



A Biennial Report on

The State's Position Classification Plan for the 2026-2027 Biennium

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The State Classification Team, located within the State Auditor's Office, reviewed the State's Position Classification Plan (Plan)¹, which provides the salary structure for the State's 147,527 classified, regular full-time and part-time employees. The objective was to determine the competitiveness of the Plan with similar positions in the private and public sectors. The results of that study indicate that market competitiveness of the Plan has improved since fiscal year 2022. This is, in part, a result of the adjustments made to the minimums and maximums of the salary ranges approved by the 88th Legislature.

However, further enhancements are necessary to ensure that the State's Plan remains competitive with the market. The need for additional improvements is supported by the 131 requests for Plan changes submitted by 25 agencies, which is the second highest number of requests received in more than a decade.

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- [Study Objectives](#) | p. 19

This study was conducted in accordance with Texas Government Code, Sections 654.036 and 654.037.

MARKET ANALYSIS

The State's salary ranges are more competitive now than they were in fiscal year 2022. While improving, salary ranges still lag behind the market average pay by 7.4 percent.

[Chapter 1-A | p. 6](#)
[Appendix 2 | p. 24](#)

RECOMMENDED CHANGES TO THE PLAN

A total of 447 changes are recommended for the 2026-2027 Plan, including reallocating 234 job classification titles to a higher salary group and adding 83 new job classification titles.

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COST OF PLAN CHANGES

The **minimum estimated** cost to implement the recommended changes is approximately \$1.6 million in each year of the 2026-2027 biennium.

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ANALYSIS ON SELECTED AGENCIES WITH TURNOVER RATES ABOVE 17.0 PERCENT

Thirteen state agencies had overall turnover rates above 17.0 percent in fiscal year 2023.

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¹ The following agencies are exempt from the Plan: the Higher Education Coordinating Board, Teacher Retirement System, and the Texas Permanent School Fund Corporation. In addition, all higher education institutions, legislative agencies, and self-directed, semi-independent agencies are exempt from the Plan.

Background Information

Overview of the State's Position Classification Plan and Salary Schedules

Position Classification Plan. The State's Position Classification Plan (Plan), established in 1961, provides the job classification titles and salary structure for the majority of employees at state agencies.

The Plan is designed to ensure that:

- State employees are classified appropriately and consistently according to their education, work experience, skills, and work performed.
- Salary ranges for positions are competitive with similar positions in the public and private sector.

The Plan helps to promote salary parity for similar positions across agencies, allows agencies to recruit and retain employees, and provides salary administration guidelines for similar positions to assist agencies when making individual pay decisions.

State agencies covered by the Plan are responsible for ensuring compliance with it, as well as making decisions regarding an individual employee's salary rate.

The Plan currently contains 1,164 job classification titles. Jobs at state agencies are placed in job classification titles that best depict the nature of the work performed. Employees in those jobs are referred to as "classified" employees. In the second quarter of fiscal year 2024 (the quarter ending February 29, 2024), the State had 147,527 classified, regular full-time and part-time employees included in the Plan (see text box for Plan definitions). State agencies have the first line of responsibility for ensuring that employees are properly classified in job classification titles within the Plan.

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. That may include entry-, journey-, or senior-level positions. Currently, the Plan covers **317** job classification series (for example, Correctional Officer).

Job Classification Title – An individual job within a job classification series. Each job classification title has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers **1,164** job classification titles (for example, Correctional Officer III).

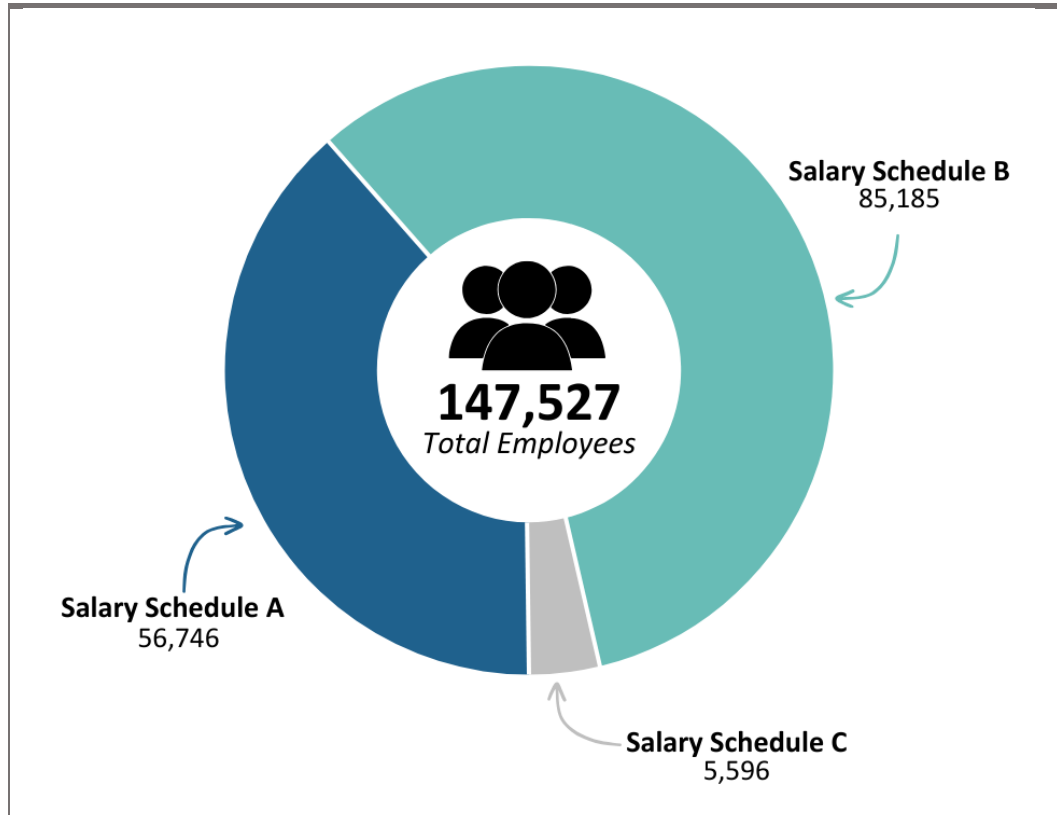
The Plan's Salary Schedules. The Plan has three salary schedules:

- Salary Schedule A – Includes mainly administrative support, maintenance, technical, and paraprofessional positions (for example, Administrative Assistants, Electricians, and Dental Assistants).
- Salary Schedule B – Includes mainly professional and managerial positions (for example, Accountants, Physicians, and Attorneys).
- Salary Schedule C – Includes certain commissioned law enforcement officers who are employed by the Department of Public Safety, the Parks and Wildlife Department, the Alcoholic Beverage Commission, the Office of the Attorney General, the Department of Insurance, the Department of Criminal Justice, and the Office of the Comptroller of Public Accounts. This report does not include the market analysis in Salary Schedule C, which encompasses 5,596 law enforcement positions. Prior to January 1, 2025, the State Auditor's Office will publish a report for the 2026–2027 biennium for job classification titles in Salary Schedule C.

Distribution by Salary Schedules. The majority of the State's 147,527 classified, regular full-time and part-time employees are in Salary Schedule B, which encompass approximately 58 percent of the total employees. Figure 1 on the next page shows the distribution of state classified employees by salary schedule.

Figure 1

*Distribution of the State’s Full-time and Part-time Classified Employees by Salary Schedule
Fiscal Year 2024, Second Quarter*



Source: The State Auditor’s Office’s Electronic Classification Analysis System.

Plan Maintenance. The State Classification Team, located within the State Auditor’s Office, is responsible for maintaining the State’s compensation and classification system.

Prior to each regular legislative session, the State Classification Team reviews the Plan and makes recommendations for improvements such as adding new job classification titles, deleting job classification titles that are no longer necessary, and identifying job classification titles for which the salary range may not be competitive with the average market pay; all while ensuring that the Plan is broad enough to encompass similar positions at different agencies while maintaining an appropriate number of job classifications.

As part of this study, the State Classification Team requests feedback from agencies regarding changes to the Plan, gathers and analyzes salary data, and provides results in a published report for the Legislature.

The Plan is part of Article IX of the General Appropriations Act; therefore, legislative action is required to implement changes.

After the close of the legislative session, the State Classification Team updates job descriptions that reflect the changes to the Plan, as adopted by the Legislature.



Chapter I-A Market Analysis

The State Position Classification Plan (Plan) establishes salary ranges for classified positions, allowing agencies to classify and pay employees appropriately for the work they perform (see the [Background Information](#) section for more information). To determine the current competitiveness of the Plan with similar jobs in the private and public sectors, the State Classification Team conducted an analysis² on the average market pay for similar positions in the job market using benchmarks, which are job classification titles within the Plan that match public and private sector jobs in terms of duties, scope, and responsibility.

For this analysis, a total of 434 benchmarks were identified which encompassed 42.4 percent of the State's classified, regular full-time and part-time employees. The corresponding salary range midpoint for each benchmark job classification title was compared to the market average salary to determine the market index. Details of the benchmark job classification titles, including the midpoint of the salary range, market average salary, and market index for each benchmark job classification title are presented in [Appendix 2](#).

Salary Range Adjustments

The 88th Legislature approved adjustments to the salary ranges in two phases, with the first increase in July 2023 and the second in fiscal year 2025. To provide the most accurate market analysis and to factor in these changes, this analysis used the salary range midpoints for fiscal year 2025.

Market competitiveness of the State's salary ranges has improved since fiscal year 2022.

While improving, the State's salary ranges still lag behind the market. Specifically, on average, this analysis indicated that the State's salary range midpoints for the benchmark titles were 7.4 percent behind the market

² This report does not cover the market analysis in Salary Schedule C. Prior to January 1, 2025, the State Auditor's Office will publish a report for the 2026–2027 biennium for job classification titles in Salary Schedule C.

average pay. This is an improvement from fiscal year 2022, when the State's salary range midpoints for the benchmarks were 11.7 percent behind the market average pay.³

The improvement of the State's salary ranges is largely a result of the adjustments made to the minimums and maximums of the salary ranges as approved by the 88th Legislature (see text box on the previous page for details). However, further enhancements, as outlined in this report, are necessary to ensure that the State's Plan remains competitive with the market.

³ For more information, see [A Biennial Report on the State's Position Classification Plan for the 2024-2025 Biennium](#) (State Auditor's Office Report No. 23-701, September 2022).

Chapter I-B

Recommended Changes to the Plan

While the market competitiveness of the State’s salary ranges has improved since fiscal year 2022 (as discussed in [Chapter 1-A](#)), the State Classification Team still received a significant number of requests for changes to the Plan. For many of those requests, the agencies cited a need to address a competitive market by increasing the flexibility to enhance salaries to attract and retain employees.

A total of 447 changes are recommended for the 2026-2027 Plan, including reallocating 234 job classification titles to a higher salary group and adding 83 new job classification titles.

Based on market analysis and in response to the state agency requests (see text box), the State Classification Team recommends the following changes to the Plan for the 2026-2027 biennium to help improve the Plan’s flexibility, equitability, and market competitiveness (Figure 2 on Page 10 summarizes those changes by occupational category):

- **Reallocating 234 job classification titles to a higher salary group.** A reallocation is when the assigned salary group for a job classification is changed to a different salary group. Reallocating the 234 job classification titles to higher salary groups will give state agencies more flexibility in recruiting and retaining employees for job classification titles in which the salary ranges are currently behind comparable positions in the external market. For example, the Veterinarian job classification series is on average 17.0 percent behind the market.

Requests from Agencies

During this study, the State Classification Team requested feedback from agencies to determine whether they had any recommended changes to the Plan. A total of 25 agencies submitted 131 requests for changes to the Plan. This is the second highest number of requests received in more than a decade. (Only the requests for the 2024-2025 biennium exceeded this number.)

Requested changes included reallocating job classifications to higher salary groups, adding new job classifications, and changing job classification titles.

The State Classification Team concurred with 96 (73.3 percent) of those requests either as requested or with some modification.

- **Adding 83 new job classification titles.** New job classification titles will address gaps in the Plan, provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan, and create new levels in current job classification series (see text box for information about the total number of job classification titles). For example, adding a Policy Analyst job classification series would more clearly distinguish the work performed and enable agencies to classify employees more appropriately.
- **Changing 76 job classification titles.** Title changes will provide a better description of the job functions and better reflect current industry terminology. For example, changing the Texas Works Advisor job classification series to Eligibility Advisor will provide a better description of the broad duties and responsibilities within the job classification series. In addition, some job classification titles need to be changed if a level within a job classification series is deleted.
- **Deleting 23 job classification titles.** Deleting job classification titles that are not utilized, underutilized, or that have job duties that overlap with those of other job classification titles will help streamline the Plan.
- **Renumbering 30 job classification titles.** Assigning new numbers to certain job classification titles will assist with maintaining consistency in job classification numbering within occupational categories resulting in better flow and ease of usability of the Plan.
- **Deleting salary group A04 from Salary Schedule A.** Salary group A04, with a salary range of \$24,893 to \$33,525 is no longer used. (See [Appendix 5](#) for additional details on Salary Schedules A and B.)

Number of Job Classification Titles

For the 2024-2025 biennium, the Plan covered **1,164** job classification titles, of which **1,103** job classification titles were for Salary Schedules A and B.

With the recommended changes, the Plan for the 2026-2027 biennium would cover **1,163** job classification titles for Salary Schedules A and B.

Figure 2 summarizes the recommended changes to the Plan by occupational category for the 2026-2027 biennium. For a detailed list of recommended changes to the Plan by occupational category and job classification title, see [Appendix 3](#).

Figure 2

***Summary of Recommended Changes to the Plan
for the 2026-2027 Biennium By Occupational Category^a***

Occupational Category ^b	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title
Accounting, Auditing, and Finance	6	21	2	2
Administrative Support	1	0	4	1
Compliance, Inspection, and Investigation	2	7	6	1
Criminal Justice	0	5	8	2
Custodial	0	0	7	2
Education	0	0	0	0
Employment	0	0	4	1
Engineering and Design	0	9	3	1
Human Resources and Training and Development	0	14	0	0
Information and Communication	4	5	0	0
Information Technology	4	0	0	0
Insurance	6	0	3	2
Land Surveying, Appraising, and Utilities	2	0	0	0
Legal	10	6	2	0
Library and Records	1	1	0	0
Maintenance	14	24	8	4
Medical and Health	11	47	2	1
Military	0	0	0	0

Occupational Category ^b	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title
Natural Resources	1	15	0	0
Planning, Research, and Statistics	1	0	0	0
Program Management	7	6	6	1
Property Management and Procurement	0	0	0	0
Public Safety	0	7	8	2
Safety	4	0	0	0
Social Services	9	67	13	3
Totals	83	234	76	23

^a Excludes recommended changes in the numbering for job classification titles and reassignments to salary schedules.

^b This figure lists 25 occupational categories; the Law Enforcement occupational category is in Salary Schedule C and part of a separate market analysis.

Chapter I-C

Cost of Plan Changes

The estimated cost to implement the recommended changes is approximately \$1.6 million in each year of the 2026-2027 biennium.

Legislative action is required to implement changes to the Plan. If the Legislature adopts these recommendations, agencies are required to implement them. Figure 4 on the next page provides the estimated annual cost by state agency. Three agencies would absorb the largest share (82.92 percent) of the costs associated with the recommended changes (see Figure 3).

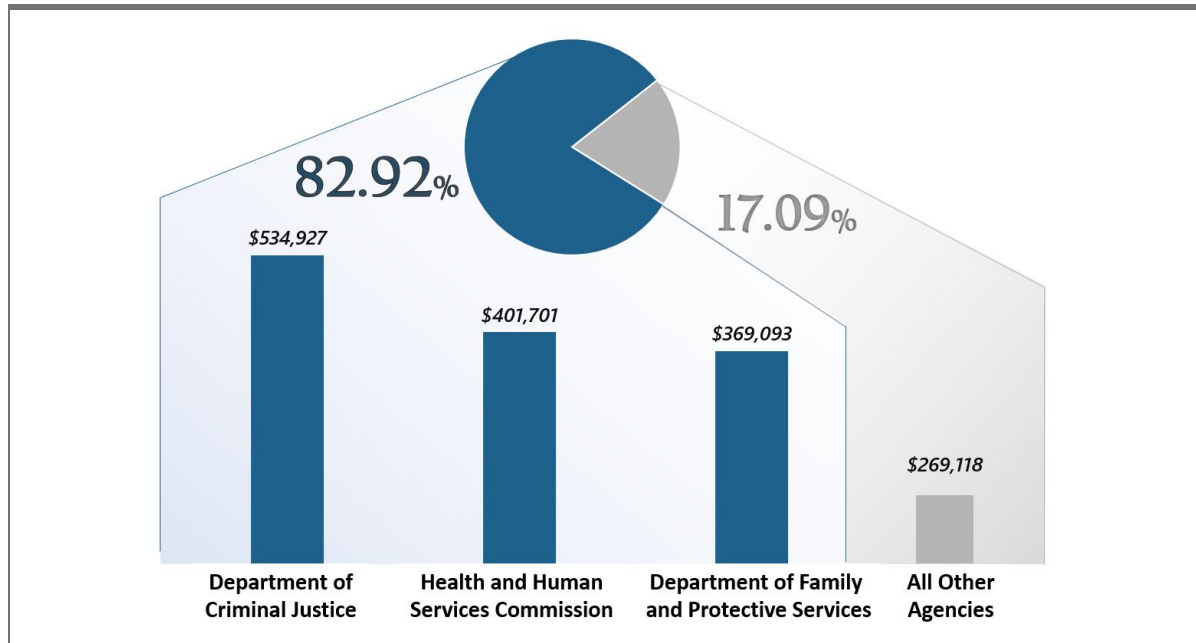
Calculating Estimated Annual Cost

The annual cost of implementing the recommendations for the Plan was based on:

- The number of classified, regular full-time employees in each impacted job classification title as of the quarter ending February 29, 2024.
- The fiscal impact of moving impacted employees to the minimum rate of the new salary group. This is specific to the implementation of reallocations and deletions. All other recommendations do not generate an expense.
- Factoring the salary increases approved by the 88th Legislature to calculate a more realistic cost. To do this, 5.0 percent or \$3,000 (whichever was greater) was added to employees' salaries from the quarter ending February 29, 2024.

Figure 3

Distribution of Costs for Implementing Recommended Plan Changes ^a



^a Percentages do not sum to 100.0 due to rounding.

For a detailed list of costs by job classification series, see [Appendix 4](#).

Figure 4

***Estimated Annual Cost of Recommended Changes to the Plan
By Agency for Each Year of the 2026-2027 Biennium ^{a b}***

Agency	Estimated Annual Cost	Percent of Total Cost
Department of Criminal Justice	\$534,927	33.97%
Health and Human Services Commission	\$401,701	25.51%
Department of Family and Protective Services	\$369,093	23.44%
Parks and Wildlife Department	\$47,485	3.02%
Animal Health Commission	\$46,215	2.93%
Texas Workforce Commission	\$39,388	2.50%
Texas Judicial Council, Office of Court Administration	\$33,667	2.14%
Department of Insurance	\$27,763	1.76%
Office of the Attorney General	\$17,426	1.11%
Department of Transportation	\$10,237	0.65%
Department of Information Resources	\$8,148	0.52%
Department of Public Safety	\$7,886	0.50%
Texas Lottery Commission	\$7,765	0.49%
Public Utility Commission of Texas	\$7,650	0.49%
Texas Juvenile Justice Department	\$4,210	0.27%
Department of State Health Services	\$3,052	0.19%
Texas Military Department	\$2,723	0.17%
Department of Housing and Community Affairs	\$2,392	0.15%
Racing Commission	\$1,797	0.11%
Department of Agriculture	\$878	0.06%
Commission on Fire Protection	\$278	0.02%
Texas Facilities Commission	\$158	0.01%
Totals ^c	\$1,574,838	100.00%

^a Estimated annual cost is based on data from the second quarter of fiscal year 2024 (the quarter ending February 29, 2024) for classified, regular full-time employees in each job classification title.

^b Agencies with no cost are not listed in this figure.

^c The totals do not sum precisely due to rounding.

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

Chapter 2

Analysis on Selected Agencies With Employee Turnover Above 17.0 Percent

In addition to identifying state agencies that experienced an employee turnover rate exceeding 17.0 percent in the preceding biennium, Texas Government Code, Section 654.037, requires the State Auditor’s Office to conduct a comparative study of salary rates within those agencies.

This chapter presents the findings of that study for agencies that had (1) a turnover rate above 17.0 percent **and** (2) individual job classification series with 20 or more employees and a turnover rate that exceeded 17.0 percent.

This study includes 13 state agencies⁴ that had overall turnover rates exceeding 17.0 percent in fiscal year 2023.

Some agencies were excluded from the study after consideration of the following factors that may appear to inflate turnover rates:

- State agencies that had fewer than 50 employees.
- Whether or not the agency had a job classification series with 20 or more employees because turnover rates for a job classification series with less than 20 employees may appeared skewed.
- Turnover at the Texas Education Agency was primarily a result of employees transferring to the Texas Permanent School Fund Corporation. Therefore, this agency was excluded.

Additionally, the courts; the Office of the Governor; agencies exempt from the State’s Position Classification Plan, such as self-directed, and semi-independent agencies were also excluded from the study.

⁴ For a complete list of all state agencies with a turnover rate of more than 17.0 percent in fiscal year 2023, see [An Annual Report on Classified Employee Turnover for Fiscal Year 2023](#) (State Auditor’s Office Report No. 24-702, January 2024).

It is important to note that although these agencies had turnover rates exceeding 17.0 percent, 9 of the identified 13 agencies experienced a decrease in turnover rates in fiscal year 2023 when compared to fiscal year 2022.

Figure 5 lists the 13 agencies and examples of individual job classification series that had 20 or more employees and a turnover rate that exceeded 17.0 percent.

Figure 5

***Agencies with Turnover Rates That Exceeded 17.0 Percent
in Fiscal Year 2023 Included in This Analysis***

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent
Juvenile Justice Department ^a	1,996.50	942	47.2%	A total of 11 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Juvenile Correctional Officer ^c (72.3 percent) • Administrative Assistant (38.5 percent) • Case Manager ^c (31.7 percent) • Cook ^c (30.9 percent) • Program Specialist (21.4 percent)
Preservation Board ^{a b}	215.25	67	31.1%	<ul style="list-style-type: none"> • Customer Service Representative (47.1 percent)
Department of Family and Protective Services ^{a b}	12,681.00	3,303	26.0%	A total of 9 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Administrative Assistant (40.9 percent) • Adult Protective Services Specialist ^c (33.0 percent) • Child Protective Services Specialist ^c (32.3 percent) • Human Services Technician ^c (30.9 percent) • Human Resources Assistant/Specialist ^c (30.3 percent)

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent
Department of Criminal Justice ^{a b}	33,155.50	8,598	25.9%	A total of 19 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Clerk (31.7 percent) • Correctional Officer ^c (31.4 percent) • Parole Officer ^c (28.5 percent) • Inventory and Store Specialist ^c (21.5 percent) • Administrative Assistant (18.7 percent)
Office of Injured Employee Counsel ^a	135.00	30	22.2%	<ul style="list-style-type: none"> • Ombudsman (28.2 percent) • Customer Service Representative (20.9 percent)
Texas Military Department ^{a b}	556.00	121	21.8%	<ul style="list-style-type: none"> • Security Officer ^c (54.2 percent) • Maintenance Specialist ^c (18.9 percent) • Resident Specialist ^c (18.4 percent)
Health and Human Services Commission ^{a b}	36,352.00	7,811	21.5%	A total of 38 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Food Service Worker ^c (40.7 percent) • Direct Support Professional ^c (40.1 percent) • Psychiatric Nursing Assistant ^c (37.4 percent) • Clerk (22.9 percent) • Texas Works Advisor (20.2 percent)
Library and Archives Commission ^{a b}	166.00	34	20.5%	<ul style="list-style-type: none"> • Librarian ^c (23.1 percent)
Department of Agriculture	630.75	125	19.8%	<ul style="list-style-type: none"> • Compliance Analyst ^c (30.7 percent) • Director (29.9 percent) • Program Specialist (26.9 percent)
Veterans Commission ^{a b}	450.25	89	19.8%	<ul style="list-style-type: none"> • Veterans Services Representative ^c (19.7 percent)

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent
Department of State Health Services ^{a b}	3,614.75	683	18.9%	A total of 18 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Customer Service Representative (42.9 percent) • Inspector (21.5 percent) • Program Specialist (21.4 percent) • Administrative Assistant (19.4 percent) • Public Health Nurse ^c (19.0 percent)
Historical Commission	308.75	58	18.8%	<ul style="list-style-type: none"> • Maintenance Specialist ^c (29.6 percent) • Program Specialist (25.9 percent) • Administrative Assistant (23.8 percent)
Secretary of State ^{a b}	210.00	38	18.1%	<ul style="list-style-type: none"> • Administrative Assistant (20.3 percent)

^a Agency also had a turnover rate that exceeded 17.0 percent in fiscal year 2022.

^b Agency had a decrease in turnover rate in fiscal year 2023 when compared to fiscal year 2022.

^c The 88th Legislature reallocated these job classification series to higher salary groups effective September 1, 2023.

Source: The State Auditor’s Office’s Electronic Classification Analysis System.

For these 13 agencies, a market analysis was performed for selected job classification series within each agency.

The analysis compared each agency’s average salary to the average salary at other state agencies and to the market average.

The results of the agency-level market analyses for the selected examples of individual job classification series with turnover rates exceeding 17.0 percent are presented in [Appendix 6](#).

Average salaries. For the analysis, average salaries at agencies include classified, regular full-time employees as of the second quarter of fiscal year 2024 (the quarter ending February 29, 2024) and were projected to include the legislative salary increase of 5.0 percent, or a minimum of \$3,000, effective September 1, 2024 (see text box).

While this analysis focused on selected job classification series, it is important to note a market analysis was conducted on other job classification series within Salary Schedules A and B on a statewide level in accordance with Texas Government Code, Chapter 654. The statewide market analysis information for all job classification series is contained in [Appendix 2](#).

