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A Biennial Report on the
**State's Position Classification
Plan**

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Overall Conclusion

Prior to each legislative session, the State Auditor's Office's State Classification Team has a statutory responsibility to conduct a review of the State's Position Classification Plan (Plan), which provides the salary structure for 146,441 full-time classified employees within the State (excluding employees at higher education institutions and legislative agencies). This review is done to determine the competitiveness of the Plan with similar positions in the private and public sector.

The State Classification Team conducts a market analysis to determine (1) the average pay, or "going rate," for positions in the market and (2) whether state job classifications and corresponding salary ranges are competitive. In situations in which the salary ranges are no longer competitive or equitable, changes may be needed to update the Plan. Without these changes, state agencies may face an increased risk of turnover and the inability to compete for and retain qualified employees.

Results indicate that the Plan overall provides appropriate salary ranges for the majority of positions. However, the recommended changes will keep the Plan current, flexible, and equitable for the state agencies using it. These recommended changes include:

- Revising Salary Schedules A and B.
- Moving 395 job classifications to a higher minimum salary group.
- Adding 79 new job classifications to the Plan.
- Making other technical updates and changes, such as title changes and deletions.

The minimum estimated cost to state agencies of implementing these changes would be approximately \$33.5 million for the 2010-2011 biennium. If these

Comparison of Salary Ranges with Average Market Pay

Market analysis is conducted to determine the "going rate" for positions in the market. This is done by using benchmarks, which are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility.

For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark or comparable positions to determine if salary ranges paid for state positions were comparable with those in the market.

In analyzing the competitiveness of salary ranges, a job classification series' salary range was considered to be acceptable if it was within 10 percent of the market average.

It should be noted that, in addition to a base salary, state employees receive a comprehensive benefits package, including health benefits and other items that are less tangible than pay but are equally important to employees, such as flexible schedules and training and career opportunities.

recommendations are approved by the Legislature, state agencies will be required to implement them. As a result, the Legislature may want to consider assisting state agencies with funding to address these changes. Agencies may also incur additional costs to cover salary adjustments that are above and beyond these minimal changes.

Key Points

More than half (54.5 percent) of positions reviewed had salary ranges that compared favorably with the market.

Overall, the Plan provides appropriate salary ranges for the majority of positions reviewed. Of 299 positions reviewed, results indicate that 163 (54.5 percent) had salary ranges that compared favorably with the market. However, 113 positions (37.8 percent) were between 10 and 20 percent behind the market, and 23 positions (7.7 percent) were more than 20 percent behind the market.

If the recommended Plan changes are implemented, 248 (83.2 percent) benchmark positions would have salary ranges that compare favorably with the market. Most of the remaining positions are within job classification series that would have salary ranges that compare favorably with the market. For example, changes to the Plan would leave the Human Resource Specialist I job classification 13 percent behind the market. However, higher levels of that job classification series are more competitive, and as a whole the Human Resource Specialist job classification series is less than 10 percent behind the market.

Revising Salary Schedules A and B would provide increased capacity to compensate employees and allow more flexibility to state agencies using the Plan.

Each job classification listed in the Plan corresponds to a salary schedule that provides the minimum, midpoint, and maximum salary rates for each position. The current schedules need to be revised to (1) ensure that there is a logical and distinct progression between pay levels, (2) widen salary ranges to provide higher maximum salary rates, and (3) create more consistency between employees paid in Salary Schedule A to those paid in Salary Schedule B. If implemented, these changes would also provide the foundation for combining the two salary schedules at a future date.

Modifying individual job classifications within the Plan would address those positions with ranges behind the market, provide additional job classifications for state agencies to use, and address outdated positions in the Plan.

The following changes are recommended to keep the Plan current:

- Moving 395 (47.3 percent) job classifications to a higher minimum salary group. In most cases, these changes were recommended because there has been a significant change in the pay rates for comparable positions in the market. For

example, this analysis found that, on average, Correctional Officer positions were 20 percent behind the market. Moving the Correctional Officer salary ranges to a higher level would provide the Department of Criminal Justice the capacity to adjust employee salaries to a more competitive rate.

- Adding 79 job classifications to address gaps in the Plan and provide agencies with new positions that more clearly distinguish the work being performed. This includes the addition of 14 new job classification series, such as License and Permit Specialist, Toxicologist, Editor, and Geographic Information Specialist. An additional 32 job classifications are recommended to add new levels to current job classifications that would allow agencies to classify employees more appropriately, especially in senior-level positions. Examples include Nurse V, Social Worker IV and V, and Grant Coordinator III.
- Changing titles for 48 job classifications to provide a better description of the functions and reflect current industry terminology. Changes to titles may also help create more consistency among job titles within each classification series. Examples of title changes include changing Computer Operator to Computer Operations Specialist or Protective Service Specialist to either Adult Protective Service Specialist or Child Protective Service Specialist.
- Deleting 32 job classifications that have duties that overlap other job classifications, are no longer used, or no longer provide a competitive salary. Deletions may be necessary when job classifications or levels are underutilized or obsolete. Examples include Computer Record Control Clerk and Microfilm Camera Operator.

Recommended changes have an estimated fiscal impact to state agencies of \$33.5 million for the 2010-2011 biennium.

To estimate the minimum cost of implementing the recommended changes, the State Classification Team calculated the fiscal impact of moving full-time classified employees to the minimum of the salary range of the employees' new or revised classifications. If the recommended changes are implemented, agencies would be required to spend funds to make these changes. As a result, the Legislature may want to consider providing funding to agencies to assist them with implementing these changes. Agencies also may incur additional costs to adjust salaries beyond these minimum changes.

The majority (67.8 percent) of costs fall into the following four categories:

- Criminal Justice (\$8.1 million). These positions include Correctional Officer, Senior Correctional Officer, Juvenile Correction Officer, and Warden. This category also includes Laundry and Food Service Manager positions at the Department of Criminal Justice. When these positions are included, the total cost for the Criminal Justice category increases to \$10.8 million. The Department of Criminal Justice and the Texas Youth Commission have a pay structure that place some employees higher in the salary ranges based on the

employees' time in their positions. As a result, these two agencies would incur additional costs if the recommended changes are implemented.

- Social Services (\$5.7 million). These positions include Protective Service Specialist, Mental Health/Mental Retardation Aide/Assistant/Supervisor, and Psychiatric Nursing Aide/Assistant.
- Legal (\$3.6 million). These positions include Attorney, Assistant Attorney General, and General Counsel.
- Inspection and Maintenance (\$2.6 million). These positions include Investigator, Maintenance Supervisor, and Maintenance Technician.

Summary of Objectives, Scope, and Methodology

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

The scope of this study included a review of the placement of positions within the Plan and an analysis of market pay for benchmark positions. The State Auditor's Office's State Classification Team conducted this review in accordance with the Position Classification Act in Texas Government Code, Chapter 654.

The State Classification Team conducts periodic studies of salary rates and trends in private industry and other governmental entities for work similar to that performed in state governments. This research was conducted using generally accepted compensation practices. This project was a review; therefore, the information in this report was not subject to all the tests and confirmations that would be performed in an audit. However, the information in this report was subject to certain quality control procedures to ensure accuracy and compliance with generally accepted compensation practices.

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Detailed Results

Chapter 1

Overview and Background Information Regarding the State's Position Classification Plan

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

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

Legislative action is required to implement any recommended changes to the Plan, which is part of the General Appropriations Act. This report provides the results of the State Auditor's Office's market and salary analysis and includes recommendations for changes to keep the Plan competitive, flexible, and equitable for the state agencies using it.

The State's Position Classification Plan

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

- Occupational Category – A grouping of similar types of work found in organizations. Currently the Plan covers 26 major occupational categories. Examples of occupational categories include Legal, Maintenance, or Medical and Health categories. For purposes of this report, these have been combined into 16 broad job categories.
- Job Classification Series – A hierarchical structure of job classification titles involving work of the same nature but requiring different levels of responsibility. This may include entry-, journey-, or senior-level positions. Currently, the Plan covers 244 job classification series.

Examples of job classification series include a six-level Attorney series or a five-level Maintenance Technician series.

- Job Classification - A specific grouping of work assigned to one or more individuals whose work has the same characteristics and same level of responsibility. Currently the Plan covers 835 individual job classifications. Examples of job classifications include Correctional Officer I, Purchaser III, or Nurse IV.

The Structure of the Plan's Salary Schedules

Each job classification listed in the Plan corresponds to a salary schedule that provides the minimum, midpoint, and maximum salary rates. The State Classification Team uses the midpoint, or middle of a salary group, to compare salary ranges for state employees to salaries of similar positions in the public and private sector. The State currently has three salary schedules. Below is a description of the types of positions covered by each salary schedule.

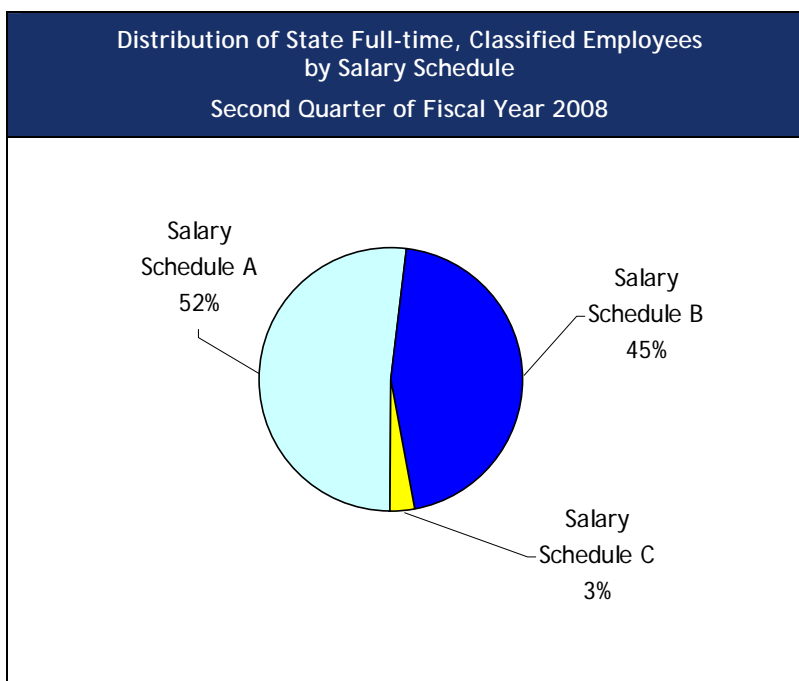
- Salary Schedule A – Includes paraprofessional, administrative support, maintenance, service, and technician positions.
- Salary Schedule B – Includes mainly professional and managerial positions.
- Salary Schedule C – Includes commissioned law enforcement officers who are employed by the Department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

Salary Schedule C Law Enforcement Positions

Market analysis for positions in Salary Schedule C, which covers more than 4,000 law enforcement positions, is addressed in *A Report on the State's Law Enforcement Salary Schedule (Salary Schedule C) and Law Enforcement Position Parity* (State Auditor's Office Report No. 08-707, August 2008).

In the second quarter of fiscal year 2008, the State employed 146,441 full-time classified employees who are paid using these schedules. Figure 1 on the next page shows the distribution of these classified employees by salary schedule. For purposes of this report, only job classifications in Salary Schedules A and B were analyzed. See Appendix 2 for a breakdown of employees in Salary Schedules A and B by occupational categories, and Appendix 3 for a complete listing of Salary Schedules A and B for fiscal year 2009.

