

# Key Points of Report

## A Biennial Report on Recommended Changes to the Position Classification Plan

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May 1998

### Overall Conclusion

The Position Classification Plan (Plan) should be changed in order to ensure it adequately meets the needs of state agencies and properly compensates the State's classified employees. Implementation of these changes would also make the Plan more equitable and achieve greater salary parity among agencies statewide. The estimated cost of implementing these changes would range between \$8,184,431 and \$30,032,819 for the biennium.

### Key Facts and Findings

- These recommendations are the vital next step needed in achieving salary parity among agencies statewide. The process of achieving parity was started with the creation of Salary Schedules A, B, and C last session.
- While some of the recommendations will have a fiscal impact, the initial costs incurred appear to outweigh the higher costs associated with turnover.
- The cumulative effect of the recommended Plan changes would be a reduction in the number of classes in the Plan from 1,607 to a more manageable 902.
- The creation of a general Manager and Director class series would allow the deletion of a significant number of agency-specific titles and foster the establishment of a foundation for salary parity among managerial positions statewide.

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

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# Overview

We have recommended making changes to the State of Texas' Position Classification Plan (Plan) in order to ensure it adequately meets the needs of state agencies (and others that voluntarily follow the Plan) and properly compensates the State's 145,760 classified employees. The cumulative effect of these changes would be a reduction in the number of classes in the Plan from 1,607 to a more manageable 902 classes.

The estimated cost to implement all of the recommended changes ranges between \$8,184,431 to \$30,032,819 for the biennium. This cost will vary depending on how individual agencies choose to reclassify employees affected by reallocations or class deletions. These decisions will need to be made by agencies based on the proper classification of positions, internal salary relationships, and budget constraints.

The foundation to achieve salary parity across agencies statewide was established last biennium. This resulted in significant changes to the Plan. The multiple salary schedule system was established (1) to give agencies greater flexibility in recruiting and retaining professional and managerial employees and (2) to bring greater control to the ever-increasing number of exempt positions. Only the highest levels of executive management remain exempt from the Plan; they are specifically listed in each agency's line-item appropriations.

The adoption of the multiple salary schedule system, however, was intended as a first step in improving the State's compensation system. It was expected that additional enhancements would be necessary over the next several bienniums. Our current recommendations further bridge the gap among salary inequities across agencies by (1) substantially reducing the number of class titles, (2) eliminating the majority of agency-specific titles while maintaining and creating general class titles available for all agencies' use, and (3) appropriately allocating salary groups for these class titles. Our Office intends to conduct parity studies in the future to provide the Legislature with information for further enhancements to the Plan.

We have proposed recommendations for Plan changes using the following criteria:

- Reallocate positions that are currently unable to effectively recruit and retain employees due to non-competitive salaries.
- Add new classes and revise current classes to accommodate new duties and functions.
- Delete unutilized, underutilized, or redundant classes.
- Revise outdated and inconsistent titles.
- Renumber and regroup positions for better flow and ease of use.

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Section 1:

## Reallocate Classes Whose Salary Midpoints Are Significantly Behind the Market

To enable the State to effectively recruit and retain employees, 61 classes should be reallocated to higher salary groups within the Plan. The current salary midpoints for positions in these classes are significantly behind the salaries of comparable positions in the external labor market. The approximate increase in salary costs of all of the recommended reallocations ranges between \$7,868,054 and \$27,370,402 for the biennium.

While the recommended reallocations will have a fiscal impact, it is imperative that the State considers the overall benefits. Reallocating those positions whose salaries are significantly behind those of comparable positions in the labor market should assist in reducing some of the State's recruitment and retention problems. When the high costs associated with turnover and the problems caused by perceptions of unfairness and inequity are taken into account, the benefits of reallocations appear to outweigh the initial costs incurred. Consequently, failure to reallocate these positions could result in a higher cost to the State in the long run.

A reallocation can be defined as a position changing from one salary group to a different, usually higher, salary group. Reallocations are based on labor market data and function to bring the salaries of those positions whose salaries are significantly behind the external labor market in line with comparable positions within the market.

The 61 classes should be reallocated to higher salary groups because of indications that the current salary group allocation is too low. These indications include:

- Market survey data showing the State's classified salaries are significantly below the market.
- High turnover rate, particularly if a large percentage of the turnover is reportedly due to inadequate salary.
- Low- or non-utilization of the lower levels of a class series.
- Internal inequities between class series in the Plan.

Section 2:

## Add New Classes to Accommodate New Duties and Functions

In order to consolidate multiple, similar class series into a single, more general class series and to describe new job functions not adequately captured within the current Plan, 113 new classes should be added to the Plan. There are no direct costs associated with the creation of additional classes, although some of the additions are dependent upon the deletion of other positions, which may have a fiscal impact. Although our aim has been to reduce the number of classes within the Plan overall, these additions will provide for greater consistency in pay across state agencies and ensure the Plan better reflects the labor market and needs of state agencies.

Section 3:

## Reduce the Number of Unutilized, Underutilized, or Redundant Classes

In order to reduce the number of unutilized, underutilized, or redundant classes, 818 classes should be deleted from the Plan. The estimated increase in salary costs to implement all of the recommended deletions would range from \$316,377 to \$2,662,417 for the biennium. This is due to the reclassification of employees in deleted classes to other classes in which there is a change in salary group. Our recommendations will function to enhance the usability and flexibility of the Plan for its users and increase salary consistency across state agencies.

These classes should be deleted because:

- The Plan currently contains classes whose duties overlap or duplicate those of other classes. In these instances, we have recommended the consolidation of several class series into a single, general class series, which can be readily used by all state agencies.
- There are classes that are either no longer used or are occupied by only a few incumbents. Some of these positions have no or low utilization due to obsolescence of the work being performed; others are classified in salary groups that are not competitive with the market.

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

Section 4:

## Revise Outdated and Inconsistent Class Titles

In order to ensure the State's class titles are flexible and user friendly, 91 class titles should be changed within the Plan. By recommending class title changes, we are attempting to accomplish the following:

- To better describe the functions of a class or class series whose current title(s) do not accurately convey the duties being performed, or do not accurately reflect current industry terminology
- To create title consistency within the class series

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

Section 5:

## Group Classes According to Function and in a Logical Order

In order to ensure that all classes are properly grouped according to function and to address class-numbering inconsistencies, 171 class numbers should be changed within the Plan. The changes recommended, at no cost to the State, will serve to establish a logical grouping of classes according to function and enhance the overall consistency and usability of the Plan.

Section 6:

## Create a Manager and Director Class Series

One of the most significant Plan recommendations involves the creation of a general Manager and Director series in which all levels of the series would be available for all agencies' use. The creation of these series would allow the deletion of over 300 agency-specific Manager and Director class titles. In addition, the creation of these series would provide the State needed flexibility to retain critical knowledge and experience of management personnel.

The proposed Manager class series will encompass those positions that have responsibility for daily operations for an agency's program(s), while the Director class series will address those positions that have the responsibility for strategic operations and planning.

The House Appropriations Committee staff will be proposing rider language options to address appropriate controls over agencies' use of these titles, including whether salaries of positions classified in these series can exceed the salaries of their Executive Directors.

Section 7:

## Modify Salary Schedule C

To address possible salary inequities and internal inconsistencies between law enforcement and other management positions, our Office is recommending modifying the C10 range so that the maximum salary would mirror the maximum salary of B15. The recommended salary range for C10 is \$49,100 - \$62,517.

Salary Schedule C was designed to achieve salary parity among commissioned law enforcement officers at the Department of Public Safety, Department of Criminal Justice, Parks and Wildlife Department, and Alcoholic Beverage Commission. However, with the Manager and Director class series recommendation, concerns were expressed that salary inequities and internal inconsistencies would be created among managerial positions within Salary Schedule C and those in Salary Schedule B. The modification to the schedule was recommended and all the law enforcement agencies concurred in implementing the change.

Section 8:

## Review of Professional Information Technology Positions

Due to the high demand and limited supply of employees in the information technology area, it has become increasingly difficult for the State to recruit and retain professional information technology staff. This has become a serious issue, not only for the State, but for the private sector as well. Likewise, it has become increasingly more difficult to recruit and retain such employees not only at the local and state levels, but also on a national and global scale. Agencies within the State have expressed extreme concern about this issue, and our Office has been working closely with both state agencies and the legislative bodies in implementing possible solutions.

Unfortunately, the problem is expected to persist, and demand for information technology staff is expected to increase significantly in the coming years. While there are a number of ways to assist in addressing this difficult issue, there is no easy solution. However, our Office believes that three steps must be taken to place the State in a better position, in relation to the market, and enable it to more effectively deal with this issue. These three steps include:

- Allowing agencies to exceed the salary cap on merits and promotions for information technology professionals for the current biennium
- Reallocating selected information technology classes to higher salary groups
- Granting an across-the-board increase for all state employees so that state salaries are more in line with the market.

Only the cumulative effect of these three actions will place the State in a more realistic position compared to the market.

Section 9:

## Review of Investment Professionals

In November 1996, the State Auditor's Office issued *A Review of Controls over Investment Practices at Six Major State Investing Entities* (SAO Report No. 97-014). Several recommendations regarding the compensation of investment professionals were made. Specifically, the report recommended, "that the Legislature consider contracting with an expert to evaluate the job design and compensation systems used for the State's investment professionals. The study should make recommendations to improve the State's ability to attract and retain highly qualified investment professionals, considering the equitability of compensation levels of responsibility both internally and in comparison to the external market."

Since the Legislature has not had an opportunity to consider this issue, nor contract with an expert to evaluate a compensation system for investment professionals, our Office has made recommendations within the Plan to further address compensation issues. While our Office addressed only base salary, the Legislature may still want to study performance based salary incentives.



Class titles available in a wide range of salary groups are recommended to address some of the professional investment positions. The three recommended series addressing this specialty are the Investment Analyst series, the Portfolio Manager series, and the Investment Fund Director series. Each agency will have the discretion to place their positions, as with all general class series in the Plan, at the level in the series that is most appropriate for the assigned duties and responsibilities. It is considered appropriate for salaries of positions classified in these series to exceed the Executive Director's salary in certain situations.

In reviewing the State's investment professional, it was difficult to obtain comparable market data. It is anticipated that the Teacher Retirement System will either participate in a salary survey for investment professionals, in which the results will be shared with the agency, or explore the possibility of contracting with a consultant firm to conduct a study of agency investment professionals. Once the market data becomes available to our Office for analysis, our recommendations for these series may be modified to reflect current market data.

Section 10:

## Review of the Purchaser Class Series

In accordance with Senate Bill 1752, we reviewed the compensation levels and career paths of the Purchaser class series in order to study compensation issues involving this series. This review indicates that market data does not support the reallocation of the Purchaser class series. The compensation levels are in line with the labor market, and the full use of salary ranges and classification levels can ensure career growth and development. Career paths are inherent within the Classification Plan and the Purchaser class series. The use of the Program Administrator class series and proposed Manager and Director class series would be appropriate for individuals who are administrating, managing, or directing a purchasing program.

Market data, turnover rates, and the use of the salary ranges and levels for the Purchaser class series were reviewed. The compensation levels for the Purchaser class series is competitive with prevailing labor market rates. The turnover rate for the Purchaser class series was 10.98 percent in fiscal year 1997 compared to the overall State rate of 14.27 percent. According to an article published in the June 1996 issue of *Personnel Journal*, a 10 percent turnover is considered ideal, 20 percent is average, and 35 percent is indicative of real organizational problems. Additionally, the turnover rate due to inadequate salaries was only 7.0 percent. Finally, agencies currently are not fully using the salary ranges for the Purchaser class series. The majority of employees are within the first and second quartile of the salary ranges and are at the first and second levels within the class series. Complete use of the full salary range and the levels within the series will better recognize the increased level of responsibility and accountability given to state agency purchasing personnel.

Our Office will work with the General Services Commission's advisory committee on procurement, once established, to further study outstanding classification and compensation issues involving the Purchaser class series.

Appendix 1:

## Summary of Number of Recommended Changes by Occupational Category

Category	Original Classes	Reallocations	New Classes	Deletions	Title Changes	Class No. Changes	Rec. Classes
Accounting, Auditing, and Finance	141	8	19	105	6	4	55
Administrative Support	25	0	1	5	2	2	21
Criminal Justice	35	3	2	2	1	1	35
Custodial and Domestic	36	0	0	3	5	3	33
Education	19	0	3	19	0	0	3
Employment	25	0	0	6	0	9	19
Engineering and Design	42	0	3	7	0	15	38
Human Resources	16	0	0	4	0	1	12
Information Technology	48	14	3	8	0	11	43
Inspectors and Investigators	22	0	0	0	5	0	22
Insurance	20	0	4	6	0	5	18
Land Surveying, Appraising, and Utilities	18	1	0	1	0	0	17
Law Enforcement	81	0	5	25	5	0	61
Legal	161	3	22	136	4	14	47
Library	21	13	0	1	0	0	20
Maintenance	54	1	0	5	20	8	49
Medical and Health	124	12	18	33	14	21	109
Natural Resources	60	6	3	18	6	1	45
Office Services	21	0	6	11	0	4	16
Planning, Research, and Statistics	24	0	4	5	0	12	23
Procedures and Information	54	0	3	38	0	12	19
Program Management	345	0	11	330	0	0	26
Property Management	20	0	0	8	2	0	12
Public Safety	47	0	0	9	1	20	38
Safety	20	0	4	7	0	9	17
Social Services/MHMR	128	0	2	26	20	19	104
<b>TOTALS</b>	<b>1607</b>	<b>61</b>	<b>113</b>	<b>818</b>	<b>91</b>	<b>171</b>	<b>902</b>

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

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

## Administrative Support

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	0005	A4	Switchboard Operator	<b>0004</b>	A4	<b>Switchboard Operator I</b>
	0006	A5	Switchboard Operator/Receptionist	0006	A5	<b>Switchboard Operator II</b>
	0008	A6	Switchboard Operator Supervisor	0008	A6	Switchboard Operator Supervisor
	0051	A2	Clerk I	0051	A2	Clerk I
	0053	A4	Clerk II	0053	A4	Clerk II
	0055	A6	Clerk III	0055	A6	Clerk III
	0057	A8	Clerk IV	0057	A8	Clerk IV
				<b>0059</b>	<b>A10</b>	<b>Clerk V</b>
	0063	A7	Clerical Supervisor I			
	0065	A9	Clerical Supervisor II			
	0067	A11	Clerical Supervisor III			
	0131	A5	Secretary I	0131	A5	Secretary I
	0133	A6	Secretary II	0133	A6	Secretary II
	0135	A7	Secretary III	0135	A7	Secretary III
	0138	A9	Secretary IV	<b>0137</b>	A9	Secretary IV
	0147	A6	Word Processing Operator I	0147	A6	Word Processing Operator I
	0148	A8	Word Processing Operator II	0148	A8	Word Processing Operator II
	0149	A10	Word Processing Operator III	0149	A10	Word Processing Operator III
	0150	A8	Administrative Technician I	0150	A8	Administrative Technician I
	0152	A11	Administrative Technician II	0152	A11	Administrative Technician II
	0154	A13	Administrative Technician III	0154	A13	Administrative Technician III
	0156	A15	Administrative Technician IV	0156	A15	Administrative Technician IV
	0160	B9	Executive Assistant I	0160	B9	Executive Assistant I
	0162	B11	Executive Assistant II	0162	B11	Executive Assistant II
201	A017	B15	Administrative Assistant, Supreme Court			
323	E071	B16	Executive Assistant, Teacher Retirement System			

## Information Technology

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	0201	A4	Data Entry Operator I	0201	A4	Data Entry Operator I
	0203	A6	Data Entry Operator II	0203	A6	Data Entry Operator II
	0205	A8	Data Entry Operator III	0205	A8	Data Entry Operator III
	0206	A10	Data Entry Operator IV	<b>0207</b>	A10	Data Entry Operator IV
	0216	A5	ADP Record Control Clerk I	0216	A5	ADP Record Control Clerk I
	0218	A7	ADP Record Control Clerk II	0218	A7	ADP Record Control Clerk II
	0220	A9	ADP Record Control Clerk III	0220	A9	ADP Record Control Clerk III
	0221	A7	ADP Equipment Operator I	0221	A7	ADP Equipment Operator I
	0223	A9	ADP Equipment Operator II	0223	A9	ADP Equipment Operator II
	0225	A11	ADP Equipment Operator III	0225	A11	ADP Equipment Operator III
	0227	A14	ADP Equipment Operator IV	0227	A14	ADP Equipment Operator IV
	0233	B8	ADP Supervisor I	0233	B8	ADP Supervisor I
	0234	B10	ADP Supervisor II	0234	B10	ADP Supervisor II
	0235	A10	Systems Support Specialist I	0235	A10	Systems Support Specialist I
	0236	A12	Systems Support Specialist II	0236	A12	Systems Support Specialist II
	0237	A14	Systems Support Specialist III	0237	A14	Systems Support Specialist III
	0238	A16	Systems Support Specialist IV	0238	A16	Systems Support Specialist IV
	0239	B4	Programmer I	0239	<b>B6</b>	Programmer I
	0240	B6	Programmer II	0240	<b>B8</b>	Programmer II
	0241	B8	Programmer III	0241	<b>B10</b>	Programmer III
	0242	B10	Programmer IV	0242	<b>B12</b>	Programmer IV
	0243	B12	Programmer V	0243	<b>B14</b>	Programmer V
	0248	B15	Programmer VI	<b>0244</b>	<b>B16</b>	Programmer VI
	0251	B10	Programmer Analyst I			
	0252	B12	Programmer Analyst II			
	0253	B13	Programmer Analyst III			
	0260	B8	Systems Analyst I	<b>0254</b>	B8	Systems Analyst I
	0262	B10	Systems Analyst II	<b>0255</b>	B10	Systems Analyst II
	0264	B12	Systems Analyst III	<b>0256</b>	B12	Systems Analyst III
	0266	B13	Systems Analyst IV	<b>0257</b>	<b>B14</b>	Systems Analyst IV
	0267	B15	Systems Analyst V	<b>0258</b>	<b>B16</b>	Systems Analyst V
450	A024	B10	Applications Analyst, Savings and Loan Department			
455	S118	B15	Systems Analyst, Railroad Commission			
	0268	B10	Systems Programmer I			

## Information Technology

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	0269	B12	Systems Programmer II			
	0270	B13	Systems Programmer III			
	0277	B8	Data Base Administrator I	<b>0271</b>	B8	Data Base Administrator I
	0278	B10	Data Base Administrator II	<b>0272</b>	B10	Data Base Administrator II
	0279	B12	Data Base Administrator III	<b>0273</b>	B12	Data Base Administrator III
	0280	B13	Data Base Administrator IV	<b>0274</b>	<b>B14</b>	Data Base Administrator IV
				<b>0275</b>	<b>B16</b>	<b>Data Base Administrator V</b>
	0281	B4	Telecommunications Specialist I	0281	<b>B6</b>	Telecommunications Specialist I
	0282	B6	Telecommunications Specialist II	0282	<b>B8</b>	Telecommunications Specialist II
	0283	B8	Telecommunications Specialist III	0283	<b>B10</b>	Telecommunications Specialist III
	0284	B10	Telecommunications Specialist IV	0284	<b>B12</b>	Telecommunications Specialist IV
	0285	B12	Telecommunications Specialist V	0285	<b>B14</b>	Telecommunications Specialist V
	0287	B8	Network Specialist I	0287	B8	Network Specialist I
	0288	B10	Network Specialist II	0288	B10	Network Specialist II
	0289	B12	Network Specialist III	0289	B12	Network Specialist III
				<b>0290</b>	<b>B14</b>	<b>Network Specialist IV</b>
				<b>0291</b>	<b>B16</b>	<b>Network Specialist V</b>