88th Legislative Approved Salary Actions

The 88th Legislature authorized an annual salary increase of 5.0 percent (with a minimum increase of \$3,000 per year) for eligible classified state agency employees effective July 1, 2023.

Eligible employees received an additional increase of 5.0 percent (or \$3,000 minimum) in fiscal year 2025 (September 1, 2024).

Additionally, the 88th Legislature authorized several targeted salary increases for selected positions within state agencies. For additional information on these increases, see the [Guidelines for the Salary Increase for Certain State Positions](#) on the Office of the Comptroller of Public Accounts' website.



Appendix 1

Objectives, Scope, and Methodology

Objectives

The objectives of this study were to (1) determine the competitiveness of the State’s Position Classification Plan (Plan) with similar positions in the private and public sectors, (2) determine whether changes to the Plan are needed, and (3) identify state agencies with a turnover rate exceeding 17.0 percent during the preceding biennium and conduct a comparative study of salary rates within those agencies.

Scope

The scope of this study 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 Classification Team within 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.

The following members of the State Auditor’s staff performed the audit:



- Laura Edith Alvarez Garcia, MBA (Project Manager)
- Sarah Moody, SHRM-CP (Assistant Project Manager)
- Taylor Sams, PHR, CIA, CGAP, MBA
- Juan R. Sanchez, MPA, CGAP
- Zoe Skinner, SHRM-CP
- Lara Foronda Tai, CCP, PHR, SHRM-CP
- Sarah Puerto, CFE, CIA (Quality Control Reviewer)
- Sharon Schneider, CCP, PHR, SHRM-CP (Classification Manager)

- 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 that information to the Governor and the Legislative Budget Board.
- Identify state agencies that experienced an employee turnover rate exceeding 17.0 percent during the preceding biennium and conduct a comparative study of salary rates within those agencies.

Methodology

The State Classification Team conducted 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 February 2024 through September 2024.

This study 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 State Classification Team 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 Classification Team analyzed the following:

- Salary Schedules A and B as approved by the 88th Legislature.
- Headcounts, turnover rates, and salary range penetration.
- Average market pay for 434 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 various sources, including but not limited to the following:
 - *Compensation Data Not-For-Profit Survey 2023*, Compdata Surveys & Consulting, Salary.com, July 2023.

- *Executive Compensation 2023: U.S. Executive Survey*, Compdata Surveys & Consulting, Salary.com, July 2023.
- *Occupational Employment Statistics*, Bureau of Labor Statistics, US Department of Labor, May 2023.
- *WorldatWork Salary Budget Survey 2023-2024, 50th Annual Executive Report & Analysis*, August 2023.
- *2023 Nonprofit Organizations Salary and Benefits Report, The Non-Profit Times*, Bluewater Nonprofit Solutions, September 2022.
- *2023 Nonprofits Salary Survey – South Central Region*, Economic Research Institute, March 2023.
- *2023 Salary Survey*, National Compensation Association of State Governments, July 2023.
- *2023 Texas Society for Healthcare Human Resources Administration and Education Wage Survey*, Werling Associates, Inc., February 2023.
- 2023 Willis Towers Watson Compensation Surveys, Willis Towers Watson Data Services, April 2023, which included:
 - *2023 General Industry Middle Management, Professional and Support Compensation Survey – U.S.*
 - *2023 Health Care Middle Management, Professional and Support Compensation Survey – U.S.*
- *2023 Mercer Benchmark Database/Total Remuneration Survey, South Central Metropolitan Areas*, Marsh & McLennan Companies, April 2023.
- 2024 Salary Guides, Robert Half International, Inc., January 2024, which included:
 - *2024 Salary Guide for Administrative and Customer Support.*
 - *2024 Salary Guide for Finance and Accounting.*
 - *2024 Salary Guide for Healthcare.*
 - *2024 Salary Guide for Human Resources.*
 - *2024 Salary Guide for Legal.*

- *2024 Salary Guide for Marketing and Creative.*
- *2024 Salary Guide for Technology.*
- Additional salary information that agencies provided.
- Data for classified, regular full-time and part-time state employees, salaries, and turnover rates from the State Auditor’s Office’s Electronic Compensation Analysis Tool and the following Office of the Comptroller of Public Accounts systems:
 - Uniform Statewide Payroll/Personnel System (USPS).
 - Human Resource Information System (HRIS).
 - Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2023 data. Headcounts were based on data for the second quarter of fiscal year 2024 (quarter ending February 29, 2024). Salaries were calculated as of the same timeline and were projected to include the legislative salary increase of 5.0 percent, or a minimum of \$3,000, that state employees received on September 1, 2024 (see text box on the next page for more information about that salary increase).

Other sources of information included:

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

Benchmarking Methodology

The State Classification Team conducted market analysis to determine the competitiveness of the Plan. That analysis was done by using benchmarks, which are job classification titles within the Plan that match public and private sector jobs in terms of duties, scope, and responsibility.

The State Classification Team collected market data using multiple salary survey sources for positions that were representative of the work performed in state government. The majority of benchmarks had at least three market matches. However, in some cases, the benchmarks may have had only one or two matches. In those situations, the market data may be specific to the public sector. For situations in which a job classification series had more than one benchmark job classification title, 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, 2025).

The State Classification Team compared the midpoints of state salary ranges for benchmark job classification titles to the average market salary for 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 acceptable if it was within 10 percent of the market average.

The State Classification Team estimated the annual cost of each recommendation for the Plan by:

- Extracting data for the number of classified, regular full-time employees in each of the job classification titles as of the second quarter of fiscal year 2024 (quarter ending February 29, 2024) from USPS, HRIS, and SPRS. Salary data was projected to include the legislative salary increase of 5.0 percent, or minimum of \$3,000 annually, that state employees received on September 1, 2024.
- Calculating the estimated cost of reallocations and deletions by moving impacted employees to the minimum of the new higher salary group, based on the fiscal year 2025 salary schedules.

88th Legislative Approved Salary Actions and Salary Range Adjustments

The State Classification Team considered the salary actions approved by the 88th Legislature when conducting market analysis, recommending changes to the Plan and projecting costs to implement the changes (see text box for details about those salary actions).

Salary Actions and Salary Range Adjustments

The following actions were approved by the 88th Legislature:

- Annual salary increases and salary range adjustments of 5.0 percent or \$3,000 (whichever was greater) for classified employees effective July 1, 2023, and again on September 1, 2024.
- Targeted salary increases for selected positions.

Appendix 2

Market Analysis for Benchmark Job Classification Titles

As discussed in [Chapter 1-A](#), the market indices for the benchmark job classification titles indicate that the State’s salary ranges were 7.4 percent behind the market average pay for those benchmarks. A market index represents the relationship of state salary ranges to the market average (see Figure 6). Specifically:

- A market index of 0.80 indicates that the midpoints of the state salary ranges are 20 percent less than average market pay. This means it is not competitive with the market.
- A market index of 1.00 indicates that the midpoints of the state salary ranges are fully competitive with the market.
- A market index of 1.20 indicates that the midpoints of the state salary ranges exceed the average market pay by 20 percent.

Figure 6

Relationship Between the Market Index and Average Market Pay

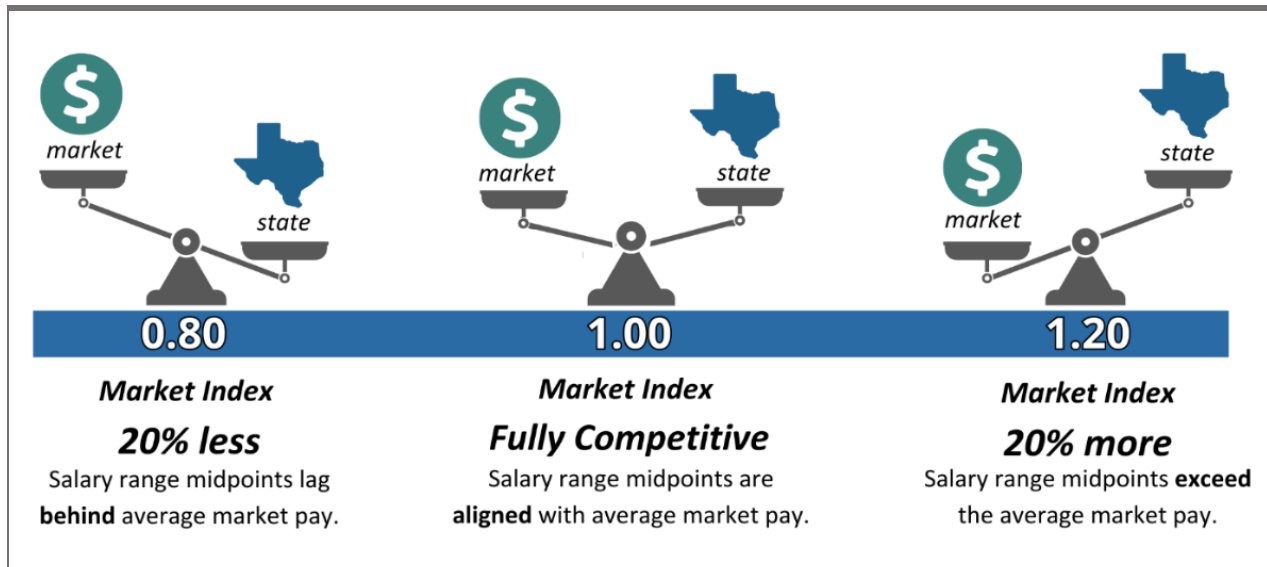


Figure 7 lists the 434 benchmark job classification titles that were matched to similar jobs in the private and public sectors in terms of duties, scope, and responsibility. The benchmark job classification titles are sorted by job classification number. Also included, is the midpoint of the salary range, market average salary, and market index for each benchmark job classification title.

Figure 7

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Administrative Support					
0006	A09	Receptionist I	\$35,320	\$38,758	0.91
0008	A11	Receptionist II	\$39,844	\$40,808	0.98
0057	A09	Clerk II	\$35,320	\$38,723	0.91
0059	A11	Clerk III	\$39,844	\$41,709	0.96
0061	A13	Clerk IV	\$43,914	\$46,972	0.93
0132	A11	Customer Service Representative I	\$39,844	\$38,106	1.05
0134	A13	Customer Service Representative II	\$43,914	\$44,935	0.98
0136	A15	Customer Service Representative III	\$48,511	\$49,411	0.98
0138	A17	Customer Service Representative IV	\$53,723	\$57,621	0.93
0152	A11	Administrative Assistant II	\$39,844	\$42,168	0.94
0154	A13	Administrative Assistant III	\$43,914	\$47,135	0.93
0156	A15	Administrative Assistant IV	\$48,511	\$51,775	0.94
0158	A17	Administrative Assistant V	\$53,723	\$60,376	0.89
0160	B17	Executive Assistant I	\$53,723	\$59,706	0.90
0162	B19	Executive Assistant II	\$62,136	\$65,723	0.95
0164	B21	Executive Assistant III	\$70,662	\$75,298	0.94
0166	B23	Executive Assistant IV	\$80,421	\$86,019	0.93
0171	B14	License and Permit Specialist II	\$46,139	\$47,519	0.97
0172	B16	License and Permit Specialist III	\$51,024	\$51,060	1.00
0173	B18	License and Permit Specialist IV	\$58,288	\$60,429	0.96
0174	B20	License and Permit Specialist V	\$66,255	\$78,703	0.84

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0180	A10	Document Services Technician I	\$36,741	\$37,193	0.99
0182	A14	Document Services Technician III	\$46,139	\$46,421	0.99
Market Index – Administrative Support					0.95
Information Technology					
0212	B23	Database Administrator II	\$80,421	\$84,766	0.95
0213	B25	Database Administrator III	\$91,836	\$103,958	0.88
0214	B27	Database Administrator IV	\$113,278	\$123,290	0.92
0215	B29	Database Administrator V	\$137,066	\$146,417	0.94
0221	B21	Information Technology Business Analyst I	\$70,662	\$73,427	0.96
0222	B23	Information Technology Business Analyst II	\$80,421	\$81,609	0.99
0223	B25	Information Technology Business Analyst III	\$91,836	\$98,427	0.93
0224	B27	Information Technology Business Analyst IV	\$113,278	\$117,708	0.96
0225	B29	Information Technology Business Analyst V	\$137,066	\$143,562	0.95
0228	B14	Information Technology Support Specialist I	\$46,139	\$49,074	0.94
0229	B16	Information Technology Support Specialist II	\$51,024	\$56,069	0.91
0230	B18	Information Technology Support Specialist III	\$58,288	\$65,954	0.88
0231	B20	Information Technology Support Specialist IV	\$66,255	\$70,855	0.94
0232	B22	Information Technology Support Specialist V	\$75,376	\$81,336	0.93
0238	B31	Information Security Officer	\$165,851	\$155,730	1.06
0241	B20	Programmer I	\$66,255	\$69,634	0.95
0243	B24	Programmer III	\$85,869	\$94,916	0.90
0244	B26	Programmer IV	\$102,980	\$105,778	0.97
0245	B28	Programmer V	\$124,606	\$124,439	1.00
0246	B29	Programmer VI	\$137,066	\$144,835	0.95
0247	B22	Information Technology Auditor I	\$75,376	\$79,513	0.95
0250	B28	Information Technology Auditor IV	\$124,606	\$128,399	0.97
0254	B21	Systems Analyst III	\$70,662	\$73,007	0.97
0255	B23	Systems Analyst IV	\$80,421	\$91,068	0.88
0257	B27	Systems Analyst VI	\$113,278	\$120,553	0.94
0258	B29	Systems Analyst VII	\$137,066	\$144,059	0.95
0271	B20	Geographic Information Specialist II	\$66,255	\$71,205	0.93

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0273	B24	Geographic Information Specialist IV	\$85,869	\$94,640	0.91
0282	B18	Telecommunications Specialist I	\$58,288	\$64,940	0.90
0285	B24	Telecommunications Specialist IV	\$85,869	\$90,137	0.95
0286	B26	Telecommunications Specialist V	\$102,980	\$116,936	0.88
0289	B21	Network Specialist III	\$70,662	\$74,626	0.95
0290	B23	Network Specialist IV	\$80,421	\$84,253	0.95
0291	B25	Network Specialist V	\$91,836	\$99,131	0.93
0292	B27	Network Specialist VI	\$113,278	\$117,717	0.96
0294	B26	Business Continuity Coordinator I	\$102,980	\$89,910	1.15
0295	B27	Business Continuity Coordinator II	\$113,278	\$117,424	0.96
0300	B19	Web Administrator I	\$62,136	\$62,555	0.99
0301	B21	Web Administrator II	\$70,662	\$75,019	0.94
0302	B23	Web Administrator III	\$80,421	\$86,735	0.93
0303	B25	Web Administrator IV	\$91,836	\$95,778	0.96
0304	B27	Web Administrator V	\$113,278	\$115,304	0.98
0312	B21	Systems Administrator III	\$70,662	\$76,472	0.92
0313	B23	Systems Administrator IV	\$80,421	\$83,729	0.96
0314	B25	Systems Administrator V	\$91,836	\$97,068	0.95
0315	B27	Systems Administrator VI	\$113,278	\$121,518	0.93
0317	B28	Data Architect I	\$124,606	\$129,629	0.96
0318	B30	Data Architect II	\$150,773	\$169,361	0.89
0319	B23	Cybersecurity Analyst I	\$80,421	\$86,656	0.93
0320	B25	Cybersecurity Analyst II	\$91,836	\$102,729	0.89
0321	B27	Cybersecurity Analyst III	\$113,278	\$121,532	0.93
0322	B29	Cybersecurity Analyst IV	\$137,066	\$150,238	0.91
0326	B31	Cybersecurity Officer	\$165,851	\$156,356	1.06
Market Index - Information Technology					0.95
Planning, Research, and Statistics					
0517	B20	Planner II	\$66,255	\$70,453	0.94
0520	B26	Planner V	\$102,980	\$103,865	0.99
0602	B18	Research Specialist II	\$58,288	\$65,015	0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0626	B20	Statistician II	\$66,255	\$65,242	1.02
0646	B25	Economist IV	\$91,836	\$95,358	0.96
0651	B20	Data Analyst II	\$66,255	\$69,144	0.96
0653	B24	Data Analyst IV	\$85,869	\$93,436	0.92
0655	B28	Data Analyst VI	\$124,606	\$129,905	0.96
Market Index - Planning, Research, and Statistics					0.96
Education					
0812	A11	Teacher Aide I	\$39,844	\$38,732	1.03
0822	B21	Education Specialist III	\$70,662	\$72,660	0.97
Market Index – Education					1.00
Accounting, Auditing, and Finance					
1002	A13	Accounting Technician II	\$43,914	\$46,789	0.94
1004	A15	Accounting Technician III	\$48,511	\$52,361	0.93
1012	B15	Accountant I	\$48,511	\$56,539	0.86
1016	B18	Accountant III	\$58,288	\$64,433	0.90
1020	B22	Accountant V	\$75,376	\$77,401	0.97
1022	B24	Accountant VI	\$85,869	\$89,379	0.96
1024	B26	Accountant VII	\$102,980	\$108,857	0.95
1044	B18	Auditor I	\$58,288	\$60,526	0.96
1046	B20	Auditor II	\$66,255	\$69,430	0.95
1048	B22	Auditor III	\$75,376	\$82,412	0.91
1050	B24	Auditor IV	\$85,869	\$97,114	0.88
1052	B26	Auditor V	\$102,980	\$109,721	0.94
1062	B19	Taxpayer Compliance Officer IV	\$62,136	\$68,065	0.91
1080	B20	Financial Analyst I	\$66,255	\$71,642	0.92
1082	B22	Financial Analyst II	\$75,376	\$81,131	0.93
1085	B26	Financial Analyst IV	\$102,980	\$106,289	0.97
1104	B21	Financial Examiner III	\$70,662	\$76,656	0.92
1156	B20	Budget Analyst II	\$66,255	\$67,654	0.98
1157	B22	Budget Analyst III	\$75,376	\$82,099	0.92

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1158	B24	Budget Analyst IV	\$85,869	\$92,716	0.93
1159	B26	Budget Analyst V	\$102,980	\$106,698	0.97
1200	B18	Internal Auditor I	\$58,288	\$60,526	0.96
1201	B20	Internal Auditor II	\$66,255	\$69,430	0.95
1202	B22	Internal Auditor III	\$75,376	\$82,412	0.91
1203	B24	Internal Auditor IV	\$85,869	\$97,114	0.88
1204	B26	Internal Auditor V	\$102,980	\$109,721	0.94
1242	B12	Reimbursement Officer I	\$41,819	\$44,310	0.94
1248	B18	Reimbursement Officer IV	\$58,288	\$60,206	0.97
1261	B19	Loan Specialist II	\$62,136	\$63,503	0.98
1263	B23	Loan Specialist IV	\$80,421	\$93,272	0.86
1280	B18	Tax Auditor I	\$58,288	\$60,526	0.96
1281	B20	Tax Auditor II	\$66,255	\$69,430	0.95
1282	B22	Tax Auditor III	\$75,376	\$82,302	0.92
1283	B24	Tax Auditor IV	\$85,869	\$97,324	0.88
1285	B26	Tax Auditor VI	\$102,980	\$109,721	0.94
1290	A13	Payroll Assistant	\$43,914	\$46,840	0.94
1292	B17	Payroll Specialist II	\$53,723	\$59,060	0.91
1294	B21	Payroll Specialist IV	\$70,662	\$72,140	0.98
1295	B23	Payroll Specialist V	\$80,421	\$89,654	0.90
Market Index - Accounting, Auditing, and Finance					0.93
Compliance, Inspection, and Investigation					
1323	B15	Inspector III	\$48,511	\$53,943	0.90
1324	B17	Inspector IV	\$53,723	\$61,435	0.87
1353	B18	Investigator IV	\$58,288	\$65,240	0.89
1354	B20	Investigator V	\$66,255	\$71,681	0.92
1356	B24	Investigator VII	\$85,869	\$98,892	0.87
1402	B23	Compliance Analyst III	\$80,421	\$84,130	0.96
1403	B25	Compliance Analyst IV	\$91,836	\$99,859	0.92
Market Index - Compliance, Inspection, and Investigation					0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Program Management					
1550	B17	Staff Services Officer I	\$53,723	\$57,184	0.94
1552	B19	Staff Services Officer III	\$62,136	\$60,935	1.02
1554	B21	Staff Services Officer V	\$70,662	\$77,596	0.91
1558	B20	Project Manager I	\$66,255	\$72,495	0.91
1559	B22	Project Manager II	\$75,376	\$81,503	0.92
1561	B26	Project Manager IV	\$102,980	\$109,048	0.94
1562	B28	Project Manager V	\$124,606	\$142,587	0.87
1601	B23	Manager II	\$80,421	\$83,870	0.96
1603	B25	Manager IV	\$91,836	\$99,223	0.93
1605	B27	Manager VI	\$113,278	\$126,424	0.90
1606	B28	Manager VII	\$124,606	\$137,271	0.91
1620	B26	Director I	\$102,980	\$113,037	0.91
1621	B27	Director II	\$113,278	\$124,132	0.91
1622	B28	Director III	\$124,606	\$135,299	0.92
1623	B29	Director IV	\$137,066	\$143,028	0.96
1624	B30	Director V	\$150,773	\$167,455	0.90
1630	B33	Deputy Director I	\$200,679	\$198,932	1.01
1631	B34	Deputy Director II	\$220,747	\$218,783	1.01
1650	B28	Portfolio Project Manager I	\$124,606	\$146,286	0.85
1652	B30	Portfolio Project Manager II	\$150,773	\$174,039	0.87
1681	B28	Agile Scrum Master II	\$124,606	\$132,769	0.94
Market Index - Program Management					0.93
Human Resources and Training and Development					
1727	B13	Human Resources Assistant	\$43,914	\$47,368	0.93
1731	B17	Human Resources Specialist II	\$53,723	\$63,760	0.84
1733	B19	Human Resources Specialist III	\$62,136	\$70,671	0.88
1737	B23	Human Resources Specialist V	\$80,421	\$91,613	0.88
1739	B25	Human Resources Specialist VI	\$91,836	\$109,779	0.84
1782	B16	Training and Development Specialist II	\$51,024	\$60,522	0.84

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1783	B18	Training and Development Specialist III	\$58,288	\$65,889	0.88
1786	B24	Training and Development Specialist VI	\$85,869	\$95,347	0.90
1790	B21	E-Learning Developer I	\$70,662	\$69,162	1.02
1791	B23	E-Learning Developer II	\$80,421	\$81,725	0.98
1792	B25	E-Learning Developer III	\$91,836	\$97,965	0.94
Market Index – Human Resources and Training and Development					0.90
Information and Communication					
1804	B19	Intelligent Transportation Systems Operations Technician III	\$62,136	\$69,348	0.90
1810	B17	Creative Media Designer I	\$53,723	\$58,156	0.92
1812	B19	Creative Media Designer II	\$62,136	\$69,348	0.90
1814	B21	Creative Media Designer III	\$70,662	\$79,294	0.89
1816	B23	Creative Media Designer IV	\$80,421	\$94,936	0.85
1822	B16	Marketing Specialist I	\$51,024	\$52,062	0.98
1824	B20	Marketing Specialist III	\$66,255	\$64,306	1.03
1826	B24	Marketing Specialist V	\$85,869	\$90,213	0.95
1831	B18	Information Specialist II	\$58,288	\$58,906	0.99
1832	B20	Information Specialist III	\$66,255	\$68,601	0.97
1833	B22	Information Specialist IV	\$75,376	\$81,409	0.93
1843	A17	Multimedia Technician IV	\$53,723	\$56,920	0.94
1850	B20	Multimedia Specialist I	\$66,255	\$64,384	1.03
1851	B22	Multimedia Specialist II	\$75,376	\$83,656	0.90
1860	B19	Management Analyst I ^a	\$62,136	\$70,240	0.88
1864	B23	Management Analyst III ^a	\$80,421	\$84,684	0.95
1870	B19	Technical Writer I	\$62,136	\$68,952	0.90
1871	B21	Technical Writer II	\$70,662	\$82,423	0.86
1872	B23	Technical Writer III	\$80,421	\$89,997	0.89
1875	B18	Editor I	\$58,288	\$57,452	1.01
1876	B20	Editor II	\$66,255	\$70,980	0.93
1877	B22	Editor III	\$75,376	\$89,635	0.84
1890	B23	Government Relations Specialist I	\$80,421	\$82,507	0.97

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1892	B25	Government Relations Specialist II	\$91,836	\$92,826	0.99
1894	B27	Government Relations Specialist III	\$113,278	\$117,021	0.97
Market Index – Information and Communication					0.93
Property Management and Procurement					
1911	A11	Inventory and Store Specialist I	\$39,844	\$40,062	0.99
1912	A13	Inventory and Store Specialist II	\$43,914	\$44,346	0.99
1914	A17	Inventory and Store Specialist IV	\$53,723	\$58,772	0.91
1915	A19	Inventory and Store Specialist V	\$62,136	\$65,829	0.94
1920	B19	Grant Specialist II	\$62,136	\$65,889	0.94
1923	B25	Grant Specialist V	\$91,836	\$90,887	1.01
1931	B15	Purchaser II	\$48,511	\$51,688	0.94
1933	B19	Purchaser IV	\$62,136	\$63,100	0.98
1934	B21	Purchaser V	\$70,662	\$76,241	0.93
1960	B26	Contract Administration Manager I	\$102,980	\$104,835	0.98
1980	B18	Contract Specialist II	\$58,288	\$62,684	0.93
1984	B22	Contract Specialist IV	\$75,376	\$79,117	0.95
1986	B24	Contract Specialist V	\$85,869	\$90,059	0.95
1992	B20	Property Manager II	\$66,255	\$68,026	0.97
1994	B22	Property Manager III	\$75,376	\$80,420	0.94
1995	B24	Property Manager IV	\$85,869	\$85,612	1.00
1997	B20	Fleet Manager II	\$66,255	\$63,560	1.04
1999	B24	Fleet Manager IV	\$85,869	\$90,974	0.94
Market Index - Property Management and Procurement					0.96
Land Surveying, Appraising, and Utilities					
2056	B23	Land Surveyor II	\$80,421	\$78,579	1.02
2064	B19	Appraiser II	\$62,136	\$67,371	0.92
2084	B18	Right of Way Agent II	\$58,288	\$63,521	0.92
2093	B21	Utility Specialist I	\$70,662	\$73,662	0.96
2106	A18	Survey Technician I	\$58,288	\$58,347	1.00
Market Index - Land Surveying, Appraising, and Utilities					0.96