Figure 1



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

Placement in Salary Ranges

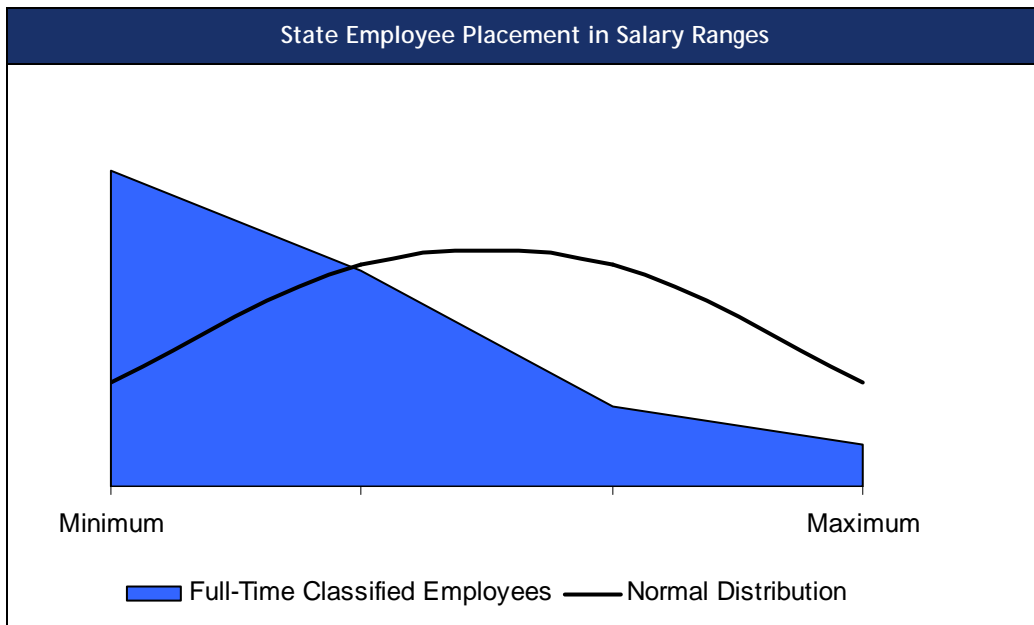
Although the State Auditor's Office is charged with maintaining the overall structure of the Plan, state agencies are responsible for determining an individual employee's salary within the applicable salary group for the employee's job classification. Ideally, pay rates for employees within the same job classification should be distributed throughout the applicable salary ranges to accommodate different levels of skill and experience, as well as varying degrees of employees' job performances.

For example, employees who are new to their position or field, have limited experience, or are less skilled performers should be placed near the bottom of a salary range. Employees close to the midpoint of a salary range should be among the agency's skilled performers or a new employee who brings strong experience or skills to the job. Employees at the top end of the range should be consistent, top performers or critical skill experts. In general, this creates a "normal" or bell-curved distribution of employee pay around the midpoint of salary ranges. A normal distribution accommodates different levels of skill and experience, as well as varying degrees of performance.

As of the second quarter of fiscal year 2008, the majority (81 percent) of full-time classified employees in Salary Schedules A and B were paid less than the midpoint of their salary ranges. Almost half (49 percent) are grouped near the

bottom of their salary ranges (see Figure 2 on the next page). Although there are circumstances when it is appropriate to place employees lower in the applicable salary ranges, it is unusual to have so many employees placed near the low end of a salary range. This placement may be a result of budget constraints, agency policies, or a lack of merit increases. As a result, even if the Plan's structure and salary ranges are competitive, state agencies that pay near the minimum of each salary group still may struggle to pay competitive salary rates to their employees.

Figure 2



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

This report focuses on analyzing salary ranges for job classifications, and it provides recommendations to keep the Plan current and competitive. In addition to this review, state agencies will need to review individual employee pay to ensure that, if needed, additional adjustments are made to maintain desired salary rates to recruit and retain qualified employees.

Total Compensation for State Employees

State employees receive more than a base salary while working for the State. Total compensation (or total rewards) is a phrase used to describe the complete rewards and recognition package that an employee receives. This package includes (1) an employees' salary (base pay, as well as supplemental pay), (2) comprehensive health benefits, and (3) other components that are less tangible than pay but are equally important to employees. These may include challenging work duties, flexible schedules, and training and career opportunities.

In fiscal year 2007, state agencies spent \$11.5 billion on salaries and wages for employees. Although the majority of these funds was spent on base salaries for employees, it also included various salary supplements such as hazardous duty pay, longevity pay, and benefit replacement pay. In fiscal year 2007, the State spent more than \$213 million on these supplements.

Rates for hazardous duty pay and longevity pay are based upon an employee's length of state service, and they increase with an employee's length of service. Benefit replacement pay, a state-paid Social Security stipend, was discontinued as of January 1, 1996. Eligible employees still receive that pay in addition to their base salary; however, employees hired after that date are not eligible for benefit replacement pay.

For eligible classified full-time employees, these supplements provide additional compensation and, on average, increase an employee's base salary by 4.6 percent. Table 1 lists the total spent on these supplements for fiscal years 2007 and 2006.

Table 1

State Expenditures for Longevity, Hazardous Duty, and Benefit Replacement Pay		
Category	Expenditures in Fiscal Year 2007	Expenditures in Fiscal Year 2006
Hazardous Duty Pay	\$ 42,081,310	\$ 39,645,722
Longevity Pay	116,987,282	111,839,433
Benefit Replacement Pay	54,223,791	57,925,296
Totals	\$213,292,383	\$209,410,451

In addition to salary supplements, state agencies have the ability to reward employees through different mechanisms such as promotions, merit increases, and career ladder increases. In fiscal year 2007, the State spent more than \$162 million on these types of adjustments for more than 79,000 employees. Merit increases are either added to an employee's base pay or provided as a lump-sum payment to reward an employee's performance that is above and beyond expectations. Promotions and career ladder increases occur when an employee moves from a lower-level position to a higher-level position. Equity adjustments are increases made by agencies to maintain desired salary relationships among employees. Table 2 on the next page lists the total spent on merit increases, promotions, and equity adjustments for fiscal years 2007 and 2006.

Table 2

State Expenditures for Merit Increases, Promotions, and Equity Adjustments		
Category	Expenditures in Fiscal Year 2007	Expenditures in Fiscal Year 2006
One-Time Merit Increases	\$ 26,802,406	\$ 19,073,372
Merit Increases	37,639,313	41,274,634
Promotions and Career Ladder Adjustments	91,736,069	86,153,805
Equity Adjustments	6,640,741	3,304,987
Totals	\$ 162,818,529	\$149,806,798

Overall Changes to the Position Classification Plan

The proper classification of positions and a sound compensation system are important to the State. An effective compensation system ensures that (1) employees are classified appropriately and paid according to their experience, education, and skills and (2) salary ranges for positions are competitive with similar positions in the public and private sector.

Each state employee is paid within a salary range established for each job classification. If these job classifications and corresponding salary ranges fall too far behind the market, the capacity to pay employees competitively is compromised. Without changes to the compensation system, state agencies face an increased risk of turnover and the inability to compete for and retain qualified employees.

Prior to each legislative session, the State Auditor's Office's State Classification Team has a statutory responsibility to conduct a review of the State's Position Classification Plan (Plan). This review is done to determine the competitiveness of the Plan with similar positions in the private and public sector and to determine if changes are needed to maintain a competitive, equitable structure for state agencies to classify and compensate their employees.

Chapter 2-A

Market Analysis of Benchmark Positions

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

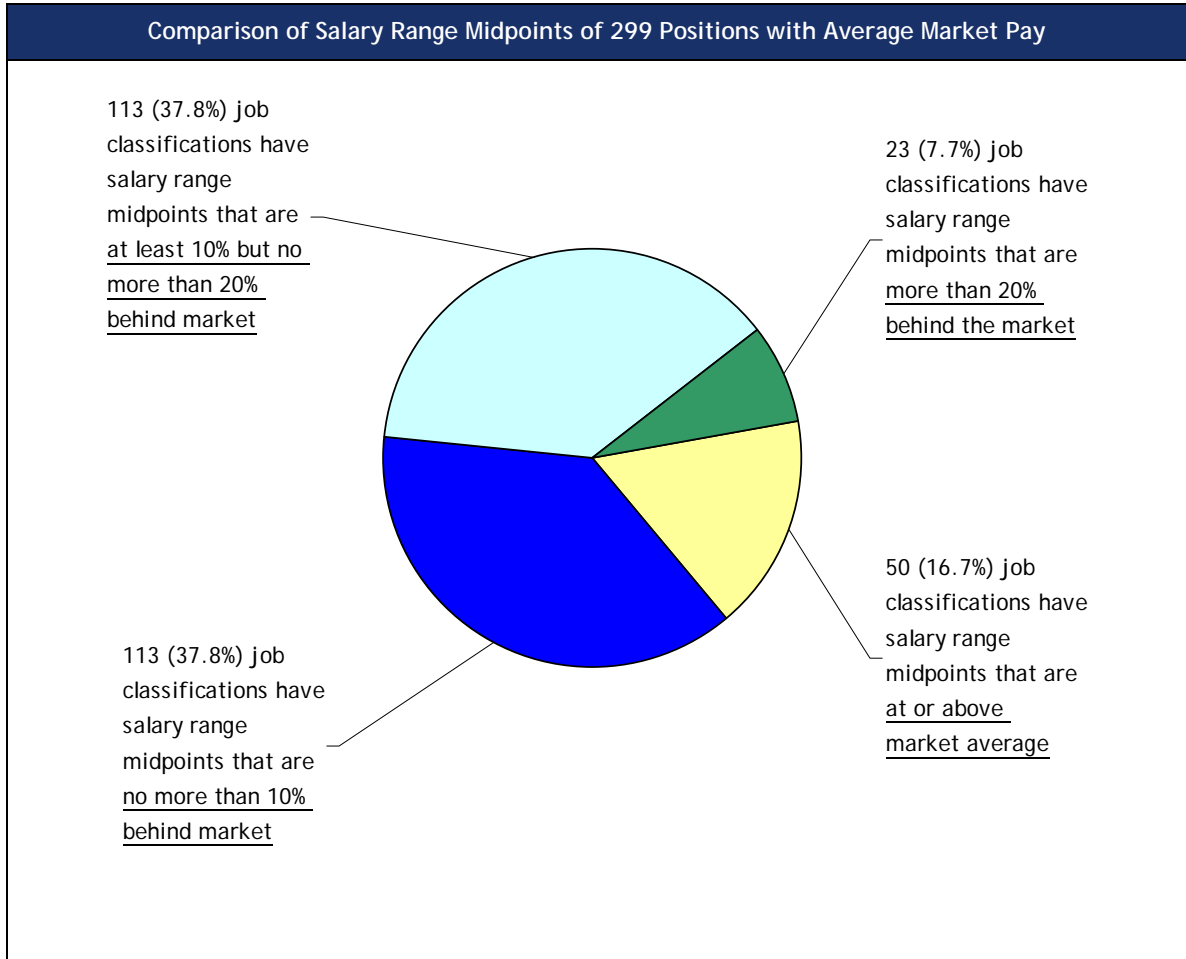
Market analysis is conducted to determine the "going rate" for positions in the market. This is done by using benchmarks (see text box), which are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. When the midpoint of the salary range for a job classification series was within 10 percent of the average market pay, the salary range for a job classification was considered to be within an acceptable range.

A total of 299 positions were reviewed for this report. These positions cover 85.3 percent of the State's full-time classified employees and are representative of 66.0 percent of the job classification series in the Plan.

Results indicate that the Plan overall provides appropriate salary ranges for the majority of positions reviewed. Of the 299 positions, 163 (54.5 percent) had salary ranges that compared favorably with the market. However, 113 positions (37.8 percent) were between

10 percent and 20 percent behind the market, and 23 job classifications (7.7 percent) fell more than 20 percent behind the market. Figure 3 shows the breakdown of these benchmark positions in relation to the market.

Figure 3



Source: State Auditor's Office Electronic Compensation Analysis Tool. Information for salary ranges reflects the fiscal year 2009 salary schedules.

Market data was collected using multiple salary survey sources with positions that were representative of the work performed in state government. The majority of benchmarks were based on at least three strong market matches. However, in some cases, the positions reviewed may have only one or two matches. In these situations, the market data is specific to the public sector and is clearly representative of the job. This public sector data generally represents data from a number of states, cities, or counties. Details on these positions, including the market average for each benchmark, can be found in Chapters 3 to 18.

Recommended Changes to the Plan

As part of its review of the Plan, the State Classification Team recommends changes to address routine system maintenance, as well as to identify and correct situations in which the salary range for a position may not be sufficiently competitive with the market. Recommended Plan changes for this report include:

- Revising Salary Schedules A and B.
- Moving 395 job classifications to a higher minimum salary group.
- Adding 79 new job classifications.
- Making other technical updates and changes, such as title changes and deletions.

During the course of this analysis, the State Classification Team solicited feedback from agencies to determine if they had any specific issues or concerns that could be addressed during this process. A total of 25 agencies submitted a total of 87 requests for new job classifications, additional levels for current classifications, and requests for higher minimum salaries.