## Office Services

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
				0330	A7	Printing Services Technician I
				0331	A9	Printing Services Technician II
				0332	A11	Printing Services Technician III
				0333	A13	Printing Services Technician IV
				0334	A15	Printing Services Technician V
				0335	A16	Printing Services Technician VI
	0308	A5	Duplicating Machine Operator I			
	0309	A9	Duplicating Machine Operator II			
	0309	A9	Printing Technician I			
	0310	A11	Printing Technician II			
	0311	A13	Printing Technician III			
	0312	A15	Printing Technician IV			
	0313	A16	Printing Technician V			
	0321	A5	Bindery Technician I			
	0322	A7	Bindery Technician II			
	0323	A9	Bindery Technician III			
	0324	A11	Bindery Technician IV			
	0340	A6	Microfilm Camera Operator I	0340	A6	Microfilm Camera Operator I
	0341	A8	Microfilm Camera Operator II	0341	A8	Microfilm Camera Operator II
	0343	A9	Micrographics Technician I	0350	A9	Micrographics Technician I
	0344	A11	Micrographics Technician II	0352	A11	Micrographics Technician II
	0346	A13	Micrographics Technician III	0354	A13	Micrographics Technician III
	0347	A15	Micrographics Technician IV	0356	A15	Micrographics Technician IV
	0361	A10	Photographer I	0361	A10	Photographer I
	0363	A12	Photographer II	0363	A12	Photographer II
	0365	A14	Photographer III	0365	A14	Photographer III
	0367	A16	Photographer IV	0367	A16	Photographer IV

## Planning, Research, and Statistics

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	0515	B8	Planning Assistant	0515	B8	Planning Assistant
	0516	B9	Planner I	0516	B9	Planner I
	0517	B11	Planner II	0517	B11	Planner II
	0518	B12	Planner III	0518	B12	Planner III
	0519	B13	Planner IV	0519	B13	Planner IV
327	A096	B16	Administrative Assistant for Research and Planning, Employees Retirement System			
	0540	A11	Research Assistant I	0540	A11	Research Assistant I
	0542	A13	Research Assistant II	0542	A13	Research Assistant II
	0544	B7	Research Specialist I	<b>0600</b>	B7	Research Specialist I
	0546	B9	Research Specialist II	<b>0602</b>	B9	Research Specialist II
	0548	B10	Research Specialist III	<b>0604</b>	B10	Research Specialist III
	0552	B11	Research Specialist IV	<b>0606</b>	B11	Research Specialist IV
	0554	B13	Research Specialist V	<b>0608</b>	B13	Research Specialist V
	1801	A4	Statistical Clerk I			
	1802	A6	Statistical Clerk II			
	1803	A8	Statistical Clerk III			
	1811	B1	Statistician I	<b>0620</b>	B1	Statistician I
	1812	B4	Statistician II	<b>0622</b>	B4	Statistician II
	1813	B7	Statistician III	<b>0624</b>	B7	Statistician III
	1816	B9	Statistician IV	<b>0626</b>	B9	Statistician IV
	1250	B8	Economist I	<b>0640</b>	B8	Economist I
	1252	B10	Economist II	<b>0642</b>	B10	Economist II
	1254	B12	Economist III	<b>0644</b>	B12	Economist III
475	S144	B16	Senior Economist, Office of Public Utility Counsel			
				<b>0660</b>	B15	Governor's Advisor I
				<b>0662</b>	B18	Governor's Advisor II
				<b>0664</b>	B20	Governor's Advisor III
				<b>0666</b>	B21	Governor's Advisor IV



## Education

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
				0810	A6	Teacher Aide I
				0812	A9	Teacher Aide II
				0814	A13	Teacher Aide III
694	T024	A6	Teacher Aide I, Youth Commission			
694	T039	A9	Teacher Aide II, Youth Commission			
694	T040	A13	Teacher Aide III, Youth Commission			
655	T010	B4	Principals, Teachers, Supervisors & Coaches I, Department of Mental Health and Mental Retardation			
655	T041	B8	Principals, Teachers, Supervisors & Coaches II, Department of Mental Health and Mental Retardation			
694	T014	B4	Principals, Teachers, Supervisors & Coaches I, Youth Commission			
694	T038	B7	Principals, Teachers, Supervisors & Coaches II, Youth Commission			
694	T035	B11	Principals, Teachers, Supervisors & Coaches III, Youth Commission			
694	T036	B15	Principals, Teachers, Supervisors & Coaches IV, Youth Commission			
771	T021	B1	Principals, Teachers, Supervisors. & Coaches I, School for the Blind & Visually Impaired			
771	T042	B5	Principals, Teachers, Supervisors. & Coaches II, School for the Blind & Visually Impaired			
771	T043	B9	Principals, Teachers, Supervisors. & Coaches III, School for the Blind & Visually Impaired			
771	T044	B13	Principals, Teachers, Supervisors. & Coaches IV, School for the Blind & Visually Impaired			
771	T045	B16	Principals, Teachers, Supervisors. & Coaches V, School for the Blind & Visually Impaired			
772	T023	B1	Principals, Teachers, Supervisors. & Coaches I, School for the Deaf			
772	T046	B5	Principals, Teachers, Supervisors. & Coaches II, School for the Deaf			

## Education

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
772	T047	B9	Principals, Teachers, Supervisors. & Coaches III, School for the Deaf			
772	T048	B13	Principals; Teachers; Supervisors & Coaches IV, School for the Deaf			
772	T049	B17	Principals, Teachers, Supervisors. & Coaches V, School for the Deaf			

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1001	A4	Accounting Clerk I			
	1002	A6	Accounting Clerk II			
	1003	A8	Accounting Clerk III			
	1004	A10	Accounting Clerk IV			
	1010	B3	Accountant I	1010	B3	Accountant I
	1012	B5	Accountant II	1012	B5	Accountant II
	1014	B8	Accountant III	1014	B8	Accountant III
	1016	B9	Accountant IV	1016	B9	Accountant IV
	1018	B11	Accountant V	1018	B11	Accountant V
	1020	B12	Accountant VI	1020	B12	Accountant VI
	1022	B13	Accountant VII	1022	B13	Accountant VII
475	D769	B16	Chief Regulatory Accountant, Office of Public Utility Counsel			
	1040	B4	Auditor I	1040	<b>B5</b>	Auditor I
	1042	B6	Auditor II	1042	<b>B7</b>	Auditor II
	1044	B8	Auditor III	1044	<b>B9</b>	Auditor III
	1046	B10	Auditor IV	1046	<b>B11</b>	Auditor IV
	1048	B12	Auditor V	1048	<b>B13</b>	Auditor V
	1049	B13	Auditor VI	<b>1050</b>	<b>B15</b>	Auditor VI
304	A559	B5	Auditor I, Comptroller of Public Accounts			
304	A558	B7	Auditor II, Comptroller of Public Accounts			
304	A557	B9	Auditor III, Comptroller of Public Accounts			
304	A556	B13	Auditor IV, Comptroller of Public Accounts			
304	A555	B15	Audit Supervisor, Comptroller of Public Accounts			
305	A071	B15	Auditor I, General Land Office			
305	A072	B16	Auditor II, General Land Office			
305	A073	B17	Auditor III, General Land Office			
	1059	B3	Taxpayer Compliance Officer I	1059	B3	Taxpayer Compliance Officer I
	1060	B4	Taxpayer Compliance Officer II	1060	B4	Taxpayer Compliance Officer II
	1061	B6	Taxpayer Compliance Officer III	1061	B6	Taxpayer Compliance Officer III
				<b>1062</b>	<b>B8</b>	<b>Taxpayer Compliance Officer IV</b>
				<b>1063</b>	<b>B10</b>	<b>Taxpayer Compliance Officer V</b>
	1073	B3	Accounts Examiner I	1073	B3	Accounts Examiner I
	1074	B5	Accounts Examiner II	1074	B5	Accounts Examiner II
	1075	B7	Accounts Examiner III	1075	B7	Accounts Examiner III
	1076	B9	Accounts Examiner IV	1076	B9	Accounts Examiner IV

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1077	B10	Accounts Examiner V	1077	B10	Accounts Examiner V
				1080	B11	Financial Analyst I
				1082	B13	Financial Analyst II
				1084	B15	Financial Analyst III
450	S096	B11	Supervisory Analyst I, Savings and Loan Department			
450	S113	B13	Supervisory Analyst II, Savings and Loan Department			
451	C124	B13	Corporate Analyst I, Department of Banking			
451	F006	B13	Financial Analyst I, Department of Banking			
451	C125	B15	Corporate Analyst II, Department of Banking			
451	F007	B15	Financial Analyst II, Department of Banking			
	1091	B5	Assistant State Auditor I			
	1092	B7	Assistant State Auditor II			
	1093	B9	Assistant State Auditor III			
	1097	B11	Assistant State Auditor IV			
	1098	B13	Assistant State Auditor V			
	1099	B15	Assistant State Auditor VI			
				1100	B5	Financial Examiner I
				1102	B7	Financial Examiner II
	1260	B8	Financial Examiner I	1104	B9	Financial Examiner III
	1262	B11	Financial Examiner II	1106	B11	Financial Examiner IV
	1264	B13	Financial Examiner III	1108	B13	Financial Examiner V
				1110	B15	Financial Examiner VI
				1112	B17	Financial Examiner VII
451	A261	B3	Assistant Examiner I, Department of Banking			
466	A091	B3	Assistant Examiner I, Consumer Credit Commission			
469	A108	B3	Assistant Credit Union Examiner, Credit Union Department			
451	A262	B4	Assistant Examiner II, Department of Banking			
466	A092	B4	Assistant Examiner II, Consumer Credit Commission			
450	A106	B5	Assistant Examiner I, Savings and Loan Department			
469	C306	B5	Credit Union Examiner, Credit Union Department			
451	A004	B6	Accounts Examiner I, Department of Banking			
466	A228	B6	Assistant Examiner III, Consumer Credit Commission			

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
450	A107	B7	Assistant Examiner II, Savings and Loan Department			
451	A226	B7	Assistant Examiner III, Department of Banking			
451	A005	B8	Accounts Examiner II, Department of Banking			
451	S068	B8	Senior Assistant Examiner, Department of Banking			
466	S075	B8	Senior Assistant Examiner, Consumer Credit Commission			
469	S083	B8	Senior Credit Union Examiner, Credit Union Department			
450	S082	B9	Assistant Examiner III, Savings and Loan Department			
451	A007	B10	Accounts Examiner III, Department of Banking			
469	P084	B10	Principal Credit Union Examiner, Credit Union Department			
450	E023	B11	Examiner I, Savings and Loan Department			
451	E013	B11	Examiner I, Department of Banking			
466	E066	B11	Examiner I, Consumer Credit Commission			
469	P098	B12	Problem Case Officer, Credit Union Department			
450	E024	B13	Examiner II, Savings and Loan Department			
451	E014	B13	Examiner II, Department of Banking			
454	E093	B13	Examiner Specialist I, Department of Insurance			
466	E067	B13	Examiner II, Consumer Credit Commission			
469	S098	B13	Supervisory Credit Union Examiner, Credit Union Department			
450	E025	B15	Examiner III, Savings and Loan Department			
451	E015	B15	Examiner III, Department of Banking			
454	E112	B15	Examiner Specialist II, Department of Insurance			
466	E068	B15	Examiner III, Consumer Credit Commission			
450	S114	B16	Senior Examiner, Savings and Loan Department			
451	S260	B16	Senior Examiner, Department of Banking			
454	E113	B16	Examiner Specialist III, Department of Insurance			
466	S073	B16	Senior Examiner, Consumer Credit Commission			
450	A081	B17	Assistant Departmental Examiner, Savings and Loan Department			
451	R110	B17	Review Examiner, Department of Banking			
454	E114	B18	Examiner Specialist IV, Department of Insurance			

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1120	B6	EDP Audit Specialist I			
	1121	B8	EDP Audit Specialist II			
	1122	B10	EDP Audit Specialist III			
	1123	B12	EDP Audit Specialist IV			
	1124	B13	EDP Audit Specialist V			
	1130	B10	Investment Officer I	1130	B10	Investment Analyst I
	1131	B12	Investment Officer II	1131	B12	Investment Analyst II
	1132	B13	Investment Officer III	1132	B14	Investment Analyst III
323	Q001	B13	Quantitative Analyst, Teacher Retirement System			
323	S071	B16	Senior Analyst I, Teacher Retirement System			
323	S163	B17	Senior Analyst II, Teacher Retirement System			
				1140	B14	Portfolio Manager I
				1142	B16	Portfolio Manager II
				1144	B18	Portfolio Manager III
				1150	B18	Investment Fund Director I
				1152	B20	Investment Fund Director II
				1154	B22	Investment Fund Director III
323	A049	B16	Assistant Portfolio Manager, Teacher Retirement System			
323	B026	B18	Bond Portfolio Manager, Teacher Retirement System			
323	E039	B18	Research Manager, Teacher Retirement System			
323	R004	B18	Asset Manager I, Teacher Retirement System			
323	S051	B18	Equity Portfolio Manager, Teacher Retirement System			
327	A425	B18	Portfolio Manager, Employees Retirement System			
323	A160	B19	Asset Manager II, Teacher Retirement System			
323	A275	B20	Investment Officer, Equities, Teacher Retirement System			
323	A278	B20	Investment Officer, Fixed Income, Teacher Retirement System			
323	C028	B20	Chief Asset Manager, Teacher Retirement System			
323	D031	B21	Director of Real Estate, Teacher Retirement System			
323	D129	B21	Director of Equities, Teacher Retirement System			
323	D143	B21	Director of Fixed Income, Teacher Retirement System			
	1155	B6	Budget Analyst I	1155	B6	Budget Analyst I

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1156	B9	Budget Analyst II	1156	B9	Budget Analyst II
	1157	B11	Budget Analyst III	1157	B11	Budget Analyst III
	1158	B13	Budget Analyst IV	1158	B13	Budget Analyst IV
				1160	B14	Equity Trader I
				1161	B16	Equity Trader II
				1162	B18	Equity Trader III
323	E072	B16	Equity Trader, Teacher Retirement System			
323	C015	B18	Chief Equity Trader, Teacher Retirement System			
				1165	B22	Chief Investment Officer
323	C380	B22	Chief Investment Officer, Teacher Retirement System			
	1192	A11	Claims Officer I			
	1193	A13	Claims Officer II			
	1194	A15	Claims Officer III			
	1195	A17	Claims Officer IV			
	1209	B6	Management Auditor I			
	1211	B7	Management Auditor II			
	1213	B9	Management Auditor III			
	1215	B11	Management Auditor IV			
	1217	B13	Management Auditor V			
	1220	B5	Internal Auditor I			
	1222	B7	Internal Auditor II			
	1224	B9	Internal Auditor III			
	1226	B11	Internal Auditor IV			
	1228	B12	Internal Auditor V			
	1230	B13	Internal Auditor VI			
455	I109	B15	Internal Auditor, Railroad Commission			
580	D770	B15	Internal Auditor, Water Development Board			
362	L019	B18	Internal Auditor, Lottery Commission			
	1240	A9	Reimbursement Officer I	1240	A9	Reimbursement Officer I
	1242	A11	Reimbursement Officer II	1242	A11	Reimbursement Officer II
	1244	A13	Reimbursement Officer III	1244	A13	Reimbursement Officer III
	1246	A15	Reimbursement Officer IV	1246	A15	Reimbursement Officer IV

## Accounting, Auditing, and Finance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1248	A17	Reimbursement Officer V	1248	A17	Reimbursement Officer V