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Engineering and Design					
2122	A13	Engineering Technician I	\$43,914	\$47,982	0.92
2123	A15	Engineering Technician II	\$48,511	\$55,817	0.87
2125	A19	Engineering Technician IV	\$62,136	\$70,001	0.89
2128	B19	Engineering Specialist II	\$62,136	\$67,306	0.92
2132	B24	Engineering Specialist VI	\$85,869	\$98,117	0.88
2152	B23	Engineer I	\$80,421	\$85,583	0.94
2153	B24	Engineer II	\$85,869	\$97,642	0.88
2155	B26	Engineer IV	\$102,980	\$116,308	0.89
2157	B28	Engineer VI	\$124,606	\$136,064	0.92
2181	A18	Drafting Technician I	\$58,288	\$66,785	0.87
2182	A20	Drafting Technician II	\$66,255	\$75,300	0.88
2257	B21	Project Design Specialist III	\$70,662	\$76,649	0.92
2260	B21	Architect I	\$70,662	\$76,549	0.92
2264	B23	Architect II	\$80,421	\$92,011	0.87
2266	B25	Architect III	\$91,836	\$112,519	0.82
2268	B27	Architect IV	\$113,278	\$139,146	0.81
Market Index – Engineering and Design					0.89
Natural Resources					
2360	B20	Geoscientist I	\$66,255	\$76,667	0.86
2365	B24	Geoscientist III	\$85,869	\$98,752	0.87
2464	B22	Hydrologist III	\$75,376	\$80,983	0.93
2473	B19	Chemist II	\$62,136	\$68,369	0.91
2475	B23	Chemist IV	\$80,421	\$86,352	0.93
2584	B19	Sanitarian II	\$62,136	\$67,971	0.91
2585	B21	Sanitarian III	\$70,662	\$83,146	0.85
2640	B15	Park Ranger I	\$48,511	\$48,402	1.00
2652	B18	Environmental Protection Specialist II	\$58,288	\$65,318	0.89
2655	B25	Environmental Protection Specialist V	\$91,836	\$95,990	0.96
2683	B18	Natural Resources Specialist II	\$58,288	\$64,145	0.91

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
2685	B22	Natural Resources Specialist IV	\$75,376	\$79,067	0.95
2700	B20	Park/Historic Site Superintendent I	\$66,255	\$67,571	0.98
Market Index - Natural Resources					0.92
Safety					
2731	B19	Safety Officer II	\$62,136	\$66,849	0.93
2732	B21	Safety Officer III	\$70,662	\$74,668	0.95
2734	B25	Safety Officer V	\$91,836	\$97,933	0.94
2742	B20	Risk Management Specialist III	\$66,255	\$69,951	0.95
2744	B24	Risk Management Specialist V	\$85,869	\$91,685	0.94
2761	B18	Rescue Specialist I	\$58,288	\$57,593	1.01
2763	B22	Rescue Specialist III	\$75,376	\$88,246	0.85
Market Index - Safety					0.94
Insurance					
2844	B18	Insurance Specialist III	\$58,288	\$61,715	0.94
2914	B18	Retirement System Benefits Specialist III	\$58,288	\$66,654	0.87
2916	B22	Retirement System Benefits Specialist V	\$75,376	\$82,458	0.91
2922	B16	Claims Examiner II	\$51,024	\$57,408	0.89
2923	B18	Claims Examiner III	\$58,288	\$62,335	0.94
2924	B20	Claims Examiner IV	\$66,255	\$80,510	0.82
Market Index - Insurance					0.90
Employment					
3023	B14	Workforce Development Specialist III	\$46,139	\$51,372	0.90
3026	B18	Workforce Development Specialist V	\$58,288	\$62,463	0.93
3154	B15	Unemployment Insurance Claims Examiner III	\$48,511	\$51,675	0.94
Market Index – Employment					0.92
Legal					
3503	B24	Attorney II	\$85,869	\$92,075	0.93
3504	B26	Attorney III	\$102,980	\$111,764	0.92
3505	B28	Attorney IV	\$124,606	\$138,875	0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
3506	B30	Attorney V	\$150,773	\$155,382	0.97
3522	B28	General Counsel II	\$124,606	\$136,832	0.91
3525	B34	General Counsel V	\$220,747	\$219,771	1.00
3566	A15	Legal Secretary II	\$48,511	\$50,872	0.95
3569	A21	Legal Secretary V	\$70,662	\$76,234	0.93
3574	B18	Legal Assistant II	\$58,288	\$60,117	0.97
3576	B20	Legal Assistant III	\$66,255	\$71,485	0.93
3580	B24	Legal Assistant V	\$85,869	\$93,119	0.92
3666	B25	Ombudsman V	\$91,836	\$100,334	0.92
3667	B27	Ombudsman VI	\$113,278	\$113,894	0.99
Market Index - Legal					0.94
Medical and Health					
4001	A09	Dietetic Technician I	\$35,320	\$39,562	0.89
4002	A11	Dietetic Technician II	\$39,844	\$45,911	0.87
4016	B18	Dietetic and Nutrition Specialist I	\$58,288	\$59,482	0.98
4017	B20	Dietetic and Nutrition Specialist II	\$66,255	\$72,714	0.91
4018	B22	Dietetic and Nutrition Specialist III	\$75,376	\$83,666	0.90
4050	B20	Health Informatics Specialist I	\$66,255	\$73,593	0.90
4074	B16	Public Health and Prevention Specialist II	\$51,024	\$51,851	0.98
4078	B20	Public Health and Prevention Specialist IV	\$66,255	\$71,174	0.93
4083	B21	Epidemiologist II	\$70,662	\$76,139	0.93
4127	B26	Veterinarian II	\$102,980	\$124,609	0.83
4142	A11	Laboratory Technician I	\$39,844	\$43,979	0.91
4144	A13	Laboratory Technician II	\$43,914	\$46,593	0.94
4148	A17	Laboratory Technician IV	\$53,723	\$56,622	0.95
4222	B18	Microbiologist II	\$58,288	\$67,159	0.87
4224	B22	Microbiologist IV	\$75,376	\$84,955	0.89
4227	B18	Health Specialist II	\$58,288	\$65,041	0.90
4293	B18	Radiological Technologist II	\$58,288	\$65,400	0.89
4294	B20	Radiological Technologist III	\$66,255	\$73,816	0.90
4344	A13	Orthopedic Equipment Technician II	\$43,914	\$49,248	0.89

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
4350	A09	Psychiatric Nursing Assistant I	\$35,320	\$39,986	0.88
4351	A11	Psychiatric Nursing Assistant II	\$39,844	\$41,527	0.96
4353	A15	Psychiatric Nursing Assistant IV	\$48,511	\$60,693	0.80
4360	A19	Registered Therapist Assistant	\$62,136	\$69,936	0.89
4363	B21	Registered Therapist II	\$70,662	\$80,353	0.88
4364	B23	Registered Therapist III	\$80,421	\$87,589	0.92
4365	B25	Registered Therapist IV	\$91,836	\$96,967	0.95
4366	B27	Registered Therapist V	\$113,278	\$111,290	1.02
4384	A08	Medical Technician II	\$33,967	\$36,368	0.93
4385	A10	Medical Technician III	\$36,741	\$42,537	0.86
4386	A12	Medical Technician IV	\$41,819	\$49,863	0.84
4402	B16	Medical Technologist II	\$51,024	\$59,034	0.86
4403	B18	Medical Technologist III	\$58,288	\$63,782	0.91
4404	B20	Medical Technologist IV	\$66,255	\$76,818	0.86
4405	B22	Medical Technologist V	\$75,376	\$90,490	0.83
4411	B20	Nurse I	\$66,255	\$73,536	0.90
4412	B22	Nurse II	\$75,376	\$84,844	0.89
4413	B24	Nurse III	\$85,869	\$99,273	0.86
4414	B26	Nurse IV	\$102,980	\$108,166	0.95
4417	B22	Public Health Nurse II	\$75,376	\$75,028	1.00
4421	A15	Licensed Vocational Nurse I	\$48,511	\$55,271	0.88
4422	A17	Licensed Vocational Nurse II	\$53,723	\$63,625	0.84
4428	A20	Respiratory Care Practitioner	\$66,255	\$76,595	0.87
4437	B34	Physician II	\$220,747	\$237,918	0.93
4440	B28	Physician Assistant	\$124,606	\$139,431	0.89
4451	B28	Advanced Practice Registered Nurse I	\$124,606	\$138,438	0.90
4453	B24	Medical Research Specialist	\$85,869	\$89,028	0.96
4457	B31	Dentist II	\$165,851	\$181,149	0.92
4462	B23	Psychologist I	\$80,421	\$89,613	0.90
4465	B27	Psychologist III	\$113,278	\$120,102	0.94
4479	B35	Psychiatrist IV	\$242,822	\$261,830	0.93

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
4483	A14	Dental Assistant II	\$46,139	\$49,118	0.94
4489	B21	Dental Hygienist I	\$70,662	\$79,251	0.89
4492	B27	Pharmacist I	\$113,278	\$130,304	0.87
4493	B29	Pharmacist II	\$137,066	\$148,851	0.92
4494	B31	Pharmacist III	\$165,851	\$179,269	0.93
4498	A11	Pharmacy Technician I	\$39,844	\$44,971	0.89
4499	A13	Pharmacy Technician II	\$43,914	\$50,754	0.87
Market Index - Medical and Health					0.90
Criminal Justice					
4503	A15	Correctional Officer III	\$48,511	\$53,852	0.90
4510	B19	Sergeant of Correctional Officers	\$62,136	\$69,813	0.89
4512	B21	Captain of Correctional Officers	\$70,662	\$80,821	0.87
4522	A15	Juvenile Correctional Officer III	\$48,511	\$53,885	0.90
4533	B26	Youth Facility Superintendent	\$102,980	\$120,098	0.86
4541	B18	Parole Officer II	\$58,288	\$60,451	0.96
4544	B23	Parole Officer V	\$80,421	\$86,604	0.93
4551	B26	Warden I	\$102,980	\$120,098	0.86
4552	B27	Warden II	\$113,278	\$130,288	0.87
4650	A17	Industrial Specialist IV	\$53,723	\$66,252	0.81
Market Index – Criminal Justice					0.89
Social Services					
5002	B16	Adult Protective Services Specialist I	\$51,024	\$57,066	0.89
5004	B18	Adult Protective Services Specialist III	\$58,288	\$66,564	0.88
5005	B19	Adult Protective Services Specialist IV	\$62,136	\$71,552	0.87
5023	B16	Child Protective Services Specialist I	\$51,024	\$57,066	0.89
5025	B18	Child Protective Services Specialist III	\$58,288	\$66,564	0.88
5026	B19	Child Protective Services Specialist IV	\$62,136	\$71,552	0.87
5052	A10	Rehabilitation Therapy Technician III	\$36,741	\$41,746	0.88
5062	B17	Vocational Rehabilitation Counselor I	\$53,723	\$61,843	0.87
5081	B17	Chaplain I	\$53,723	\$59,562	0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
5082	B19	Chaplain II	\$62,136	\$67,991	0.91
5107	B19	Veterans Services Representative IV	\$62,136	\$65,672	0.95
5111	B16	Substance Abuse Counselor I	\$51,024	\$55,614	0.92
5113	B18	Substance Abuse Counselor III	\$58,288	\$65,062	0.90
5121	A09	Direct Support Professional I	\$35,320	\$41,806	0.84
5123	A13	Direct Support Professional III	\$43,914	\$50,120	0.88
5140	B13	Recreation Program Specialist I	\$43,914	\$48,259	0.91
5144	B17	Recreation Program Specialist III	\$53,723	\$60,765	0.88
5203	A10	Resident Specialist II	\$36,741	\$40,832	0.90
5207	A14	Resident Specialist IV	\$46,139	\$50,755	0.91
5226	B12	Case Manager I	\$41,819	\$45,857	0.91
5227	B14	Case Manager II	\$46,139	\$51,710	0.89
5229	B18	Case Manager IV	\$58,288	\$65,490	0.89
5233	B15	Volunteer Services Coordinator II	\$48,511	\$49,339	0.98
5400	B16	Social Worker I	\$51,024	\$59,166	0.86
5402	B18	Social Worker II	\$58,288	\$64,052	0.91
5404	B20	Social Worker III	\$66,255	\$76,769	0.86
5506	A13	Human Services Technician IV	\$43,914	\$46,387	0.95
5542	B15	Child Support Officer III	\$48,511	\$54,412	0.89
5616	B17	Interpreter/Translator I	\$53,723	\$60,353	0.89
5617	B19	Interpreter/Translator II	\$62,136	\$66,406	0.94
5622	B13	Texas Works Advisor II	\$43,914	\$50,345	0.87
Market Index - Social Services					0.90
Public Safety					
6054	B22	Forensic Scientist III	\$75,376	\$81,180	0.93
6097	B16	Police Communications Operator III	\$51,024	\$56,440	0.90
6117	B17	Biometrics Analyst III	\$53,723	\$59,297	0.91
6230	A10	Security Officer II	\$36,741	\$41,909	0.88
6234	A14	Security Officer IV	\$46,139	\$51,982	0.89
6241	B19	Emergency Management Program Coordinator II	\$62,136	\$71,700	0.87
Market Index - Public Safety					0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Military					
There are no benchmarks for the Military occupational category.					
Library and Records					
7317	B19	Historian II	\$62,136	\$64,914	0.96
7319	B21	Historian III	\$70,662	\$74,547	0.95
7352	A11	Library Assistant I	\$39,844	\$40,296	0.99
7354	A13	Library Assistant II	\$43,914	\$46,313	0.95
7402	B18	Librarian II	\$58,288	\$60,213	0.97
7404	B22	Librarian IV	\$75,376	\$76,178	0.99
7407	B18	Archivist II	\$58,288	\$60,052	0.97
7464	B15	Exhibit Technician	\$48,511	\$58,226	0.83
7468	B18	Curator II	\$58,288	\$63,642	0.92
7470	B20	Curator III	\$66,255	\$71,546	0.93
7480	B15	Records Analyst I	\$48,511	\$49,534	0.98
Market Index - Library and Records					0.95
Custodial					
8003	A07	Custodian I	\$32,679	\$32,614	1.00
8005	A08	Custodian II	\$33,967	\$34,635	0.98
8007	A10	Custodian III	\$36,741	\$37,208	0.99
8025	A17	Custodial Manager III	\$53,723	\$55,294	0.97
8032	A08	Groundskeeper II	\$33,967	\$34,464	0.99
8034	A12	Groundskeeper IV	\$41,819	\$42,563	0.98
8103	A07	Food Service Worker I	\$32,679	\$35,514	0.92
8104	A09	Food Service Worker II	\$35,320	\$40,636	0.87
8108	A13	Food Service Manager I	\$43,914	\$42,803	1.03
8109	A15	Food Service Manager II	\$48,511	\$51,814	0.94
8111	A19	Food Service Manager IV	\$62,136	\$69,136	0.90
8116	A08	Cook I	\$33,967	\$31,901	1.06
8117	A09	Cook II	\$35,320	\$40,187	0.88

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
8118	A11	Cook III	\$39,844	\$42,214	0.94
8252	A07	Laundry/Sewing Room Worker I	\$32,679	\$34,182	0.96
Market Index – Custodial					0.96
Maintenance					
9026	A18	Equipment Operator III	\$58,288	\$58,207	1.00
9036	A17	Air Conditioning and Boiler Operator III	\$53,723	\$59,505	0.90
9041	A10	Maintenance Specialist I	\$36,741	\$39,445	0.93
9043	A13	Maintenance Specialist III	\$43,914	\$49,259	0.89
9044	A15	Maintenance Specialist IV	\$48,511	\$55,659	0.87
9045	A17	Maintenance Specialist V	\$53,723	\$62,260	0.86
9054	A17	Maintenance Supervisor II	\$53,723	\$61,441	0.87
9056	A20	Maintenance Supervisor IV	\$66,255	\$73,398	0.90
9060	A16	Electronics Technician I	\$51,024	\$50,534	1.01
9064	A20	Electronics Technician III	\$66,255	\$72,882	0.91
9305	A16	Transportation Maintenance Specialist I	\$51,024	\$51,460	0.99
9307	A18	Transportation Maintenance Specialist III	\$58,288	\$60,450	0.96
9309	A20	Transportation Maintenance Specialist V	\$66,255	\$70,092	0.95
9323	A11	Vehicle Driver II	\$39,844	\$40,066	0.99
9324	A13	Vehicle Driver III	\$43,914	\$48,190	0.91
9325	A15	Vehicle Driver IV	\$48,511	\$54,890	0.88
9326	A17	Vehicle Driver V	\$53,723	\$61,142	0.88
9327	A20	Vehicle Driver VI	\$66,255	\$67,853	0.98
9418	A16	Motor Vehicle Technician III	\$51,024	\$56,021	0.91
9419	A18	Motor Vehicle Technician IV	\$58,288	\$62,414	0.93
9512	A16	Machinist I	\$51,024	\$50,789	1.00
9514	A18	Machinist II	\$58,288	\$58,809	0.99
9628	B26	Aircraft Pilot II	\$102,980	\$108,263	0.95
9638	B22	Aircraft Mechanic I	\$75,376	\$80,245	0.94
9733	A15	Equipment Maintenance Technician I	\$48,511	\$50,496	0.96
9734	A17	Equipment Maintenance Technician II	\$53,723	\$58,219	0.92
9790	A19	Welder I	\$62,136	\$61,202	1.02

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
9802	A16	Electrician I	\$51,024	\$52,323	0.98
9804	A18	Electrician II	\$58,288	\$62,400	0.93
9806	A20	Electrician III	\$66,255	\$69,712	0.95
9814	A18	HVAC Mechanic II	\$58,288	\$60,056	0.97
9816	A20	HVAC Mechanic III	\$66,255	\$71,546	0.93
9822	A18	Plumber II	\$58,288	\$60,093	0.97
9824	A20	Plumber III	\$66,255	\$69,446	0.95
Market Index - Maintenance					0.94

^a The State Auditor's Office is moving the Management Analyst job classification series from the Information and Communication occupational category to the Program Management occupational category.

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

Appendix 3

Recommendations by Occupational Category and Job Classification Title

Recommendations. These recommendations are designed to keep the State’s Position Classification Plan current and competitive. Figure 8 shows the current and recommended job classification titles, along with the descriptions of recommended changes, sorted by Job Classification Number and separated by Occupational Category.

