



A Biennial Report on the State’s Position Classification Plan for the 2028-2029 Biennium

Lisa R. Collier, CPA, CFE, CIDA
State Auditor

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 151,963 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 recommended changes will help to maintain the Plan’s competitiveness for the 2028-2029 biennium. The need for additional improvements is supported by the 154 requests for Plan changes submitted by 24 agencies, which is the second highest number of requests received in more than a decade.

- [Background](#) | p. 2
- [Study Objectives](#) | p. 19

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

Market and Agency Analysis



MARKET ANALYSIS

The State’s salary ranges are competitive for most job classification titles and, on average, the salary range midpoints for benchmarked job classification titles were 8.8 percent behind the market average pay.

[Chapter 1-A | p. 5](#)



AGENCY ANALYSIS

This analysis includes 8 state agencies that had overall turnover rates exceeding 17.0 percent in fiscal year 2025. The majority of the applicable job classification titles at the studied agencies have average annual salaries that are near or above the salary range midpoint, the statewide annual average salary, and the market average salary.

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Classification Recommendations



RECOMMENDED CHANGES TO THE PLAN

A total of 426 changes are recommended for the 2028-2029 biennium to maintain the Plan’s competitiveness. There are no recommended changes to Salary Schedule A or Salary Schedule B.

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ESTIMATED COST

The estimated cost to implement the recommended changes is approximately \$570,000 in each year of the 2028-2029 biennium.

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¹ The following agencies are exempt from the Plan: Higher Education Coordinating Board, Teacher Retirement System, and 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 1,246 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 first quarter of fiscal year 2026 (the quarter ending November 30, 2025), the State had 151,963 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 **336** 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 **1,246** 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 specified agencies².

Salary Schedule C Law Enforcement Positions

This report does not include a market analysis for Salary Schedule C, which encompasses 6,138 law enforcement employees, as of the first quarter of fiscal year 2026 (the quarter ending November 30, 2025). The State Auditor's Office will publish a report for the 2028-2029 biennium for job classification titles in Salary Schedule C prior to January 1, 2027.

See [Appendix 2](#) for additional details on Salary Schedules A and B.

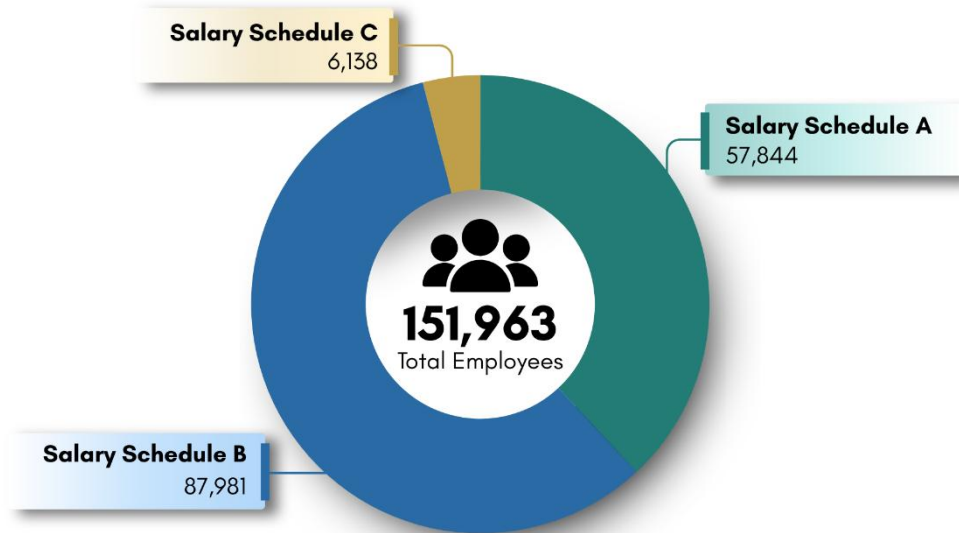
Distribution by Salary Schedules. The majority of the State's 151,963 classified, regular full-time and part-time employees are in Salary Schedule B, which encompasses approximately 57.9 percent of the State's total employees.

Figure 1 on the next page shows the distribution of state classified employees by salary schedule.

² Agencies include Department of Public Safety, Parks and Wildlife Department, Alcoholic Beverage Commission, Office of the Attorney General, Department of Insurance, Department of Criminal Justice, Office of the Comptroller of Public Accounts, Health and Human Services Commission, Juvenile Justice Department, and Commission on Law Enforcement.

Figure 1

***Distribution of the State's Full-time and Part-time Classified Employees by Salary Schedule:
Fiscal Year 2026, First Quarter***



Source: The State Auditor's Office 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. The State Classification Team makes recommendations while keeping in mind that the Plan must be broad enough to encompass similar positions at different agencies and maintain 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 1-A Market Analysis

To determine the current competitiveness of the State's Position Classification Plan (Plan) with similar jobs in the private and public sectors, the State Classification Team conducted an analysis of the average market pay for similar positions in the job market using benchmarks (see text box).

For this analysis, a total of 440 benchmarks were identified that encompassed 42.9 percent of the State's classified, regular full-time and part-time employees. Details for each of the benchmark job classification titles, including the midpoint of the salary range, market average salary, and market index, are presented in [Appendix 3](#).

Comparisons of State Salary Ranges with Market Average Pay

Benchmarks are job classification titles within the Plan that match public and private sector jobs in terms of duties, scope, and responsibility. The corresponding salary range midpoint for each benchmark job classification title was compared to the market average salary to determine the market index. When the midpoint of the salary range for a job classification series was within 10.0 percent of the average market salary, the salary range for a job classification series was generally considered to be acceptable.

The State's salary ranges are competitive for most job classification titles, and on average, the salary range midpoints for benchmarked job classification titles were 8.8 percent behind the market average pay.

By comparison, the State's salary range midpoints for the benchmarks were 7.4 percent behind the market average pay for the prior biennium³.

The competitiveness of the State's salary ranges allows for agencies to pay their employees a competitive rate compared with similar positions in the public and private sectors and is largely a result of the adjustments made to the minimums and maximums of the salary ranges as approved by the 88th Legislature. 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 2026-2027 Biennium](#) (State Auditor's Office Report No. 25-701, October 2024).

Chapter 1-B

Recommended Changes to the Plan

While the Plan remains competitive, in some cases changes are needed to keep the Plan current, flexible, and competitive. 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 24 agencies submitted 154 requests to reallocate job classifications to higher salary groups, add new job classifications, and change job classification titles. This is the second highest number of requests received in more than a decade, even surpassing the 2026-2027 biennium. (Only the requests for the 2024-2025 biennium exceeded this number⁴.) Recommendations in this report address 61.0 percent of those requests, either as requested or with some modification.

A total of 426 changes are recommended for the 2028-2029 biennium to maintain the Plan's competitiveness.

Based on market analysis and in response to the state agency requests, the State Classification Team recommends the following changes to the Plan for the 2028-2029 biennium (Figure 2 on Page 8 summarizes those changes by occupational category):

- **Reallocating 254 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 these 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, on average, the Legal Assistant job classification series is 12.0 percent behind market.

⁴ For more information, see [A Biennial Report on the State's Position Classification Plan for the 2026-2027 Biennium](#) (State Auditor's Office Report No. 25-701, October 2024) and [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).

- Adding 56 new job classification titles.** New job classification titles 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 Public Information Records Specialist job classification series will more clearly distinguish the work performed and enable agencies to classify employees in a more appropriate job classification. See [Appendix 5](#) for a general description of each recommended new job classification series.
- Changing 72 job classification titles.** Title changes will provide a better description of the job functions and better reflect current industry terminology. For example, changing the Records Analyst job classification series to Records Management Coordinator will better describe the broad duties and responsibilities within the job classification series. In addition, some job classification titles need to be changed when a level within a job classification series is deleted or added.
- Deleting 37 job classification titles.** Deleting job classification titles that are not utilized, underutilized, or that have overlapping job duties with those of other job classification titles will help streamline the Plan. For example, deleting the Clerk job classification series will address overlapping duties with the Administrative Assistant job classification series.
- Renumbering seven job classification titles.** Assigning new classification numbers to certain job classification titles will help maintain consistency in job classification numbering within occupational categories, resulting in better flow and ease of usability of the Plan.

There are no recommended changes to Salary Schedule A or Salary Schedule B for the 2028-2029 biennium (see [Appendix 2](#)).

Number of Job Classification Titles

For the 2026-2027 biennium, the Plan covered **1,246** job classification titles, of which **1,165** job classification titles were for Salary Schedules A and B.

With the recommended changes, the Plan for the 2026-2027 biennium would cover **1,184** job classification titles for Salary Schedules A and B.

Figure 2 summarizes the recommended changes to the Plan by occupational category for the 2028-2029 biennium. For a detailed list of recommended changes to the Plan by occupational category and job classification title, see [Appendix 4](#).

Figure 2

*Summary of Recommended Changes to the Plan
for the 2028-2029 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	9	1	0	1
Administrative Support	1	10	6	4
Compliance, Inspection, and Investigation	5	0	0	0
Criminal Justice	1	35	1	1
Custodial	0	12	2	1
Education	0	0	0	0
Employment	0	0	0	0
Engineering and Design	0	17	8	2
Human Resources and Training and Development	3	0	0	0
Information and Communication	2	4	10	3
Information Technology	4	0	0	0
Insurance	0	0	0	0
Land Surveying, Appraising, and Utilities	1	7	6	2
Legal	4	29	0	0
Library and Records	5	1	3	0
Maintenance	6	18	0	0
Medical and Health	5	68	12	8

Occupational Category ^b	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title
Military	0	0	0	5
Natural Resources	1	22	1	0
Planning, Research, and Statistics	1	2	3	1
Program Management	1	6	6	0
Property Management and Procurement	0	0	0	0
Public Safety	0	13	3	5
Safety	3	1	1	1
Social Services	4	8	10	3
Totals	56	254	72	37

^a This figure excludes recommended numbering changes for seven job classification titles.

^b This figure lists 25 of the Plan's 26 occupational categories; the Law Enforcement occupational category is in Salary Schedule C and part of a separate market analysis.

Chapter 1-C

Cost of Plan Changes

The estimated cost to implement the recommended changes is approximately \$570,000 in each year of the 2028-2029 biennium.

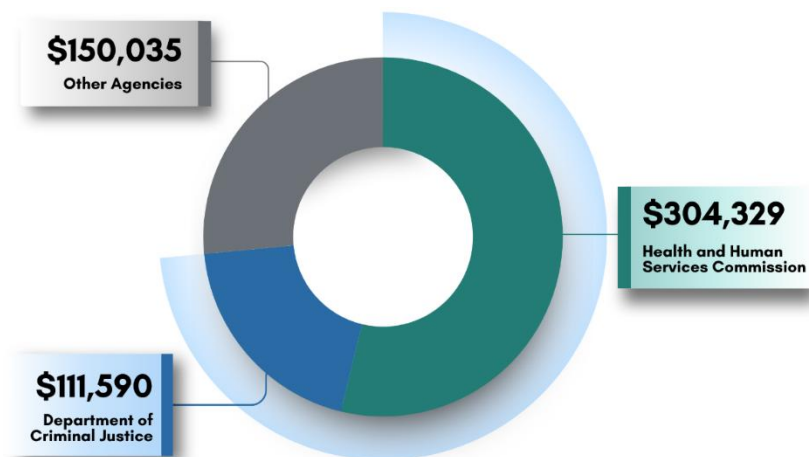
Legislative action is required to implement changes to the Plan. If the Legislature adopts these recommendations, agencies are required to implement them. Figure 4 on the next page provides the estimated annual cost by state agency.

The Health and Human Services Commission would absorb the largest share (53.77 percent) of the costs associated with recommended changes. The majority (63.9 percent) of the cost associated with the Health and Human Services Commission is due to the recommended reallocation of the Administrative Assistant series. The Department of Criminal Justice would absorb the second largest share at 19.72 percent (see Figure 3).

For a detailed list of costs by job classification series, see [Appendix 6](#).

Figure 3

*Distribution of Costs for Implementing Recommended Plan Changes*⁵



⁵ Estimated annual cost is based on data from the first quarter of fiscal year 2026 (the quarter ending November 30, 2025) for classified, regular full-time employees in each job classification title.

Figure 4

***Estimated Annual Cost of Recommended Changes to the Plan
by Agency for Each Year of the 2028-2029 Biennium^{a b}***

Agency	Estimated Annual Cost	Percent of Total Cost
Health and Human Services Commission	\$304,329	53.77%
Department of Criminal Justice	\$111,590	19.72%
Department of Family and Protective Services	\$77,486	13.69%
Texas Workforce Commission	\$23,623	4.17%
Water Development Board	\$9,275	1.64%
Department of State Health Services	\$8,396	1.48%
Juvenile Justice Department	\$7,229	1.28%
Texas State Board of Dental Examiners	\$6,886	1.22%
Department of Transportation	\$5,150	0.91%
Board of Plumbing Examiners	\$3,570	0.63%
Department of Agriculture	\$2,888	0.51%
Office of the Attorney General	\$2,148	0.38%
Military Department	\$1,239	0.22%
Alcoholic Beverage Commission	\$1,144	0.20%
Board of Veterinary Medical Examiners	\$521	0.09%
Railroad Commission	\$480	0.08%
Totals^c	\$565,954	100.00%

^a Estimated annual cost is based on data from the first quarter of fiscal year 2026 (the quarter ending November 30, 2025) for classified, regular full-time employees in each job classification title.

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

^c 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' Human Resource Information System and Standardized Payroll/Personnel Reporting System.

Chapter 2

Analysis of 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 analysis includes 8 state agencies that had overall turnover rates exceeding 17.0 percent in fiscal year 2025.

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.
- State agencies with fewer than 20 employees in a job classification series, because the turnover rates for those series may appear skewed.
- The Texas Lottery Commission, because turnover was primarily attributed to the agency's abolishment and transfer of duties to the Texas Department of Licensing and Regulation.

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

Figure 5 lists the 8 agencies and examples of individual job classification series that had 20 or more employees and a turnover rate that exceeded 17.0 percent.⁶

Figure 5

***Agencies With Turnover Rates That Exceeded 17.0 Percent
in Fiscal Year 2025 Included in This Analysis***

Agency	Average Headcount	Agency Number of Separations	Agency Turnover Rate	Applicable Job Classification Series ^a	Average Headcount	Number of Separations	Turnover Rate
644 - Juvenile Justice Department ^b	2,094.75	905	43.2%	Juvenile Correctional Officer ^c	995.75	669	67.2%
				Cook	52.75	27	51.2%
				Maintenance Specialist ^c	38.00	18	47.4%
				Case Manager ^c	90.00	28	31.1%
				Security Officer ^c	48.50	15	30.9%
				Director	42.75	10	23.4%
				Administrative Assistant	44.00	9	20.5%
				Health Specialist	43.75	8	18.3%
				Clerk	39.25	7	17.8%
448 - Office of Injured Employee Counsel	149.75	35	23.4%	Ombudsman	81.50	24	29.4%
				Customer Service Representative	32.25	7	21.7%
696 - Department of Criminal Justice ^b	35,471.75	7,298	20.6%	Correctional Officer ^c	21,827.25	5,484	25.1%
				Clerk	78.00	18	23.1%
				Purchaser	41.75	8	19.2%
				Equipment Operator	94.00	18	19.1%
				Human Services Specialist	26.50	5	18.9%
				Parole Officer	1,743.75	300	17.2%

⁶ For a complete list of all state agencies with a turnover rate of more than 17.0 percent in fiscal year 2025, see [An Annual Report on Classified Employee Turnover for Fiscal Year 2025](#) (State Auditor's Office Report No. 26-703, February 2026).

Agency	Average Headcount	Agency Number of Separations	Agency Turnover Rate	Applicable Job Classification Series ^a	Average Headcount	Number of Separations	Turnover Rate
530 - Department of Family and Protective Services ^b	12,265.25	2,409	19.6%	Child Protective Services Specialist ^c	5,589.75	1,552	27.8%
				Adult Protective Services Specialist ^c	598.00	154	25.8%
				Administrative Assistant	751.75	146	19.4%
				Human Services Technician	578.75	104	18.0%
401 - Texas Military Department	579.00	107	18.5%	Resident Specialist ^c	22.25	14	62.9%
				Security Officer ^c	67.00	23	34.3%
809 - Preservation Board ^b	256.00	46	18.0%	Customer Service Representative	84.25	29	34.4%
529 - Health and Human Services Commission ^b	38,971.75	6,764	17.4%	Protective Services Intake Specialist ^c	23.00	10	43.5%
				Direct Support Professional ^c	5,538.50	1,861	33.6%
				Food Service Worker	544.75	164	30.1%
				Psychiatric Nursing Assistant ^c	2,860.00	722	25.2%
				Psychologist	33.00	8	24.2%
				Laundry/Sewing Room Worker	85.25	20	23.5%
				Licensed Vocational Nurse ^c	986.00	227	23.0%
				Custodian	612.25	141	23.0%
				Cybersecurity Analyst	31.25	7	22.4%
				Internal Auditor ^c	22.75	5	22.0%
				HVAC Mechanic	37.50	8	21.3%
				Dentist	23.75	5	21.1%

Agency	Average Headcount	Agency Number of Separations	Agency Turnover Rate	Applicable Job Classification Series ^a	Average Headcount	Number of Separations	Turnover Rate
				Human Services Specialist	676.00	142	21.0%
				Clerk	1,392.25	285	20.5%
				Financial Examiner	55.25	11	19.9%
				Cook	236.25	46	19.5%
				Chaplain	21.25	4	18.8%
				Property Manager	82.25	15	18.2%
				Claims Examiner	317.00	57	18.0%
				Purchaser	96.25	17	17.7%
				Health Assistant	108.00	19	17.6%
				Auditor ^c	74.00	13	17.6%
				Nurse	2,159.50	376	17.4%
				Project Manager	212.75	37	17.4%
551 - Department of Agriculture	686.75	118	17.2%	Program Specialist	92.00	24	26.1%

^a The Applicable Job Classification Series column lists the series that had an average headcount of at least 20 and a turnover rate that exceeded 17.0 percent.

^b Agency also had a turnover rate that exceeded 17.0 percent in fiscal year 2024.

^c The 89th Legislature reallocated these job classification series to higher salary groups effective September 1, 2025.

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

The majority of the applicable job classification titles at the studied agencies have average annual salaries that are near or above the salary range midpoint, the statewide average annual salary, and the market average salary.

The analysis compared each agency's average salary to the average salary at other state agencies and to the market average. For the purposes of the analysis, average salaries at agencies include classified, regular full-time employees as of the first quarter of fiscal year 2026 (the quarter ending November 30, 2025).