Recommendations in this report directly address 57.5 percent of those requests. The remaining requests by agencies could, in general, be addressed with the current classification and salary ranges and would not require legislative changes. Although the Plan is meant to include very general job classifications, state agencies are encouraged to maintain functional job titles that are specific to their employees' work to tailor the Plan to their specific business needs.

Salary Schedules A and B need revisions to maintain competitive salary ranges for classified positions.

As part of this report, the State Classification Team reviewed the structure of the current salary schedules to determine if they provided a sufficient structure by which to compensate employees. Ideally, salary ranges and corresponding salary groups should have a consistent, logical progression between levels and standard widths. However, in the State, changes over time to the current salary schedules have resulted in inconsistencies between levels and, in some situations, limitations on the maximum salary rate for positions.

These issues may create pay compression between levels of salary ranges or inconsistencies in the minimum percentages that employees receive as a result of promotions or reclassifications to a higher salary group. For example, an employee moving from salary group A08 to A09 would receive a minimum 5.2 percent increase. However, an employee moving from salary group A09 to A10 would only receive a minimum 5.0 percent increase.

The current salary schedules need revisions to:

- Ensure that there is a logical and distinct progression between pay levels.
- Widen salary ranges to provide higher maximum salary rates.
- Add additional levels.
- Create more consistency between employees paid in Salary Schedule A and B.

Revising Salary Schedules A and B would provide increased capacity to compensate employees and allow more flexibility to state agencies using the Plan. These modifications, if implemented, would also provide a foundation for combining the two salary schedules at a future date.

In some situations, job classifications would move to a higher minimum salary group. For these positions, agencies may incur a fiscal cost to move employees to the higher minimum salary rate. In other situations, job classifications may move to a lower minimum salary group. Although salary ranges for some positions may have a lower minimum salary, the overall ranges for these positions are still competitive with the market.

For example, the Staff Services Officer III position would move from a minimum salary of \$41,606 to a minimum of \$40,816. However, market analysis indicates that the average salary for this position is \$44,421 and the new range for this position has a midpoint of \$53,061 and a maximum salary of \$65,306. This would still allow agencies opportunity to pay an employee in this position a competitive market rate. In no circumstances, however, should a current employee see a reduction in salary.

State agencies that, as a practice, pay employees only at the minimum of a salary range may need to re-evaluate their hiring practices to ensure that these changes do not create internal equity issues. This could be addressed in the following ways:

- Paying newly hired employees at a rate less than current employees except in circumstances in which a new employee has skills, education, or experience that would warrant a higher salary.
- Setting a starting salary rate above the minimum of the salary range for positions that are critical jobs, or for situations in which employees paid at different rates may create internal equity issues.

Copies of Salary Schedules A and B for fiscal year 2009 can be found in Appendix 3. Copies of the proposed Salary Schedules A and B for fiscal years 2010 and 2011 can be found in Appendix 4.

Modifications to individual job classifications are necessary to maintain a flexible and competitive classification system.

Modifications to individual job classifications within the Plan would address positions with salary ranges below the market, provide additional job classifications for state agencies to use, and address outdated positions in the Plan. Table 3 provides a summary of recommended changes necessary to keep the Plan current. Details on each job category can be found in Chapters 3 to 18 and a complete listing of positions in the Plan can be found in Appendices 6 to 21.

Table 3

Summary of Recommended Changes to the Classification Plan for Fiscal Years 2010-2011				
Job Category	Higher Minimum Salary Group	Additional Classifications	Deletions	Title Change
Accounting, Auditing, and Finance	32	4	0	0
Administrative Services	3	8	0	0
Criminal Justice	33	1	0	0
Custodial	10	0	0	0
Engineering and Design	19	0	3	7
Information Services and Research	28	12	0	0
Information Technology	24	9	2	5
Inspection and Maintenance	22	6	3	0
Legal	35	5	2	1
Medical and Health	54	4	1	3
Natural Resources and Utilities	22	11	3	13
Program Management	17	1	10	0
Property Management and Purchasing	18	2	0	0
Public Safety and Risk Management	24	1	2	2
Social Services	44	13	4	13
Support Services	10	2	2	4
Totals	395	79	32	48

Moving job classifications to a higher minimum salary group will address positions with less favorable salary ranges.

In most of the situations in which a job classification has a higher recommended minimum salary, these changes were recommended because there was a significant change in the going rate for comparable positions in the external market. For example, this analysis found that, on average, Correctional Officer positions were 20 percent behind the market. Moving the

salary ranges for these positions to a higher level would provide the Department of Criminal Justice the capacity to adjust employee salaries to a more competitive rate.

If changes to the Plan are implemented, 248 (83.2 percent) positions would have salary ranges that compare favorably with the market as opposed to the current number of 163 (54.5 percent) positions that have salary ranges that compare favorably with the market. Most of the remaining positions are within job classification series that would have salary ranges that compare favorably with the market. For example, changes to the Plan would leave the Human Resource Specialist I job classification 13 percent behind the market. However, higher levels of that job classification series are more competitive, and as a whole the Human Resource Specialist job classification series is less than 10 percent behind the market.

Appendices 6 to 21 provide a list of all recommended changes to the Plan, including information about which specific positions would move to a higher salary group.

Additional classifications will address gaps in the current Plan.

Adding an additional 79 job classifications will address gaps in the current Plan and provide agencies with positions that more clearly distinguish work being performed. This includes the addition of 14 new job classification series that currently do not exist in the Plan. Additional levels also are recommended to current job classifications that would allow agencies to classify employees more appropriately (see Chapters 3 to 18 for additional details). Table 4 lists the proposed new job classification series.

Table 4

Proposed New Job Classification Series for Fiscal Years 2010-2011	
Job Classification Series	Number of Levels
Adult Protective Services Specialist ^a	5
Biologist	5
Child Protective Services Specialist ^a	5
Court Coordinator	1
Editor	3
Family and Protective Services Supervisor	3
Family Services Specialist	2
Ferryboat Specialist	3
Geographic Information Specialist	5
Governor's Advisor	5
Loan Specialist	4
License and Permit Specialist	5

Proposed New Job Classification Series for Fiscal Years 2010-2011	
Job Classification Series	Number of Levels
Public Health Nurse	3
Toxicologist	3
Total	52
^a The Plan currently has a Protective Service Specialist job classification series, but it does not distinguish between employees providing care for adults or children.	

Details on additional levels of current classifications can be found in Chapters 3 to 18.

Title changes and deletions of outdated job classifications are necessary to keep the Plan current.

Changing titles on 48 job classifications will provide a better description of the functions and reflect current industry terminology. Changes to titles may also help create more consistency among job titles within each classification series. Examples of recommended title changes include changing Computer Operator to Computer Operations Specialist, or changing Protective Service Specialists to either Adult Protective Service Specialist or Child Protective Service Specialist.

Deletions from the Plan may be necessary when a job classification is underutilized or not used at all. A job classification level may be obsolete for a variety of reasons, including that it is no longer competitive with similar jobs. This report recommends deleting 32 job classifications. Examples include deleting Computer Record Control Clerk and Microfilm Camera Operator.

Appendices 6 to 21 list all recommended changes to the Plan, including information about which specific positions have recommended title changes or should be deleted from the Plan.

Chapter 2-C

Fiscal Impact of Recommended Changes

The recommended changes to the Plan made in this report have an estimated fiscal impact to state agencies of \$33.5 million for the 2010-2011 biennium. To estimate the minimum cost of implementing the recommended changes, the State Classification Team used data for the second quarter of fiscal year 2008 and calculated the fiscal impact of moving full-time classified employees to the minimum of the salary ranges of their new or revised classifications. To account for the across-the-board increase effective September 1, 2008, an additional 2 percent or minimum of \$50 a month was added to the salaries that employees earned during the second quarter of fiscal year 2008.

If the recommendations are implemented, agencies would be required to spend funds to make these changes. As a result, the Legislature may want to consider providing funding to agencies to assist them with implementing changes. Agencies may incur additional costs to cover salary adjustments above and beyond these minimal changes. For example, the Department of Criminal Justice and Texas Youth Commission have pay structures for correctional positions that place some employees higher in the ranges based on the employees' time in the positions. As a result, these agencies will incur additional costs if the recommended changes are implemented.

Eight agencies would bear the majority (83 percent) of the costs associated with these recommended changes (see Table 5). A complete list of costs by agency can be found in Appendix 5.

Table 5

State Agencies That Would Bear the Majority of Costs Associated with the Recommended Plan Changes for the 2010-2011 Biennium		
Agency	Biennial Cost to Implement Recommended Plan Changes	Percentage of Total Cost
Department of Criminal Justice	\$ 12,397,850	37.0%
Department of State Health Services	3,536,098	10.6%
Department of Aging and Disability Services	3,184,796	9.5%
Department of Family and Protective Services	2,925,273	8.7%
Department of Insurance	1,879,523	5.6%
Health and Human Services Commission	1,551,625	4.6%
Office of the Attorney General	1,219,935	3.6%
Department of Transportation	1,103,725	3.3%
All other agencies combined	5,722,989	17.1%
Totals	\$33,521,814	100.0%

The estimated costs do not include any additional benefit-related costs (for example, additional retirement, Medicare, and Social Security costs) that agencies may incur during the Plan conversion process.

Table 6 on the next page presents a summary of the costs to implement recommended changes to the Plan for the 2010-2011 biennium by major job categories. See Chapters 3 to 16 and Appendices 6 to 21 for additional details on recommended changes to these job categories.

Table 6

Costs of Recommended Plan Changes by Job Categories for the 2010-2011 Biennium	
Job Category	Minimum Fiscal Impact for the Biennium
Accounting, Auditing, and Finance	\$ 2,575,659
Administrative Services	522,290
Criminal Justice	8,097,389
Custodial	2,732,822
Engineering and Design	1,073,941
Information Services and Research	484,738
Information Technology	947,968
Inspection and Maintenance	2,634,430
Legal	3,594,460
Medical and Health	1,614,234
Natural Resources and Utilities	498,210
Program Management	2,516,921
Property Management and Purchasing	275,819
Public Safety and Risk Management	94,674
Social Services	5,744,409
Support Services	113,851
Total	\$ 33,521,814

Recommendations by Job Category

Chapter 3

Criminal Justice

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 32,786 full-time classified employees in criminal justice job classifications. These positions account for 23 percent of the State's workforce. The majority (91 percent) of these employees are classified as Correctional Officers, Senior Correctional Officers, or Juvenile Correctional Officers. The remaining positions represent various criminal justice positions such as parole officers and wardens. In fiscal year 2007, the voluntary turnover rate for these positions was 15.54 percent, which was higher than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar criminal justice positions in the public sector, the State Classification Team identified seven positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (86 percent) are more than

10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 16 percent behind the market. Table 7 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 7

Benchmark Job Analysis: Criminal Justice Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
4503	Correctional Officer III	\$39,889	0.78	6,730	\$29,026	\$29,330
4505	Correctional Officer V	\$44,968	0.82	8,386	\$33,966	\$36,531
4510	Sergeant of Correctional Officers	\$46,784	0.84	1,852	\$35,129	\$37,111
4512	Captain of Correctional Officers	\$57,012	0.78	291	\$37,584	\$40,940
4522	Juvenile Correctional Officer III	\$36,071	0.86	621	\$29,023	\$29,254
4541	Parole Officer II	\$47,730	0.83	1,009	\$34,017	\$35,102
4544	Parole Officer V	\$57,510	0.97	19	\$50,723	\$54,575
Market Average, Criminal Justice			0.84			

^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.

^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 33 job classifications to a higher minimum salary range group.
- Adding an sixth level to the Agriculture Specialist job classification series.

Appendix 6 lists detailed recommended changes for each job classification title for criminal justice positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$8.1 million for the 2010-2011 biennium. The majority (67 percent) of these costs are related to Correctional Officer and Senior Correctional Officer positions. Because the Department of Criminal Justice and the Texas Youth Commission have pay structures based on an employee's time in a position, additional costs would be incurred by these agencies to ensure the appropriate placement of employees.

Table 8 lists the costs of the recommended changes by job classification series for criminal justice positions for the biennium.