## Inspectors and Investigators

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

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1550	B8	Staff Services Officer I	1550	B8	Staff Services Officer I
	1551	B10	Staff Services Officer II	1551	B10	Staff Services Officer II
	1552	B11	Staff Services Officer III	1552	B11	Staff Services Officer III
	1553	B12	Staff Services Officer IV	1553	B12	Staff Services Officer IV
	1554	B13	Staff Services Officer V	1554	B13	Staff Services Officer V
	1563	B9	Program Administrator I	1563	B9	Program Administrator I
	1564	B10	Program Administrator II	1564	B10	Program Administrator II
	1565	B11	Program Administrator III	1565	B11	Program Administrator III
	1566	B12	Program Administrator IV	1566	B12	Program Administrator IV
	1567	B13	Program Administrator V	1567	B13	Program Administrator V
	1570	B9	Program Specialist I	1570	B9	Program Specialist I
	1571	B10	Program Specialist II	1571	B10	Program Specialist II
	1572	B11	Program Specialist III	1572	B11	Program Specialist III
	1573	B12	Program Specialist IV	1573	B12	Program Specialist IV
	1574	B13	Program Specialist V	1574	B13	Program Specialist V
				<b>1575</b>	<b>B15</b>	<b>Program Specialist VI</b>
	1590	B8	Area Manager I			
	1591	B9	Area Manager II			
	1592	B10	Area Manager III			
	1593	B11	Area Manager IV			
	1594	B12	Area Manager V			
				1600	B13	Manager I
				1601	B14	Manager II
				1602	B15	Manager III
				1603	B16	Manager IV
				1604	B17	Manager V
				1620	B17	Director I
				1621	B18	Director II
				1622	B19	Director III
				1623	B20	Director IV
				1624	B21	Director V
312	D237	B11	Assistant Director I, Securities Board			
401	D016	B11	Director, Fire/Crash Rescue Operations, Adjutant General			
225	E232	B12	Executive Assistant, Fifth Court of Appeals			
312	D239	B13	Assistant Director II, Securities Board			
347	D021	B13	Deputy Director, Public Finance Authority			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
458	M020	B13	Marketing Practices Supervisor, Alcoholic Beverage Commission			
501	D220	B13	Exempt I, Department of Health			
694	A293	B13	Assistant Superintendent, Youth Commission			
312	D240	B14	Assistant Director III, Securities Board			
318	A200	B14	Assistant Director of Programs, Commission for the Blind			
318	D227	B14	Director of Consumer Relations, Commission for the Blind			
318	D228	B14	Director of Criss Cole Rehabilitation Center, Commission for the Blind			
323	T029	B14	Team Leader, Data Management, Teacher Retirement System			
324	A088	B14	Exempt I, Department of Human Services			
329	A105	B14	Assistant Administrator, Real Estate Commission			
344	A193	B14	Director of Enforcement, Commission on Human Rights			
362	A167	B14	Assistant Director for Bingo Operations, Lottery Commission			
362	L029	B14	Lottery Operations Supervisor, Lottery Commission			
362	L035	B14	Lottery Security Supervisor, Lottery Commission			
362	L039	B14	Lottery Financial Administration Supervisor, Lottery Commission			
405	C003	B14	Chief Inspector, Department of Public Safety			
405	C008	B14	State Coordinator of Emergency Management, Department of Public Safety			
450	S246	B14	Chief Administrative Officer, Savings and Loan Department			
457	D210	B14	Director of Administrative Services/Chief Financial Officer, Board of Public Accountancy			
458	A094	B14	Assistant Director of Auditing and Tax Reporting, Alcoholic Beverage Commission			
458	A099	B14	Assistant Chief of Enforcement, Alcoholic Beverage Commission			
458	D524	B14	Division Director, Alcoholic Beverage Commission			
469	D211	B14	Director of Examination, Credit Union Department			
469	D212	B14	Director of Supervision, Credit Union Department			
469	D213	B14	Director of Finance/Operation, Credit Union Department			
501	A426	B14	Exempt II, Department of Health			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
530	D269	B14	Director I, Department of Protective and Regulatory Services			
592	A112	B14	Assistant Executive Director for District Programs, Soil and Water Conservation Board			
592	A113	B14	Assistant Executive Director for Administration, Soil and Water Conservation Board			
601	D260	B14	Director I, Department of Transportation			
655	A149	B14	Assistant Superintendent - Administration State Hospitals, Department of Mental Health and Mental Retardation			
696	A171	B14	Assistant Director I, Department of Criminal Justice			
301	E011	B15	Exempt I, Governor's Office			
305	D032	B15	Director I, General Land Office			
320	P175	B15	Program Director I, Workforce Commission			
323	T030	B15	Team Leader, Member Relations, Teacher Retirement System			
324	A087	B15	Exempt II, Department of Human Services			
330	R021	B15	Regional Director, Rehabilitation Commission			
333	D200	B15	Director, Office of State-Federal Relations			
405	A001	B15	Assistant Chief, Traffic Law Enforcement, Department of Public Safety			
405	A002	B15	Assistant Chief, Criminal Law Enforcement, Department of Public Safety			
405	A294	B15	Assistant Chief, Texas Rangers, Department of Public Safety			
405	C001	B15	Assistant Chief, Administration (Information Resources), Department of Public Safety			
405	C002	B15	Assistant Chief, Administration (Crime Records), Department of Public Safety			
405	C050	B15	Chief of Finance, Department of Public Safety			
405	C060	B15	Assistant Chief, Administration (Staff Services), Department of Public Safety			
405	C061	B15	Assistant Chief, Administration (Driver & Vehicle), Department of Public Safety			
405	G010	B15	Assistant Chief, Legal Services, Department of Public Safety			
411	C053	B15	Chief Engineer, Commission on Fire Protection			
411	D040	B15	Director of Support Services, Commission on Fire Protection			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
411	E062	B15	Director of Standards, Commission on Fire Protection			
451	A157	B15	Assistant Director I, Department of Banking			
454	M021	B15	Managerial Technical Executive I, Department of Insurance			
455	A134	B15	Assistant District Director, Railroad Commission			
455	A252	B15	Assistant Division Director, Railroad Commission			
458	C085	B15	Director, Audit-Tax Reporting, Alcoholic Beverage Commission			
458	C090	B15	Chief, Enforcement-Market Practice, Alcoholic Beverage Commission			
460	D287	B15	Director of Regulation, Board of Professional Engineers			
473	S168	B15	Specialist I, Public Utilities Commission			
480	D757	B15	Director, Department of Economic Development			
517	A101	B15	Associate Director, Commission on Alcohol & Drug Abuse			
517	D179	B15	Assistant Deputy, Commission of Alcohol and Drug Abuse			
526	D062	B15	Director of Engineering, Low-Level Radioactive Waste Disposal Authority			
526	F024	B15	Fiscal Director, Low-Level Radioactive Waste Disposal Authority			
530	D242	B15	Internal Auditor, Department of Protective and Regulatory Services			
530	D268	B15	Director II, Department of Protective and Regulatory Services			
580	A169	B15	Assistant Division Director, Water Development Board			
582	M014	B15	Manager, Natural Resource Conservation Commission			
582	T025	B15	Technical Specialist, Natural Resource Conservation Commission			
601	D255	B15	Director II, Department of Transportation			
655	D158	B15	Director I, Department of Mental Health and Mental Retardation			
655	S167	B15	Superintendent I, Department of Mental Health and Mental Retardation			
694	S200	B15	Superintendent, Youth Commission			
696	A170	B15	Assistant Director II, Department of Criminal Justice			
809	A032	B15	Assistant Director, State Preservation Board			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
302	A014	B16	Assistant Group Manager, Office of Attorney General			
302	R025	B16	Regional Administrators for Child Support, Office of Attorney General			
303	D191	B16	Director I, General Services Commission			
303	S210	B16	Senior Network Design Engineer and Chief Technologist, General Services Commission			
303	T050	B16	Telecommunications Operation Manager, General Services Commission			
304	D263	B16	Director of Cash Management, Comptroller of Public Accounts			
304	D270	B16	Director of Unclaimed Property, Comptroller of Public Accounts			
304	D271	B16	Director of Rapid Deposit, Comptroller of Public Accounts			
304	D272	B16	Director of Facilities, Services and Purchasing, Comptroller of Public Accounts			
304	D274	B16	Director of Trust and Operations, Comptroller of Public Accounts			
304	D275	B16	Director, Internal Audit, Comptroller of Public Accounts			
304	D276	B16	Director, Item Processing Division, Comptroller of Public Accounts			
305	D033	B16	Director II, General Land Office			
308	C146	B16	Chief Business Services Officer, State Auditor's Office			
312	A218	B16	Director I, Securities Board			
313	P214	B16	Program Director, Department of Information Resources			
320	P176	B16	Program Director II, Workforce Commission			
323	M082	B16	Manager of Human Resources, Teacher Retirement System			
324	A086	B16	Exempt III, Department of Human Services			
332	D013	B16	Director, Department of Housing and Community Affairs			
356	D522	B16	Division Director, Ethics Commission			
362	L036	B16	Lottery Information Systems Assistant Director, Lottery Commission			
405	C046	B16	Chief of Administration, Department of Public Safety			
405	C047	B16	Chief, Traffic Law Enforcement, Department of Public Safety			
405	C048	B16	Chief, Criminal Law Enforcement, Department of Public Safety			
405	C049	B16	Chief of Legal Services, Department of Public Safety			
405	L007	B16	Laboratory Services Assistant Manager, Department of Public Safety			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
405	S022	B16	Chief, Texas Rangers, Department of Public Safety			
451	A158	B16	Assistant Director II, Department of Banking			
453	A326	B16	Associate Director, Workers' Compensation Commission			
454	M022	B16	Managerial Technical Executive II, Department of Insurance			
455	D504	B16	District Director, Railroad Commission			
458	D231	B16	Director of Legal Services, Alcoholic Beverage Commission			
458	I003	B16	Director of Licensing, Alcoholic Beverage Commission			
460	D288	B16	Deputy Executive Director, Board of Professional Engineers			
473	S079	B16	Specialist II, Public Utilities Commission			
475	C123	B16	Director, Regulatory Analysis, Office of Public Utility Counsel			
501	D197	B16	Exempt III, Department of Health			
517	A238	B16	Assistant Deputy, Systems Development, Commission of Alcohol and Drug Abuse			
529	D058	B16	Associate Commissioner I, Health and Human Services Commission			
530	D267	B16	Director III, Department of Protective and Regulatory Services			
601	D254	B16	Director III, Department of Transportation			
655	A324	B16	Assistant Superintendent, State Center, Department of Mental Health and Mental Retardation			
655	A325	B16	Assistant Superintendent for Administration, Department of Mental Health and Mental Retardation			
655	A357	B16	Assistant Superintendent for Programs, State Schools, Department of Mental Health and Mental Retardation			
655	D157	B16	Director II, Department of Mental Health and Mental Retardation			
655	S166	B16	Superintendent II, Department of Mental Health and Mental Retardation			
694	D529	B16	Division Director I, Youth Commission			
696	A235	B16	Assistant Director III, Department of Criminal Justice			
701	S011	B16	Senior Division Director, Education Agency			
802	D654	B16	Director I, Parks & Wildlife Department			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
301	D024	B17	Deputy Chief of Staff, Governor's Office			
303	D190	B17	Director II, General Services Commission			
304	A554	B17	Audit Manager, Comptroller of Public Accounts			
304	M005	B17	Manager I, Comptroller of Public Accounts			
304	M011	B17	Manager, USAS, Comptroller of Public Accounts			
305	D034	B17	Director III, General Land Office			
307	A151	B17	Associate Deputy Assistant Secretary for Statutory Filings, Secretary of State			
312	A220	B17	Director II, Securities Board			
313	A132	B17	Associate Deputy Director, Department of Information Resources			
313	P112	B17	Project Manager I, Department of Information Resources			
320	P177	B17	Program Director III, Workforce Commission			
323	M017	B17	Manager of Benefit Accounting, Teacher Retirement System			
323	M024	B17	Manager of Counseling Services, Teacher Retirement System			
323	M025	B17	Manager of Member Data Services, Teacher Retirement System			
323	S162	B17	Special Project Director, Teacher Retirement System			
323	S202	B17	Supervisor of Information Systems Support, Teacher Retirement System			
323	S239	B17	Supervisor of Operations Support, Teacher Retirement System			
323	S242	B17	Supervisor of Technical Support, Teacher Retirement System			
324	A083	B17	Exempt IV, Department of Human Services			
324	A102	B17	Associate Commissioner, Department of Human Services			
327	D146	B17	Director of Benefits Communication, Employees Retirement System			
327	D236	B17	Director of Support Services, Employees Retirement System			
327	I110	B17	Internal Auditor, Employees Retirement System			
330	A240	B17	Assistant Commissioner, Rehabilitation Commission			
330	A386	B17	Associate Commissioner, Rehabilitation Commission			
332	D022	B17	Division Director, Department of Housing and Community Affairs			
360	D229	B17	Director of Administration, Office of Administrative Hearings			



## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
362	L026	B17	Systems Administrator, Lottery Commission			
362	L033	B17	Lottery Marketing Assistant Director, Lottery Commission			
405	L006	B17	Laboratory Services Manager, Department of Public Safety			
451	R109	B17	Regional Director I, Department of Banking			
455	D185	B17	Director, Environmental Administration, Railroad Commission			
458	D053	B17	Deputy Administrator - Field Operations, Alcoholic Beverage Commission			
466	D277	B17	Director of Administration, Consumer Credit Commission			
466	D278	B17	Director of Consumer Protection, Consumer Credit Commission			
473	D204	B17	Director I, Public Utilities Commission			
476	S336	B17	Steward/Judge (Greyhound), Racing Commission			
480	D131	B17	Division Director, Department of Economic Development			
480	D241	B17	Director, Trade and International Relations Office, Department of Economic Development			
501	B044	B17	Exempt IV, Department of Health			
503	C094	B17	Chief Operating Officer, Board of Medical Examiners			
517	A225	B17	Assistant Deputy Director for Legal Affairs, Commission of Alcohol and Drug Abuse			
529	D206	B17	Associate Commissioner II, Health and Human Services Commission			
530	D266	B17	Director IV, Department of Protective and Regulatory Services			
551	A078	B17	Agricultural Specialist, Department of Agriculture			
551	D264	B17	Assistant Commissioner/Agriculture Services, Department of Agriculture			
580	D243	B17	Development Fund Manager, Water Development Board			
580	G049	B17	Division Director, Water Development Board			
582	D147	B17	Division Director, Natural Resource Conservation Commission			
601	D253	B17	Director IV, Department of Transportation			
655	D156	B17	Director III, Department of Mental Health and Mental Retardation			
694	C130	B17	Chief, Medical Consultant, Youth Commission			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
694	D528	B17	Division Director II, Youth Commission			
802	D653	B17	Director II, Parks & Wildlife Department			
212	C155	B18	Chief Financial Officer, Office of Court Administration			
212	D073	B18	Deputy Administrative Director, Office of Court Administration			
212	D285	B18	Director of Research, Office of Court Administration			
212	D286	B18	Director of ADP, Office of Court Administration			
301	E020	B18	Exempt II, Governor's Office			
304	A056	B18	Assistant Director, USAS, Comptroller of Public Accounts			
304	M006	B18	Manager II, Comptroller of Public Accounts			
304	P202	B18	Program Administrator, Comptroller of Public Accounts			
305	A164	B18	Assistant Deputy Land Commissioner, General Land Office			
307	D017	B18	Deputy Assistant Secretary for Elections, Secretary of State			
307	D018	B18	Deputy Assistant Secretary for Information Services, Secretary of State			
307	D019	B18	Deputy Assistant Secretary for Administrative Services, Secretary of State			
312	A223	B18	Director III, Securities Board			
313	C020	B18	Chief Deputy Director, Department of Information Resources			
320	P178	B18	Program Director IV, Workforce Commission			
323	A221	B18	Manager of Electronic Data Processing System, Teacher Retirement System			
323	C014	B18	Director of Internal Audit, Teacher Retirement System			
323	D123	B18	Director of Staff Services, Teacher Retirement System			
323	M016	B18	Manager of Investment Accounting, Teacher Retirement System			
323	M018	B18	Manager of Benefit Processing, Teacher Retirement System			
323	S238	B18	Manager of Accounting and Control, Teacher Retirement System			
327	A136	B18	Assistant Director, Employees Retirement System			
327	D103	B18	Director of Deferred Compensation, Employees Retirement System			
327	D141	B18	Director of Human Resources and Staff Development, Employees Retirement System			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
332	C031	B18	Chief Financial Officer, Department of Housing and Community Affairs			
360	A138	B18	ALR Coordinator, Office of Administrative Hearings			
360	C134	B18	Contested Case Coordinator, Office of Administrative Hearings			
360	H008	B18	Hearings Division Director, Office of Administrative Hearings			
362	L030	B18	Lottery Communications Director, Lottery Commission			
362	L038	B18	Lottery Financial Administration Director, Lottery Commission			
362	L042	B18	Lottery Audit Director, Lottery Commission			
362	L043	B18	Lottery Bingo Operations Director, Lottery Commission			
362	L074	B18	Lottery Information Systems Director, Lottery Commission			
362	L075	B18	Lottery Marketing Director, Lottery Commission			
362	L076	B18	Lottery Security Director, Lottery Commission			
405	L025	B18	Laboratory Services Director, Department of Public Safety			
451	A159	B18	Assistant Director III, Department of Banking			
451	A427	B18	Assistant Regional Director, Department of Banking			
454	M023	B18	Managerial Technical Executive III, Department of Insurance			
455	A206	B18	Assistant Director, Oil & Gas, Railroad Commission			
455	D181	B18	Director, Oil Field Cleanup, Railroad Commission			
455	D182	B18	Director, Production Allocation, Railroad Commission			
455	D184	B18	Director, Regulatory Enforcement, Railroad Commission			
455	D186	B18	Division Director I, Railroad Commission			
476	S335	B18	Steward/Judge (Horse), Racing Commission			
501	E002	B18	Exempt V, Department of Health			
529	A061	B18	Associate Commissioner III, Health and Human Services Commission			
551	A551	B18	Assistant Commissioner, Department of Agriculture			
582	D232	B18	Division Director II, Natural Resource Conservation Commission			
601	D250	B18	Director V, Department of Transportation			
655	D155	B18	Director IV, Department of Mental Health and Mental Retardation			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
655	S165	B18	Superintendent III, Department of Mental Health and Mental Retardation			
694	A196	B18	Associate Director Rehabilitation Services, Youth Commission			
694	A197	B18	Assistant Director Finance/Construction, Youth Commission			
694	A199	B18	Assistant Director Management Support, Youth Commission			
694	S241	B18	Superintendent of Education, Youth Commission			
696	A162	B18	Assistant Director IV, Department of Criminal Justice			
696	E026	B18	Executive Assistant, Department of Criminal Justice			
701	A031	B18	Assistant to the Commissioners for Governmental Relations, Education Agency			
701	P183	B18	Portfolio Manager, Education Agency			
802	D652	B18	Director III, Parks & Wildlife Department			
201	E032	B19	Executive Assistant, Supreme Court			
211	E031	B19	Executive Administrator, Court of Criminal Appeals			
301	C135	B19	Chief of Staff, Governor's Office			
302	G036	B19	Group Manager, Office of Attorney General			
302	S101	B19	Special Assistant for Administration, Office of Attorney General			
302	S102	B19	Special Assistant for Child Support, Office of Attorney General			
304	A098	B19	Assistant Director, Comptroller of Public Accounts			
304	A166	B19	Director, Comptroller of Public Accounts			
304	A232	B19	Assistant Deputy Treasurer - Fiscal, Comptroller of Public Accounts			
304	A237	B19	Deputy Treasurer - Operations, Comptroller of Public Accounts			
304	C141	B19	Chief Investment Officer, Comptroller of Public Accounts			
304	D273	B19	Deputy Treasurer - Finance, Comptroller of Public Accounts			
304	D282	B19	Director of the Texas Tomorrow Fund, Comptroller of Public Accounts			
304	S024	B19	Chief of Staff, Comptroller of Public Accounts			
305	D054	B19	Deputy Land Commissioner, General Land Office			
305	S023	B19	Senior Deputy Land Commissioner, General Land Office			
323	C281	B19	Controller, Teacher Retirement System			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
323	D138	B19	Director of Management Information Systems, Teacher Retirement System			
323	D538	B19	Director of Group Insurance, Teacher Retirement System			
323	M026	B19	Manager of Pension Plan Administration, Teacher Retirement System			
327	D117	B19	Director of Accounting, Employees Retirement System			
327	D125	B19	Director of Member Benefits, Employees Retirement System			
327	D140	B19	Director of Group Insurance, Employees Retirement System			
327	D235	B19	Deputy Director for Information Systems, Employees Retirement System			
327	D751	B19	Deputy Director for Administration, Employees Retirement System			
330	C113	B19	Director of Medical Services, Rehabilitation Commission			
450	C269	B19	Director of Corporate Activities & Planning, Savings and Loan Department			
450	D247	B19	Director of Examinations, Savings and Loan Department			
451	D006	B19	Director, Corporate Activities, Department of Banking			
451	D145	B19	Director, Personnel and Staff Services, Department of Banking			
451	D192	B19	Director, Policy Development and Examination Support, Department of Banking			
451	D248	B19	Director, Bank & Trust Division, Department of Banking			
451	D759	B19	Director, Special Audits & Budgets, Department of Banking			
451	R036	B19	Regional Director II, Department of Banking			
455	D198	B19	Division Director II, Railroad Commission			
455	D223	B19	Director of Petroleum Regulation, Railroad Commission			
501	R001	B19	Exempt VI, Department of Health			
529	A231	B19	Associate Commissioner IV, Health and Human Services Commission			
551	A355	B19	Associate Deputy Commissioner, Department of Agriculture			
582	C301	B19	Chief of Legal Services, Natural Resource Conservation Commission			
582	D086	B19	Deputy Director, Natural Resources Conservation Commission			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
582	E084	B19	Executive Assistant for Agency Communications, Natural Resource Conservation Commission			
582	S117	B19	Senior Director, Natural Resource Conservation Commission			
601	D245	B19	Director VI, Department of Transportation			
655	R034	B19	Director V, Department of Mental Health and Mental Retardation			
655	S164	B19	Superintendent IV, Department of Mental Health and Mental Retardation			
694	D226	B19	Assistant Deputy Executive Director, Juvenile Corrections, Youth Commission			
696	A146	B19	Associate Deputy Director for Design, Department of Criminal Justice			
696	A147	B19	Associate Deputy Director for Construction, Department of Criminal Justice			
696	D061	B19	Deputy Director, Department of Criminal Justice			
696	D169	B19	Director, State Jail Division, Department of Criminal Justice			
696	D259	B19	Deputy Director of Administrative Services, Department of Criminal Justice			
696	E049	B19	Director, Community Justice Assistance Division, Department of Criminal Justice			
696	E059	B19	Director, Pardons and Parole Division, Department of Criminal Justice			
701	A229	B19	Assistant Commissioner for Reading, Education Agency			
701	A245	B19	Asset Manager, Education Agency			
701	C023	B19	Coordinator, Education Agency			
701	D078	B19	Chief of Staff, Assistant Commissioner for School Governance, Education Agency			
802	D655	B19	Director IV, Parks and Wildlife Department			
301	E069	B20	Exempt III, Governor's Office			
302	E029	B20	Deputy Assistant Attorney General for Administration, Office of Attorney General			
323	D567	B20	Director of Governmental Relations, Teacher Retirement System			
323	L023	B20	Loan Administrator Manager, Teacher Retirement System			
327	A219	B20	Deputy Director for Programs, Employees Retirement System			

## Program Management

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
696	D193	B20	Deputy Executive Director of Operations, Department of Criminal Justice			
696	D252	B20	Director of Program Services, Department of Criminal Justice			
701	A036	B20	Associate Commissioner, Education Agency			
701	A037	B20	Associate Permanent School Fund Manager, Education Agency			
301	E073	B21	Exempt IV, Governor's Office			
301	L015	B21	Acting Governor, Governor's Office			
323	C040	B21	Chief Financial Officer, Teacher Retirement System			
323	C119	B21	Chief Benefit Officer, Teacher Retirement System			
701	D283	B21	Director of Equities, Education Agency			
701	D284	B21	Director of Fixed Income, Education Agency			
304	F017	B22	First Deputy Comptroller, Comptroller of Public Accounts			
308	C171		Chief Human Resources Officer, State Auditor's Office			
308	C172		White Collar Crime Unit Leader, State Auditor's Office			
320	D294		Director of Welfare Reform, Workforce Commission			
809	D293		Director of Facilities Management, State Preservation Board			