Figure 6 on the next page lists agencies with job classification series in which the average salary in the agency was more than 10.0 percent behind the salary range midpoint, statewide average salary, or market average salary. The job classification series are sorted in order of the job classification number in the General Appropriations Act.

Figure 6

Job Classification Series With Agency Average Salaries Behind Comparative Salary Rates⁷

COMPARATIVE SALARY RATE INDICATORS



⁷ Agencies might only utilize certain job classification titles within a series. Series with at least one job classification title more than 10.0 percent behind one of the salary rate comparisons are included in this analysis.

The results of the agency-level market analyses for the applicable job classification series with turnover rates exceeding 17.0 percent are presented in [Appendix 7](#).

While this analysis focused on these applicable job classification series, it is important to note that 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 3](#).



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.
- Make recommendations that are necessary and desirable about the operation and improvement of the Plan to the Governor and the Legislature.

The following members of the State Auditor's staff performed the study:



- Sarah Hunsberger, SHRM-CP (Project Manager)
- Laura Edith Alvarez Garcia, MBA (Assistant Project Manager)
- Tiffany Boscan, SHRM-SCP
- Zoe Lipnicky, SHRM-CP
- Kiliana Rossi, aPHR, SHRM-SCP
- Juan R. Sanchez, MPA
- Dana Musgrave, MBA, CFE (Quality Control Reviewer)
- Lara Foronda Tai, CCP, PHR, SHRM-CP (Classification and Compensation Manager)

- 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 December 2025 through September 2026.

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 89th Legislature.
- Headcounts, turnover rates, and salary range penetration.
- Average market pay for 440 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 South Central Region Detail Survey 2025*, Compdata Surveys & Consulting, Salary.com, July 2025.
 - *2025 Occupational Employment and Wage Statistics*, Bureau of Labor Statistics, US Department of Labor, May 2024.
 - *WorldatWork Salary Budget Survey 2025-2026, 52nd Annual Executive Report & Analysis*, July 2025.

- *2025 Nonprofit Organizations Salary and Benefits Report*, The NonProfit Times, Bluewater Nonprofit Solutions, September 2024.
- *2025 Nonprofits Salary Survey – South Central Region*, Economic Research Institute, July 2025.
- *2025 NCASG Salary Survey*, National Compensation Association of State Governments, July 2025.
- *2025 Texas Society for Healthcare Human Resources Administration and Education Wage and Benefit Survey*, Werling Associates Inc., February 2025.
- 2025 Willis Towers Watson Compensation Surveys, Willis Towers Watson Data Services, April 2025, which included:
 - *2025 General Industry Middle Management, Professional and Support Survey Report — United States.*
 - *2025 Health Care Middle Management, Professional and Support Survey Report — United States.*
- *2025 Mercer Benchmark Database/Total Remuneration Survey, South Central Metropolitan Areas*, Marsh & McLennan Companies, April 2025.
- 2026 Salary Guide from Robert Half, Robert Half International Inc., January 2026, which included:
 - *2026 Salary Guide Administrative and Customer Support Salaries and Salary Trends.*
 - *2026 Salary Guide Finance and Accounting Salaries and Salary Trends.*
 - *2026 Salary Guide Nonclinical Healthcare Salaries and Salary Trends.*
 - *2026 Salary Guide Human Resources Salaries and Salary Trends.*
 - *2026 Salary Guide Legal Salaries and Salary Trends.*
 - *2026 Salary Guide Marketing and Creative Salaries and Salary Trends.*
 - *2026 Salary Guide Technology Salaries and Salary Trends.*
- 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) (historical data).
 - Human Resource Information System (HRIS).
 - Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2025 data. Headcounts were based on data for the first quarter of fiscal year 2026 (quarter ending November 30, 2025).

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 a 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 the 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, 2027).

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 10.0 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 first quarter of fiscal year 2026 (quarter ending November 30, 2025) from HRIS and SPRS.
- Calculating the estimated cost of reallocations and deletions by moving impacted employees to the minimum of the new higher salary group.

Appendix 2

Salary Schedules A and B

Figure 7 and Figure 8 starting on the next page list the annual salary ranges for the State's Salary Schedules A and B, respectively, that are effective for the 2026-2027 biennium. **There are no recommended changes to Salary Schedule A or Salary Schedule B for the 2028-2029 biennium.**

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 7

Salary Schedule A for the 2026-2027 Biennium

Salary Group	Minimum	Midpoint	Maximum
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 (89th Legislature), Section 2.01, page IX-21; and the State Auditor's Office calculation of midpoint amounts.

Figure 8

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
B37	\$215,000	\$287,500	\$360,000

Sources: General Appropriations Act (89th Legislature), Section 2.01, page IX-21 through IX-22; and the State Auditor's Office calculation of midpoint amounts.

Appendix 3

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 8.8 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 9). Specifically:

- A market index of 0.80 indicates that the midpoints of the state salary ranges are 20.0 percent less than average market pay. This means they are 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 20.0 percent.

Figure 9

Relationship Between the Market Index and Average Market Pay



Figure 10 lists the 440 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. The midpoint of the salary range, market average salary, and market index for each benchmark job classification title are also included.

Figure 10

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	\$39,824	0.89
0008	A11	Receptionist II	\$39,844	\$42,377	0.94
0132	A11	Customer Service Representative I	\$39,844	\$40,813	0.98
0134	A13	Customer Service Representative II	\$43,914	\$45,025	0.98
0140	A19	Customer Service Representative V	\$62,136	\$64,856	0.96
0152	A11	Administrative Assistant II	\$39,844	\$45,969	0.87
0154	A13	Administrative Assistant III	\$43,914	\$48,670	0.90
0156	A15	Administrative Assistant IV	\$48,511	\$55,218	0.88
0159	A19	Administrative Assistant VI	\$62,136	\$67,411	0.92
0160	B17	Executive Assistant I	\$53,723	\$65,555	0.82
0162	B19	Executive Assistant II	\$62,136	\$70,125	0.89
0164	B21	Executive Assistant III	\$70,662	\$75,212	0.94
0166	B23	Executive Assistant IV	\$80,421	\$87,184	0.92
0172	B16	License and Permit Specialist II	\$51,024	\$51,842	0.98
0173	B18	License and Permit Specialist III	\$58,288	\$60,457	0.96
0175	B22	License and Permit Specialist V	\$75,376	\$82,339	0.92
0181	A12	Document Services Technician II	\$41,819	\$43,875	0.95
0184	A18	Document Services Technician V	\$58,288	\$59,516	0.98
Market Index – Administrative Support					0.93
Information Technology					
0212	B23	Database Administrator II	\$80,421	\$87,243	0.92
0213	B25	Database Administrator III	\$91,836	\$103,698	0.89
0214	B27	Database Administrator IV	\$113,278	\$125,100	0.91
0215	B29	Database Administrator V	\$137,066	\$146,805	0.93
0217	B29	Data Officer	\$137,066	\$151,135	0.91
0218	B30	Chief Data Officer	\$150,773	\$171,894	0.88
0221	B21	Information Technology Business Analyst I	\$70,662	\$75,033	0.94
0222	B23	Information Technology Business Analyst II	\$80,421	\$89,755	0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0223	B25	Information Technology Business Analyst III	\$91,836	\$100,570	0.91
0224	B27	Information Technology Business Analyst IV	\$113,278	\$120,013	0.94
0228	B14	Information Technology Support Specialist I	\$46,139	\$50,578	0.91
0229	B16	Information Technology Support Specialist II	\$51,024	\$59,916	0.85
0230	B18	Information Technology Support Specialist III	\$58,288	\$65,240	0.89
0231	B20	Information Technology Support Specialist IV	\$66,255	\$71,395	0.93
0238	B31	Information Security Officer	\$165,851	\$162,673	1.02
0239	B32	Chief Information Security Officer	\$182,436	\$202,188	0.90
0241	B20	Programmer I	\$66,255	\$75,634	0.88
0243	B24	Programmer III	\$85,869	\$96,679	0.89
0244	B26	Programmer IV	\$102,980	\$115,853	0.89
0245	B28	Programmer V	\$124,606	\$133,017	0.94
0246	B29	Programmer VI	\$137,066	\$152,876	0.90
0247	B22	Information Technology Auditor I	\$75,376	\$83,074	0.91
0250	B28	Information Technology Auditor IV	\$124,606	\$134,624	0.93
0254	B21	Systems Analyst III	\$70,662	\$77,878	0.91
0255	B23	Systems Analyst IV	\$80,421	\$92,888	0.87
0257	B27	Systems Analyst VI	\$113,278	\$119,889	0.94
0258	B29	Systems Analyst VII	\$137,066	\$145,460	0.94
0271	B20	Geographic Information Specialist II	\$66,255	\$75,233	0.88
0273	B24	Geographic Information Specialist IV	\$85,869	\$93,727	0.92
0282	B18	Telecommunications Specialist I	\$58,288	\$64,975	0.90
0285	B24	Telecommunications Specialist IV	\$85,869	\$94,991	0.90
0289	B21	Network Specialist III	\$70,662	\$77,007	0.92
0290	B23	Network Specialist IV	\$80,421	\$87,367	0.92
0291	B25	Network Specialist V	\$91,836	\$101,855	0.90
0292	B27	Network Specialist VI	\$113,278	\$119,913	0.94
0294	B26	Business Continuity Coordinator I	\$102,980	\$100,076	1.03
0295	B27	Business Continuity Coordinator II	\$113,278	\$121,860	0.93
0301	B21	Web Administrator II	\$70,662	\$78,036	0.91
0302	B23	Web Administrator III	\$80,421	\$87,585	0.92
0303	B25	Web Administrator IV	\$91,836	\$99,174	0.93
0304	B27	Web Administrator V	\$113,278	\$119,971	0.94
0312	B21	Systems Administrator III	\$70,662	\$78,630	0.90
0313	B23	Systems Administrator IV	\$80,421	\$88,825	0.91
0314	B25	Systems Administrator V	\$91,836	\$102,539	0.90
0315	B27	Systems Administrator VI	\$113,278	\$126,422	0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0317	B28	Data Architect I	\$124,606	\$135,977	0.92
0318	B30	Data Architect II	\$150,773	\$173,518	0.87
0319	B23	Cybersecurity Analyst I	\$80,421	\$89,117	0.90
0320	B25	Cybersecurity Analyst II	\$91,836	\$103,301	0.89
0321	B27	Cybersecurity Analyst III	\$113,278	\$124,536	0.91
0322	B29	Cybersecurity Analyst IV	\$137,066	\$154,718	0.89
0326	B31	Cybersecurity Officer	\$165,851	\$171,680	0.97
0350	B24	User Experience/User Interface (UX/UI) Designer I	\$85,869	\$94,108	0.91
0352	B26	User Experience/User Interface (UX/UI) Designer II	\$102,980	\$107,545	0.96
0354	B28	User Experience/User Interface (UX/UI) Designer III	\$124,606	\$138,047	0.90
0356	B30	User Experience/User Interface (UX/UI) Designer IV	\$150,773	\$161,873	0.93
Market Index – Information Technology					0.91
Planning, Research, and Statistics					
0517	B20	Planner II	\$66,255	\$74,621	0.89
0520	B26	Planner V	\$102,980	\$108,377	0.95
0602	B18	Research Specialist II	\$58,288	\$66,078	0.88
0608	B24	Research Specialist V	\$85,869	\$91,812	0.94
0626	B20	Statistician II	\$66,255	\$68,181	0.97
0630	B23	Statistician IV	\$80,421	\$89,962	0.89
0646	B25	Economist IV	\$91,836	\$103,484	0.89
0651	B20	Data Analyst II	\$66,255	\$75,320	0.88
0653	B24	Data Analyst IV	\$85,869	\$96,269	0.89
0655	B28	Data Analyst VI	\$124,606	\$134,687	0.93
0660	B28	Data Scientist I	\$124,606	\$128,375	0.97
0662	B30	Data Scientist II	\$150,773	\$159,204	0.95
Market Index – Planning, Research, and Statistics					0.92
Education					
0812	A11	Teacher Aide I	\$39,844	\$41,317	0.96
0822	B21	Education Specialist III	\$70,662	\$75,464	0.94
Market Index – Education					0.95
Accounting, Auditing, and Finance					
1002	A13	Accounting Technician II	\$43,914	\$49,951	0.88
1004	A15	Accounting Technician III	\$48,511	\$54,331	0.89
1014	B16	Accountant II	\$51,024	\$56,245	0.91

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1016	B18	Accountant III	\$58,288	\$65,701	0.89
1020	B22	Accountant V	\$75,376	\$81,921	0.92
1022	B24	Accountant VI	\$85,869	\$93,675	0.92
1024	B26	Accountant VII	\$102,980	\$114,915	0.90
1044	B19	Auditor I	\$62,136	\$63,580	0.98
1048	B23	Auditor III	\$80,421	\$85,135	0.94
1052	B27	Auditor V	\$113,278	\$113,955	0.99
1063	B21	Taxpayer Compliance Officer V	\$70,662	\$72,443	0.98
1080	B20	Financial Analyst I	\$66,255	\$73,213	0.90
1082	B22	Financial Analyst II	\$75,376	\$81,763	0.92
1085	B26	Financial Analyst IV	\$102,980	\$109,847	0.94
1106	B23	Financial Examiner IV	\$80,421	\$84,079	0.96
1157	B22	Budget Analyst III	\$75,376	\$83,022	0.91
1159	B26	Budget Analyst V	\$102,980	\$113,826	0.90
1200	B19	Internal Auditor I	\$62,136	\$63,580	0.98
1202	B23	Internal Auditor III	\$80,421	\$85,135	0.94
1204	B27	Internal Auditor V	\$113,278	\$113,955	0.99
1242	B12	Reimbursement Officer I	\$41,819	\$46,871	0.89
1248	B18	Reimbursement Officer IV	\$58,288	\$64,502	0.90
1262	B21	Loan Specialist III	\$70,662	\$76,347	0.93
1263	B23	Loan Specialist IV	\$80,421	\$91,392	0.88
1293	B19	Payroll Specialist III	\$62,136	\$65,386	0.95
1296	B25	Payroll Specialist VI	\$91,836	\$96,959	0.95
Market Index – Accounting, Auditing, and Finance					0.93
Compliance, Inspection, and Investigation					
1323	B16	Inspector III	\$51,024	\$56,879	0.90
1324	B18	Inspector IV	\$58,288	\$62,243	0.94
1353	B18	Investigator III	\$58,288	\$67,316	0.87
1355	B22	Investigator V	\$75,376	\$82,314	0.92
1357	B26	Investigator VII	\$102,980	\$111,095	0.93
1402	B23	Compliance Analyst III	\$80,421	\$86,125	0.93
1403	B25	Compliance Analyst IV	\$91,836	\$105,197	0.87
Market Index – Compliance, Inspection, and Investigation					0.91
Program Management					
1550	B17	Staff Services Officer I	\$53,723	\$60,714	0.88
1552	B19	Staff Services Officer III	\$62,136	\$64,926	0.96
1554	B21	Staff Services Officer V	\$70,662	\$81,473	0.87

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1558	B20	Project Manager I	\$66,255	\$75,935	0.87
1559	B22	Project Manager II	\$75,376	\$83,711	0.90
1561	B26	Project Manager IV	\$102,980	\$113,604	0.91
1562	B28	Project Manager V	\$124,606	\$139,223	0.90
1601	B23	Manager II	\$80,421	\$84,784	0.95
1603	B25	Manager IV	\$91,836	\$103,074	0.89
1605	B27	Manager VI	\$113,278	\$129,391	0.88
1606	B28	Manager VII	\$124,606	\$141,222	0.88
1620	B26	Director I	\$102,980	\$114,560	0.90
1621	B27	Director II	\$113,278	\$129,083	0.88
1622	B28	Director III	\$124,606	\$135,748	0.92
1623	B29	Director IV	\$137,066	\$148,150	0.93
1624	B30	Director V	\$150,773	\$167,987	0.90
1630	B33	Deputy Director I	\$200,679	\$205,738	0.98
1631	B34	Deputy Director II	\$220,747	\$227,483	0.97
1650	B29	Portfolio Project Manager I	\$137,066	\$151,253	0.91
1652	B31	Portfolio Project Manager II	\$165,851	\$184,894	0.90
1681	B28	Agile Scrum Master II	\$124,606	\$136,485	0.91
1685	B19	Management Analyst I	\$62,136	\$73,006	0.85
1687	B23	Management Analyst III	\$80,421	\$92,551	0.87
1689	B27	Management Analyst V	\$113,278	\$114,881	0.99
1695	B21	Policy Analyst I	\$70,662	\$68,138	1.04
1697	B25	Policy Analyst III	\$91,836	\$91,361	1.01
Market Index – Program Management					0.92
Human Resources and Training and Development					
1727	B14	Human Resources Assistant	\$46,139	\$50,618	0.91
1731	B18	Human Resources Specialist II	\$58,288	\$69,610	0.84
1733	B20	Human Resources Specialist III	\$66,255	\$75,222	0.88
1737	B24	Human Resources Specialist V	\$85,869	\$99,262	0.87
1739	B26	Human Resources Specialist VI	\$102,980	\$114,186	0.90
1782	B17	Training and Development Specialist II	\$53,723	\$62,805	0.86
1783	B19	Training and Development Specialist III	\$62,136	\$70,673	0.88
1784	B21	Training and Development Specialist IV	\$70,662	\$81,661	0.87
1786	B25	Training and Development Specialist VI	\$91,836	\$103,480	0.89
1790	B21	E-Learning Developer I	\$70,662	\$77,700	0.91
1792	B25	E-Learning Developer III	\$91,836	\$105,408	0.87
Market Index – Human Resources and Training and Development					0.88