Table 8

Criminal Justice Positions: Minimum Fiscal Cost of Recommended Changes For 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Agriculture Specialist	110	\$ 71,091
Assistant Warden/Warden	182	776,009
Correctional Officer	24,418	1,609,685
Correctional Transportation Officer	109	300,457
Counsel Substitute	105	350,135
Dorm Supervisor	0	0
Industrial Specialist	406	834,264
Juvenile Correctional Officer	2,467	347,455
Parole Officer	1,905	0
Senior Correctional Officer	3,084	3,808,293
Total: Criminal Justice	32,786	\$ 8,097,389

^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.

Adjustments to Correctional Officer Salaries

The Department of Criminal Justice has made a funding request in its Legislative Appropriations Request to provide salary adjustments to correction officers, senior correctional officers, wardens, correctional laundry managers, and food service managers, as well as a request to adjust parole officer salaries. This request takes into consideration the changes in the market and would place these jobs in more competitive positions, which is supported by the recommended Classification Plan changes.

In the second quarter of fiscal year 2008, the State employed 28,417 full-time classified employees in social services job classifications. These positions account for 20 percent of the State’s workforce. The majority (67 percent) of these employees are classified as Human Services Specialists, Protective Services Specialists, or Mental Health/Mental Retardation Services Aides/Assistants/Supervisors; the remaining positions represent various social services positions. In fiscal year 2007, the voluntary turnover rate for these positions was 18.11 percent, which is higher than the State’s fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification’s salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job’s salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar social services positions in the public and private sector, the State Classification Team identified 29 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (59 percent) are more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 9 percent behind the market. Table 9 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 9

Benchmark Job Analysis: Social Service Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
5025	Protective Services Specialist III	\$41,852	0.94	912	\$34,456	\$35,022
5027	Protective Services Specialist V	\$51,427	0.86	198	\$40,293	\$41,897
5052	Rehabilitation Therapy Technician III	\$29,375	0.92	210	\$24,622	\$27,008
5054	Rehabilitation Therapy Technician V	\$46,701	0.75	24	\$29,941	\$33,195
5063	Vocational Rehabilitation Counselor II	\$51,248	0.82	170	\$39,924	\$42,325
5081	Chaplain I	\$44,726	0.88	24	\$32,017	\$32,630
5083	Chaplain III	\$69,137	0.76	21	\$44,325	\$46,613
5112	Substance Abuse Counselor II	\$39,834	0.88	66	\$29,089	\$30,099
5120	Mental Retardation Aide	\$21,977	1.02	1	\$19,932	\$21,372
5122	Mental Retardation Assistant II	\$31,665	0.81	843	\$22,720	\$23,567

Benchmark Job Analysis: Social Service Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
5134	Qualified Mental Retardation Professional IV	\$51,288	0.87	0	Not Applicable	Not Applicable
5142	Recreation Program Specialist II	\$39,291	0.84	10	\$27,855	\$30,275
5150	Psychiatric Nursing Aide	\$21,977	1.02	3	\$19,932	\$20,092
5152	Psychiatric Nursing Assistant II	\$31,665	0.81	534	\$22,612	\$24,927
5209	Resident Specialist V	\$29,437	1.33	23	\$35,225	\$37,817
5222	Clinical Social Worker II	\$45,219	0.87	48	\$33,850	\$35,806
5223	Clinical Social Worker III	\$50,941	0.87	78	\$37,745	\$39,577
5226	Case Manager I	\$34,955	0.95	40	\$29,174	\$30,779
5227	Case Manager II	\$40,186	0.87	163	\$31,446	\$32,305
5229	Case Manager IV	\$49,484	0.90	42	\$41,983	\$43,602
5233	Volunteer Services Coordinator II	\$45,047	0.88	16	\$35,067	\$36,169
5235	Volunteer Services Coordinator IV	\$50,213	1.04	31	\$45,930	\$47,934
5504	Human Services Technician II	\$28,096	0.87	43	\$22,824	\$24,142
5527	Quality Assurance Specialist II	\$54,780	0.81	9	\$42,680	\$45,326
5529	Quality Assurance Specialist IV	\$66,941	0.89	1	\$53,526	\$57,192
5541	Child Support Officer II	\$39,015	0.90	500	\$30,379	\$31,170
5543	Child Support Officer IV	\$48,671	0.91	326	\$42,309	\$44,840
5616	Interpreter I	\$38,353	1.09	9	\$41,136	\$43,777
5702	Human Services Specialist III	\$38,374	0.91	2,511	\$32,568	\$35,232
Market Average, Social Services			0.91			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 44 job classifications to a higher minimum salary range.
- Splitting the Protective Service Specialist series as follows:
 - ♦ Adult Protective Service Specialist (5 levels).
 - ♦ Child Protective Service Specialist (5 levels).
- Adding two new job classification series:

- ♦ Family Services Specialist (2 levels).
- ♦ Family and Protective Services Supervisor (3 levels).
- Changing the Clinical Social Worker title to Social Worker and adding two levels to the Social Worker job classification series.
- Adding one lower level to the Veterans Service Representative job classification series.

Appendix 7 lists detailed recommended changes for each job classification title for social service positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$5.7 million for the 2010-2011 biennium. The majority of these costs (80 percent) are related to Mental Health Assistant, Protective Services Specialist, and Psychiatric Nursing Assistant positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 10 lists the costs of the recommended changes by job classification series for social services positions for the biennium.

Table 10

Social Service Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Adult Protective Services Specialist	New Classification Series	\$ 0
Case Manager	572	0
Chaplain/Chaplaincy Service Assistant	126	649,693
Child Support Officer	1,281	0
Child Support Technician	381	0
Clinical Social Worker	187	12,166
Disability Case Review Specialist	0	0
Family and Protective Services Supervisor	New Classification Series	0
Family Services Specialist	New Classification Series	0
Health and Human Services Program Coordinator	36	0
Human Services Specialist	6,769	0
Human Services Technician	1,037	44,764
Interpreter	20	0
Mental Health Mental Retardation Services Aide/Assistant/Supervisor	6,968	1,308,549
Protective Services Specialist	5,392	1,959,884
Psychiatric Nursing Aide/Assistant	2,938	1,339,603

Social Service Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Qualified Mental Retardation Professional	223	180,411
Quality Assurance Specialist	118	68,068
Recreation Program Specialist	50	50,320
Rehabilitation Teacher	114	17,240
Rehabilitation Therapy Technician	980	34,572
Resident Specialist	284	0
Substance Abuse Counselor	112	35,839
Veterans Assistance Counselor	63	0
Vocational Rehabilitation Counselor	673	43,300
Volunteer Services Coordinator	93	0
Total: Social Services	28,417	\$5,744,409
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

In the second quarter of fiscal year 2008, the State employed 5,218 full-time classified employees in medical job classifications. These positions account for almost 4 percent of the State's workforce. The majority (57 percent) of these employees are classified as Nurses or Licensed Vocational Nurses; the remaining positions represent various medical positions. In fiscal year 2007, the voluntary turnover rate for these positions was 16.26 percent, which is higher than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar medical positions in the public and private sector, the State Classification Team identified 35 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (54 percent) are more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 8 percent behind the market. Table 11 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 11

Benchmark Job Analysis: Medical Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
4002	Dietetic Technician II	\$26,089	1.13	8	\$24,416	\$ 25,904
4007	Dietitian	\$49,087	0.85	2	\$37,951	\$ 37,951
4074	Public Health Technician II	\$48,826	0.81	142	\$36,141	\$ 37,951
4083	Epidemiologist II	\$57,402	1.03	36	\$54,125	\$ 55,126
4125	Veterinarian I	\$72,332	0.87	10	\$63,930	\$ 65,788
4142	Laboratory Technician I	\$29,971	0.98	27	\$24,442	\$ 26,020
4144	Laboratory Technician II	\$34,648	0.95	25	\$27,011	\$ 28,025
4148	Laboratory Technician IV	\$49,063	0.85	0	Not Applicable	Not Applicable
4221	Microbiologist I	\$36,794	1.07	52	\$32,763	\$ 34,153
4223	Microbiologist III	\$50,731	1.03	29	\$43,255	\$ 44,751
4293	Radiological Technologist II	\$45,016	0.88	4	\$34,987	\$ 37,225
4360	Registered Therapist Assistant	\$48,564	0.86	9	\$35,302	\$ 37,073
4364	Registered Therapist III	\$68,510	0.81	18	\$44,455	\$ 45,686

Benchmark Job Analysis: Medical Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
4366	Registered Therapist V	\$83,849	0.88	54	\$62,457	\$ 63,890
4376	Medical Aide II	\$23,309	1.05	99	\$23,186	\$ 25,333
4386	Medical Technician II	\$25,402	1.22	3	\$28,200	\$28,920
4403	Medical Technologist III	\$48,654	0.91	39	\$40,240	\$ 42,961
4421	Licensed Vocational Nurse II	\$37,506	0.83	755	\$31,453	\$ 32,717
4428	Respiratory Care Practitioner	\$48,607	0.76	8	\$31,571	\$ 33,384
4437	Physician II	\$168,948	0.80	57	\$144,980	\$145,843
4440	Physician Assistant	\$80,427	0.98	2	\$73,841	\$ 73,961
4446	Nurse II	\$57,411	0.86	498	\$49,118	\$ 49,834
4448	Nurse III	\$60,602	0.92	773	\$49,956	\$ 51,361
4450	Nurse IV	\$71,736	0.88	226	\$56,790	\$ 58,312
4451	Nurse Practitioner	\$81,793	0.97	23	\$77,209	\$ 78,457
New Position	Public Health Nurse II	\$53,258	1.05	0	Not Applicable	Not Applicable
4457	Dentist II	\$125,304	0.86	5	\$95,900	\$ 97,307
4464	Psychologist II	\$69,255	1.07	38	\$69,416	\$ 72,051
4465	Psychologist III	\$74,876	1.12	4	\$75,149	\$ 78,861
4477	Psychiatrist II	\$162,701	0.84	17	\$152,434	\$153,497
4482	Dental Assistant I	\$30,002	0.78	5	\$21,610	\$ 22,784
4489	Dental Hygienist	\$56,682	0.78	13	\$38,998	\$ 42,537
4492	Pharmacist I	\$107,672	0.73	18	\$70,850	\$ 72,822
4494	Pharmacist III	\$127,157	1.07	1	\$105,639	\$106,119
4498	Pharmacy Technician I	\$29,902	0.86	33	\$23,433	\$ 24,446
Market Average, Medical			0.92			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, several changes are recommended for this job category. These include:

- Moving 54 job classifications to a higher minimum salary range.
- Adding a Public Health Nurse job classification series with three levels.

- Adding a fifth level to the Nurse job classification series.

Appendix 8 list detailed recommended changes for each job classification title for medical positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$1.6 million for the 2010-2011 biennium. The majority of these costs (61 percent) are related to Nurse, Public Health Technician, and Registered Therapist Positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 12 lists the costs of the recommended changes by job classification series for medical positions for the biennium.

