Geographic Information Specialist III	0272	B22	Geographic Information Specialist III	No change recommended
0273	B24	Geographic Information Specialist IV	0273	B24	Geographic Information Specialist IV	No change recommended
0274	B26	Geographic Information Specialist V	0274	B26	Geographic Information Specialist V	No change recommended
0281	B16	Telecommunications Specialist I	0281	B16	Telecommunications Specialist I	No change recommended
0282	B18	Telecommunications Specialist II	0282	B18	Telecommunications Specialist II	No change recommended
0283	B20	Telecommunications Specialist III	0283	B20	Telecommunications Specialist III	No change recommended
0284	B22	Telecommunications Specialist IV	0284	B22	Telecommunications Specialist IV	No change recommended
0285	B24	Telecommunications Specialist V	0285	B24	Telecommunications Specialist V	No change recommended
0287	B16	Network Specialist I	0287	B16	Network Specialist I	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0288	B18	Network Specialist II	0288	B18	Network Specialist II	No change recommended
0289	B20	Network Specialist III	0289	B20	Network Specialist III	No change recommended
0290	B22	Network Specialist IV	0290	B22	Network Specialist IV	No change recommended
0291	B24	Network Specialist V	0291	B24	Network Specialist V	No change recommended
0292	B26	Network Specialist VI	0292	B26	Network Specialist VI	No change recommended
0294	B25	Business Continuity Coordinator I	0294	B25	Business Continuity Coordinator I	No change recommended
0295	B26	Business Continuity Coordinator II	0295	B26	Business Continuity Coordinator II	No change recommended
0300	B18	Web Administrator I	0300	B18	Web Administrator I	No change recommended
0301	B20	Web Administrator II	0301	B20	Web Administrator II	No change recommended
0302	B22	Web Administrator III	0302	B22	Web Administrator III	No change recommended
0303	B24	Web Administrator IV	0303	B24	Web Administrator IV	No change recommended
0304	B26	Web Administrator V	0304	B26	Web Administrator V	No change recommended
Office Services						
0331	A09	Printing Services Technician I	0331	A09	Printing Services Technician I	No change recommended
0332	A11	Printing Services Technician II	0332	A11	Printing Services Technician II	No change recommended
0333	A13	Printing Services Technician III	0333	A13	Printing Services Technician III	No change recommended
0334	A15	Printing Services Technician IV	0334	A15	Printing Services Technician IV	No change recommended
0335	A17	Printing Services Technician V	0335	A17	Printing Services Technician V	No change recommended
0351	A09	Micrographics Technician I	0351	A09	Micrographics Technician I	No change recommended
0352	A11	Micrographics Technician II	0352	A11	Micrographics Technician II	No change recommended
0354	A13	Micrographics Technician III	0354	A13	Micrographics Technician III	No change recommended
0356	A15	Micrographics Technician IV	0356	A15	Micrographics Technician IV	No change recommended
0367	B16	Photographer I	0367	B16	Photographer I	No change recommended
0368	B18	Photographer II	0368	B18	Photographer II	No change recommended
Planning, Research, and Statistics						
0516	B17	Planner I	0516	B17	Planner I	No change recommended
0517	B19	Planner II	0517	B19	Planner II	No change recommended
0518	B21	Planner III	0518	B21	Planner III	No change recommended
0519	B23	Planner IV	0519	B23	Planner IV	No change recommended
0520	B25	Planner V	0520	B25	Planner V	No change recommended
0590	A11	Research and Statistics Technician I	0590	A11	Research and Statistics Technician I	No change recommended
0592	A13	Research and Statistics Technician II	0592	A13	Research and Statistics Technician II	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0600	B15	Research Specialist I	0600	B15	Research Specialist I	No change recommended
0602	B17	Research Specialist II	0602	B17	Research Specialist II	No change recommended
0604	B19	Research Specialist III	0604	B19	Research Specialist III	No change recommended
0606	B21	Research Specialist IV	0606	B21	Research Specialist IV	No change recommended
0608	B23	Research Specialist V	0608	B23	Research Specialist V	No change recommended
0624	B16	Statistician I	0624	B17	Statistician I	Reallocation
0626	B18	Statistician II	0626	B19	Statistician II	Reallocation
0628	B20	Statistician III	0628	B20	Statistician III	No change recommended
0630	B22	Statistician IV	0630	B22	Statistician IV	No change recommended
0640	B18	Economist I	0640	B18	Economist I	No change recommended
0642	B20	Economist II	0642	B20	Economist II	No change recommended
0644	B22	Economist III	0644	B22	Economist III	No change recommended
0646	B24	Economist IV	0646	B24	Economist IV	No change recommended
Education						
0812	A09	Teacher Aide I	0812	A09	Teacher Aide I	No change recommended
0813	A11	Teacher Aide II	0813	A11	Teacher Aide II	No change recommended
0814	A13	Teacher Aide III	0814	A13	Teacher Aide III	No change recommended
0820	B17	Education Specialist I	0820	B17	Education Specialist I	No change recommended
0821	B19	Education Specialist II	0821	B19	Education Specialist II	No change recommended
0822	B21	Education Specialist III	0822	B21	Education Specialist III	No change recommended
0823	B23	Education Specialist IV	0823	B23	Education Specialist IV	No change recommended
0824	B25	Education Specialist V	0824	B25	Education Specialist V	No change recommended
Accounting, Auditing, and Finance						
1000	A11	Accounting Technician I	1000	A11	Accounting Technician I	No change recommended
1002	A13	Accounting Technician II	1002	A13	Accounting Technician II	No change recommended
1012	B14	Accountant I	1012	B14	Accountant I	No change recommended
1014	B15	Accountant II	1014	B15	Accountant II	No change recommended
1016	B17	Accountant III	1016	B17	Accountant III	No change recommended
1018	B19	Accountant IV	1018	B19	Accountant IV	No change recommended
1020	B21	Accountant V	1020	B21	Accountant V	No change recommended
1022	B23	Accountant VI	1022	B23	Accountant VI	No change recommended
1024	B25	Accountant VII	1024	B25	Accountant VII	No change recommended
1042	B15	Auditor I	1042	B15	Auditor I	No change recommended
1044	B17	Auditor II	1044	B17	Auditor II	No change recommended
1046	B19	Auditor III	1046	B19	Auditor III	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1048	B21	Auditor IV	1048	B21	Auditor IV	No change recommended
1050	B23	Auditor V	1050	B23	Auditor V	No change recommended
1052	B25	Auditor VI	1052	B25	Auditor VI	No change recommended
1059	B11	Taxpayer Compliance Officer I	1059	B12	Taxpayer Compliance Officer I	Reallocation
1060	B13	Taxpayer Compliance Officer II	1060	B14	Taxpayer Compliance Officer II	Reallocation
1061	B15	Taxpayer Compliance Officer III	1061	B16	Taxpayer Compliance Officer III	Reallocation
1062	B17	Taxpayer Compliance Officer IV	1062	B18	Taxpayer Compliance Officer IV	Reallocation
1063	B19	Taxpayer Compliance Officer V	1063	B20	Taxpayer Compliance Officer V	Reallocation
1073	B13	Accounts Examiner I	1073	B13	Accounts Examiner I	No change recommended
1074	B15	Accounts Examiner II	1074	B15	Accounts Examiner II	No change recommended
1075	B17	Accounts Examiner III	1075	B17	Accounts Examiner III	No change recommended
1076	B19	Accounts Examiner IV	1076	B19	Accounts Examiner IV	No change recommended
1077	B21	Accounts Examiner V	1077	B21	Accounts Examiner V	No change recommended
1080	B19	Financial Analyst I	1080	B19	Financial Analyst I	No change recommended
1082	B21	Financial Analyst II	1082	B21	Financial Analyst II	No change recommended
1084	B23	Financial Analyst III	1084	B23	Financial Analyst III	No change recommended
1085	B25	Financial Analyst IV	1085	B25	Financial Analyst IV	No change recommended
1100	B17	Financial Examiner I	1100	B17	Financial Examiner I	No change recommended
1102	B19	Financial Examiner II	1102	B19	Financial Examiner II	No change recommended
1104	B21	Financial Examiner III	1104	B21	Financial Examiner III	No change recommended
1106	B23	Financial Examiner IV	1106	B23	Financial Examiner IV	No change recommended
1108	B25	Financial Examiner V	1108	B25	Financial Examiner V	No change recommended
1110	B26	Financial Examiner VI	1110	B27	Financial Examiner VI	Reallocation
1112	B27	Financial Examiner VII	1112	B29	Financial Examiner VII	Reallocation
1130	B22	Investment Analyst I	1130	B22	Investment Analyst I	No change recommended
1131	B24	Investment Analyst II	1131	B24	Investment Analyst II	No change recommended
1132	B26	Investment Analyst III	1132	B26	Investment Analyst III	No change recommended
1133	B28	Investment Analyst IV	1133	B28	Investment Analyst IV	No change recommended
1150	B27	Portfolio Manager I	1150	B27	Portfolio Manager I	No change recommended
1151	B29	Portfolio Manager II	1151	B29	Portfolio Manager II	No change recommended
1152	B31	Portfolio Manager III	1152	B31	Portfolio Manager III	No change recommended
1153	B33	Portfolio Manager IV	1153	B33	Portfolio Manager IV	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1154	B35	Portfolio Manager V	1154	B35	Portfolio Manager V	No change recommended
1155	B17	Budget Analyst I	1155	B17	Budget Analyst I	No change recommended
1156	B19	Budget Analyst II	1156	B19	Budget Analyst II	No change recommended
1157	B21	Budget Analyst III	1157	B21	Budget Analyst III	No change recommended
1158	B23	Budget Analyst IV	1158	B23	Budget Analyst IV	No change recommended
1159	B25	Budget Analyst V	1159	B25	Budget Analyst V	No change recommended
1161	B25	Trader I	1161	B25	Trader I	No change recommended
1162	B28	Trader II	1162	B28	Trader II	No change recommended
1165	B33	Chief Investment Officer	1165	B33	Chief Investment Officer	No change recommended
1175	B31	Chief Trader I	1175	B31	Chief Trader I	No change recommended
1176	B33	Chief Trader II	1176	B33	Chief Trader II	No change recommended
1242	A11	Reimbursement Officer I	1242	A11	Reimbursement Officer I	No change recommended
1244	A13	Reimbursement Officer II	1244	A13	Reimbursement Officer II	No change recommended
1246	A15	Reimbursement Officer III	1246	A15	Reimbursement Officer III	No change recommended
1248	A17	Reimbursement Officer IV	1248	A17	Reimbursement Officer IV	No change recommended
1260	B17	Loan Specialist I	1260	B17	Loan Specialist I	No change recommended
1261	B19	Loan Specialist II	1261	B19	Loan Specialist II	No change recommended
1262	B21	Loan Specialist III	1262	B21	Loan Specialist III	No change recommended
1263	B23	Loan Specialist IV	1263	B23	Loan Specialist IV	No change recommended
Inspectors and Investigators						
1315	B20	Boiler Inspector I	1315	B20	Boiler Inspector I	No change recommended
1316	B21	Boiler Inspector II	1316	B21	Boiler Inspector II	No change recommended
1317	B22	Boiler Inspector III	1317	B22	Boiler Inspector III	No change recommended
1320	B10	Inspector I	1320	B10	Inspector I	No change recommended
1321	B11	Inspector II	1321	B11	Inspector II	No change recommended
1322	B13	Inspector III	1322	B13	Inspector III	No change recommended
1323	B15	Inspector IV	1323	B15	Inspector IV	No change recommended
1324	B17	Inspector V	1324	B17	Inspector V	No change recommended
1325	B19	Inspector VI	1325	B19	Inspector VI	No change recommended
1326	B21	Inspector VII	1326	B21	Inspector VII	No change recommended
1350	B12	Investigator I	1350	B12	Investigator I	No change recommended
1351	B14	Investigator II	1351	B14	Investigator II	No change recommended
1352	B16	Investigator III	1352	B16	Investigator III	No change recommended
1353	B18	Investigator IV	1353	B18	Investigator IV	No change recommended
1354	B20	Investigator V	1354	B20	Investigator V	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1355	B22	Investigator VI	1355	B22	Investigator VI	No change recommended
1356	B24	Investigator VII	1356	B24	Investigator VII	No change recommended
Program Management						
1550	B17	Staff Services Officer I	1550	B17	Staff Services Officer I	No change recommended
1551	B18	Staff Services Officer II	1551	B18	Staff Services Officer II	No change recommended
1552	B19	Staff Services Officer III	1552	B19	Staff Services Officer III	No change recommended
1553	B20	Staff Services Officer IV	1553	B20	Staff Services Officer IV	No change recommended
1554	B21	Staff Services Officer V	1554	B21	Staff Services Officer V	No change recommended
1558	B20	Project Manager I	1558	B20	Project Manager I	No change recommended
1559	B22	Project Manager II	1559	B22	Project Manager II	No change recommended
1560	B24	Project Manager III	1560	B24	Project Manager III	No change recommended
1561	B26	Project Manager IV	1561	B26	Project Manager IV	No change recommended
1570	B17	Program Specialist I	1570	B17	Program Specialist I	No change recommended
1571	B18	Program Specialist II	1571	B18	Program Specialist II	No change recommended
1572	B19	Program Specialist III	1572	B19	Program Specialist III	No change recommended
1573	B20	Program Specialist IV	1573	B20	Program Specialist IV	No change recommended
1574	B21	Program Specialist V	1574	B21	Program Specialist V	No change recommended
1575	B23	Program Specialist VI	1575	B23	Program Specialist VI	No change recommended
1576	B25	Program Specialist VII	1576	B25	Program Specialist VII	No change recommended
1580	B17	Program Supervisor I	1580	B17	Program Supervisor I	No change recommended
1581	B18	Program Supervisor II	1581	B18	Program Supervisor II	No change recommended
1582	B19	Program Supervisor III	1582	B19	Program Supervisor III	No change recommended
1583	B20	Program Supervisor IV	1583	B20	Program Supervisor IV	No change recommended
1584	B21	Program Supervisor V	1584	B21	Program Supervisor V	No change recommended
1586	B23	Program Supervisor VI	1586	B23	Program Supervisor VI	No change recommended
1588	B25	Program Supervisor VII	1588	B25	Program Supervisor VII	No change recommended
1600	B22	Manager I	1600	B22	Manager I	No change recommended
1601	B23	Manager II	1601	B23	Manager II	No change recommended
1602	B24	Manager III	1602	B24	Manager III	No change recommended
1603	B25	Manager IV	1603	B25	Manager IV	No change recommended
1604	B26	Manager V	1604	B26	Manager V	No change recommended
1620	B26	Director I	1620	B26	Director I	No change recommended
1621	B27	Director II	1621	B27	Director II	No change recommended
1622	B28	Director III	1622	B28	Director III	No change recommended
1623	B29	Director IV	1623	B29	Director IV	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1624	B31	Director V	1624	B31	Director V	No change recommended
1626	B32	Division Director	1626	B32	Director VI	Title change
1630	B33	Deputy Director	1630	B33	Deputy Director I	Title change
			1631	B34	Deputy Director II	New job classification
			1632	B35	Deputy Director III	New job classification
1640	B33	Deputy Comptroller	1640	B33	Deputy Comptroller	No change recommended
			1645	B35	Deputy Executive Commissioner	New job classification
Human Resources						
1727	B11	Human Resources Assistant	1727	B11	Human Resources Assistant	No change recommended
1729	B13	Human Resources Specialist I	1729	B13	Human Resources Specialist I	No change recommended
1731	B15	Human Resources Specialist II	1731	B15	Human Resources Specialist II	No change recommended
1733	B17	Human Resources Specialist III	1733	B17	Human Resources Specialist III	No change recommended
1735	B19	Human Resources Specialist IV	1735	B19	Human Resources Specialist IV	No change recommended
1737	B21	Human Resources Specialist V	1737	B21	Human Resources Specialist V	No change recommended
1739	B23	Human Resources Specialist VI	1739	B23	Human Resources Specialist VI	No change recommended
1780	B11	Training Assistant	1780	B11	Training Assistant	No change recommended
1781	B13	Training Specialist I	1781	B13	Training Specialist I	No change recommended
1782	B15	Training Specialist II	1782	B15	Training Specialist II	No change recommended
1783	B17	Training Specialist III	1783	B17	Training Specialist III	No change recommended
1784	B19	Training Specialist IV	1784	B19	Training Specialist IV	No change recommended
1785	B21	Training Specialist V	1785	B21	Training Specialist V	No change recommended
1786	B23	Training Specialist VI	1786	B23	Training Specialist VI	No change recommended
Information and Communication (formerly Procedures and Information)						
1822	B15	Marketing Specialist I	1822	B15	Marketing Specialist I	No change recommended
1823	B17	Marketing Specialist II	1823	B17	Marketing Specialist II	No change recommended
1824	B19	Marketing Specialist III	1824	B19	Marketing Specialist III	No change recommended
1825	B21	Marketing Specialist IV	1825	B21	Marketing Specialist IV	No change recommended
1826	B23	Marketing Specialist V	1826	B23	Marketing Specialist V	No change recommended
1830	B15	Information Specialist I	1830	B15	Information Specialist I	No change recommended
1831	B17	Information Specialist II	1831	B17	Information Specialist II	No change recommended
1832	B19	Information Specialist III	1832	B19	Information Specialist III	No change recommended
1833	B21	Information Specialist IV	1833	B21	Information Specialist IV	No change recommended
1834	B23	Information Specialist V	1834	B23	Information Specialist V	No change recommended
1840	A10	Audio/Visual Technician I	1840	A10	Multimedia Technician I	Title change