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Information and Communication					
1810	B17	Creative Media Designer I	\$53,723	\$58,361	0.92
1812	B19	Creative Media Designer II	\$62,136	\$69,206	0.90
1814	B21	Creative Media Designer III	\$70,662	\$78,536	0.90
1818	B25	Creative Media Designer V	\$91,836	\$96,570	0.95
1823	B18	Marketing Specialist II	\$58,288	\$63,227	0.92
1826	B24	Marketing Specialist V	\$85,869	\$95,605	0.90
1831	B18	Information Specialist II	\$58,288	\$62,034	0.94
1832	B20	Information Specialist III	\$66,255	\$71,255	0.93
1833	B22	Information Specialist IV	\$75,376	\$81,891	0.92
1834	B24	Information Specialist V	\$85,869	\$92,262	0.93
1843	A17	Multimedia Technician IV	\$53,723	\$58,198	0.92
1850	B20	Multimedia Specialist I	\$66,255	\$69,804	0.95
1851	B22	Multimedia Specialist II	\$75,376	\$83,460	0.90
1870	B19	Technical Writer I	\$62,136	\$67,839	0.92
1871	B21	Technical Writer II	\$70,662	\$81,135	0.87
1873	B25	Technical Writer IV	\$91,836	\$99,218	0.93
1875	B18	Editor I	\$58,288	\$61,443	0.95
1877	B22	Editor III	\$75,376	\$78,980	0.95
1878	B24	Editor IV	\$85,869	\$94,665	0.91
1890	B23	Government Relations Specialist I	\$80,421	\$86,827	0.93
1892	B25	Government Relations Specialist II	\$91,836	\$101,447	0.91
1894	B27	Government Relations Specialist III	\$113,278	\$118,873	0.95
Market Index – Information and Communication					0.92
Property Management and Procurement					
1911	A11	Inventory and Store Specialist I	\$39,844	\$41,840	0.95
1912	A13	Inventory and Store Specialist II	\$43,914	\$47,272	0.93
1914	A17	Inventory and Store Specialist IV	\$53,723	\$59,375	0.90
1915	A19	Inventory and Store Specialist V	\$62,136	\$67,487	0.92
1920	B19	Grant Specialist II	\$62,136	\$68,550	0.91
1922	B23	Grant Specialist IV	\$80,421	\$81,308	0.99
1931	B15	Purchaser II	\$48,511	\$52,658	0.92
1933	B19	Purchaser IV	\$62,136	\$66,665	0.93
1935	B23	Purchaser VI	\$80,421	\$83,079	0.97
1960	B26	Contract Administration Manager I	\$102,980	\$106,493	0.97
1982	B20	Contract Specialist III	\$66,255	\$71,704	0.92
1984	B22	Contract Specialist IV	\$75,376	\$80,217	0.94

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1986	B24	Contract Specialist V	\$85,869	\$91,478	0.94
1992	B20	Property Manager II	\$66,255	\$71,126	0.93
1994	B22	Property Manager III	\$75,376	\$83,129	0.91
1995	B24	Property Manager IV	\$85,869	\$92,496	0.93
1997	B20	Fleet Manager II	\$66,255	\$72,533	0.91
1999	B24	Fleet Manager IV	\$85,869	\$94,825	0.91
Market Index – Property Management and Procurement					0.93
Land Surveying, Appraising, and Utilities					
2056	B23	Land Surveyor II	\$80,421	\$88,927	0.90
2058	B25	Land Surveyor III	\$91,836	\$103,732	0.89
2064	B19	Appraiser II	\$62,136	\$71,531	0.87
2066	B23	Appraiser IV	\$80,421	\$88,260	0.91
2084	B18	Right of Way Agent II	\$58,288	\$64,873	0.90
2093	B21	Utility Specialist I	\$70,662	\$78,135	0.90
2106	A18	Survey Technician I	\$58,288	\$60,749	0.96
Market Index – Land Surveying, Appraising, and Utilities					0.90
Engineering and Design					
2119	A11	Engineering Aide	\$39,844	\$44,336	0.90
2123	A16	Engineering Technician I	\$51,024	\$56,738	0.90
2125	A20	Engineering Technician III	\$66,255	\$73,486	0.90
2128	B19	Engineering Specialist II	\$62,136	\$69,052	0.90
2132	B24	Engineering Specialist VI	\$85,869	\$99,157	0.87
2153	B24	Engineer II	\$85,869	\$98,216	0.87
2155	B26	Engineer IV	\$102,980	\$117,105	0.88
2157	B28	Engineer VI	\$124,606	\$141,114	0.88
2181	A19	Drafting Technician I	\$62,136	\$66,003	0.94
2182	A21	Drafting Technician II	\$70,662	\$76,165	0.93
2257	B21	Project Design Specialist III	\$70,662	\$84,161	0.84
2260	B22	Architect I	\$75,376	\$78,127	0.96
2264	B24	Architect II	\$85,869	\$98,071	0.88
2266	B26	Architect III	\$102,980	\$116,817	0.88
2268	B28	Architect IV	\$124,606	\$141,541	0.88
Market Index – Engineering and Design					0.89
Natural Resources					
2360	B21	Geoscientist I	\$70,662	\$81,206	0.87
2464	B22	Hydrologist III	\$75,376	\$84,597	0.89
2473	B19	Chemist II	\$62,136	\$71,541	0.87

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
2475	B23	Chemist IV	\$80,421	\$90,332	0.89
2584	B20	Sanitarian II	\$66,255	\$72,256	0.92
2641	B17	Park Ranger II	\$53,723	\$57,380	0.94
2652	B18	Environmental Protection Specialist II	\$58,288	\$65,917	0.88
2655	B25	Environmental Protection Specialist V	\$91,836	\$100,910	0.91
2683	B18	Natural Resources Specialist II	\$58,288	\$66,171	0.88
2685	B22	Natural Resources Specialist IV	\$75,376	\$83,503	0.90
2700	B20	Park/Historic Site Superintendent I	\$66,255	\$73,628	0.90
Market Index – Natural Resources					0.90
Safety					
2731	B19	Safety Officer II	\$62,136	\$67,660	0.92
2733	B23	Safety Officer IV	\$80,421	\$87,108	0.92
2734	B25	Safety Officer V	\$91,836	\$106,552	0.86
2742	B20	Risk Management Specialist III	\$66,255	\$73,285	0.90
2744	B24	Risk Management Specialist V	\$85,869	\$96,314	0.89
2761	B18	Rescue Specialist I	\$58,288	\$61,541	0.95
2763	B22	Rescue Specialist III	\$75,376	\$89,589	0.84
Market Index – Safety					0.90
Insurance					
2844	B18	Insurance Specialist III	\$58,288	\$62,288	0.94
2916	B22	Retirement System Benefits Specialist III	\$75,376	\$80,286	0.94
2922	B16	Claims Examiner II	\$51,024	\$55,126	0.93
2923	B18	Claims Examiner III	\$58,288	\$62,498	0.93
Market Index – Insurance					0.94
Employment					
3025	B16	Workforce Development Specialist III	\$51,024	\$56,220	0.91
3026	B18	Workforce Development Specialist IV	\$58,288	\$63,921	0.91
3154	B15	Unemployment Insurance Claims Examiner III	\$48,511	\$52,935	0.92
Market Index – Employment					0.91
Legal					
3503	B24	Attorney II	\$85,869	\$98,100	0.88
3504	B26	Attorney III	\$102,980	\$111,689	0.92
3505	B28	Attorney IV	\$124,606	\$138,967	0.90
3506	B30	Attorney V	\$150,773	\$163,032	0.92
3522	B28	General Counsel II	\$124,606	\$145,164	0.86
3525	B34	General Counsel V	\$220,747	\$238,803	0.92
3565	A13	Legal Secretary I	\$43,914	\$50,752	0.87

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
3567	A17	Legal Secretary III	\$53,723	\$63,369	0.85
3569	A21	Legal Secretary V	\$70,662	\$83,639	0.84
3574	B18	Legal Assistant II	\$58,288	\$66,879	0.87
3576	B20	Legal Assistant III	\$66,255	\$74,540	0.89
3580	B24	Legal Assistant V	\$85,869	\$96,906	0.89
3666	B25	Ombudsman V	\$91,836	\$101,828	0.90
3667	B27	Ombudsman VI	\$113,278	\$124,273	0.91
Market Index – Legal					0.89
Medical and Health					
4001	A10	Dietetic Technician I	\$36,741	\$41,280	0.89
4002	A12	Dietetic Technician II	\$41,819	\$49,984	0.84
4016	B18	Dietetic and Nutrition Specialist I	\$58,288	\$69,055	0.84
4017	B20	Dietetic and Nutrition Specialist II	\$66,255	\$78,080	0.85
4018	B22	Dietetic and Nutrition Specialist III	\$75,376	\$89,130	0.85
4050	B20	Health Informatics Specialist I	\$66,255	\$77,105	0.86
4074	B16	Public Health and Prevention Specialist II	\$51,024	\$54,378	0.94
4078	B20	Public Health and Prevention Specialist IV	\$66,255	\$71,425	0.93
4083	B21	Epidemiologist II	\$70,662	\$78,297	0.90
4085	B25	Epidemiologist IV	\$91,836	\$100,706	0.91
4127	B28	Veterinarian II	\$124,606	\$133,772	0.93
4144	A13	Laboratory Technician II	\$43,914	\$48,760	0.90
4146	A15	Laboratory Technician III	\$48,511	\$56,011	0.87
4148	A17	Laboratory Technician IV	\$53,723	\$60,883	0.88
4162	B18	Health Specialist II	\$58,288	\$66,602	0.88
4164	B20	Health Specialist IV	\$66,255	\$74,062	0.89
4223	B21	Microbiologist III	\$70,662	\$79,390	0.89
4240	B20	Nurse I	\$66,255	\$74,010	0.90
4241	B22	Nurse II	\$75,376	\$89,017	0.85
4242	B24	Nurse III	\$85,869	\$98,957	0.87
4243	B26	Nurse IV	\$102,980	\$109,692	0.94
4244	B28	Nurse V	\$124,606	\$125,967	0.99
4245	B30	Nurse VI	\$150,773	\$155,392	0.97
4251	B22	Public Health Nurse II	\$75,376	\$81,518	0.92
4261	A18	Licensed Vocational Nurse II	\$58,288	\$66,042	0.88
4270	B28	Advanced Practice Registered Nurse I	\$124,606	\$138,500	0.90
4293	B18	Radiological Technologist II	\$58,288	\$69,932	0.83
4294	B20	Radiological Technologist III	\$66,255	\$78,611	0.84

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
4344	A14	Orthopedic Equipment Technician II	\$46,139	\$54,420	0.85
4350	A10	Psychiatric Nursing Assistant I	\$36,741	\$41,942	0.88
4351	A12	Psychiatric Nursing Assistant II	\$41,819	\$45,328	0.92
4352	A14	Psychiatric Nursing Assistant III	\$46,139	\$49,938	0.92
4354	A18	Psychiatric Nursing Assistant V	\$58,288	\$63,299	0.92
4361	A21	Registered Therapist Assistant II	\$70,662	\$74,559	0.95
4370	B27	Occupational Therapist	\$113,278	\$107,757	1.05
4374	B27	Physical Therapist	\$113,278	\$117,944	0.96
4378	B27	Speech-Language Pathologist	\$113,278	\$106,164	1.07
4380	B25	Audiologist	\$91,836	\$105,274	0.87
4384	A10	Medical Technician II	\$36,741	\$41,063	0.89
4385	A12	Medical Technician III	\$41,819	\$43,354	0.96
4386	A14	Medical Technician IV	\$46,139	\$48,961	0.94
4402	B18	Medical Technologist II	\$58,288	\$65,087	0.90
4403	B20	Medical Technologist III	\$66,255	\$72,148	0.92
4404	B22	Medical Technologist IV	\$75,376	\$83,868	0.90
4405	B24	Medical Technologist V	\$85,869	\$94,808	0.91
4429	B22	Respiratory Care Practitioner II	\$75,376	\$83,929	0.90
4437	B34	Physician II	\$220,747	\$259,374	0.85
4440	B29	Physician Assistant	\$137,066	\$145,333	0.94
4453	B24	Medical Research Specialist	\$85,869	\$98,569	0.87
4457	B31	Dentist II	\$165,851	\$204,314	0.81
4462	B23	Psychologist I	\$80,421	\$91,082	0.88
4465	B27	Psychologist III	\$113,278	\$136,180	0.83
4479	B35	Psychiatrist IV	\$242,822	\$292,960	0.83
4483	A14	Dental Assistant II	\$46,139	\$50,375	0.92
4489	B21	Dental Hygienist I	\$70,662	\$79,515	0.89
4490	B23	Dental Hygienist II	\$80,421	\$90,393	0.89
4492	B27	Pharmacist I	\$113,278	\$135,213	0.84
4493	B29	Pharmacist II	\$137,066	\$159,635	0.86
4494	B31	Pharmacist III	\$165,851	\$191,365	0.87
4499	A14	Pharmacy Technician II	\$46,139	\$50,266	0.92
Market Index – Medical and Health					0.90

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Criminal Justice					
4503	A15	Correctional Officer II	\$48,511	\$55,728	0.87
4510	B19	Sergeant of Correctional Officers	\$62,136	\$71,652	0.87
4512	B21	Captain of Correctional Officers	\$70,662	\$84,711	0.83
4522	A16	Juvenile Correctional Officer II	\$51,024	\$56,253	0.91
4533	B27	Youth Facility Superintendent	\$113,278	\$127,235	0.89
4541	B18	Parole Officer II	\$58,288	\$66,196	0.88
4544	B23	Parole Officer V	\$80,421	\$89,631	0.90
4551	B27	Warden I	\$113,278	\$127,235	0.89
4552	B28	Warden II	\$124,606	\$139,527	0.89
4650	A17	Industrial Specialist IV	\$53,723	\$67,072	0.80
Market Index – Criminal Justice					0.87
Social Services					
5002	B17	Adult Protective Services Specialist I	\$53,723	\$56,692	0.95
5004	B19	Adult Protective Services Specialist III	\$62,136	\$66,106	0.94
5006	B21	Adult Protective Services Specialist V	\$70,662	\$77,644	0.91
5016	B22	Family and Protective Services Supervisor I	\$75,376	\$79,845	0.94
5017	B24	Family and Protective Services Supervisor II	\$85,869	\$94,359	0.91
5023	B17	Child Protective Services Specialist I	\$53,723	\$56,692	0.95
5025	B19	Child Protective Services Specialist III	\$62,136	\$66,106	0.94
5027	B21	Child Protective Services Specialist V	\$70,662	\$77,644	0.91
5052	A12	Rehabilitation Therapy Technician III	\$41,819	\$46,670	0.90
5062	B18	Vocational Rehabilitation Counselor I	\$58,288	\$61,956	0.94
5079	A14	Chaplaincy Services Assistant	\$46,139	\$46,895	0.98
5081	B17	Chaplain I	\$53,723	\$59,444	0.90
5082	B19	Chaplain II	\$62,136	\$68,946	0.90
5083	B21	Chaplain III	\$70,662	\$78,889	0.90
5107	B19	Veterans Services Representative IV	\$62,136	\$68,250	0.91
5112	B17	Substance Abuse Counselor II	\$53,723	\$60,136	0.89
5114	B19	Substance Abuse Counselor IV	\$62,136	\$73,646	0.84
5122	A12	Direct Support Professional II	\$41,819	\$45,507	0.92
5123	A14	Direct Support Professional III	\$46,139	\$50,574	0.91
5140	B14	Recreation Program Specialist I	\$46,139	\$49,118	0.94
5142	B16	Recreation Program Specialist II	\$51,024	\$56,352	0.91
5144	B18	Recreation Program Specialist III	\$58,288	\$64,809	0.90
5203	A11	Resident Specialist I	\$39,844	\$42,417	0.94
5207	A15	Resident Specialist III	\$48,511	\$51,922	0.93

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
5209	A17	Resident Specialist IV	\$53,723	\$57,586	0.93
5227	B15	Case Manager II	\$48,511	\$52,463	0.92
5230	B21	Case Manager V	\$70,662	\$78,955	0.89
5233	B15	Volunteer Services Coordinator II	\$48,511	\$51,901	0.93
5234	B17	Volunteer Services Coordinator III	\$53,723	\$58,610	0.92
5235	B19	Volunteer Services Coordinator IV	\$62,136	\$65,071	0.95
5402	B19	Social Worker II	\$62,136	\$65,587	0.95
5404	B21	Social Worker III	\$70,662	\$77,520	0.91
5406	B23	Social Worker IV	\$80,421	\$87,122	0.92
5505	A11	Human Services Technician I	\$39,844	\$42,124	0.95
5542	B16	Child Support Officer III	\$51,024	\$56,125	0.91
5616	B17	Interpreter/Translator I	\$53,723	\$60,536	0.89
5617	B19	Interpreter/Translator II	\$62,136	\$67,998	0.91
5622	B14	Eligibility Advisor II	\$46,139	\$50,993	0.90
Market Index – Social Services					0.92
Public Safety					
6054	B22	Forensic Scientist III	\$75,376	\$84,453	0.89
6097	B16	Police Communications Operator III	\$51,024	\$58,250	0.88
6117	B17	Biometrics Analyst III	\$53,723	\$58,815	0.91
6230	A11	Security Officer I	\$39,844	\$42,580	0.94
6232	A13	Security Officer II	\$43,914	\$48,572	0.90
6236	A17	Security Officer IV	\$53,723	\$57,470	0.93
6241	B20	Emergency Management Program Coordinator I	\$66,255	\$73,860	0.90
Market Index – Public Safety					0.91
Military					
There are no benchmarks for the Military occupational category.					
Library and Records					
7317	B19	Historian II	\$62,136	\$67,672	0.92
7319	B21	Historian III	\$70,662	\$80,750	0.88
7352	A11	Library Assistant I	\$39,844	\$42,051	0.95
7354	A13	Library Assistant II	\$43,914	\$47,592	0.92
7402	B18	Librarian II	\$58,288	\$63,108	0.92
7404	B22	Librarian IV	\$75,376	\$80,915	0.93
7407	B18	Archivist II	\$58,288	\$63,200	0.92
7464	B17	Exhibit Technician	\$53,723	\$61,577	0.87
7468	B18	Curator II	\$58,288	\$66,362	0.88