Table12

Medical Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Dental Assistant	20	\$ 36,253
Dental Hygienist	13	42,047
Dentist	18	25,619
Dietetic Technician	18	0
Dietitian	2	2,054
Epidemiologist	85	1,210
Health Physicist	69	8,644
Laboratory Technician	83	0
Licensed Vocational Nurse	1,171	14,216
Medical Aide	119	0
Medical Research Specialist	2	0
Medical Technician	11	0
Medical Technologist	102	0
Microbiologist	137	0
Nurse	1,801	417,437
Nutritionist	95	103,062
Orthopedic Equipment Assistant/Technician	42	1,718
Pharmacist	77	202,043
Pharmacy Technician	76	6,524
Physician	101	83,470
Physician Assistant	2	5,341
Psychiatrist	104	0
Psychological Assistant/Associate Psychologist	257	0

Medical Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Psychologist	65	934
Public Health Technician	488	319,551
Public Health Nurse	0	0
Radiological Technologist Assistant/Technologist	18	25,031
Registered Therapists Assistant/Therapist	191	262,775
Resident Physician	0	0
Respiratory Care Practitioner	8	56,305
Veterinarian	43	0
Total: Medical	5,218	\$ 1,614,234
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 2,806 full-time classified employees in legal job classifications. These positions account for 2 percent of the State's workforce. The majority (79 percent) of these employees are classified as Attorneys, Assistant Attorneys General, Legal Assistants, or Legal Secretaries; the remaining positions represent various legal and judicial positions. In fiscal year 2007, the voluntary turnover rate for these positions was 12.56 percent, which was slightly lower than the State's fiscal year 2007 overall turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar legal positions in the public and private sector, the State Classification Team identified 12 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (67 percent) are more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 12 percent behind the market. Table 13 on the next page lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 13

Benchmark Job Analysis: Legal Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
3501	Attorney I	\$ 62,330	0.84	45	\$45,574	\$46,076
3503	Attorney III	\$ 81,436	0.77	171	\$59,916	\$60,743
3506	Attorney VI	\$124,702	0.86	37	\$95,152	\$96,816
3510	Assistant Attorney General I	\$ 63,136	0.83	86	\$47,590	\$47,725
3559	Hearings Reporter	\$ 55,751	1.00	6	\$50,370	\$50,850
3567	Legal Secretary III	\$ 38,095	0.91	112	\$32,674	\$34,063
3574	Legal Assistant II	\$ 49,893	0.89	128	\$39,484	\$41,014
3576	Legal Assistant III	\$ 60,797	0.86	146	\$47,567	\$50,066
3622	Deputy Clerk II	\$ 28,569	1.09	38	\$32,600	\$32,840
3630	Chief Deputy Clerk	\$ 53,246	1.11	7	\$56,595	\$59,409
3635	Clerk of the Court	\$131,008	0.60	18	\$82,673	\$85,124
3640	Administrative Law Judge I	\$ 89,810	0.78	62	\$60,166	\$61,643
Market Average, Legal			0.88			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 35 job classifications to a higher minimum salary range.
- Adding a fifth level to the Legal Secretary job classification series.
- Adding two additional levels to the Ombudsman job classification series.
- Adding an Associate Ombudsman job classification.
- Deleting the Associate Judge I and Ombudsman (Chief) Youth Commission job classifications.
- Changing the title from Associate Judge II to Associate Judge.

Appendix 9 lists detailed recommended changes for each job classification title for legal positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$3.6 million for the 2010-2011 biennium. The majority of these costs (76 percent) are related to Attorney and Assistant Attorney General positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 14 lists the costs of the recommended changes for legal positions for the biennium.

Table 14

Legal Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Administrative Law Judge	113	\$ 457,087
Assistant Attorney General	693	867,073
Associate Judge	53	0
Attorney	919	1,867,672
Benefit Review Officer	32	39,519
Chief Deputy Clerk	7	52,021
Clerk of the Court	18	0
Court Law Clerk	58	0
Deputy Clerk	79	139,394
General Counsel	135	0
Hearings Reporter	6	0
Legal Assistant	377	0
Legal Secretary	232	57,866
Ombudsman	84	113,828
Total: Legal	2,806	\$ 3,594,460
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

In the second quarter of fiscal year 2008, the State employed 5,138 full-time classified employees in accounting, auditing, and finance job classifications.

These positions account for almost 4 percent of the State's workforce. The majority (54 percent) of these employees are classified as Accountants or Auditors; the remaining positions represent various financial, budgeting, and investment positions. In fiscal year 2007, the voluntary turnover rate for these positions was 8.22 percent, which was lower than the State's fiscal year 2007 overall turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar financial positions in the public and private sector, the State Classification Team identified 18 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (72 percent) are competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 8 percent behind the market. Table 15 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 15

Benchmark Job Analysis: Accounting, Auditing, and Finance Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1000	Accounting Technician I	\$ 30,399	1.02	102	\$ 28,001	\$ 28,796
1002	Accounting Technician II	\$ 38,034	0.91	167	\$ 32,233	\$ 33,790
1012	Accountant I	\$ 43,320	0.86	424	\$ 32,935	\$ 34,434
1016	Accountant III	\$ 46,950	0.95	246	\$ 41,807	\$ 44,164
1020	Accountant V	\$ 58,703	0.95	192	\$ 53,372	\$ 56,933
1022	Accountant VI	\$ 68,264	0.87	128	\$ 58,760	\$ 62,078
1044	Auditor II	\$ 47,323	0.94	169	\$ 39,516	\$ 40,290
1050	Auditor V	\$ 73,838	0.94	323	\$ 62,342	\$ 64,796
1052	Auditor VI	\$ 83,544	0.95	78	\$ 75,318	\$ 78,634
1060	Taxpayer Compliance Officer II	\$ 37,636	0.93	88	\$ 30,632	\$ 31,911
1063	Taxpayer Compliance Officer V	\$ 55,834	0.94	76	\$ 49,301	\$ 54,009
1074	Accounts Examiner II	\$ 44,730	0.83	144	\$ 33,796	\$ 35,569
1080	Financial Analyst I	\$ 55,008	0.95	28	\$ 46,705	\$ 48,343
1082	Financial Analyst II	\$ 59,778	0.99	28	\$ 53,962	\$ 55,593

Benchmark Job Analysis: Accounting, Auditing, and Finance Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1104	Financial Examiner III	\$ 63,111	0.83	76	\$ 47,898	\$ 48,962
1156	Budget Analyst II	\$ 54,941	0.90	73	\$ 42,613	\$ 44,120
1159	Budget Analyst V	\$ 89,006	0.83	13	\$ 67,992	\$ 70,625
1244	Reimbursement Officer II	\$ 35,099	0.99	11	\$ 31,255	\$ 32,557
Market Average, Accounting, Auditing, and Finance			0.92			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 32 job classifications to a higher minimum salary range.
- Adding a four-level Loan Specialist job classification series.

Appendix 10 lists detailed recommended changes for each job classification title for accounting, auditing, and finance positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$2.6 million for the 2010-2011 biennium. The majority of these costs (70 percent) are related to Financial Examiner and Budget Analyst positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 16 on the next page lists the costs of the recommended changes by job classification series for accounting, auditing, and finance positions for the biennium.

Table 16

Accounting, Auditing, and Finance Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Accountant	1,530	\$ 399,276
Accounting Technician	269	0
Accounts Examiner	774	345,908
Auditor	1,235	15,969
Budget Analyst	345	671,706
Chief Investment Officer	2	0
Chief Trader	2	0
Financial Analyst	94	0
Financial Examiner	336	1,122,546
Loan Specialist	New Classification Series	0
Investment Analyst	31	0
Portfolio Manager	62	0
Reimbursement Officer	80	9,343
Taxpayer Compliance Officer	370	0
Trader	8	10,910
Total: Accounting, Auditing, and Finance	5,138	\$ 2,575,659
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 8,949 full-time classified employees in engineering and design job classifications. These positions account for 6 percent of the State's workforce. The majority (93 percent) of these employees are classified as Engineers, Engineering Specialists, or Engineering Technicians; the remaining positions represent various architectural, drafting, and design positions. In fiscal year 2007, the voluntary turnover rate for these positions was 10.0 percent, which was lower than the State's fiscal year 2007 overall turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar engineering and design positions in the public and private sector, the State Classification Team identified 15 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (67 percent)

are more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 14 percent behind the market. Table 17 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 17

Benchmark Job Analysis: Engineering and Design Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2264	Architect II	\$74,203	0.80	29	\$57,657	\$59,850
2266	Architect III	\$85,454	0.81	22	\$61,665	\$65,179
2181	Drafting Technician I	\$47,253	0.83	6	\$36,834	\$38,453
2182	Drafting Technician II	\$59,164	0.75	4	\$44,598	\$45,815
2151	Engineer I	\$56,486	0.99	15	\$53,963	\$54,609
2153	Engineer III	\$69,302	0.91	147	\$59,490	\$61,842
2155	Engineer V	\$80,261	0.92	192	\$69,381	\$71,410
2156	Engineer VI	\$91,853	0.86	191	\$74,134	\$77,810
2157	Engineer VII	\$111,400	0.76	33	\$78,254	\$81,160
2127	Engineering Specialist II	\$48,840	0.91	521	\$40,751	\$42,370
2122	Engineering Technician I	\$35,611	0.83	2236	\$28,161	\$28,647
2123	Engineering Technician II	\$36,809	0.89	1489	\$32,840	\$34,987
2124	Engineering Technician III	\$42,874	0.86	1111	\$35,778	\$37,854
2125	Engineering Technician IV	\$47,813	0.87	564	\$39,138	\$41,133

Benchmark Job Analysis: Engineering and Design Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2167	Graphic Designer I	\$45,530	0.92	17	\$36,779	\$37,954
Market Average, Engineering and Design			0.86			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 19 job classifications to a higher minimum salary range.
- Deleting the following job classifications:
 - ♦ Engineering Specialist I.
 - ♦ Engineering Assistant.
 - ♦ District Engineer I.

Appendix 11 lists detailed recommended changes for each job classification title for engineering and design positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is approximately \$1.1 million for the 2010-2011 biennium. The majority of these costs (75 percent) are related to Engineer and Engineering Technician positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 18 on the next page lists the costs of the recommended changes by job classification series for engineering and design positions for the biennium.

Table 18

Engineering and Design Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Architect	60	\$ 136,102
District Engineer	24	65,482
Drafting Technician	10	22,837
Engineer	873	385,766
Engineering Aide	447	14,839
Engineering Assistant	11	14,271
Engineering Specialist	2,067	11,411
Engineering Technician	5,400	417,071
Graphic Designer	47	0
Project Design Assistant	9	6,163
Total: Engineering and Design	8,948	\$ 1,073,942
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 4,615 full-time classified employees in information technology job classifications. These positions account for 3 percent of the State's workforce. The majority (74 percent) of these employees are classified as Systems Analysts, Network Specialists, or Programmers; the remaining positions represent various systems support, telecommunications, and computer operations positions. In fiscal year 2007, the voluntary turnover rate for these positions was 12.12 percent, which was slightly lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar information technology positions in the public and private sector, the State Classification Team identified 32 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (56 percent)

are competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 9 percent behind the market. Table 19 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 19

Benchmark Job Analysis: Information Technology Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
0203	Data Entry Operator I	\$ 25,057	0.93	13	\$ 21,989	\$ 23,797
0205	Data Entry Operator II	\$ 28,576	0.90	85	\$ 23,186	\$ 24,367
0207	Data Entry Operator III	\$ 29,629	0.99	134	\$ 26,883	\$ 28,818
0211	Data Base Administrator II	\$ 66,921	0.83	21	\$ 50,310	\$ 52,109
0212	Data Base Administrator III	\$ 76,809	0.82	40	\$ 59,128	\$ 61,243
0213	Data Base Administrator IV	\$ 79,515	0.93	38	\$ 68,622	\$ 70,907
0214	Data Base Administrator V	\$ 92,371	0.91	21	\$ 79,255	\$ 81,985
0225	Computer Operator II	\$ 32,662	1.01	12	\$ 28,017	\$ 29,449
0227	Computer Operator III	\$ 40,895	0.90	27	\$ 35,824	\$ 37,960
0234	Computer Operations Supervisor II	\$ 66,063	0.84	13	\$ 49,988	\$ 53,885
0228	Systems Support Specialist I	\$ 34,295	1.02	91	\$30,401	\$ 32,124
0229	Systems Support Specialist II	\$ 40,931	0.96	126	\$34,658	\$ 36,496

Benchmark Job Analysis: Information Technology Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
0230	Systems Support Specialist III	\$ 45,919	0.97	200	\$39,625	\$ 41,628
0231	Systems Support Specialist IV	\$ 48,963	1.07	61	\$ 46,247	\$ 50,302
0240	Programmer I	\$ 49,616	0.84	9	\$ 39,860	\$ 42,225
0241	Programmer II	\$ 56,787	0.87	59	\$ 45,462	\$ 47,933
0242	Programmer III	\$ 64,915	0.86	101	\$ 50,421	\$ 51,999
0243	Programmer IV	\$ 67,895	0.93	241	\$ 58,286	\$ 59,880
0244	Programmer V	\$ 89,389	0.83	139	\$ 69,369	\$ 71,515
0250	Information Technology Security Analyst I	\$ 71,450	0.88	3	\$ 58,375	\$ 59,575
0256	Systems Analyst III	\$ 64,574	0.86	513	\$ 50,279	\$ 52,703
0257	Systems Analyst IV	\$ 74,676	0.84	632	\$ 59,899	\$ 62,350
0258	Systems Analyst V	\$ 78,798	0.94	555	\$ 71,817	\$ 74,538
0278	Web Administrator II	\$ 58,170	0.96	29	\$ 49,694	\$ 50,935
0279	Web Administrator III	\$ 60,596	1.04	24	\$ 59,427	\$ 61,604
0281	Telecommunications Specialist I	\$ 43,308	0.91	18	\$ 35,309	\$ 36,944
0283	Telecommunications Specialist III	\$ 61,888	0.85	42	\$ 43,051	\$ 44,464
0287	Network Specialist I	\$ 49,446	0.85	132	\$ 36,928	\$ 37,833
0289	Network Specialist III	\$ 59,526	0.94	137	\$ 49,815	\$ 52,279
0291	Network Specialist V	\$ 73,227	1.01	52	\$ 69,043	\$ 71,314
0294	Business Continuity Coordinator I	\$ 85,980	0.81	3	\$ 69,492	\$ 72,005
New Position	Geographic Information Specialist II	\$ 56,658	0.87	0	Not Applicable	Not Applicable
Market Average, Information Technology			0.91			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 24 job classifications to a higher minimum salary range.
- Adding nine additional job classifications. This includes a five-level Geographic Information Specialist series; an additional level of Web Administrator and Network Specialist; and two levels to the Computer Operations Supervisor series.