Figure 8

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Administrative Support						
0006	A09	Receptionist I	0006	A09	Receptionist I	
0008	A11	Receptionist II	0008	A11	Receptionist II	
0055	A07	Clerk I	0055	A07	Clerk I	
0057	A09	Clerk II	0057	A09	Clerk II	
0059	A11	Clerk III	0059	A11	Clerk III	
0061	A13	Clerk IV	0061	A13	Clerk IV	
0132	A11	Customer Service Representative I	0132	A11	Customer Service Representative I	
0134	A13	Customer Service Representative II	0134	A13	Customer Service Representative II	
0136	A15	Customer Service Representative III	0136	A15	Customer Service Representative III	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0138	A17	Customer Service Representative IV	0138	A17	Customer Service Representative IV	
0140	A19	Customer Service Representative V	0140	A19	Customer Service Representative V	
0150	A09	Administrative Assistant I	0150	A09	Administrative Assistant I	
0152	A11	Administrative Assistant II	0152	A11	Administrative Assistant II	
0154	A13	Administrative Assistant III	0154	A13	Administrative Assistant III	
0156	A15	Administrative Assistant IV	0156	A15	Administrative Assistant IV	
0158	A17	Administrative Assistant V	0158	A17	Administrative Assistant V	
0159	A19	Administrative Assistant VI	0159	A19	Administrative Assistant VI	
0160	B17	Executive Assistant I	0160	B17	Executive Assistant I	
0162	B19	Executive Assistant II	0162	B19	Executive Assistant II	
0164	B21	Executive Assistant III	0164	B21	Executive Assistant III	
0166	B23	Executive Assistant IV	0166	B23	Executive Assistant IV	
0170	B12	License and Permit Specialist I				<i>Deletion</i>
0171	B14	License and Permit Specialist II	0171	B14	License and Permit Specialist I	<i>Title change I</i>
0172	B16	License and Permit Specialist III	0172	B16	License and Permit Specialist II	<i>Title change II</i>
0173	B18	License and Permit Specialist IV	0173	B18	License and Permit Specialist III	<i>Title change III</i>
0174	B20	License and Permit Specialist V	0174	B20	License and Permit Specialist IV	<i>Title change IV</i>
			0175	B22	License and Permit Specialist V	<i>New job classification</i>
0180	A10	Document Services Technician I	0180	A10	Document Services Technician I	
0181	A12	Document Services Technician II	0181	A12	Document Services Technician II	
0182	A14	Document Services Technician III	0182	A14	Document Services Technician III	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0183	A16	Document Services Technician IV	0183	A16	Document Services Technician IV	
0184	A18	Document Services Technician V	0184	A18	Document Services Technician V	
0190	B20	Agenda Coordinator	0190	B20	Agenda Coordinator	
Information Technology						
0211	B21	Database Administrator I	0211	B21	Database Administrator I	
0212	B23	Database Administrator II	0212	B23	Database Administrator II	
0213	B25	Database Administrator III	0213	B25	Database Administrator III	
0214	B27	Database Administrator IV	0214	B27	Database Administrator IV	
0215	B29	Database Administrator V	0215	B29	Database Administrator V	
0217	B29	Data Officer	0217	B29	Data Officer	
0218	B30	Chief Data Officer	0218	B30	Chief Data Officer	
0221	B21	Information Technology Business Analyst I	0221	B21	Information Technology Business Analyst I	
0222	B23	Information Technology Business Analyst II	0222	B23	Information Technology Business Analyst II	
0223	B25	Information Technology Business Analyst III	0223	B25	Information Technology Business Analyst III	
0224	B27	Information Technology Business Analyst IV	0224	B27	Information Technology Business Analyst IV	
0225	B29	Information Technology Business Analyst V	0225	B29	Information Technology Business Analyst V	
0228	B14	Information Technology Support Specialist I	0228	B14	Information Technology Support Specialist I	
0229	B16	Information Technology Support Specialist II	0229	B16	Information Technology Support Specialist II	
0230	B18	Information Technology Support Specialist III	0230	B18	Information Technology Support Specialist III	
0231	B20	Information Technology Support Specialist IV	0231	B20	Information Technology Support Specialist IV	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0232	B22	Information Technology Support Specialist V	0232	B22	Information Technology Support Specialist V	
0238	B31	Information Security Officer	0238	B31	Information Security Officer	
0239	B32	Chief Information Security Officer	0239	B32	Chief Information Security Officer	
0241	B20	Programmer I	0241	B20	Programmer I	
0242	B22	Programmer II	0242	B22	Programmer II	
0243	B24	Programmer III	0243	B24	Programmer III	
0244	B26	Programmer IV	0244	B26	Programmer IV	
0245	B28	Programmer V	0245	B28	Programmer V	
0246	B29	Programmer VI	0246	B29	Programmer VI	
0247	B22	Information Technology Auditor I	0247	B22	Information Technology Auditor I	
0248	B24	Information Technology Auditor II	0248	B24	Information Technology Auditor II	
0249	B26	Information Technology Auditor III	0249	B26	Information Technology Auditor III	
0250	B28	Information Technology Auditor IV	0250	B28	Information Technology Auditor IV	
0252	B17	Systems Analyst I	0252	B17	Systems Analyst I	
0253	B19	Systems Analyst II	0253	B19	Systems Analyst II	
0254	B21	Systems Analyst III	0254	B21	Systems Analyst III	
0255	B23	Systems Analyst IV	0255	B23	Systems Analyst IV	
0256	B25	Systems Analyst V	0256	B25	Systems Analyst V	
0257	B27	Systems Analyst VI	0257	B27	Systems Analyst VI	
0258	B29	Systems Analyst VII	0258	B29	Systems Analyst VII	
0270	B18	Geographic Information Specialist I	0270	B18	Geographic Information Specialist I	
0271	B20	Geographic Information Specialist II	0271	B20	Geographic Information Specialist II	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0272	B22	Geographic Information Specialist III	0272	B22	Geographic Information Specialist III	
0273	B24	Geographic Information Specialist IV	0273	B24	Geographic Information Specialist IV	
0274	B26	Geographic Information Specialist V	0274	B26	Geographic Information Specialist V	
0282	B18	Telecommunications Specialist I	0282	B18	Telecommunications Specialist I	
0283	B20	Telecommunications Specialist II	0283	B20	Telecommunications Specialist II	
0284	B22	Telecommunications Specialist III	0284	B22	Telecommunications Specialist III	
0285	B24	Telecommunications Specialist IV	0285	B24	Telecommunications Specialist IV	
0286	B26	Telecommunications Specialist V	0286	B26	Telecommunications Specialist V	
0287	B17	Network Specialist I	0287	B17	Network Specialist I	
0288	B19	Network Specialist II	0288	B19	Network Specialist II	
0289	B21	Network Specialist III	0289	B21	Network Specialist III	
0290	B23	Network Specialist IV	0290	B23	Network Specialist IV	
0291	B25	Network Specialist V	0291	B25	Network Specialist V	
0292	B27	Network Specialist VI	0292	B27	Network Specialist VI	
0294	B26	Business Continuity Coordinator I	0294	B26	Business Continuity Coordinator I	
0295	B27	Business Continuity Coordinator II	0295	B27	Business Continuity Coordinator II	
0300	B19	Web Administrator I	0300	B19	Web Administrator I	
0301	B21	Web Administrator II	0301	B21	Web Administrator II	
0302	B23	Web Administrator III	0302	B23	Web Administrator III	
0303	B25	Web Administrator IV	0303	B25	Web Administrator IV	
0304	B27	Web Administrator V	0304	B27	Web Administrator V	
0310	B17	Systems Administrator I	0310	B17	Systems Administrator I	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0311	B19	Systems Administrator II	0311	B19	Systems Administrator II	
0312	B21	Systems Administrator III	0312	B21	Systems Administrator III	
0313	B23	Systems Administrator IV	0313	B23	Systems Administrator IV	
0314	B25	Systems Administrator V	0314	B25	Systems Administrator V	
0315	B27	Systems Administrator VI	0315	B27	Systems Administrator VI	
0317	B28	Data Architect I	0317	B28	Data Architect I	
0318	B30	Data Architect II	0318	B30	Data Architect II	
0319	B23	Cybersecurity Analyst I	0319	B23	Cybersecurity Analyst I	
0320	B25	Cybersecurity Analyst II	0320	B25	Cybersecurity Analyst II	
0321	B27	Cybersecurity Analyst III	0321	B27	Cybersecurity Analyst III	
0322	B29	Cybersecurity Analyst IV	0322	B29	Cybersecurity Analyst IV	
0323	B31	Cybersecurity Analyst V	0323	B31	Cybersecurity Analyst V	
0326	B31	Cybersecurity Officer	0326	B31	Cybersecurity Officer	
0328	B32	Chief Cybersecurity Officer	0328	B32	Chief Cybersecurity Officer	
0340	B21	Accessibility Specialist I	0340	B21	Accessibility Specialist I	
0341	B23	Accessibility Specialist II	0341	B23	Accessibility Specialist II	
0342	B25	Accessibility Specialist III	0342	B25	Accessibility Specialist III	
			0350	B24	User Experience/User Interface (UX/UI) Designer I	New job classification
			0352	B26	User Experience/User Interface (UX/UI) Designer II	New job classification
			0354	B28	User Experience/User Interface (UX/UI) Designer III	New job classification
			0356	B30	User Experience/User Interface (UX/UI) Designer IV	New job classification
Planning, Research, and Statistics						
0516	B18	Planner I	0516	B18	Planner I	
0517	B20	Planner II	0517	B20	Planner II	
0518	B22	Planner III	0518	B22	Planner III	
0519	B24	Planner IV	0519	B24	Planner IV	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0520	B26	Planner V	0520	B26	Planner V	
0590	A12	Research and Statistics Technician I	0590	A12	Research and Statistics Technician I	
0592	A14	Research and Statistics Technician II	0592	A14	Research and Statistics Technician II	
0600	B16	Research Specialist I	0600	B16	Research Specialist I	
0602	B18	Research Specialist II	0602	B18	Research Specialist II	
0604	B20	Research Specialist III	0604	B20	Research Specialist III	
0606	B22	Research Specialist IV	0606	B22	Research Specialist IV	
0608	B24	Research Specialist V	0608	B24	Research Specialist V	
			0610	B26	Research Specialist VI	New job classification
0624	B18	Statistician I	0624	B18	Statistician I	
0626	B20	Statistician II	0626	B20	Statistician II	
0628	B21	Statistician III	0628	B21	Statistician III	
0630	B23	Statistician IV	0630	B23	Statistician IV	
0640	B19	Economist I	0640	B19	Economist I	
0642	B21	Economist II	0642	B21	Economist II	
0644	B23	Economist III	0644	B23	Economist III	
0646	B25	Economist IV	0646	B25	Economist IV	
0650	B18	Data Analyst I	0650	B18	Data Analyst I	
0651	B20	Data Analyst II	0651	B20	Data Analyst II	
0652	B22	Data Analyst III	0652	B22	Data Analyst III	
0653	B24	Data Analyst IV	0653	B24	Data Analyst IV	
0654	B26	Data Analyst V	0654	B26	Data Analyst V	
0655	B28	Data Analyst VI	0655	B28	Data Analyst VI	
0660	B28	Data Scientist I	0660	B28	Data Scientist I	
0662	B30	Data Scientist II	0662	B30	Data Scientist II	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Education						
0812	A11	Teacher Aide I	0812	A11	Teacher Aide I	
0813	A13	Teacher Aide II	0813	A13	Teacher Aide II	
0814	A15	Teacher Aide III	0814	A15	Teacher Aide III	
0815	A17	Teacher Aide IV	0815	A17	Teacher Aide IV	
0820	B17	Education Specialist I	0820	B17	Education Specialist I	
0821	B19	Education Specialist II	0821	B19	Education Specialist II	
0822	B21	Education Specialist III	0822	B21	Education Specialist III	
0823	B23	Education Specialist IV	0823	B23	Education Specialist IV	
0824	B25	Education Specialist V	0824	B25	Education Specialist V	
Accounting, Auditing, and Finance						
1000	A11	Accounting Technician I	1000	A11	Accounting Technician I	
1002	A13	Accounting Technician II	1002	A13	Accounting Technician II	
1004	A15	Accounting Technician III	1004	A15	Accounting Technician III	
1012	B15	Accountant I	1012	B15	Accountant I	
1014	B16	Accountant II	1014	B16	Accountant II	
1016	B18	Accountant III	1016	B18	Accountant III	
1018	B20	Accountant IV	1018	B20	Accountant IV	
1020	B22	Accountant V	1020	B22	Accountant V	
1022	B24	Accountant VI	1022	B24	Accountant VI	
1024	B26	Accountant VII	1024	B26	Accountant VII	
1030	B25	Independent Audit Reviewer I	1030	B25	Independent Audit Reviewer I	
1032	B26	Independent Audit Reviewer II	1032	B26	Independent Audit Reviewer II	
1034	B27	Independent Audit Reviewer III	1034	B27	Independent Audit Reviewer III	
1036	B28	Independent Audit Reviewer IV	1036	B28	Independent Audit Reviewer IV	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1044	B18	Auditor I	1044	B19	Auditor I	Reallocation
1046	B20	Auditor II	1046	B21	Auditor II	Reallocation
1048	B22	Auditor III	1048	B23	Auditor III	Reallocation
1050	B24	Auditor IV	1050	B25	Auditor IV	Reallocation
1052	B26	Auditor V	1052	B27	Auditor V	Reallocation
1059	B13	Taxpayer Compliance Officer I	1059	B13	Taxpayer Compliance Officer I	
1060	B15	Taxpayer Compliance Officer II	1060	B15	Taxpayer Compliance Officer II	
1061	B17	Taxpayer Compliance Officer III	1061	B17	Taxpayer Compliance Officer III	
1062	B19	Taxpayer Compliance Officer IV	1062	B19	Taxpayer Compliance Officer IV	
1063	B21	Taxpayer Compliance Officer V	1063	B21	Taxpayer Compliance Officer V	
1064	B23	Taxpayer Compliance Officer VI	1064	B23	Taxpayer Compliance Officer VI	
1065	B23	Tax Analyst I	1065	B23	Tax Analyst I	
1066	B24	Tax Analyst II	1066	B24	Tax Analyst II	
1067	B25	Tax Analyst III	1067	B25	Tax Analyst III	
1068	B26	Tax Analyst IV	1068	B26	Tax Analyst IV	
1069	B27	Tax Analyst V	1069	B27	Tax Analyst V	
1073	B13	Accounts Examiner I	1073	B13	Accounts Examiner I	
1074	B15	Accounts Examiner II	1074	B15	Accounts Examiner II	
1075	B17	Accounts Examiner III	1075	B17	Accounts Examiner III	
1076	B19	Accounts Examiner IV	1076	B19	Accounts Examiner IV	
1077	B21	Accounts Examiner V	1077	B21	Accounts Examiner V	
1078	B23	Accounts Examiner VI	1078	B23	Accounts Examiner VI	
1080	B20	Financial Analyst I	1080	B20	Financial Analyst I	
1082	B22	Financial Analyst II	1082	B22	Financial Analyst II	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1084	B24	Financial Analyst III	1084	B24	Financial Analyst III	
1085	B26	Financial Analyst IV	1085	B26	Financial Analyst IV	
			1086	B28	Financial Analyst V	New job classification
1090	B15	Taxpayer Enforcement Officer I	1090	B15	Taxpayer Enforcement Officer I	
1091	B17	Taxpayer Enforcement Officer II	1091	B17	Taxpayer Enforcement Officer II	
1092	B19	Taxpayer Enforcement Officer III	1092	B19	Taxpayer Enforcement Officer III	
1093	B21	Taxpayer Enforcement Officer IV	1093	B21	Taxpayer Enforcement Officer IV	
1094	B23	Taxpayer Enforcement Officer V	1094	B23	Taxpayer Enforcement Officer V	
1100	B17	Financial Examiner I	1100	B17	Financial Examiner I	
1102	B19	Financial Examiner II	1102	B19	Financial Examiner II	
1104	B21	Financial Examiner III	1104	B21	Financial Examiner III	
1106	B23	Financial Examiner IV	1106	B23	Financial Examiner IV	
1108	B25	Financial Examiner V	1108	B25	Financial Examiner V	
1110	B27	Financial Examiner VI	1110	B27	Financial Examiner VI	
1112	B29	Financial Examiner VII	1112	B29	Financial Examiner VII	
1130	B22	Investment Analyst I	1130	B24	Investment Analyst I	Reallocation
1131	B24	Investment Analyst II	1131	B26	Investment Analyst II	Reallocation
1132	B26	Investment Analyst III	1132	B28	Investment Analyst III	Reallocation
1133	B28	Investment Analyst IV	1133	B30	Investment Analyst IV	Reallocation
1134	B30	Investment Analyst V	1134	B32	Investment Analyst V	Reallocation
			1135	B34	Investment Analyst VI	New job classification
1140	B27	Portfolio Manager I	1140	B27	Portfolio Manager I	
1141	B29	Portfolio Manager II	1141	B29	Portfolio Manager II	
1142	B31	Portfolio Manager III	1142	B31	Portfolio Manager III	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1143	B33	Portfolio Manager IV	1143	B33	Portfolio Manager IV	
1144	B35	Portfolio Manager V	1144	B35	Portfolio Manager V	
1145	B36	Portfolio Manager VI	1145	B36	Portfolio Manager VI	
1155	B18	Budget Analyst I	1155	B18	Budget Analyst I	
1156	B20	Budget Analyst II	1156	B20	Budget Analyst II	
1157	B22	Budget Analyst III	1157	B22	Budget Analyst III	
1158	B24	Budget Analyst IV	1158	B24	Budget Analyst IV	
1159	B26	Budget Analyst V	1159	B26	Budget Analyst V	
1161	B25	Trader I	1161	B25	Trader I	
1162	B27	Trader II	1162	B27	Trader II	
1163	B29	Trader III	1163	B29	Trader III	
1175	B31	Chief Trader I	1175	B31	Chief Trader I	
1176	B33	Chief Trader II	1176	B33	Chief Trader II	
1200	B18	Internal Auditor I	1200	B19	Internal Auditor I	Reallocation
1201	B20	Internal Auditor II	1201	B21	Internal Auditor II	Reallocation
1202	B22	Internal Auditor III	1202	B23	Internal Auditor III	Reallocation
1203	B24	Internal Auditor IV	1203	B25	Internal Auditor IV	Reallocation
1204	B26	Internal Auditor V	1204	B27	Internal Auditor V	Reallocation
1242	B12	Reimbursement Officer I	1242	B12	Reimbursement Officer I	
1244	B14	Reimbursement Officer II	1244	B14	Reimbursement Officer II	
1246	B16	Reimbursement Officer III	1246	B16	Reimbursement Officer III	
1248	B18	Reimbursement Officer IV	1248	B18	Reimbursement Officer IV	
1250	B20	Reimbursement Officer V	1250	B20	Reimbursement Officer V	
1255	B21	Reimbursement Analyst I	1255	B21	Reimbursement Analyst I	
			1256	B22	Reimbursement Analyst II	New job classification
1256	B23	Reimbursement Analyst II	1257	B23	Reimbursement Analyst III	Title change and Classification number change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			1258	B24	Reimbursement Analyst IV	New job classification
1257	B25	Reimbursement Analyst III	1259	B25	Reimbursement Analyst V	Title change and Classification number change
1260	B17	Loan Specialist I	1260	B17	Loan Specialist I	
1261	B19	Loan Specialist II	1261	B19	Loan Specialist II	
1262	B21	Loan Specialist III	1262	B21	Loan Specialist III	
1263	B23	Loan Specialist IV	1263	B23	Loan Specialist IV	
			1264	B25	Loan Specialist V	New job classification
1280	B18	Tax Auditor I	1280	B19	Tax Auditor I	Reallocation
1281	B20	Tax Auditor II	1281	B21	Tax Auditor II	Reallocation
1282	B22	Tax Auditor III	1282	B23	Tax Auditor III	Reallocation
1283	B24	Tax Auditor IV	1283	B25	Tax Auditor IV	Reallocation
1284	B25	Tax Auditor V	1284	B26	Tax Auditor V	Reallocation
1285	B26	Tax Auditor VI	1285	B27	Tax Auditor VI	Reallocation
1286	B27	Tax Auditor Supervisor				Deletion
1287	B29	Tax Auditor Manager				Deletion
1290	A13	Payroll Assistant	1290	A13	Payroll Assistant	
1291	B15	Payroll Specialist I	1291	B15	Payroll Specialist I	
1292	B17	Payroll Specialist II	1292	B17	Payroll Specialist II	
1293	B19	Payroll Specialist III	1293	B19	Payroll Specialist III	
1294	B21	Payroll Specialist IV	1294	B21	Payroll Specialist IV	
1295	B23	Payroll Specialist V	1295	B23	Payroll Specialist V	
			1296	B25	Payroll Specialist VI	New job classification
Compliance, Inspection, and Investigation						
1315	B20	Boiler Inspector I	1315	B20	Boiler Inspector I	
1316	B21	Boiler Inspector II	1316	B21	Boiler Inspector II	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1317	B22	Boiler Inspector III	1317	B22	Boiler Inspector III	
1321	B11	Inspector I	1321	B12	Inspector I	Reallocation
1322	B13	Inspector II	1322	B14	Inspector II	Reallocation
1323	B15	Inspector III	1323	B16	Inspector III	Reallocation
1324	B17	Inspector IV	1324	B18	Inspector IV	Reallocation
1325	B19	Inspector V	1325	B20	Inspector V	Reallocation
1326	B21	Inspector VI	1326	B22	Inspector VI	Reallocation
1327	B23	Inspector VII	1327	B24	Inspector VII	Reallocation
1350	B12	Investigator I				Deletion
1351	B14	Investigator II	1351	B14	Investigator I	Title change
1352	B16	Investigator III	1352	B16	Investigator II	Title change
1353	B18	Investigator IV	1353	B18	Investigator III	Title change
1354	B20	Investigator V	1354	B20	Investigator IV	Title change
1355	B22	Investigator VI	1355	B22	Investigator V	Title change
1356	B24	Investigator VII	1356	B24	Investigator VI	Title change
			1357	B26	Investigator VII	New job classification
1400	B19	Compliance Analyst I	1400	B19	Compliance Analyst I	
1401	B21	Compliance Analyst II	1401	B21	Compliance Analyst II	
1402	B23	Compliance Analyst III	1402	B23	Compliance Analyst III	
1403	B25	Compliance Analyst IV	1403	B25	Compliance Analyst IV	
			1404	B27	Compliance Analyst V	New job classification
1410	B17	Quality Assurance Specialist I	1410	B17	Quality Assurance Specialist I	
1411	B18	Quality Assurance Specialist II	1411	B18	Quality Assurance Specialist II	
1412	B20	Quality Assurance Specialist III	1412	B20	Quality Assurance Specialist III	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1413	B22	Quality Assurance Specialist IV	1413	B22	Quality Assurance Specialist IV	
Program Management						
1550	B17	Staff Services Officer I	1550	B17	Staff Services Officer I	
1551	B18	Staff Services Officer II	1551	B18	Staff Services Officer II	
1552	B19	Staff Services Officer III	1552	B19	Staff Services Officer III	
1553	B20	Staff Services Officer IV	1553	B20	Staff Services Officer IV	
1554	B21	Staff Services Officer V	1554	B21	Staff Services Officer V	
			1555	B23	Staff Services Officer VI	New job classification
1558	B20	Project Manager I	1558	B20	Project Manager I	
1559	B22	Project Manager II	1559	B22	Project Manager II	
1560	B24	Project Manager III	1560	B24	Project Manager III	
1561	B26	Project Manager IV	1561	B26	Project Manager IV	
1562	B28	Project Manager V	1562	B28	Project Manager V	
1570	B17	Program Specialist I	1570	B17	Program Specialist I	
1571	B18	Program Specialist II	1571	B18	Program Specialist II	
1572	B19	Program Specialist III	1572	B19	Program Specialist III	
1573	B20	Program Specialist IV	1573	B20	Program Specialist IV	
1574	B21	Program Specialist V	1574	B21	Program Specialist V	
1575	B23	Program Specialist VI	1575	B23	Program Specialist VI	
1576	B25	Program Specialist VII	1576	B25	Program Specialist VII	
1580	B17	Program Supervisor I				Deletion
1581	B18	Program Supervisor II	1581	B18	Program Supervisor I	Title change
1582	B19	Program Supervisor III	1582	B19	Program Supervisor II	Title change
1583	B20	Program Supervisor IV	1583	B20	Program Supervisor III	Title change
1584	B21	Program Supervisor V	1584	B21	Program Supervisor IV	Title change
1586	B23	Program Supervisor VI	1586	B23	Program Supervisor V	Title change
1588	B25	Program Supervisor VII	1588	B25	Program Supervisor VI	Title change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			1589	B26	Program Supervisor VII	New job classification
1600	B22	Manager I	1600	B22	Manager I	
1601	B23	Manager II	1601	B23	Manager II	
1602	B24	Manager III	1602	B24	Manager III	
1603	B25	Manager IV	1603	B25	Manager IV	
1604	B26	Manager V	1604	B26	Manager V	
1605	B27	Manager VI	1605	B27	Manager VI	
1606	B28	Manager VII	1606	B28	Manager VII	
			1607	B29	Manager VIII	New job classification
1620	B26	Director I	1620	B26	Director I	
1621	B27	Director II	1621	B27	Director II	
1622	B28	Director III	1622	B28	Director III	
1623	B29	Director IV	1623	B29	Director IV	
1624	B30	Director V	1624	B30	Director V	
1625	B31	Director VI	1625	B31	Director VI	
1626	B32	Director VII	1626	B32	Director VII	
			1627	B33	Director VIII	New job classification
1630	B33	Deputy Director I	1630	B33	Deputy Director I	
1631	B34	Deputy Director II	1631	B34	Deputy Director II	
1632	B35	Deputy Director III	1632	B35	Deputy Director III	
1633	B36	Deputy Director IV	1633	B36	Deputy Director IV	
1640	B36	Deputy Comptroller	1640	B36	Deputy Comptroller	
1641	B32	Associate Deputy Attorney General	1641	B33	Associate Deputy Attorney General	Reallocation
1642	B34	Deputy Attorney General	1642	B34	Deputy Attorney General	
1643	B35	Deputy First Assistant Attorney General	1643	B35	Deputy First Assistant Attorney General	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1644	B36	First Assistant Attorney General	1644	B36	First Assistant Attorney General	
1650	B28	Portfolio Project Manager I	1650	B29	Portfolio Project Manager I	Reallocation
1652	B30	Portfolio Project Manager II	1652	B31	Portfolio Project Manager II	Reallocation
1660	B19	Project Management Specialist I	1660	B20	Project Management Specialist I	Reallocation
1661	B21	Project Management Specialist II	1661	B22	Project Management Specialist II	Reallocation
1662	B23	Project Management Specialist III	1662	B24	Project Management Specialist III	Reallocation
1670	B25	Program Management Specialist I	1670	B25	Program Management Specialist I	
1671	B26	Program Management Specialist II	1671	B26	Program Management Specialist II	
1672	B27	Program Management Specialist III	1672	B27	Program Management Specialist III	
1673	B28	Program Management Specialist IV	1673	B28	Program Management Specialist IV	
1680	B26	Agile Scrum Master I	1680	B26	Agile Scrum Master I	
1681	B28	Agile Scrum Master II	1681	B28	Agile Scrum Master II	
1860	B19	Management Analyst I ^a	1685	B19	Management Analyst I	Classification number change
1862	B21	Management Analyst II ^a	1686	B21	Management Analyst II	Classification number change
1864	B23	Management Analyst III ^a	1687	B23	Management Analyst III	Classification number change
1866	B25	Management Analyst IV ^a	1688	B25	Management Analyst IV	Classification number change
1868	B27	Management Analyst V ^a	1689	B27	Management Analyst V	Classification number change
			1695	B21	Policy Analyst I	New job classification