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
7470	B20	Curator III	\$66,255	\$72,655	0.91
7480	B15	Records Analyst I	\$48,511	\$50,561	0.96
Market Index – Library and Records					0.91
Custodial					
8003	A07	Custodian I	\$32,679	\$35,885	0.91
8005	A08	Custodian II	\$33,967	\$38,906	0.87
8007	A10	Custodian III	\$36,741	\$41,149	0.89
8009	A12	Custodian IV	\$41,819	\$43,427	0.96
8025	A17	Custodial Manager III	\$53,723	\$56,568	0.95
8032	A08	Groundskeeper I	\$33,967	\$38,270	0.89
8033	A10	Groundskeeper II	\$36,741	\$41,098	0.89
8103	A07	Food Service Worker I	\$32,679	\$35,674	0.92
8104	A09	Food Service Worker II	\$35,320	\$38,251	0.92
8109	A15	Food Service Manager II	\$48,511	\$55,881	0.87
8111	A19	Food Service Manager IV	\$62,136	\$69,280	0.90
8117	A09	Cook I	\$35,320	\$36,773	0.96
8118	A11	Cook II	\$39,844	\$43,303	0.92
8253	A09	Laundry/Sewing Room Worker II	\$35,320	\$38,836	0.91
Market Index – Custodial					0.91
Maintenance					
9026	A18	Equipment Operator I	\$58,288	\$57,975	1.01
9036	A17	Air Conditioning and Boiler Operator III	\$53,723	\$62,281	0.86
9041	A11	Maintenance Specialist I	\$39,844	\$44,744	0.89
9043	A14	Maintenance Specialist III	\$46,139	\$52,090	0.89
9044	A16	Maintenance Specialist IV	\$51,024	\$55,801	0.91
9045	A18	Maintenance Specialist V	\$58,288	\$64,222	0.91
9054	A18	Maintenance Supervisor II	\$58,288	\$63,950	0.91
9056	A21	Maintenance Supervisor IV	\$70,662	\$75,934	0.93
9064	A20	Electronics Technician III	\$66,255	\$74,558	0.89
9305	A16	Transportation Maintenance Specialist I	\$51,024	\$51,699	0.99
9308	A19	Transportation Maintenance Specialist IV	\$62,136	\$65,552	0.95
9310	A21	Transportation Maintenance Specialist VI	\$70,662	\$76,919	0.92
9323	A12	Vehicle Driver I	\$41,819	\$42,560	0.98
9324	A14	Vehicle Driver II	\$46,139	\$48,785	0.95
9325	A16	Vehicle Driver III	\$51,024	\$52,686	0.97
9326	A18	Vehicle Driver IV	\$58,288	\$61,888	0.94
9332	B21	Commercial Driver II	\$70,662	\$67,968	1.04

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
9334	B22	Commercial Driver III	\$75,376	\$71,095	1.06
9336	B23	Commercial Driver IV	\$80,421	\$78,294	1.03
9417	A14	Motor Vehicle Technician II	\$46,139	\$51,262	0.90
9418	A16	Motor Vehicle Technician III	\$51,024	\$58,202	0.88
9419	A18	Motor Vehicle Technician IV	\$58,288	\$67,053	0.87
9420	A20	Motor Vehicle Technician V	\$66,255	\$72,422	0.91
9512	A16	Machinist I	\$51,024	\$55,172	0.92
9514	A18	Machinist II	\$58,288	\$63,443	0.92
9629	B27	Aircraft Pilot II	\$113,278	\$121,155	0.93
9632	B30	Aircraft Pilot V	\$150,773	\$165,451	0.91
9638	B22	Aircraft Mechanic I	\$75,376	\$84,067	0.90
9642	B24	Aircraft Mechanic III	\$85,869	\$91,155	0.94
9662	B24	Flight Operations Coordinator II	\$85,869	\$95,595	0.90
9734	A17	Equipment Maintenance Technician II	\$53,723	\$58,843	0.91
9735	A19	Equipment Maintenance Technician III	\$62,136	\$65,601	0.95
9790	A19	Welder I	\$62,136	\$61,148	1.02
9792	A21	Welder II	\$70,662	\$68,591	1.03
9802	A16	Electrician I	\$51,024	\$57,559	0.89
9804	A18	Electrician II	\$58,288	\$67,353	0.87
9806	A20	Electrician III	\$66,255	\$72,677	0.91
9814	A18	HVAC Mechanic II	\$58,288	\$62,413	0.93
9818	A22	HVAC Mechanic IV	\$75,376	\$78,171	0.96
9822	A18	Plumber II	\$58,288	\$62,191	0.94
9824	A20	Plumber III	\$66,255	\$70,445	0.94
Market Index – Maintenance					0.94

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

Appendix 4

Recommendations by Occupational Category and Job Classification Title

These recommendations are designed to keep the State's Position Classification Plan current and competitive. Figure 11 shows the current and recommended job classification titles sorted by Job Classification Number and separated by Occupational Category.

If no change is recommended for a current job classification title, the applicable recommended columns will remain blank. If a change is recommended, the recommended columns will reflect the proposed change, including identifying the type of change.

Figure 11

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Administrative Support						
0006	A09	Receptionist I				
0008	A11	Receptionist II				
0055	A07	Clerk I	0055	A07	Clerk I	Deletion
0057	A09	Clerk II	0057	A09	Clerk II	Deletion
0059	A11	Clerk III	0059	A11	Clerk III	Deletion
0061	A13	Clerk IV	0061	A13	Clerk IV	Deletion
0132	A11	Customer Service Representative I				
0134	A13	Customer Service Representative II				
0136	A15	Customer Service Representative III				
0138	A17	Customer Service Representative IV				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0140	A19	Customer Service Representative V				
			0149	A08	Administrative Assistant I	New job classification
0150	A09	Administrative Assistant I		A10	Administrative Assistant II	Reallocation and Title change
0152	A11	Administrative Assistant II		A12	Administrative Assistant III	Reallocation and Title change
0154	A13	Administrative Assistant III		A14	Administrative Assistant IV	Reallocation and Title change
0156	A15	Administrative Assistant IV		A16	Administrative Assistant V	Reallocation and Title change
0158	A17	Administrative Assistant V		A18	Administrative Assistant VI	Reallocation and Title change
0159	A19	Administrative Assistant VI		A20	Administrative Assistant VII	Reallocation and Title change
0160	B17	Executive Assistant I		B18		Reallocation
0162	B19	Executive Assistant II		B20		Reallocation
0164	B21	Executive Assistant III		B22		Reallocation
0166	B23	Executive Assistant IV		B24		Reallocation
0171	B14	License and Permit Specialist I				
0172	B16	License and Permit Specialist II				
0173	B18	License and Permit Specialist III				
0174	B20	License and Permit Specialist IV				
0175	B22	License and Permit Specialist V				
0180	A10	Document Services Technician I				
0181	A12	Document Services Technician II				
0182	A14	Document Services Technician III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0183	A16	Document Services Technician IV				
0184	A18	Document Services Technician V				
0190	B20	Agenda Coordinator				
Information Technology						
0211	B21	Database Administrator I				
0212	B23	Database Administrator II				
0213	B25	Database Administrator III				
0214	B27	Database Administrator IV				
0215	B29	Database Administrator V				
0217	B29	Data Officer				
0218	B30	Chief Data Officer				
0221	B21	Information Technology Business Analyst I				
0222	B23	Information Technology Business Analyst II				
0223	B25	Information Technology Business Analyst III				
0224	B27	Information Technology Business Analyst IV				
0225	B29	Information Technology Business Analyst V				
0228	B14	Information Technology Support Specialist I				
0229	B16	Information Technology Support Specialist II				
0230	B18	Information Technology Support Specialist III				
0231	B20	Information Technology Support Specialist IV				
0232	B22	Information Technology Support Specialist V				
0238	B31	Information Security Officer				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0239	B32	Chief Information Security Officer				
0241	B20	Programmer I				
0242	B22	Programmer II				
0243	B24	Programmer III				
0244	B26	Programmer IV				
0245	B28	Programmer V				
0246	B29	Programmer VI				
0247	B22	Information Technology Auditor I				
0248	B24	Information Technology Auditor II				
0249	B26	Information Technology Auditor III				
0250	B28	Information Technology Auditor IV				
0252	B17	Systems Analyst I				
0253	B19	Systems Analyst II				
0254	B21	Systems Analyst III				
0255	B23	Systems Analyst IV				
0256	B25	Systems Analyst V				
0257	B27	Systems Analyst VI				
0258	B29	Systems Analyst VII				
0270	B18	Geographic Information Specialist I				
0271	B20	Geographic Information Specialist II				
0272	B22	Geographic Information Specialist III				
0273	B24	Geographic Information Specialist IV				
0274	B26	Geographic Information Specialist V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0282	B18	Telecommunications Specialist I				
0283	B20	Telecommunications Specialist II				
0284	B22	Telecommunications Specialist III				
0285	B24	Telecommunications Specialist IV				
0286	B26	Telecommunications Specialist V				
0287	B17	Network Specialist I				
0288	B19	Network Specialist II				
0289	B21	Network Specialist III				
0290	B23	Network Specialist IV				
0291	B25	Network Specialist V				
0292	B27	Network Specialist VI				
0294	B26	Business Continuity Coordinator I				
0295	B27	Business Continuity Coordinator II				
0300	B19	Web Administrator I				
0301	B21	Web Administrator II				
0302	B23	Web Administrator III				
0303	B25	Web Administrator IV				
0304	B27	Web Administrator V				
0310	B17	Systems Administrator I				
0311	B19	Systems Administrator II				
0312	B21	Systems Administrator III				
0313	B23	Systems Administrator IV				
0314	B25	Systems Administrator V				
0315	B27	Systems Administrator VI				
0317	B28	Data Architect I	0360			Classification number change

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0318	B30	Data Architect II	0362			<i>Classification number change</i>
			0364	B32	Data Architect III	<i>New job classification</i>
0319	B23	Cybersecurity Analyst I				
0320	B25	Cybersecurity Analyst II				
0321	B27	Cybersecurity Analyst III				
0322	B29	Cybersecurity Analyst IV				
0323	B31	Cybersecurity Analyst V				
0326	B31	Cybersecurity Officer				
0328	B32	Chief Cybersecurity Officer				
0340	B21	Accessibility Specialist I				
0341	B23	Accessibility Specialist II				
0342	B25	Accessibility Specialist III				
0350	B24	User Experience/User Interface (UX/UI) Designer I				
0352	B26	User Experience/User Interface (UX/UI) Designer II				
0354	B28	User Experience/User Interface (UX/UI) Designer III				
0356	B30	User Experience/User Interface (UX/UI) Designer IV				
			0370	B25	Artificial Intelligence Analyst I	<i>New job classification</i>
			0372	B27	Artificial Intelligence Analyst II	<i>New job classification</i>
			0374	B29	Artificial Intelligence Analyst III	<i>New job classification</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Planning, Research, and Statistics						
0516	B18	Planner I				
0517	B20	Planner II				
0518	B22	Planner III				
0519	B24	Planner IV				
0520	B26	Planner V				
0590	A12	Research and Statistics Technician I		A13		Reallocation
0592	A14	Research and Statistics Technician II		A15		Reallocation
0600	B16	Research Specialist I				
0602	B18	Research Specialist II				
0604	B20	Research Specialist III				
0606	B22	Research Specialist IV				
0608	B24	Research Specialist V				
0610	B26	Research Specialist VI				
0624	B18	Statistician I	0624	B18	Statistician I	Deletion
0626	B20	Statistician II			Statistician I	Title change
0628	B21	Statistician III			Statistician II	Title change
0630	B23	Statistician IV			Statistician III	Title change
0640	B19	Economist I				
0642	B21	Economist II				
0644	B23	Economist III				
0646	B25	Economist IV				
			0648	B27	Economist V	New job classification
0650	B18	Data Analyst I				
0651	B20	Data Analyst II				
0652	B22	Data Analyst III				
0653	B24	Data Analyst IV				
0654	B26	Data Analyst V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0655	B28	Data Analyst VI				
0660	B28	Data Scientist I				
0662	B30	Data Scientist II				
Education						
0812	A11	Teacher Aide I				
0813	A13	Teacher Aide II				
0814	A15	Teacher Aide III				
0815	A17	Teacher Aide IV				
0820	B17	Education Specialist I				
0821	B19	Education Specialist II				
0822	B21	Education Specialist III				
0823	B23	Education Specialist IV				
0824	B25	Education Specialist V				
Accounting, Auditing, and Finance						
1000	A11	Accounting Technician I				
1002	A13	Accounting Technician II				
1004	A15	Accounting Technician III				
1012	B15	Accountant I				
1014	B16	Accountant II				
1016	B18	Accountant III				
1018	B20	Accountant IV				
1020	B22	Accountant V				
1022	B24	Accountant VI				
1024	B26	Accountant VII				
1030	B25	Independent Audit Reviewer I				
1032	B26	Independent Audit Reviewer II				
1034	B27	Independent Audit Reviewer III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1036	B28	Independent Audit Reviewer IV				
1044	B19	Auditor I				
1046	B21	Auditor II				
1048	B23	Auditor III				
1050	B25	Auditor IV				
1052	B27	Auditor V				
1059	B13	Taxpayer Compliance Officer I				
1060	B15	Taxpayer Compliance Officer II				
1061	B17	Taxpayer Compliance Officer III				
1062	B19	Taxpayer Compliance Officer IV				
1063	B21	Taxpayer Compliance Officer V				
1064	B23	Taxpayer Compliance Officer VI				
1065	B23	Tax Analyst I				
1066	B24	Tax Analyst II				
1067	B25	Tax Analyst III				
1068	B26	Tax Analyst IV				
1069	B27	Tax Analyst V				
1073	B13	Accounts Examiner I				
1074	B15	Accounts Examiner II				
1075	B17	Accounts Examiner III				
1076	B19	Accounts Examiner IV				
1077	B21	Accounts Examiner V				
1078	B23	Accounts Examiner VI				
1080	B20	Financial Analyst I				
1082	B22	Financial Analyst II				
1084	B24	Financial Analyst III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1085	B26	Financial Analyst IV				
1086	B28	Financial Analyst V				
1090	B15	Taxpayer Enforcement Officer I				
1091	B17	Taxpayer Enforcement Officer II				
1092	B19	Taxpayer Enforcement Officer III				
1093	B21	Taxpayer Enforcement Officer IV				
1094	B23	Taxpayer Enforcement Officer V				
1100	B17	Financial Examiner I				
1102	B19	Financial Examiner II				
1104	B21	Financial Examiner III				
1106	B23	Financial Examiner IV				
1108	B25	Financial Examiner V				
1110	B27	Financial Examiner VI				
1112	B29	Financial Examiner VII				
1130	B24	Investment Analyst I				
1131	B26	Investment Analyst II				
1132	B28	Investment Analyst III				
1133	B30	Investment Analyst IV				
1134	B32	Investment Analyst V				
1135	B34	Investment Analyst VI				
1140	B27	Portfolio Manager I				
1141	B29	Portfolio Manager II				
1142	B31	Portfolio Manager III				
1143	B33	Portfolio Manager IV				
1144	B35	Portfolio Manager V				
1145	B36	Portfolio Manager VI		B37		Reallocation
1155	B18	Budget Analyst I				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1156	B20	Budget Analyst II				
1157	B22	Budget Analyst III				
1158	B24	Budget Analyst IV				
1159	B26	Budget Analyst V				
1161	B25	Trader I				
1162	B27	Trader II				
1163	B29	Trader III				
1175	B31	Chief Trader I				
1176	B33	Chief Trader II				
1200	B19	Internal Auditor I				
1201	B21	Internal Auditor II				
1202	B23	Internal Auditor III				
1203	B25	Internal Auditor IV				
1204	B27	Internal Auditor V				
			1210	B18	Unclaimed Property Claims Specialist I	New job classification
			1211	B19	Unclaimed Property Claims Specialist II	New job classification
			1212	B20	Unclaimed Property Claims Specialist III	New job classification
			1213	B21	Unclaimed Property Claims Specialist IV	New job classification
			1215	B23	Unclaimed Property Claims Specialist V	New job classification
			1230	B19	Property Tax Specialist I	New job classification
			1231	B20	Property Tax Specialist II	New job classification
			1232	B21	Property Tax Specialist III	New job classification
			1234	B23	Property Tax Specialist IV	New job classification
1242	B12	Reimbursement Officer I				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1244	B14	Reimbursement Officer II				
1246	B16	Reimbursement Officer III				
1248	B18	Reimbursement Officer IV				
1250	B20	Reimbursement Officer V				
1255	B21	Reimbursement Analyst I				
1256	B22	Reimbursement Analyst II				
1257	B23	Reimbursement Analyst III				
1258	B24	Reimbursement Analyst IV				
1259	B25	Reimbursement Analyst V				
1260	B17	Loan Specialist I				
1261	B19	Loan Specialist II				
1262	B21	Loan Specialist III				
1263	B23	Loan Specialist IV				
1264	B25	Loan Specialist V				
1280	B19	Tax Auditor I				
1281	B21	Tax Auditor II				
1282	B23	Tax Auditor III				
1283	B25	Tax Auditor IV				
1284	B26	Tax Auditor V				
1285	B27	Tax Auditor VI				
1290	A13	Payroll Assistant	1290	A13	Payroll Assistant	Deletion
1291	B15	Payroll Specialist I				
1292	B17	Payroll Specialist II				
1293	B19	Payroll Specialist III				
1294	B21	Payroll Specialist IV				
1295	B23	Payroll Specialist V				
1296	B25	Payroll Specialist VI				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Compliance, Inspection, and Investigation						
1315	B20	Boiler Inspector I				
1316	B21	Boiler Inspector II				
1317	B22	Boiler Inspector III				
1321	B12	Inspector I				
1322	B14	Inspector II				
1323	B16	Inspector III				
1324	B18	Inspector IV				
1325	B20	Inspector V				
1326	B22	Inspector VI				
1327	B24	Inspector VII				
1351	B14	Investigator I				
1352	B16	Investigator II				
1353	B18	Investigator III				
1354	B20	Investigator IV				
1355	B22	Investigator V				
1356	B24	Investigator VI				
1357	B26	Investigator VII				
1400	B19	Compliance Analyst I				
1401	B21	Compliance Analyst II				
1402	B23	Compliance Analyst III				
1403	B25	Compliance Analyst IV				
1404	B27	Compliance Analyst V				
1410	B17	Quality Assurance Specialist I				
1411	B18	Quality Assurance Specialist II				
1412	B20	Quality Assurance Specialist III				
1413	B22	Quality Assurance Specialist IV				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			1420	B18	Regulatory Specialist I	New job classification
			1422	B20	Regulatory Specialist II	New job classification
			1424	B22	Regulatory Specialist III	New job classification
			1426	B24	Regulatory Specialist IV	New job classification
			1428	B26	Regulatory Specialist V	New job classification
Program Management						
1550	B17	Staff Services Officer I		B18	Business Services Officer I	Reallocation and Title change
1551	B18	Staff Services Officer II		B19	Business Services Officer II	Reallocation and Title change
1552	B19	Staff Services Officer III		B20	Business Services Officer III	Reallocation and Title change
1553	B20	Staff Services Officer IV		B21	Business Services Officer IV	Reallocation and Title change
1554	B21	Staff Services Officer V		B22	Business Services Officer V	Reallocation and Title change
1555	B23	Staff Services Officer VI			Business Services Officer VI	Title change
			1556	B24	Business Services Officer VII	New job classification
1558	B20	Project Manager I				
1559	B22	Project Manager II				
1560	B24	Project Manager III				
1561	B26	Project Manager IV				
1562	B28	Project Manager V				
1570	B17	Program Specialist I				
1571	B18	Program Specialist II				
1572	B19	Program Specialist III				
1573	B20	Program Specialist IV				
1574	B21	Program Specialist V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1575	B23	Program Specialist VI				
1576	B25	Program Specialist VII				
1581	B18	Program Supervisor I				
1582	B19	Program Supervisor II				
1583	B20	Program Supervisor III				
1584	B21	Program Supervisor IV				
1586	B23	Program Supervisor V				
1588	B25	Program Supervisor VI				
1589	B26	Program Supervisor VII				
1600	B22	Manager I				
1601	B23	Manager II				
1602	B24	Manager III				
1603	B25	Manager IV				
1604	B26	Manager V				
1605	B27	Manager VI				
1606	B28	Manager VII				
1607	B29	Manager VIII				
1620	B26	Director I				
1621	B27	Director II				
1622	B28	Director III				
1623	B29	Director IV				
1624	B30	Director V				
1625	B31	Director VI				
1626	B32	Director VII				
1627	B33	Director VIII				
1630	B33	Deputy Director I				
1631	B34	Deputy Director II				
1632	B35	Deputy Director III				
1633	B36	Deputy Director IV				
1640	B36	Deputy Comptroller		B37		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1641	B33	Associate Deputy Attorney General				
1642	B35	Deputy Attorney General				
1643	B36	Deputy First Assistant Attorney General				
1644	B37	First Assistant Attorney General				
1650	B29	Portfolio Project Manager I				
1652	B31	Portfolio Project Manager II				
1660	B20	Project Management Specialist I				
1661	B22	Project Management Specialist II				
1662	B24	Project Management Specialist III				
1670	B25	Program Management Specialist I				
1671	B26	Program Management Specialist II				
1672	B27	Program Management Specialist III				
1673	B28	Program Management Specialist IV				
1680	B26	Agile Scrum Master I				
1681	B28	Agile Scrum Master II				
1685	B19	Management Analyst I				
1686	B21	Management Analyst II				
1687	B23	Management Analyst III				
1688	B25	Management Analyst IV				
1689	B27	Management Analyst V				
1695	B21	Policy Analyst I				
1696	B23	Policy Analyst II				
1697	B25	Policy Analyst III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Human Resources and Training and Development						
1727	B14	Human Resources Assistant				
1729	B16	Human Resources Specialist I				
1731	B18	Human Resources Specialist II				
1733	B20	Human Resources Specialist III				
1735	B22	Human Resources Specialist IV				
1737	B24	Human Resources Specialist V				
1739	B26	Human Resources Specialist VI				
			1740	B27	Human Resources Specialist VII	New job classification
1780	B13	Training and Development Assistant				
1781	B15	Training and Development Specialist I				
1782	B17	Training and Development Specialist II				
1783	B19	Training and Development Specialist III				
1784	B21	Training and Development Specialist IV				
1785	B23	Training and Development Specialist V				
1786	B25	Training and Development Specialist VI				
			1787	B26	Training and Development Specialist VII	New job classification
1790	B21	E-Learning Developer I				
1791	B23	E-Learning Developer II				
1792	B25	E-Learning Developer III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			1793	B26	E-Learning Developer IV	New job classification
Information and Communication						
1800	B15	Intelligent Transportation Systems Operations Technician I		B16		Reallocation
1802	B17	Intelligent Transportation Systems Operations Technician II		B18		Reallocation
1804	B19	Intelligent Transportation Systems Operations Technician III		B20		Reallocation
1806	B21	Intelligent Transportation Systems Operations Technician IV		B22		Reallocation
1810	B17	Creative Media Designer I				
1812	B19	Creative Media Designer II				
1814	B21	Creative Media Designer III				
1816	B23	Creative Media Designer IV				
1818	B25	Creative Media Designer V				
1822	B16	Marketing Specialist I	1822	B16	Marketing Specialist I	Deletion
1823	B18	Marketing Specialist II			Marketing Specialist I	Title change
1824	B20	Marketing Specialist III			Marketing Specialist II	Title change
1825	B22	Marketing Specialist IV			Marketing Specialist III	Title change
1826	B24	Marketing Specialist V			Marketing Specialist IV	Title change
			1827	B26	Marketing Specialist V	New job classification
1830	B16	Information Specialist I	1830	B16	Information Specialist I	Deletion
1831	B18	Information Specialist II			Information Specialist I	Title change
1832	B20	Information Specialist III			Information Specialist II	Title change
1833	B22	Information Specialist IV			Information Specialist III	Title change
1834	B24	Information Specialist V			Information Specialist IV	Title change
			1835	B26	Information Specialist V	New job classification