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1841	A12	Audio/Visual Technician II	1841	A12	Multimedia Technician II	Title change
1842	A14	Audio/Visual Technician III	1842	A14	Multimedia Technician III	Title change
1843	A16	Audio/Visual Technician IV	1843	A16	Multimedia Technician IV	Title change
1860	B18	Management Analyst I	1860	B18	Management Analyst I	No change recommended
1862	B20	Management Analyst II	1862	B20	Management Analyst II	No change recommended
1864	B22	Management Analyst III	1864	B22	Management Analyst III	No change recommended
1866	B24	Management Analyst IV	1866	B24	Management Analyst IV	No change recommended
			1868	B26	Management Analyst V	New job classification
1870	B17	Technical Writer I	1870	B18	Technical Writer I	Reallocation
1871	B19	Technical Writer II	1871	B20	Technical Writer II	Reallocation
1872	B21	Technical Writer III	1872	B22	Technical Writer III	Reallocation
1875	B17	Editor I	1875	B17	Editor I	No change recommended
1876	B19	Editor II	1876	B19	Editor II	No change recommended
1877	B21	Editor III	1877	B21	Editor III	No change recommended
1880	B21	Governor's Advisor I	1880	B21	Governor's Advisor I	No change recommended
1881	B23	Governor's Advisor II	1881	B23	Governor's Advisor II	No change recommended
1882	B25	Governor's Advisor III	1882	B25	Governor's Advisor III	No change recommended
1883	B27	Governor's Advisor IV	1883	B27	Governor's Advisor IV	No change recommended
1884	B29	Governor's Advisor V	1884	B29	Governor's Advisor V	No change recommended
1890	B23	Government Relations Specialist I	1890	B23	Government Relations Specialist I	No change recommended
1892	B25	Government Relations Specialist II	1892	B25	Government Relations Specialist II	No change recommended
1894	B27	Government Relations Specialist III	1894	B27	Government Relations Specialist III	No change recommended
Property Management and Procurement (formerly Property Management and Purchasing)						
1911	A10	Inventory and Store Specialist I	1911	A10	Inventory and Store Specialist I	No change recommended
1912	A12	Inventory and Store Specialist II	1912	A12	Inventory and Store Specialist II	No change recommended
1913	A14	Inventory and Store Specialist III	1913	A14	Inventory and Store Specialist III	No change recommended
1914	A16	Inventory and Store Specialist IV	1914	A16	Inventory and Store Specialist IV	No change recommended
1915	A18	Inventory and Store Specialist V	1915	A18	Inventory and Store Specialist V	No change recommended
1920	B18	Grant Coordinator I	1920	B18	Grant Coordinator I	No change recommended
1921	B20	Grant Coordinator II	1921	B20	Grant Coordinator II	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1922	B22	Grant Coordinator III	1922	B22	Grant Coordinator III	No change recommended
1930	B12	Purchaser I	1930	B12	Purchaser I	No change recommended
1931	B14	Purchaser II	1931	B14	Purchaser II	No change recommended
1932	B16	Purchaser III	1932	B16	Purchaser III	No change recommended
1933	B18	Purchaser IV	1933	B18	Purchaser IV	No change recommended
1934	B20	Purchaser V	1934	B20	Purchaser V	No change recommended
1935	B22	Purchaser VI	1935	B22	Purchaser VI	No change recommended
1960	B25	Contract Administration Manager I	1960	B25	Contract Administration Manager I	No change recommended
1962	B27	Contract Administration Manager II	1962	B27	Contract Administration Manager II	No change recommended
1970	A09	Contract Technician I	1970	A09	Contract Technician I	No change recommended
1972	A11	Contract Technician II	1972	A11	Contract Technician II	No change recommended
1974	A13	Contract Technician III	1974	A13	Contract Technician III	No change recommended
1976	B15	Contract Specialist I	1976	B15	Contract Specialist I	No change recommended
1980	B17	Contract Specialist II	1980	B17	Contract Specialist II	No change recommended
1982	B19	Contract Specialist III	1982	B19	Contract Specialist III	No change recommended
1984	B21	Contract Specialist IV	1984	B21	Contract Specialist IV	No change recommended
1986	B23	Contract Specialist V	1986	B23	Contract Specialist V	No change recommended
1990	B17	Property Manager I	1990	B17	Property Manager I	No change recommended
1992	B19	Property Manager II	1992	B19	Property Manager II	No change recommended
1994	B21	Property Manager III	1994	B21	Property Manager III	No change recommended
Land Surveying, Appraising, and Utilities						
2050	B19	Land Surveyor I	2050	B19	Land Surveyor I	No change recommended
2054	B21	Land Surveyor II	2054	B21	Land Surveyor II	No change recommended
2056	B23	Land Surveyor III	2056	B23	Land Surveyor III	No change recommended
2058	B25	Land Surveyor IV	2058	B25	Land Surveyor IV	No change recommended
2062	B17	Appraiser I	2062	B17	Appraiser I	No change recommended
2064	B19	Appraiser II	2064	B19	Appraiser II	No change recommended
2065	B21	Appraiser III	2065	B21	Appraiser III	No change recommended
2066	B23	Appraiser IV	2066	B23	Appraiser IV	No change recommended
2080	B13	Right of Way Agent I	2080	B13	Right of Way Agent I	No change recommended
2082	B15	Right of Way Agent II	2082	B15	Right of Way Agent II	No change recommended
2084	B17	Right of Way Agent III	2084	B17	Right of Way Agent III	No change recommended
2086	B19	Right of Way Agent IV	2086	B19	Right of Way Agent IV	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2088	B21	Right of Way Agent V	2088	B21	Right of Way Agent V	No change recommended
			2090	B23	Right of Way Agent VI	New job classification
2093	B20	Utility Specialist I	2093	B20	Utility Specialist I	No change recommended
2094	B22	Utility Specialist II	2094	B22	Utility Specialist II	No change recommended
2095	B24	Utility Specialist III				Deletion
Engineering and Design						
2119	A09	Engineering Aide	2119	A09	Engineering Aide	No change recommended
2122	A11	Engineering Technician I	2122	A11	Engineering Technician I	No change recommended
2123	A13	Engineering Technician II	2123	A13	Engineering Technician II	No change recommended
2124	A15	Engineering Technician III	2124	A15	Engineering Technician III	No change recommended
2125	A17	Engineering Technician IV	2125	A17	Engineering Technician IV	No change recommended
2127	B17	Engineering Specialist I	2127	B17	Engineering Specialist I	No change recommended
2128	B18	Engineering Specialist II	2128	B18	Engineering Specialist II	No change recommended
2129	B19	Engineering Specialist III	2129	B19	Engineering Specialist III	No change recommended
2130	B20	Engineering Specialist IV	2130	B20	Engineering Specialist IV	No change recommended
2131	B21	Engineering Specialist V	2131	B21	Engineering Specialist V	No change recommended
2132	B22	Engineering Specialist VI	2132	B22	Engineering Specialist VI	No change recommended
2151	B21	Engineer I	2151	B21	Engineer I	No change recommended
2152	B22	Engineer II	2152	B22	Engineer II	No change recommended
2153	B23	Engineer III	2153	B23	Engineer III	No change recommended
2154	B24	Engineer IV	2154	B24	Engineer IV	No change recommended
2155	B25	Engineer V	2155	B25	Engineer V	No change recommended
2156	B26	Engineer VI	2156	B26	Engineer VI	No change recommended
2157	B27	Engineer VII	2157	B27	Engineer VII	No change recommended
2161	B33	District Engineer	2161	B33	District Engineer	No change recommended
2167	B16	Graphic Designer I	2167	B16	Creative Media Designer I	Title change
2168	B18	Graphic Designer II	2168	B18	Creative Media Designer II	Title change
2169	B20	Graphic Designer III	2169	B20	Creative Media Designer III	Title change
2181	A17	Drafting Technician I	2181	A17	Drafting Technician I	No change recommended
2182	A19	Drafting Technician II	2182	A19	Drafting Technician II	No change recommended
2255	B17	Project Design Assistant	2255	B17	Project Design Assistant	No change recommended
2260	B21	Architect I	2260	B21	Architect I	No change recommended
2264	B23	Architect II	2264	B23	Architect II	No change recommended
2266	B25	Architect III	2266	B25	Architect III	No change recommended
2268	B27	Architect IV	2268	B27	Architect IV	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Natural Resources						
2350	B17	Earth Science Specialist I	2350	B17	Earth Science Specialist I	No change recommended
2351	B19	Earth Science Specialist II	2351	B19	Earth Science Specialist II	No change recommended
2352	B21	Earth Science Specialist III	2352	B21	Earth Science Specialist III	No change recommended
2353	B23	Earth Science Specialist IV	2353	B23	Earth Science Specialist IV	No change recommended
2356	B17	Geoscientist I	2356	B17	Geoscientist I	No change recommended
2360	B19	Geoscientist II	2360	B19	Geoscientist II	No change recommended
2364	B21	Geoscientist III	2364	B21	Geoscientist III	No change recommended
2365	B23	Geoscientist IV	2365	B23	Geoscientist IV	No change recommended
2366	B25	Geoscientist V	2366	B25	Geoscientist V	No change recommended
2456	B17	Hydrologist I	2456	B17	Hydrologist I	No change recommended
2460	B19	Hydrologist II	2460	B19	Hydrologist II	No change recommended
2464	B21	Hydrologist III	2464	B21	Hydrologist III	No change recommended
2465	B23	Hydrologist IV	2465	B23	Hydrologist IV	No change recommended
2466	B25	Hydrologist V	2466	B25	Hydrologist V	No change recommended
2472	B16	Chemist I	2472	B16	Chemist I	No change recommended
2473	B18	Chemist II	2473	B18	Chemist II	No change recommended
2474	B20	Chemist III	2474	B20	Chemist III	No change recommended
2475	B22	Chemist IV	2475	B22	Chemist IV	No change recommended
2476	B24	Chemist V	2476	B24	Chemist V	No change recommended
2583	B17	Sanitarian I	2583	B17	Sanitarian I	No change recommended
2584	B19	Sanitarian II	2584	B19	Sanitarian II	No change recommended
2585	B21	Sanitarian III	2585	B21	Sanitarian III	No change recommended
2590	B14	Biologist I				Deletion
2591	B16	Biologist II				Deletion
2592	B18	Biologist III				Deletion
2593	B20	Biologist IV				Deletion
2594	B22	Biologist V				Deletion
2640	B14	Park Ranger I	2640	B14	Park Ranger I	No change recommended
2641	B16	Park Ranger II	2641	B16	Park Ranger II	No change recommended
2642	B18	Park Ranger III	2642	B18	Park Ranger III	No change recommended
2643	B20	Park Ranger IV	2643	B20	Park Ranger IV	No change recommended
2644	B22	Park Ranger V	2644	B22	Park Ranger V	No change recommended
2651	B16	Environmental Protection Specialist I	2651	B16	Environmental Protection Specialist I	No change recommended