- Combining the Computer Operator and Computer Operations Supervisor series into a six-level series that will be retitled as Computer Operations Specialist series.
- Deleting two lower-level computer records and computer operator positions.

Appendix 12 lists detailed recommended changes for each job classification title for information technology positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$947,968 for the 2010-2011 biennium. The majority of these costs (92 percent) are related to changes in Programmer and Telecommunication Specialist positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 20 lists the costs of the recommended changes by job classification series for information technology positions for the biennium.

Table 20

Information Technology: Minimum Fiscal Cost of Recommended Changes For 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Business Continuity Coordinator	8	\$ 18,659
Computer Operations Supervisor	21	0
Computer Operator	46	11,892
Computer Record Control Clerk	18	1,053
Data Base Administrator	129	9,360
Data Entry Operator	232	0
Geographic Information Specialist	New Classification Series	0
Information Technology Auditor	17	3,652
Information Technology Security Analyst	6	0
Network Specialist	575	1,869
Programmer	593	576,193
System Analyst	2,266	30,017
Systems Support Specialist	478	0
Telecommunications Specialist	161	295,273
Web Administrator	65	0
Total: Information Technology	4,615	\$ 947,968
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

In the second quarter of fiscal year 2008, the State employed 6,117 full-time classified employees in inspection and maintenance job classifications. These

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

positions account for 4 percent of the State's workforce. The majority (83 percent) of these employees are classified as Inspectors, Investigators, Maintenance Supervisors, Maintenance Technicians, or Transportation Maintenance Specialists; the remaining positions represent various maintenance positions. In fiscal year 2007, the voluntary turnover rate for these positions was 9.93 percent, which was lower than the State's fiscal year 2007 overall turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar inspection and maintenance positions in the public and private sector, the State Classification Team identified 33 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (55 percent) are competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 7

percent behind the market. Table 21 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 21

Benchmark Job Analysis: Inspection and Maintenance						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1322	Inspector III	\$ 40,239	0.87	342	\$31,515	\$32,717
1324	Inspector V	\$ 43,402	0.97	160	\$ 40,195	\$ 41,996
1353	Investigator IV	\$ 52,792	0.84	242	\$ 41,356	\$ 42,807
9004	Maintenance Assistant	\$ 22,890	1.02	23	\$ 20,644	\$ 21,193
9022	Equipment Operator I	\$ 27,804	0.97	0	Not Applicable	Not Applicable
9036	Air Conditioning and Boiler Operator III	\$ 31,291	1.34	11	\$ 35,975	\$ 36,978
9041	Maintenance Technician I	\$ 28,768	0.85	138	\$ 22,341	\$ 23,129
9042	Maintenance Technician II	\$ 34,069	0.79	168	\$ 25,038	\$ 26,450
9043	Maintenance Technician III	\$ 37,795	0.78	211	\$ 26,368	\$ 27,622
9045	Maintenance Technician V	\$ 47,797	0.77	181	\$ 34,056	\$ 35,665
9054	Maintenance Supervisor III	\$ 46,724	0.84	719	\$ 36,556	\$ 39,355

Benchmark Job Analysis: Inspection and Maintenance						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
9056	Maintenance Supervisor V	\$ 58,036	0.76	0	Not Applicable	Not Applicable
9060	Electronics Technician I	\$ 43,131	0.91	14	\$ 37,055	\$ 37,974
9062	Electronics Technician II	\$ 52,862	0.83	15	\$ 39,728	\$ 41,212
9305	Transportation Maintenance Specialist I	\$ 28,173	1.31	198	\$ 37,290	\$ 40,587
9307	Transportation Maintenance Specialist III	\$ 39,094	1.06	107	\$ 42,972	\$ 46,461
9309	Transportation Maintenance Specialist V	\$ 52,741	0.89	97	\$ 48,851	\$ 52,553
9323	Vehicle Driver II	\$ 28,642	0.85	39	\$ 23,120	\$ 24,658
9324	Vehicle Driver III	\$ 34,615	0.78	42	\$ 25,393	\$ 26,658
9416	Motor Vehicle Technician I	\$ 29,356	0.92	30	\$ 23,986	\$ 25,303
9417	Motor Vehicle Technician II	\$ 31,438	0.99	77	\$ 26,743	\$ 27,758
9418	Motor Vehicle Technician III	\$ 39,351	0.88	205	\$ 31,052	\$ 32,827
9419	Motor Vehicle Technician IV	\$ 47,917	0.82	155	\$ 35,509	\$ 38,089
9512	Machinist I	\$ 36,241	0.96	8	\$ 35,934	\$ 38,432
9514	Machinist II	\$ 39,668	0.99	7	\$ 36,406	\$ 38,929
9626	Aircraft Pilot II	\$ 67,131	0.88	5	\$ 57,001	\$ 61,317
9636	Aircraft Mechanic	\$ 51,221	1.09	6	\$ 49,461	\$ 50,272
9733	Equipment Maintenance Technician I	\$ 38,907	0.95	5	\$ 32,665	\$ 33,567
9802	Electrician I	\$ 39,881	0.93	22	\$ 31,875	\$ 32,524
9804	Electrician II	\$ 44,297	0.95	30	\$ 38,380	\$ 39,893
9806	Electrician III	\$ 52,134	0.95	13	\$ 46,083	\$ 47,910
9814	HVAC Mechanic II	\$ 44,068	0.94	59	\$ 35,480	\$ 37,063
9816	HVAC Mechanic III	\$ 50,091	0.94	22	\$ 41,064	\$ 43,356
Market Average, Inspection and Maintenance			0.93			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with a low market average, the Legislature should consider implementing several changes for this job category. These include:

- Moving 22 job classifications to a higher minimum salary range.
- Adding a third level to the Boiler Inspector job classification series.
- Deleting the Equipment Operator job classification series.
- Adding a fifth level to the Motor Vehicle Technician job classification series.
- Adding a fourth level to the Electrician job classification series.
- Adding a new Ferry Boat Specialist job classification series.

Appendix 13 lists detailed recommended changes for each job classification title for inspection and maintenance positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$2.6 million for the 2010-2011 biennium. The majority of these costs (79 percent) are related to Investigator and Maintenance Supervisor positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 22 on the next page lists the costs of the recommended changes by job classification series for inspection and maintenance positions for the biennium.

Table 22

Inspection and Maintenance Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Air Conditioning and Boiler Operator	54	\$ 0
Aircraft Mechanic	6	0
Aircraft Pilot	7	0
Boiler Inspector	12	0
Electrician	65	0
Electronics Technician	29	0
Equipment Maintenance Technician	17	0
Equipment Operator	0	0
Ferry Boat Specialist	New Classification Series	0
HVAC Mechanic	95	0
Inspector	1,223	169,891
Investigator	1,198	1,258,942
Machinist	15	0
Maintenance Assistant	23	0
Maintenance Supervisor	1,023	830,688
Maintenance Technician	890	247,063
Motor Vehicle Technician	467	0
Radio Communications Technician	26	0
Transportation Maintenance Specialist	758	0
Vehicle Driver	209	127,846
Total: Inspection and Maintenance	6,117	\$ 2,634,430
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Natural Resources and Utilities

In the second quarter of fiscal year 2008, the State employed 2,984 full-time classified employees in natural resources and utilities job classifications.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

These positions account for 2 percent of the State's workforce. The majority (53 percent) of these employees are classified as Environmental Specialists or Fish and Wildlife Technicians; the remaining positions represent various natural resources and utilities positions. In fiscal year 2007, the voluntary turnover rate for these positions was 8.54 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar positions in the public and private sector, the State Classification Team identified 18 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (56 percent) are competitive and are within 10 percent of the market. Overall, the salary ranges for these jobs are, on average, 7 percent behind the market. Table 23 lists the specific benchmark positions for this job category and the average

salaries for employees in these positions.

Table 23

Benchmark Job Analysis: Natural Resources and Utilities						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2062	Appraiser I	\$41,796	1.06	27	\$42,615	\$44,032
2050	Land Surveyor I	\$44,079	1.19	6	\$52,219	\$55,661
2054	Land Surveyor II	\$54,371	1.09	13	\$56,990	\$58,397
2084	Right of Way Agent III	\$47,533	0.88	47	\$40,623	\$42,538
2093	Utility Specialist I	\$61,811	0.90	11	\$57,375	\$58,543
New Position	Biologist III	\$54,054	0.82	0	Not Applicable	Not Applicable
2473	Chemist II	\$54,021	0.82	22	\$37,419	\$38,564
2474	Chemist III	\$58,265	0.90	18	\$44,814	\$46,378
2476	Chemist V	\$86,810	0.80	33	\$63,336	\$66,594
2651	Environmental Specialist II	\$46,613	0.85	21	\$35,192	\$36,971
2652	Environmental Specialist III	\$58,453	0.76	57	\$40,356	\$42,174
2654	Environmental Specialist V	\$71,133	0.83	51	\$55,523	\$57,159
2360	Geoscientist II	\$53,868	0.97	13	\$47,418	\$49,187

Benchmark Job Analysis: Natural Resources and Utilities						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2365	Geoscientist IV	\$75,727	0.92	35	\$60,353	\$64,146
2460	Hydrologist II	\$54,407	0.96	9	\$43,779	\$45,574
2683	Natural Resources Specialist III	\$49,774	0.89	300	\$40,676	\$41,921
2688	Park Specialist II	\$38,619	1.08	40	\$37,441	\$39,124
2584	Sanitarian II	\$54,833	0.96	15	\$43,927	\$47,610
Market Average, Natural Resources and Utilities			0.93			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 22 job classifications to a higher minimum salary range.
- Adding a five-level Biologist job classification series.
- Adding a three-level Toxicologist job classification series.
- Adding two levels to the Park Specialist job classification series.
- Adding an additional level to the Land Surveyor job classification series.

Appendix 14 lists detailed recommended changes for each job classification title for natural resources and utilities positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$498,210 for the 2010-2011 biennium. The majority of these costs (80 percent) are related to Chemist and Environmental Specialist positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 24 on the next page lists the costs of the recommended changes by job classification series for natural resources and utilities positions for the biennium.

Table 24

Natural Resources and Utilities Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Appraiser	138	\$ 0
Biologist	New Classification Series	0
Chemist	131	171,675
Earth Science Technician	72	0
Environmental Specialist	1224	229,254
Fish and Wildlife Technician	364	28,776
Geoscientist	189	8,839
Hydrologist	105	403
Land Surveyor	4	0
Natural Resource Specialist	97	43,664
Park Ranger	30	0
Park Specialist	174	0
Right of Way Agent	238	15,599
Sanitarian	15	0
Toxicologist	New Classification Series	0
Utility Specialist	203	0
Total: Natural Resources and Utilities	2,984	\$ 498,210
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 14,937 full-time classified employees in program management job classifications. These positions account for almost 11 percent of the State's workforce. The majority (62 percent) of these employees are classified as Program Specialists. The remaining positions represent various program management positions such as directors, managers, and program supervisors. In fiscal year 2007, the voluntary turnover rate for these positions was 7.62 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Program Specialists and Supervisors

Program Specialist and Supervisor classifications are designed to be general job classifications to address the limited situations in which an occupationally specific job classification does not exist.