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1840	A11	Multimedia Technician I				
1841	A13	Multimedia Technician II				
1842	A15	Multimedia Technician III				
1843	A17	Multimedia Technician IV				
1850	B20	Multimedia Specialist I				
1851	B22	Multimedia Specialist II				
1852	B24	Multimedia Specialist III				
1870	B19	Technical Writer I				
1871	B21	Technical Writer II				
1872	B23	Technical Writer III				
1873	B25	Technical Writer IV				
1875	B18	Editor I				
1876	B20	Editor II				
1877	B22	Editor III				
1878	B24	Editor IV				
1880	B23	Governor's Advisor I				
1881	B25	Governor's Advisor II				
1882	B27	Governor's Advisor III				
1883	B29	Governor's Advisor IV				
1884	B31	Governor's Advisor V				
1890	B23	Government Relations Specialist I				
1892	B25	Government Relations Specialist II				
1894	B27	Government Relations Specialist III				
1897	B21	Privacy Analyst I	1897	B21	Privacy Analyst I	Deletion
1898	B23	Privacy Analyst II			Privacy Analyst I	Title change
1899	B25	Privacy Analyst III			Privacy Analyst II	Title change

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Property Management and Procurement						
1911	A11	Inventory and Store Specialist I				
1912	A13	Inventory and Store Specialist II				
1913	A15	Inventory and Store Specialist III				
1914	A17	Inventory and Store Specialist IV				
1915	A19	Inventory and Store Specialist V				
1919	B17	Grant Specialist I				
1920	B19	Grant Specialist II				
1921	B21	Grant Specialist III				
1922	B23	Grant Specialist IV				
1923	B25	Grant Specialist V				
1930	B13	Purchaser I				
1931	B15	Purchaser II				
1932	B17	Purchaser III				
1933	B19	Purchaser IV				
1934	B21	Purchaser V				
1935	B23	Purchaser VI				
1936	B25	Purchaser VII				
1960	B26	Contract Administration Manager I				
1962	B28	Contract Administration Manager II				
1974	A13	Contract Technician				
1976	B16	Contract Specialist I				
1980	B18	Contract Specialist II				
1982	B20	Contract Specialist III				
1984	B22	Contract Specialist IV				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1986	B24	Contract Specialist V				
1990	B18	Property Manager I				
1992	B20	Property Manager II				
1994	B22	Property Manager III				
1995	B24	Property Manager IV				
1996	B18	Fleet Manager I				
1997	B20	Fleet Manager II				
1998	B22	Fleet Manager III				
1999	B24	Fleet Manager IV				
Land Surveying, Appraising, and Utilities						
2054	B21	Land Surveyor I	2054	B21	Land Surveyor I	Deletion
2056	B23	Land Surveyor II			Land Surveyor I	Title change
2058	B25	Land Surveyor III			Land Surveyor II	Title change
			2060	B27	Land Surveyor III	New job classification
2062	B17	Appraiser I	2062	B17	Appraiser I	Deletion
2064	B19	Appraiser II		B20	Appraiser I	Reallocation and Title change
2065	B21	Appraiser III		B22	Appraiser II	Reallocation and Title change
2066	B23	Appraiser IV		B24	Appraiser III	Reallocation and Title change
2067	B25	Appraiser V		B26	Appraiser IV	Reallocation and Title change
2070	B24	Real Estate Specialist I				
2071	B26	Real Estate Specialist II				
2082	B16	Right of Way Agent I				
2084	B18	Right of Way Agent II				
2086	B20	Right of Way Agent III				
2088	B22	Right of Way Agent IV				
2090	B24	Right of Way Agent V				
2091	B26	Right of Way Agent VI				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2093	B21	Utility Specialist I				
2094	B23	Utility Specialist II				
2100	B22	Minerals Specialist I		B23		Reallocation
2101	B24	Minerals Specialist II		B25		Reallocation
2102	B26	Minerals Specialist III		B27		Reallocation
2106	A18	Survey Technician I				
2107	A20	Survey Technician II				
Engineering and Design						
2119	A11	Engineering Aide				
2123	A16	Engineering Technician I				
2124	A18	Engineering Technician II				
2125	A20	Engineering Technician III				
2127	B18	Engineering Specialist I		B19		Reallocation
2128	B19	Engineering Specialist II		B20		Reallocation
2129	B20	Engineering Specialist III		B21		Reallocation
2130	B21	Engineering Specialist IV		B22		Reallocation
2131	B22	Engineering Specialist V		B23		Reallocation
2132	B24	Engineering Specialist VI		B25		Reallocation
2152	B23	Engineer I	2152	B23	Engineer I	Deletion
2153	B24	Engineer II		B25	Engineer I	Reallocation and Title change
2154	B25	Engineer III		B26	Engineer II	Reallocation and Title change
2155	B26	Engineer IV		B27	Engineer III	Reallocation and Title change
2156	B27	Engineer V		B28	Engineer IV	Reallocation and Title change
2157	B28	Engineer VI		B29	Engineer V	Reallocation and Title change
2161	B34	District Engineer				
2181	A19	Drafting Technician I				
2182	A21	Drafting Technician II				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2255	B19	Project Design Specialist I		B21		<i>Reallocation</i>
2256	B20	Project Design Specialist II		B22		<i>Reallocation</i>
2257	B21	Project Design Specialist III		B23		<i>Reallocation</i>
2260	B22	Architect I	2260	B22	Architect I	<i>Deletion</i>
2264	B24	Architect II			Architect I	<i>Title change</i>
2266	B26	Architect III			Architect II	<i>Title change</i>
2268	B28	Architect IV			Architect III	<i>Title change</i>
2271	B21	Intelligent Transportation Systems Specialist I		B22		<i>Reallocation</i>
2272	B23	Intelligent Transportation Systems Specialist II		B24		<i>Reallocation</i>
2273	B25	Intelligent Transportation Systems Specialist III		B26		<i>Reallocation</i>
Natural Resources						
2340	B18	Geologic Specialist I				
2342	B20	Geologic Specialist II				
2360	B21	Geoscientist I		B22		<i>Reallocation</i>
2364	B23	Geoscientist II		B24		<i>Reallocation</i>
2365	B25	Geoscientist III		B26		<i>Reallocation</i>
2366	B27	Geoscientist IV		B28		<i>Reallocation</i>
2456	B18	Hydrologist I		B19		<i>Reallocation</i>
2460	B20	Hydrologist II		B21		<i>Reallocation</i>
2464	B22	Hydrologist III		B23		<i>Reallocation</i>
2465	B24	Hydrologist IV		B25		<i>Reallocation</i>
2466	B26	Hydrologist V		B27		<i>Reallocation</i>
2472	B17	Chemist I		B18		<i>Reallocation</i>
2473	B19	Chemist II		B20		<i>Reallocation</i>
2474	B21	Chemist III		B22		<i>Reallocation</i>
2475	B23	Chemist IV		B24		<i>Reallocation</i>
2476	B25	Chemist V		B26		<i>Reallocation</i>
2583	B18	Sanitarian I				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2584	B20	Sanitarian II				
2585	B22	Sanitarian III				
2586	B24	Sanitarian IV				
2640	B15	Park Ranger I				
2641	B17	Park Ranger II				
2642	B19	Park Ranger III				
2643	B21	Park Ranger IV				
2644	B23	Park Ranger V				
2651	B16	Environmental Protection Specialist I	2600			<i>Classification number change</i>
2652	B18	Environmental Protection Specialist II	2602			<i>Classification number change</i>
2653	B20	Environmental Protection Specialist III	2604			<i>Classification number change</i>
2654	B22	Environmental Protection Specialist IV	2606			<i>Classification number change</i>
			2608	B24	Environmental Protection Specialist V	<i>New job classification</i>
2655	B25	Environmental Protection Specialist V	2609		Environmental Protection Specialist VI	<i>Title change and Classification number change</i>
2661	B23	Toxicologist I		B24		<i>Reallocation</i>
2662	B25	Toxicologist II		B26		<i>Reallocation</i>
2663	B27	Toxicologist III		B28		<i>Reallocation</i>
2682	B16	Natural Resources Specialist I		B17		<i>Reallocation</i>
2683	B18	Natural Resources Specialist II		B19		<i>Reallocation</i>
2684	B20	Natural Resources Specialist III		B21		<i>Reallocation</i>
2685	B22	Natural Resources Specialist IV		B23		<i>Reallocation</i>
2686	B24	Natural Resources Specialist V		B25		<i>Reallocation</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2688	A14	Fish and Wildlife Technician I				
2689	A16	Fish and Wildlife Technician II				
2690	A18	Fish and Wildlife Technician III				
2692	B19	Assistant Park/Historic Site Superintendent I				
2694	B20	Assistant Park/Historic Site Superintendent II				
2696	B21	Assistant Park/Historic Site Superintendent III				
2698	B22	Assistant Park/Historic Site Superintendent IV				
2700	B20	Park/Historic Site Superintendent I				
2701	B21	Park/Historic Site Superintendent II				
2702	B22	Park/Historic Site Superintendent III				
2703	B23	Park/Historic Site Superintendent IV				
2704	B24	Park/Historic Site Superintendent V				
2705	B25	Park/Historic Site Superintendent VI				
Safety						
2720	A08	Lifeguard I	2720	A08	Lifeguard I	Deletion
2721	A10	Lifeguard II		A11	Lifeguard I	Reallocation and Title change
			2723	A13	Lifeguard II	New job classification
2730	B17	Safety Officer I				
2731	B19	Safety Officer II				
2732	B21	Safety Officer III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2733	B23	Safety Officer IV				
2734	B25	Safety Officer V				
			2735	B27	Safety Officer VI	New job classification
2740	B16	Risk Management Specialist I				
2741	B18	Risk Management Specialist II				
2742	B20	Risk Management Specialist III				
2743	B22	Risk Management Specialist IV				
2744	B24	Risk Management Specialist V				
			2745	B26	Risk Management Specialist VI	New job classification
2761	B18	Rescue Specialist I				
2762	B20	Rescue Specialist II				
2763	B22	Rescue Specialist III				
2770	B20	Emergency Medical Services Specialist I				
2771	B22	Emergency Medical Services Specialist II				
2780	B27	School Safety and Security Specialist I				
2781	B28	School Safety and Security Specialist II				
2782	B29	School Safety and Security Specialist III				
2783	B30	School Safety and Security Specialist IV				
Insurance						
2802	B21	Actuary I				
2803	B23	Actuary II				
2804	B25	Actuary III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2805	B27	Actuary IV				
2806	B31	Actuary V				
2808	B33	Chief Actuary				
2842	B14	Insurance Specialist I				
2843	B16	Insurance Specialist II				
2844	B18	Insurance Specialist III				
2845	B20	Insurance Specialist IV				
2914	B18	Retirement System Benefits Specialist I				
2915	B20	Retirement System Benefits Specialist II				
2916	B22	Retirement System Benefits Specialist III				
2917	B24	Retirement System Benefits Specialist IV				
2918	B26	Retirement System Benefits Specialist V				
2921	B14	Claims Examiner I				
2922	B16	Claims Examiner II				
2923	B18	Claims Examiner III				
2924	B20	Claims Examiner IV				
2925	B22	Claims Examiner V				
2940	B15	Retirement System Operational Specialist I				
2941	B17	Retirement System Operational Specialist II				
2942	B19	Retirement System Operational Specialist III				
Employment						
3021	B12	Workforce Development Specialist I				
3023	B14	Workforce Development Specialist II				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3025	B16	Workforce Development Specialist III				
3026	B18	Workforce Development Specialist IV				
3151	B11	Unemployment Insurance Claims Examiner I				
3153	B13	Unemployment Insurance Claims Examiner II				
3154	B15	Unemployment Insurance Claims Examiner III				
3171	B16	Unemployment Insurance Specialist I				
3173	B18	Unemployment Insurance Specialist II				
Legal						
3502	B22	Attorney I				
3503	B24	Attorney II				
3504	B26	Attorney III				
3505	B28	Attorney IV				
3506	B30	Attorney V				
			3507	B31	Attorney VI	New job classification
3510	B22	Assistant Attorney General I				
3511	B24	Assistant Attorney General II				
3512	B26	Assistant Attorney General III				
3513	B28	Assistant Attorney General IV				
3514	B30	Assistant Attorney General V				
3515	B31	Assistant Attorney General VI				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3516	B32	Assistant Attorney General VII				
3521	B26	General Counsel I				
3522	B28	General Counsel II				
3523	B30	General Counsel III				
3524	B32	General Counsel IV				
3525	B34	General Counsel V				
			3526	B36	General Counsel VI	New job classification
3530	B20	Hearings Officer I				
3531	B21	Hearings Officer II				
3532	B22	Hearings Officer III				
3533	B23	Hearings Officer IV				
3534	B24	Hearings Officer V				
3559	B22	Court Reporter I				
3560	B24	Court Reporter II				
3561	B26	Court Reporter III				
			3562	B28	Court Reporter IV	New job classification
3565	A13	Legal Secretary I		A14		Reallocation
3566	A15	Legal Secretary II		A16		Reallocation
3567	A17	Legal Secretary III		A18		Reallocation
3568	A19	Legal Secretary IV		A20		Reallocation
3569	A21	Legal Secretary V		A22		Reallocation
3572	B16	Legal Assistant I		B17		Reallocation
3574	B18	Legal Assistant II		B19		Reallocation
3576	B20	Legal Assistant III		B21		Reallocation
3578	B22	Legal Assistant IV		B23		Reallocation
3580	B24	Legal Assistant V		B25		Reallocation
3582	B26	Legal Assistant VI		B27		Reallocation
3590	B20	Mitigation Specialist I		B21		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3592	B22	Mitigation Specialist II		B23		<i>Reallocation</i>
3594	B24	Mitigation Specialist III		B25		<i>Reallocation</i>
3596	B26	Mitigation Specialist IV		B27		<i>Reallocation</i>
3604	B16	Law Clerk		B17		<i>Reallocation</i>
3610	B19	Court Law Clerk I		B20		<i>Reallocation</i>
3611	B21	Court Law Clerk II		B22		<i>Reallocation</i>
3620	A13	Deputy Clerk I		A14		<i>Reallocation</i>