## Human Resources

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1701	A4	Human Resources Clerk I			
	1702	A6	Human Resources Clerk II			
	1703	A8	Human Resources Clerk III			
	1704	A10	Human Resources Clerk IV			
	1711	A11	Human Resources Assistant	1727	A11	Human Resources Assistant
	1729	B5	Human Resources Specialist I	1729	B5	Human Resources Specialist I
	1731	B7	Human Resources Specialist II	1731	B7	Human Resources Specialist II
	1733	B9	Human Resources Specialist III	1733	B9	Human Resources Specialist III
	1735	B11	Human Resources Specialist IV	1735	B11	Human Resources Specialist IV
	1737	B13	Human Resources Specialist V	1737	B13	Human Resources Specialist V
	1780	A11	Training Assistant	1780	A11	Training Assistant
	1781	B5	Training Specialist I	1781	B5	Training Specialist I
	1782	B7	Training Specialist II	1782	B7	Training Specialist II
	1783	B9	Training Specialist III	1783	B9	Training Specialist III
	1784	B11	Training Specialist IV	1784	B11	Training Specialist IV
	1785	B13	Training Specialist V	1785	B13	Training Specialist V



## Procedures and Information

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	0560	B4	Marketing Specialist I	1821	B4	Marketing Specialist I
	0562	B6	Marketing Specialist II	1822	B6	Marketing Specialist II
	0564	B8	Marketing Specialist III	1823	B8	Marketing Specialist III
	0566	B10	Marketing Specialist IV	1824	B10	Marketing Specialist IV
	0570	B6	Information Specialist I	1830	B6	Information Specialist I
	0572	B8	Information Specialist II	1831	B8	Information Specialist II
	0574	B10	Information Specialist III	1832	B10	Information Specialist III
	0576	B13	Information Specialist IV	1833	B13	Information Specialist IV
323	P046	B16	Public Information Officer, Teacher Retirement System			
	0580	A9	Audio/Visual Technician I	1840	A9	Audio/Visual Technician I
	0581	A11	Audio/Visual Technician II	1841	A11	Audio/Visual Technician II
	0582	A14	Audio/Visual Technician III	1842	A14	Audio/Visual Technician III
	0583	A16	Audio/Visual Technician IV	1843	A16	Audio/Visual Technician IV
	0590	B6	State Technical Operations Officer			
	0592	B9	Emergency Management Information Officer			
	1850	B6	Methods and Procedures Specialist I	1850	B6	Methods and Procedures Specialist I
	1851	B8	Methods and Procedures Specialist II	1851	B8	Methods and Procedures Specialist II
	1859	B2	Journalist I			
	1860	B4	Journalist II			
	1870	B7	Technical Writer I	1870	B7	Technical Writer I
	1871	B9	Technical Writer II	1871	B9	Technical Writer II
				1880	B15	State and Federal Relations Representative I
				1881	B17	State and Federal Relations Representative II
				1882	B19	State and Federal Relations Representative III
302	S175	B12	State-Federal Relations Representative I, Office of Attorney General			
304	S172	B12	State-Federal Relations Representative I, Comptroller of Public Accounts			

## Procedures and Information

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
305	S190	B12	State-Federal Relations Representative I, General Land Office			
320	S208	B12	State-Federal Relations Representative I, Workforce Commission			
324	S178	B12	State-Federal Relations Representative I, Department of Human Services			
332	S205	B12	State-Federal Relations Representative I, Department of Housing and Community Affairs			
480	S196	B12	State-Federal Relations Representative I, Department of Economic Development			
501	S181	B12	State-Federal Relations Representative I, Department of Health			
582	S193	B12	State-Federal Relations Representative I, Natural Resource Conservation Commission			
696	S187	B12	State-Federal Relations Representative I, Department of Criminal Justice			
701	S184	B12	State-Federal Relations Representative I, Education Agency			
302	S176	B16	State-Federal Relations Representative II, Office of Attorney General			
304	S173	B16	State-Federal Relations Representative II, Comptroller of Public Accounts			
305	S191	B16	State-Federal Relations Representative II, General Land Office			
320	S211	B16	State-Federal Relations Representative II, Workforce Commission			
324	S179	B16	State-Federal Relations Representative II, Department of Human Services			
332	S206	B16	State-Federal Relations Representative II, Department of Housing and Community Affairs			
480	S197	B16	State-Federal Relations Representative II, Department of Economic Development			
501	S182	B16	State-Federal Relations Representative II, Department of Health			
582	S194	B16	State-Federal Relations Representative II, Natural Resource Conservation Commission			

## Procedures and Information

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
696	S188	B16	State-Federal Relations Representative II, Department of Criminal Justice			
701	S185	B16	State-Federal Relations Representative II, Education Agency			
302	S177	B19	State-Federal Relations Representative III, Office of Attorney General			
304	S174	B19	State-Federal Relations Representative III, Comptroller of Public Accounts			
305	S192	B19	State-Federal Relations Representative III, General Land Office			
320	S212	B19	State-Federal Relations Representative III, Workforce Commission			
324	S180	B19	State-Federal Relations Representative III, Department of Human Services			
332	S207	B19	State-Federal Relations Representative III, Department of Housing and Community Affairs			
480	S198	B19	State-Federal Relations Representative III, Department of Economic Development			
501	S183	B19	State-Federal Relations Representative III, Department of Health			
582	S195	B19	State-Federal Relations Representative III, Natural Resource Conservation Commission			
696	S189	B19	State-Federal Relations Representative III, Department of Criminal Justice			
701	S186	B19	State-Federal Relations Representative III, Education Agency			

## Property Management and Purchasing

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	1901	A2	Stock and Inventory Clerk I			
	1902	A4	Stock and Inventory Clerk II			
	1903	A6	Stock and Inventory Clerk III			
	1911	A9	Stock and Inventory Clerk IV			
	1912	A12	Stock and Inventory Supervisor I	1912	A12	<b>Inventory Coordinator I</b>
	1913	A14	Stock and Inventory Supervisor II	1913	A14	<b>Inventory Coordinator II</b>
	1935	A4	Purchasing Clerk I			
	1936	A6	Purchasing Clerk II			
	1937	A8	Purchasing Clerk III			
	1940	A10	Purchasing Clerk IV			
	1954	B4	Purchaser I	1954	B4	Purchaser I
	1955	B6	Purchaser II	1955	B6	Purchaser II
	1956	B8	Purchaser III	1956	B8	Purchaser III
	1957	B10	Purchaser IV	1957	B10	Purchaser IV
	1970	A9	Contract Technician I	1970	A9	Contract Technician I
	1972	A11	Contract Technician II	1972	A11	Contract Technician II
	1974	A13	Contract Technician III	1974	A13	Contract Technician III
	1976	B7	Contract Specialist I	1976	B7	Contract Specialist I
	1978	B8	Contract Specialist II	1978	B8	Contract Specialist II
	1980	B9	Contract Specialist III	1980	B9	Contract Specialist III

## Land Surveying, Appraising, and Utilities

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2050	B9	Land Surveyor I	2050	B11	Land Surveyor I
	2052	B12	Land Surveyor II	2052	B12	Land Surveyor II
	2054	B13	Land Surveyor III	2054	B13	Land Surveyor III
	2060	B5	Appraiser I	2060	B5	Appraiser I
	2061	B7	Appraiser II	2061	B7	Appraiser II
	2062	B9	Appraiser III	2062	B9	Appraiser III
	2063	B10	Appraiser IV	2063	B10	Appraiser IV
	2064	B11	Appraiser V	2064	B11	Appraiser V
	2065	B13	Appraiser VI	2065	B13	Appraiser VI
323	C304	B16	Chief Appraiser, Teacher Retirement System			
	2080	B4	Right of Way Agent I	2080	B4	Right of Way Agent I
	2082	B6	Right of Way Agent II	2082	B6	Right of Way Agent II
	2084	B8	Right of Way Agent III	2084	B8	Right of Way Agent III
	2086	B10	Right of Way Agent IV	2086	B10	Right of Way Agent IV
	2091	B9	Utility Specialist I	2091	B9	Utility Specialist I
	2092	B11	Utility Specialist II	2092	B11	Utility Specialist II
	2093	B12	Utility Specialist III	2093	B12	Utility Specialist III
	2094	B13	Utility Specialist IV	2094	B13	Utility Specialist IV

## Engineering and Design

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2119	A6	Engineering Aide	2119	A6	Engineering Aide
	2121	A8	Engineering Technician I	2121	A8	Engineering Technician I
	2122	A10	Engineering Technician II	2122	A10	Engineering Technician II
	2123	A12	Engineering Technician III	2123	A12	Engineering Technician III
	2124	A14	Engineering Technician IV	2124	A14	Engineering Technician IV
	2125	A16	Engineering Technician V	2125	A16	Engineering Technician V
	2127	B9	Engineering Specialist I	2127	B9	Engineering Specialist I
	2128	B10	Engineering Specialist II	2128	B10	Engineering Specialist II
	2129	B11	Engineering Specialist III	2129	B11	Engineering Specialist III
	2130	B12	Engineering Specialist IV	2130	B12	Engineering Specialist IV
				<b>2131</b>	<b>B13</b>	<b>Engineering Specialist V</b>
				<b>2132</b>	<b>B14</b>	<b>Engineering Specialist VI</b>
	2151	B6	Engineering Assistant I	<b>2135</b>	B6	Engineering Assistant I
	2153	B7	Engineering Assistant II	<b>2137</b>	B7	Engineering Assistant II
	2155	B8	Engineering Assistant III	<b>2139</b>	B8	Engineering Assistant III
	2156	B9	Engineer I	<b>2141</b>	B9	Engineer I
	2158	B10	Engineer II	<b>2142</b>	B10	Engineer III
	2160	B11	Engineer III	<b>2143</b>	B11	Engineer III
	2162	B12	Engineer IV	<b>2144</b>	B12	Engineer IV
	2164	B13	Engineer V	<b>2145</b>	B13	Engineer V
	2165	B15	Engineer VI	<b>2146</b>	B15	Engineer VI
				<b>2147</b>	<b>B17</b>	<b>Engineer VII</b>
455	G035	B9	Graduate Engineer I, Railroad Commission			
455	G034	B13	Graduate Engineer II, Railroad Commission			
455	G033	B14	Graduate Engineer III, Railroad Commission			
323	C025	B16	Construction Engineer, Teacher Retirement System			
582	C126	B19	Chief Engineer, Natural Resource Conservation Commission			
	2166	A12	Graphics Designer I	2166	A12	Graphic Designer I
	2167	A14	Graphics Designer II	2167	A14	Graphic Designer II
	2168	A16	Graphics Designer III	2168	A16	Graphic Designer III
	2169	A8	Drafting Technician I	<b>2178</b>	A8	Drafting Technician I
	2170	A11	Drafting Technician II	<b>2179</b>	A11	Drafting Technician II
	2172	A13	Drafting Technician III	<b>2180</b>	A13	Drafting Technician III
	2174	A15	Drafting Technician IV	<b>2181</b>	A15	Drafting Technician IV
	2176	A17	Drafting Technician V	<b>2182</b>	A17	Drafting Technician V

## Engineering and Design

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2251	B6	Project Design Assistant I	2251	B6	Project Design Assistant I
	2253	B7	Project Design Assistant II	2253	B7	Project Design Assistant II
	2254	B8	Project Design Assistant III	2255	B8	Project Design Assistant III
	2256	B9	Architect I	2256	B9	Architect I
	2258	B10	Architect II	2258	B10	Architect II
	2260	B11	Architect III	2260	B11	Architect III
	2262	B12	Architect IV	2262	B12	Architect IV
	2264	B13	Architect V	2264	B13	Architect V
809	A082	B17	Architect of the Capitol, State Preservation Board			
809	S217		Staff Project Architect, State Preservation Board			

## Natural Resources

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2351	B6	Geologist Assistant I	2351	B6	Geologist Assistant I
	2353	B7	Geologist Assistant II	2353	B7	Geologist Assistant II
	2355	B8	Geologist Assistant III	2355	B8	Geologist Assistant III
	2356	B9	Geologist I	2356	B9	Geologist I
	2358	B10	Geologist II	2358	B10	Geologist II
	2360	B11	Geologist III	2360	B11	Geologist III
	2362	B12	Geologist IV	2362	B12	Geologist IV
	2364	B13	Geologist V	2364	B13	Geologist V
	2551	B6	Hydrologist Assistant I	2551	B6	Hydrologist Assistant I
	2553	B7	Hydrologist Assistant II	2553	B7	Hydrologist Assistant II
	2555	B8	Hydrologist Assistant III	2555	B8	Hydrologist Assistant III
	2556	B9	Hydrologist I	2556	B9	Hydrologist I
	2558	B10	Hydrologist II	2558	B10	Hydrologist II
	2560	B11	Hydrologist III	2560	B11	Hydrologist III
	2562	B12	Hydrologist IV	2562	B12	Hydrologist IV
	2564	B13	Hydrologist V	2564	B13	Hydrologist V
	2661	B3	Chemist I	2661	<b>B5</b>	Chemist I
	2662	B5	Chemist II	2662	<b>B7</b>	Chemist II
	2663	B7	Chemist III	2663	<b>B9</b>	Chemist III
	2664	B9	Chemist IV	2664	<b>B11</b>	Chemist IV
	2665	B11	Chemist V	2665	<b>B13</b>	Chemist V
	2667	B13	Chemist VI	<b>2666</b>	<b>B15</b>	Chemist VI
	2670	B3	Sanitarian I	2670	B3	Sanitarian I
	2671	B5	Sanitarian II	2671	B5	Sanitarian II
	2672	B7	Sanitarian III	2672	B7	Sanitarian III
	2673	B9	Sanitarian IV	2673	B9	Sanitarian IV
	2674	B11	Sanitarian V	2674	B11	Sanitarian V
	2675	B13	Sanitarian VI	2675	B13	Sanitarian VI
	2680	B3	Environmental Specialist I	2680	B3	<b>Natural Resources Specialist I</b>
	2681	B5	Environmental Specialist II	2681	B5	<b>Natural Resources Specialist II</b>
	2682	B7	Environmental Specialist III	2682	B7	<b>Natural Resources Specialist III</b>
	2683	B9	Environmental Specialist IV	2683	B9	<b>Natural Resources Specialist IV</b>
	2684	B11	Environmental Specialist V	2684	B11	<b>Natural Resources Specialist V</b>
	2685	B13	Environmental Specialist VI	2685	B13	<b>Natural Resources Specialist VI</b>
				<b>2687</b>	<b>B6</b>	<b>Park Manager I</b>
				<b>2688</b>	<b>B8</b>	<b>Park Manager II</b>



## Natural Resources

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
				2689	B10	Park Manager III
802	C083	B5	Conservation Outdoor Recreation Specialist I, Parks & Wildlife Department			
802	C082	B6	Conservation Outdoor Recreation Specialist II, Parks & Wildlife Department			
802	C081	B7	Conservation Outdoor Recreation Specialist III, Parks & Wildlife Department			
802	C080	B8	Conservation Outdoor Recreation Specialist IV, Parks & Wildlife Department			
802	C079	B9	Conservation Outdoor Recreation Specialist V, Parks & Wildlife Department			
802	C078	B10	Conservation Outdoor Recreation Specialist VI, Parks & Wildlife Department			
802	C077	B11	Conservation Outdoor Recreation Specialist VII, Parks & Wildlife Department			
802	C076	B12	Conservation Outdoor Recreation Specialist VIII, Parks & Wildlife Department			
802	C075	B13	Conservation Outdoor Recreation Specialist IX, Parks & Wildlife Department			
802	C106	B5	Conservation Scientist I, Parks & Wildlife Department			
802	C105	B6	Conservation Scientist II, Parks & Wildlife Department			
802	C104	B7	Conservation Scientist III, Parks & Wildlife Department			
802	C103	B8	Conservation Scientist IV, Parks & Wildlife Department			
802	C102	B9	Conservation Scientist V, Parks & Wildlife Department			
802	C101	B10	Conservation Scientist VI, Parks & Wildlife Department			
802	C100	B11	Conservation Scientist VII, Parks & Wildlife Department			
802	C099	B12	Conservation Scientist VIII, Parks & Wildlife Department			
802	C084	B13	Conservation Scientist IX, Parks & Wildlife Department			
	2690	A8	Fish and Wildlife Technician I	2690	A8	Fish and Wildlife Technician I
	2691	A10	Fish and Wildlife Technician II	2691	A10	Fish and Wildlife Technician II
	2692	A13	Fish and Wildlife Technician III	2692	A13	Fish and Wildlife Technician III
	2693	A15	Fish and Wildlife Technician IV	2693	A15	Fish and Wildlife Technician IV

## Natural Resources

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2695	A6	Park Ranger I	2695	A6	Park Ranger I
	2696	A8	Park Ranger II	2696	A8	Park Ranger II
	2697	A10	Park Ranger III	2697	A10	Park Ranger III
	2698	A12	Park Ranger IV	2698	A12	Park Ranger IV

## Safety

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2721	B5	Deputy State Fire Marshal I	2721	B5	Deputy State Fire Marshal I
	2722	B7	Deputy State Fire Marshal II	2722	B7	Deputy State Fire Marshal II
	2723	B9	Deputy State Fire Marshal III	2723	B9	Deputy State Fire Marshal III
	2724	B11	Deputy State Fire Marshal IV	2724	B11	Deputy State Fire Marshal IV
	2725	B13	Deputy State Fire Marshal V			
	2750	B7	Safety Officer I	<b>2730</b>	B7	Safety Officer I
	2751	B9	Safety Officer II	<b>2731</b>	B9	Safety Officer II
	2752	B11	Safety Officer III	<b>2732</b>	B11	Safety Officer III
	2753	B13	Safety Officer IV	<b>2733</b>	B13	Safety Officer IV
	2810	B7	Risk Management Specialist I	<b>2740</b>	B7	Risk Management Specialist I
	2811	B9	Risk Management Specialist II	<b>2741</b>	B9	Risk Management Specialist II
	2812	B10	Risk Management Specialist III	<b>2742</b>	B10	Risk Management Specialist III
	2813	B12	Risk Management Specialist IV	<b>2743</b>	B12	Risk Management Specialist IV
	2814	B13	Risk Management Specialist V	<b>2744</b>	B13	Risk Management Specialist V
401	A085	B15	Assistant Adjutant General, Air, Adjutant General			
401	A090	B15	Assistant Adjutant General, Army, Adjutant General			
				<b>2760</b>	B6	<b>Rescue Specialist I</b>
				<b>2761</b>	B8	<b>Rescue Specialist II</b>
				<b>2762</b>	B9	<b>Rescue Specialist III</b>
				<b>2763</b>	B11	<b>Rescue Specialist IV</b>
401	F018	B6	Fire/Crash Rescue Trainee, Adjutant General			
401	F019	B8	Fire/Crash Rescue Specialist, Adjutant General			
401	F020	B9	Lead Fire/Crash Rescue Technician, Adjutant General			
401	F022	B11	Supervisory Fire/Crash Rescue Technician, Adjutant General			

## Insurance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	2805	B11	Actuary I	2815	B11	Actuary I
	2807	B12	Actuary II	2816	B12	Actuary II
	2809	B13	Actuary III	2817	B13	Actuary III
				2818	B15	Actuary IV
				2819	B17	Actuary V
				2820	B19	Actuary VI
				2821	B20	Actuary VII
454	A141	B13	Actuarial Specialist I, Department of Insurance			
454	A142	B15	Actuarial Specialist II, Department of Insurance			
454	A143	B16	Actuarial Specialist III, Department of Insurance			
454	A144	B18	Actuarial Specialist IV, Department of Insurance			
454	A145	B19	Actuarial Specialist V, Department of Insurance			
454	C029	B20	Senior Actuary, Department of Insurance			
	2823	A8	Insurance Technician I	2823	A8	Insurance Technician I
	2824	A10	Insurance Technician II	2824	A10	Insurance Technician II
	2841	B4	Insurance Specialist I	2841	B4	Insurance Specialist I
	2842	B6	Insurance Specialist II	2842	B6	Insurance Specialist II
	2843	B8	Insurance Specialist III	2843	B8	Insurance Specialist III
	2844	B9	Insurance Specialist IV	2844	B9	Insurance Specialist IV
	2845	B10	Insurance Specialist V	2845	B10	Insurance Specialist V
	2911	B2	Retirement System Benefits Specialist I	2911	B2	Retirement System Benefits Specialist I
	2912	B4	Retirement System Benefits Specialist II	2912	B4	Retirement System Benefits Specialist II
	2917	B6	Retirement System Benefits Specialist III	2913	B6	Retirement System Benefits Specialist III
	2919	B8	Retirement System Benefits Specialist IV	2914	B8	Retirement System Benefits Specialist IV