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Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2652	B18	Environmental Protection Specialist II	2652	B18	Environmental Protection Specialist II	No change recommended
2653	B20	Environmental Protection Specialist III	2653	B20	Environmental Protection Specialist III	No change recommended
2654	B22	Environmental Protection Specialist IV	2654	B22	Environmental Protection Specialist IV	No change recommended
2655	B24	Environmental Protection Specialist V	2655	B24	Environmental Protection Specialist V	No change recommended
2661	B22	Toxicologist I	2661	B22	Toxicologist I	No change recommended
2662	B24	Toxicologist II	2662	B24	Toxicologist II	No change recommended
2682	B15	Natural Resources Specialist I	2682	B15	Natural Resources Specialist I	No change recommended
2683	B17	Natural Resources Specialist II	2683	B17	Natural Resources Specialist II	No change recommended
2684	B19	Natural Resources Specialist III	2684	B19	Natural Resources Specialist III	No change recommended
2685	B21	Natural Resources Specialist IV	2685	B21	Natural Resources Specialist IV	No change recommended
2686	B23	Natural Resources Specialist V	2686	B23	Natural Resources Specialist V	No change recommended
2688	A13	Fish and Wildlife Technician I	2688	A13	Fish and Wildlife Technician I	No change recommended
2689	A15	Fish and Wildlife Technician II	2689	A15	Fish and Wildlife Technician II	No change recommended
2690	A17	Fish and Wildlife Technician III	2690	A17	Fish and Wildlife Technician III	No change recommended
2691	A19	Fish and Wildlife Technician IV	2691	A19	Fish and Wildlife Technician IV	No change recommended
2700	B20	Park Superintendent I	2700	B20	Park Superintendent I	No change recommended
2701	B21	Park Superintendent II	2701	B21	Park Superintendent II	No change recommended
2702	B22	Park Superintendent III	2702	B22	Park Superintendent III	No change recommended
2703	B23	Park Superintendent IV	2703	B23	Park Superintendent IV	No change recommended
2704	B24	Park Superintendent V	2704	B24	Park Superintendent V	No change recommended
Safety						
2720	A03	Lifeguard	2720	A03	Lifeguard	No change recommended
2730	B15	Safety Officer I	2730	B15	Safety Officer I	No change recommended
2731	B17	Safety Officer II	2731	B17	Safety Officer II	No change recommended
2732	B19	Safety Officer III	2732	B19	Safety Officer III	No change recommended
2733	B21	Safety Officer IV	2733	B21	Safety Officer IV	No change recommended
2734	B23	Safety Officer V	2734	B23	Safety Officer V	No change recommended
2740	B14	Risk Management Specialist I	2740	B14	Risk Management Specialist I	No change recommended
2741	B16	Risk Management Specialist II	2741	B16	Risk Management Specialist II	No change recommended
2742	B18	Risk Management Specialist III	2742	B18	Risk Management Specialist III	No change recommended
2743	B20	Risk Management Specialist IV	2743	B20	Risk Management Specialist IV	No change recommended
2744	B22	Risk Management Specialist V	2744	B22	Risk Management Specialist V	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2761	B17	Rescue Specialist I	2761	B17	Rescue Specialist I	No change recommended
2762	B19	Rescue Specialist II	2762	B19	Rescue Specialist II	No change recommended
2763	B21	Rescue Specialist III	2763	B21	Rescue Specialist III	No change recommended
Insurance						
2802	B21	Actuary I	2802	B21	Actuary I	No change recommended
2803	B23	Actuary II	2803	B23	Actuary II	No change recommended
2804	B25	Actuary III	2804	B25	Actuary III	No change recommended
2805	B27	Actuary IV	2805	B27	Actuary IV	No change recommended
2806	B31	Actuary V	2806	B31	Actuary V	No change recommended
2808	B33	Chief Actuary	2808	B33	Chief Actuary	No change recommended
2824	A10	Insurance Technician	2824	A10	Insurance Technician	No change recommended
2841	B12	Insurance Specialist I	2841	B12	Insurance Specialist I	No change recommended
2842	B14	Insurance Specialist II	2842	B14	Insurance Specialist II	No change recommended
2843	B16	Insurance Specialist III	2843	B16	Insurance Specialist III	No change recommended
2844	B18	Insurance Specialist IV	2844	B18	Insurance Specialist IV	No change recommended
2845	B20	Insurance Specialist V	2845	B20	Insurance Specialist V	No change recommended
2911	B12	Retirement System Benefits Specialist I	2911	B12	Retirement System Benefits Specialist I	No change recommended
2912	B14	Retirement System Benefits Specialist II	2912	B14	Retirement System Benefits Specialist II	No change recommended
2913	B16	Retirement System Benefits Specialist III	2913	B16	Retirement System Benefits Specialist III	No change recommended
2914	B18	Retirement System Benefits Specialist IV	2914	B18	Retirement System Benefits Specialist IV	No change recommended
2915	B20	Retirement System Benefits Specialist V	2915	B20	Retirement System Benefits Specialist V	No change recommended
2920	A12	Claims Assistant	2920	A12	Claims Assistant	No change recommended
2921	B14	Claims Examiner I	2921	B14	Claims Examiner I	No change recommended
2922	B16	Claims Examiner II	2922	B16	Claims Examiner II	No change recommended
2923	B18	Claims Examiner III	2923	B18	Claims Examiner III	No change recommended
2924	B20	Claims Examiner IV	2924	B20	Claims Examiner IV	No change recommended
Employment						
3020	B11	Workforce Development Specialist I	3020	B11	Workforce Development Specialist I	No change recommended
3021	B12	Workforce Development Specialist II	3021	B12	Workforce Development Specialist II	No change recommended
3023	B14	Workforce Development Specialist III	3023	B14	Workforce Development Specialist III	No change recommended

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Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3025	B16	Workforce Development Specialist IV	3025	B16	Workforce Development Specialist IV	No change recommended
3026	B18	Workforce Development Specialist V	3026	B18	Workforce Development Specialist V	No change recommended
3151	B11	Unemployment Insurance Claims Examiner I	3151	B11	Unemployment Insurance Claims Examiner I	No change recommended
3153	B13	Unemployment Insurance Claims Examiner II	3153	B13	Unemployment Insurance Claims Examiner II	No change recommended
3154	B15	Unemployment Insurance Claims Examiner III	3154	B15	Unemployment Insurance Claims Examiner III	No change recommended
3171	B16	Unemployment Insurance Specialist I	3171	B16	Unemployment Insurance Specialist I	No change recommended
3173	B18	Unemployment Insurance Specialist II	3173	B18	Unemployment Insurance Specialist II	No change recommended
Legal						
3501	B20	Attorney I	3501	B20	Attorney I	No change recommended
3502	B21	Attorney II	3502	B21	Attorney II	No change recommended
3503	B23	Attorney III	3503	B23	Attorney III	No change recommended
3504	B25	Attorney IV	3504	B25	Attorney IV	No change recommended
3505	B27	Attorney V	3505	B27	Attorney V	No change recommended
3506	B29	Attorney VI	3506	B29	Attorney VI	No change recommended
3510	B20	Assistant Attorney General I	3510	B20	Assistant Attorney General I	No change recommended
3511	B21	Assistant Attorney General II	3511	B21	Assistant Attorney General II	No change recommended
3512	B23	Assistant Attorney General III	3512	B23	Assistant Attorney General III	No change recommended
3513	B25	Assistant Attorney General IV	3513	B25	Assistant Attorney General IV	No change recommended
3514	B27	Assistant Attorney General V	3514	B27	Assistant Attorney General V	No change recommended
3515	B29	Assistant Attorney General VI	3515	B29	Assistant Attorney General VI	No change recommended
3516	B31	Assistant Attorney General VII	3516	B31	Assistant Attorney General VII	No change recommended
3517	B33	First Assistant Attorney General	3517	B33	First Assistant Attorney General	No change recommended
3520	B23	General Counsel I	3520	B23	General Counsel I	No change recommended
3521	B25	General Counsel II	3521	B25	General Counsel II	No change recommended
3522	B27	General Counsel III	3522	B27	General Counsel III	No change recommended
3523	B29	General Counsel IV	3523	B29	General Counsel IV	No change recommended
3524	B31	General Counsel V	3524	B31	General Counsel V	No change recommended
			3525	B32	General Counsel VI	New job classification
			3530	B19	Hearings Officer I	New job classification
			3531	B20	Hearings Officer II	New job classification

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			3532	B21	Hearings Officer III	New job classification
			3533	B22	Hearings Officer IV	New job classification
			3534	B23	Hearings Officer V	New job classification
			3540	B31	Chief Privacy Officer	New job classification
3559	B22	Hearings Reporter	3559	B22	Hearings Reporter	No change recommended
3565	A10	Legal Secretary I	3565	A10	Legal Secretary I	No change recommended
3566	A12	Legal Secretary II	3566	A12	Legal Secretary II	No change recommended
3567	A14	Legal Secretary III	3567	A14	Legal Secretary III	No change recommended
3568	A16	Legal Secretary IV	3568	A16	Legal Secretary IV	No change recommended
3569	A18	Legal Secretary V	3569	A18	Legal Secretary V	No change recommended
3572	B15	Legal Assistant I	3572	B15	Legal Assistant I	No change recommended
3574	B17	Legal Assistant II	3574	B17	Legal Assistant II	No change recommended
3576	B19	Legal Assistant III	3576	B19	Legal Assistant III	No change recommended
3578	B21	Legal Assistant IV	3578	B21	Legal Assistant IV	No change recommended
3604	B13	Law Clerk	3604	B13	Law Clerk	No change recommended
3610	B18	Court Law Clerk I	3610	B18	Court Law Clerk I	No change recommended
3611	B20	Court Law Clerk II	3611	B20	Court Law Clerk II	No change recommended
3620	A10	Deputy Clerk I	3620	A10	Deputy Clerk I	No change recommended
3622	A12	Deputy Clerk II	3622	A12	Deputy Clerk II	No change recommended
3624	A14	Deputy Clerk III	3624	A14	Deputy Clerk III	No change recommended
3626	A16	Deputy Clerk IV	3626	A16	Deputy Clerk IV	No change recommended
3630	B21	Chief Deputy Clerk	3630	B21	Chief Deputy Clerk	No change recommended
3635	B28	Clerk of the Court	3635	B28	Clerk of the Court	No change recommended
3637	B17	Court Coordinator	3637	B17	Court Coordinator	No change recommended
3640	B25	Administrative Law Judge I	3640	B25	Administrative Law Judge I	No change recommended
3642	B26	Administrative Law Judge II	3642	B26	Administrative Law Judge II	No change recommended
3644	B27	Administrative Law Judge III	3644	B27	Administrative Law Judge III	No change recommended
3646	B29	Master Administrative Law Judge I	3646	B29	Master Administrative Law Judge I	No change recommended
3648	B31	Master Administrative Law Judge II	3648	B31	Master Administrative Law Judge II	No change recommended
3652	B28	Associate Judge	3652	B28	Associate Judge	No change recommended
3659	B15	Associate Ombudsman	3659	B15	Associate Ombudsman	No change recommended
3660	B17	Ombudsman I	3660	B17	Ombudsman I	No change recommended
3662	B19	Ombudsman II	3662	B19	Ombudsman II	No change recommended

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Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3663	B21	Ombudsman III	3663	B21	Ombudsman III	No change recommended
3665	B23	Ombudsman IV	3665	B23	Ombudsman IV	No change recommended
3672	B21	Benefit Review Officer	3672	B21	Benefit Review Officer	No change recommended
Medical and Health						
4001	A08	Dietetic Technician I	4001	A08	Dietetic Technician I	No change recommended
4002	A10	Dietetic Technician II	4002	A10	Dietetic Technician II	No change recommended
4016	B17	Dietetic and Nutrition Specialist I	4016	B17	Dietetic and Nutrition Specialist I	No change recommended
4017	B19	Dietetic and Nutrition Specialist II	4017	B19	Dietetic and Nutrition Specialist II	No change recommended
4018	B21	Dietetic and Nutrition Specialist III	4018	B21	Dietetic and Nutrition Specialist III	No change recommended
4060	A06	Public Health and Prevention Technician I	4060	A06	Public Health and Prevention Technician I	No change recommended
4062	A08	Public Health and Prevention Technician II	4062	A08	Public Health and Prevention Technician II	No change recommended
4064	A10	Public Health and Prevention Technician III	4064	A10	Public Health and Prevention Technician III	No change recommended
4066	A12	Public Health and Prevention Technician IV	4066	A12	Public Health and Prevention Technician IV	No change recommended
4068	A14	Public Health and Prevention Technician V	4068	A14	Public Health and Prevention Technician V	No change recommended
4072	B14	Public Health and Prevention Specialist I	4072	B14	Public Health and Prevention Specialist I	No change recommended
4074	B16	Public Health and Prevention Specialist II	4074	B16	Public Health and Prevention Specialist II	No change recommended
4076	B18	Public Health and Prevention Specialist III	4076	B18	Public Health and Prevention Specialist III	No change recommended
4078	B20	Public Health and Prevention Specialist IV	4078	B20	Public Health and Prevention Specialist IV	No change recommended
4080	B22	Public Health and Prevention Specialist V	4080	B22	Public Health and Prevention Specialist V	No change recommended
4082	B19	Epidemiologist I	4082	B19	Epidemiologist I	No change recommended
4083	B21	Epidemiologist II	4083	B21	Epidemiologist II	No change recommended
4084	B23	Epidemiologist III	4084	B23	Epidemiologist III	No change recommended
4125	B23	Veterinarian I	4125	B23	Veterinarian I	No change recommended
4127	B25	Veterinarian II	4127	B25	Veterinarian II	No change recommended
4129	B27	Veterinarian III	4129	B27	Veterinarian III	No change recommended
4142	A10	Laboratory Technician I	4142	A10	Laboratory Technician I	No change recommended
4144	A12	Laboratory Technician II	4144	A12	Laboratory Technician II	No change recommended