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			1696	B23	<i>Policy Analyst II</i>	<i>New job classification</i>
			1697	B25	<i>Policy Analyst III</i>	<i>New job classification</i>
Human Resources and Training and Development						
1727	B13	Human Resources Assistant	1727	B14	<i>Human Resources Assistant</i>	<i>Reallocation</i>
1729	B15	Human Resources Specialist I	1729	B16	<i>Human Resources Specialist I</i>	<i>Reallocation</i>
1731	B17	Human Resources Specialist II	1731	B18	<i>Human Resources Specialist II</i>	<i>Reallocation</i>
1733	B19	Human Resources Specialist III	1733	B20	<i>Human Resources Specialist III</i>	<i>Reallocation</i>
1735	B21	Human Resources Specialist IV	1735	B22	<i>Human Resources Specialist IV</i>	<i>Reallocation</i>
1737	B23	Human Resources Specialist V	1737	B24	<i>Human Resources Specialist V</i>	<i>Reallocation</i>
1739	B25	Human Resources Specialist VI	1739	B26	<i>Human Resources Specialist VI</i>	<i>Reallocation</i>
1780	B12	Training and Development Assistant	1780	B13	<i>Training and Development Assistant</i>	<i>Reallocation</i>
1781	B14	Training and Development Specialist I	1781	B15	<i>Training and Development Specialist I</i>	<i>Reallocation</i>
1782	B16	Training and Development Specialist II	1782	B17	<i>Training and Development Specialist II</i>	<i>Reallocation</i>
1783	B18	Training and Development Specialist III	1783	B19	<i>Training and Development Specialist III</i>	<i>Reallocation</i>
1784	B20	Training and Development Specialist IV	1784	B21	<i>Training and Development Specialist IV</i>	<i>Reallocation</i>
1785	B22	Training and Development Specialist V	1785	B23	<i>Training and Development Specialist V</i>	<i>Reallocation</i>
1786	B24	Training and Development Specialist VI	1786	B25	<i>Training and Development Specialist VI</i>	<i>Reallocation</i>
1790	B21	E-Learning Developer I	1790	B21	E-Learning Developer I	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1791	B23	E-Learning Developer II	1791	B23	E-Learning Developer II	
1792	B25	E-Learning Developer III	1792	B25	E-Learning Developer III	
Information and Communication						
1800	B15	Intelligent Transportation Systems Operations Technician I	1800	B15	Intelligent Transportation Systems Operations Technician I	
1802	B17	Intelligent Transportation Systems Operations Technician II	1802	B17	Intelligent Transportation Systems Operations Technician II	
1804	B19	Intelligent Transportation Systems Operations Technician III	1804	B19	Intelligent Transportation Systems Operations Technician III	
1806	B21	Intelligent Transportation Systems Operations Technician IV	1806	B21	Intelligent Transportation Systems Operations Technician IV	
1810	B17	Creative Media Designer I	1810	B17	Creative Media Designer I	
1812	B19	Creative Media Designer II	1812	B19	Creative Media Designer II	
1814	B21	Creative Media Designer III	1814	B21	Creative Media Designer III	
1816	B23	Creative Media Designer IV	1816	B23	Creative Media Designer IV	
			1818	B25	Creative Media Designer V	New job classification
1822	B16	Marketing Specialist I	1822	B16	Marketing Specialist I	
1823	B18	Marketing Specialist II	1823	B18	Marketing Specialist II	
1824	B20	Marketing Specialist III	1824	B20	Marketing Specialist III	
1825	B22	Marketing Specialist IV	1825	B22	Marketing Specialist IV	
1826	B24	Marketing Specialist V	1826	B24	Marketing Specialist V	
1830	B16	Information Specialist I	1830	B16	Information Specialist I	
1831	B18	Information Specialist II	1831	B18	Information Specialist II	
1832	B20	Information Specialist III	1832	B20	Information Specialist III	
1833	B22	Information Specialist IV	1833	B22	Information Specialist IV	
1834	B24	Information Specialist V	1834	B24	Information Specialist V	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1840	A11	Multimedia Technician I	1840	A11	Multimedia Technician I	
1841	A13	Multimedia Technician II	1841	A13	Multimedia Technician II	
1842	A15	Multimedia Technician III	1842	A15	Multimedia Technician III	
1843	A17	Multimedia Technician IV	1843	A17	Multimedia Technician IV	
1850	B20	Multimedia Specialist I	1850	B20	Multimedia Specialist I	
1851	B22	Multimedia Specialist II	1851	B22	Multimedia Specialist II	
			1852	B24	Multimedia Specialist III	New job classification
1870	B19	Technical Writer I	1870	B19	Technical Writer I	
1871	B21	Technical Writer II	1871	B21	Technical Writer II	
1872	B23	Technical Writer III	1872	B23	Technical Writer III	
			1873	B25	Technical Writer IV	New job classification
1875	B18	Editor I	1875	B18	Editor I	
1876	B20	Editor II	1876	B20	Editor II	
1877	B22	Editor III	1877	B22	Editor III	
			1878	B24	Editor IV	New job classification
1880	B21	Governor’s Advisor I	1880	B23	Governor’s Advisor I	Reallocation
1881	B23	Governor’s Advisor II	1881	B25	Governor’s Advisor II	Reallocation
1882	B25	Governor’s Advisor III	1882	B27	Governor’s Advisor III	Reallocation
1883	B27	Governor’s Advisor IV	1883	B29	Governor’s Advisor IV	Reallocation
1884	B29	Governor’s Advisor V	1884	B31	Governor’s Advisor V	Reallocation
1890	B23	Government Relations Specialist I	1890	B23	Government Relations Specialist I	
1892	B25	Government Relations Specialist II	1892	B25	Government Relations Specialist II	
1894	B27	Government Relations Specialist III	1894	B27	Government Relations Specialist III	
1897	B21	Privacy Analyst I	1897	B21	Privacy Analyst I	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1898	B23	Privacy Analyst II	1898	B23	Privacy Analyst II	
1899	B25	Privacy Analyst III	1899	B25	Privacy Analyst III	
Property Management and Procurement						
1911	A11	Inventory and Store Specialist I	1911	A11	Inventory and Store Specialist I	
1912	A13	Inventory and Store Specialist II	1912	A13	Inventory and Store Specialist II	
1913	A15	Inventory and Store Specialist III	1913	A15	Inventory and Store Specialist III	
1914	A17	Inventory and Store Specialist IV	1914	A17	Inventory and Store Specialist IV	
1915	A19	Inventory and Store Specialist V	1915	A19	Inventory and Store Specialist V	
1919	B17	Grant Specialist I	1919	B17	Grant Specialist I	
1920	B19	Grant Specialist II	1920	B19	Grant Specialist II	
1921	B21	Grant Specialist III	1921	B21	Grant Specialist III	
1922	B23	Grant Specialist IV	1922	B23	Grant Specialist IV	
1923	B25	Grant Specialist V	1923	B25	Grant Specialist V	
1930	B13	Purchaser I	1930	B13	Purchaser I	
1931	B15	Purchaser II	1931	B15	Purchaser II	
1932	B17	Purchaser III	1932	B17	Purchaser III	
1933	B19	Purchaser IV	1933	B19	Purchaser IV	
1934	B21	Purchaser V	1934	B21	Purchaser V	
1935	B23	Purchaser VI	1935	B23	Purchaser VI	
1936	B25	Purchaser VII	1936	B25	Purchaser VII	
1960	B26	Contract Administration Manager I	1960	B26	Contract Administration Manager I	
1962	B28	Contract Administration Manager II	1962	B28	Contract Administration Manager II	
1974	A13	Contract Technician	1974	A13	Contract Technician	
1976	B16	Contract Specialist I	1976	B16	Contract Specialist I	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1980	B18	Contract Specialist II	1980	B18	Contract Specialist II	
1982	B20	Contract Specialist III	1982	B20	Contract Specialist III	
1984	B22	Contract Specialist IV	1984	B22	Contract Specialist IV	
1986	B24	Contract Specialist V	1986	B24	Contract Specialist V	
1990	B18	Property Manager I	1990	B18	Property Manager I	
1992	B20	Property Manager II	1992	B20	Property Manager II	
1994	B22	Property Manager III	1994	B22	Property Manager III	
1995	B24	Property Manager IV	1995	B24	Property Manager IV	
1996	B18	Fleet Manager I	1996	B18	Fleet Manager I	
1997	B20	Fleet Manager II	1997	B20	Fleet Manager II	
1998	B22	Fleet Manager III	1998	B22	Fleet Manager III	
1999	B24	Fleet Manager IV	1999	B24	Fleet Manager IV	
Land Surveying, Appraising, and Utilities						
2054	B21	Land Surveyor I	2054	B21	Land Surveyor I	
2056	B23	Land Surveyor II	2056	B23	Land Surveyor II	
2058	B25	Land Surveyor III	2058	B25	Land Surveyor III	
2062	B17	Appraiser I	2062	B17	Appraiser I	
2064	B19	Appraiser II	2064	B19	Appraiser II	
2065	B21	Appraiser III	2065	B21	Appraiser III	
2066	B23	Appraiser IV	2066	B23	Appraiser IV	
2067	B25	Appraiser V	2067	B25	Appraiser V	
			2070	B24	Real Estate Specialist I	New job classification
			2071	B26	Real Estate Specialist II	New job classification
2082	B16	Right of Way Agent I	2082	B16	Right of Way Agent I	
2084	B18	Right of Way Agent II	2084	B18	Right of Way Agent II	
2086	B20	Right of Way Agent III	2086	B20	Right of Way Agent III	
2088	B22	Right of Way Agent IV	2088	B22	Right of Way Agent IV	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2090	B24	Right of Way Agent V	2090	B24	Right of Way Agent V	
2091	B26	Right of Way Agent VI	2091	B26	Right of Way Agent VI	
2093	B21	Utility Specialist I	2093	B21	Utility Specialist I	
2094	B23	Utility Specialist II	2094	B23	Utility Specialist II	
2100	B22	Minerals Specialist I	2100	B22	Minerals Specialist I	
2101	B24	Minerals Specialist II	2101	B24	Minerals Specialist II	
2102	B26	Minerals Specialist III	2102	B26	Minerals Specialist III	
2106	A18	Survey Technician I	2106	A18	Survey Technician I	
2107	A20	Survey Technician II	2107	A20	Survey Technician II	
Engineering and Design						
2119	A11	Engineering Aide	2119	A11	Engineering Aide	
2122	A13	Engineering Technician I				<i>Deletion</i>
2123	A15	Engineering Technician II	2123	A16	Engineering Technician I	Reallocation and Title change
2124	A17	Engineering Technician III	2124	A18	Engineering Technician II	Reallocation and Title change
2125	A19	Engineering Technician IV	2125	A20	Engineering Technician III	Reallocation and Title change
2127	B18	Engineering Specialist I	2127	B18	Engineering Specialist I	
2128	B19	Engineering Specialist II	2128	B19	Engineering Specialist II	
2129	B20	Engineering Specialist III	2129	B20	Engineering Specialist III	
2130	B21	Engineering Specialist IV	2130	B21	Engineering Specialist IV	
2131	B22	Engineering Specialist V	2131	B22	Engineering Specialist V	
2132	B24	Engineering Specialist VI	2132	B24	Engineering Specialist VI	
2152	B23	Engineer I	2152	B23	Engineer I	
2153	B24	Engineer II	2153	B24	Engineer II	
2154	B25	Engineer III	2154	B25	Engineer III	
2155	B26	Engineer IV	2155	B26	Engineer IV	
2156	B27	Engineer V	2156	B27	Engineer V	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2157	B28	Engineer VI	2157	B28	Engineer VI	
2161	B34	District Engineer	2161	B34	District Engineer	
2181	A18	Drafting Technician I	2181	A19	Drafting Technician I	Reallocation
2182	A20	Drafting Technician II	2182	A21	Drafting Technician II	Reallocation
2255	B19	Project Design Specialist I	2255	B19	Project Design Specialist I	
2256	B20	Project Design Specialist II	2256	B20	Project Design Specialist II	
2257	B21	Project Design Specialist III	2257	B21	Project Design Specialist III	
2260	B21	Architect I	2260	B22	Architect I	Reallocation
2264	B23	Architect II	2264	B24	Architect II	Reallocation
2266	B25	Architect III	2266	B26	Architect III	Reallocation
2268	B27	Architect IV	2268	B28	Architect IV	Reallocation
2271	B21	Intelligent Transportation Systems Specialist I	2271	B21	Intelligent Transportation Systems Specialist I	
2272	B23	Intelligent Transportation Systems Specialist II	2272	B23	Intelligent Transportation Systems Specialist II	
2273	B25	Intelligent Transportation Systems Specialist III	2273	B25	Intelligent Transportation Systems Specialist III	
Natural Resources						
2340	B17	Geologic Specialist I	2340	B18	Geologic Specialist I	Reallocation
2342	B19	Geologic Specialist II	2342	B20	Geologic Specialist II	Reallocation
2360	B20	Geoscientist I	2360	B21	Geoscientist I	Reallocation
2364	B22	Geoscientist II	2364	B23	Geoscientist II	Reallocation
2365	B24	Geoscientist III	2365	B25	Geoscientist III	Reallocation
2366	B26	Geoscientist IV	2366	B27	Geoscientist IV	Reallocation
2456	B18	Hydrologist I	2456	B18	Hydrologist I	
2460	B20	Hydrologist II	2460	B20	Hydrologist II	
2464	B22	Hydrologist III	2464	B22	Hydrologist III	
2465	B24	Hydrologist IV	2465	B24	Hydrologist IV	
2466	B26	Hydrologist V	2466	B26	Hydrologist V	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2472	B17	Chemist I	2472	B17	Chemist I	
2473	B19	Chemist II	2473	B19	Chemist II	
2474	B21	Chemist III	2474	B21	Chemist III	
2475	B23	Chemist IV	2475	B23	Chemist IV	
2476	B25	Chemist V	2476	B25	Chemist V	
2583	B17	Sanitarian I	2583	B18	Sanitarian I	Reallocation
2584	B19	Sanitarian II	2584	B20	Sanitarian II	Reallocation
2585	B21	Sanitarian III	2585	B22	Sanitarian III	Reallocation
			2586	B24	Sanitarian IV	New job classification
2640	B15	Park Ranger I	2640	B15	Park Ranger I	
2641	B17	Park Ranger II	2641	B17	Park Ranger II	
2642	B19	Park Ranger III	2642	B19	Park Ranger III	
2643	B21	Park Ranger IV	2643	B21	Park Ranger IV	
2644	B23	Park Ranger V	2644	B23	Park Ranger V	
2651	B16	Environmental Protection Specialist I	2651	B16	Environmental Protection Specialist I	
2652	B18	Environmental Protection Specialist II	2652	B18	Environmental Protection Specialist II	
2653	B20	Environmental Protection Specialist III	2653	B20	Environmental Protection Specialist III	
2654	B22	Environmental Protection Specialist IV	2654	B22	Environmental Protection Specialist IV	
2655	B25	Environmental Protection Specialist V	2655	B25	Environmental Protection Specialist V	
2661	B22	Toxicologist I	2661	B23	Toxicologist I	Reallocation
2662	B24	Toxicologist II	2662	B25	Toxicologist II	Reallocation
2663	B26	Toxicologist III	2663	B27	Toxicologist III	Reallocation
2682	B16	Natural Resources Specialist I	2682	B16	Natural Resources Specialist I	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2683	B18	Natural Resources Specialist II	2683	B18	Natural Resources Specialist II	
2684	B20	Natural Resources Specialist III	2684	B20	Natural Resources Specialist III	
2685	B22	Natural Resources Specialist IV	2685	B22	Natural Resources Specialist IV	
2686	B24	Natural Resources Specialist V	2686	B24	Natural Resources Specialist V	
2688	A13	Fish and Wildlife Technician I	2688	A14	Fish and Wildlife Technician I	Reallocation
2689	A15	Fish and Wildlife Technician II	2689	A16	Fish and Wildlife Technician II	Reallocation
2690	A17	Fish and Wildlife Technician III	2690	A18	Fish and Wildlife Technician III	Reallocation
2692	B19	Assistant Park/Historic Site Superintendent I	2692	B19	Assistant Park/Historic Site Superintendent I	
2694	B20	Assistant Park/Historic Site Superintendent II	2694	B20	Assistant Park/Historic Site Superintendent II	
2696	B21	Assistant Park/Historic Site Superintendent III	2696	B21	Assistant Park/Historic Site Superintendent III	
2698	B22	Assistant Park/Historic Site Superintendent IV	2698	B22	Assistant Park/Historic Site Superintendent IV	
2700	B20	Park/Historic Site Superintendent I	2700	B20	Park/Historic Site Superintendent I	
2701	B21	Park/Historic Site Superintendent II	2701	B21	Park/Historic Site Superintendent II	
2702	B22	Park/Historic Site Superintendent III	2702	B22	Park/Historic Site Superintendent III	
2703	B23	Park/Historic Site Superintendent IV	2703	B23	Park/Historic Site Superintendent IV	
2704	B24	Park/Historic Site Superintendent V	2704	B24	Park/Historic Site Superintendent V	
2705	B25	Park/Historic Site Superintendent VI	2705	B25	Park/Historic Site Superintendent VI	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Safety						
2720	A08	Lifeguard I	2720	A08	Lifeguard I	
2721	A10	Lifeguard II	2721	A10	Lifeguard II	
2730	B17	Safety Officer I	2730	B17	Safety Officer I	
2731	B19	Safety Officer II	2731	B19	Safety Officer II	
2732	B21	Safety Officer III	2732	B21	Safety Officer III	
2733	B23	Safety Officer IV	2733	B23	Safety Officer IV	
2734	B25	Safety Officer V	2734	B25	Safety Officer V	
2740	B16	Risk Management Specialist I	2740	B16	Risk Management Specialist I	
2741	B18	Risk Management Specialist II	2741	B18	Risk Management Specialist II	
2742	B20	Risk Management Specialist III	2742	B20	Risk Management Specialist III	
2743	B22	Risk Management Specialist IV	2743	B22	Risk Management Specialist IV	
2744	B24	Risk Management Specialist V	2744	B24	Risk Management Specialist V	
2761	B18	Rescue Specialist I	2761	B18	Rescue Specialist I	
2762	B20	Rescue Specialist II	2762	B20	Rescue Specialist II	
2763	B22	Rescue Specialist III	2763	B22	Rescue Specialist III	
2770	B20	Emergency Medical Services Specialist I	2770	B20	Emergency Medical Services Specialist I	
2771	B22	Emergency Medical Services Specialist II	2771	B22	Emergency Medical Services Specialist II	
			2780	B27	School Safety and Security Specialist I	New job classification
			2781	B28	School Safety and Security Specialist II	New job classification
			2782	B29	School Safety and Security Specialist III	New job classification

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			2783	B30	School Safety and Security Specialist IV	New job classification
Insurance						
2802	B21	Actuary I	2802	B21	Actuary I	
2803	B23	Actuary II	2803	B23	Actuary II	
2804	B25	Actuary III	2804	B25	Actuary III	
2805	B27	Actuary IV	2805	B27	Actuary IV	
2806	B31	Actuary V	2806	B31	Actuary V	
2808	B33	Chief Actuary	2808	B33	Chief Actuary	
2842	B14	Insurance Specialist I	2842	B14	Insurance Specialist I	
2843	B16	Insurance Specialist II	2843	B16	Insurance Specialist II	
2844	B18	Insurance Specialist III	2844	B18	Insurance Specialist III	
2845	B20	Insurance Specialist IV	2845	B20	Insurance Specialist IV	
2912	B14	Retirement System Benefits Specialist I				Deletion
2913	B16	Retirement System Benefits Specialist II				Deletion
2914	B18	Retirement System Benefits Specialist III	2914	B18	Retirement System Benefits Specialist I	Title change
2915	B20	Retirement System Benefits Specialist IV	2915	B20	Retirement System Benefits Specialist II	Title change
2916	B22	Retirement System Benefits Specialist V	2916	B22	Retirement System Benefits Specialist III	Title change
			2917	B24	Retirement System Benefits Specialist IV	New job classification
			2918	B26	Retirement System Benefits Specialist V	New job classification
2921	B14	Claims Examiner I	2921	B14	Claims Examiner I	
2922	B16	Claims Examiner II	2922	B16	Claims Examiner II	
2923	B18	Claims Examiner III	2923	B18	Claims Examiner III	
2924	B20	Claims Examiner IV	2924	B20	Claims Examiner IV	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			2925	B22	Claims Examiner V	New job classification
			2940	B15	Retirement System Operational Specialist I	New job classification
			2941	B17	Retirement System Operational Specialist II	New job classification
			2942	B19	Retirement System Operational Specialist III	New job classification
Employment						
3020	B11	Workforce Development Specialist I				Deletion
3021	B12	Workforce Development Specialist II	3021	B12	Workforce Development Specialist I	Title change
3023	B14	Workforce Development Specialist III	3023	B14	Workforce Development Specialist II	Title change
3025	B16	Workforce Development Specialist IV	3025	B16	Workforce Development Specialist III	Title change
3026	B18	Workforce Development Specialist V	3026	B18	Workforce Development Specialist IV	Title change
3151	B11	Unemployment Insurance Claims Examiner I	3151	B11	Unemployment Insurance Claims Examiner I	
3153	B13	Unemployment Insurance Claims Examiner II	3153	B13	Unemployment Insurance Claims Examiner II	
3154	B15	Unemployment Insurance Claims Examiner III	3154	B15	Unemployment Insurance Claims Examiner III	
3171	B16	Unemployment Insurance Specialist I	3171	B16	Unemployment Insurance Specialist I	
3173	B18	Unemployment Insurance Specialist II	3173	B18	Unemployment Insurance Specialist II	
Legal						
3502	B22	Attorney I	3502	B22	Attorney I	
3503	B24	Attorney II	3503	B24	Attorney II	
3504	B26	Attorney III	3504	B26	Attorney III	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3505	B28	Attorney IV	3505	B28	Attorney IV	
3506	B30	Attorney V	3506	B30	Attorney V	
3510	B22	Assistant Attorney General I	3510	B22	Assistant Attorney General I	
3511	B24	Assistant Attorney General II	3511	B24	Assistant Attorney General II	
3512	B26	Assistant Attorney General III	3512	B26	Assistant Attorney General III	
3513	B28	Assistant Attorney General IV	3513	B28	Assistant Attorney General IV	
3514	B30	Assistant Attorney General V	3514	B30	Assistant Attorney General V	
3515	B31	Assistant Attorney General VI	3515	B31	Assistant Attorney General VI	
3516	B32	Assistant Attorney General VII	3516	B32	Assistant Attorney General VII	
3521	B26	General Counsel I	3521	B26	General Counsel I	
3522	B28	General Counsel II	3522	B28	General Counsel II	
3523	B30	General Counsel III	3523	B30	General Counsel III	
3524	B32	General Counsel IV	3524	B32	General Counsel IV	
3525	B34	General Counsel V	3525	B34	General Counsel V	
3530	B19	Hearings Officer I	3530	B20	Hearings Officer I	Reallocation
3531	B20	Hearings Officer II	3531	B21	Hearings Officer II	Reallocation
3532	B21	Hearings Officer III	3532	B22	Hearings Officer III	Reallocation
3533	B22	Hearings Officer IV	3533	B23	Hearings Officer IV	Reallocation
3534	B23	Hearings Officer V	3534	B24	Hearings Officer V	Reallocation
3559	B22	Hearings Reporter	3559	B22	Court Reporter I	Title change
			3560	B24	Court Reporter II	New job classification
			3561	B26	Court Reporter III	New job classification

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3565	A13	Legal Secretary I	3565	A13	Legal Secretary I	
3566	A15	Legal Secretary II	3566	A15	Legal Secretary II	
3567	A17	Legal Secretary III	3567	A17	Legal Secretary III	
3568	A19	Legal Secretary IV	3568	A19	Legal Secretary IV	
3569	A21	Legal Secretary V	3569	A21	Legal Secretary V	
3572	B16	Legal Assistant I	3572	B16	Legal Assistant I	
3574	B18	Legal Assistant II	3574	B18	Legal Assistant II	
3576	B20	Legal Assistant III	3576	B20	Legal Assistant III	
3578	B22	Legal Assistant IV	3578	B22	Legal Assistant IV	
3580	B24	Legal Assistant V	3580	B24	Legal Assistant V	
			3582	B26	Legal Assistant VI	New job classification
			3590	B20	Mitigation Specialist I	New job classification
			3592	B22	Mitigation Specialist II	New job classification
			3594	B24	Mitigation Specialist III	New job classification
			3596	B26	Mitigation Specialist IV	New job classification
3604	B14	Law Clerk	3604	B16	Law Clerk	Reallocation
3610	B19	Court Law Clerk I	3610	B19	Court Law Clerk I	
3611	B21	Court Law Clerk II	3611	B21	Court Law Clerk II	
3620	A13	Deputy Clerk I	3620	A13	Deputy Clerk I	
3622	A15	Deputy Clerk II	3622	A15	Deputy Clerk II	
3624	A17	Deputy Clerk III	3624	A17	Deputy Clerk III	
3626	A19	Deputy Clerk IV	3626	A19	Deputy Clerk IV	
3630	B23	Chief Deputy Clerk	3630	B23	Chief Deputy Clerk	
3635	B29	Clerk of the Court	3635	B29	Clerk of the Court	
3637	B17	Court Coordinator	3637	B17	Court Coordinator I	Title change

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			3638	B19	Court Coordinator II	New job classification
			3639	B21	Court Coordinator III	New job classification
3640	B25	Administrative Law Judge I	3640	B25	Administrative Law Judge I	
3642	B26	Administrative Law Judge II	3642	B26	Administrative Law Judge II	
3644	B27	Administrative Law Judge III	3644	B27	Administrative Law Judge III	
			3645	B28	Administrative Law Judge IV	New job classification
3646	B29	Master Administrative Law Judge I	3646	B29	Master Administrative Law Judge I	
3648	B31	Master Administrative Law Judge II	3648	B31	Master Administrative Law Judge II	
3660	B17	Ombudsman I	3660	B17	Ombudsman I	
3662	B19	Ombudsman II	3662	B19	Ombudsman II	
3663	B21	Ombudsman III	3663	B21	Ombudsman III	
3665	B23	Ombudsman IV	3665	B23	Ombudsman IV	
3666	B25	Ombudsman V	3666	B25	Ombudsman V	
3667	B27	Ombudsman VI	3667	B27	Ombudsman VI	
3668	B29	Ombudsman VII	3668	B29	Ombudsman VII	
3670	B19	Benefit Review Officer I	3670	B19	Benefit Review Officer I	
3672	B21	Benefit Review Officer II	3672	B21	Benefit Review Officer II	
3674	B23	Benefit Review Officer III	3674	B23	Benefit Review Officer III	
3690	B19	Medical Fee Dispute Officer I	3690	B19	Medical Fee Dispute Officer I	
3692	B21	Medical Fee Dispute Officer II	3692	B21	Medical Fee Dispute Officer II	
3694	B23	Medical Fee Dispute Officer III	3694	B23	Medical Fee Dispute Officer III	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Medical and Health						
4001	A09	Dietetic Technician I	4001	A10	<i>Dietetic Technician I</i>	<i>Reallocation</i>
4002	A11	Dietetic Technician II	4002	A12	<i>Dietetic Technician II</i>	<i>Reallocation</i>
4007	A10	Certified Peer Support Specialist I	4007	A10	Certified Peer Support Specialist I	
4008	A12	Certified Peer Support Specialist II	4008	A12	Certified Peer Support Specialist II	
4016	B18	Dietetic and Nutrition Specialist I	4016	B18	Dietetic and Nutrition Specialist I	
4017	B20	Dietetic and Nutrition Specialist II	4017	B20	Dietetic and Nutrition Specialist II	
4018	B22	Dietetic and Nutrition Specialist III	4018	B22	Dietetic and Nutrition Specialist III	
4050	B20	Health Informatics Specialist I	4050	B20	Health Informatics Specialist I	
4051	B22	Health Informatics Specialist II	4051	B22	Health Informatics Specialist II	
4052	B24	Health Informatics Specialist III	4052	B24	Health Informatics Specialist III	
4053	B26	Health Informatics Specialist IV	4053	B26	Health Informatics Specialist IV	
4072	B14	Public Health and Prevention Specialist I	4072	B14	Public Health and Prevention Specialist I	
4074	B16	Public Health and Prevention Specialist II	4074	B16	Public Health and Prevention Specialist II	
4076	B18	Public Health and Prevention Specialist III	4076	B18	Public Health and Prevention Specialist III	
4078	B20	Public Health and Prevention Specialist IV	4078	B20	Public Health and Prevention Specialist IV	
4080	B22	Public Health and Prevention Specialist V	4080	B22	Public Health and Prevention Specialist V	
4082	B19	Epidemiologist I	4082	B19	Epidemiologist I	
4083	B21	Epidemiologist II	4083	B21	Epidemiologist II	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4084	B23	Epidemiologist III	4084	B23	Epidemiologist III	
4085	B25	Epidemiologist IV	4085	B25	Epidemiologist IV	
4125	B24	Veterinarian I	4125	B26	Veterinarian I	Reallocation
4127	B26	Veterinarian II	4127	B28	Veterinarian II	Reallocation
4129	B28	Veterinarian III	4129	B30	Veterinarian III	Reallocation
4131	B30	Veterinarian IV	4131	B32	Veterinarian IV	Reallocation
4142	A11	Laboratory Technician I	4142	A11	Laboratory Technician I	
4144	A13	Laboratory Technician II	4144	A13	Laboratory Technician II	
4146	A15	Laboratory Technician III	4146	A15	Laboratory Technician III	
4148	A17	Laboratory Technician IV	4148	A17	Laboratory Technician IV	
4212	B16	Molecular Biologist I	4212	B17	Molecular Biologist I	Reallocation
4214	B18	Molecular Biologist II	4214	B19	Molecular Biologist II	Reallocation
4216	B20	Molecular Biologist III	4216	B21	Molecular Biologist III	Reallocation
4218	B22	Molecular Biologist IV	4218	B23	Molecular Biologist IV	Reallocation
4220	B24	Molecular Biologist V	4220	B25	Molecular Biologist V	Reallocation
4221	B16	Microbiologist I	4221	B17	Microbiologist I	Reallocation
4222	B18	Microbiologist II	4222	B19	Microbiologist II	Reallocation
4223	B20	Microbiologist III	4223	B21	Microbiologist III	Reallocation
4224	B22	Microbiologist IV	4224	B23	Microbiologist IV	Reallocation
4225	B24	Microbiologist V	4225	B25	Microbiologist V	Reallocation
4226	B17	Health Specialist I	4161	B17	Health Specialist I	Classification number change
4227	B18	Health Specialist II	4162	B18	Health Specialist II	Classification number change
4228	B19	Health Specialist III	4163	B19	Health Specialist III	Classification number change
4229	B20	Health Specialist IV	4164	B20	Health Specialist IV	Classification number change
4230	B21	Health Specialist V	4165	B21	Health Specialist V	Classification number change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4232	B23	Health Specialist VI	4166	B23	Health Specialist VI	Classification number change
			4167	B25	Health Specialist VII	New job classification
4231	B14	Health Assistant	4160	B14	Health Assistant	Classification number change
4292	B16	Radiological Technologist I	4292	B16	Radiological Technologist I	
4293	B18	Radiological Technologist II	4293	B18	Radiological Technologist II	
4294	B20	Radiological Technologist III	4294	B20	Radiological Technologist III	
4342	A11	Orthopedic Equipment Technician I	4342	A12	Orthopedic Equipment Technician I	Reallocation
4344	A13	Orthopedic Equipment Technician II	4344	A14	Orthopedic Equipment Technician II	Reallocation
4346	A15	Orthopedic Equipment Technician III	4346	A16	Orthopedic Equipment Technician III	Reallocation
4350	A09	Psychiatric Nursing Assistant I	4350	A10	Psychiatric Nursing Assistant I	Reallocation
4351	A11	Psychiatric Nursing Assistant II	4351	A12	Psychiatric Nursing Assistant II	Reallocation
4352	A13	Psychiatric Nursing Assistant III	4352	A14	Psychiatric Nursing Assistant III	Reallocation
4353	A15	Psychiatric Nursing Assistant IV	4353	A16	Psychiatric Nursing Assistant IV	Reallocation
4354	A17	Psychiatric Nursing Assistant V	4354	A18	Psychiatric Nursing Assistant V	Reallocation
4360	A19	Registered Therapist Assistant	4360	A19	Registered Therapist Assistant I	Title change
			4361	A21	Registered Therapist Assistant II	New job classification
4362	B20	Registered Therapist I	4362	B20	Registered Therapist I	
4363	B21	Registered Therapist II	4363	B21	Registered Therapist II	
4364	B23	Registered Therapist III	4364	B23	Registered Therapist III	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4365	B25	Registered Therapist IV	4365	B25	Registered Therapist IV	
4366	B27	Registered Therapist V	4366	B27	Registered Therapist V	
			4370	B27	Occupational Therapist	New job classification
			4374	B27	Physical Therapist	New job classification
			4378	B27	Speech-Language Pathologist	New job classification
			4380	B25	Audiologist	New job classification
4383	A06	Medical Technician I	4383	A08	Medical Technician I	Reallocation
4384	A08	Medical Technician II	4384	A10	Medical Technician II	Reallocation
4385	A10	Medical Technician III	4385	A12	Medical Technician III	Reallocation
4386	A12	Medical Technician IV	4386	A14	Medical Technician IV	Reallocation
4387	A14	Medical Technician V	4387	A16	Medical Technician V	Reallocation
4390	B22	Health Physicist I	4390	B23	Health Physicist I	Reallocation
4392	B24	Health Physicist II	4392	B25	Health Physicist II	Reallocation
4394	B26	Health Physicist III	4394	B27	Health Physicist III	Reallocation
4401	B14	Medical Technologist I	4401	B16	Medical Technologist I	Reallocation
4402	B16	Medical Technologist II	4402	B18	Medical Technologist II	Reallocation
4403	B18	Medical Technologist III	4403	B20	Medical Technologist III	Reallocation
4404	B20	Medical Technologist IV	4404	B22	Medical Technologist IV	Reallocation
4405	B22	Medical Technologist V	4405	B24	Medical Technologist V	Reallocation
4411	B20	Nurse I	4240	B20	Nurse I	Classification number change
4412	B22	Nurse II	4241	B22	Nurse II	Classification number change
4413	B24	Nurse III	4242	B24	Nurse III	Classification number change
4414	B26	Nurse IV	4243	B26	Nurse IV	Classification number change