## Employment

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	3001	A8	Employment Clerk			
	3005	B2	Employment Specialist I	3020	B2	Employment Specialist I
	3006	B3	Employment Specialist II	3021	B3	Employment Specialist II
	3007	B4	Employment Specialist III	3022	B4	Employment Specialist III
	3009	B5	Employment Specialist IV	3023	B5	Employment Specialist IV
	3012	B6	Employment Specialist V	3024	B6	Employment Specialist V
	3013	B7	Employment Specialist VI	3025	B7	Employment Specialist VI
	3014	B8	Employment Specialist VII	3026	B8	Employment Specialist VII
	3141	B4	Labor Market Analyst I	3141	B4	Labor Market Analyst I
	3142	B5	Labor Market Analyst II	3142	B5	Labor Market Analyst II
	3143	B7	Labor Market Analyst III	3143	B7	Labor Market Analyst III
	3148	B8	Labor Market Analyst IV	3144	B8	Labor Market Analyst IV
	3151	A10	Unemployment Insurance Claims Examiner I	3151	A10	Unemployment Insurance Claims Examiner I
	3152	A12	Unemployment Insurance Claims Examiner II	3152	A12	Unemployment Insurance Claims Examiner II
	3153	A13	Unemployment Insurance Claims Examiner III	3153	A13	Unemployment Insurance Claims Examiner III
	3158	A14	Unemployment Insurance Claims Examiner IV	3154	A14	Unemployment Insurance Claims Examiner IV
	3171	B7	Unemployment Insurance Specialist I	3171	B7	Unemployment Insurance Specialist I
	3172	B8	Unemployment Insurance Specialist II	3172	B8	Unemployment Insurance Specialist II
	3173	B9	Unemployment Insurance Specialist III	3173	B9	Unemployment Insurance Specialist III
	3190	B7	Appeals Referee I			
	3191	B8	Appeals Referee II			
	3192	B10	Appeals Referee III			
	3193	B11	Appeals Referee IV			
	3194	B13	Appeals Referee V			
	3195	B8	Unemployment Tax Specialist	3195	B8	Unemployment Tax Specialist

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	3534	B6	Attorney I			
	3535	B7	Attorney II			
	3536	B9	Attorney III	3501	B9	Attorney I
	3537	B10	Attorney IV			
	3538	B11	Attorney V	3502	B11	Attorney II
	3539	B13	Attorney VI	3503	B13	Attorney III
	3540	B15	Attorney VII	3504	B15	Attorney IV
				3505	B17	Attorney V
451	A153	B11	Assistant General Counsel I, Department of Banking			
211	S050	B11	Staff Attorney I, Court of Criminal Appeals			
451	A154	B13	Assistant General Counsel II, Department of Banking			
305	A068	B13	Attorney I, General Land Office			
222	C114	B14	Chief Staff Attorney, Second Court of Appeals			
225	S040	B14	Senior Staff Attorney, Fifth Court of Appeals			
227	S019	B14	Senior Staff Attorney, Seventh Court of Appeals			
234	S012	B14	Senior Staff Attorney, Fourteenth Court of Appeals			
231	S047	B14	Staff Attorney, Eleventh Court of Appeals			
233	S300	B14	Staff Attorney, Thirteenth Court of Appeals			
226	S041	B14	Senior Staff Attorney, Sixth Court of Appeals			
221	C110	B15	Chief Staff Attorney, First Court of Appeals			
232	C190	B15	Chief Staff Attorney, Section 10, Twelfth Court of Appeals			
582	S077	B15	Attorney, Natural Resource Conservation Commission			
224	S039	B15	Chief Staff Attorney, Fourth Court of Appeals			
451	A155	B15	Assistant General Counsel III, Department of Banking			
211	S209	B15	Staff Attorney II, Court of Criminal Appeals			
305	A069	B15	Attorney II, General Land Office			
229	S046	B15	Staff Attorney, Ninth Court of Appeals			
223	C115	B15	Chief Staff Attorney, Third Court of Appeals			
225	C131	B15	Chief Staff Attorney, Fifth Court of Appeals			
201	S058	B15	Staff Attorney, Supreme Court			
233	S049	B15	Chief Staff Attorney, Thirteenth Court of Appeals			
234	C192	B16	Chief Staff Attorney, Fourteenth Court of Appeals			

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
473	P206	B16	Public Utility Attorney, Public Utilities Commission			
211	C178	B16	Chief Staff Attorney, Court of Criminal Appeals			
475	S143	B16	Senior Litigator, Office of Public Utility Counsel			
455	S122	B16	Staff Attorney, Railroad Commission			
580	A224	B16	Assistant General Counsel, Water Development Board			
323	A052	B16	Assistant General Counsel I, Teacher Retirement System			
451	A156	B16	Assistant General Counsel IV, Department of Banking			
305	A070	B16	Attorney III, General Land Office			
323	A048	B17	Assistant General Counsel II, Teacher Retirement System			
551	A077	B17	Attorney, Department of Agriculture			
582	E083	B17	Executive Assistant to the Commissioners, Natural Resource Conservation Commission			
213	S014	B18	Assistant State's Attorney, Office of State Prosecuting Attorney			
323	A053	B18	Assistant General Counsel III, Teacher Retirement System			
327	A051	B18	Assistant General Counsel, Employees Retirement System			
455	S121	B18	Senior Staff Attorney, Railroad Commission			
323	A161	B19	Assistant General Counsel IV, Teacher Retirement System			
304	T015	B8	Tax Attorney I, Comptroller of Public Accounts			
304	T016	B10	Tax Attorney II, Comptroller of Public Accounts			
304	T017	B12	Tax Attorney III, Comptroller of Public Accounts			
304	T018	B14	Tax Attorney IV, Comptroller of Public Accounts			
304	T019	B15	Tax Attorney V, Comptroller of Public Accounts			
304	T020	B16	Tax Attorney VI, Comptroller of Public Accounts			
				3510	B9	Assistant Attorney General I
				3511	B11	Assistant Attorney General II
				3512	B13	Assistant Attorney General III
				3513	B15	Assistant Attorney General IV
				3514	B17	Assistant Attorney General V
				3515	B19	Assistant Attorney General VI
				3516	B20	Assistant Attorney General VII

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
302	A119	B7	Assistant Attorney General I, Office of Attorney General			
302	A118	B8	Assistant Attorney General II, Office of Attorney General			
302	A117	B12	Assistant Attorney General III, Office of Attorney General			
302	A116	B14	Assistant Attorney General IV, Office of Attorney General			
302	A115	B16	Assistant Attorney General V, Office of Attorney General			
302	A110	B19	Assistant Attorney General VI, Office of Attorney General			
				3520	B13	General Counsel I
				3521	B15	General Counsel II
				3522	B17	General Counsel III
				3523	B19	General Counsel IV
				3524	B20	General Counsel V
344	G031	B14	General Counsel, Commission on Human Rights			
517	G014	B15	General Counsel, Commission of Alcohol and Drug Abuse			
457	D007	B15	General Counsel/Director of Enforcement, Board of Public Accountancy			
453	D175	B16	Deputy General Counsel, Workers Compensation Commission			
411	G041	B16	General Counsel, Commission on Fire Protection			
466	C291	B16	General Counsel, Consumer Credit Commission			
582	P056	B17	Public Interest Counsel, Natural Resource Conservation Commission			
580	G046	B17	General Counsel, Water Development Board			
347	G032	B17	General Counsel, Public Finance Authority			
701	D084	B18	Deputy Chief Counsel, Education Agency			
304	G047	B18	General Counsel I, Comptroller of Public Accounts			
307	S029	B18	General Counsel to the Secretary of State, Secretary of State			
332	G052	B18	General Counsel, Department of Housing and Community Affairs			
453	G019	B18	General Counsel, Workers Compensation Commission			
601	G012	B18	General Counsel, Department of Transportation			
304	G021	B19	General Counsel II, Comptroller of Public Accounts			
455	S033	B19	General Counsel, Railroad Commission			
458	G040	B19	General Counsel, Alcoholic Beverage Commission			



## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
582	G037	B19	General Counsel of Department Water Resources, Natural Resource Conservation Commission			
305	G050	B19	General Counsel, General Land Office			
694	G045	B19	General Counsel, Youth Commission			
327	G005	B19	General Counsel, Employees Retirement System			
362	L016	B19	General Counsel, Lottery Commission			
451	G016	B20	General Counsel, Department of Banking			
701	C022	B20	Chief Counsel, Education Agency			
323	G008	B21	General Counsel, Teacher Retirement System			
	3542	B6	Hearings Examiner I			
	3543	B9	Hearings Examiner II			
	3544	B10	Hearings Examiner III			
	3545	B11	Hearings Examiner IV			
	3546	B13	Hearings Examiner V			
	3557	A10	Hearings Reporter I	3557	<b>B8</b>	Hearings Reporter I
	3558	A12	Hearings Reporter II	3558	<b>B10</b>	Hearings Reporter II
	3559	A14	Hearings Reporter III	3559	<b>B12</b>	Hearings Reporter III
	3561	B6	Appellate Court Peace Officer	3561	B6	Appellate Court Peace Officer
	3565	A9	Legal Secretary I	3565	A9	Legal Secretary I
	3566	A11	Legal Secretary II	3566	A11	Legal Secretary II
	3567	A13	Legal Secretary III	3567	A13	Legal Secretary III
	3570	B4	Legal Assistant I	3570	B4	Legal Assistant I
	3572	B6	Legal Assistant II	3572	B6	Legal Assistant II
	3574	B8	Legal Assistant III	3574	B8	Legal Assistant III
	3576	B10	Legal Assistant IV	3576	B10	Legal Assistant IV
	3595	B10	Human Services Hearing Officer			
453	H003	B15	Hearings Officer, Workers Compensation Commission			
				<b>3600</b>	<b>B1</b>	<b>Law Clerk I</b>
				<b>3602</b>	<b>B2</b>	<b>Law Clerk II</b>
				<b>3604</b>	<b>B3</b>	<b>Law Clerk III</b>
302	A122	B1	Law Clerk I, Office of Attorney General			

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
302	A241	B2	Law Clerk II, Office of Attorney General			
302	A242	B3	Law Clerk III, Office of Attorney General			
				<b>3610</b>	<b>B9</b>	<b>Court Law Clerk</b>
201	L093	B9	Law Clerk, Supreme Court			
211	L094	B9	Law Clerk, Court of Criminal Appeals			
221	L095	B9	Law Clerk, First Court of Appeals			
222	L096	B9	Law Clerk, Second Court of Appeals			
223	L097	B9	Law Clerk, Third Court of Appeals			
224	L098	B9	Law Clerk, Fourth Court of Appeals			
225	L099	B9	Law Clerk, Fifth Court of Appeals			
226	L100	B9	Law Clerk, Sixth Court of Appeals			
227	L101	B9	Law Clerk, Seventh Court of Appeals			
228	L102	B9	Law Clerk, Eighth Court of Appeals			
229	L103	B9	Law Clerk, Ninth Court of Appeals			
230	L104	B9	Law Clerk, Tenth Court of Appeals			
231	L105	B9	Law Clerk, Eleventh Court of Appeals			
232	L106	B9	Law Clerk, Twelfth Court of Appeals			
233	L107	B9	Law Clerk, Thirteenth Court of Appeals			
234	L108	B9	Law Clerk, Fourteenth Court of Appeals			
	3550	A9	Deputy Clerk I	<b>3620</b>	A9	Deputy Clerk I
	3552	A11	Deputy Clerk II	<b>3622</b>	A11	Deputy Clerk II
	3554	A14	Deputy Clerk III	<b>3624</b>	A14	Deputy Clerk III
	3556	A17	Deputy Clerk IV	<b>3626</b>	A17	Deputy Clerk IV
				<b>3630</b>	<b>B13</b>	<b>Chief Deputy Clerk</b>
				<b>3635</b>	<b>B17</b>	<b>Clerk of the Court</b>
221	C162	B13	Clerk, First Court of Appeals			
222	C163	B13	Clerk, Second Court of Appeals			
223	C164	B13	Clerk, Third Court of Appeals			
224	C165	B13	Clerk, Fourth Court of Appeals			
225	C226	B13	Clerk, Fifth Court of Appeals			
228	C067	B13	Clerk, Eighth Court of Appeals			
230	C151	B13	Clerk, Tenth Court of Appeals			
231	C166	B13	Clerk, Eleventh Court of Appeals			
232	C176	B13	Clerk, Twelfth Court of Appeals			
233	C167	B13	Clerk, Thirteenth Court of Appeals			

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
201	C068	B14	Chief Deputy Clerk, Supreme Court			
211	C066	B14	Chief Deputy Clerk, Court of Criminal Appeals			
226	C227	B14	Clerk, Sixth Court of Appeals			
229	C147	B14	Clerk, Ninth Court of Appeals			
234	C168	B14	Clerk, Fourteenth Court of Appeals			
201	C154	B15	Clerk, Supreme Court			
211	C156	B15	Clerk, Court of Criminal Appeals			
227	C159	B16	Clerk, Seventh Court of Appeals			
				<b>3640</b>	<b>B15</b>	<b>Judge I</b>
				<b>3642</b>	<b>B17</b>	<b>Judge II</b>
				<b>3644</b>	<b>B18</b>	<b>Judge III</b>
360	A027	B13	Associate Administrative Law Judge I, Office of Administrative Hearings			
360	A239	B15	Associate Administrative Law Judge II, Office of Administrative Hearings			
473	A039	B16	Administrative Law Judge, Public Utilities Commission			
451	A227	B16	Administrative Law Judge, Department of Banking			
360	S169	B17	Senior Administrative Law Judge, Office of Administrative Hearings			
304	S020	B18	Senior Law Judge, Comptroller of Public Accounts			
304	A347	B18	Associate Law Judge, Comptroller of Public Accounts			
304	C069	B19	Chief Administrative Law Judge, Comptroller of Public Accounts			
212	T027	B18	Title IV-D Master I, Office of Court Administration	<b>3650</b>	B18	Title IV-D Master I
212	D292	B20	Title IV-D Master II, Office of Court Administration	<b>3652</b>	B20	Title IV-D Master II
	3585	B9	Ombudsman I	<b>3660</b>	B9	Ombudsman I
	3587	B10	Ombudsman II	<b>3662</b>	B10	Ombudsman II
	3580	B10	Benefit Review Officer I	<b>3670</b>	B10	Benefit Review Officer I
	3582	B12	Benefit Review Officer II	<b>3672</b>	B12	Benefit Review Officer II
307	S044	B18	Deputy Assistant Secretary for Statutory Filings, Secretary of State			
401	M075	B14	State Judge Advocate, Adjutant General			

## Legal

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
453	M087	B15	Member, Appeals Panel, Workers Compensation Commission			

## Medical and Health

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	8156	A7	Dietetic Assistant	4001	A7	Dietetic Technician I
	8158	A9	Dietetic Technician	4002	A9	Dietetic Technician II
	8160	B3	Dietitian I	4005	B3	Dietitian I
	8161	B5	Dietitian II	4006	B5	Dietitian II
	8165	B7	Dietitian III	4007	B7	Dietitian III
	4010	B6	Clinical Records Administrator I			
	4011	B9	Clinical Records Administrator II			
	4014	B3	Nutritionist I	4014	B3	Nutritionist I
	4015	B5	Nutritionist II	4015	B5	Nutritionist II
	4016	B7	Nutritionist III	4016	B7	Nutritionist III
	4017	B10	Nutritionist IV	4017	B10	Nutritionist IV
	4018	B12	Nutritionist V	4018	B12	Nutritionist V
	4070	B3	Public Health Technician I	4070	B3	Public Health Technician I
	4072	B5	Public Health Technician II	4072	B5	Public Health Technician II
	4074	B7	Public Health Technician III	4074	B7	Public Health Technician III
	4076	B9	Public Health Technician IV	4076	B9	Public Health Technician IV
	4081	B7	Epidemiologist I	4081	B9	Epidemiologist I
	4082	B9	Epidemiologist II	4082	B11	Epidemiologist II
	4083	B11	Epidemiologist III	4083	B13	Epidemiologist III
	4084	B13	Epidemiologist IV	4084	B15	Epidemiologist IV
	4125	B11	Veterinarian I	4125	B14	Veterinarian I
	4127	B13	Veterinarian II	4127	B16	Veterinarian II
476	R045	B18	Racetrack Veterinarian, Racing Commission			
	4203	A3	Laboratory Technician I			
	4204	A5	Laboratory Technician II	4140	A5	Laboratory Technician I
	4206	A7	Laboratory Technician III	4142	A7	Laboratory Technician II
	4207	A9	Laboratory Technician IV	4144	A9	Laboratory Technician III
	4208	A11	Laboratory Technician V	4146	A11	Laboratory Technician IV
	4219	B3	Microbiologist I	4219	B3	Microbiologist I
	4220	B5	Microbiologist II	4220	B5	Microbiologist II
	4221	B7	Microbiologist III	4221	B7	Microbiologist III
	4222	B9	Microbiologist IV	4222	B9	Microbiologist IV
	4223	B11	Microbiologist V	4223	B11	Microbiologist V
	4224	B13	Microbiologist VI	4224	B13	Microbiologist VI

## Medical and Health

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
				4225	B15	Microbiologist VII
	4290	A3	Radiological Technologist Assistant	4290	A3	Radiological Technologist Assistant
	4291	A6	Radiological Technologist I	4291	A6	Radiological Technologist I
	4292	A8	Radiological Technologist II	4292	A8	Radiological Technologist II
	4293	A11	Radiological Technologist III	4293	A11	Radiological Technologist III
	4294	A13	Radiological Technologist IV	4294	A13	Radiological Technologist IV
	4298	A9	Electroencephalograph Technician			
	4340	A6	Orthopedic Equipment Assistant	4340	A6	Orthopedic Equipment Assistant
	4342	A8	Orthopedic Equipment Technician I	4342	A8	Orthopedic Equipment Technician I
	4344	A10	Orthopedic Equipment Technician II	4344	A10	Orthopedic Equipment Technician II
	4345	A12	Orthopedic Equipment Technician III	<b>4346</b>	A12	Orthopedic Equipment Technician III
	4348	A2	Therapist Technician I	4348	A2	Therapist Technician I
	4349	A4	Therapist Technician II	4349	A4	Therapist Technician II
	4350	A5	Therapist Technician III	4350	A5	Therapist Technician III
	4351	A7	Therapist Technician IV	4351	A7	Therapist Technician IV
	4352	A9	Therapist Technician V	4352	A9	Therapist Technician V
	4359	A9	Registered Therapist Assistant I			
	4360	A11	Registered Therapist Assistant II	4360	A11	<b>Registered Therapist Assistant</b>
	4361	B4	Registered Therapist I	4361	B4	Registered Therapist I
	4362	B6	Registered Therapist II	4362	B6	Registered Therapist II
	4363	B8	Registered Therapist III	4363	B8	Registered Therapist III
	4364	B10	Registered Therapist IV	4364	B10	Registered Therapist IV
	4365	B11	Registered Therapist V	4365	B11	Registered Therapist V
	4366	B13	Registered Therapist VI	4366	B13	Registered Therapist VI
	4370	A2	Medical Aide I	4370	A2	Medical Aide I
	4372	A4	Medical Aide II	4372	A4	Medical Aide II
	4373	A5	Medical Aide III	<b>4374</b>	A5	Medical Aide III
	4376	A7	Medical Aide IV	4376	A7	Medical Aide IV
	4377	A9	Medical Technician I	<b>4385</b>	A9	Medical Technician I
	4378	A11	Medical Technician II	<b>4386</b>	A11	Medical Technician II
	4379	A13	Medical Technician III	<b>4387</b>	A13	Medical Technician III
	4400	B3	Medical Technologist I	4400	B3	Medical Technologist I
	4401	B5	Medical Technologist II	4401	B5	Medical Technologist II
	4402	B7	Medical Technologist III	4402	B7	Medical Technologist III
	4403	B9	Medical Technologist IV	4403	B9	Medical Technologist IV
	4404	B11	Medical Technologist V	4404	B11	Medical Technologist V