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Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4146	A14	Laboratory Technician III	4146	A14	Laboratory Technician III	No change recommended
4148	A16	Laboratory Technician IV	4148	A16	Laboratory Technician IV	No change recommended
4221	B15	Microbiologist I	4221	B15	Microbiologist I	No change recommended
4222	B17	Microbiologist II	4222	B17	Microbiologist II	No change recommended
4223	B19	Microbiologist III	4223	B19	Microbiologist III	No change recommended
4224	B21	Microbiologist IV	4224	B21	Microbiologist IV	No change recommended
4225	B23	Microbiologist V	4225	B23	Microbiologist V	No change recommended
4292	B14	Radiological Technologist I	4292	B14	Radiological Technologist I	No change recommended
4293	B16	Radiological Technologist II	4293	B16	Radiological Technologist II	No change recommended
4294	B18	Radiological Technologist III	4294	B18	Radiological Technologist III	No change recommended
4342	A09	Orthopedic Equipment Technician I	4342	A09	Orthopedic Equipment Technician I	No change recommended
4344	A11	Orthopedic Equipment Technician II	4344	A11	Orthopedic Equipment Technician II	No change recommended
4346	A13	Orthopedic Equipment Technician III	4346	A13	Orthopedic Equipment Technician III	No change recommended
4360	A17	Registered Therapist Assistant	4360	A18	Registered Therapist Assistant	Reallocation
4362	B17	Registered Therapist I	4362	B19	Registered Therapist I	Reallocation
4363	B19	Registered Therapist II	4363	B20	Registered Therapist II	Reallocation
4364	B21	Registered Therapist III	4364	B22	Registered Therapist III	Reallocation
4365	B23	Registered Therapist IV	4365	B24	Registered Therapist IV	Reallocation
4366	B25	Registered Therapist V	4366	B26	Registered Therapist V	Reallocation
4374	A05	Medical Technician I	4374	A05	Medical Technician I	No change recommended
4376	A07	Medical Technician II	4376	A07	Medical Technician II	No change recommended
4385	A09	Medical Technician III	4385	A09	Medical Technician III	No change recommended
4386	A11	Medical Technician IV	4386	A11	Medical Technician IV	No change recommended
4387	A13	Medical Technician V	4387	A13	Medical Technician V	No change recommended
4390	B22	Health Physicist I	4390	B22	Health Physicist I	No change recommended
4392	B24	Health Physicist II	4392	B24	Health Physicist II	No change recommended
4394	B26	Health Physicist III	4394	B26	Health Physicist III	No change recommended
4401	B13	Medical Technologist I	4401	B13	Medical Technologist I	No change recommended
4402	B15	Medical Technologist II	4402	B15	Medical Technologist II	No change recommended
4403	B17	Medical Technologist III	4403	B17	Medical Technologist III	No change recommended
4404	B19	Medical Technologist IV	4404	B19	Medical Technologist IV	No change recommended
4405	B21	Medical Technologist V	4405	B21	Medical Technologist V	No change recommended
4410	B17	Nurse I	4410	B17	Nurse I	No change recommended

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Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4411	B19	Nurse II	4411	B19	Nurse II	No change recommended
4412	B21	Nurse III	4412	B21	Nurse III	No change recommended
4413	B23	Nurse IV	4413	B23	Nurse IV	No change recommended
4414	B25	Nurse V	4414	B25	Nurse V	No change recommended
4416	B19	Public Health Nurse I	4416	B19	Public Health Nurse I	No change recommended
4417	B21	Public Health Nurse II	4417	B21	Public Health Nurse II	No change recommended
4418	B23	Public Health Nurse III	4418	B23	Public Health Nurse III	No change recommended
4420	A10	Licensed Vocational Nurse I	4420	A11	Licensed Vocational Nurse I	Reallocation
4421	A12	Licensed Vocational Nurse II	4421	A13	Licensed Vocational Nurse II	Reallocation
4422	A14	Licensed Vocational Nurse III	4422	A15	Licensed Vocational Nurse III	Reallocation
4423	A16	Licensed Vocational Nurse IV	4423	A16	Licensed Vocational Nurse IV	No change recommended
4428	A17	Respiratory Care Practitioner	4428	A18	Respiratory Care Practitioner	Reallocation
4435	B19	Resident Physician	4435	B19	Resident Physician	No change recommended
4436	B31	Physician I	4436	B32	Physician I	Reallocation
4437	B32	Physician II	4437	B33	Physician II	Reallocation
4438	B33	Physician III	4438	B34	Physician III	Reallocation
4440	B26	Physician Assistant	4440	B27	Physician Assistant	Reallocation
4451	B26	Nurse Practitioner	4451	B27	Nurse Practitioner	Reallocation
4453	B24	Medical Research Specialist	4453	B24	Medical Research Specialist	No change recommended
4455	B28	Dentist I	4455	B29	Dentist I	Reallocation
4457	B30	Dentist II	4457	B31	Dentist II	Reallocation
4459	B32	Dentist III	4459	B33	Dentist III	Reallocation
4462	B22	Psychologist I	4462	B22	Psychologist I	No change recommended
4464	B24	Psychologist II	4464	B24	Psychologist II	No change recommended
4465	B26	Psychologist III	4465	B26	Psychologist III	No change recommended
4466	B13	Psychological Assistant	4466	B13	Psychological Assistant	No change recommended
4468	B16	Associate Psychologist I	4468	B16	Associate Psychologist I	No change recommended
4469	B17	Associate Psychologist II	4469	B17	Associate Psychologist II	No change recommended
4470	B18	Associate Psychologist III	4470	B18	Associate Psychologist III	No change recommended
4471	B19	Associate Psychologist IV	4471	B19	Associate Psychologist IV	No change recommended
4472	B20	Associate Psychologist V	4472	B20	Associate Psychologist V	No change recommended
4473	B22	Behavior Analyst I	4473	B22	Behavior Analyst I	No change recommended
4474	B24	Behavior Analyst II	4474	B24	Behavior Analyst II	No change recommended
4476	B31	Psychiatrist I	4476	B32	Psychiatrist I	Reallocation