3622	A15	Deputy Clerk II		A16		<i>Reallocation</i>
3624	A17	Deputy Clerk III		A18		<i>Reallocation</i>
3626	A19	Deputy Clerk IV		A20		<i>Reallocation</i>
3630	B23	Chief Deputy Clerk		B24		<i>Reallocation</i>
3635	B29	Clerk of the Court		B30		<i>Reallocation</i>
3637	B17	Court Coordinator I				
3638	B19	Court Coordinator II				
3639	B21	Court Coordinator III				
3640	B25	Administrative Law Judge I		B26		<i>Reallocation</i>
3642	B26	Administrative Law Judge II		B27		<i>Reallocation</i>
3644	B27	Administrative Law Judge III		B28		<i>Reallocation</i>
3645	B28	Administrative Law Judge IV		B29		<i>Reallocation</i>
3646	B29	Master Administrative Law Judge I		B30		<i>Reallocation</i>
3648	B31	Master Administrative Law Judge II				
			3650	B32	Master Administrative Law Judge III	<i>New job classification</i>
3660	B17	Ombudsman I				
3662	B19	Ombudsman II				
3663	B21	Ombudsman III				
3665	B23	Ombudsman IV				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3666	B25	Ombudsman V				
3667	B27	Ombudsman VI				
3668	B29	Ombudsman VII				
3670	B19	Benefit Review Officer I				
3672	B21	Benefit Review Officer II				
3674	B23	Benefit Review Officer III				
3690	B19	Medical Fee Dispute Officer I				
3692	B21	Medical Fee Dispute Officer II				
3694	B23	Medical Fee Dispute Officer III				
Medical and Health						
4001	A10	Dietetic Technician I		A11		Reallocation
4002	A12	Dietetic Technician II		A13		Reallocation
4007	A10	Certified Peer Support Specialist I	4007	A10	Certified Peer Support Specialist I	Deletion
4008	A12	Certified Peer Support Specialist II			Certified Peer Support Specialist I	Title change
			4009	A14	Certified Peer Support Specialist II	New job classification
4016	B18	Dietetic and Nutrition Specialist I		B20		Reallocation
4017	B20	Dietetic and Nutrition Specialist II		B22		Reallocation
4018	B22	Dietetic and Nutrition Specialist III		B24		Reallocation
4050	B20	Health Informatics Specialist I		B21		Reallocation
4051	B22	Health Informatics Specialist II		B23		Reallocation
4052	B24	Health Informatics Specialist III		B25		Reallocation
4053	B26	Health Informatics Specialist IV		B27		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			4054	B29	Health Informatics Specialist V	New job classification
4072	B14	Public Health and Prevention Specialist I				
4074	B16	Public Health and Prevention Specialist II				
4076	B18	Public Health and Prevention Specialist III				
4078	B20	Public Health and Prevention Specialist IV				
4080	B22	Public Health and Prevention Specialist V				
4082	B19	Epidemiologist I				
4083	B21	Epidemiologist II				
4084	B23	Epidemiologist III				
4085	B25	Epidemiologist IV				
4125	B26	Veterinarian I				
4127	B28	Veterinarian II				
4129	B30	Veterinarian III				
4131	B32	Veterinarian IV				
			4132	B33	Veterinarian V	New job classification
4142	A11	Laboratory Technician I		A12		Reallocation
4144	A13	Laboratory Technician II		A14		Reallocation
4146	A15	Laboratory Technician III		A16		Reallocation
4148	A17	Laboratory Technician IV		A18		Reallocation
4160	B14	Health Assistant				
4161	B17	Health Specialist I		B18		Reallocation
4162	B18	Health Specialist II		B19		Reallocation
4163	B19	Health Specialist III		B20		Reallocation
4164	B20	Health Specialist IV		B21		Reallocation
4165	B21	Health Specialist V		B22		Reallocation
4166	B23	Health Specialist VI		B24		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4167	B25	Health Specialist VII		B26		<i>Reallocation</i>
4212	B17	Molecular Biologist I		B18		<i>Reallocation</i>
4214	B19	Molecular Biologist II		B20		<i>Reallocation</i>
4216	B21	Molecular Biologist III		B22		<i>Reallocation</i>
4218	B23	Molecular Biologist IV		B24		<i>Reallocation</i>
4220	B25	Molecular Biologist V		B26		<i>Reallocation</i>
4221	B17	Microbiologist I		B18		<i>Reallocation</i>
4222	B19	Microbiologist II		B20		<i>Reallocation</i>
4223	B21	Microbiologist III		B22		<i>Reallocation</i>
4224	B23	Microbiologist IV		B24		<i>Reallocation</i>
4225	B25	Microbiologist V		B26		<i>Reallocation</i>
4240	B20	Nurse I				
4241	B22	Nurse II				
4242	B24	Nurse III				
4243	B26	Nurse IV				
4244	B28	Nurse V				
4245	B30	Nurse VI				
4250	B20	Public Health Nurse I				
4251	B22	Public Health Nurse II				
4252	B24	Public Health Nurse III				
4253	B26	Public Health Nurse IV				
4254	B28	Public Health Nurse V				
4260	A16	Licensed Vocational Nurse I		A17		<i>Reallocation</i>
4261	A18	Licensed Vocational Nurse II		A19		<i>Reallocation</i>
4262	A19	Licensed Vocational Nurse III		A20		<i>Reallocation</i>
4263	A20	Licensed Vocational Nurse IV		A21		<i>Reallocation</i>
4270	B28	Advanced Practice Registered Nurse I				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4271	B29	Advanced Practice Registered Nurse II				
4272	B30	Advanced Practice Registered Nurse III				
4292	B16	Radiological Technologist I		B17		Reallocation
4293	B18	Radiological Technologist II		B19		Reallocation
4294	B20	Radiological Technologist III		B21		Reallocation
4342	A12	Orthopedic Equipment Technician I		A13		Reallocation
4344	A14	Orthopedic Equipment Technician II		A15		Reallocation
4346	A16	Orthopedic Equipment Technician III		A17		Reallocation
4350	A10	Psychiatric Nursing Assistant I				
4351	A12	Psychiatric Nursing Assistant II				
4352	A14	Psychiatric Nursing Assistant III				
4353	A16	Psychiatric Nursing Assistant IV				
4354	A18	Psychiatric Nursing Assistant V				
4360	A19	Registered Therapist Assistant I				
4361	A21	Registered Therapist Assistant II				
4362	B20	Registered Therapist I				
4363	B21	Registered Therapist II				
4364	B23	Registered Therapist III				
4365	B25	Registered Therapist IV				
4366	B27	Registered Therapist V				
4370	B27	Occupational Therapist				
4374	B27	Physical Therapist				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4378	B27	Speech-Language Pathologist				
4380	B25	Audiologist		B26		Reallocation
4383	A08	Medical Technician I	4383	A08	Medical Technician I	Deletion
4384	A10	Medical Technician II			Medical Technician I	Title change
4385	A12	Medical Technician III			Medical Technician II	Title change
4386	A14	Medical Technician IV			Medical Technician III	Title change
4387	A16	Medical Technician V			Medical Technician IV	Title change
			4388	A18	Medical Technician V	New job classification
4390	B23	Health Physicist I		B24		Reallocation
4392	B25	Health Physicist II		B26		Reallocation
4394	B27	Health Physicist III		B28		Reallocation
4401	B16	Medical Technologist I				
4402	B18	Medical Technologist II				
4403	B20	Medical Technologist III				
4404	B22	Medical Technologist IV				
4405	B24	Medical Technologist V				
4428	B21	Respiratory Care Practitioner I				
4429	B22	Respiratory Care Practitioner II				
4435	B20	Resident Physician		B21		Reallocation
4436	B33	Physician I	4436	B33	Physician I	Deletion
4437	B34	Physician II		B35	Physician I	Reallocation and Title change
4438	B35	Physician III		B36	Physician II	Reallocation and Title change
4439	B36	Physician IV		B37	Physician III	Reallocation and Title change
4440	B29	Physician Assistant				
4453	B24	Medical Research Specialist		B25		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4455	B29	Dentist I		B30		<i>Reallocation</i>
4457	B31	Dentist II		B32		<i>Reallocation</i>
4459	B33	Dentist III		B34		<i>Reallocation</i>
4462	B23	Psychologist I		B24		<i>Reallocation</i>
4464	B25	Psychologist II		B26		<i>Reallocation</i>
4465	B27	Psychologist III		B28		<i>Reallocation</i>
4466	B29	Psychologist IV		B30		<i>Reallocation</i>
4469	B19	Psychological Associate I	4469	B19	Psychological Associate I	<i>Deletion</i>
4470	B20	Psychological Associate II	4470	B20	Psychological Associate II	<i>Deletion</i>
4471	B21	Psychological Associate III	4471	B21	Psychological Associate III	<i>Deletion</i>
4472	B22	Psychological Associate IV	4472	B22	Psychological Associate IV	<i>Deletion</i>
4473	B23	Behavior Analyst I		B24		<i>Reallocation</i>
4474	B25	Behavior Analyst II		B26		<i>Reallocation</i>
4476	B32	Psychiatrist I	4476	B32	Psychiatrist I	<i>Deletion</i>
4477	B33	Psychiatrist II		B34	<i>Psychiatrist I</i>	<i>Reallocation and Title change</i>
4478	B34	Psychiatrist III		B35	<i>Psychiatrist II</i>	<i>Reallocation and Title change</i>
4479	B35	Psychiatrist IV		B36	<i>Psychiatrist III</i>	<i>Reallocation and Title change</i>
4481	B36	Psychiatrist V		B37	<i>Psychiatrist IV</i>	<i>Reallocation and Title change</i>
4482	A12	Dental Assistant I				
4483	A14	Dental Assistant II				
4489	B21	Dental Hygienist I		B22		<i>Reallocation</i>
4490	B23	Dental Hygienist II		B24		<i>Reallocation</i>
4491	B25	Dental Hygienist III		B26		<i>Reallocation</i>
4492	B27	Pharmacist I		B28		<i>Reallocation</i>
4493	B29	Pharmacist II		B30		<i>Reallocation</i>
4494	B31	Pharmacist III		B32		<i>Reallocation</i>
			4495	B34	Pharmacist IV	<i>New job classification</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4498	A12	Pharmacy Technician I				
4499	A14	Pharmacy Technician II				
Criminal Justice						
4502	A14	Correctional Officer I		A15		<i>Reallocation</i>
4503	A15	Correctional Officer II		A16		<i>Reallocation</i>
4504	A16	Correctional Officer III		A17		<i>Reallocation</i>
4505	A18	Correctional Officer IV		A19		<i>Reallocation</i>
4510	B19	Sergeant of Correctional Officers		B20		<i>Reallocation</i>
4511	B20	Lieutenant of Correctional Officers		B21		<i>Reallocation</i>
4512	B21	Captain of Correctional Officers		B22		<i>Reallocation</i>
4513	B22	Major of Correctional Officers		B23		<i>Reallocation</i>
4521	A13	Juvenile Correctional Officer I		A15		<i>Reallocation</i>
4522	A16	Juvenile Correctional Officer II				
4523	A17	Juvenile Correctional Officer III				
4524	A19	Juvenile Correctional Officer IV				
4525	B20	Juvenile Correctional Officer Supervisor		B21		<i>Reallocation</i>
4526	B21	Dorm Supervisor I	4526	B21	Dorm Supervisor I	<i>Deletion</i>
4527	B22	Dorm Supervisor II			Dorm Supervisor I	<i>Title change</i>
			4528	B23	Dorm Supervisor II	<i>New job classification</i>
4530	B22	Halfway House Assistant Superintendent		B23		<i>Reallocation</i>
4531	B24	Halfway House Superintendent		B25		<i>Reallocation</i>
4532	B25	Youth Facility Assistant Superintendent		B26		<i>Reallocation</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4533	B27	Youth Facility Superintendent		B28		<i>Reallocation</i>
4540	B17	Parole Officer I		B18		<i>Reallocation</i>
4541	B18	Parole Officer II		B19		<i>Reallocation</i>
4542	B19	Parole Officer III		B20		<i>Reallocation</i>
4543	B21	Parole Officer IV		B22		<i>Reallocation</i>
4544	B23	Parole Officer V		B24		<i>Reallocation</i>
4550	B25	Assistant Warden		B26		<i>Reallocation</i>
4551	B27	Warden I		B28		<i>Reallocation</i>
4552	B28	Warden II		B29		<i>Reallocation</i>
4560	A13	Counsel Substitute I		A15		<i>Reallocation</i>
4561	A15	Counsel Substitute II		A17		<i>Reallocation</i>
4562	A17	Counsel Substitute III		A19		<i>Reallocation</i>
4647	A14	Industrial Specialist I		A16		<i>Reallocation</i>
4648	A15	Industrial Specialist II		A17		<i>Reallocation</i>
4649	A16	Industrial Specialist III		A18		<i>Reallocation</i>
4650	A17	Industrial Specialist IV		A19		<i>Reallocation</i>
4651	A18	Industrial Specialist V		A20		<i>Reallocation</i>
4672	A14	Agriculture Specialist I		A16		<i>Reallocation</i>
4673	A15	Agriculture Specialist II		A17		<i>Reallocation</i>
4674	A16	Agriculture Specialist III		A18		<i>Reallocation</i>
4675	A17	Agriculture Specialist IV		A19		<i>Reallocation</i>
4676	A18	Agriculture Specialist V		A20		<i>Reallocation</i>
Social Services						
5002	B17	Adult Protective Services Specialist I				
5003	B18	Adult Protective Services Specialist II				
5004	B19	Adult Protective Services Specialist III				
5005	B20	Adult Protective Services Specialist IV				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5006	B21	Adult Protective Services Specialist V				
5010	B21	Family Services Specialist I				
5011	B22	Family Services Specialist II				
5016	B22	Family and Protective Services Supervisor I				
5017	B24	Family and Protective Services Supervisor II				
5018	B26	Family and Protective Services Supervisor III				
5023	B17	Child Protective Services Specialist I				
5024	B18	Child Protective Services Specialist II				
5025	B19	Child Protective Services Specialist III				
5026	B20	Child Protective Services Specialist IV				
5027	B21	Child Protective Services Specialist V				
5030	B16	Protective Services Intake Specialist I				
5031	B17	Protective Services Intake Specialist II				
5032	B18	Protective Services Intake Specialist III				
5033	B19	Protective Services Intake Specialist IV				
5034	B20	Protective Services Intake Specialist V				
5050	A08	Rehabilitation Therapy Technician I	5050	A08	Rehabilitation Therapy Technician I	Deletion
5051	A10	Rehabilitation Therapy Technician II			Rehabilitation Therapy Technician I	Title change
5052	A12	Rehabilitation Therapy Technician III			Rehabilitation Therapy Technician II	Title change