Examples of these positions include a Combative Sports Event Specialist or the Chief Projectionist, IMAX Theater. Because of the

general nature of these positions, state agencies should use them on a limited basis and instead use more appropriate, occupational titles.

The use of occupationally specific job classifications ensures not only consistency of job titles but also appropriate salary ranges across state agencies. In situations in which a state agency uses these general job classifications, there is a greater risk that the agency is overpaying or underpaying employees for the work performed because there are no appropriate benchmark positions in the public or private sector for generic job titles.

To better understand the types of positions for which agencies used these general job classifications, the State Classification Team requested in May 2008 that state agencies provide their functional titles for the more than 10,000 positions classified as Program Specialists and Program Supervisors.

Based on a review of these functional titles, it appears that 42 percent of the positions could be classified within more occupationally specific titles contained in the current Plan. In most situations, the current salaries for the employees in these positions would also fall within the current salary ranges for the occupationally specific titles. Examples of positions that could be reclassified include Quality Assurance Specialists, Maintenance Supervisors, Project Managers, Senior Investigators, Contract Specialists, and Grants Specialists.

State agencies should review recommended changes to the Plan in conjunction with a review of any positions classified in the Program Specialist and

Program Supervisor classification series to determine whether current or recommended occupational-specific titles would allow them to classify these employees more appropriately.

Benchmark Jobs

In reviewing salaries for similar program management positions in the public and private sector, the State Classification Team identified six positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (67 percent) are more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 7 percent behind the market. Table 25 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 25

Benchmark Job Analysis: Program Management Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1552	Staff Services Officer III	\$ 44,421	1.18	44	\$ 49,892	\$ 52,890
1560	Project Manager I	\$ 81,552	0.85	5	\$ 71,068	\$ 71,672
1602	Manager III	\$ 79,356	0.88	539	\$ 68,056	\$ 70,738
1604	Manager V	\$100,300	0.79	474	\$ 81,050	\$ 83,846
1622	Director III	\$ 96,481	0.99	445	\$ 96,868	\$ 99,015
1624	Director V	\$151,991	0.89	143	\$129,975	\$131,694
Market Average, Program Management			0.93			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Market data for program management positions was analyzed using a blended average approach because the Plan uses broad definitions for these jobs. However, there are several examples in the market that agencies could use to compare manager and director jobs at a more specific level. Table 26 on the next page provides market salary information for some specific director and manager positions in the public and private sectors.

Table 26

Director and Manager Examples	
Job Title	Market Average Salary
Finance Director	\$ 171,760
Human Resources Director	\$ 111,460
Information Technology Director	\$ 117,458
Medical Director	\$ 164,113
Nursing Director	\$ 91,354
Accounting Manager	\$ 75,642
Human Resources Manager	\$ 78,695
Information Technology Manager	\$ 99,533
Purchasing Manager	\$ 80,839

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 17 job classifications to a higher minimum salary range.
- Adding a Division Director job classification.
- Deleting 10 agency-specific, director-level job classifications.

Appendix 15 lists detailed recommended changes for each job classification title for program management positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$2.5 million for the 2010-2011 biennium. The majority (73 percent) of these costs are related to Manager positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 27 on the next page lists the costs of the recommended changes by job classification series for program management positions for the biennium.

Table 27

Program Management Positions: Minimum Fiscal Cost of Recommended Changes For 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Staff Services Officer	285	\$ 19,074
Project Manager	16	120
Program Specialist	9,246	29,060
Program Supervisor	787	808
Manager	2,755	1,843,012
Director	1,847	624,847
Deputy Comptroller	1	0
Total: Program Management	14,937	\$ 2,516,921
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Property Management, Purchasing, and Insurance

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 2,926 full-time classified employees in property management, purchasing, and insurance-related job classifications. These positions account for 2 percent of the State's workforce. The majority (61 percent) of these employees are classified as Claims Examiners, Inventory and Store Specialists, or Purchasers; the remaining positions represent various insurance, property management, and contracting positions. In fiscal year 2007, the voluntary turnover rate for these positions was 8.08 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar positions in the public and private sector, the State Classification Team identified 15 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (53 percent) are competitive and are at or above the market. Overall, the salary ranges for these jobs are, on average, 1 percent behind the market. Table 28 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 28

Benchmark Job Analysis: Property Management, Purchasing, and Insurance						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2804	Actuary III	\$ 72,255	1.09	4	\$ 82,991	\$ 84,133
2806	Actuary V	\$113,540	1.20	5	\$122,666	\$124,167
2920	Claims Assistant	\$ 29,249	1.12	6	\$ 28,683	\$ 28,683
2922	Claims Examiner II	\$ 40,603	1.03	214	\$ 35,004	\$ 36,377
2843	Insurance Specialist III	\$ 48,560	0.86	76	\$ 36,736	\$ 38,559
2845	Insurance Specialist V	\$ 60,930	0.81	20	\$ 43,710	\$ 45,955
1920	Grant Coordinator I	\$ 49,012	1.01	2	\$ 47,992	\$ 48,522
1911	Inventory and Store Specialist I	\$ 27,768	1.06	14	\$ 26,279	\$ 27,676
1912	Inventory and Store Specialist II	\$ 31,058	1.06	382	\$ 29,829	\$ 31,514
1913	Inventory and Store Specialist III	\$ 37,123	0.99	265	\$ 35,015	\$ 37,286
1930	Purchaser I	\$ 36,233	0.91	82	\$ 30,340	\$ 31,556
1932	Purchaser III	\$ 49,155	0.85	123	\$ 39,515	\$ 41,465

Benchmark Job Analysis: Property Management, Purchasing, and Insurance						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1934	Purchaser V	\$ 54,248	1.03	63	\$ 51,406	\$ 55,195
1982	Contract Specialist III	\$ 54,270	0.97	153	\$ 47,453	\$ 49,548
1994	Property Manager III	\$ 62,243	0.90	19	\$ 50,807	\$ 52,378
Market Average, Property Management, Purchasing, and Insurance			0.99			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 18 job classifications to a higher minimum salary range.
- Adding a third level to the Grant Coordinator job classification series.
- Adding a fifth level to the Retirement System Benefits Specialist series.

Appendix 16 lists detailed recommended changes for each job classification title for property management, purchasing, and insurance positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$275,819 for the 2010-2011 biennium. The majority of these costs (71 percent) are related to Retirement System Benefits Specialist and the insurance positions. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 29 on the next page lists the costs of the recommended changes by job classification series for property management, purchasing, and insurance positions for the biennium.

Table 29

Property Management, Purchasing, and Insurance Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Actuary	38	\$ 0
Claims Assistant and Claims Examiner	603	47,939
Contract Administration Manager	13	1,344
Contract Specialist	501	0
Contract Technician	107	0
Grant Coordinator	16	0
Insurance Specialist	202	74,761
Insurance Technician	11	0
Inventory and Store Specialist	668	0
Property Manager	61	31,681
Purchaser	526	0
Retirement System Benefits Specialist	180	120,094
Total: Property Management, Purchasing and Insurance	2,926	\$ 275,819
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Public Safety and Risk Management

In the second quarter of fiscal year 2008, the State employed 1,294 full-time classified employees in public safety and risk management job classifications.

These positions account for less than 1 percent of the State's workforce. In fiscal year 2007, the voluntary turnover rate for public safety positions was 12.49 percent, which was slightly lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar public safety and risk management positions in the public and private sector, the State Classification Team identified 16 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (56 percent) are competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 10 percent behind the market. Table 30 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 30

Benchmark Job Analysis: Public Safety and Risk Management						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
2732	Safety Officer III	\$57,184	0.92	28	\$46,745	\$49,204
2733	Safety Officer IV	\$64,152	0.92	13	\$57,929	\$60,392
2734	Safety Officer V	\$72,441	0.96	0	Not Applicable	Not Applicable
2742	Risk Management Specialist III	\$51,987	0.95	9	\$46,333	\$48,525
2744	Risk Management Specialist V	\$71,136	0.83	25	\$51,676	\$54,553
2761	Rescue Specialist I	\$47,406	0.88	17	\$37,764	\$38,515
2762	Rescue Specialist II	\$55,340	0.89	9	\$51,720	\$54,728
2763	Rescue Specialist III	\$61,236	0.91	4	\$64,816	\$68,123
6054	Forensic Scientist III	\$59,727	0.93	35	\$55,537	\$56,513
6095	Police Communications Operator I	\$36,747	0.89	94	\$28,113	\$28,192
6098	Police Communications Operator IV	\$46,829	0.84	47	\$38,387	\$41,932

Benchmark Job Analysis: Public Safety and Risk Management						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
6116	Fingerprint Technician II	\$40,375	0.86	16	\$29,901	\$30,772
6150	Crime Lab Evidence Technician	\$38,075	0.92	35	\$32,071	\$33,914
6229	Security Officer I	\$24,589	0.95	26	\$20,654	\$21,322
6230	Security Officer II	\$27,268	0.94	197	\$23,931	\$24,884
6234	Security Officer IV	\$44,055	0.75	38	\$30,938	\$33,016
Market Average: Public Safety and Risk Management			0.90			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 24 job classifications to a higher minimum salary range.
- Deleting the Communications Center Specialist job classification.
- Deleting the Crime Lab Evidence Technician job classification.
- Adding a new Crime Laboratory Specialist job classification series.
- Changing the title of the Firearms/Latent Print Technician job classification series to Crime Laboratory Specialist.

Appendix 17 lists detailed recommended changes for each job classification title for public safety and risk management positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$94,675 for the 2010-2011 biennium. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 31 on the next page lists the costs of the recommended changes by job classification series for public safety and risk management positions for the biennium.

Table 31

Public Safety and Risk Management Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Combined DNA Index System Analyst	7	\$ 0
Communications Center Specialist	0	0
Crime Laboratory Specialist	4	41,379
Crime Lab Evidence Technician	35	0
Fingerprint Technician	37	9,285
Forensic Photographer	4	0
Forensic Scientist	204	0
Police Communications Operator	229	0
Public Safety Records Technician	70	2,308
Security Officer	425	35,494
Lifeguard	0	0
Rescue Specialist	30	0
Risk Management Specialist	50	6,209
Safety Officer	199	0
Total: Public Safety and Risk Management	1,294	\$ 94,675
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 18,053 full-time classified employees in administrative services job classifications. These positions account for almost 13 percent of the State's workforce. The majority (93 percent) of these employees are classified as Administrative Assistants or Clerks; the remaining positions represent various administrative and educational positions. In fiscal year 2007, the voluntary turnover rate for administrative services positions was 10.22 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar administrative positions in the public and private sector, the State Classification Team identified 17 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (82 percent) are

competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 5 percent behind the market. Table 32 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 32

Benchmark Job Analysis: Administrative Services						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
0006	Receptionist	\$25,182	0.89	76	\$21,975	\$23,640
0053	Clerk I	\$25,819	0.83	191	\$19,764	\$21,261
0057	Clerk III	\$29,880	0.86	1,706	\$23,838	\$24,652
0059	Clerk IV	\$31,544	0.93	1,196	\$27,255	\$28,960
0130	Customer Service Representative I	\$27,843	0.97	18	\$23,350	\$23,635
0132	Customer Service Representative II	\$31,958	0.97	262	\$26,979	\$27,858
0134	Customer Service Representative III	\$36,594	0.95	127	\$31,978	\$33,214
0136	Customer Service Representative IV	\$39,314	0.99	53	\$36,197	\$38,042
New Position	Customer Service Representative V	\$50,187	0.90	0	Not Applicable	Not Applicable
0150	Administrative Assistant I	\$26,521	0.97	2,159	\$24,141	\$24,976

Benchmark Job Analysis: Administrative Services						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay) ^b
0154	Administrative Assistant III	\$35,666	0.98	3,179	\$32,547	\$34,232
0156	Administrative Assistant IV	\$41,668	0.94	2,177	\$37,325	\$39,566
0160	Executive Assistant I	\$41,686	1.07	345	\$43,476	\$45,917
0162	Executive Assistant II	\$50,369	1.04	167	\$52,745	\$56,012
New Position	Executive Assistant III	\$60,501	0.98	0	Not Applicable	Not Applicable
New Position	License and Permit Specialist I	\$35,510	0.93	0	Not Applicable	Not Applicable
New Position	License and Permit Specialist V	\$57,879	0.96	0	Not Applicable	Not Applicable
Market Average, Administrative Services			0.95			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving three job classifications to a higher minimum salary range.
- Adding a new five-level License and Permit Specialist job classification series.
- Adding the following three new levels for existing job classifications:
 - ♦ Customer Service Representative V.
 - ♦ Administrative Assistant V.
 - ♦ Executive Assistant III.