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4477	B32	Psychiatrist II	4477	B33	Psychiatrist II	Reallocation
4478	B33	Psychiatrist III	4478	B34	Psychiatrist III	Reallocation
			4480	B34	Psychiatric Clinical Director	New job classification
4482	A09	Dental Assistant I	4482	A11	Dental Assistant I	Reallocation
4483	A11	Dental Assistant II	4483	A13	Dental Assistant II	Reallocation
4489	B19	Dental Hygienist	4489	B21	Dental Hygienist I	Reallocation and title change
			4490	B23	Dental Hygienist II	New job classification
4492	B26	Pharmacist I	4492	B27	Pharmacist I	Reallocation
4493	B28	Pharmacist II	4493	B29	Pharmacist II	Reallocation
4494	B30	Pharmacist III	4494	B31	Pharmacist III	Reallocation
4498	A09	Pharmacy Technician I	4498	A09	Pharmacy Technician I	No change recommended
4499	A11	Pharmacy Technician II	4499	A11	Pharmacy Technician II	No change recommended
Criminal Justice						
4501	A09	Correctional Officer I	4501	A09	Correctional Officer I	No change recommended
4502	A11	Correctional Officer II	4502	A11	Correctional Officer II	No change recommended
4503	A13	Correctional Officer III	4503	A13	Correctional Officer III	No change recommended
4504	A14	Correctional Officer IV	4504	A14	Correctional Officer IV	No change recommended
4505	A16	Correctional Officer V	4505	A16	Correctional Officer V	No change recommended
4510	B17	Sergeant of Correctional Officers	4510	B17	Sergeant of Correctional Officers	No change recommended
4511	B18	Lieutenant of Correctional Officers	4511	B18	Lieutenant of Correctional Officers	No change recommended
4512	B19	Captain of Correctional Officers	4512	B19	Captain of Correctional Officers	No change recommended
4513	B20	Major of Correctional Officers	4513	B20	Major of Correctional Officers	No change recommended
4520	A09	Juvenile Correctional Officer I	4520	A09	Juvenile Correctional Officer I	No change recommended
4521	A11	Juvenile Correctional Officer II	4521	A11	Juvenile Correctional Officer II	No change recommended
4522	A13	Juvenile Correctional Officer III	4522	A13	Juvenile Correctional Officer III	No change recommended
4523	A14	Juvenile Correctional Officer IV	4523	A14	Juvenile Correctional Officer IV	No change recommended
4524	A16	Juvenile Correctional Officer V	4524	A16	Juvenile Correctional Officer V	No change recommended
4525	A18	Juvenile Correctional Officer VI	4525	A18	Juvenile Correctional Officer VI	No change recommended
4526	B19	Dorm Supervisor	4526	B19	Dorm Supervisor	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4530	B21	Halfway House Assistant Superintendent	4530	B21	Halfway House Assistant Superintendent	No change recommended
4531	B23	Halfway House Superintendent	4531	B23	Halfway House Superintendent	No change recommended
4532	B24	Youth Facility Assistant Superintendent	4532	B24	Youth Facility Assistant Superintendent	No change recommended
4533	B26	Youth Facility Superintendent	4533	B26	Youth Facility Superintendent	No change recommended
4540	B14	Parole Officer I	4540	B14	Parole Officer I	No change recommended
4541	B15	Parole Officer II	4541	B15	Parole Officer II	No change recommended
4542	B16	Parole Officer III	4542	B16	Parole Officer III	No change recommended
4543	B18	Parole Officer IV	4543	B18	Parole Officer IV	No change recommended
4544	B20	Parole Officer V	4544	B20	Parole Officer V	No change recommended
			4546	B17	Intensive Medical Parole Officer I	New job classification
			4547	B19	Intensive Medical Parole Officer II	New job classification
			4548	B21	Intensive Medical Parole Officer III	New job classification
4550	B23	Assistant Warden	4550	B23	Assistant Warden	No change recommended
4551	B25	Warden I	4551	B25	Warden I	No change recommended
4552	B26	Warden II	4552	B26	Warden II	No change recommended
4560	A13	Counsel Substitute I	4560	A13	Counsel Substitute I	No change recommended
4561	A15	Counsel Substitute II	4561	A15	Counsel Substitute II	No change recommended
4562	A17	Counsel Substitute III	4562	A17	Counsel Substitute III	No change recommended
4571	A14	Correctional Transportation Officer	4571	A14	Correctional Transportation Officer	No change recommended
4646	A13	Industrial Specialist I	4646	A13	Industrial Specialist I	No change recommended
4647	A14	Industrial Specialist II	4647	A14	Industrial Specialist II	No change recommended
4648	A15	Industrial Specialist III	4648	A15	Industrial Specialist III	No change recommended
4649	A16	Industrial Specialist IV	4649	A16	Industrial Specialist IV	No change recommended
4650	A17	Industrial Specialist V	4650	A17	Industrial Specialist V	No change recommended
4651	A18	Industrial Specialist VI	4651	A18	Industrial Specialist VI	No change recommended
4671	A13	Agriculture Specialist I	4671	A13	Agriculture Specialist I	No change recommended
4672	A14	Agriculture Specialist II	4672	A14	Agriculture Specialist II	No change recommended
4673	A15	Agriculture Specialist III	4673	A15	Agriculture Specialist III	No change recommended
4674	A16	Agriculture Specialist IV	4674	A16	Agriculture Specialist IV	No change recommended
4675	A17	Agriculture Specialist V	4675	A17	Agriculture Specialist V	No change recommended
4676	A18	Agriculture Specialist VI	4676	A18	Agriculture Specialist VI	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Social Services						
5002	B14	Adult Protective Services Specialist I	5002	B14	Adult Protective Services Specialist I	No change recommended
5003	B15	Adult Protective Services Specialist II	5003	B15	Adult Protective Services Specialist II	No change recommended
5004	B16	Adult Protective Services Specialist III	5004	B16	Adult Protective Services Specialist III	No change recommended
5005	B17	Adult Protective Services Specialist IV	5005	B17	Adult Protective Services Specialist IV	No change recommended
5006	B18	Adult Protective Services Specialist V	5006	B18	Adult Protective Services Specialist V	No change recommended
5010	B19	Family Services Specialist I	5010	B19	Family Services Specialist I	No change recommended
5011	B20	Family Services Specialist II	5011	B20	Family Services Specialist II	No change recommended
5016	B18	Family and Protective Services Supervisor I	5016	B19	Family and Protective Services Supervisor I	Reallocation
5017	B20	Family and Protective Services Supervisor II	5017	B21	Family and Protective Services Supervisor II	Reallocation
5018	B22	Family and Protective Services Supervisor III	5018	B23	Family and Protective Services Supervisor III	Reallocation
5023	B14	Child Protective Services Specialist I	5023	B14	Child Protective Services Specialist I	No change recommended
5024	B15	Child Protective Services Specialist II	5024	B15	Child Protective Services Specialist II	No change recommended
5025	B16	Child Protective Services Specialist III	5025	B16	Child Protective Services Specialist III	No change recommended
5026	B17	Child Protective Services Specialist IV	5026	B17	Child Protective Services Specialist IV	No change recommended
5027	B18	Child Protective Services Specialist V	5027	B18	Child Protective Services Specialist V	No change recommended
5030	B14	Protective Services Intake Specialist I	5030	B14	Protective Services Intake Specialist I	No change recommended
5031	B15	Protective Services Intake Specialist II	5031	B15	Protective Services Intake Specialist II	No change recommended
5032	B16	Protective Services Intake Specialist III	5032	B16	Protective Services Intake Specialist III	No change recommended
5033	B17	Protective Services Intake Specialist IV	5033	B17	Protective Services Intake Specialist IV	No change recommended
5034	B18	Protective Services Intake Specialist V	5034	B18	Protective Services Intake Specialist V	No change recommended
5050	A06	Rehabilitation Therapy Technician I	5050	A06	Rehabilitation Therapy Technician I	No change recommended
5051	A08	Rehabilitation Therapy Technician II	5051	A08	Rehabilitation Therapy Technician II	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5052	A10	Rehabilitation Therapy Technician III	5052	A10	Rehabilitation Therapy Technician III	No change recommended
5053	A12	Rehabilitation Therapy Technician IV	5053	A12	Rehabilitation Therapy Technician IV	No change recommended
5054	A14	Rehabilitation Therapy Technician V	5054	A14	Rehabilitation Therapy Technician V	No change recommended
5062	B16	Vocational Rehabilitation Counselor I	5062	B16	Vocational Rehabilitation Counselor I	No change recommended
5063	B17	Vocational Rehabilitation Counselor II	5063	B17	Vocational Rehabilitation Counselor II	No change recommended
5064	B18	Vocational Rehabilitation Counselor III	5064	B18	Vocational Rehabilitation Counselor III	No change recommended
5065	B20	Vocational Rehabilitation Counselor IV	5065	B20	Vocational Rehabilitation Counselor IV	No change recommended
5079	A13	Chaplaincy Services Assistant	5079	A13	Chaplaincy Services Assistant	No change recommended
5081	B17	Chaplain I	5081	B17	Chaplain I	No change recommended
5082	B19	Chaplain II	5082	B19	Chaplain II	No change recommended
5083	B21	Chaplain III	5083	B21	Chaplain III	No change recommended
5090	B11	Rehabilitation Teacher I	5090	B11	Rehabilitation Teacher I	No change recommended
5091	B13	Rehabilitation Teacher II	5091	B13	Rehabilitation Teacher II	No change recommended
5092	B15	Rehabilitation Teacher III	5092	B15	Rehabilitation Teacher III	No change recommended
5104	B13	Veterans Services Representative I	5104	B13	Veterans Services Representative I	No change recommended
5105	B14	Veterans Services Representative II	5105	B14	Veterans Services Representative II	No change recommended
5106	B15	Veterans Services Representative III	5106	B15	Veterans Services Representative III	No change recommended
5107	B16	Veterans Services Representative IV	5107	B16	Veterans Services Representative IV	No change recommended
5108	B18	Veterans Services Representative V	5108	B18	Veterans Services Representative V	No change recommended
5109	B20	Veterans Services Representative VI	5109	B20	Veterans Services Representative VI	No change recommended
5111	B13	Substance Abuse Counselor I	5111	B14	Substance Abuse Counselor I	Reallocation
5112	B14	Substance Abuse Counselor II	5112	B15	Substance Abuse Counselor II	Reallocation
5113	B15	Substance Abuse Counselor III	5113	B16	Substance Abuse Counselor III	Reallocation
5121	A07	Direct Support Professional I	5121	A07	Direct Support Professional I	No change recommended
5122	A09	Direct Support Professional II	5122	A09	Direct Support Professional II	No change recommended
5123	A11	Direct Support Professional III	5123	A11	Direct Support Professional III	No change recommended
5124	A13	Direct Support Professional IV	5124	A13	Direct Support Professional IV	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5131	B15	Qualified Developmental Disability Professional I	5131	B15	Qualified Developmental Disability Professional I	No change recommended
5132	B16	Qualified Developmental Disability Professional II	5132	B16	Qualified Developmental Disability Professional II	No change recommended
5133	B17	Qualified Developmental Disability Professional III	5133	B17	Qualified Developmental Disability Professional III	No change recommended
5134	B18	Qualified Developmental Disability Professional IV	5134	B18	Qualified Developmental Disability Professional IV	No change recommended
5140	B11	Recreation Program Specialist I	5140	B11	Recreation Program Specialist I	No change recommended
5142	B13	Recreation Program Specialist II	5142	B13	Recreation Program Specialist II	No change recommended
5144	B15	Recreation Program Specialist III	5144	B15	Recreation Program Specialist III	No change recommended
5151	A07	Psychiatric Nursing Assistant I	5151	A07	Psychiatric Nursing Assistant I	No change recommended
5152	A09	Psychiatric Nursing Assistant II	5152	A09	Psychiatric Nursing Assistant II	No change recommended
5153	A11	Psychiatric Nursing Assistant III	5153	A11	Psychiatric Nursing Assistant III	No change recommended
5154	A13	Psychiatric Nursing Assistant IV	5154	A13	Psychiatric Nursing Assistant IV	No change recommended
5201	A07	Resident Specialist I	5201	A07	Resident Specialist I	No change recommended
5203	A09	Resident Specialist II	5203	A09	Resident Specialist II	No change recommended
5205	A11	Resident Specialist III	5205	A11	Resident Specialist III	No change recommended
5207	A13	Resident Specialist IV	5207	A13	Resident Specialist IV	No change recommended
5209	A15	Resident Specialist V	5209	A15	Resident Specialist V	No change recommended
5226	B11	Case Manager I	5226	B11	Case Manager I	No change recommended
5227	B13	Case Manager II	5227	B13	Case Manager II	No change recommended
5228	B15	Case Manager III	5228	B15	Case Manager III	No change recommended
5229	B17	Case Manager IV	5229	B17	Case Manager IV	No change recommended
5232	B13	Volunteer Services Coordinator I	5232	B13	Volunteer Services Coordinator I	No change recommended
5233	B15	Volunteer Services Coordinator II	5233	B15	Volunteer Services Coordinator II	No change recommended
5234	B17	Volunteer Services Coordinator III	5234	B17	Volunteer Services Coordinator III	No change recommended
5235	B19	Volunteer Services Coordinator IV	5235	B19	Volunteer Services Coordinator IV	No change recommended
5300	B18	Health and Human Services Program Coordinator I	5300	B18	Health and Human Services Program Coordinator I	No change recommended
5302	B20	Health and Human Services Program Coordinator II	5302	B20	Health and Human Services Program Coordinator II	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5304	B22	Health and Human Services Program Coordinator III	5304	B22	Health and Human Services Program Coordinator III	No change recommended
5400	B15	Social Worker I	5400	B15	Social Worker I	No change recommended
5402	B17	Social Worker II	5402	B17	Social Worker II	No change recommended
5404	B19	Social Worker III	5404	B19	Social Worker III	No change recommended
5406	B21	Social Worker IV	5406	B21	Social Worker IV	No change recommended
5408	B23	Social Worker V				Deletion
5503	A06	Human Services Technician I	5503	A07	Human Services Technician I	Reallocation
5504	A08	Human Services Technician II	5504	A09	Human Services Technician II	Reallocation
5505	A10	Human Services Technician III	5505	A10	Human Services Technician III	No change recommended
5506	A12	Human Services Technician IV	5506	A12	Human Services Technician IV	No change recommended
5526	B17	Quality Assurance Specialist I	5526	B17	Quality Assurance Specialist I	No change recommended
5527	B18	Quality Assurance Specialist II	5527	B18	Quality Assurance Specialist II	No change recommended
5528	B20	Quality Assurance Specialist III	5528	B20	Quality Assurance Specialist III	No change recommended
5529	B22	Quality Assurance Specialist IV	5529	B22	Quality Assurance Specialist IV	No change recommended
5540	B11	Child Support Officer I	5540	B11	Child Support Officer I	No change recommended
5541	B13	Child Support Officer II	5541	B13	Child Support Officer II	No change recommended
5542	B15	Child Support Officer III	5542	B15	Child Support Officer III	No change recommended
5543	B17	Child Support Officer IV	5543	B17	Child Support Officer IV	No change recommended
			5544	B19	Child Support Officer V	New job classification
5550	A09	Child Support Technician I	5550	A09	Child Support Technician I	No change recommended
5551	A11	Child Support Technician II	5551	A11	Child Support Technician II	No change recommended
5552	A13	Child Support Technician III	5552	A13	Child Support Technician III	No change recommended
5616	B16	Interpreter I	5616	B16	Interpreter I	No change recommended
5618	B18	Interpreter II	5618	B18	Interpreter II	No change recommended
5620	B12	Texas Works Advisor I	5620	B12	Texas Works Advisor I	No change recommended
5622	B13	Texas Works Advisor II	5622	B13	Texas Works Advisor II	No change recommended
5624	B14	Texas Works Advisor III	5624	B14	Texas Works Advisor III	No change recommended
5630	B19	Texas Works Supervisor I	5630	B19	Texas Works Supervisor I	No change recommended
5632	B21	Texas Works Supervisor II	5632	B21	Texas Works Supervisor II	No change recommended
5700	B11	Human Services Specialist I	5700	B11	Human Services Specialist I	No change recommended
5701	B12	Human Services Specialist II	5701	B12	Human Services Specialist II	No change recommended
5702	B13	Human Services Specialist III	5702	B13	Human Services Specialist III	No change recommended
5703	B14	Human Services Specialist IV	5703	B14	Human Services Specialist IV	No change recommended
5704	B15	Human Services Specialist V	5704	B15	Human Services Specialist V	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5705	B16	Human Services Specialist VI	5705	B16	Human Services Specialist VI	No change recommended
5706	B17	Human Services Specialist VII	5706	B17	Human Services Specialist VII	No change recommended
Public Safety						
6052	B19	Forensic Scientist I	6052	B19	Forensic Scientist I	No change recommended
6053	B20	Forensic Scientist II	6053	B20	Forensic Scientist II	No change recommended
6054	B21	Forensic Scientist III	6054	B21	Forensic Scientist III	No change recommended
6055	B22	Forensic Scientist IV	6055	B22	Forensic Scientist IV	No change recommended
6056	B23	Forensic Scientist V	6056	B23	Forensic Scientist V	No change recommended
6057	B24	Forensic Scientist VI	6057	B24	Forensic Scientist VI	No change recommended
6084	B19	Forensic Photographer I	6084	B19	Forensic Photographer I	No change recommended
6086	B20	Forensic Photographer II	6086	B20	Forensic Photographer II	No change recommended
6095	A12	Police Communications Operator I	6095	A12	Police Communications Operator I	No change recommended
6096	A13	Police Communications Operator II	6096	A13	Police Communications Operator II	No change recommended
6097	A14	Police Communications Operator III	6097	A14	Police Communications Operator III	No change recommended
6098	A15	Police Communications Operator IV	6098	A15	Police Communications Operator IV	No change recommended
6099	A17	Police Communications Operator V	6099	A17	Police Communications Operator V	No change recommended
6100	A18	Police Communications Operator VI	6100	A18	Police Communications Operator VI	No change recommended
6115	A12	Fingerprint Technician I	6115	A12	Fingerprint Technician I	No change recommended
6116	A14	Fingerprint Technician II	6116	A14	Fingerprint Technician II	No change recommended
6117	A16	Fingerprint Technician III	6117	A16	Fingerprint Technician III	No change recommended
6120	B15	Crime Laboratory Specialist I	6120	B15	Crime Laboratory Specialist I	No change recommended
6121	B16	Crime Laboratory Specialist II	6121	B16	Crime Laboratory Specialist II	No change recommended
6122	B17	Crime Laboratory Specialist III	6122	B17	Crime Laboratory Specialist III	No change recommended
6154	B21	Combined DNA Index System Analyst	6154	B21	Combined DNA Index System Analyst	No change recommended
6160	B15	Crime Analyst I	6160	B15	Crime Analyst I	No change recommended
6162	B17	Crime Analyst II	6162	B17	Crime Analyst II	No change recommended
6170	B19	Criminal Intelligence Analyst I	6170	B19	Criminal Intelligence Analyst I	No change recommended
6172	B21	Criminal Intelligence Analyst II	6172	B21	Criminal Intelligence Analyst II	No change recommended
6174	B23	Criminal Intelligence Analyst III	6174	B23	Criminal Intelligence Analyst III	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6221	A10	Public Safety Records Technician I	6221	A10	Public Safety Records Technician I	No change recommended
6222	A11	Public Safety Records Technician II	6222	A11	Public Safety Records Technician II	No change recommended
6229	A07	Security Officer I	6229	A07	Security Officer I	No change recommended
6230	A09	Security Officer II	6230	A09	Security Officer II	No change recommended
6232	A11	Security Officer III	6232	A11	Security Officer III	No change recommended
6234	A13	Security Officer IV	6234	A13	Security Officer IV	No change recommended
Library and Records						
7306	B18	Archeologist I	7306	B18	Archeologist I	No change recommended
7308	B20	Archeologist II	7308	B20	Archeologist II	No change recommended
7310	B22	Archeologist III	7310	B22	Archeologist III	No change recommended
7315	B14	Historian I	7315	B15	Historian I	Reallocation
7317	B16	Historian II	7317	B17	Historian II	Reallocation
7319	B18	Historian III	7319	B19	Historian III	Reallocation
7350	A09	Library Assistant I	7350	A09	Library Assistant I	No change recommended
7352	A11	Library Assistant II	7352	A11	Library Assistant II	No change recommended
7354	A13	Library Assistant III	7354	A13	Library Assistant III	No change recommended
7401	B14	Librarian I	7401	B14	Librarian I	No change recommended
7402	B16	Librarian II	7402	B16	Librarian II	No change recommended
7403	B18	Librarian III	7403	B18	Librarian III	No change recommended
7404	B20	Librarian IV	7404	B20	Librarian IV	No change recommended
7407	B16	Archivist I	7407	B16	Archivist I	No change recommended
7409	B18	Archivist II	7409	B18	Archivist II	No change recommended
7462	B12	Exhibit Technician I	7462	B12	Exhibit Technician I	No change recommended
7464	B14	Exhibit Technician II	7464	B14	Exhibit Technician II	No change recommended
7466	B16	Curator I	7466	B16	Curator I	No change recommended
7468	B18	Curator II	7468	B18	Curator II	No change recommended
Custodial						
8003	A04	Custodian I	8003	A04	Custodian I	No change recommended
8005	A06	Custodian II	8005	A06	Custodian II	No change recommended
8007	A08	Custodian III	8007	A08	Custodian III	No change recommended
8021	A11	Custodial Manager I	8021	A12	Custodial Manager I	Reallocation
8023	A13	Custodial Manager II	8023	A14	Custodial Manager II	Reallocation
8025	A15	Custodial Manager III	8025	A16	Custodial Manager III	Reallocation