## Medical and Health

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	4405	B13	Medical Technologist VI	4405	B13	Medical Technologist VI
	4426	A7	Respiratory Care Practitioner I			
	4427	A9	Respiratory Care Practitioner II			
	4428	A11	Respiratory Care Practitioner III	4428	A11	<b>Respiratory Care Practitioner</b>
	4430	A8	Licensed Vocational Nurse I	4430	<b>A9</b>	Licensed Vocational Nurse I
	4432	A10	Licensed Vocational Nurse II	4432	<b>A11</b>	Licensed Vocational Nurse II
				4434	<b>B10</b>	<b>Physician I</b>
				4435	<b>B16</b>	<b>Physician II</b>
				4436	<b>B20</b>	<b>Physician III</b>
				4437	<b>B21</b>	<b>Physician IV</b>
				4438	<b>B22</b>	<b>Physician V</b>
318	P020	B1	Physician (Part-Time), Commission for the Blind			
501	D225	B10	Physician I, Department of Health			
694	P030	B16	Physician (Part-Time), Youth Commission			
655	P094	B20	General Physician I, Department of Mental Health and Mental Retardation			
501	P184	B20	Physician II, Department of Health			
501	D281	B21	Physician III, Department of Health			
655	P179	B21	General Physician II, Department of Mental Health and Mental Retardation			
655	P180	B22	General Physician III, Department of Mental Health and Mental Retardation			
	4440	B4	Nurse I			
	4442	B6	Nurse II	4442	B6	<b>Nurse I</b>
	4444	B8	Nurse III	4444	B8	<b>Nurse II</b>
	4446	B10	Nurse IV	4446	B10	<b>Nurse III</b>
	4448	B12	Nurse V	4448	B12	<b>Nurse IV</b>
	4450	B13	Nurse VI	4450	B13	<b>Nurse V</b>
				4452	<b>B15</b>	<b>Medical Research Specialist I</b>
				4453	<b>B17</b>	<b>Medical Research Specialist II</b>
655	O022	B14	Research Specialist I, Department of Mental Health and Mental Retardation			
655	O023	B16	Research Specialist II, Department of Mental Health and Mental Retardation			

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Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
655	O024	B17	Research Specialist III, Department of Mental Health and Mental Retardation			
				4455	B16	Dentist I
				4457	B18	Dentist II
694	D035	B11	Dentist (Part-Time), Youth Commission			
501	C195	B16	Dentist, Department of Health			
655	P099	B16	Clinical Dentist, Department of Mental Health and Mental Retardation			
				4460	B12	Psychologist I
				4462	B14	Psychologist II
				4464	B16	Psychologist III
655	C059	B12	Clinical Psychologist I , Department of Mental Health and Mental Retardation			
694	Y002	B14	Youth Correctional Psychologist, Youth Commission			
655	C152	B16	Clinical Psychologist II , Department of Mental Health and Mental Retardation			
	5252	B4	Psychological Assistant	4466	B4	Psychological Assistant
	5253	B7	Associate Psychologist I	4467	B7	Associate Psychologist I
	5254	B8	Associate Psychologist II	4468	B8	Associate Psychologist II
	5255	B9	Associate Psychologist III	4469	B9	Associate Psychologist III
	5256	B10	Associate Psychologist IV	4470	B10	Associate Psychologist IV
	5257	B11	Associate Psychologist V	4471	B11	Associate Psychologist V
	5258	B12	Associate Psychologist VI	4472	B12	Associate Psychologist VI
				4475	B19	Psychiatrist I
				4476	B20	Psychiatrist II
				4477	B21	Psychiatrist III
				4478	B22	Psychiatrist IV
655	M061	B19	Medical Specialist I, Department of Mental Health and Mental Retardation			
655	M029	B20	Medical Specialist II, Department of Mental Health and Mental Retardation			
655	M030	B21	Medical Specialist III, Department of Mental Health and Mental Retardation			



## Medical and Health

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
655	M031	B22	Medical Specialist IV, Department of Mental Health and Mental Retardation			
	4481	A4	Dental Assistant I	4481	A4	Dental Assistant I
	4482	A6	Dental Assistant II	4482	A6	Dental Assistant II
	4483	A8	Dental Assistant III	4483	A8	Dental Assistant III
	4488	A13	Dental Hygienist I			
	4489	A16	Dental Hygienist II	4489	A16	<b>Dental Hygienist</b>
	4490	B8	Pharmacist I	4490	<b>B10</b>	Pharmacist I
	4491	B10	Pharmacist II	4491	<b>B12</b>	Pharmacist II
	4492	B12	Pharmacist III	4492	<b>B14</b>	Pharmacist III
	4493	B13	Pharmacist IV	4493	<b>B16</b>	Pharmacist IV
655	P164	B13	Pharmacists, Department of Mental Health and Mental Retardation			
				4495	<b>B15</b>	<b>Pharmacologist</b>
655	C228	B15	Clinical Pharmacologist, Department of Mental Health and Mental Retardation			
	4497	A6	Pharmacy Technician I	4497	A6	Pharmacy Technician I
	4498	A8	Pharmacy Technician II	4498	A8	Pharmacy Technician II
	4499	A10	Pharmacy Technician III	4499	A10	Pharmacy Technician III
655	P001	B14	Professional Trainee, Department of Mental Health and Mental Retardation			

## Criminal Justice

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	4501	A7	Correctional Officer I	4501	A7	Correctional Officer I
	4502	A9	Correctional Officer II	4502	A9	Correctional Officer II
	4503	A11	Correctional Officer III	4503	A11	Correctional Officer III
	4510	B5	Sergeant of Correctional Officers	4510	B5	Sergeant of Correctional Officers
	4511	B6	Lieutenant of Correctional Officers	4511	<b>B7</b>	Lieutenant of Correctional Officers
	4512	B7	Captain of Correctional Officers	4512	<b>B8</b>	Captain of Correctional Officers
	4513	B9	Major of Correctional Officers	4513	<b>B10</b>	Major of Correctional Officers
	4520	A7	Juvenile Correctional Officer I	4520	A7	Juvenile Correctional Officer I
	4521	A9	Juvenile Correctional Officer II	4521	A9	Juvenile Correctional Officer II
	4522	A11	Juvenile Correctional Officer III	4522	A11	Juvenile Correctional Officer III
	4523	A13	Juvenile Correctional Officer IV	4523	A13	Juvenile Correctional Officer IV
	4524	A15	Juvenile Correctional Officer V	4524	A15	Juvenile Correctional Officer V
	4540	B6	Parole Officer I	4540	B6	Parole Officer I
	4541	B7	Parole Officer II	4541	B7	Parole Officer II
	4542	B8	Parole Officer III	4542	B8	Parole Officer III
	4543	B10	Parole Officer IV	4543	B10	Parole Officer IV
	4544	B12	Parole Officer V	4544	B12	Parole Officer V
	4558	B13	Warden	4550	B13	<b>Assistant Warden</b>
				4551	<b>B14</b>	<b>Warden I</b>
				4552	<b>B15</b>	<b>Warden II</b>
696	S266	B14	Senior Warden I, Department of Criminal Justice			
696	S265	B15	Senior Warden II, Department of Criminal Justice			
	4560	A11	Counsel Substitute I	4560	A11	Counsel Substitute I
	4561	A13	Counsel Substitute II	4561	A13	Counsel Substitute II
	4562	A15	Counsel Substitute III	4562	A15	Counsel Substitute III
	4571	A12	Correctional Transportation Officer	4571	A12	Correctional Transportation Officer
	4646	A11	Industrial Specialist I	4646	A11	Industrial Specialist I
	4647	A12	Industrial Specialist II	4647	A12	Industrial Specialist II
	4648	A13	Industrial Specialist III	4648	A13	Industrial Specialist III
	4649	A14	Industrial Specialist IV	4649	A14	Industrial Specialist IV
	4650	A16	Industrial Specialist V	4650	A16	Industrial Specialist V
	4651	A18	Industrial Specialist VI	4651	A18	Industrial Specialist VI

## Criminal Justice

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	4671	A12	Agriculture Specialist I	4671	A12	Agriculture Specialist I
	4672	A13	Agriculture Specialist II	4672	A13	Agriculture Specialist II
	4673	A14	Agriculture Specialist III	4673	A14	Agriculture Specialist III
	4674	A15	Agriculture Specialist IV	4674	A15	Agriculture Specialist IV
	4675	A16	Agriculture Specialist V	4675	A16	Agriculture Specialist V

## Social Services/Mental Health and Mental Retardation

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	5001	B3	Social Service Worker I	5001	B3	Social Service Worker I
	5002	B4	Social Service Worker II	5002	B4	Social Service Worker II
	5003	B5	Social Service Worker III	5003	B5	Social Service Worker III
	5006	B7	Social Service Supervisor I	5006	B7	Social Service Supervisor I
	5007	B8	Social Service Supervisor II	5007	B8	Social Service Supervisor II
	5011	B6	Social Service Case Analyst I			
	5012	B8	Social Service Case Analyst II			
	5014	B9	Social Service Program Consultant			
	5017	B6	Adult Protective Services Specialist I			
	5018	B8	Adult Protective Services Specialist II			
	5019	B9	Adult Protective Services Specialist III			
	5020	B7	Institutional Licensing Representative			
	5023	B4	Child Protective Services Specialist I	5023	B4	<b>Protective Services Specialist I</b>
	5024	B6	Child Protective Services Specialist II	5024	B6	<b>Protective Services Specialist II</b>
	5025	B7	Child Protective Services Specialist III	5025	B7	<b>Protective Services Specialist III</b>
	5026	B8	Child Protective Services Specialist IV	5026	B8	<b>Protective Services Specialist IV</b>
	5028	B9	Child Protective Services Specialist V	5027	B9	<b>Protective Services Specialist V</b>
	5030	B7	Disability Examiner I	5030	B7	<b>Disability Determination Examiner I</b>
	5031	B8	Disability Examiner II	5031	B8	<b>Disability Determination Examiner II</b>
	5032	B9	Disability Examiner III	5032	B9	<b>Disability Determination Examiner III</b>
				5033	B10	<b>Disability Determination Examiner IV</b>
	5046	B3	Disability Case Review Specialist	5046	B3	Disability Case Review Specialist
	5050	A6	Disability Services Technician I			
	5051	A8	Disability Services Technician II			
	5052	B4	Disability Determination Officer I			
	5053	B6	Disability Determination Officer II			
	5054	B8	Disability Determination Officer III			
	5056	B10	Disability Determination Officer IV			
	5062	B7	Vocational Rehabilitation Counselor I	5062	B7	Vocational Rehabilitation Counselor I
	5063	B8	Vocational Rehabilitation Counselor II	5063	B8	Vocational Rehabilitation Counselor II

## Social Services/Mental Health and Mental Retardation

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	5068	B9	Vocational Rehabilitation Counselor III	5064	B9	Vocational Rehabilitation Counselor III
	5070	A7	Rehabilitation Services Technician I			
	5071	A9	Rehabilitation Services Technician II			
	5072	A11	Rehabilitation Services Technician III			
	5073	A13	Rehabilitation Services Technician IV			
	5078	A9	Chaplaincy Services Assistant I	5078	A9	Chaplaincy Services Assistant I
	5079	A11	Chaplaincy Services Assistant II	5079	A11	Chaplaincy Services Assistant II
	5080	A12	Chaplaincy Services Assistant III	5080	A12	Chaplaincy Services Assistant III
	5081	B5	Chaplain I	5081	B5	Chaplain I
	5082	B8	Chaplain II	5082	B8	Chaplain II
	5083	B10	Chaplain III	5083	B10	Chaplain III
	5059	A11	Rehabilitation Technician I	5085	A11	Rehabilitation Technician I
	5060	A13	Rehabilitation Technician II	5086	A13	Rehabilitation Technician II
	5351	B2	Rehabilitation Teacher I	5090	B2	Rehabilitation Teacher I
	5352	B4	Rehabilitation Teacher II	5091	B4	Rehabilitation Teacher II
	5354	B6	Rehabilitation Caseworker	5092	B6	<b>Rehabilitation Teacher III</b>
	5360	B8	Coordinator of Rehabilitation	5095	B8	Coordinator of Rehabilitation
	5105	B6	Veterans Assistance Counselor I	5105	B6	Veterans Assistance Counselor I
	5106	B7	Veterans Assistance Counselor II	5106	B7	Veterans Assistance Counselor II
	5107	B8	Veterans Assistance Counselor III	5107	B8	Veterans Assistance Counselor III
	5108	B9	Veterans Assistance Counselor IV	5108	B9	Veterans Assistance Counselor IV
	5109	B10	Veterans Assistance Counselor V	5109	B10	Veterans Assistance Counselor V
	5112	B5	Chemical Dependency Counselor I	5112	B5	<b>Substance Abuse Counselor I</b>
	5113	B6	Chemical Dependency Counselor II	5113	B6	<b>Substance Abuse Counselor II</b>
	5120	A3	MHMR Aide	5120	A3	<b>MHMR Services Aide</b>
	5121	A5	MHMR Services Assistant	5121	A5	<b>MHMR Services Assistant I</b>
	5122	A6	MHMR Specialist I	5122	A6	<b>MHMR Services Assistant II</b>
	5123	A7	MHMR Specialist II	5123	A7	<b>MHMR Services Assistant III</b>
	5124	A9	MHMR Supervisor	5124	A9	<b>MHMR Services Supervisor</b>
	5130	B5	Qualified Mental Retardation Professional I	5130	B5	Qualified Mental Retardation Professional I
	5131	B6	Qualified Mental Retardation Professional II	5131	B6	Qualified Mental Retardation Professional II
	5132	B7	Qualified Mental Retardation Professional III	5132	B7	Qualified Mental Retardation Professional III

## Social Services/Mental Health and Mental Retardation

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	5133	B8	Qualified Mental Retardation Professional IV	5133	B8	Qualified Mental Retardation Professional IV
	5140	A9	Recreation Program Specialist I	5140	A9	Recreation Program Specialist I
	5142	A11	Recreation Program Specialist II	5142	A11	Recreation Program Specialist II
	5144	A13	Recreation Program Specialist III	5144	A13	Recreation Program Specialist III
	5146	A14	Recreation Program Specialist IV	5146	A14	Recreation Program Specialist IV
	5201	A6	Houseparent I	5201	A6	Houseparent I
	5203	A8	Houseparent II	5203	A8	Houseparent II
	5204	A11	Houseparent III	5205	A11	Houseparent III
	5211	B1	Caseworker I	5211	B1	Caseworker I
	5212	B4	Caseworker II	5212	B4	Caseworker II
	5213	B7	Caseworker III	5213	B7	Caseworker III
	5215	B10	Medical/Psychiatric Caseworker			
	5220	B3	Clinical Social Worker I	5220	B3	Clinical Social Worker I
	5221	B5	Clinical Social Worker II	5221	B5	Clinical Social Worker II
	5222	B7	Clinical Social Worker III	5222	B7	Clinical Social Worker III
	5223	B9	Clinical Social Worker IV	5223	B9	Clinical Social Worker IV
	5224	B10	Clinical Social Worker V	5224	B10	Clinical Social Worker V
	5261	B3	Case Manager I	5226	B3	Case Manager I
	5262	B5	Case Manager II	5227	B5	Case Manager II
	5263	B7	Case Manager III	5228	B7	Case Manager III
	5264	B9	Case Manager IV	5229	B9	Case Manager IV
	5231	B3	Volunteer Services Coordinator I	5231	B3	Volunteer Services Coordinator I
	5232	B5	Volunteer Services Coordinator II	5232	B5	Volunteer Services Coordinator II
	5233	B7	Volunteer Services Coordinator III	5233	B7	Volunteer Services Coordinator III
	5234	B9	Volunteer Services Coordinator IV	5234	B9	Volunteer Services Coordinator IV
	5243	B11	Volunteer Services Coordinator V	5235	B11	Volunteer Services Coordinator V
	5370	B7	Supervising Business Consultant I			
	5371	B9	Supervising Business Consultant II			
	5375	B9	Field Operations Specialist			
	5377	B10	Field Operations Supervisor			
	5501	A2	Human Services Technician I	5501	A2	Human Services Technician I
	5502	A4	Human Services Technician II	5502	A4	Human Services Technician II
	5503	A6	Human Services Technician III	5503	A6	Human Services Technician III
	5504	A7	Human Services Technician IV	5504	A7	Human Services Technician IV
	5505	A9	Human Services Technician V	5505	A9	Human Services Technician V
	5517	B6	Human Services Quality Control Analyst I	5524	B6	Human Services Quality Control Analyst I

## Social Services/Mental Health and Mental Retardation

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	5518	B7	Human Services Quality Control Analyst II	5525	B7	Human Services Quality Control Analyst II
	5519	B8	Human Services Quality Control Analyst III	5526	B8	Human Services Quality Control Analyst III
	5521	B9	Human Services Quality Control Analyst IV	5527	B9	Human Services Quality Control Analyst IV
	5522	B11	Human Services Quality Control Analyst V	5528	B11	Human Services Quality Control Analyst V
	5530	B1	Child Development Specialist I	5530	B1	Child Development Specialist I
	5531	B3	Child Development Specialist II	5531	B3	Child Development Specialist II
	5532	B5	Child Development Specialist III	5532	B5	Child Development Specialist III
	5533	B7	Child Development Specialist IV	5533	B7	Child Development Specialist IV
	5534	B9	Child Development Specialist V	5534	B9	Child Development Specialist V
	5540	B3	Child Support Officer I	5540	B3	Child Support Officer I
	5541	B5	Child Support Officer II	5541	B5	Child Support Officer II
	5542	B7	Child Support Officer III	5542	B7	Child Support Officer III
	5543	B9	Child Support Officer IV	5543	B9	Child Support Officer IV
	5550	A9	Child Support Technician I	5550	A9	Child Support Technician I
	5551	A11	Child Support Technician II	5551	A11	Child Support Technician II
	5552	A13	Child Support Technician III	5552	A13	Child Support Technician III
	5610	B1	Interpreter I			
	5612	B3	Interpreter II	5612	B3	<b>Interpreter I</b>
	5614	B6	Interpreter III	5614	B6	<b>Interpreter II</b>
	5616	B8	Interpreter IV	5616	B8	<b>Interpreter III</b>
	5618	B10	Interpreter V	5618	B10	<b>Interpreter IV</b>
	5700	B3	Human Services Specialist I	5700	B3	Human Services Specialist I
	5701	B4	Human Services Specialist II	5701	B4	Human Services Specialist II
	5702	B5	Human Services Specialist III	5702	B5	Human Services Specialist III
	5703	B6	Human Services Specialist IV	5703	B6	Human Services Specialist IV
	5704	B7	Human Services Specialist V	5704	B7	Human Services Specialist V
	5705	B8	Human Services Specialist VI	5705	B8	Human Services Specialist VI
	5706	B9	Human Services Specialist VII	5706	B9	Human Services Specialist VII
				5720	B2	<b>Human Services Trainee</b>
324	S103	B2	Social Service Worker I (Trainee Medical Specialist I), Department of Human Services			

## Social Services/Mental Health and Mental Retardation

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
324	S128	B2	Social Service Worker I (Trainee Eligibility Worker I), Department of Human Services			
324	S140	B2	Community Care Worker (Trainee) I, Department of Human Services			