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5053	A14	Rehabilitation Therapy Technician IV			<i>Rehabilitation Therapy Technician III</i>	<i>Title change</i>
5054	A16	Rehabilitation Therapy Technician V			<i>Rehabilitation Therapy Technician IV</i>	<i>Title change</i>
5062	B18	Vocational Rehabilitation Counselor I				
5063	B19	Vocational Rehabilitation Counselor II				
5064	B20	Vocational Rehabilitation Counselor III				
5065	B22	Vocational Rehabilitation Counselor IV				
			5066	B23	<i>Vocational Rehabilitation Counselor V</i>	<i>New job classification</i>
5079	A14	Chaplaincy Services Assistant				
5081	B17	Chaplain I				
5082	B19	Chaplain II				
5083	B21	Chaplain III				
5090	B14	Rehabilitation Teacher I		B15		<i>Reallocation</i>
5091	B16	Rehabilitation Teacher II		B17		<i>Reallocation</i>
5092	B18	Rehabilitation Teacher III		B19		<i>Reallocation</i>
5093	B20	Rehabilitation Teacher IV		B21		<i>Reallocation</i>
			5094	B23	<i>Rehabilitation Teacher V</i>	<i>New job classification</i>
5104	B16	Veterans Services Representative I				
5105	B17	Veterans Services Representative II				
5106	B18	Veterans Services Representative III				
5107	B19	Veterans Services Representative IV				
5108	B20	Veterans Services Representative V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5109	B21	Veterans Services Representative VI				
5111	B16	Substance Abuse Counselor I		B17		Reallocation
5112	B17	Substance Abuse Counselor II		B18		Reallocation
5113	B18	Substance Abuse Counselor III		B19		Reallocation
5114	B19	Substance Abuse Counselor IV		B20		Reallocation
5121	A10	Direct Support Professional I				
5122	A12	Direct Support Professional II				
5123	A14	Direct Support Professional III				
5124	A16	Direct Support Professional IV				
5125	A18	Direct Support Professional V				
5131	B19	Qualified Intellectual Disability Professional I	5131	B19	Qualified Intellectual Disability Professional I	Deletion
5132	B20	Qualified Intellectual Disability Professional II			Qualified Intellectual Disability Professional I	Title change
5133	B21	Qualified Intellectual Disability Professional III			Qualified Intellectual Disability Professional II	Title change
5134	B23	Qualified Intellectual Disability Professional IV			Qualified Intellectual Disability Professional III	Title change
			5135	B25	Qualified Intellectual Disability Professional IV	New job classification
5140	B14	Recreation Program Specialist I				
5142	B16	Recreation Program Specialist II				
5144	B18	Recreation Program Specialist III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5203	A11	Resident Specialist I				
5205	A13	Resident Specialist II				
5207	A15	Resident Specialist III				
5209	A17	Resident Specialist IV				
5226	B13	Case Manager I				
5227	B15	Case Manager II				
5228	B17	Case Manager III				
5229	B19	Case Manager IV				
5230	B21	Case Manager V				
			5231	B23	Case Manager VI	New job classification
5232	B13	Volunteer Services Coordinator I				
5233	B15	Volunteer Services Coordinator II				
5234	B17	Volunteer Services Coordinator III				
5235	B19	Volunteer Services Coordinator IV				
5400	B17	Social Worker I	5400	B17	Social Worker I	Deletion
5402	B19	Social Worker II			Social Worker I	Title change
5404	B21	Social Worker III			Social Worker II	Title change
5406	B23	Social Worker IV			Social Worker III	Title change
5505	A11	Human Services Technician I				
5506	A13	Human Services Technician II				
5540	B12	Child Support Officer I				
5541	B14	Child Support Officer II				
5542	B16	Child Support Officer III				
5543	B18	Child Support Officer IV				
5544	B20	Child Support Officer V				
5551	A12	Child Support Technician I				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5552	A14	Child Support Technician II				
5553	A16	Child Support Technician III				
5560	B17	Victim Compensation Officer I				
5561	B19	Victim Compensation Officer II				
5562	B21	Victim Compensation Officer III				
5570	A12	Victim Support Specialist I				
5571	A14	Victim Support Specialist II				
5572	A16	Victim Support Specialist III				
5573	A18	Victim Support Specialist IV				
5616	B17	Interpreter/Translator I				
5617	B19	Interpreter/Translator II				
5618	B21	Interpreter/Translator III				
5619	B23	Interpreter/Translator IV				
5620	B13	Eligibility Advisor I				
5622	B14	Eligibility Advisor II				
5624	B15	Eligibility Advisor III				
5626	B16	Eligibility Advisor IV				
5628	B17	Eligibility Advisor V				
5630	B19	Eligibility Supervisor I				
5632	B21	Eligibility Supervisor II				
5700	B11	Human Services Specialist I				
5701	B12	Human Services Specialist II				
5702	B13	Human Services Specialist III				
5703	B14	Human Services Specialist IV				
5704	B15	Human Services Specialist V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5705	B16	Human Services Specialist VI				
5706	B17	Human Services Specialist VII				
5711	B17	Transition Coordinator I				
5713	B21	Transition Coordinator II				
5720	B19	Human Rights Officer I				
5721	B21	Human Rights Officer II				
5722	B23	Human Rights Officer III				
5723	B25	Human Rights Officer IV				
5730	B19	Guardianship Specialist I				
5731	B20	Guardianship Specialist II				
5732	B21	Guardianship Specialist III				
5735	B21	Guardianship Supervisor I				
5736	B22	Guardianship Supervisor II				
5737	B23	Guardianship Supervisor III				
Public Safety						
6052	B20	Forensic Scientist I		B21		Reallocation
6053	B21	Forensic Scientist II		B22		Reallocation
6054	B22	Forensic Scientist III		B23		Reallocation
6055	B23	Forensic Scientist IV		B24		Reallocation
6056	B24	Forensic Scientist V		B25		Reallocation
6057	B25	Forensic Scientist VI		B26		Reallocation
6095	B14	Police Communications Operator I		B15		Reallocation
6096	B15	Police Communications Operator II		B16		Reallocation
6097	B16	Police Communications Operator III		B17		Reallocation
6098	B17	Police Communications Operator IV		B18		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6099	B19	Police Communications Operator V		B20		<i>Reallocation</i>
6100	B20	Police Communications Operator VI		B21		<i>Reallocation</i>
6101	B22	Police Communications Operator VII		B23		<i>Reallocation</i>
6115	B13	Biometrics Analyst I				
6116	B15	Biometrics Analyst II				
6117	B17	Biometrics Analyst III				
6118	B19	Biometrics Analyst IV				
6121	B18	Crime Laboratory Specialist I	6121	B18	Crime Laboratory Specialist I	<i>Deletion</i>
6122	B19	Crime Laboratory Specialist II			<i>Crime Laboratory Specialist I</i>	<i>Title change</i>
6123	B20	Crime Laboratory Specialist III			<i>Crime Laboratory Specialist II</i>	<i>Title change</i>
6124	B21	Crime Laboratory Specialist IV			<i>Crime Laboratory Specialist III</i>	<i>Title change</i>
6160	B15	Crime Analyst I				
6162	B17	Crime Analyst II				
6163	B19	Crime Analyst III				
6170	B21	Criminal Intelligence Analyst I				
6172	B23	Criminal Intelligence Analyst II				
6174	B25	Criminal Intelligence Analyst III				
6221	A10	Public Safety Records Technician I	6221	A10	Public Safety Records Technician I	<i>Deletion</i>
6222	A11	Public Safety Records Technician II	6222	A11	Public Safety Records Technician II	<i>Deletion</i>
6223	A12	Public Safety Records Technician III	6223	A12	Public Safety Records Technician III	<i>Deletion</i>
6224	A13	Public Safety Records Technician IV	6224	A13	Public Safety Records Technician IV	<i>Deletion</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6230	A11	Security Officer I				
6232	A13	Security Officer II				
6234	A15	Security Officer III				
6236	A17	Security Officer IV				
6241	B20	Emergency Management Program Coordinator I				
6242	B22	Emergency Management Program Coordinator II				
6243	B24	Emergency Management Program Coordinator III				
6244	B25	Emergency Management Program Coordinator IV				
Military						
6400	A10	Military Technician I	6400	A10	Military Technician I	Deletion
6401	A12	Military Technician II	6401	A12	Military Technician II	Deletion
6402	A14	Military Technician III	6402	A14	Military Technician III	Deletion
6403	A16	Military Technician IV	6403	A16	Military Technician IV	Deletion
6405	A20	Military Technician V	6405	A20	Military Technician V	Deletion
6501	B20	Military Specialist I				
6502	B22	Military Specialist II				
6503	B24	Military Specialist III				
6504	B27	Military Specialist IV				
6505	B30	Military Specialist V				
Library and Records						
7306	B20	Archeologist I				
7308	B22	Archeologist II				
7310	B24	Archeologist III				
7311	B25	Archeologist IV				
7315	B17	Historian I				
7317	B19	Historian II				
7319	B21	Historian III				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
7352	A11	Library Assistant I				
7354	A13	Library Assistant II				
7401	B16	Librarian I				
7402	B18	Librarian II				
7403	B20	Librarian III				
7404	B22	Librarian IV				
7405	B16	Archivist I				
7407	B18	Archivist II				
7409	B20	Archivist III				
7411	B22	Archivist IV				
7464	B17	Exhibit Technician		B19		Reallocation
7466	B16	Curator I				
7468	B18	Curator II				
7470	B20	Curator III				
7472	B22	Curator IV				
7480	B15	Records Analyst I			Records Management Coordinator I	Title change
7481	B17	Records Analyst II			Records Management Coordinator II	Title change
7482	B19	Records Analyst III			Records Management Coordinator III	Title change
			7483	B21	Records Management Coordinator IV	New job classification
			7490	B17	Public Information Records Specialist I	New job classification
			7492	B19	Public Information Records Specialist II	New job classification
			7494	B21	Public Information Records Specialist III	New job classification
			7496	B23	Public Information Records Specialist IV	New job classification

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Custodial						
8003	A07	Custodian I				
8005	A08	Custodian II				
8007	A10	Custodian III				
8009	A12	Custodian IV				
8021	A13	Custodial Manager I				
8023	A15	Custodial Manager II				
8025	A17	Custodial Manager III				
8032	A08	Groundskeeper I		A09		Reallocation
8033	A10	Groundskeeper II		A11		Reallocation
8034	A12	Groundskeeper III		A13		Reallocation
8035	A14	Groundskeeper IV		A15		Reallocation
8103	A07	Food Service Worker I				
8104	A09	Food Service Worker II				
8105	A11	Food Service Worker III				
8108	A13	Food Service Manager I		A14		Reallocation
8109	A15	Food Service Manager II		A16		Reallocation
8110	A17	Food Service Manager III		A18		Reallocation
8111	A19	Food Service Manager IV		A20		Reallocation
8117	A09	Cook I				
8118	A11	Cook II				
8119	A13	Cook III				
8252	A07	Laundry/Sewing Room Worker I	8252	A07	Laundry/Sewing Room Worker I	Deletion
8253	A09	Laundry/Sewing Room Worker II			Laundry/Sewing Room Worker I	Title change
8254	A11	Laundry/Sewing Room Worker III			Laundry/Sewing Room Worker II	Title change
8261	A15	Laundry Manager I		A16		Reallocation
8262	A17	Laundry Manager II		A18		Reallocation
8263	A19	Laundry Manager III		A20		Reallocation

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8302	A09	Barber/Cosmetologist		A10		<i>Reallocation</i>
Maintenance						
9026	A18	Equipment Operator I				
9027	A19	Equipment Operator II				
9028	A20	Equipment Operator III				
9034	A13	Air Conditioning and Boiler Operator I		A15		<i>Reallocation</i>
9035	A15	Air Conditioning and Boiler Operator II		A17		<i>Reallocation</i>
9036	A17	Air Conditioning and Boiler Operator III		A19		<i>Reallocation</i>
9037	A19	Air Conditioning and Boiler Operator IV		A21		<i>Reallocation</i>
9041	A11	Maintenance Specialist I				
9042	A13	Maintenance Specialist II				
9043	A14	Maintenance Specialist III				
9044	A16	Maintenance Specialist IV				
9045	A18	Maintenance Specialist V				
9046	A20	Maintenance Specialist VI				
9053	A17	Maintenance Supervisor I				
9054	A18	Maintenance Supervisor II				
9055	A19	Maintenance Supervisor III				
9056	A21	Maintenance Supervisor IV				
9060	A16	Electronics Technician I				
9062	A18	Electronics Technician II				
9064	A20	Electronics Technician III				
9066	A22	Electronics Technician IV				
			9080	B20	Facility Automation Systems Specialist I	<i>New job classification</i>
			9082	B22	Facility Automation Systems Specialist II	<i>New job classification</i>

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			9084	B24	Facility Automation Systems Specialist III	New job classification
9305	A16	Transportation Maintenance Specialist I				
9306	A17	Transportation Maintenance Specialist II				
9307	A18	Transportation Maintenance Specialist III				
9308	A19	Transportation Maintenance Specialist IV				
9309	A20	Transportation Maintenance Specialist V				
9310	A21	Transportation Maintenance Specialist VI				
9311	A22	Transportation Maintenance Specialist VII				
9323	A12	Vehicle Driver I				
9324	A14	Vehicle Driver II				
9325	A16	Vehicle Driver III				
9326	A18	Vehicle Driver IV				
9327	A20	Vehicle Driver V				
9330	B20	Commercial Driver I				
9332	B21	Commercial Driver II				
9334	B22	Commercial Driver III				
9336	B23	Commercial Driver IV				
9416	A12	Motor Vehicle Technician I				
9417	A14	Motor Vehicle Technician II				
9418	A16	Motor Vehicle Technician III				
9419	A18	Motor Vehicle Technician IV				
9420	A20	Motor Vehicle Technician V				

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9512	A16	Machinist I				
9514	A18	Machinist II				
9628	B26	Aircraft Pilot I				
9629	B27	Aircraft Pilot II				
9630	B28	Aircraft Pilot III				
9631	B29	Aircraft Pilot IV				
9632	B30	Aircraft Pilot V				
9638	B22	Aircraft Mechanic I				
9640	B23	Aircraft Mechanic II				
9642	B24	Aircraft Mechanic III				
9644	B25	Aircraft Mechanic IV				
9650	B26	Aircraft Inspector I				
9652	B27	Aircraft Inspector II				
9660	B22	Flight Operations Coordinator I				
9662	B24	Flight Operations Coordinator II				
9700	A13	Radio Communications Technician I		A14		Reallocation
9704	A15	Radio Communications Technician II		A16		Reallocation
9706	A17	Radio Communications Technician III		A18		Reallocation
9733	A15	Equipment Maintenance Technician I				
9734	A17	Equipment Maintenance Technician II				
9735	A19	Equipment Maintenance Technician III				
			9780	A16	Irrigation Technician I	New job classification
			9782	A18	Irrigation Technician II	New job classification

Current (Fiscal Years 2026-2027)			Recommended (Fiscal Years 2028-2029)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			9784	A20	Irrigation Technician III	New job classification
9790	A19	Welder I				
9792	A21	Welder II				
9802	A16	Electrician I				
9804	A18	Electrician II				
9806	A20	Electrician III				
9808	A22	Electrician IV				
9812	A16	HVAC Mechanic I				
9814	A18	HVAC Mechanic II				
9816	A20	HVAC Mechanic III				
9818	A22	HVAC Mechanic IV				
9820	A16	Plumber I				
9822	A18	Plumber II				
9824	A20	Plumber III				
9826	A22	Plumber IV				
9832	B22	Ferryboat Specialist I		B23		Reallocation
9834	B23	Ferryboat Specialist II		B24		Reallocation
9836	B24	Ferryboat Specialist III		B25		Reallocation
9838	A13	Ferryboat Deckhand I		A15		Reallocation
9839	A15	Ferryboat Deckhand II		A17		Reallocation
9840	A17	Ferryboat Deckhand III		A19		Reallocation
9846	A18	Ferryboat Captain Assistant I		A20		Reallocation
9848	A20	Ferryboat Captain Assistant II		A22		Reallocation
9850	B22	Ferryboat Captain I		B23		Reallocation
9852	B23	Ferryboat Captain II		B24		Reallocation
9854	B24	Ferryboat Captain III		B25		Reallocation

Sources: Current information from the General Appropriations Act (89th Legislature), Article IX, Section 2.01, pages IX-1 through IX-21, and recommended information based on State Auditor's Office analysis.

Appendix 5

General Descriptions of Recommended New Job Classification Series

Figure 12 provides a general description for each of the seven new job classification series recommended for addition to the Plan for the 2028-2029 biennium. They are sorted by Job Classification Number and separated by Occupational Category.

These general descriptions provide a broad overview of the purpose and nature of work for the recommended new job classification series. If these series are adopted by the Legislature, job descriptions for each of the series will be created to include the general duties and responsibilities of each position and provide examples of work performed.

Figure 12

General Description of Recommended New Job Classification Series for the 2028-2029 Biennium

Job Classification Number	Job Classification Title	Salary Group	General Description	
Information Technology				
0370 0372 0374	Artificial Intelligence Analyst I Artificial Intelligence Analyst II Artificial Intelligence Analyst III	B25 B27 B29	Performs artificial intelligence (AI) analysis work involving reviewing, evaluating, implementing, and monitoring artificial intelligence solutions; assessing emerging technologies; and analyzing AI performance and business outcomes.	
Accounting, Auditing, and Finance				
1210 1211 1212 1213 1215	Unclaimed Property Claims Specialist I Unclaimed Property Claims Specialist II Unclaimed Property Claims Specialist III Unclaimed Property Claims Specialist IV Unclaimed Property Claims Specialist V	B18 B19 B20 B21 B23		Performs unclaimed property claims processing work involving reviewing, analyzing, and researching claims and related documentation to verify ownership of unclaimed property and ensure compliance with applicable laws, policies, and procedures.

Job Classification Number	Job Classification Title	Salary Group	General Description
1230 1231 1232 1234	Property Tax Specialist I Property Tax Specialist II Property Tax Specialist III Property Tax Specialist IV	B19 B20 B21 B23	Performs property tax analysis work involving conducting research, analyzing and evaluating property tax data, and responding to complex property tax inquiries.
Compliance, Inspection, and Investigation			
1420 1422 1424 1426 1428	Regulatory Specialist I Regulatory Specialist II Regulatory Specialist III Regulatory Specialist IV Regulatory Specialist V	B18 B20 B22 B24 B26	Performs regulatory and investigative support work involving the receipt, analysis, monitoring, and documentation of complaints, disciplinary or regulatory requirements to support the enforcement of laws, rules, and agency policies.
Library and Records			
7490 7492 7494 7496	Public Information Records Specialist I Public Information Records Specialist II Public Information Records Specialist III Public Information Records Specialist IV	B17 B19 B21 B23	Performs public information work involving researching, analyzing, and evaluating records; processing public information requests; and identifying protected information in accordance with the Texas Public Information Act.
Maintenance			
9080 9082 9084	Facility Automation Systems Specialist I Facility Automation Systems Specialist II Facility Automation Systems Specialist III	B20 B22 B24	Performs facility automation systems work involving installing, maintaining, monitoring, diagnosing, and repairing building automation systems and related control components and equipment.
9780 9782 9784	Irrigation Technician I Irrigation Technician II Irrigation Technician III	A16 A18 A20	Performs irrigation systems work involving installing, operating, inspecting, maintaining, troubleshooting, and repairing irrigation systems and related equipment.

Source: Recommended information based on State Auditor's Office analysis.

Appendix 6

Costs for Recommendations by Job Classification Series

Figure 13 on the next page shows the cost of the recommended changes to the State's Position Classification Plan (Plan) by job classification series. Job classification series with no cost are not listed in the figure.

The job classification series are listed according to the order of the job classification in the General Appropriations Act. See [Chapter 1-B](#) for more information on recommended changes to the Plan and [Appendix 4](#) for a detailed list of recommended changes to the Plan by occupational category and job classification title.

Figure 13

Annual Cost for Recommended Changes to the Plan by Job Classification Series

Job Classification Series	Change Type	Annual Cost
Administrative Support		
Clerk	Deletion ^a	\$18,431
Administrative Assistant	Reallocation	\$249,569
Executive Assistant	Reallocation	\$2,357
Program Management		
Staff Services Officer ^b	Reallocation	\$73,290
Information and Communications		
Information Specialist	Deletion ^c	\$2,148
Engineering and Design		
Engineer	Reallocation	\$3,866
Intelligent Transportation Systems Specialist	Reallocation	\$1,284
Natural Resources		
Geoscientist	Reallocation	\$8,393
Hydrologist	Reallocation	\$882
Chemist	Reallocation	\$2,888
Legal		
Legal Secretary	Reallocation	\$22,272
Legal Assistant	Reallocation	\$55,148
Medical and Health		
Dietetic Technician	Reallocation	\$655
Laboratory Technician	Reallocation	\$1,508
Health Specialist	Reallocation	\$21,215
Licensed Vocational Nurse	Reallocation	\$3,624
Orthopedic Equipment Technician	Reallocation	\$3,301
Physician	Reallocation	\$16,405
Dentist	Reallocation	\$33,515
Dental Hygienist	Reallocation	\$791
Pharmacist	Reallocation	\$8,630

Job Classification Series	Change Type	Annual Cost
Criminal Justice		
Parole Officer	Reallocation	\$817
Counsel Substitute	Reallocation	\$3,778
Social Services		
Rehabilitation Teacher	Reallocation	\$5,446
Custodial		
Groundskeeper	Reallocation	\$5,505
Laundry Manager	Reallocation	\$1,423
Barber/Cosmetologist	Reallocation	\$1,129
Maintenance		
Air Conditioning and Boiler Operator	Reallocation	\$17,685
Total Cost for Each Year of the 2028-2029 Biennium ^d		\$565,954
^a The cost of deleting the Clerk series is based on the cost to move the employees in the current Clerk I level to the recommended Administrative Assistant I level. ^b Staff Services Officer is also being recommended for a title change to Business Services Officer. ^c The cost of the Information Specialist series is based on the cost to move the employees in the current Information Specialist I (B16) level to the recommended Information Specialist I (B18) level. ^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' Human Resource Information System and Standardized Payroll/Personnel Reporting System; and State Auditor's Office analysis.

Appendix 7

Market Analysis for Agencies With a Turnover Rate Exceeding 17.0 Percent

Eight state agencies had both turnover rates⁸ exceeding 17.0 percent in fiscal year 2025 and 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 eight agencies to the average salaries at other state agencies and to the market average salary.