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8031	A04	Groundskeeper I	8031	A04	Groundskeeper I	No change recommended
8032	A06	Groundskeeper II	8032	A06	Groundskeeper II	No change recommended
8033	A08	Groundskeeper III	8033	A08	Groundskeeper III	No change recommended
8103	A04	Food Service Worker I	8103	A05	Food Service Worker I	Reallocation
8104	A06	Food Service Worker II	8104	A07	Food Service Worker II	Reallocation
8108	A12	Food Service Manager I	8108	A12	Food Service Manager I	No change recommended
8109	A14	Food Service Manager II	8109	A14	Food Service Manager II	No change recommended
8110	A16	Food Service Manager III	8110	A16	Food Service Manager III	No change recommended
8111	A18	Food Service Manager IV	8111	A18	Food Service Manager IV	No change recommended
8116	A04	Cook I	8116	A06	Cook I	Reallocation
8117	A05	Cook II	8117	A07	Cook II	Reallocation
8118	A07	Cook III	8118	A09	Cook III	Reallocation
8119	A09	Cook IV	8119	A11	Cook IV	Reallocation
8252	A04	Laundry/Sewing Room Worker I	8252	A04	Laundry/Sewing Room Worker I	No change recommended
8253	A06	Laundry/Sewing Room Worker II	8253	A06	Laundry/Sewing Room Worker II	No change recommended
8254	A08	Laundry/Sewing Room Worker III	8254	A08	Laundry/Sewing Room Worker III	No change recommended
8260	A12	Laundry Manager I	8260	A12	Laundry Manager I	No change recommended
8261	A14	Laundry Manager II	8261	A14	Laundry Manager II	No change recommended
8262	A16	Laundry Manager III	8262	A16	Laundry Manager III	No change recommended
8263	A18	Laundry Manager IV	8263	A18	Laundry Manager IV	No change recommended
8302	A07	Barber/Cosmetologist	8302	A07	Barber/Cosmetologist	No change recommended
Maintenance						
9004	A06	Maintenance Assistant	9004	A06	Maintenance Assistant	No change recommended
9034	A11	Air Conditioning and Boiler Operator I	9034	A11	Air Conditioning and Boiler Operator I	No change recommended
9035	A13	Air Conditioning and Boiler Operator II	9035	A13	Air Conditioning and Boiler Operator II	No change recommended
9036	A15	Air Conditioning and Boiler Operator III	9036	A15	Air Conditioning and Boiler Operator III	No change recommended
9037	A17	Air Conditioning and Boiler Operator IV	9037	A17	Air Conditioning and Boiler Operator IV	No change recommended
9041	A08	Maintenance Specialist I	9041	A08	Maintenance Specialist I	No change recommended
9042	A10	Maintenance Specialist II	9042	A10	Maintenance Specialist II	No change recommended
9043	A11	Maintenance Specialist III	9043	A11	Maintenance Specialist III	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9044	A13	Maintenance Specialist IV	9044	A13	Maintenance Specialist IV	No change recommended
9045	A15	Maintenance Specialist V	9045	A15	Maintenance Specialist V	No change recommended
9052	A14	Maintenance Supervisor I	9052	A14	Maintenance Supervisor I	No change recommended
9053	A15	Maintenance Supervisor II	9053	A15	Maintenance Supervisor II	No change recommended
9054	A16	Maintenance Supervisor III	9054	A16	Maintenance Supervisor III	No change recommended
9055	A17	Maintenance Supervisor IV	9055	A17	Maintenance Supervisor IV	No change recommended
9056	A19	Maintenance Supervisor V	9056	A19	Maintenance Supervisor V	No change recommended
9060	A15	Electronics Technician I	9060	A15	Electronics Technician I	No change recommended
9062	A17	Electronics Technician II	9062	A17	Electronics Technician II	No change recommended
9064	A19	Electronics Technician III	9064	A19	Electronics Technician III	No change recommended
9305	A14	Transportation Maintenance Specialist I	9305	A14	Transportation Maintenance Specialist I	No change recommended
9306	A15	Transportation Maintenance Specialist II	9306	A15	Transportation Maintenance Specialist II	No change recommended
9307	A16	Transportation Maintenance Specialist III	9307	A16	Transportation Maintenance Specialist III	No change recommended
9308	A17	Transportation Maintenance Specialist IV	9308	A17	Transportation Maintenance Specialist IV	No change recommended
9309	A18	Transportation Maintenance Specialist V	9309	A18	Transportation Maintenance Specialist V	No change recommended
9322	A07	Vehicle Driver I	9322	A07	Vehicle Driver I	No change recommended
9323	A09	Vehicle Driver II	9323	A09	Vehicle Driver II	No change recommended
9324	A11	Vehicle Driver III	9324	A11	Vehicle Driver III	No change recommended
9416	A09	Motor Vehicle Technician I	9416	A09	Motor Vehicle Technician I	No change recommended
9417	A11	Motor Vehicle Technician II	9417	A11	Motor Vehicle Technician II	No change recommended
9418	A13	Motor Vehicle Technician III	9418	A13	Motor Vehicle Technician III	No change recommended
9419	A15	Motor Vehicle Technician IV	9419	A15	Motor Vehicle Technician IV	No change recommended
9420	A17	Motor Vehicle Technician V	9420	A17	Motor Vehicle Technician V	No change recommended
9512	A13	Machinist I	9512	A13	Machinist I	No change recommended
9514	A15	Machinist II	9514	A15	Machinist II	No change recommended
9624	B20	Aircraft Pilot I	9624	B20	Aircraft Pilot I	No change recommended
9626	B22	Aircraft Pilot II	9626	B22	Aircraft Pilot II	No change recommended
9628	B24	Aircraft Pilot III	9628	B24	Aircraft Pilot III	No change recommended
9636	B21	Aircraft Mechanic	9636	B21	Aircraft Mechanic	No change recommended
9700	A10	Radio Communications Technician I	9700	A10	Radio Communications Technician I	No change recommended

Plan Recommendations: Side-by-side Comparisons by Occupational Category

Current (2012-2013 Biennium)			Recommended (2014-2015 Biennium)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9704	A12	Radio Communications Technician II	9704	A12	Radio Communications Technician II	No change recommended
9706	A14	Radio Communications Technician III	9706	A14	Radio Communications Technician III	No change recommended
9733	A14	Equipment Maintenance Technician I	9733	A14	Equipment Maintenance Technician I	No change recommended
9734	A16	Equipment Maintenance Technician II	9734	A16	Equipment Maintenance Technician II	No change recommended
9802	A14	Electrician I	9802	A14	Electrician I	No change recommended
9804	A16	Electrician II	9804	A16	Electrician II	No change recommended
9806	A18	Electrician III	9806	A18	Electrician III	No change recommended
9808	A20	Electrician IV	9808	A20	Electrician IV	No change recommended
9812	A14	HVAC Mechanic I	9812	A14	HVAC Mechanic I	No change recommended
9814	A16	HVAC Mechanic II	9814	A16	HVAC Mechanic II	No change recommended
9816	A18	HVAC Mechanic III	9816	A18	HVAC Mechanic III	No change recommended
9830	B20	Ferryboat Specialist I	9830	B20	Ferryboat Specialist I	No change recommended
9832	B21	Ferryboat Specialist II	9832	B21	Ferryboat Specialist II	No change recommended
9834	B22	Ferryboat Specialist III	9834	B22	Ferryboat Specialist III	No change recommended

Sources: Current information from the General Appropriations Act (82nd Legislature), Article IX, Section 2.01, and recommended information based on the State Auditor's Office's analysis.

Market Analysis

Table 6 lists the 295 benchmark positions available for the State's Position Classification Plan by occupational category, the midpoint of the salary range for employees in those positions, the market average salary, and the market index for each benchmark. On average, the market indices for the benchmark positions reviewed indicate that the State's salary ranges are 7 percent behind the market.

Table 6

Benchmark Position Market Analysis					
Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
Administrative Support					
0006	A06	Receptionist	\$23,895	\$26,439	0.90
0053	A05	Clerk I	\$22,757	\$26,297	0.87
0055	A07	Clerk II	\$25,089	\$26,444	0.95
0057	A09	Clerk III	\$27,662	\$30,031	0.92
0059	A11	Clerk IV	\$32,043	\$32,527	0.99
0130	A09	Customer Service Representative I	\$27,662	\$31,399	0.88
0132	A11	Customer Service Representative II	\$32,043	\$32,944	0.97
0134	A13	Customer Service Representative III	\$36,005	\$35,089	1.03
0136	A15	Customer Service Representative IV	\$40,454	\$38,822	1.04
0138	A17	Customer Service Representative V	\$45,454	\$49,428	0.92
0150	A09	Administrative Assistant I	\$27,662	\$31,877	0.87
0152	A11	Administrative Assistant II	\$32,043	\$35,988	0.89
0154	A13	Administrative Assistant III	\$36,005	\$38,807	0.93
0156	A15	Administrative Assistant IV	\$40,454	\$44,857	0.90
0160	B17	Executive Assistant I	\$45,454	\$43,829	1.04
0162	B19	Executive Assistant II	\$53,061	\$55,802	0.95
0164	B21	Executive Assistant III	\$60,750	\$64,689	0.94
Market Index Administrative Support					0.94
Information Technology					
0203	A06	Data Entry Operator I	\$23,895	\$28,005	0.85
0205	A08	Data Entry Operator II	\$26,344	\$29,454	0.89
0207	A10	Data Entry Operator III	\$29,044	\$29,953	0.97
0210	B18	Data Base Administrator I	\$49,590	\$55,511	0.89
0212	B22	Data Base Administrator III	\$65,002	\$72,601	0.90
0213	B24	Data Base Administrator IV	\$74,421	\$81,630	0.91

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
0214	B26	Data Base Administrator V	\$89,278	\$99,414	0.90
0228	B13	Systems Support Specialist I	\$36,005	\$40,314	0.89
0229	B15	Systems Support Specialist II	\$40,454	\$43,852	0.92
0230	B17	Systems Support Specialist III	\$45,454	\$51,296	0.89
0231	B19	Systems Support Specialist IV	\$53,061	\$58,813	0.90
0240	B17	Programmer I	\$45,454	\$50,890	0.89
0242	B21	Programmer III	\$60,750	\$64,027	0.95
0243	B23	Programmer IV	\$69,552	\$76,681	0.91
0244	B25	Programmer V	\$79,631	\$77,561	1.03
0250	B23	Information Technology Security Analyst I	\$69,552	\$71,625	0.97
0254	B16	Systems Analyst I	\$42,881	\$50,797	0.84
0256	B20	Systems Analyst III	\$56,775	\$60,647	0.94
0257	B22	Systems Analyst IV	\$65,002	\$72,433	0.90
0258	B24	Systems Analyst V	\$74,421	\$85,870	0.87
0260	B12	Computer Operations Specialist I	\$33,966	\$35,930	0.95
0261	B14	Computer Operations Specialist II	\$38,164	\$38,461	0.99
0262	B16	Computer Operations Specialist III	\$42,881	\$46,327	0.93
0263	B18	Computer Operations Specialist IV	\$49,590	\$53,016	0.94
0264	B20	Computer Operations Specialist V	\$56,775	\$56,428	1.01
0289	B20	Network Specialist III	\$56,775	\$60,927	0.93
0290	B22	Network Specialist IV	\$65,002	\$69,865	0.93
0291	B24	Network Specialist V	\$74,421	\$84,060	0.89
0295	B26	Business Continuity Coordinator II	\$89,278	\$96,438	0.93
0300	B18	Web Administrator I	\$49,590	\$49,044	1.01
0301	B20	Web Administrator II	\$56,775	\$57,928	0.98
0302	B22	Web Administrator III	\$65,002	\$65,494	0.99
Market Index Information Technology					0.93
Office Services					
0331	A09	Printing Services Technician I	\$27,662	\$28,499	0.97
0332	A11	Printing Services Technician II	\$32,043	\$34,196	0.94
0333	A13	Printing Services Technician III	\$36,005	\$39,189	0.92
0335	A17	Printing Services Technician V	\$45,454	\$48,760	0.93
Market Index Office Services					0.94
Planning, Research, and Statistics					
0517	B19	Planner II	\$53,061	\$58,337	0.91
0518	B21	Planner III	\$60,750	\$66,848	0.91