## Public Safety

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	6070	B8	Criminalist I	6050	B8	Criminalist I
	6071	B9	Criminalist II	6051	B9	Criminalist II
	6072	B10	Criminalist III	6052	B10	Criminalist III
	6073	B11	Criminalist IV	6053	B11	Criminalist IV
	6074	B12	Criminalist V	6054	B12	Criminalist V
	6075	B13	Criminalist VI	6055	B13	Criminalist VI
	6077	B14	Criminalist VII	6056	B14	Criminalist VII
	6078	B15	Criminalist VIII	6057	B15	Criminalist VIII
	6080	B6	Crime Scene Photographer I	6080	B6	Crime Scene Photographer I
	6082	B7	Crime Scene Photographer II	6082	B7	Crime Scene Photographer II
	6084	B9	Crime Scene Photographer III	6084	B9	Crime Scene Photographer III
	6086	B11	Crime Scene Photographer IV	6086	B11	Crime Scene Photographer IV
	6088	B14	Crime Scene Photographer Supervisor			
	6090	A8	Communications Center Specialist I	6090	A8	Communications Center Specialist I
	6091	A9	Communications Center Specialist II	6091	A9	Communications Center Specialist II
	6092	A10	Communications Center Specialist III	6092	A10	Communications Center Specialist III
	6093	B8	Communications Center Supervisor			
	6100	A12	Police Communications Operator I	6095	A12	Police Communications Operator I
	6103	A13	Police Communications Operator II	6096	A13	Police Communications Operator II
	6104	A14	Police Communications Operator III	6097	A14	Police Communications Operator III
	6106	A15	Police Communications Operator IV	6098	A15	Police Communications Operator IV
	6107	B9	Police Communications Supervisor I			
	6108	B11	Police Communications Supervisor II			
	6114	A10	Fingerprint Technician I	6114	A10	Fingerprint Technician I
	6115	A11	Fingerprint Technician II	6115	A11	Fingerprint Technician II
	6116	A12	Fingerprint Technician III	6116	A12	Fingerprint Technician III
	6117	A14	Fingerprint Technician IV	6117	A14	Fingerprint Technician IV
	6113	B7	Latent Print Technician	6121	B7	Latent Print Technician
	6119	B9	Automated Fingerprint Index System Supervisor			
	6130	A11	Crime Laboratory Evidence Technician			
	6150	B5	Evidence/CODIS/DNA Technician	6150	B5	Evidence/CODIS/DNA Technician

## Public Safety

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	6152	B10	Combined DNA Index System Analyst I	6152	B10	Combined DNA Index System Analyst I
	6154	B12	Combined DNA Index System Analyst II	6154	B12	Combined DNA Index System Analyst II
	6156	B15	Combined DNA Index System Supervisor			
	6200	B9	Electronic Technician	6200	B9	<b>Breath Test Electronic Technician</b>
	6220	A7	Public Safety Records Technician I	6220	A7	Public Safety Records Technician I
	6221	A9	Public Safety Records Technician II	6221	A9	Public Safety Records Technician II
	6222	A10	Public Safety Records Technician III	6222	A10	Public Safety Records Technician III
	6224	A8	Drivers License Technician			
	6225	A10	Drivers License Examiner			
	8050	A8	Security Officer I	<b>6230</b>	A8	Security Officer I
	8051	A10	Security Officer II	<b>6232</b>	A10	Security Officer II
	8052	A12	Security Officer III	<b>6234</b>	A12	Security Officer III
	8060	A2	Security Worker I	<b>6240</b>	A2	Security Worker I
	8061	A3	Security Worker II	<b>6242</b>	A3	Security Worker II
	8063	A5	Security Worker III	<b>6244</b>	A5	Security Worker III
	8065	A7	Security Worker IV	<b>6246</b>	A7	Security Worker IV

## Library and Records

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	7304	B5	Archeologist I	7304	B5	Archeologist I
	7306	B7	Archeologist II	7306	B7	Archeologist II
	7308	B9	Archeologist III	7308	B9	Archeologist III
	7310	B13	State Archeologist			
	7315	B3	Historian I	7315	<b>B5</b>	Historian I
	7317	B5	Historian II	7317	<b>B7</b>	Historian II
	7319	B7	Historian III	7319	<b>B9</b>	Historian III
	7350	A5	Library Assistant I	7350	<b>A7</b>	Library Assistant I
	7352	A7	Library Assistant II	7352	<b>A9</b>	Library Assistant II
	7354	A9	Library Assistant III	7354	<b>A11</b>	Library Assistant III
	7401	B3	Librarian I	7401	<b>B5</b>	Librarian I
	7402	B5	Librarian II	7402	<b>B7</b>	Librarian II
	7403	B7	Librarian III	7403	<b>B9</b>	Librarian III
	7404	B8	Librarian IV	7404	<b>B11</b>	Librarian IV
	7405	B3	Archivist I	7405	<b>B5</b>	Archivist I
	7407	B5	Archivist II	7407	<b>B7</b>	Archivist II
	7409	B7	Archivist III	7409	<b>B9</b>	Archivist III
	7460	B2	Exhibit Technician I	7460	B2	Exhibit Technician I
	7462	B4	Exhibit Technician II	7462	B4	Exhibit Technician II
	7464	B6	Exhibit Technician III	7464	B6	Exhibit Technician III
	7466	B7	Museum Curator	7466	B7	Museum Curator

## Custodial and Domestic

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	8001	A2	Custodian I	8001	A2	Custodian I
	8009	A3	Custodian II	<b>8003</b>	A3	Custodian II
	8010	A5	Custodian III	<b>8005</b>	A5	Custodian III
	8019	A8	Custodian IV	<b>8007</b>	A8	Custodian IV
	8021	A11	Custodial Manager I	8021	A11	Custodial Manager I
	8023	A13	Custodial Manager II	8023	A13	Custodial Manager II
	8025	A15	Custodial Manager III	8025	A15	Custodial Manager III
	8031	A4	Groundskeeper I	8031	A4	Groundskeeper I
	8032	A5	Groundskeeper II	8032	A5	Groundskeeper II
	8033	A7	Groundskeeper III	8033	A7	Groundskeeper III
	8102	A2	Food Service Worker I	8102	A2	Food Service Worker I
	8103	A3	Food Service Worker II	8103	A3	Food Service Worker II
	8104	A5	Food Service Worker III	8104	A5	Food Service Worker III
	8105	A9	Food Service Manager I	8105	A9	Food Service Manager I
	8106	A13	Food Service Manager II	8106	A13	Food Service Manager II
	8107	A16	Food Service Manager III	8107	A16	Food Service Manager III
	8115	A2	Cook I			
	8116	A3	Cook II	8116	A3	<b>Cook I</b>
	8117	A4	Cook III	8117	A4	<b>Cook II</b>
	8118	A6	Cook IV	8118	A6	<b>Cook III</b>
	8202	A2	Sewing Room Worker	8202	A2	Sewing Room Worker
	8203	A6	Sewing Room Supervisor	8203	A6	Sewing Room Supervisor
	8251	A2	Laundry Worker I	8251	A2	Laundry Worker I
	8252	A3	Laundry Worker II	8252	A3	Laundry Worker II
	8253	A5	Laundry Worker III	8253	A5	Laundry Worker III
	8254	A6	Laundry Worker IV	8254	A6	Laundry Worker IV
	8260	A9	Laundry Manager I	8260	A9	Laundry Manager I
	8261	A11	Laundry Manager II	8261	A11	Laundry Manager II
	8262	A14	Laundry Manager III	8262	A14	Laundry Manager III
	8263	A16	Laundry Manager IV	8263	A16	Laundry Manager IV
	8301	A5	Barber I	8301	A5	<b>Barber/Cosmetologist I</b>
	8302	A6	Barber II	8302	A6	<b>Barber/Cosmetologist II</b>
	8310	A5	Cosmetologist I			
	8311	A6	Cosmetologist II			
	8400	A10	Canteen Manager I	8400	A10	Canteen Manager I
	8401	A13	Canteen Manager II	8401	A13	Canteen Manager II

## Maintenance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	9003	A2	Maintenance Assistant I	9003	A2	Maintenance Assistant I
	9004	A3	Maintenance Assistant II	9004	A3	Maintenance Assistant II
	9034	A7	Air Conditioning and Boiler Operator I	9034	A7	Air Conditioning and Boiler Operator I
	9035	A9	Air Conditioning and Boiler Operator II	9035	A9	Air Conditioning and Boiler Operator II
	9036	A11	Air Conditioning and Boiler Operator III	9036	A11	Air Conditioning and Boiler Operator III
	9037	A14	Air Conditioning and Boiler Operator IV	9037	A14	Air Conditioning and Boiler Operator IV
	9041	A6	Maintenance Mechanic I	9041	A6	<b>Maintenance Technician I</b>
	9042	A8	Maintenance Mechanic II	9042	A8	<b>Maintenance Technician II</b>
	9043	A9	Maintenance Mechanic III	9043	A9	<b>Maintenance Technician III</b>
	9044	A11	Maintenance Mechanic IV	9044	A11	<b>Maintenance Technician IV</b>
	9046	A13	Maintenance Mechanic V	<b>9045</b>	A13	<b>Maintenance Technician V</b>
	9047	A11	Electrical and Air Conditioning Mechanic I	9047	A11	Electrical and Air Conditioning Mechanic I
	9048	A12	Electrical and Air Conditioning Mechanic II	9048	A12	Electrical and Air Conditioning Mechanic II
	9049	A14	Electrical and Air Conditioning Mechanic III	9049	A14	Electrical and Air Conditioning Mechanic III
	9050	A16	Electrical and Air Conditioning Mechanic IV	9050	A16	Electrical and Air Conditioning Mechanic IV
	9051	A10	Maintenance Supervisor I	9051	A10	Maintenance Supervisor I
	9052	A12	Maintenance Supervisor II	9052	A12	Maintenance Supervisor II
	9053	A14	Maintenance Supervisor III	9053	A14	Maintenance Supervisor III
	9054	A15	Maintenance Supervisor IV	9054	A15	Maintenance Supervisor IV
	9055	A16	Maintenance Supervisor V	9055	A16	Maintenance Supervisor V
	9087	B10	Maintenance Manager I			
	9088	B12	Maintenance Manager II			
	9089	B13	Maintenance Manager III			
	9305	A13	Transportation Maintenance Supervisor I	9305	A13	<b>Transportation Maintenance Specialist I</b>
	9306	A15	Transportation Maintenance Supervisor II	9306	A15	<b>Transportation Maintenance Specialist II</b>
	9307	A16	Transportation Maintenance Supervisor III	9307	A16	<b>Transportation Maintenance Specialist III</b>
	9308	A17	Transportation Maintenance Supervisor IV	9308	A17	<b>Transportation Maintenance Specialist IV</b>
	9309	A18	Transportation Maintenance Supervisor V	9309	A18	<b>Transportation Maintenance Specialist V</b>
	9401	A2	Vehicle Driver I	<b>9321</b>	A2	Vehicle Driver I
	9402	A5	Vehicle Driver II	<b>9322</b>	A5	Vehicle Driver II
	9404	A7	Vehicle Driver III	<b>9323</b>	A7	Vehicle Driver III
	9405	A9	Vehicle Driver IV	<b>9324</b>	A9	Vehicle Driver IV

## Maintenance

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
	9416	A8	Motor Vehicle Mechanic I	9416	A8	Motor Vehicle Technician I
	9417	A10	Motor Vehicle Mechanic II	9417	A10	Motor Vehicle Technician II
	9418	A12	Motor Vehicle Mechanic III	9418	A12	Motor Vehicle Technician III
	9421	A14	Motor Vehicle Mechanic IV	<b>9419</b>	A14	<b>Motor Vehicle Technician IV</b>
	9510	A10	Machinist I	9510	A10	Machinist I
	9512	A12	Machinist II	9512	A12	Machinist II
	9514	A14	Machinist III	9514	A14	Machinist III
	9620	B7	Aircraft Pilot I			
	9622	B9	Aircraft Pilot II	9622	B9	<b>Aircraft Pilot I</b>
	9624	B11	Aircraft Pilot III	9624	B11	<b>Aircraft Pilot II</b>
	9626	B12	Aircraft Pilot IV	9626	<b>B13</b>	<b>Aircraft Pilot III</b>
	9632	A13	Aircraft Mechanic I	9632	A13	Aircraft Mechanic I
	9634	A15	Aircraft Mechanic II	9634	A15	Aircraft Mechanic II
	9635	A17	Aircraft Mechanic III	<b>9636</b>	A17	Aircraft Mechanic III
	9700	A9	Radio Communications Technician I	9700	A9	Radio Communications Technician I
	9702	A11	Radio Communications Technician II	9702	A11	Radio Communications Technician II
	9704	A12	Radio Communications Technician III	9704	A12	Radio Communications Technician III
	9706	A14	Radio Communications Technician IV	9706	A14	Radio Communications Technician IV
	9729	A9	Office Machine Service Technician I			
	9732	A11	Office Machine Service Technician II	9732	A11	<b>Machine Service Technician I</b>
	9733	A13	Office Machine Service Technician III	9733	A13	<b>Machine Service Technician II</b>
	9736	A16	Office Machine Service Technician IV	<b>9734</b>	A16	<b>Machine Service Technician III</b>

## Law Enforcement

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
405	P057	C7	Pilot Investigator, Department of Public Safety	P057	C7	Pilot Investigator I, Department of Public Safety
405	S021	C8	Senior Pilot Investigator, Department of Public Safety	S021	C8	Pilot Investigator II, Department of Public Safety
405	A003	C9	Assistant Chief Pilot Investigator, Department of Public Safety	A003	C9	Pilot Investigator III, Department of Public Safety
405	C044	C10	Chief Pilot Investigator, Department of Public Safety	C044	C10	Pilot Investigator IV, Department of Public Safety
				C173	C9	Captain, Department of Public Safety
405	C004	C9	Captain, Internal Affairs, Department of Public Safety			
405	C006	C9	Captain, Criminal Law Enforcement, Department of Public Safety			
405	C007	C9	Captain, Texas Rangers, Department of Public Safety			
405	C026	C9	Captain, Traffic Law Enforcement, Department of Public Safety			
405	S054	C9	Staff Captain, Department of Public Safety			
405	C019	C2	Corporal I, Traffic Law Enforcement, Department of Public Safety	C019	C2	Corporal I, Traffic Law Enforcement, Department of Public Safety
405	C018	C3	Corporal II, Traffic Law Enforcement, Department of Public Safety	C018	C3	Corporal II, Traffic Law Enforcement, Department of Public Safety
405	C017	C4	Corporal III, Traffic Law Enforcement, Department of Public Safety	C017	C4	Corporal III, Traffic Law Enforcement, Department of Public Safety
405	C016	C5	Corporal IV, Traffic Law Enforcement, Department of Public Safety	C016	C5	Corporal IV, Traffic Law Enforcement, Department of Public Safety
405	C161	C6	Corporal V, Traffic Law Enforcement, Department of Public Safety	C161	C6	Corporal V, Traffic Law Enforcement, Department of Public Safety
405	C091	C1	Capitol Police Officer Trainee, Department of Public Safety	C091	C1	Capitol Police Officer Trainee, Department of Public Safety
405	C092	C1	Probationary Capitol Police Officer (1st 6 months), Department of Public Safety			
405	C093	C1	Probationary Capitol Police Officer (2nd 6 months), Department of Public Safety			
405	C087	C2	Capitol Police Officer I, Department of Public Safety	C087	C2	Capitol Police Officer I, Department of Public Safety
405	C073	C3	Capitol Police Officer II, Department of Public Safety	C073	C3	Capitol Police Officer II, Department of Public Safety
405	C072	C5	Capitol Police Corporal, Department of Public Safety	C072	C5	Capitol Police Corporal, Department of Public Safety
405	C071	C7	Capitol Police Sergeant, Department of Public Safety	C071	C7	Capitol Police Sergeant, Department of Public Safety

## Law Enforcement

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
405	C070	C8	Capitol Police Lieutenant, Department of Public Safety	C070	C8	Capitol Police Lieutenant, Department of Public Safety
405	C064	C9	Capitol Police Captain, Department of Public Safety	C064	C9	Capitol Police Captain, Department of Public Safety
405	I006	C8	Inspector I, Department of Public Safety	I006	C8	Inspector I, Department of Public Safety
405	I005	C9	Inspector II, Department of Public Safety	I005	C9	Inspector II, Department of Public Safety
405	M001	C2	Mansion Security Officer, Department of Public Safety	M001	C2	Mansion Security Officer, Department of Public Safety
405	M010	C10	Major, Traffic Law Enforcement, Department of Public Safety	M010	C10	Major, Traffic Law Enforcement, Department of Public Safety
				<b>S218</b>	<b>C7</b>	<b>Sergeant, Department of Public Safety</b>
405	I002	C7	Sergeant/Investigator, Criminal Law Enforcement, Department of Public Safety			
405	S003	C7	Sergeant, Traffic Law Enforcement, Department of Public Safety			
405	S063	C7	Staff Sergeant, Department of Public Safety			
405	T006	C7	Sergeant, Texas Ranger, Department of Public Safety			
				<b>L008</b>	<b>C8</b>	<b>Lieutenant, Department of Public Safety</b>
405	L011	C8	Lieutenant, Traffic Law Enforcement, Department of Public Safety			
405	S004	C8	Lieutenant, Criminal Law Enforcement, Department of Public Safety			
405	S006	C8	Lieutenant, Texas Ranger, Department of Public Safety			
405	S007	C8	Lieutenant, Internal Affairs, Department of Public Safety			
405	S055	C8	Staff Lieutenant, Department of Public Safety			
				<b>C174</b>	<b>C10</b>	<b>Commander, Department of Public Safety</b>
405	A281	C10	Assistant Service Commander, Criminal Law Enforcement, Department of Public Safety			
405	S008	C10	Staff Commander, Department of Public Safety			
405	S043	C10	Service Commander, Criminal Law Enforcement, Department of Public Safety			
405	T001	C1	Trooper Trainee, Department of Public Safety	T001	C1	Trooper Trainee, Department of Public Safety



## Law Enforcement

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
405	T002	C1	Probationary Trooper (1st 6 months), Department of Public Safety			
405	T003	C1	Probationary Trooper (2nd 6 months), Department of Public Safety			
405	T009	C2	Trooper I, Traffic Law Enforcement, Department of Public Safety	T009	C2	Trooper I, Traffic Law Enforcement, Department of Public Safety
405	T008	C3	Trooper II, Traffic Law Enforcement, Department of Public Safety	T008	C3	Trooper II, Traffic Law Enforcement, Department of Public Safety
405	T007	C4	Trooper III, Traffic Law Enforcement, Department of Public Safety	T007	C4	Trooper III, Traffic Law Enforcement, Department of Public Safety
405	T005	C5	Trooper IV, Traffic Law Enforcement , Department of Public Safety	T005	C5	Trooper IV, Traffic Law Enforcement, Department of Public Safety
405	T051	C6	Trooper V, Traffic Law Enforcement, Department of Public Safety	T051	C6	Trooper V, Traffic Law Enforcement, Department of Public Safety
458	A030	C1	Agent Trainee, Alcoholic Beverage Commission	A030	C1	Agent Trainee, Alcoholic Beverage Commission
458	A041	C2	Agent I, Alcoholic Beverage Commission	A041	C2	Agent I, Alcoholic Beverage Commission
458	A042	C3	Agent II, Alcoholic Beverage Commission	A042	C3	Agent II, Alcoholic Beverage Commission
458	A044	C4	Agent III, Alcoholic Beverage Commission	A044	C4	Agent III, Alcoholic Beverage Commission
458	A008	C5	Agent IV, Alcoholic Beverage Commission	A008	C5	Agent IV, Alcoholic Beverage Commission
458	A244	C6	Agent V, Alcoholic Beverage Commission	A244	C6	Agent V, Alcoholic Beverage Commission
458	S031	C7	Sergeant, Alcoholic Beverage Commission	S031	C7	Sergeant, Alcoholic Beverage Commission
458	A251	C8	Lieutenant, Alcoholic Beverage Commission	A251	C8	Lieutenant, Alcoholic Beverage Commission
458	C024	C9	Captain, Alcoholic Beverage Commission	C024	C9	Captain, Alcoholic Beverage Commission
458	D521	C10	Major, Alcoholic Beverage Commission	D521	C10	Major, Alcoholic Beverage Commission
696	I115	C1	Internal Affairs Investigator Trainee, Department of Criminal Justice	I115	C1	Internal Affairs Investigator Trainee, Department of Criminal Justice
696	I116	C2	Internal Affairs Investigator I, Department of Criminal Justice	I116	C2	Internal Affairs Investigator I, Department of Criminal Justice
696	I117	C3	Internal Affairs Investigator II, Department of Criminal Justice	I117	C3	Internal Affairs Investigator II, Department of Criminal Justice
696	I118	C4	Internal Affairs Investigator III, Department of Criminal Justice	I118	C4	Internal Affairs Investigator III, Department of Criminal Justice
696	I119	C5	Internal Affairs Investigator IV, Department of Criminal Justice	I119	C5	Internal Affairs Investigator IV, Department of Criminal Justice
696	I123	C6	Internal Affairs Investigator V, Department of Criminal Justice	I123	C6	Internal Affairs Investigator V, Department of Criminal Justice
696	I120	C7	Internal Affairs Regional Supervisor, Department of Criminal Justice	I120	C7	Internal Affairs Regional Supervisor, Department of Criminal Justice
696	I121	C8	Internal Affairs Regional Manager, Department of Criminal Justice	I121	C8	Internal Affairs Regional Manager, Department of Criminal Justice