Starting with Figure 14 on the next page, the results of the agency-level market analyses are presented by agency.⁹ Each figure is sorted by the order of the job classification number in the General Appropriations Act.

For each table, the following applies:

- Certain job classification titles within a series were excluded because the agency did not utilize those titles during the first quarter of fiscal year 2026 (the quarter ending November 30, 2025).
- Average salaries at agencies include classified, regular full-time employees as of the first quarter of fiscal year 2026.
- The salary range midpoints are from the fiscal year 2026 and 2027 salary schedules (see [Appendix 2](#)).
- The statewide average annual salary excludes the agency presented in the table. “Not applicable” indicates that no other agencies were utilizing that job classification title during the first quarter of fiscal year 2026.
- Market average salary data is available for those job classification titles that were benchmarked as a part of the analysis the State Classification

⁸ Turnover rates are applicable to classified, regular full- and part-time employees in state agencies during fiscal year 2025. Classified employees are employees who are subject to the State’s Position Classification Plan.

⁹ The sources for the information presented in the figures are the State Auditor’s Office’s Electronic Classification Analysis System; Office of the Comptroller of Public Accounts’ Human Resource Information System and Standardized Payroll/Personnel Reporting System; and State Auditor’s Office analysis.

Team conducted. (Market analysis information for other job classification series on a statewide level is presented in [Appendix 3.](#))

Figure 14

Juvenile Justice Department

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Clerk ^a				
0057 - Clerk II	\$36,202	\$35,320	\$35,533	No market data
0059 - Clerk III	\$40,750	\$39,844	\$40,628	No market data
Administrative Assistant ^b				
0150 - Administrative Assistant I	\$34,160	\$35,320	\$33,925	No market data
0152 - Administrative Assistant II	\$39,025	\$39,844	\$38,836	\$45,969
0154 - Administrative Assistant III	\$43,865	\$43,914	\$43,658	\$48,670
0156 - Administrative Assistant IV	\$49,629	\$48,511	\$49,168	\$55,218
Director				
1620 - Director I	\$110,291	\$102,980	\$106,031	\$114,560
1621 - Director II	\$119,300	\$113,278	\$120,447	\$129,083
1622 - Director III	\$123,428	\$124,606	\$135,736	\$135,748
1623 - Director IV	\$151,879	\$137,066	\$145,945	\$148,150
1624 - Director V	\$162,468	\$150,773	\$164,053	\$167,987
1625 - Director VI	\$174,750	\$165,851	\$180,203	No market data
1626 - Director VII	\$190,275	\$182,436	\$200,368	No market data
Health Specialist ^c				
4164 - Health Specialist IV	\$78,691	\$66,255	\$57,019	\$74,062
4165 - Health Specialist V	\$75,372	\$70,662	\$75,856	No market data
4166 - Health Specialist VI	\$86,019	\$80,421	\$86,496	No market data
4167 - Health Specialist VII	\$101,971	\$91,836	Not applicable	No market data
Juvenile Correctional Officer ^d				
4522 - Juvenile Correctional Officer II	\$56,776	\$51,024	Not applicable	\$56,253
4523 - Juvenile Correctional Officer III	\$60,852	\$53,723	Not applicable	No market data
4524 - Juvenile Correctional Officer IV	\$67,687	\$62,136	Not applicable	No market data

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Case Manager ^e				
5227 - Case Manager II	\$57,221	\$48,511	\$44,010	\$52,463
5228 - Case Manager III	\$61,504	\$53,723	\$48,490	No market data
5229 - Case Manager IV	\$67,057	\$62,136	\$52,763	No market data
5230 - Case Manager V	\$75,915	\$70,662	\$64,733	\$78,955
Security Officer				
6232 - Security Officer II	\$45,770	\$43,914	\$44,674	\$48,572
Cook				
8118 - Cook II	\$46,613	\$39,844	\$39,390	\$43,303
Maintenance Specialist				
9043 - Maintenance Specialist III	\$41,808	\$46,139	\$44,867	\$52,090
9045 - Maintenance Specialist V	\$51,024	\$58,288	\$57,235	\$64,222
^a The Clerk series is recommended for deletion. ^b The Administrative Assistant series is recommended for an additional level of Administrative Assistant I, title change to all levels based on the new initial level, and reallocation by one salary group. ^c The Health Specialist series is recommended for reallocation by one salary group. ^d The first level of Juvenile Correctional Officer is recommended for reallocation by two salary groups. ^e An additional level to the Case Manager series is recommended.				

Figure 15

Office of Injured Employee Counsel

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Customer Service Representative				
0134 - Customer Service Representative II	\$43,011	\$43,914	\$40,109	\$45,025
0136 - Customer Service Representative III	\$46,612	\$48,511	\$44,707	No market data
0138 - Customer Service Representative IV	\$52,680	\$53,723	\$50,497	No market data
Ombudsman				
3660 - Ombudsman I	\$48,599	\$53,723	\$48,895	No market data
3662 - Ombudsman II	\$50,856	\$62,136	\$55,210	No market data
3665 - Ombudsman IV	\$67,819	\$80,421	\$74,589	No market data
3667 - Ombudsman VI	\$87,725	\$113,278	\$91,204	\$124,273

Figure 16

Department of Criminal Justice

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Clerk ^a				
0057 - Clerk II	\$31,771	\$35,320	\$35,653	No Market Data
0059 - Clerk III	\$34,511	\$39,844	\$40,859	No Market Data
Purchaser				
1931 - Purchaser II	\$43,592	\$48,511	\$50,569	\$52,658
1932 - Purchaser III	\$47,558	\$53,723	\$56,560	No Market Data
1934 - Purchaser V	\$58,908	\$70,662	\$71,477	No Market Data
Correctional Officer ^b				
4502 - Correctional Officer I	\$52,895	\$46,139	Not applicable	No Market Data
4503 - Correctional Officer II	\$54,809	\$48,511	Not applicable	\$55,728
4504 - Correctional Officer III	\$57,869	\$51,024	Not applicable	No Market Data
4505 - Correctional Officer IV	\$62,819	\$58,288	Not applicable	No Market Data
Parole Officer ^c				
4540 - Parole Officer I	\$54,902	\$53,723	Not applicable	No market data
4541 - Parole Officer II	\$59,496	\$58,288	Not applicable	\$66,196
4542 - Parole Officer III	\$66,006	\$62,136	\$56,549	No market data
4543 - Parole Officer IV	\$74,755	\$70,662	\$61,371	No market data
4544 - Parole Officer V	\$83,572	\$80,421	\$80,000	\$89,631
Human Services Specialist				
5706 - Human Services Specialist VII	\$51,818	\$53,723	\$50,715	No market data
Equipment Operator				
9026 - Equipment Operator I	\$56,889	\$58,288	\$59,949	\$57,975
9027 - Equipment Operator II	\$55,465	\$62,136	\$50,940	No market data
^a The Clerk series is recommended for deletion.				
^b The Correctional Officer series is recommended for reallocation by one salary group.				
^c The Parole Officer series is recommended for reallocation by one salary group.				

Figure 17

Department of Family Protective Services

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Administrative Assistant ^a				
0150 - Administrative Assistant I	\$33,230	\$35,320	\$36,728	No market data
0152 - Administrative Assistant II	\$37,964	\$39,844	\$38,895	\$45,969
0154 - Administrative Assistant III	\$41,835	\$43,914	\$43,730	\$48,670
0156 - Administrative Assistant IV	\$47,976	\$48,511	\$49,182	\$55,218
0158 - Administrative Assistant V	\$49,808	\$53,723	\$56,857	No market data
0159 - Administrative Assistant VI	\$52,317	\$62,136	\$66,353	\$67,411
Adult Protective Services Specialist				
5002 - Adult Protective Services Specialist I	\$48,046	\$53,723	Not applicable	\$56,692
5003 - Adult Protective Services Specialist II	\$51,939	\$58,288	Not applicable	No market data
5004 - Adult Protective Services Specialist III	\$60,432	\$62,136	Not applicable	\$66,106
5005 - Adult Protective Services Specialist IV	\$62,490	\$66,255	Not applicable	No market data
5006 - Adult Protective Services Specialist V	\$66,191	\$70,662	Not applicable	\$77,644
Child Protective Services Specialist				
5023 - Child Protective Services Specialist I	\$47,321	\$53,723	Not applicable	\$56,692
5024 - Child Protective Services Specialist II	\$54,765	\$58,288	Not applicable	No market data
5025 - Child Protective Services Specialist III	\$61,720	\$62,136	Not applicable	\$66,106
5026 - Child Protective Services Specialist IV	\$65,304	\$66,255	Not applicable	No market data
5027 - Child Protective Services Specialist V	\$66,911	\$70,662	Not applicable	\$77,644
Human Services Technician				
5505 - Human Services Technician I	\$37,371	\$39,844	\$42,095	\$42,124
5506 - Human Services Technician II	\$43,379	\$43,914	\$45,341	No market data
^a The Administrative Assistant series is recommended for an additional level of Administrative Assistant I, title change to all levels based on the new initial level, and reallocation by one salary group.				

Figure 18

Texas Military Department

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Resident Specialist				
5205 - Resident Specialist II	\$44,000	\$43,914	\$43,965	No market data
5207 - Resident Specialist III	\$47,000	\$48,511	\$49,626	\$51,992
5209 - Resident Specialist IV	\$50,865	\$53,723	\$54,833	\$57,586
Security Officer				
6232 - Security Officer II	\$42,489	\$43,914	\$44,946	\$48,572
6234 - Security Officer III	\$49,200	\$48,511	\$50,128	No market data
6236 - Security Officer IV	\$54,857	\$53,723	\$54,749	\$57,470

Figure 19

State Preservation Board

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Customer Service Representative				
0132 - Customer Service Representative I	\$38,493	\$39,844	\$40,064	\$40,813
0134 - Customer Service Representative II	\$42,488	\$43,914	\$40,265	\$45,025
0136 - Customer Service Representative III	\$49,959	\$48,511	\$44,522	No market data
0138 - Customer Service Representative IV	\$61,050	\$53,723	\$50,461	No market data
0140 - Customer Service Representative V	\$62,882	\$62,136	\$54,400	\$64,856

Figure 20

Health and Human Services Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Clerk ^a				
0055 - Clerk I	\$34,860	\$32,679	\$34,562	No market data
0057 - Clerk II	\$35,645	\$35,320	\$34,063	No market data
0059 - Clerk III	\$42,081	\$39,844	\$38,854	No market data
Cybersecurity Analyst				
0320 - Cybersecurity Analyst II	\$107,231	\$91,836	\$94,736	\$103,301
0321 - Cybersecurity Analyst III	\$126,252	\$113,278	\$112,977	\$124,536
0322 - Cybersecurity Analyst IV	\$143,543	\$137,066	\$139,557	\$154,718
Auditor				
1044 - Auditor I	\$54,677	\$62,136	\$58,686	\$63,580
1046 - Auditor II	\$64,357	\$70,662	\$64,953	No market data
1048 - Auditor III	\$68,342	\$80,421	\$72,161	\$85,135
1050 - Auditor IV	\$82,877	\$91,836	\$80,477	No market data
1052 - Auditor V	\$97,281	\$113,278	\$96,032	\$113,955
Financial Examiner				
1104 - Financial Examiner III	\$71,160	\$70,662	\$72,649	No market data
1106 - Financial Examiner IV	\$79,010	\$80,421	\$83,767	\$84,079
1108 - Financial Examiner V	\$91,314	\$91,836	\$95,492	No market data
Internal Auditor				
1201 - Internal Auditor II	\$64,575	\$70,662	\$63,179	No market data
1202 - Internal Auditor III	\$69,585	\$80,421	\$73,134	\$85,135
1203 - Internal Auditor IV	\$84,665	\$91,836	\$84,295	No market data
Project Manager				
1558 - Project Manager I	\$57,836	\$66,255	\$66,626	\$75,935
1559 - Project Manager II	\$76,006	\$75,376	\$74,560	\$83,711
1560 - Project Manager III	\$87,367	\$85,869	\$91,698	No market data
1561 - Project Manager IV	\$103,327	\$102,980	\$109,481	\$113,604
1562 - Project Manager V	\$118,936	\$124,606	\$129,243	\$139,223

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Purchaser				
1931 - Purchaser II	\$54,354	\$48,511	\$48,235	\$52,658
1932 - Purchaser III	\$53,000	\$53,723	\$55,594	No market data
1933 - Purchaser IV	\$58,683	\$62,136	\$65,053	\$66,665
1934 - Purchaser V	\$63,455	\$70,662	\$72,503	No market data
1935 - Purchaser VI	\$73,548	\$80,421	\$87,393	\$83,079
1936 - Purchaser VII	\$89,430	\$91,836	\$94,300	No market data
Property Manager				
1994 - Property Manager III	\$60,122	\$75,376	\$77,057	\$83,129
Claims Examiner				
2921 - Claims Examiner I	\$50,573	\$46,139	\$45,179	No market data
2922 - Claims Examiner II	\$56,590	\$51,024	\$53,680	\$55,126
2923 - Claims Examiner III	\$62,216	\$58,288	\$54,168	\$62,498
2924 - Claims Examiner IV	\$78,067	\$66,255	\$64,897	No market data
Health Assistant				
4160 - Health Assistant	\$48,848	\$46,139	\$51,872	No market data
Nurse				
4240 - Nurse I	\$66,644	\$66,255	\$75,118	\$74,010
4241 - Nurse II	\$82,922	\$75,376	\$76,944	\$89,017
4242 - Nurse III	\$94,309	\$85,869	\$88,454	\$98,957
4243 - Nurse IV	\$98,107	\$102,980	\$103,141	\$109,692
4244 - Nurse V	\$139,686	\$124,606	\$130,409	\$125,967
Licensed Vocational Nurse ^b				
4260 - Licensed Vocational Nurse I	\$50,963	\$51,024	\$46,200	No market data
4261 - Licensed Vocational Nurse II	\$58,944	\$58,288	\$57,828	\$66,042
4262 - Licensed Vocational Nurse III	\$63,062	\$62,136	\$58,008	No market data
4263 - Licensed Vocational Nurse IV	\$65,716	\$66,255	\$66,316	No market data
Psychiatric Nursing Assistant				
4350 - Psychiatric Nursing Assistant I	\$33,809	\$36,741	Not applicable	\$41,942
4351 - Psychiatric Nursing Assistant II	\$39,220	\$41,819	Not applicable	\$45,328

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
4352 - Psychiatric Nursing Assistant III	\$47,168	\$46,139	Not applicable	\$49,938
4353 - Psychiatric Nursing Assistant IV	\$54,312	\$51,024	Not applicable	No market data
Dentist ^c				
4457 - Dentist II	\$181,230	\$165,851	\$147,201	\$204,314
4459 - Dentist III	\$203,669	\$200,679	\$158,216	No market data
Psychologist ^d				
4462 - Psychologist I	\$88,209	\$80,421	Not applicable	\$91,082
4464 - Psychologist II	\$105,265	\$91,836	Not applicable	No market data
4465 - Psychologist III	\$123,322	\$113,278	\$121,136	\$136,180
Protective Services Intake Specialist				
5034 - Protective Services Intake Specialist V	\$60,677	\$66,255	\$61,010	No market data
Chaplain				
5082 - Chaplain II	\$51,621	\$62,136	\$54,739	\$68,946
5083 - Chaplain III	\$77,584	\$70,662	\$61,936	\$78,889
Direct Support Professional				
5121 - Direct Support Professional I	\$33,229	\$36,741	Not applicable	No market data
5122 - Direct Support Professional II	\$38,944	\$41,819	Not applicable	\$45,507
5123 - Direct Support Professional III	\$47,525	\$46,139	\$45,356	\$50,574
5124 - Direct Support Professional IV	\$54,076	\$51,024	\$51,007	No market data
Human Services Specialist				
5700 - Human Services Specialist I	\$36,198	\$39,844	\$36,949	No market data
5701 - Human Services Specialist II	\$38,099	\$41,819	\$39,335	No market data
5702 - Human Services Specialist III	\$43,202	\$43,914	\$41,866	No market data
5703 - Human Services Specialist IV	\$46,607	\$46,139	\$46,510	No market data
5704 - Human Services Specialist V	\$50,199	\$48,511	\$49,718	No market data
5705 - Human Services Specialist VI	\$54,540	\$51,024	\$51,516	No market data
5706 - Human Services Specialist VII	\$50,356	\$53,723	\$51,944	No market data
Custodian				
8003 - Custodian I	\$31,488	\$32,679	\$34,199	\$35,885
8005 - Custodian II	\$34,486	\$33,967	\$35,017	\$38,906
8007 - Custodian III	\$38,365	\$36,741	\$39,236	\$41,149

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Food Service Worker				
8103 - Food Service Worker I	\$29,840	\$32,679	Not applicable	\$35,674
8104 - Food Service Worker II	\$35,290	\$35,320	\$37,973	\$38,251
Cook				
8117 - Cook I	\$33,896	\$35,320	Not applicable	\$36,773
8118 - Cook II	\$39,384	\$39,844	\$45,329	\$43,303
8119 - Cook III	\$46,230	\$43,914	\$44,025	No market data
Laundry/Sewing Room Worker ^e				
8253 - Laundry/Sewing Room Worker II	\$34,784	\$35,320	Not applicable	\$38,836
8254 - Laundry/Sewing Room Worker III	\$38,353	\$39,844	\$46,788	No market data
HVAC Mechanic				
9814 - HVAC Mechanic II	\$56,342	\$58,288	\$56,736	\$62,413
9816 - HVAC Mechanic III	\$66,257	\$66,255	\$67,236	No market data
^a The Clerk series is recommended for deletion. ^b The Licensed Vocational Nurse series is recommended for reallocation by one salary group. ^c The Dentist series is recommended for reallocation by one salary group. ^d The Psychologist series is recommended for reallocation by one salary group. ^e The first level of Laundry/Sewing Room Worker is recommended for deletion and a title change to remaining levels based on the deletion.				

Figure 21

Department of Agriculture

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary	Market Average Salary
Program Specialist				
1570 - Program Specialist I	\$50,376	\$53,723	\$49,859	No market data
1571 - Program Specialist II	\$56,516	\$58,288	\$55,322	No market data
1572 - Program Specialist III	\$60,586	\$62,136	\$60,412	No market data
1573 - Program Specialist IV	\$66,168	\$66,255	\$65,335	No market data
1574 - Program Specialist V	\$75,437	\$70,662	\$71,513	No market data
1575 - Program Specialist VI	\$89,210	\$80,421	\$79,119	No market data



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