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
0604	B19	Research Specialist III	\$53,061	\$55,586	0.95
0626	B18	Statistician II	\$49,590	\$59,714	0.83
0630	B22	Statistician IV	\$65,002	\$68,145	0.95
Market Index Planning, Research, and Statistics					0.91
Education					
0822	B21	Education Specialist III	\$60,750	\$64,964	0.94
Market Index Education					0.94
Accounting, Auditing, and Finance					
1000	A11	Accounting Technician I	\$32,043	\$33,783	0.95
1002	A13	Accounting Technician II	\$36,005	\$36,777	0.98
1012	B14	Accountant I	\$38,164	\$42,055	0.91
1014	B15	Accountant II	\$40,454	\$45,337	0.89
1016	B17	Accountant III	\$45,454	\$51,088	0.89
1020	B21	Accountant V	\$60,750	\$61,839	0.98
1022	B23	Accountant VI	\$69,552	\$68,459	1.02
1044	B17	Auditor II	\$45,454	\$47,246	0.96
1046	B19	Auditor III	\$53,061	\$58,996	0.90
1048	B21	Auditor IV	\$60,750	\$62,672	0.97
1050	B23	Auditor V	\$69,552	\$68,066	1.02
1052	B25	Auditor VI	\$79,631	\$77,280	1.03
1061	B15	Taxpayer Compliance Officer III	\$40,454	\$51,615	0.78
1063	B19	Taxpayer Compliance Officer V	\$53,061	\$64,040	0.83
1080	B19	Financial Analyst I	\$53,061	\$61,505	0.86
1082	B21	Financial Analyst II	\$60,750	\$66,661	0.91
1100	B17	Financial Examiner I	\$45,454	\$52,467	0.87
1104	B21	Financial Examiner III	\$60,750	\$59,657	1.02
1106	B23	Financial Examiner IV	\$69,552	\$80,881	0.86
1108	B25	Financial Examiner V	\$79,631	\$92,815	0.86
1110	B26	Financial Examiner VI	\$89,278	\$109,247	0.82
1112	B27	Financial Examiner VII	\$98,206	\$129,098	0.76
1155	B17	Budget Analyst I	\$45,454	\$50,529	0.90
1156	B19	Budget Analyst II	\$53,061	\$58,550	0.91
1157	B21	Budget Analyst III	\$60,750	\$64,905	0.94
1242	A11	Reimbursement Officer I	\$32,043	\$30,320	1.06
Market Index Accounting, Auditing, and Finance					0.92

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
Inspectors and Investigators					
1322	B13	Inspector III	\$36,005	\$38,043	0.95
1324	B17	Inspector V	\$45,454	\$46,960	0.97
Market Index Inspectors and Investigators					0.96
Program Management					
1550	B17	Staff Services Officer I	\$45,454	\$43,069	1.06
1552	B19	Staff Services Officer III	\$53,061	\$51,130	1.04
1558	B20	Project Manager I	\$56,775	\$56,851	1.00
1559	B22	Project Manager II	\$65,002	\$68,224	0.95
1560	B24	Project Manager III	\$74,421	\$77,426	0.96
1561	B26	Project Manager IV	\$89,278	\$95,432	0.94
1572	B19	Program Specialist III	\$53,061	\$57,813	0.92
1588	B25	Program Supervisor VII	\$79,631	\$77,924	1.02
1600	B22	Manager I	\$65,002	\$68,854	0.94
1601	B23	Manager II	\$69,552	\$78,798	0.88
1602	B24	Manager III	\$74,421	\$83,937	0.89
1604	B26	Manager V	\$89,278	\$91,934	0.97
1622	B28	Director III	\$108,026	\$106,078	1.02
1624	B31	Director V	\$143,783	\$177,728	0.81
Market Index Program Management					0.96
Human Resources					
1727	B11	Human Resources Assistant	\$32,043	\$34,110	0.94
1729	B13	Human Resources Specialist I	\$36,005	\$41,688	0.86
1733	B17	Human Resources Specialist III	\$45,454	\$52,523	0.87
1735	B19	Human Resources Specialist IV	\$53,061	\$54,334	0.98
1737	B21	Human Resources Specialist V	\$60,750	\$62,230	0.98
1739	B23	Human Resources Specialist VI	\$69,552	\$74,081	0.94
1783	B17	Training Specialist III	\$45,454	\$51,892	0.88
1784	B19	Training Specialist IV	\$53,061	\$55,198	0.96
1785	B21	Training Specialist V	\$60,750	\$59,153	1.03
Market Index Human Resources					0.94
Information and Communication (formerly Procedures and Information)					
1822	B15	Marketing Specialist I	\$40,454	\$45,637	0.89
1824	B19	Marketing Specialist III	\$53,061	\$55,396	0.96
1826	B23	Marketing Specialist V	\$69,552	\$76,334	0.91

Benchmark Position Market Analysis					
Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
1831	B17	Information Specialist II	\$45,454	\$48,209	0.94
1832	B19	Information Specialist III	\$53,061	\$54,156	0.98
1833	B21	Information Specialist IV	\$60,750	\$59,947	1.01
1834	B23	Information Specialist V	\$69,552	\$76,510	0.91
1841	A12	Audio/Visual Technician II	\$33,966	\$36,956	0.92
1843	A16	Audio/Visual Technician IV	\$42,881	\$41,992	1.02
1862	B20	Management Analyst II	\$56,775	\$66,192	0.86
1866	B24	Management Analyst IV	\$74,421	\$80,664	0.92
1870	B17	Technical Writer I	\$45,454	\$53,807	0.84
1871	B19	Technical Writer II	\$53,061	\$62,543	0.85
1875	B17	Editor I	\$45,454	\$49,467	0.92
1876	B19	Editor II	\$53,061	\$52,512	1.01
1877	B21	Editor III	\$60,750	\$58,742	1.03
1890	B23	Government Relations Specialist I	\$69,552	\$60,033	1.16
1892	B25	Government Relations Specialist II	\$79,631	\$75,780	1.05
1894	B27	Government Relations Specialist III	\$98,206	\$93,267	1.05
Market Index Information and Communication					0.96
Property Management and Procurement (formerly Property Management and Purchasing)					
1911	A10	Inventory and Store Specialist I	\$29,044	\$29,072	1.00
1912	A12	Inventory and Store Specialist II	\$33,966	\$34,517	0.98
1913	A14	Inventory and Store Specialist III	\$38,164	\$37,990	1.00
1914	A16	Inventory and Store Specialist IV	\$42,881	\$40,919	1.05
1920	B18	Grant Coordinator I	\$49,590	\$51,560	0.96
1930	B12	Purchaser I	\$33,966	\$38,850	0.87
1932	B16	Purchaser III	\$42,881	\$47,691	0.90
1933	B18	Purchaser IV	\$49,590	\$54,358	0.91
1934	B20	Purchaser V	\$56,775	\$55,575	1.02
1935	B22	Purchaser VI	\$65,002	\$75,421	0.86
1982	B19	Contract Specialist III	\$53,061	\$56,253	0.94
1992	B19	Property Manager II	\$53,061	\$54,757	0.97
1994	B21	Property Manager III	\$60,750	\$66,895	0.91
Market Index Property Management and Procurement					0.95
Land Surveying, Appraising, and Utilities					
2050	B19	Land Surveyor I	\$53,061	\$52,845	1.00
Market Index Land Surveying, Appraising, and Utilities					1.00

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
Engineering and Design					
2123	A13	Engineering Technician II	\$36,005	\$42,063	0.86
2125	A17	Engineering Technician IV	\$45,454	\$49,348	0.92
2151	B21	Engineer I	\$60,750	\$60,145	1.01
2153	B23	Engineer III	\$69,552	\$73,909	0.94
2154	B24	Engineer IV	\$74,421	\$75,845	0.98
2155	B25	Engineer V	\$79,631	\$78,536	1.01
2156	B26	Engineer VI	\$89,278	\$97,811	0.91
2157	B27	Engineer VII	\$98,206	\$115,579	0.85
2167	B16	Graphic Designer I	\$42,881	\$48,453	0.89
2168	B18	Graphic Designer II	\$49,590	\$53,693	0.92
2181	A17	Drafting Technician I	\$45,454	\$48,040	0.95
2182	A19	Drafting Technician II	\$53,061	\$57,255	0.93
2264	B23	Architect II	\$69,552	\$74,515	0.93
Market Index Engineering and Design					0.93
Natural Resources					
2364	B21	Geoscientist III	\$60,750	\$70,473	0.86
2472	B16	Chemist I	\$42,881	\$52,689	0.81
2473	B18	Chemist II	\$49,590	\$53,404	0.93
2583	B17	Sanitarian I	\$45,454	\$42,371	1.07
2584	B19	Sanitarian II	\$53,061	\$52,760	1.01
2652	B18	Environmental Protection Specialist II	\$49,590	\$51,575	0.96
2654	B22	Environmental Protection Specialist IV	\$65,002	\$77,004	0.84
2655	B24	Environmental Protection Specialist V	\$74,421	\$83,839	0.89
2683	B17	Natural Resources Specialist II	\$45,454	\$51,164	0.89
2684	B19	Natural Resources Specialist III	\$53,061	\$63,148	0.84
2686	B23	Natural Resources Specialist V	\$69,552	\$71,223	0.98
Market Index Natural Resources					0.92
Safety					
2730	B15	Safety Officer I	\$40,454	\$41,339	0.98
2732	B19	Safety Officer III	\$53,061	\$60,285	0.88
2733	B21	Safety Officer IV	\$60,750	\$64,788	0.94
2734	B23	Safety Officer V	\$69,552	\$74,488	0.93
2742	B18	Risk Management Specialist III	\$49,590	\$55,839	0.89
2744	B22	Risk Management Specialist V	\$65,002	\$71,659	0.91
2761	B17	Rescue Specialist I	\$45,454	\$49,162	0.92

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
2763	B21	Rescue Specialist III	\$60,750	\$64,683	0.94
Market Index Safety					0.92
Insurance					
2920	A12	Claims Assistant	\$33,966	\$35,811	0.95
2921	B14	Claims Examiner I	\$38,164	\$39,635	0.96
Market Index Insurance					0.96
Employment					
3023	B14	Workforce Development Specialist III	\$38,164	\$43,402	0.88
3026	B18	Workforce Development Specialist V	\$49,590	\$50,573	0.98
Market Index Employment					0.93
Legal					
3501	B20	Attorney I	\$56,775	\$60,048	0.95
3503	B23	Attorney III	\$69,552	\$79,325	0.88
3505	B27	Attorney V	\$98,206	\$108,161	0.91
3522	B27	General Counsel III	\$98,206	\$119,067	0.82
3524	B31	General Counsel V	\$143,783	\$169,313	0.85
3567	A14	Legal Secretary III	\$38,164	\$42,363	0.90
3572	B15	Legal Assistant I	\$40,454	\$48,620	0.83
3574	B17	Legal Assistant II	\$45,454	\$51,985	0.87
3576	B19	Legal Assistant III	\$53,061	\$54,790	0.97
3622	A12	Deputy Clerk II	\$33,966	\$31,390	1.08
3630	B21	Chief Deputy Clerk	\$60,750	\$71,835	0.85
Market Index Legal					0.90
Medical and Health					
4002	A10	Dietetic Technician II	\$29,044	\$31,163	0.93
4017	B19	Dietetic and Nutrition Specialist II	\$53,061	\$52,053	1.02
4074	B16	Public Health and Prevention Specialist II	\$42,881	\$38,011	1.13
4142	A10	Laboratory Technician I	\$29,044	\$29,397	0.99
4144	A12	Laboratory Technician II	\$33,966	\$38,290	0.89
4146	A14	Laboratory Technician III	\$38,164	\$44,435	0.86
4148	A16	Laboratory Technician IV	\$42,881	\$60,411	0.71
4222	B17	Microbiologist II	\$45,454	\$49,502	0.92
4293	B16	Radiological Technologist II	\$42,881	\$49,773	0.86
4360	A17	Registered Therapist Assistant	\$45,454	\$56,191	0.81
4363	B19	Registered Therapist II	\$53,061	\$76,002	0.70

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
4364	B21	Registered Therapist III	\$60,750	\$80,934	0.75
4366	B25	Registered Therapist V	\$79,631	\$91,410	0.87
4374	A05	Medical Technician I	\$22,757	\$25,563	0.89
4376	A07	Medical Technician II	\$25,089	\$24,962	1.01
4385	A09	Medical Technician III	\$27,662	\$29,299	0.94
4402	B15	Medical Technologist II	\$40,454	\$46,816	0.86
4403	B17	Medical Technologist III	\$45,454	\$55,068	0.83
4411	B19	Nurse II	\$53,061	\$62,408	0.85
4412	B21	Nurse III	\$60,750	\$65,557	0.93
4413	B23	Nurse IV	\$69,552	\$73,100	0.95
4414	B25	Nurse V	\$79,631	\$83,180	0.96
4417	B21	Public Health Nurse II	\$60,750	\$57,381	1.06
4421	A12	Licensed Vocational Nurse II	\$33,966	\$41,478	0.82
4428	A17	Respiratory Care Practitioner	\$45,454	\$54,985	0.83
4437	B32	Physician II	\$158,162	\$191,087	0.83
4440	B26	Physician Assistant	\$89,278	\$101,634	0.88
4451	B26	Nurse Practitioner	\$89,278	\$105,901	0.84
4457	B30	Dentist II	\$130,712	\$178,816	0.73
4464	B24	Psychologist II	\$74,421	\$79,278	0.94
4477	B32	Psychiatrist II	\$158,162	\$189,291	0.84
4489	B19	Dental Hygienist	\$53,061	\$64,460	0.82
4492	B26	Pharmacist I	\$89,278	\$116,728	0.76
4498	A09	Pharmacy Technician I	\$27,662	\$30,096	0.92
Market Index Medical and Health					0.88
Criminal Justice					
4503	A13	Correctional Officer III	\$36,005	\$34,111	1.06
4505	A16	Correctional Officer V	\$42,881	\$44,246	0.97
4541	B15	Parole Officer II	\$40,454	\$44,892	0.90
4542	B16	Parole Officer III	\$42,881	\$50,689	0.85
4551	B25	Warden I	\$79,631	\$68,800	1.16
Market Index Criminal Justice					0.99
Social Services					
5062	B16	Vocational Rehabilitation Counselor I	\$42,881	\$38,090	1.13
5081	B17	Chaplain I	\$45,454	\$46,855	0.97
5083	B21	Chaplain III	\$60,750	\$65,981	0.92
5112	B14	Substance Abuse Counselor II	\$38,164	\$45,311	0.84