## Law Enforcement

Agency No.	Current			Recommended		
	Class No.	Salary Group	Class Title	Class No.	Salary Group	Class Title
696	I122	C9	Internal Affairs Multi-Region Administrator, Department of Criminal Justice	I122	C9	Internal Affairs Multi-Region Administrator, Department of Criminal Justice
696	A243	C10	Internal Affairs Division Director, Department of Criminal Justice	A243	C10	<b>Internal Affairs Deputy Division Director, Department of Criminal Justice</b>
				<b>C193</b>	<b>C10</b>	<b>Commander Game Warden, Parks &amp; Wildlife Department</b>
802	A104	C10	Assistant Commander Game Warden, Parks & Wildlife Department			
802	C232	C10	Commander Game Warden, Parks & Wildlife Department			
802	T037	C1	Trainee Game Warden, Parks & Wildlife Department	T037	C1	Trainee Game Warden, Parks & Wildlife Department
802	P181	C1	Probationary Game Warden (1st 6 months), Parks & Wildlife Department			
802	P182	C1	Probationary Game Warden (2nd 6 months), Parks & Wildlife Department			
802	G007	C2	Game Warden I, Parks & Wildlife Department	G007	C2	Game Warden I, Parks & Wildlife Department
802	G003	C3	Game Warden II, Parks & Wildlife Department	G003	C3	Game Warden II, Parks & Wildlife Department
802	G002	C4	Game Warden III, Parks & Wildlife Department	G002	C4	Game Warden III, Parks & Wildlife Department
802	G001	C5	Game Warden IV, Parks & Wildlife Department	G001	C5	Game Warden IV, Parks & Wildlife Department
802	G048	C6	Game Warden V, Parks & Wildlife Department	G048	C6	Game Warden V, Parks & Wildlife Department
802	S002	C7	Sergeant Game Warden, Parks & Wildlife Department	S002	C7	Sergeant Game Warden, Parks & Wildlife Department
802	L010	C8	Lieutenant Game Warden, Parks & Wildlife Department	L010	C8	Lieutenant Game Warden, Parks & Wildlife Department
802	C005	C9	Captain Game Warden, Parks & Wildlife Department	C005	C9	Captain Game Warden, Parks & Wildlife Department
802	M002	C10	Major, Game Warden, Parks & Wildlife Department	M002	C10	Major, Game Warden, Parks & Wildlife Department

## Justification and Implementation Costs

Class Series	Change	Justification	Implementation Cost Range
<b>Administrative Support</b>			
Switchboard Operator	Title Change	To create title consistency within the series.	\$0
Clerk	New Class	To incorporate other clerical-related classes that are recommended for deletion.	\$0
Clerical Supervisor	Deletion	To reduce the overlap and number of classes. Clerk or Administrative Technician series can be used.	\$0 to \$129,408
<b>Information Technology</b>			
Programmer	Reallocation	To bring the series more in line with the market and promote internal consistency within the Plan.	\$2,390,448 to \$4,353,930
Programmer Analyst	Deletion	To reduce the overlap and number of classes. Programmer series can be used.	\$0
Systems Analyst	Reallocation	To bring the series more in line with the market and promote internal consistency within the Plan.	\$240,624 to \$3,557,082
Systems Programmer	Deletion	To reduce the overlap and number of classes. Programmer and Systems Analyst series can be used.	\$0
Data base Administrator	Reallocation/ New Class	To bring series more in line with the market and promote internal consistency within the Plan.	\$13,416 to \$304,401
Telecommunications Specialist	Reallocation	To bring series more in line with the market and promote internal consistency within the Plan.	\$650,910 to \$1,313,881
Network Specialist	New Class	To bring series more in line with the market and promote internal consistency within the Plan.	\$0
<b>Office Services</b>			
Printing Services Technician	New Class	To incorporate other printing services-related classes that are recommended for deletion.	\$0
Duplicating Machine Operator	Deletion	To reduce the overlap and number of classes. Printing Services Technician series can be used.	\$0
Printing Technician	Deletion	To reduce the overlap and number of classes. Printing Services Technician series can be used.	\$0
Bindery Technician	Deletion	To reduce the overlap and number of classes. Printing Services Technician series can be used.	\$7,152 to \$7,152
<b>Planning, Research, and Statistics</b>			
Statistical Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
Governor's Advisor	New Class	To accommodate agency specific titles that are recommended for deletion.	\$0

Class Series	Change	Justification	Implementation Cost Range
<b>Education</b>			
Teacher Aide	New Class	To accommodate agency specific titles that are recommended for deletion.	\$0
<b>Accounting, Auditing, and Finance</b>			
Accounting Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
Auditor	Reallocation	To bring series more in line with the market.	\$767,706 to \$5,072,973
Taxpayer Compliance Officer	New Class	To accommodate duties of the Senior Enforcement Officer deleted last biennium.	\$0
Financial Analyst	New Class	To accommodate agency specific titles that are recommended for deletion.	\$0
Assistant State Auditor	Deletion	To reduce the overlap and number of classes. Auditor series can be used.	\$0
Financial Examiner	New Class/ Reallocation	To accommodate agency-specific titles that are recommended for deletion and to bring series more in line with the market.	\$49,920 to \$136,383
EDP Audit Specialist	Deletion	To reduce the overlap and number of classes. Auditor series can be used.	\$0
Investment Officer	Title Change/ Reallocation	To better describe the type of work being performed and to bring series more in line with the market.	\$13,313 to \$55,450
Portfolio Manager	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Investment Fund Director	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Equity Trader	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Chief Investment Officer	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Claims Officer	Deletion	To reduce the overlap and number of classes. Reimbursement Officer series can be used.	\$0
Management Auditor	Deletion	To reduce the overlap and number of classes. Auditor series can be used.	\$0
Internal Auditor	Deletion	To reduce the overlap and number of classes. Auditor series can be used.	\$0
<b>Inspectors and Investigators</b>			
Seed Analyst	Title Change	To better describe the type of work being performed.	\$0
<b>Program Management</b>			
Program Specialist	New Class	To accommodate higher level technical positions.	\$0
Area Manager	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$5,760 to \$24,554

<b>Class Series</b>	<b>Change</b>	<b>Justification</b>	<b>Implementation Cost Range</b>
Manager	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Director	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Human Resources</b>			
Human Resources Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
<b>Procedures and Information</b>			
State Technical Operation Officer	Deletion	To delete due to non-utilization.	\$0
Emergency Management Information Officer	Deletion	To reduce the overlap and number of classes. Information Specialist series can be used.	\$0
Journalist	Deletion	To reduce the overlap and number of classes. Technical Writer or Information Specialist series can be used.	\$7,008 to \$21,401
State and Federal Relations Representative	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Property Management and Purchasing</b>			
Stock and Inventory Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
Stock and Inventory Supervisor	Title Change	To better describe the type of work being performed.	\$0
Purchasing Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
<b>Land Surveying, Appraising, and Utilities</b>			
Land Surveyor	Reallocation	To bring series more in line with the market.	\$12,984 to \$28,049
<b>Engineering and Design</b>			
Engineering Specialist	New Class	To bring the series more in line with the market.	\$0
Engineer	New Class	To bring the series more in line with the market.	\$0
<b>Natural Resources</b>			
Chemist	Reallocation	To bring the series more in line with the market.	\$681,384 to \$1,381,925
Environmental Specialist	Title Change	To better describe the type of work being performed.	\$0
Park Manager	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Safety</b>			
Rescue Specialist	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Insurance</b>			
Actuary	New Class	To bring the series more in line with the market.	\$0

Class Series	Change	Justification	Implementation Cost Range
<b>Employment</b>			
Employment Clerk	Deletion	To reduce the overlap and number of classes. Clerk series can be used.	\$0
Appeals Referee	Deletion	To reduce the overlap and number of classes. Attorney series can be used.	\$134,928 to \$573,077
<b>Legal</b>			
Attorney	Deletion/ Title Change/ New Class	To delete due to non-utilization, to bring series more in line with the market, and to accommodate agency-specific titles that are recommended for deletion.	\$15,216 to \$69,624
Assistant Attorney General	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
General Counsel	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Hearings Examiner	Deletion	To reduce the overlap and number of classes. Attorney series can be used.	\$0
Hearings Reporter	Reallocation	To bring series more in line with the market.	\$13,440 to \$18,677
Human Services Hearings Officer	Deletion	To reduce the overlap and number of classes. Attorney or appropriate series can be used.	\$0
Law Clerk	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Court Law Clerk	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Chief Deputy Clerk	New Class	To accommodate the transitional overlap in duties between the Deputy Clerk and Clerk of the Court series.	\$0
Clerk of the Court	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Judge	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
<b>Medical and Health</b>			
Dietetic Assistant/Technician	Title Change	To create title consistency within the series.	\$0
Clinical Records Administrator	Deletion	To reduce the overlap and number of classes. Administrative Technician or Program Administrator series can be used.	\$0
Epidemiologist	Reallocation	To bring series more in line with the market.	\$288,816 to \$580,662
Veterinarian	Reallocation	To bring series more in line with the market.	\$78,892 to \$288,398
Laboratory Technician	Deletion/Title Change	To delete due to low-utilization and to bring series more in line with the market.	\$0 to \$1,752
Microbiologist	New Class	To bring the series more in line with the market.	\$0
Electroencephalograph Technician	Deletion	To delete due to low-utilization and to reduce the overlap and number of classes. Medical Technician series can be used.	\$0
Registered Therapist Assistant	Deletion/Title Change	To delete due to low-utilization and to bring series more in line with the market.	\$0 to \$2,760
Respiratory Care Practitioner	Deletion/Title Change	To delete due to non-utilization and to bring class more in line with the market.	\$0
Licensed Vocational Nurse	Reallocation	To bring series more in line with the market.	\$477,720 to \$1,995,288
Physician	New Class	To reduce the number of classes and accommodate agency specific titles that are recommended for deletion.	\$0
Nurse	Deletion/Title Change	To delete due to low-utilization and to bring series more in line with the market.	\$11,064 to \$40,786
Medical Research Specialist	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Dentist	New Class	To accommodate agency-specific titles that are recommended for deletion and to bring series more in line with the market.	\$0
Psychologist	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0

Class Series	Change	Justification	Implementation Cost Range
Psychiatrist	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
Dental Hygienist	Deletion/Title Change	To delete due to low-utilization and to bring series more in line with the market.	\$39,504 to \$41,424
Pharmacist	Reallocation	To bring series more in line with the market.	\$290,952 to \$923,404
Pharmacologist	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Criminal Justice</b>			
Lieutenant/Captain/Major of Correctional Officers	Reallocation	To bring series more in line with the market.	\$1,251,456 to \$6,114,747
Warden	Title Change	To better describe the agency's organizational structure.	\$0
Warden	New Class	To accommodate agency specific titles that are recommended for deletion.	\$0
<b>Social Services/MHMR</b>			
Social Service Case Analyst	Deletion	To reduce the overlap and number of classes. Human Services Quality Control Analyst series can be used.	\$0
Social Service Program Consultant	Deletion	To reduce the overlap and number of classes. Human Services Specialist or Program Specialist series can be used.	\$0
Adult Protective Services Specialist	Deletion	To reduce the overlap and number of classes. Protective Services Specialist series can be used.	\$0
Institutional Licensing Representative	Deletion	To reduce the overlap and number of classes. Human Services Specialist series can be used.	\$0
Child Protective Services Specialist	Title Change	To reduce the overlap and number of classes. Protective Services Specialist series can be used.	\$0
Disability Examiner	Title Change/New Class	To reduce the overlap and number of classes. Disability Determination Examiner series can be used.	\$0
Disability Services Technician	Deletion	To reduce the overlap and number of classes. Clerk or Administrative Technician series can be used.	\$0
Disability Determination Officer	Deletion	To reduce the overlap and number of classes. Disability Determination Examiner series can be used.	\$87,528 to \$176,087
Rehabilitation Services Technician	Deletion	To reduce the overlap and number of classes. Clerk or Administrative Technician series can be used.	\$0 to \$258,768
Chemical Dependency Counselor	Title Change	To better describe the type of work being performed.	\$0
MHMR Aide	Title Change	To create title consistency with directly related titles.	\$0
MHMR Services Assistant/MHMR Specialist	Title Change	To create title consistency within the series.	\$0
MHMR Supervisor	Title Change	To create title consistency with directly related titles.	\$0
Medical/Psychiatric Caseworker	Deletion	To reduce the overlap and number of classes. Clinical Social Worker series can be used.	\$0
Rehabilitation Caseworker	Title Change	To create title consistency within the series.	\$0
Supervising Business Consultant	Deletion	To delete due to low-utilization and to reduce the number of classes. Administrative Technician or Program Specialist series can be used.	\$0
Field Operations Specialist/Supervisor	Deletion	To delete due to low-utilization and to reduce the number of classes. Program Specialist or Program Administrator series can be used.	\$0
Interpreter	Deletion/Title Change	To delete due to non-utilization.	\$0

Class Series	Change	Justification	Implementation Cost Range
Human Services Trainee	New Class	To accommodate agency-specific titles that are recommended for deletion.	\$0
<b>Public Safety</b>			
Crime Scene Photographer Supervisor	Deletion	To reduce the overlap and number of classes. Program Administrator or Manager series can be used.	\$0
Communications Center Supervisor	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$0
Police Communications Supervisor	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$0
Automated Fingerprint Index System Supervisor	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$0
Crime Laboratory Evidence Technician	Deletion	To delete due to non-utilization.	\$0
Combined DNA Index System Supervisor	Deletion	To reduce the overlap and number of classes. Program Administrator or Manager series can be used.	\$0
Electronic Technician	Title Change	To better describe the type of work being performed.	\$0
Drivers License Technician/ Examiner	Deletion	To delete due to non-utilization.	\$0
<b>Library and Records</b>			
State Archeologist	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$0
Historian	Reallocation	To bring series more in line with the market.	\$76,824 to \$125,960
Library Assistant	Reallocation	To bring series more in line with the market.	\$87,048 to \$119,760
Librarian	Reallocation	To bring series more in line with the market.	\$427,101 to \$898,322
Archivist	Reallocation	To bring series more in line with the market.	\$55,100 to \$95,709
<b>Custodial and Domestic</b>			
Cook	Deletion/Title Change	To delete due to low-utilization and to bring series more in line with the market.	\$2,929 to \$2,929
Barber	Title Change	To better describe the type of work being performed.	\$0
Cosmetologist	Deletion	To reduce the overlap and number of classes. Barber/Cosmetologist series can be used.	\$0
<b>Maintenance</b>			
Maintenance Mechanic	Title Change	To better describe the type of work being performed.	\$0
Maintenance Manager	Deletion	To reduce the overlap and number of classes. Program Administrator series can be used.	\$0
Transportation Maintenance Supervisor	Title Change	To better describe the type of work being performed.	\$0
Motor Vehicle Mechanic	Title Change	To better describe the type of work being performed.	\$0
Aircraft Pilot	Deletion/Title Change/Reallocation	To delete due to non-utilization and to bring series more in line with the market.	\$0 to \$5,761



Class Series	Change	Justification	Implementation Cost Range
Office Machine Service Technician	Deletion/Title Change	To delete due to non-utilization.	\$0
<b>Law Enforcement</b>			
Pilot Investigator/ Senior Pilot Investigator/ Assistant Chief Pilot Investigator/Chief Pilot Investigator, DPS	Title Change	To create title consistency within the series.	\$0
Captain, DPS	New Class	To reduce the number of classes and accommodate agency-specific titles that are recommended for deletion.	\$0
Probationary Capitol Police Officer (1 <sup>st</sup> /2 <sup>nd</sup> 6 months), DPS	Deletion	To reduce the overlap and number of classes. Capitol Police Officer Trainee series can be used.	\$0
Sergeant, DPS	New Class	To reduce the number of classes and accommodate agency-specific titles that are recommended for deletion.	\$0
Lieutenant, DPS	New Class	To reduce the number of classes and accommodate agency-specific titles that are recommended for deletion.	\$0
Commander, DPS	New Class	To reduce the number of classes and accommodate agency-specific titles that are recommended for deletion.	\$0
Probationary Trooper (1 <sup>st</sup> /2 <sup>nd</sup> 6 months), DPS	Deletion	To reduce the overlap and number of classes. Trooper Trainee series can be used.	\$0
Internal Affairs Division Director, TDCJ	Title Change	To better describe agency's organizational structure.	\$0
Commander Game Warden, Parks & Wildlife	New Class	To reduce the number of classes and accommodate agency-specific titles that are recommended for deletion.	\$0
Probationary Game Warden (1 <sup>st</sup> /2 <sup>nd</sup> 6 months), Parks & Wildlife	Deletion	To reduce the overlap and number of classes. Trainee Game Warden series can be used.	\$0
<b>All Occupational Categories</b>			
Agency-specific classes	Deletion	Job duties can be defined by general classes within the Plan	\$5,288 to \$1,312,695
<b>Total Fiscal Impact</b>			<b>\$8,184,431 to \$30,032,819</b>

## Objective, Scope, and Methodology

This report provides recommendations for changes to the Position Classification Plan (Plan) in order to ensure the Plan effectively meets the needs of its users. There were three main objectives in our review of the Plan this biennium:

- **Substantially reduce the number of class titles.** The State's Plan needs to be broad and general to provide the framework for salary consistency across agencies for positions performing similar work.
- **Eliminate the majority of agency-specific titles.** The foundation for salary parity begins with consistent class series available for all agencies' use.
- **Appropriately allocate salary groups for class titles.** Appropriate allocation of salaries is vital to maintain external competitiveness as well as internal consistency.

The cost of implementing all of the recommendations was approximated and annualized. The biennium cost to the State, however, is being reported since implementation costs are incurred for the entire biennium. The cost of implementing the recommendations was based on the number of classified employees in each of the affected classes as of February 28, 1998, using information supplied by the Comptroller's Office Human Resource Information System (HRIS) and Uniform Statewide Payroll/Personnel System (USPS).

The minimum estimated costs for implementing the Plan recommendations were calculated by moving the affected incumbents to the same salary rate within the appropriate salary group of the new or revised class, or the Step 1 or the minimum rate of the higher salary group, whichever was higher. The maximum cost was calculated by moving the incumbent to two steps higher than the minimum allowable rate (not to exceed the same salary step number as in the previous salary group) or 6.8 percent, in accordance with the reallocation provisions of the General Appropriations Act. The estimated costs do not include the cost of additional State-paid retirement or State-paid Social Security contributions for eligible employees.

The recommendations outlined in the report are the result of a review of the State's 1,607 classes within the Plan. In making these recommendations, our Office reviewed:

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

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

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

- Juliette Torres, CCP, PHR (Project Manager)
- Matthew Levitt
- Jeanine Pollard, CCP
- Sharon Schneider, PHR
- Mary Shearer
- Frank H. Wagner, Jr., PHR
- Kelli Dan, CCP (Audit Manager)
- Deborah Kerr, Ph.D. (Director)

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