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4415	B28	Nurse V	4244	B28	Nurse V	<i>Classification number change</i>
			4245	B30	Nurse VI	<i>New job classification</i>
4416	B20	Public Health Nurse I	4250	B20	Public Health Nurse I	<i>Classification number change</i>
4417	B22	Public Health Nurse II	4251	B22	Public Health Nurse II	<i>Classification number change</i>
4418	B24	Public Health Nurse III	4252	B24	Public Health Nurse III	<i>Classification number change</i>
4419	B26	Public Health Nurse IV	4253	B26	Public Health Nurse IV	<i>Classification number change</i>
4420	B28	Public Health Nurse V	4254	B28	Public Health Nurse V	<i>Classification number change</i>
4421	A15	Licensed Vocational Nurse I	4260	A16	Licensed Vocational Nurse I	<i>Reallocation and Classification number change</i>
4422	A17	Licensed Vocational Nurse II	4261	A18	Licensed Vocational Nurse II	<i>Reallocation and Classification number change</i>
4423	A18	Licensed Vocational Nurse III	4262	A19	Licensed Vocational Nurse III	<i>Reallocation and Classification number change</i>
4424	A19	Licensed Vocational Nurse IV	4263	A20	Licensed Vocational Nurse IV	<i>Reallocation and Classification number change</i>
4428	A20	Respiratory Care Practitioner	4428	B21	Respiratory Care Practitioner I	<i>Reallocation, Title change, and Salary Schedule Change</i>
			4429	B22	Respiratory Care Practitioner II	<i>New job classification</i>
4435	B20	Resident Physician	4435	B20	Resident Physician	
4436	B33	Physician I	4436	B33	Physician I	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4437	B34	Physician II	4437	B34	Physician II	
4438	B35	Physician III	4438	B35	Physician III	
4439	B36	Physician IV	4439	B36	Physician IV	
4440	B28	Physician Assistant	4440	B29	Physician Assistant	Reallocation
4451	B28	Advanced Practice Registered Nurse I	4270	B28	Advanced Practice Registered Nurse I	Classification number change
4452	B29	Advanced Practice Registered Nurse II	4271	B29	Advanced Practice Registered Nurse II	Classification number change
			4272	B30	Advanced Practice Registered Nurse III	New job classification
4453	B24	Medical Research Specialist	4453	B24	Medical Research Specialist	
4455	B29	Dentist I	4455	B29	Dentist I	
4457	B31	Dentist II	4457	B31	Dentist II	
4459	B33	Dentist III	4459	B33	Dentist III	
4462	B23	Psychologist I	4462	B23	Psychologist I	
4464	B25	Psychologist II	4464	B25	Psychologist II	
4465	B27	Psychologist III	4465	B27	Psychologist III	
			4466	B29	Psychologist IV	New job classification
4469	B19	Psychological Associate I	4469	B19	Psychological Associate I	
4470	B20	Psychological Associate II	4470	B20	Psychological Associate II	
4471	B21	Psychological Associate III	4471	B21	Psychological Associate III	
4472	B22	Psychological Associate IV	4472	B22	Psychological Associate IV	
4473	B22	Behavior Analyst I	4473	B23	Behavior Analyst I	Reallocation
4474	B24	Behavior Analyst II	4474	B25	Behavior Analyst II	Reallocation
4476	B32	Psychiatrist I	4476	B32	Psychiatrist I	
4477	B33	Psychiatrist II	4477	B33	Psychiatrist II	
4478	B34	Psychiatrist III	4478	B34	Psychiatrist III	
4479	B35	Psychiatrist IV	4479	B35	Psychiatrist IV	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4481	B36	Psychiatrist V	4481	B36	Psychiatrist V	
4480	B35	Psychiatric Clinical Director				<i>Deletion</i>
4482	A12	Dental Assistant I	4482	A12	Dental Assistant I	
4483	A14	Dental Assistant II	4483	A14	Dental Assistant II	
4489	B21	Dental Hygienist I	4489	B21	Dental Hygienist I	
4490	B23	Dental Hygienist II	4490	B23	Dental Hygienist II	
			4491	B25	Dental Hygienist III	<i>New job classification</i>
4492	B27	Pharmacist I	4492	B27	Pharmacist I	
4493	B29	Pharmacist II	4493	B29	Pharmacist II	
4494	B31	Pharmacist III	4494	B31	Pharmacist III	
4498	A11	Pharmacy Technician I	4498	A12	Pharmacy Technician I	<i>Reallocation</i>
4499	A13	Pharmacy Technician II	4499	A14	Pharmacy Technician II	<i>Reallocation</i>
Criminal Justice						
4501	A11	Correctional Officer I				<i>Deletion</i>
4502	A13	Correctional Officer II	4502	A13	Correctional Officer I	<i>Title change</i>
4503	A15	Correctional Officer III	4503	A15	Correctional Officer II	<i>Title change</i>
4504	A16	Correctional Officer IV	4504	A16	Correctional Officer III	<i>Title change</i>
4505	A18	Correctional Officer V	4505	A18	Correctional Officer IV	<i>Title change</i>
4510	B19	Sergeant of Correctional Officers	4510	B19	Sergeant of Correctional Officers	
4511	B20	Lieutenant of Correctional Officers	4511	B20	Lieutenant of Correctional Officers	
4512	B21	Captain of Correctional Officers	4512	B21	Captain of Correctional Officers	
4513	B22	Major of Correctional Officers	4513	B22	Major of Correctional Officers	
4520	A11	Juvenile Correctional Officer I				<i>Deletion</i>
4521	A13	Juvenile Correctional Officer II	4521	A13	Juvenile Correctional Officer I	<i>Title change</i>

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4522	A15	Juvenile Correctional Officer III	4522	A15	Juvenile Correctional Officer II	Title change
4523	A16	Juvenile Correctional Officer IV	4523	A16	Juvenile Correctional Officer III	Title change
4524	A18	Juvenile Correctional Officer V	4524	A18	Juvenile Correctional Officer IV	Title change
4525	B20	Juvenile Correctional Officer Supervisor	4525	B20	Juvenile Correctional Officer Supervisor	
4526	B21	Dorm Supervisor I	4526	B21	Dorm Supervisor I	
4527	B22	Dorm Supervisor II	4527	B22	Dorm Supervisor II	
4530	B22	Halfway House Assistant Superintendent	4530	B22	Halfway House Assistant Superintendent	
4531	B24	Halfway House Superintendent	4531	B24	Halfway House Superintendent	
4532	B24	Youth Facility Assistant Superintendent	4532	B25	Youth Facility Assistant Superintendent	Reallocation
4533	B26	Youth Facility Superintendent	4533	B27	Youth Facility Superintendent	Reallocation
4540	B17	Parole Officer I	4540	B17	Parole Officer I	
4541	B18	Parole Officer II	4541	B18	Parole Officer II	
4542	B19	Parole Officer III	4542	B19	Parole Officer III	
4543	B21	Parole Officer IV	4543	B21	Parole Officer IV	
4544	B23	Parole Officer V	4544	B23	Parole Officer V	
4550	B24	Assistant Warden	4550	B25	Assistant Warden	Reallocation
4551	B26	Warden I	4551	B27	Warden I	Reallocation
4552	B27	Warden II	4552	B28	Warden II	Reallocation
4560	A13	Counsel Substitute I	4560	A13	Counsel Substitute I	
4561	A15	Counsel Substitute II	4561	A15	Counsel Substitute II	
4562	A17	Counsel Substitute III	4562	A17	Counsel Substitute III	
4647	A14	Industrial Specialist I	4647	A14	Industrial Specialist I	
4648	A15	Industrial Specialist II	4648	A15	Industrial Specialist II	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4649	A16	Industrial Specialist III	4649	A16	Industrial Specialist III	
4650	A17	Industrial Specialist IV	4650	A17	Industrial Specialist IV	
4651	A18	Industrial Specialist V	4651	A18	Industrial Specialist V	
4672	A14	Agriculture Specialist I	4672	A14	Agriculture Specialist I	
4673	A15	Agriculture Specialist II	4673	A15	Agriculture Specialist II	
4674	A16	Agriculture Specialist III	4674	A16	Agriculture Specialist III	
4675	A17	Agriculture Specialist IV	4675	A17	Agriculture Specialist IV	
4676	A18	Agriculture Specialist V	4676	A18	Agriculture Specialist V	
Social Services						
5002	B16	Adult Protective Services Specialist I	5002	B17	Adult Protective Services Specialist I	Reallocation
5003	B17	Adult Protective Services Specialist II	5003	B18	Adult Protective Services Specialist II	Reallocation
5004	B18	Adult Protective Services Specialist III	5004	B19	Adult Protective Services Specialist III	Reallocation
5005	B19	Adult Protective Services Specialist IV	5005	B20	Adult Protective Services Specialist IV	Reallocation
5006	B20	Adult Protective Services Specialist V	5006	B21	Adult Protective Services Specialist V	Reallocation
5010	B20	Family Services Specialist I	5010	B21	Family Services Specialist I	Reallocation
5011	B21	Family Services Specialist II	5011	B22	Family Services Specialist II	Reallocation
5016	B21	Family and Protective Services Supervisor I	5016	B22	Family and Protective Services Supervisor I	Reallocation
5017	B23	Family and Protective Services Supervisor II	5017	B24	Family and Protective Services Supervisor II	Reallocation
5018	B25	Family and Protective Services Supervisor III	5018	B26	Family and Protective Services Supervisor III	Reallocation
5023	B16	Child Protective Services Specialist I	5023	B17	Child Protective Services Specialist I	Reallocation
5024	B17	Child Protective Services Specialist II	5024	B18	Child Protective Services Specialist II	Reallocation

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5025	B18	Child Protective Services Specialist III	5025	B19	Child Protective Services Specialist III	Reallocation
5026	B19	Child Protective Services Specialist IV	5026	B20	Child Protective Services Specialist IV	Reallocation
5027	B20	Child Protective Services Specialist V	5027	B21	Child Protective Services Specialist V	Reallocation
5030	B15	Protective Services Intake Specialist I	5030	B16	Protective Services Intake Specialist I	Reallocation
5031	B16	Protective Services Intake Specialist II	5031	B17	Protective Services Intake Specialist II	Reallocation
5032	B17	Protective Services Intake Specialist III	5032	B18	Protective Services Intake Specialist III	Reallocation
5033	B18	Protective Services Intake Specialist IV	5033	B19	Protective Services Intake Specialist IV	Reallocation
5034	B19	Protective Services Intake Specialist V	5034	B20	Protective Services Intake Specialist V	Reallocation
5050	A06	Rehabilitation Therapy Technician I	5050	A08	Rehabilitation Therapy Technician I	Reallocation
5051	A08	Rehabilitation Therapy Technician II	5051	A10	Rehabilitation Therapy Technician II	Reallocation
5052	A10	Rehabilitation Therapy Technician III	5052	A12	Rehabilitation Therapy Technician III	Reallocation
5053	A12	Rehabilitation Therapy Technician IV	5053	A14	Rehabilitation Therapy Technician IV	Reallocation
5054	A14	Rehabilitation Therapy Technician V	5054	A16	Rehabilitation Therapy Technician V	Reallocation
5062	B17	Vocational Rehabilitation Counselor I	5062	B18	Vocational Rehabilitation Counselor I	Reallocation
5063	B18	Vocational Rehabilitation Counselor II	5063	B19	Vocational Rehabilitation Counselor II	Reallocation
5064	B19	Vocational Rehabilitation Counselor III	5064	B20	Vocational Rehabilitation Counselor III	Reallocation
5065	B21	Vocational Rehabilitation Counselor IV	5065	B22	Vocational Rehabilitation Counselor IV	Reallocation

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5079	A13	Chaplaincy Services Assistant	5079	A14	Chaplaincy Services Assistant	Reallocation
5081	B17	Chaplain I	5081	B17	Chaplain I	
5082	B19	Chaplain II	5082	B19	Chaplain II	
5083	B21	Chaplain III	5083	B21	Chaplain III	
5090	B12	Rehabilitation Teacher I	5090	B14	Rehabilitation Teacher I	Reallocation
5091	B14	Rehabilitation Teacher II	5091	B16	Rehabilitation Teacher II	Reallocation
5092	B16	Rehabilitation Teacher III	5092	B18	Rehabilitation Teacher III	Reallocation
			5093	B20	Rehabilitation Teacher IV	New job classification
5104	B16	Veterans Services Representative I	5104	B16	Veterans Services Representative I	
5105	B17	Veterans Services Representative II	5105	B17	Veterans Services Representative II	
5106	B18	Veterans Services Representative III	5106	B18	Veterans Services Representative III	
5107	B19	Veterans Services Representative IV	5107	B19	Veterans Services Representative IV	
5108	B20	Veterans Services Representative V	5108	B20	Veterans Services Representative V	
5109	B21	Veterans Services Representative VI	5109	B21	Veterans Services Representative VI	
5111	B16	Substance Abuse Counselor I	5111	B16	Substance Abuse Counselor I	
5112	B17	Substance Abuse Counselor II	5112	B17	Substance Abuse Counselor II	
5113	B18	Substance Abuse Counselor III	5113	B18	Substance Abuse Counselor III	
			5114	B19	Substance Abuse Counselor IV	New job classification
5121	A09	Direct Support Professional I	5121	A10	Direct Support Professional I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5122	A11	Direct Support Professional II	5122	A12	Direct Support Professional II	Reallocation
5123	A13	Direct Support Professional III	5123	A14	Direct Support Professional III	Reallocation
5124	A15	Direct Support Professional IV	5124	A16	Direct Support Professional IV	Reallocation
5125	A17	Direct Support Professional V	5125	A18	Direct Support Professional V	Reallocation
5131	B19	Qualified Intellectual Disability Professional I	5131	B19	Qualified Intellectual Disability Professional I	
5132	B20	Qualified Intellectual Disability Professional II	5132	B20	Qualified Intellectual Disability Professional II	
5133	B21	Qualified Intellectual Disability Professional III	5133	B21	Qualified Intellectual Disability Professional III	
5134	B23	Qualified Intellectual Disability Professional IV	5134	B23	Qualified Intellectual Disability Professional IV	
5140	B13	Recreation Program Specialist I	5140	B14	Recreation Program Specialist I	Reallocation
5142	B15	Recreation Program Specialist II	5142	B16	Recreation Program Specialist II	Reallocation
5144	B17	Recreation Program Specialist III	5144	B18	Recreation Program Specialist III	Reallocation
5201	A08	Resident Specialist I				Deletion
5203	A10	Resident Specialist II	5203	A11	Resident Specialist I	Reallocation and Title change
5205	A12	Resident Specialist III	5205	A13	Resident Specialist II	Reallocation and Title change
5207	A14	Resident Specialist IV	5207	A15	Resident Specialist III	Reallocation and Title change
5209	A16	Resident Specialist V	5209	A17	Resident Specialist IV	Reallocation and Title change
5226	B12	Case Manager I	5226	B13	Case Manager I	Reallocation
5227	B14	Case Manager II	5227	B15	Case Manager II	Reallocation

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5228	B16	Case Manager III	5228	B17	Case Manager III	Reallocation
5229	B18	Case Manager IV	5229	B19	Case Manager IV	Reallocation
5230	B20	Case Manager V	5230	B21	Case Manager V	Reallocation
5232	B13	Volunteer Services Coordinator I	5232	B13	Volunteer Services Coordinator I	
5233	B15	Volunteer Services Coordinator II	5233	B15	Volunteer Services Coordinator II	
5234	B17	Volunteer Services Coordinator III	5234	B17	Volunteer Services Coordinator III	
5235	B19	Volunteer Services Coordinator IV	5235	B19	Volunteer Services Coordinator IV	
5400	B16	Social Worker I	5400	B17	Social Worker I	Reallocation
5402	B18	Social Worker II	5402	B19	Social Worker II	Reallocation
5404	B20	Social Worker III	5404	B21	Social Worker III	Reallocation
5406	B22	Social Worker IV	5406	B23	Social Worker IV	Reallocation
5503	A08	Human Services Technician I				Deletion
5504	A10	Human Services Technician II				Deletion
5505	A11	Human Services Technician III	5505	A11	Human Services Technician I	Title Change
5506	A13	Human Services Technician IV	5506	A13	Human Services Technician II	Title Change
5540	B11	Child Support Officer I	5540	B12	Child Support Officer I	Reallocation
5541	B13	Child Support Officer II	5541	B14	Child Support Officer II	Reallocation
5542	B15	Child Support Officer III	5542	B16	Child Support Officer III	Reallocation
5543	B17	Child Support Officer IV	5543	B18	Child Support Officer IV	Reallocation
5544	B19	Child Support Officer V	5544	B20	Child Support Officer V	Reallocation
5551	A11	Child Support Technician I	5551	A12	Child Support Technician I	Reallocation
5552	A13	Child Support Technician II	5552	A14	Child Support Technician II	Reallocation
5553	A15	Child Support Technician III	5553	A16	Child Support Technician III	Reallocation

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			5560	B17	Victim Compensation Officer I	New job classification
			5561	B19	Victim Compensation Officer II	New job classification
			5562	B21	Victim Compensation Officer III	New job classification
			5570	A12	Victim Support Specialist I	New job classification
			5571	A14	Victim Support Specialist II	New job classification
			5572	A16	Victim Support Specialist III	New job classification
			5573	A18	Victim Support Specialist IV	New job classification
5616	B17	Interpreter/Translator I	5616	B17	Interpreter/Translator I	
5617	B19	Interpreter/Translator II	5617	B19	Interpreter/Translator II	
5618	B21	Interpreter/Translator III	5618	B21	Interpreter/Translator III	
5619	B23	Interpreter/Translator IV	5619	B23	Interpreter/Translator IV	
5620	B12	Texas Works Advisor I	5620	B13	Eligibility Advisor I	Reallocation and Title change
5622	B13	Texas Works Advisor II	5622	B14	Eligibility Advisor II	Reallocation and Title change
5624	B14	Texas Works Advisor III	5624	B15	Eligibility Advisor III	Reallocation and Title change
5626	B15	Texas Works Advisor IV	5626	B16	Eligibility Advisor IV	Reallocation and Title change
5628	B16	Texas Works Advisor V	5628	B17	Eligibility Advisor V	Reallocation and Title change
5630	B19	Texas Works Supervisor I	5630	B19	Eligibility Supervisor I	Title change
5632	B21	Texas Works Supervisor II	5632	B21	Eligibility Supervisor II	Title change
5700	B11	Human Services Specialist I	5700	B11	Human Services Specialist I	
5701	B12	Human Services Specialist II	5701	B12	Human Services Specialist II	

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5702	B13	Human Services Specialist III	5702	B13	Human Services Specialist III	
5703	B14	Human Services Specialist IV	5703	B14	Human Services Specialist IV	
5704	B15	Human Services Specialist V	5704	B15	Human Services Specialist V	
5705	B16	Human Services Specialist VI	5705	B16	Human Services Specialist VI	
5706	B17	Human Services Specialist VII	5706	B17	Human Services Specialist VII	
5711	B17	Transition Coordinator I	5711	B17	Transition Coordinator I	
5713	B21	Transition Coordinator II	5713	B21	Transition Coordinator II	
5720	B19	Human Rights Officer I	5720	B19	Human Rights Officer I	
5721	B21	Human Rights Officer II	5721	B21	Human Rights Officer II	
5722	B23	Human Rights Officer III	5722	B23	Human Rights Officer III	
5723	B25	Human Rights Officer IV	5723	B25	Human Rights Officer IV	
5730	B19	Guardianship Specialist I	5730	B19	Guardianship Specialist I	
5731	B20	Guardianship Specialist II	5731	B20	Guardianship Specialist II	
5732	B21	Guardianship Specialist III	5732	B21	Guardianship Specialist III	
5735	B21	Guardianship Supervisor I	5735	B21	Guardianship Supervisor I	
5736	B22	Guardianship Supervisor II	5736	B22	Guardianship Supervisor II	
5737	B23	Guardianship Supervisor III	5737	B23	Guardianship Supervisor III	
Public Safety						
6052	B20	Forensic Scientist I	6052	B20	Forensic Scientist I	
6053	B21	Forensic Scientist II	6053	B21	Forensic Scientist II	
6054	B22	Forensic Scientist III	6054	B22	Forensic Scientist III	
6055	B23	Forensic Scientist IV	6055	B23	Forensic Scientist IV	
6056	B24	Forensic Scientist V	6056	B24	Forensic Scientist V	
6057	B25	Forensic Scientist VI	6057	B25	Forensic Scientist VI	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6095	B14	Police Communications Operator I	6095	B14	Police Communications Operator I	
6096	B15	Police Communications Operator II	6096	B15	Police Communications Operator II	
6097	B16	Police Communications Operator III	6097	B16	Police Communications Operator III	
6098	B17	Police Communications Operator IV	6098	B17	Police Communications Operator IV	
6099	B19	Police Communications Operator V	6099	B19	Police Communications Operator V	
6100	B20	Police Communications Operator VI	6100	B20	Police Communications Operator VI	
6101	B22	Police Communications Operator VII	6101	B22	Police Communications Operator VII	
6115	B13	Biometrics Analyst I	6115	B13	Biometrics Analyst I	
6116	B15	Biometrics Analyst II	6116	B15	Biometrics Analyst II	
6117	B17	Biometrics Analyst III	6117	B17	Biometrics Analyst III	
6118	B19	Biometrics Analyst IV	6118	B19	Biometrics Analyst IV	
6121	B18	Crime Laboratory Specialist I	6121	B18	Crime Laboratory Specialist I	
6122	B19	Crime Laboratory Specialist II	6122	B19	Crime Laboratory Specialist II	
6123	B20	Crime Laboratory Specialist III	6123	B20	Crime Laboratory Specialist III	
6124	B21	Crime Laboratory Specialist IV	6124	B21	Crime Laboratory Specialist IV	
6160	B15	Crime Analyst I	6160	B15	Crime Analyst I	
6162	B17	Crime Analyst II	6162	B17	Crime Analyst II	
6163	B19	Crime Analyst III	6163	B19	Crime Analyst III	
6170	B21	Criminal Intelligence Analyst I	6170	B21	Criminal Intelligence Analyst I	
6172	B23	Criminal Intelligence Analyst II	6172	B23	Criminal Intelligence Analyst II	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6174	B25	Criminal Intelligence Analyst III	6174	B25	Criminal Intelligence Analyst III	
6221	A10	Public Safety Records Technician I	6221	A10	Public Safety Records Technician I	
6222	A11	Public Safety Records Technician II	6222	A11	Public Safety Records Technician II	
6223	A12	Public Safety Records Technician III	6223	A12	Public Safety Records Technician III	
6224	A13	Public Safety Records Technician IV	6224	A13	Public Safety Records Technician IV	
6229	A08	Security Officer I				<i>Deletion</i>
6230	A10	Security Officer II	6230	A11	Security Officer I	Reallocation and Title change
6232	A12	Security Officer III	6232	A13	Security Officer II	Reallocation and Title change
6234	A14	Security Officer IV	6234	A15	Security Officer III	Reallocation and Title change
6236	A16	Security Officer V	6236	A17	Security Officer IV	Reallocation and Title change
6240	B17	Emergency Management Program Coordinator I				<i>Deletion</i>
6241	B19	Emergency Management Program Coordinator II	6241	B20	Emergency Management Program Coordinator I	Reallocation and Title change
6242	B21	Emergency Management Program Coordinator III	6242	B22	Emergency Management Program Coordinator II	Reallocation and Title change
6243	B23	Emergency Management Program Coordinator IV	6243	B24	Emergency Management Program Coordinator III	Reallocation and Title change
6244	B25	Emergency Management Program Coordinator V	6244	B25	Emergency Management Program Coordinator IV	Title change
Military						
6400	A10	Military Technician I	6400	A10	Military Technician I	
6401	A12	Military Technician II	6401	A12	Military Technician II	
6402	A14	Military Technician III	6402	A14	Military Technician III	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6403	A16	Military Technician IV	6403	A16	Military Technician IV	
6405	A20	Military Technician V	6405	A20	Military Technician V	
6501	B20	Military Specialist I	6501	B20	Military Specialist I	
6502	B22	Military Specialist II	6502	B22	Military Specialist II	
6503	B24	Military Specialist III	6503	B24	Military Specialist III	
6504	B27	Military Specialist IV	6504	B27	Military Specialist IV	
6505	B30	Military Specialist V	6505	B30	Military Specialist V	
Library and Records						
7306	B20	Archeologist I	7306	B20	Archeologist I	
7308	B22	Archeologist II	7308	B22	Archeologist II	
7310	B24	Archeologist III	7310	B24	Archeologist III	
			7311	B25	Archeologist IV	New job classification
7315	B17	Historian I	7315	B17	Historian I	
7317	B19	Historian II	7317	B19	Historian II	
7319	B21	Historian III	7319	B21	Historian III	
7352	A11	Library Assistant I	7352	A11	Library Assistant I	
7354	A13	Library Assistant II	7354	A13	Library Assistant II	
7401	B16	Librarian I	7401	B16	Librarian I	
7402	B18	Librarian II	7402	B18	Librarian II	
7403	B20	Librarian III	7403	B20	Librarian III	
7404	B22	Librarian IV	7404	B22	Librarian IV	
7405	B16	Archivist I	7405	B16	Archivist I	
7407	B18	Archivist II	7407	B18	Archivist II	
7409	B20	Archivist III	7409	B20	Archivist III	
7411	B22	Archivist IV	7411	B22	Archivist IV	
7464	B15	Exhibit Technician	7464	B17	Exhibit Technician	Reallocation
7466	B16	Curator I	7466	B16	Curator I	
7468	B18	Curator II	7468	B18	Curator II	