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
5121	A07	Direct Support Professional I	\$25,089	\$25,924	0.97
5142	B13	Recreation Program Specialist II	\$36,005	\$39,372	0.91
5144	B15	Recreation Program Specialist III	\$40,454	\$45,037	0.90
5151	A07	Psychiatric Nursing Assistant I	\$25,089	\$24,722	1.01
5201	A07	Resident Specialist I	\$25,089	\$26,393	0.95
5207	A13	Resident Specialist IV	\$36,005	\$34,879	1.03
5227	B13	Case Manager II	\$36,005	\$37,751	0.95
5233	B15	Volunteer Services Coordinator II	\$40,454	\$41,120	0.98
5235	B19	Volunteer Services Coordinator IV	\$53,061	\$61,353	0.86
5302	B20	Health and Human Services Program Coordinator II	\$56,775	\$56,225	1.01
5402	B17	Social Worker II	\$45,454	\$47,614	0.95
5404	B19	Social Worker III	\$53,061	\$54,084	0.98
5503	A06	Human Services Technician I	\$23,895	\$29,171	0.82
5622	B13	Texas Works Advisor II	\$36,005	\$42,898	0.84
5700	B11	Human Services Specialist I	\$32,043	\$33,731	0.95
5703	B14	Human Services Specialist IV	\$38,164	\$42,898	0.89
Market Index Social Services					0.94
Public Safety					
6054	B21	Forensic Scientist III	\$60,750	\$61,393	0.99
6095	A12	Police Communications Operator I	\$33,966	\$36,029	0.94
6100	A18	Police Communications Operator VI	\$49,590	\$50,840	0.98
6120	B15	Crime Laboratory Specialist I	\$40,454	\$39,832	1.02
6229	A07	Security Officer I	\$25,089	\$25,177	1.00
6230	A09	Security Officer II	\$27,662	\$29,332	0.94
6232	A11	Security Officer III	\$32,043	\$30,924	1.04
6234	A13	Security Officer IV	\$36,005	\$36,925	0.98
Market Index Public Safety					0.98
Library and Records					
7317	B16	Historian II	\$42,881	\$49,187	0.87
7350	A09	Library Assistant I	\$27,662	\$28,518	0.97
7352	A11	Library Assistant II	\$32,043	\$30,734	1.04
7354	A13	Library Assistant III	\$36,005	\$39,092	0.92
7401	B14	Librarian I	\$38,164	\$42,888	0.89
7402	B16	Librarian II	\$42,881	\$49,943	0.86
7403	B18	Librarian III	\$49,590	\$54,168	0.92

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
7404	B20	Librarian IV	\$56,775	\$61,035	0.93
7409	B18	Archivist II	\$49,590	\$48,549	1.02
7462	B12	Exhibit Technician I	\$33,966	\$35,701	0.95
7464	B14	Exhibit Technician II	\$38,164	\$42,668	0.89
7466	B16	Curator I	\$42,881	\$41,323	1.04
Market Index Library and Records					0.94
Custodial					
8003	A04	Custodian I	\$21,673	\$21,647	1.00
8005	A06	Custodian II	\$23,895	\$25,006	0.96
8031	A04	Groundskeeper I	\$21,673	\$22,997	0.94
8032	A06	Groundskeeper II	\$23,895	\$25,549	0.94
8103	A04	Food Service Worker I	\$21,673	\$24,291	0.89
8109	A14	Food Service Manager II	\$38,164	\$38,608	0.99
8111	A18	Food Service Manager IV	\$49,590	\$55,780	0.89
8117	A05	Cook II	\$22,757	\$23,588	0.96
8118	A07	Cook III	\$25,089	\$32,613	0.77
Market Index Custodial					0.93
Maintenance					
9004	A06	Maintenance Assistant	\$23,895	\$26,871	0.89
9042	A10	Maintenance Specialist II	\$29,044	\$31,603	0.92
9043	A11	Maintenance Specialist III	\$32,043	\$36,977	0.87
9045	A15	Maintenance Specialist V	\$40,454	\$43,077	0.94
9054	A16	Maintenance Supervisor III	\$42,881	\$49,071	0.87
9056	A19	Maintenance Supervisor V	\$53,061	\$56,954	0.93
9060	A15	Electronics Technician I	\$40,454	\$45,091	0.90
9064	A19	Electronics Technician III	\$53,061	\$57,882	0.92
9322	A07	Vehicle Driver I	\$25,089	\$26,934	0.93
9323	A09	Vehicle Driver II	\$27,662	\$31,915	0.87
9417	A11	Motor Vehicle Technician II	\$32,043	\$35,127	0.91
9418	A13	Motor Vehicle Technician III	\$36,005	\$39,869	0.90
9512	A13	Machinist I	\$36,005	\$35,231	1.02
9514	A15	Machinist II	\$40,454	\$39,146	1.03
9804	A16	Electrician II	\$42,881	\$46,750	0.92
9806	A18	Electrician III	\$49,590	\$51,859	0.96
9814	A16	HVAC Mechanic II	\$42,881	\$42,638	1.01
Market Index Maintenance					0.93

Benchmark Position Market Analysis

Job Classification Number	Salary Group	Job Classification Title	Midpoint of Salary Range	Market Average Salary	Market Index ^a (State Salary Range Midpoint Compared to Market Salary)
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^a Market index shows the relationship of a state salary range to the market average. For example, a market index of 1.00 indicates that the midpoint of a state salary range is fully competitive with the market, a market index of 0.80 indicates that the midpoint of a state salary range is 20 percent less than average market pay, and a market index of 1.05 indicates the midpoint of a salary range is 5 percent more than average market pay.

Sources: State Auditor’s Office’s Electronic Compensation Analysis Tool and Office of the Comptroller of Public Accounts’ Uniform Statewide Payroll/Personnel System, Human Resources Information System, and Standardized Payroll/Personnel Reporting System.

Job Classification Series with 1,000 or More Employees

Table 7 lists the job classification series with 1,000 or more employees in fiscal year 2012. The top 10 job classification series covered 50 percent of the total classified workforce.

Table 7

Job Classification Series with 1,000 or More Employees					
	Job Classification Series	Headcount Second Quarter Fiscal Year 2012 ^a	Annual Average Salary Second Quarter Fiscal Year 2012 ^b	Turnover Rate Fiscal Year 2011 ^a	Percent of Workforce Second Quarter Fiscal Year 2012
1	Correctional Officer	26,155	\$34,570	22.3%	17.5%
2	Administrative Assistant	8,026	\$31,211	11.9%	5.4%
3	Mental Health Mental Retardation Services Aide/Assistant/Supervisor	7,561	\$22,441	42.2%	5.1%
4	Program Specialist	6,088	\$51,993	11.2%	4.1%
5	Texas Works Advisor ^c	6,086	\$31,047	Not Applicable	4.1%
6	Clerk	5,718	\$23,588	18.4%	3.8%
7	Child Protective Services Specialist	5,037	\$35,056	23.5%	3.4%
8	Engineering Technician	4,202	\$35,435	9.3%	2.8%
9	Senior Correctional Officer	3,101	\$40,073	9.3%	2.1%
10	Psychiatric Nursing Aide/Assistant	3,066	\$22,685	28.9%	2.1%
11	Manager	2,749	\$69,305	10.1%	1.8%
12	Nurse	2,406	\$54,716	23.1%	1.6%
13	Systems Analyst	2,215	\$61,596	10.2%	1.5%
14	Engineering Specialist	2,184	\$50,421	8.5%	1.5%
15	Customer Service Representative	2,126	\$30,220	12.7%	1.4%
16	Director	1,911	\$101,982	11.5%	1.3%
17	Parole Officer	1,896	\$38,983	8.6%	1.3%
18	Trooper	1,876	\$52,882	4.1%	1.3%
19	Human Services Specialist	1,720	\$35,204	15.9%	1.2%
20	Investigator	1,554	\$44,203	10.4%	1.0%
21	Accountant	1,527	\$44,955	9.1%	1.0%
22	Juvenile Correctional Officer	1,515	\$35,481	39.6%	1.0%
23	Auditor	1,332	\$55,601	11.3%	0.9%
24	Inspector	1,331	\$37,815	12.1%	0.9%
25	Program Supervisor	1,329	\$50,444	9.9%	0.9%
26	Child Support Officer	1,277	\$35,398	11.0%	0.9%
27	Natural Resources Specialist	1,243	\$51,604	12.3%	0.8%

Job Classification Series with 1,000 or More Employees					
	Job Classification Series	Headcount Second Quarter Fiscal Year 2012 ^a	Annual Average Salary Second Quarter Fiscal Year 2012 ^b	Turnover Rate Fiscal Year 2011 ^a	Percent of Workforce Second Quarter Fiscal Year 2012
28	Licensed Vocational Nurse	1,241	\$34,418	33.5%	0.8%
29	Maintenance Technician	1,137	\$29,793	13.0%	0.8%
30	Family and Protective Services Supervisor	1,104	\$45,957	5.7%	0.7%
31	Rehabilitation Therapy Technician	1,084	\$23,702	15.8%	0.7%
32	Maintenance Supervisor	1,064	\$35,335	14.6%	0.7%
33	Attorney	1,038	\$69,568	11.7%	0.7%
	Total	111,899			74.9% ^d
	Statewide Headcount	149,385			
<p>^a Includes full-time and part-time classified employees.</p> <p>^b Includes full-time classified employees only.</p> <p>^c The Texas Works Advisor job classification series was created for the 2012-2013 biennium.</p> <p>^d Total does not sum precisely due to rounding.</p>					

Sources: State Auditor's Office's Electronic Classification Analysis System and Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, Human Resources Information System, and Standardized Payroll/Personnel Reporting System.

Background Information Regarding the State's Position Classification Plan

The State's Position Classification Plan (Plan) provides the salary structure for classified employees in state agencies (excluding employees of higher education institutions and legislative agencies). Texas Government Code, Chapter 654, gives the State Auditor's Office statutory responsibility to:

- Maintain and keep the Plan current.
- Make recommendations that are necessary and desirable about the operation and improvement of the Plan to the Governor and the Legislature.
- Make periodic studies of salary rates in other governmental entities and in industries for similar work performed in state government and report this information to the Governor and the Legislative Budget Board.

Legislative action is required to implement any recommended changes to the Plan, which is part of the General Appropriations Act.

Classification Plan Definitions

The Plan is based on a job evaluation method known as "classification." Jobs are placed in job classifications that best depict the nature of the work performed. Each job classification has a corresponding salary group assignment that determines the minimum and maximum salary rates for each position. The definitions in the Plan include:

- **Occupational Category** – A broad series of job families characterized by the nature of work performed. Currently, the Plan covers 26 occupational categories. Examples of occupational categories include Criminal Justice, Social Services, and Administrative Support.
- **Job Classification Series** – A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. This may include entry-, journey-, or senior-level positions. Currently, the Plan covers 258 job classification series. Examples of job classification series include a five-level Correctional Officer series or a five-level Administrative Assistant series.
- **Job Classification** – An individual job within a job classification series. Each job classification has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers 927 individual job classification titles. Examples of job classification titles include Correctional Officer III, Texas Works Advisor II, and Clerk III.

The Plan's Salary Schedules

The Plan currently has three salary schedules:

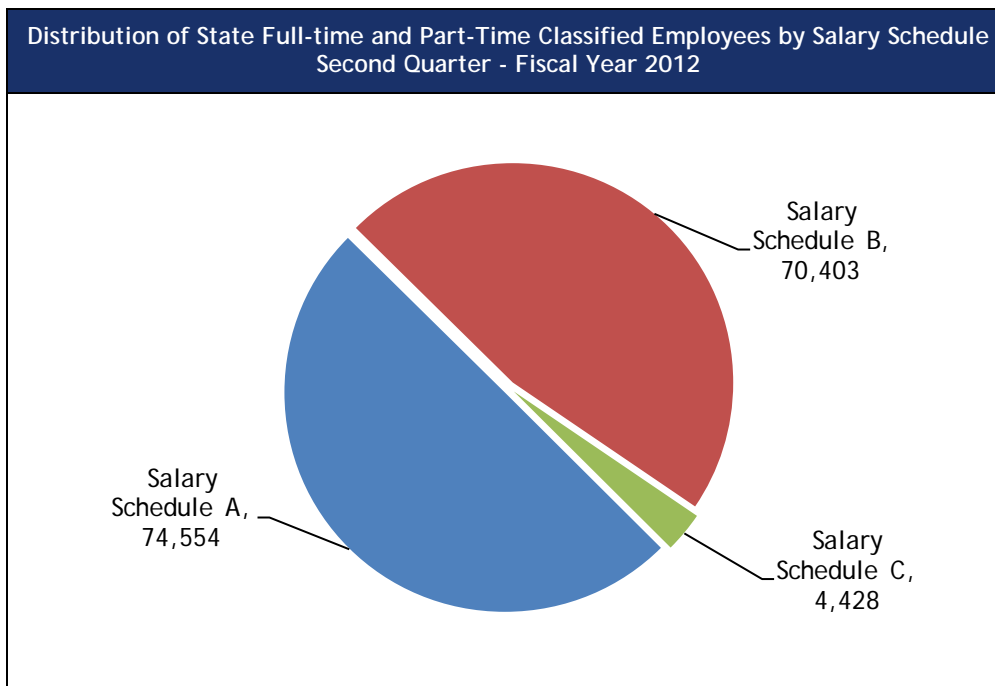
- **Salary Schedule A** – Includes administrative support, maintenance, technical, and paraprofessional positions.
- **Salary Schedule B** – Includes mainly professional and managerial positions.
- **Salary Schedule C** - Includes commissioned law enforcement officers who are employed by the Department of Public Safety, the Parks and Wildlife Department, the Alcoholic Beverage Commission, and the Department of Criminal Justice. Positions in Salary Schedule C were not covered by this report (see text box).

Salary Schedule C Law Enforcement Positions

Market analysis for positions in Salary Schedule C, which covers more than 4,400 law enforcement positions, will be addressed in a separate report to be released at a later date.

In the second quarter of fiscal year 2012, the State employed 149,385 full-time and part-time classified employees who were paid according to the three salary schedules. Figure 1 shows the distribution of those employees by salary schedule.

Figure 1



Sources: Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, Human Resources Information System, and Standardized Payroll/Personnel Reporting System.

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The Honorable David Dewhurst, Lieutenant Governor, Joint Chair

The Honorable Joe Straus III, Speaker of the House, Joint Chair

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