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
7470	B20	Curator III	7470	B20	Curator III	
7472	B22	Curator IV	7472	B22	Curator IV	
7480	B15	Records Analyst I	7480	B15	Records Analyst I	
7481	B17	Records Analyst II	7481	B17	Records Analyst II	
7482	B19	Records Analyst III	7482	B19	Records Analyst III	
Custodial						
8003	A07	Custodian I	8003	A07	Custodian I	
8005	A08	Custodian II	8005	A08	Custodian II	
8007	A10	Custodian III	8007	A10	Custodian III	
8009	A12	Custodian IV	8009	A12	Custodian IV	
8021	A13	Custodial Manager I	8021	A13	Custodial Manager I	
8023	A15	Custodial Manager II	8023	A15	Custodial Manager II	
8025	A17	Custodial Manager III	8025	A17	Custodial Manager III	
8031	A07	Groundskeeper I				<i>Deletion</i>
8032	A08	Groundskeeper II	8032	A08	Groundskeeper I	<i>Title change</i>
8033	A10	Groundskeeper III	8033	A10	Groundskeeper II	<i>Title change</i>
8034	A12	Groundskeeper IV	8034	A12	Groundskeeper III	<i>Title change</i>
8035	A14	Groundskeeper V	8035	A14	Groundskeeper IV	<i>Title change</i>
8103	A07	Food Service Worker I	8103	A07	Food Service Worker I	
8104	A09	Food Service Worker II	8104	A09	Food Service Worker II	
8105	A11	Food Service Worker III	8105	A11	Food Service Worker III	
8108	A13	Food Service Manager I	8108	A13	Food Service Manager I	
8109	A15	Food Service Manager II	8109	A15	Food Service Manager II	
8110	A17	Food Service Manager III	8110	A17	Food Service Manager III	
8111	A19	Food Service Manager IV	8111	A19	Food Service Manager IV	
8116	A08	Cook I				<i>Deletion</i>
8117	A09	Cook II	8117	A09	Cook I	<i>Title change</i>
8118	A11	Cook III	8118	A11	Cook II	<i>Title change</i>

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Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8119	A13	Cook IV	8119	A13	Cook III	Title change
8252	A07	Laundry/Sewing Room Worker I	8252	A07	Laundry/Sewing Room Worker I	
8253	A09	Laundry/Sewing Room Worker II	8253	A09	Laundry/Sewing Room Worker II	
8254	A11	Laundry/Sewing Room Worker III	8254	A11	Laundry/Sewing Room Worker III	
8261	A15	Laundry Manager I	8261	A15	Laundry Manager I	
8262	A17	Laundry Manager II	8262	A17	Laundry Manager II	
8263	A19	Laundry Manager III	8263	A19	Laundry Manager III	
8302	A09	Barber/Cosmetologist	8302	A09	Barber/Cosmetologist	
Maintenance						
9022	A15	Equipment Operator I				Deletion
9024	A16	Equipment Operator II				Deletion
9026	A18	Equipment Operator III	9026	A18	Equipment Operator I	Title change
			9027	A19	Equipment Operator II	New job classification
9028	A20	Equipment Operator IV	9028	A20	Equipment Operator III	Title change
9034	A13	Air Conditioning and Boiler Operator I	9034	A13	Air Conditioning and Boiler Operator I	
9035	A15	Air Conditioning and Boiler Operator II	9035	A15	Air Conditioning and Boiler Operator II	
9036	A17	Air Conditioning and Boiler Operator III	9036	A17	Air Conditioning and Boiler Operator III	
9037	A19	Air Conditioning and Boiler Operator IV	9037	A19	Air Conditioning and Boiler Operator IV	
9041	A10	Maintenance Specialist I	9041	A11	Maintenance Specialist I	Reallocation
9042	A12	Maintenance Specialist II	9042	A13	Maintenance Specialist II	Reallocation
9043	A13	Maintenance Specialist III	9043	A14	Maintenance Specialist III	Reallocation
9044	A15	Maintenance Specialist IV	9044	A16	Maintenance Specialist IV	Reallocation
9045	A17	Maintenance Specialist V	9045	A18	Maintenance Specialist V	Reallocation

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			9046	A20	Maintenance Specialist VI	New job classification
9053	A16	Maintenance Supervisor I	9053	A17	Maintenance Supervisor I	Reallocation
9054	A17	Maintenance Supervisor II	9054	A18	Maintenance Supervisor II	Reallocation
9055	A18	Maintenance Supervisor III	9055	A19	Maintenance Supervisor III	Reallocation
9056	A20	Maintenance Supervisor IV	9056	A21	Maintenance Supervisor IV	Reallocation
9060	A16	Electronics Technician I	9060	A16	Electronics Technician I	
9062	A18	Electronics Technician II	9062	A18	Electronics Technician II	
9064	A20	Electronics Technician III	9064	A20	Electronics Technician III	
9066	A22	Electronics Technician IV	9066	A22	Electronics Technician IV	
9305	A16	Transportation Maintenance Specialist I	9305	A16	Transportation Maintenance Specialist I	
9306	A17	Transportation Maintenance Specialist II	9306	A17	Transportation Maintenance Specialist II	
9307	A18	Transportation Maintenance Specialist III	9307	A18	Transportation Maintenance Specialist III	
9308	A19	Transportation Maintenance Specialist IV	9308	A19	Transportation Maintenance Specialist IV	
9309	A20	Transportation Maintenance Specialist V	9309	A20	Transportation Maintenance Specialist V	
			9310	A21	Transportation Maintenance Specialist VI	New job classification
			9311	A22	Transportation Maintenance Specialist VII	New job classification
9322	A09	Vehicle Driver I				Deletion
9323	A11	Vehicle Driver II	9323	A12	Vehicle Driver I	Reallocation and Title change
9324	A13	Vehicle Driver III	9324	A14	Vehicle Driver II	Reallocation and Title change
9325	A15	Vehicle Driver IV	9325	A16	Vehicle Driver III	Reallocation and Title change

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9326	A17	Vehicle Driver V	9326	A18	Vehicle Driver IV	Reallocation and Title change
9327	A20	Vehicle Driver VI	9327	A20	Vehicle Driver V	Title change
			9330	B20	Commercial Driver I	New job classification
			9332	B21	Commercial Driver II	New job classification
			9334	B22	Commercial Driver III	New job classification
			9336	B23	Commercial Driver IV	New job classification
9416	A12	Motor Vehicle Technician I	9416	A12	Motor Vehicle Technician I	
9417	A14	Motor Vehicle Technician II	9417	A14	Motor Vehicle Technician II	
9418	A16	Motor Vehicle Technician III	9418	A16	Motor Vehicle Technician III	
9419	A18	Motor Vehicle Technician IV	9419	A18	Motor Vehicle Technician IV	
9420	A20	Motor Vehicle Technician V	9420	A20	Motor Vehicle Technician V	
9512	A16	Machinist I	9512	A16	Machinist I	
9514	A18	Machinist II	9514	A18	Machinist II	
9626	B24	Aircraft Pilot I				Deletion
9628	B26	Aircraft Pilot II	9628	B26	Aircraft Pilot I	Title change
			9629	B27	Aircraft Pilot II	New job classification
9630	B28	Aircraft Pilot III	9630	B28	Aircraft Pilot III	
9638	B22	Aircraft Mechanic I	9638	B22	Aircraft Mechanic I	
9640	B23	Aircraft Mechanic II	9640	B23	Aircraft Mechanic II	
9642	B24	Aircraft Mechanic III	9642	B24	Aircraft Mechanic III	
			9644	B25	Aircraft Mechanic IV	New job classification

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			9650	B26	Aircraft Inspector I	New job classification
			9652	B27	Aircraft Inspector II	New job classification
			9660	B22	Flight Operations Coordinator I	New job classification
			9662	B24	Flight Operations Coordinator II	New job classification
9700	A13	Radio Communications Technician I	9700	A13	Radio Communications Technician I	
9704	A15	Radio Communications Technician II	9704	A15	Radio Communications Technician II	
9706	A17	Radio Communications Technician III	9706	A17	Radio Communications Technician III	
9733	A15	Equipment Maintenance Technician I	9733	A15	Equipment Maintenance Technician I	
9734	A17	Equipment Maintenance Technician II	9734	A17	Equipment Maintenance Technician II	
9735	A19	Equipment Maintenance Technician III	9735	A19	Equipment Maintenance Technician III	
9790	A19	Welder I	9790	A19	Welder I	
9792	A21	Welder II	9792	A21	Welder II	
9802	A16	Electrician I	9802	A16	Electrician I	
9804	A18	Electrician II	9804	A18	Electrician II	
9806	A20	Electrician III	9806	A20	Electrician III	
9808	A22	Electrician IV	9808	A22	Electrician IV	
9812	A16	HVAC Mechanic I	9812	A16	HVAC Mechanic I	
9814	A18	HVAC Mechanic II	9814	A18	HVAC Mechanic II	
9816	A20	HVAC Mechanic III	9816	A20	HVAC Mechanic III	
9818	A22	HVAC Mechanic IV	9818	A22	HVAC Mechanic IV	
9820	A16	Plumber I	9820	A16	Plumber I	
9822	A18	Plumber II	9822	A18	Plumber II	

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Current (Fiscal Years 2024-2025)			Recommended (Fiscal Years 2026-2027)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9824	A20	Plumber III	9824	A20	Plumber III	
9826	A22	Plumber IV	9826	A22	Plumber IV	
9832	B21	Ferryboat Specialist I	9832	B22	Ferryboat Specialist I	Reallocation
9834	B22	Ferryboat Specialist II	9834	B23	Ferryboat Specialist II	Reallocation
9836	B23	Ferryboat Specialist III	9836	B24	Ferryboat Specialist III	Reallocation
9838	A11	Ferryboat Deckhand I	9838	A13	Ferryboat Deckhand I	Reallocation
9839	A13	Ferryboat Deckhand II	9839	A15	Ferryboat Deckhand II	Reallocation
9840	A15	Ferryboat Deckhand III	9840	A17	Ferryboat Deckhand III	Reallocation
9846	A17	Ferryboat Captain Assistant I	9846	A18	Ferryboat Captain Assistant I	Reallocation
9848	A19	Ferryboat Captain Assistant II	9848	A20	Ferryboat Captain Assistant II	Reallocation
9850	B21	Ferryboat Captain I	9850	B22	Ferryboat Captain I	Reallocation
9852	B22	Ferryboat Captain II	9852	B23	Ferryboat Captain II	Reallocation
9854	B23	Ferryboat Captain III	9854	B24	Ferryboat Captain III	Reallocation

^a The State Auditor’s Office is moving the Management Analyst job classification series from the Information and Communication occupational category to the Program Management occupational category.

Sources: Current information from the General Appropriations Act (88th Legislature), Article IX, Section 2.01, pages IX-1 through IX-21, and recommended information based on State Auditor’s Office analysis.

Appendix 4

Detailed Justifications and Costs for Recommendations by Occupational Category

Figure 9 provides detailed information on the recommended changes to the State’s Position Classification Plan (Plan), including the corresponding job classification series; the change type (addition, deletion, title change, and/or reallocation); a brief justification; and the estimated annual cost. Figure 9 is listed in alphabetical order by Occupational Category and subsequently by Job Classification Series. (See [Chapter 1-B](#) for more information on recommended changes to the Plan and [Appendix 3](#) for a detailed list of recommended changes to the Plan by occupational category and job classification title.)

Figure 9

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Accounting, Auditing, and Finance			
Auditor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$79,836
Financial Analyst	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Internal Auditor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$25,577
Investment Analyst	Reallocation/ Addition	Move the job classification series up by two salary groups to promote consistency within the Plan. Create a level to accommodate higher-level job duties and employee skills.	\$0
Loan Specialist	Addition	Create a level accommodate higher-level job duties and employee skills.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Payroll Specialist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Reimbursement Analyst	Addition/ Title Change/ Class Number Change	Create two levels in between levels. Change the remaining job classification titles and class numbers in the series to accommodate the additions.	\$0
Tax Auditor	Reallocation	Move the job classification series up by one salary group to address turnover concerns and to promote consistency within the Plan.	\$0
Tax Auditor Manager	Deletion	Delete the job classification series due to overlap in job duties with the Plan.	\$0
Tax Auditor Supervisor	Deletion	Delete the job classification series due to overlap in job duties with the Plan.	\$0
Administrative Support			
License and Permit Specialist	Deletion/ Title Change/ Addition	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion. Create a level to accommodate higher-level job duties.	\$0
Compliance, Inspection, and Investigation			
Compliance Analyst	Addition	Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Inspector	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$23,726
Investigator	Deletion/ Title Change/ Addition	Delete the first level of the job classification series. Change the remaining job classification titles in the series to accommodate the deletion. Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Criminal Justice			
Assistant Warden/Warden	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Correctional Officer	Deletion/ Title Change	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Juvenile Correctional Officer	Deletion/ Title Change	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Youth Facility Assistant Superintendent	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Youth Facility Superintendent	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Custodial			
Cook	Deletion/ Title Change	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Groundskeeper	Deletion/ Title Change	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Education			

No recommended changes for this occupational category.

Job Classification Series	Change Type	Justification	Annual Cost
Employment			
Workforce Development Specialist	Deletion/ Title Change	Delete the first level of the job classification series to better align the series with the market average pay. Change the remaining job classification titles in the series to accommodate the deletion.	\$1,508
Engineering and Design			
Architect	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$10,237
Drafting Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$410
Engineering Technician	Deletion/ Title Change/ Reallocation	Delete the first level of the job classification series. Change the remaining job classification titles in the series to accommodate the deletion. Move the job classification series up by one salary group to better align the series with the market average pay.	\$0
Human Resources and Training and Development			
Human Resources Assistant/Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$530,229
Training and Development Assistant/Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$323,136
Information and Communication			
Creative Media Designer	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Editor	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Governor's Advisor	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Management Analyst ^a	Occupational Category Change/ Classification Number Change	Move the job classification series from Information and Communication occupational category to the Program Management occupational category.	\$0
Multimedia Specialist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Technical Writer	Addition	Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Information Technology			
User Experience/User Interface (UX/UI) Designer	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Insurance			
Claims Examiner	Addition	Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Retirement System Benefits Specialist	Deletion/ Title Change/ Addition	Delete the first two levels of the job classification series. Change the remaining job classification titles in the series to accommodate the deletions. Create two additional levels to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Retirement System Operational Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Land Surveying, Appraising, and Utilities			
Real Estate Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Legal			
Administrative Law Judge	Addition	Create a level to accommodate higher-level job duties and to promote consistency within the Plan.	\$0
Court Coordinator	Addition/ Title Change	Create two additional levels to accommodate higher-level job duties and employee skills. Change the title on Court Coordinator to accommodate the additions.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Hearings Officer	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Hearings Reporter	Title Change/ Addition	Change title from Hearings Reporter to Court Reporter to clarify the work performed. Create two levels to accommodate higher-level job duties and to promote consistency within the Plan.	\$0
Law Clerk	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$0
Legal Assistant	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Mitigation Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Library and Records			
Archeologist	Addition	Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Exhibit Technician	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Maintenance			
Aircraft Inspector	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Aircraft Mechanic	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Aircraft Pilot	Deletion/ Addition/ Title Change	Delete the first level of the job classification series due to low use. Create a level in between the remaining levels. Change the remaining job classification titles in the series to accommodate the deletion and addition.	\$0
Commercial Driver	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Equipment Operator	Deletion/ Addition/ Title Change	Delete the first two levels of the job classification series due to low use. Create a level in between the remaining levels. Change the remaining job classification titles in the series to accommodate the deletions and addition.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Ferryboat Captain Assistant	Reallocation	Move the job classification series up by one salary group to promote consistency with the Plan.	\$0
Ferryboat Captain ^b	Reallocation	Move the job classification series up by one salary group to promote consistency with the Plan.	\$0
Ferryboat Deckhand ^b	Reallocation	Move the job classification series up by two salary groups to address turnover concerns and to promote consistency with the Plan.	\$0
Ferryboat Specialist ^b	Reallocation	Move the job classification series up by one salary group to address turnover concerns and to promote consistency with the Plan.	\$0
Flight Operations Coordinator	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Maintenance Specialist	Reallocation/ Addition	Move the job classification series up by one salary group to better align the series with the market average pay. Create a level to accommodate higher-level job duties and employee skills.	\$29,793
Maintenance Supervisor	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$10,844
Transportation Maintenance Specialist	Addition	Create two levels to accommodate higher-level job duties and employee skills.	\$0
Vehicle Driver	Deletion/ Reallocation/ Title Change	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion. Move the remaining levels of the job classification series up by one salary group to promote consistency within the Plan.	\$53,960
Medical and Health			
Advanced Practice Registered Nurse	Addition	Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Audiologist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Behavior Analyst	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Dental Hygienist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Dietetic Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$0
Health Physicist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Health Specialist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Licensed Vocational Nurse	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Medical Technician	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Medical Technologist	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Microbiologist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Molecular Biologist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Nurse	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Occupational Therapist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Orthopedic Equipment Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Pharmacy Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$520

Job Classification Series	Change Type	Justification	Annual Cost
Physical Therapist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Physician Assistant	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Psychiatric Clinical Director	Deletion	Delete job classification series due to non-utilization.	\$0
Psychiatric Nursing Assistant	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Psychologist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Registered Therapist Assistant	Addition/ Title Change	Change the job classification title in the series to accommodate the addition. Create a level to accommodate higher-level job duties and employee skills and to promote consistency within the Plan.	\$0
Respiratory Care Practitioner ^c	Salary Schedule Change/ Reallocation/ Addition	Move the job classification series to Salary Schedule B. Move the job classification series up by one salary group to better align the series with the market average pay. Create a level accommodate higher-level job duties and employee skills.	\$0
Speech-Language Pathologist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Veterinarian	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and to promote consistency within the Plan.	\$48,012
Military			
No recommended changes for this occupational category.			
Natural Resources			
Fish and Wildlife Technician	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Geologic Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Geoscientist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Sanitarian	Reallocation/ Addition	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan. Create a level to accommodate higher-level job duties and employee skills.	\$0
Toxicologist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Planning, Research, and Statistics			
Research Specialist	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Program Management			
Associate Deputy Attorney General	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Director	Addition	Create a level to address compression and to promote consistency within the Plan.	\$0
Manager	Addition	Create a level to address compression and to promote consistency within the Plan.	\$0
Policy Analyst	Addition	Create a new job classification series to better distinguish the type of work employees perform.	\$0
Portfolio Project Manager	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$14,329
Program Supervisor	Deletion/ Title Change/ Addition	Delete the first level of the job classification series. Change the remaining job classification titles in the series to accommodate the deletion. Create a level to address compression and to promote consistency within the Plan.	\$10,354
Project Management Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Staff Services Officer	Addition	Create a level to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Property Management and Procurement			
No recommended changes for this occupational category.			
Public Safety			
Emergency Management Program Coordinator	Deletion/Title Change/ Reallocation	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion. Move the remaining levels of the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$255
Security Officer	Deletion/ Title Change/ Reallocation	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion. Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Safety			
School Safety and Security Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Social Services			
Adult Protective Services Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$1,561
Case Manager	Reallocation	Move the job classification series up by one salary group to address turnover concerns and to promote consistency within the Plan.	\$56,081
Chaplaincy Services Assistant	Reallocation	Move the job classification title up by one salary group to promote consistency within the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Child Protective Services Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$107,383
Child Support Officer	Reallocation	Move the job classification series up by one salary to better align the series with the market average pay.	\$0
Child Support Technician	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Direct Support Professional	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$16,889
Family and Protective Services Supervisor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$160,162
Family Services Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$46,053
Human Services Technician	Deletion/ Title Change	Delete the first two levels of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletions.	\$2,483
Protective Services Intake Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Recreation Program Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Rehabilitation Teacher	Reallocation/ Addition	Move the job classification series up by two salary groups to promote consistency within the Plan. Create a level to accommodate higher-level job duties and to promote consistency within the Plan.	\$0
Rehabilitation Therapy Technician	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay.	\$0
Resident Specialist	Deletion/ Title Change/ Reallocation	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion. Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency with the Plan.	\$0

Job Classification Series	Change Type	Justification	Annual Cost
Social Worker	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$11,511
Substance Abuse Counselor	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Texas Works Advisor	Title Change/ Reallocation	Change title from Texas Works Advisor to Eligibility Advisor to better reflect the work performed. Move the job classification series up by one salary group to better align the series with the market average pay and to promote consistency within the Plan.	\$0
Texas Works Supervisor	Title Change	Change title from Texas Works Supervisor to Eligibility Supervisor to better reflect the work performed.	\$0
Vocational Rehabilitation Counselor	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay.	\$9,990
Victim Compensation Officer	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Victim Support Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Total Fiscal Impact for Each Year of the 2026-2027 Biennium ^d			\$1,574,838

^a The State Auditor's Office is moving the Management Analyst job classification series from the Information and Communication occupational category to the Program Management occupational category.

^b The Department of Transportation is the only user for this series. It requested this change to address recruiting and retention concerns even though market data was not available for the series.

^c The State Auditor's Office is requesting to move Respiratory Care Practitioner from Salary Schedule A to Salary Schedule B.

^d Total does not sum due to rounding.

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

Appendix 5

Salary Schedules A and B

Figure 10 and Figure 11 starting on the next page list the annual salary ranges for the State’s Salary Schedules A and B that are effective for fiscal year 2025. Figure 12 and Figure 13 list the proposed annual salary ranges for the State’s Salary Schedules A and B for the 2026–2027 biennium.

Salary Schedule A includes the recommendation to delete salary group A04. There are no recommended changes to Salary Schedule B.

Positions included in each salary schedule are as follows:

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

Additional information on how agencies use salary ranges may be obtained from the State Auditor’s Office’s Electronic Classification Analysis System (see text box).

Electronic Classification Analysis System (E-Class)

E-Class is the State Auditor’s Office’s web-based system that can be used to analyze statewide employee-related data. It contains headcount, turnover, and salary data and other state employee demographics. For more information, see the State Auditor’s Office’s website at <http://www.hr.sao.texas.gov/Tools/>.

Figure 10

Salary Schedule A for Fiscal Year 2025

Salary Group	Minimum	Midpoint	Maximum
A04	\$24,893	\$29,209	\$33,525
A05	\$25,777	\$30,309	\$34,840
A06	\$26,706	\$31,464	\$36,221
A07	\$27,681	\$32,679	\$37,677
A08	\$28,705	\$33,967	\$39,229
A09	\$29,781	\$35,320	\$40,859
A10	\$30,910	\$36,741	\$42,571
A11	\$32,332	\$39,844	\$47,355
A12	\$33,840	\$41,819	\$49,798
A13	\$35,439	\$43,914	\$52,388
A14	\$37,144	\$46,139	\$55,134
A15	\$38,976	\$48,511	\$58,045
A16	\$40,918	\$51,024	\$61,130
A17	\$42,976	\$53,723	\$64,469
A18	\$45,521	\$58,288	\$71,055
A19	\$48,244	\$62,136	\$76,028
A20	\$51,158	\$66,255	\$81,351
A21	\$54,278	\$70,662	\$87,046
A22	\$57,614	\$75,376	\$93,138

Sources: General Appropriations Act (88th Legislature), Section 2.01, page IX-19; and the State Auditor's Office calculation of midpoint amounts.

Figure 11

Salary Schedule B for Fiscal Year 2025

Salary Group	Minimum	Midpoint	Maximum
B10	\$30,910	\$36,741	\$42,571
B11	\$32,332	\$39,844	\$47,355
B12	\$33,840	\$41,819	\$49,798
B13	\$35,439	\$43,914	\$52,388
B14	\$37,144	\$46,139	\$55,134
B15	\$38,976	\$48,511	\$58,045
B16	\$40,918	\$51,024	\$61,130
B17	\$42,976	\$53,723	\$64,469
B18	\$45,521	\$58,288	\$71,055
B19	\$48,244	\$62,136	\$76,028
B20	\$51,158	\$66,255	\$81,351
B21	\$54,278	\$70,662	\$87,046
B22	\$57,614	\$75,376	\$93,138
B23	\$61,184	\$80,421	\$99,658
B24	\$65,104	\$85,869	\$106,634
B25	\$69,572	\$91,836	\$114,099
B26	\$76,530	\$102,980	\$129,430
B27	\$84,182	\$113,278	\$142,374
B28	\$92,600	\$124,606	\$156,612
B29	\$101,860	\$137,066	\$172,272
B30	\$112,047	\$150,773	\$189,499
B31	\$123,252	\$165,851	\$208,449
B32	\$135,577	\$182,436	\$229,295
B33	\$149,134	\$200,679	\$252,224
B34	\$164,048	\$220,747	\$277,446
B35	\$180,453	\$242,822	\$305,191
B36	\$198,499	\$267,105	\$335,710

Sources: General Appropriations Act (88th Legislature), Section 2.01, page IX-20; and the State Auditor's Office calculation of midpoint amounts.

Figure 12

Recommended Salary Schedule A for the 2026-2027 Biennium

Salary Group	Minimum	Midpoint	Maximum
A04	\$24,893	\$29,209	\$33,525
A05	\$25,777	\$30,309	\$34,840
A06	\$26,706	\$31,464	\$36,221
A07	\$27,681	\$32,679	\$37,677
A08	\$28,705	\$33,967	\$39,229
A09	\$29,781	\$35,320	\$40,859
A10	\$30,910	\$36,741	\$42,571
A11	\$32,332	\$39,844	\$47,355
A12	\$33,840	\$41,819	\$49,798
A13	\$35,439	\$43,914	\$52,388
A14	\$37,144	\$46,139	\$55,134
A15	\$38,976	\$48,511	\$58,045
A16	\$40,918	\$51,024	\$61,130
A17	\$42,976	\$53,723	\$64,469
A18	\$45,521	\$58,288	\$71,055
A19	\$48,244	\$62,136	\$76,028
A20	\$51,158	\$66,255	\$81,351
A21	\$54,278	\$70,662	\$87,046
A22	\$57,614	\$75,376	\$93,138

Sources: General Appropriations Act; and the State Auditor's Office.

Figure 13

Recommended Salary Schedule B for the 2026-2027 Biennium

Salary Group	Minimum	Midpoint	Maximum
B10	\$30,910	\$36,741	\$42,571
B11	\$32,332	\$39,844	\$47,355
B12	\$33,840	\$41,819	\$49,798
B13	\$35,439	\$43,914	\$52,388
B14	\$37,144	\$46,139	\$55,134
B15	\$38,976	\$48,511	\$58,045
B16	\$40,918	\$51,024	\$61,130
B17	\$42,976	\$53,723	\$64,469
B18	\$45,521	\$58,288	\$71,055
B19	\$48,244	\$62,136	\$76,028
B20	\$51,158	\$66,255	\$81,351
B21	\$54,278	\$70,662	\$87,046
B22	\$57,614	\$75,376	\$93,138
B23	\$61,184	\$80,421	\$99,658
B24	\$65,104	\$85,869	\$106,634
B25	\$69,572	\$91,836	\$114,099
B26	\$76,530	\$102,980	\$129,430
B27	\$84,182	\$113,278	\$142,374
B28	\$92,600	\$124,606	\$156,612
B29	\$101,860	\$137,066	\$172,272
B30	\$112,047	\$150,773	\$189,499
B31	\$123,252	\$165,851	\$208,449
B32	\$135,577	\$182,436	\$229,295
B33	\$149,134	\$200,679	\$252,224
B34	\$164,048	\$220,747	\$277,446
B35	\$180,453	\$242,822	\$305,191
B36	\$198,499	\$267,105	\$335,710

Sources: General Appropriations Act (88th Legislature); and the State Auditor's Office.

Appendix 6

Market Analysis for Agencies With a Turnover Rate Exceeding 17.0 Percent

Thirteen state agencies (1) had turnover rates⁵ exceeding 17.0 percent in fiscal year 2023 and (2) had individual job classification series with 20 or more employees that had a turnover rate that exceeded 17.0 percent. The State Classification Team compared the average salary of selected job classification series for those 13 agencies to the average salaries at other state agencies and to the market average salary.

Average salaries at agencies include classified, regular full-time employees as of the second quarter of fiscal year 2024 (the quarter ending February 29, 2024) and were projected to include the legislative salary increase of 5.0 percent, or a minimum of \$3,000 that state employees received on September 1, 2024. The salary range midpoints are from [the fiscal year 2025 salary schedules](#).

Starting with Figure 14 on the next page, the results of the agency-level market analyses are presented by agency.⁶ Each figure is sorted by the order of the job classification number in the General Appropriations Act. (Market analysis information for other job classification series on a statewide level is presented in [Appendix 4](#).)

⁵ Turnover rates are applicable to classified, regular full- and part-time employees in state agencies during fiscal year 2023. Classified employees are employees who are subject to the State's Position Classification Plan.

⁶ The sources for the information presented in the figures are: State Auditor's Office's Electronic Classification Analysis System; Office of the Comptroller of Public Accounts' Uniform Statewide Payroll/Personnel System, Human Resource Information System, and Standardized Payroll/Personnel Reporting System; and State Auditor's Office analysis.

Figure 14

Juvenile Justice Department ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Administrative Assistant				
0150 - Administrative Assistant I	\$33,610	\$35,320	\$33,314	No market data
0152 - Administrative Assistant II	\$37,998	\$39,844	\$38,501	\$42,168
0154 - Administrative Assistant III	\$43,914	\$43,914	\$43,771	\$47,135
0156 - Administrative Assistant IV	\$46,275	\$48,511	\$48,869	\$51,775
Program Specialist				
1570 - Program Specialist I	\$52,836	\$53,723	\$50,119	No market data
1571 - Program Specialist II	\$55,406	\$58,288	\$54,421	No market data
1572 - Program Specialist III	\$54,508	\$62,136	\$59,916	No market data
1573 - Program Specialist IV	\$62,443	\$66,255	\$64,862	No market data
1574 - Program Specialist V	\$73,882	\$70,662	\$70,863	No market data
1575 - Program Specialist VI	\$83,771	\$80,421	\$78,187	No market data
1576 - Program Specialist VII	\$92,522	\$91,836	\$92,298	No market data
Juvenile Correctional Officer ^c				
4522 - Juvenile Correctional Officer III	\$49,280	\$48,511	Not applicable	\$53,885
4523 - Juvenile Correctional Officer IV	\$52,574	\$51,024	Not applicable	No market data
4524 - Juvenile Correctional Officer V	\$59,945	\$58,288	Not applicable	No market data
Case Manager ^d				
5227 - Case Manager II	\$50,851	\$46,139	\$42,919	\$51,710
5228 - Case Manager III	\$53,359	\$51,024	\$45,831	No market data
5229 - Case Manager IV	\$58,585	\$58,288	\$50,373	\$65,490
5230 - Case Manager V	\$63,334	\$66,255	\$55,342	No market data
Cook ^e				
8118 - Cook III	\$39,486	\$39,844	\$40,301	\$42,414

^a The Department did not utilize Administrative Assistant V, Administrative Assistant VI, Juvenile Correctional Officer I, Juvenile Correctional Officer II, Case Manager I, Cook I, Cook II, or Cook IV during the second quarter of fiscal year 2024.

^b The statewide average annual salary excludes the Juvenile Justice Department. Not applicable indicates that there are no other agencies who are utilizing the job classification title.

^c The first level of the Juvenile Correctional Officer series is recommended for deletion.

^d The Case Manager series is recommended for reallocation by one salary group.

^e The first level of the Cook series is recommended for deletion.

Figure 15

Preservation Board

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^a	Market Average Salary
Customer Service Representative				
0132 - Customer Service Representative I	\$38,690	\$39,844	\$39,012	\$38,106
0134 - Customer Service Representative II	\$45,174	\$43,914	\$40,324	\$44,935
0136 - Customer Service Representative III	\$50,508	\$48,511	\$44,575	\$49,411
0138 - Customer Service Representative IV	\$53,130	\$53,723	\$49,943	\$57,621
0140 - Customer Service Representative V	\$59,360	\$62,136	\$53,969	No market data
^a The statewide average annual salary excludes the Preservation Board.				

Figure 16

Department of Family Protective Services ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Administrative Assistant				
0150 - Administrative Assistant I	\$32,343	\$35,320	\$36,839	No market data
0152 - Administrative Assistant II	\$36,039	\$39,844	\$38,675	\$42,168
0154 - Administrative Assistant III	\$41,998	\$43,914	\$43,829	\$47,135
0156 - Administrative Assistant IV	\$48,342	\$48,511	\$48,857	\$51,775
0158 - Administrative Assistant V	\$50,743	\$53,723	\$55,710	\$60,376
0159 - Administrative Assistant VI	\$48,244	\$62,136	\$63,053	No market data
Human Resources Specialist ^c				
1731 - Human Resources Specialist II	\$47,517	\$53,723	\$47,053	\$63,760
1733 - Human Resources Specialist III	\$51,798	\$62,136	\$57,010	\$70,671
1735 - Human Resources Specialist IV	\$69,141	\$70,662	\$61,455	No market data
1737 - Human Resources Specialist V	\$66,123	\$80,421	\$74,127	\$91,613
1739 - Human Resources Specialist VI	\$84,802	\$91,836	\$91,817	\$109,779
Adult Protective Services Specialist ^c				
5002 - Adult Protective Services Specialist I	\$49,820	\$51,024	Not applicable	\$57,066
5003 - Adult Protective Services Specialist II	\$54,654	\$53,723	Not applicable	No market data
5004 - Adult Protective Services Specialist III	\$58,076	\$58,288	Not applicable	\$66,564

Department of Family Protective Services ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
5005 - Adult Protective Services Specialist IV	\$62,088	\$62,136	Not applicable	\$71,552
5006 - Adult Protective Services Specialist V	\$64,868	\$66,255	Not applicable	No market data
Child Protective Services Specialist ^c				
5023 - Child Protective Services Specialist I	\$50,597	\$51,024	Not applicable	\$57,066
5024 - Child Protective Services Specialist II	\$56,670	\$53,723	Not applicable	No market data
5025 - Child Protective Services Specialist III	\$61,501	\$58,288	Not applicable	\$66,564
5026 - Child Protective Services Specialist IV	\$64,530	\$62,136	Not applicable	\$71,552
5027 - Child Protective Services Specialist V	\$66,272	\$66,255	Not applicable	No market data
Human Services Technician ^d				
5505 - Human Services Technician III	\$34,239	\$39,844	\$41,682	No market data
5506 - Human Services Technician IV	\$43,928	\$43,914	\$47,569	\$46,387
^a The Department did not utilize Human Resources Assistant, Human Resources Specialist I, Human Services Technician I, or Human Services Technician II during the second quarter of fiscal year 2024. ^b The statewide average annual salary excludes the Department of Family Protective Services. Not applicable indicates that there are no other agencies who are utilizing the job classification title. ^c The Human Resources Specialist series, the Adult Protective Services Specialist series, and the Child Protective Services Specialist series are each recommended for reallocation by one salary group. ^d The first two levels of the Human Services Technician series are recommended for deletion.				

Figure 17

Department of Criminal Justice ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Clerk				
0057 - Clerk II	\$31,248	\$35,320	\$36,876	\$38,723
0059 - Clerk III	\$33,636	\$39,844	\$40,945	\$41,709
Administrative Assistant				
0150 - Administrative Assistant I	\$30,257	\$35,320	\$33,336	No market data
0152 - Administrative Assistant II	\$35,426	\$39,844	\$41,264	\$42,168
0154 - Administrative Assistant III	\$38,488	\$43,914	\$45,817	\$47,135
0156 - Administrative Assistant IV	\$41,643	\$48,511	\$51,994	\$51,775
0158 - Administrative Assistant V	\$44,482	\$53,723	\$56,846	\$60,376

Department of Criminal Justice ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Inventory and Store Specialist				
1911 - Inventory and Store Specialist I	\$33,195	\$39,844	\$40,630	\$40,062
1912 - Inventory and Store Specialist II	\$40,688	\$43,914	\$42,964	\$44,346
1913 - Inventory and Store Specialist III	\$42,812	\$48,511	\$49,494	No market data
1914 - Inventory and Store Specialist IV	\$46,903	\$53,723	\$53,255	\$58,772
1915 - Inventory and Store Specialist V	\$53,443	\$62,136	\$64,091	\$65,829
Correctional Officer ^c				
4502 - Correctional Officer II	\$48,407	\$43,914	Not applicable	No market data
4503 - Correctional Officer III	\$50,042	\$48,511	Not applicable	\$53,852
4504 - Correctional Officer IV	\$52,610	\$51,024	Not applicable	No market data
4505 - Correctional Officer V	\$57,146	\$58,288	Not applicable	No market data
Parole Officer				
4540 - Parole Officer I	\$47,969	\$53,723	Not applicable	No market data
4541 - Parole Officer II	\$51,847	\$58,288	Not applicable	\$60,451
4542 - Parole Officer III	\$57,554	\$62,136	\$56,449	No market data
4543 - Parole Officer IV	\$64,866	\$70,662	\$61,073	No market data
4544 - Parole Officer V	\$72,896	\$80,421	Not applicable	\$86,604
^a The Department did not utilize Clerk I, Clerk IV, Administrative Assistant VI, or Correctional Officer I during the second quarter of fiscal year 2024.				
^b The statewide average annual salary excludes the Department of Criminal Justice. Not applicable indicates that there are no other agencies who are utilizing the job classification title.				
^c The first level of the Correctional Officer series is recommended for deletion.				

Figure 18

Office of Injured Employee Counsel ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Customer Service Representative				
0134 - Customer Service Representative II	\$43,022	\$43,914	\$40,273	\$44,935
0136 - Customer Service Representative III	\$45,462	\$48,511	\$44,721	\$49,411
0138 - Customer Service Representative IV	\$51,000	\$53,723	\$49,967	\$57,621

Office of Injured Employee Counsel ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Ombudsman				
3660 - Ombudsman I	\$50,095	\$53,723	\$48,768	No market data
3662 - Ombudsman II	\$50,856	\$62,136	\$53,071	No market data
3665 - Ombudsman IV	\$68,495	\$80,421	\$75,788	No market data
3666 - Ombudsman V	\$77,700	\$91,836	\$90,884	\$100,334
3667 - Ombudsman VI	\$87,074	\$113,278	\$88,627	\$113,894
^a The Office did not utilize Customer Service Representative I, Customer Service Representative V, Ombudsman III, or Ombudsman VII during the second quarter of fiscal year 2024. ^b The statewide average annual salary excludes the Office of Injured Employee Counsel.				

Figure 19

Texas Military Department ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Resident Specialist ^c				
5205 - Resident Specialist III	\$42,812	\$41,819	\$43,694	No market data
5207 - Resident Specialist IV	\$48,000	\$46,139	\$49,045	\$50,755
Security Officer ^c				
6232 - Security Officer III	\$42,808	\$41,819	\$46,753	No market data
6234 - Security Officer IV	\$48,560	\$46,139	\$50,524	\$51,982
6236 - Security Officer V	\$54,343	\$51,024	\$54,338	No market data
Maintenance Specialist ^d				
9043 - Maintenance Specialist III	\$41,894	\$43,914	\$45,059	\$49,259
9044 - Maintenance Specialist IV	\$46,972	\$48,511	\$52,454	\$55,659
9045 - Maintenance Specialist V	\$54,459	\$53,723	\$55,115	\$62,260
^a The Department did not utilize Resident Specialist I, Resident Specialist II, Resident Specialist V, Security Officer I, Security Officer II, Maintenance Specialist I, or Maintenance Specialist II during the second quarter of fiscal year 2024. ^b The statewide average annual salary excludes the Texas Military Department. ^c The following are recommended for deletion: the first level of the Resident Specialist series and the first level of the Security Officer series. Additionally, the remaining levels of each series are recommended for reallocation by one salary group. ^d The Maintenance Specialist series is recommended for reallocation by one salary group and for an addition of a new level.				

Figure 20

Health and Human Services Commission^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Clerk				
0055 - Clerk I	\$35,670	\$32,679	\$34,273	No market data
0057 - Clerk II	\$36,939	\$35,320	\$32,178	\$38,723
0059 - Clerk III	\$42,855	\$39,844	\$37,492	\$41,709
Psychiatric Nursing Assistant^c				
4350 - Psychiatric Nursing Assistant I	\$36,976	\$35,320	Not Applicable	\$39,986
4351- Psychiatric Nursing Assistant II	\$41,445	\$39,844	Not Applicable	\$41,527
4352 - Psychiatric Nursing Assistant III	\$49,025	\$43,914	Not Applicable	No market data
4353 - Psychiatric Nursing Assistant IV	\$54,918	\$48,511	Not Applicable	\$60,693
Direct Support Professional^c				
5121 - Direct Support Professional I	\$36,670	\$35,320	Not Applicable	\$41,806
5122 - Direct Support Professional II	\$41,386	\$39,844	\$39,571	No market data
5123 - Direct Support Professional III	\$49,160	\$43,914	\$45,948	\$50,120
5124 - Direct Support Professional IV	\$54,830	\$48,511	\$51,553	No market data
Texas Works Advisor^d				
5620 - Texas Works Advisor I	\$42,214	\$41,819	Not Applicable	No market data
5622 - Texas Works Advisor II	\$46,880	\$43,914	Not Applicable	\$50,345
5624 - Texas Works Advisor III	\$51,678	\$46,139	Not Applicable	No market data
5626 - Texas Works Advisor IV	\$52,556	\$48,511	Not Applicable	No market data
5628 - Texas Works Advisor V	\$55,874	\$51,024	Not Applicable	No market data
Food Service Worker				
8103 - Food Service Worker I	\$32,763	\$32,679	\$38,398	\$35,514
8104 - Food Service Worker II	\$36,894	\$35,320	\$41,698	\$40,636

^a The Commission did not utilize Clerk IV, Psychiatric Nursing Assistant V, Direct Support Professional V, or Food Service Worker III during the second quarter of fiscal year 2024.

^b The statewide average annual salary excludes the Health and Human Services Commission. Not applicable indicates that there are no other agencies who are utilizing the job classification title.

^c The Psychiatric Nursing Assistant series and the Direct Support Professional series are each recommended for reallocation by one salary group.

^d The Texas Works Advisor series is recommended for a reallocation by one salary group and a series title change to Eligibility Advisor.

Figure 21

Library and Archives Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^a	Market Average Salary
Librarian				
7401 - Librarian I	\$51,154	\$51,024	Not Applicable	No market data
7402 - Librarian II	\$55,189	\$58,288	\$49,347	\$60,213
7403 - Librarian III	\$63,613	\$66,255	\$55,474	No market data
7404 - Librarian IV	\$74,319	\$75,376	\$63,647	\$76,178

^a The statewide average annual salary excludes the Library and Archives Commission. Not applicable indicates that there are no other agencies who are utilizing the job classification title.

Figure 22

Department of Agriculture ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Compliance Analyst ^c				
1400 - Compliance Analyst I	\$63,000	\$62,136	\$54,920	No market data
1401 - Compliance Analyst II	\$69,690	\$70,662	\$62,615	No market data
1402 - Compliance Analyst III	\$74,064	\$80,421	\$71,595	\$84,130
1403 - Compliance Analyst IV	\$80,907	\$91,836	\$87,700	\$99,859
Program Specialist				
1570 - Program Specialist I	\$50,548	\$53,723	\$50,135	No market data
1571 - Program Specialist II	\$57,466	\$58,288	\$54,397	No market data
1572 - Program Specialist III	\$60,440	\$62,136	\$59,827	No market data
1573 - Program Specialist IV	\$67,612	\$66,255	\$64,663	No market data
1574 - Program Specialist V	\$76,105	\$70,662	\$70,526	No market data
1575 - Program Specialist VI	\$88,482	\$80,421	\$77,463	No market data
1576 - Program Specialist VII	\$107,456	\$91,836	\$90,861	No market data
Director ^d				
1620 - Director I	\$107,272	\$102,980	\$106,201	\$113,037
1621 - Director II	\$129,342	\$113,278	\$119,400	\$124,132
1622 - Director III	\$145,462	\$124,606	\$134,952	\$135,299
1623 - Director IV	\$158,045	\$137,066	\$142,021	\$143,028

Department of Agriculture ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
1624 - Director V	\$173,644	\$150,773	\$157,059	\$167,455
1626 - Director VII	\$182,700	\$182,436	\$199,127	No market data
1630 - Deputy Director I	\$203,411	\$200,679	\$211,392	\$198,932
1631 - Deputy Director II	\$226,013	\$220,747	\$243,020	\$218,783

^aThe Department did not utilize Director VI, Deputy Director III, or Deputy Director IV during the second quarter of fiscal year 2024.

^bThe statewide average annual salary excludes the Department of Agriculture.

^cAn additional level to the Compliance Analyst series is recommended.

^dAn additional level to the Director series is recommended.

Figure 23

Veterans Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^a	Market Average Salary
Veterans Services Representative				
5104 - Veterans Services Representative I	\$49,949	\$51,024	Not Applicable	No market data
5105 - Veterans Services Representative II	\$52,548	\$53,723	\$51,567	No market data
5106 - Veterans Services Representative III	\$54,528	\$58,288	\$60,671	No market data
5107 - Veterans Services Representative IV	\$58,766	\$62,136	\$56,220	\$65,672
5108 - Veterans Services Representative V	\$60,885	\$66,255	\$60,696	No market data
5109 - Veterans Services Representative VI	\$66,760	\$70,662	\$64,080	No market data

^aThe statewide average annual salary excludes the Veterans Commission. Not applicable indicates that there are no other agencies who are utilizing the job classification title.

Figure 24

Department of State Health Services^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Customer Service Representative				
0132 - Customer Service Representative I	\$39,206	\$39,844	\$38,998	\$38,106
0134 - Customer Service Representative II	\$38,400	\$43,914	\$40,359	\$44,395
0136 - Customer Service Representative III	\$38,988	\$48,511	\$44,774	\$49,411
0138 - Customer Service Representative IV	\$51,154	\$53,723	\$49,247	\$57,621
0140 - Customer Service Representative V	\$55,943	\$62,136	\$52,914	No market data
Administrative Assistant				
0150 - Administrative Assistant I	\$36,601	\$35,320	\$33,260	No market data
0152 - Administrative Assistant II	\$39,894	\$39,844	\$38,427	\$42,168
0154 - Administrative Assistant III	\$42,741	\$43,914	\$43,797	\$47,135
0156 - Administrative Assistant IV	\$48,610	\$48,511	\$48,861	\$51,775
0158 - Administrative Assistant V	\$55,133	\$53,723	\$55,626	\$60,376
Inspector^c				
1323 - Inspector III	\$48,775	\$48,511	\$51,688	\$53,943
1324 - Inspector IV	\$56,120	\$53,723	\$56,371	\$61,435
1325 - Inspector V	\$62,867	\$62,136	\$62,243	No market data
1326 - Inspector VI	\$71,606	\$70,662	\$71,726	No market data
Program Specialist				
1570 - Program Specialist I	\$51,215	\$53,723	\$50,083	No market data
1571 - Program Specialist II	\$54,952	\$58,288	\$54,303	No market data
1572 - Program Specialist III	\$56,188	\$62,136	\$60,162	No market data
1573 - Program Specialist IV	\$60,344	\$66,255	\$65,613	No market data
1574 - Program Specialist V	\$66,442	\$70,662	\$71,440	No market data
1575 - Program Specialist VI	\$74,311	\$80,421	\$78,537	No market data
1576 - Program Specialist VII	\$88,913	\$91,836	\$92,592	No market data
Public Health Nurse				
4416 - Public Health Nurse I	\$64,105	\$66,255	Not Applicable	No market data
4417 - Public Health Nurse II	\$71,091	\$75,376	Not Applicable	\$75,028
4418 - Public Health Nurse III	\$80,390	\$85,869	Not Applicable	No market data

Department of State Health Services^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
4419 - Public Health Nurse IV	\$96,746	\$102,980	Not Applicable	No market data

^aThe Department did not utilize Administrative Assistant VI, Inspector I, Inspector II, Inspector VII, or Public Health Nurse V during the second quarter of fiscal year 2024.

^bThe statewide average annual salary excludes the Department of State Health Services. Not applicable indicates that there are no other agencies who are utilizing the job classification title.

^cThe Inspector series is recommended for reallocation by one salary group.

Figure 25

Texas Historical Commission^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Administrative Assistant				

0152 - Administrative Assistant II	\$40,706	\$39,844	\$38,492	\$42,168
0154 - Administrative Assistant III	\$44,469	\$43,914	\$43,765	\$47,135
0156 - Administrative Assistant IV	\$52,522	\$48,511	\$48,829	\$51,775

Program Specialist				
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1570 - Program Specialist I	\$53,412	\$53,723	\$50,094	No market data
1571 - Program Specialist II	\$50,319	\$58,288	\$54,660	No market data
1572 - Program Specialist III	\$61,136	\$62,136	\$59,824	No market data
1573 - Program Specialist IV	\$73,771	\$66,255	\$64,667	No market data
1574 - Program Specialist V	\$85,455	\$70,662	\$70,913	No market data
1575 - Program Specialist VI	\$92,269	\$80,421	\$78,270	No market data

Maintenance Specialist^c				
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9043 - Maintenance Specialist III	\$41,932	\$43,914	\$45,077	\$49,259
9044 - Maintenance Specialist IV	\$46,585	\$48,511	\$52,548	\$55,659
9045 - Maintenance Specialist V	\$49,876	\$53,723	\$55,033	\$62,260

^aThe Commission did not utilize Administrative Assistant II, Administrative Assistant V, Administrative Assistant VI, Program Specialist VII, Maintenance Specialist I, or Maintenance Specialist II during the second quarter of fiscal year 2024.

^bThe statewide average annual salary excludes the Texas Historical Commission.

^cThe Maintenance Specialist series is recommended for reallocation by one salary group and for an addition of a new level.

Figure 26

Secretary of State^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary ^b	Market Average Salary
Administrative Assistant				
0154 - Administrative Assistant III	\$43,422	\$43,914	\$43,771	\$47,135
0158 - Administrative Assistant V	\$53,688	\$53,723	\$55,627	\$60,376
^a The Secretary of State did not utilize Administrative Assistant I, Administrative Assistant II, Administrative Assistant IV, or Administrative Assistant VI during the second quarter of fiscal year 2024.				
^b The statewide average annual salary excludes the Secretary of State.				



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