Appendix 18 lists detailed recommended changes for each job classification title for administrative services positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$522,290 for the

2010-2011 biennium. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 33 lists the costs of the recommended changes by job classification series for administrative services positions for the biennium.

Table 33

Administrative Services Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Administrative Assistant	10,805	\$ 218,622
Clerk	6,054	303,668
Customer Service Representative	460	0
Executive Assistant	512	0
Receptionist	76	0
License and Permit Specialist	New Classification Series	0
Teacher Aide	146	0
Total: Administrative Services	18,053	\$ 522,290
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

In the second quarter of fiscal year 2008, the State employed 3,985 full-time classified employees in custodial job classifications. These positions account for almost 3 percent of the State's workforce. The majority (84 percent) of these employees are classified as Food Service Managers, Food Service Workers, Laundry Managers, or Custodians. In fiscal year 2007, the voluntary turnover rate for these positions was 12.79 percent, which was slightly higher than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Benchmark Jobs

In reviewing salaries for similar custodial positions in the public and private sector, the State Classification Team identified nine positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (89 percent) are competitive and are no more than 10 percent behind the market. Overall, the salary

ranges for these jobs are, on average, 1 percent behind the market. Table 34 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 34

Benchmark Job Analysis: Custodial Positions						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay) ^b
8003	Custodian I	\$18,395	1.12	634	\$19,516	\$20,983
8005	Custodian II	\$24,514	0.91	221	\$20,494	\$21,585
8032	Groundskeeper II	\$22,145	1.06	50	\$21,282	\$22,421
8033	Groundskeeper III	\$25,705	1.00	41	\$24,493	\$26,237
8103	Food Service Worker I	\$19,947	1.03	624	\$17,839	\$18,361
8109	Food Service Manager II	\$33,383	0.93	4	\$31,742	\$34,297
8117	Cook II	\$23,991	0.89	106	\$19,947	\$21,667
8119	Cook IV	\$25,909	0.99	12	\$23,874	\$25,602
8021	Custodial Manager I	\$30,448	1.02	18	\$28,703	\$30,732
Market Average, Custodial			0.99			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.						
^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. This includes moving 10 job classifications to a higher minimum salary range.

Appendix 19 lists detailed recommended changes for each job classification title for custodial positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$ 2.7 million for the 2010-2011 biennium. Nearly all of these costs are directly related to adjustments in the Food Service and Laundry Manager positions.

Recommended changes to these positions, used primarily by the Department of Criminal Justice, are to ensure equity among these jobs and Correctional Officer positions. Agencies may have additional costs to address any internal equity issues these changes may create. Additional information on changes to Correctional Officer positions can be found in Chapter 3.

Table 35 lists the costs of the recommended changes by job classification series for custodial positions for the biennium.

Table 35

Custodial Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Barber/Cosmetologist	21	\$ 0
Cook	326	224
Custodial Manager	38	0
Custodian	937	0
Food Service Manager	1,013	1,636,578
Food Service Worker	710	0
Groundskeeper	110	0
Laundry Manager	706	1,095,180
Laundry/Sewing Room Worker	124	840
Totals:	3,985	\$2,732,822
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

Information Services and Research

In the second quarter of fiscal year 2008, the State employed 1,313 full-time classified employees in information services and research job classifications.

These positions account for less than 1 percent of the State's workforce. In fiscal year 2007, the voluntary turnover rate for these positions was 10.13 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar information services and research positions in the public and private sector, the State Classification Team identified 25 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (56 percent) are competitive and are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 9 percent behind the market. Table 36 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 36

Benchmark Job Analysis: Information Services and Research						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay) ^b
0517	Planner II	\$54,934	0.95	43	\$46,577	\$48,405
0519	Planner IV	\$69,426	0.85	57	\$57,593	\$60,017
0604	Research Specialist III	\$57,780	0.85	31	\$42,977	\$44,301
0626	Statistician II	\$51,057	0.87	8	\$41,394	\$43,256
0644	Economist III	\$70,364	0.79	4	\$54,021	\$57,062
1822	Marketing Specialist I	\$40,483	0.97	20	\$35,636	\$37,030
1824	Marketing Specialist III	\$50,159	1.05	9	\$45,980	\$47,637
1825	Marketing Specialist IV	\$59,868	0.99	3	\$54,314	\$55,788
1830	Information Specialist I	\$47,006	0.79	37	\$33,867	\$34,859
1832	Information Specialist III	\$55,012	0.90	177	\$47,238	\$48,985
1834	Information Specialist V	\$78,397	0.89	6	\$64,143	\$66,999
1841	Audio/Visual Technician II	\$36,401	0.85	2	\$25,582	\$25,702
1862	Management Analyst	\$56,762	0.98	6	\$52,166	\$55,642
1870	Technical Writer I	\$46,244	0.96	13	\$36,960	\$37,940

Benchmark Job Analysis: Information Services and Research						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1871	Technical Writer II	\$56,007	0.94	20	\$42,945	\$44,166
1890	Government Relations Specialist I	\$73,279	0.95	26	\$67,312	\$68,916
7308	Archeologist II	\$60,322	0.82	4	\$42,570	\$44,499
7317	Historian II	\$46,880	0.89	3	\$38,378	\$38,458
7352	Library Assistant II	\$33,698	0.80	4	\$25,088	\$26,728
7401	Librarian I	\$41,019	0.91	6	\$33,575	\$35,872
7402	Librarian II	\$43,552	0.96	81	\$38,089	\$41,282
7403	Librarian III	\$54,868	0.90	17	\$42,471	\$44,509
7404	Librarian IV	\$66,123	0.84	13	\$46,337	\$49,649
7464	Exhibit Technician II	\$38,033	0.98	7	\$37,980	\$39,805
7468	Curator II	\$49,991	0.99	3	\$38,351	\$40,549
Market Average, Information Services and Research			0.91			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 28 job classifications to a higher minimum salary range.
- Adding the following two new job classification series:
 - ♦ Three-level Editor.
 - ♦ Five-level Governor's Advisor.
- Adding the following two new job classifications:
 - ♦ Technical Writer III.
 - ♦ Economist IV.

Appendix 20 lists detailed recommended changes for each job classification title for information services and research positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$484,738 for the 2010-2011 biennium. Agencies may have additional costs to address any internal equity issues these changes may create. Table 37 lists the costs of the recommended changes by each job classification series for information services and research positions for the biennium.

Table 37

Information Services and Research Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Archaeologist	19	\$ 71,745
Archivist	11	0
Curator	5	0
Exhibit Technician	12	0
Historian	12	0
Librarian	117	0
Library Assistant	16	17,326
Audio/Visual Technician	19	1,044
Government Relations Specialist	42	403
Information Specialist	429	93,823
Management Analyst	23	0
Marketing Specialist	49	0
Technical Writer	33	0
Editor	New Classification Series	0
Economist	41	55,398
Planning Assistant/Planner	192	77,608
Research and Statistics Technician	31	0
Research Specialist	245	154,080
Statistician	17	13,311
Governor's Advisor	New Classification Series	0
Total: Information Services and Research	1,313	\$ 484,738
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.		

In the second quarter of fiscal year 2008, the State employed 2,509 full-time classified employees in support services job classifications. These positions account for almost 2 percent of the State's workforce. In fiscal year 2007, the voluntary turnover rate for these positions was 11.10 percent, which was lower than the State's fiscal year 2007 overall voluntary turnover rate of 12.75 percent.

Comparison of Salary Ranges with Average Market Pay

Benchmarks are jobs in the private and public sector that strongly match corresponding state jobs in terms of duties, scope, and responsibility. For this report, the State Classification Team compared the midpoints of salary ranges for job classifications with the average market pay for corresponding benchmark, or comparable, positions.

Market index shows the relationship of a state job classification's salary range to the market average. A market index of 1.00 indicates that the midpoint of a state job's salary range is fully competitive with the market. A market index of .80 indicates that the midpoint of the salary range is 20 percent less than average market pay, while an index of 1.05 indicates the salary range is 5 percent above average market pay.

Benchmark Jobs

In reviewing salaries for similar support services positions in the public and private sector, the State Classification Team identified 12 positions and compared the current salary ranges for these positions with salaries for similar positions in the market. The current salary ranges for the majority of these positions (58 percent) are no more than 10 percent behind the market. Overall, the salary ranges for these jobs are, on average, 10 percent behind the market. Table 38 lists the specific benchmark positions for this job category and the average salaries for employees in these positions.

Table 38

Benchmark Job Analysis: Support Services						
Job Classification Number	Job Classification Title	Market Average	Market Index	Number of Employees ^a	Average Base Pay	Average Salary (including supplemental pay ^b)
1727	Human Resources Assistant	\$37,702	0.83	102	\$26,878	\$27,669
1729	Human Resource Specialist I	\$41,430	0.85	51	\$30,615	\$31,421
1733	Human Resource Specialist III	\$49,832	0.89	91	\$41,744	\$44,139
1737	Human Resource Specialist V	\$62,829	0.94	73	\$57,027	\$60,301
1739	Human Resource Specialist VI	\$77,263	0.90	7	\$69,417	\$72,943
1783	Training Specialist III	\$48,319	0.92	126	\$40,806	\$42,356
1785	Training Specialist V	\$64,183	0.92	84	\$55,804	\$58,981
0367	Photographer	\$45,500	0.92	4	\$36,138	\$37,218
0331	Printing Services Technician I	\$29,881	0.90	18	\$24,890	\$26,547
0333	Printing Services Technician III	\$35,885	0.97	40	\$32,229	\$35,169
0335	Printing Services Technician V	\$47,876	0.87	31	\$38,689	\$41,818
3023	Workforce Development Specialist III	\$41,059	0.85	329	\$32,577	\$34,378
Market Average, Support Services			0.90			
^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008. ^b Supplemental pay includes hazardous duty pay, benefit replacement pay, and longevity pay.						

Recommended Changes and Fiscal Impact

To maintain competitive ranges, as well as address positions with low market averages, the Legislature should consider implementing several changes for this job category. These include:

- Moving 8 job classifications to a higher minimum salary range.
- Adding a lower level to the Micrographics Technician series.
- Adding an additional level to the Photographer job classification series.
- Deleting the two-level Microfilm Camera Operator job classification series.

Appendix 21 lists detailed recommended changes for each job classification title for support services positions.

If the Legislature implements these recommended changes, the cost to move employees to the minimum of their new salary groups is \$113,851 for the 2010-2011 biennium. Agencies may have additional costs to address any internal equity issues these changes may create.

Table 39 lists the costs of the recommended changes by job classification series for support services positions for the biennium.

Table 39

Support Services Positions: Minimum Fiscal Cost of Recommended Changes for 2010-2011 Biennium		
Job Classification Series	Number of Employees ^a	Minimum Fiscal Impact
Unemployment Insurance Claims Examiner	282	\$ 0
Unemployment Insurance Specialist	20	0
Workforce Development Specialist	746	85,874
Human Resource Assistant/Specialist	673	0
Training Assistant/Specialist	585	0
Microfilm Camera Operator	40	23,257
Micrographics Technician	21	0
Photographer	4	0
Printing Services Technician	138	4,719
Total: Support Services	2,509	\$ 113,851

^a The number of employees is full-time classified employees as of the second quarter of fiscal year 2008.

Appendices

Appendix 1

Objectives, Scope, and Methodology

Objectives

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

Scope

The scope of this study included a review of the placement of positions within the Plan and an analysis of market pay for benchmark positions. The State Auditor's Office's State Classification Team conducted this review in accordance with the Position Classification Act in Texas Government Code, Chapter 654, which requires it to:

- Make periodic studies of salary rates in other governmental units and in industry for similar work performed in state government and report those findings.
- Maintain the Plan and keep it current.
- Make necessary and desirable recommendations to improve the Plan.

Methodology

The State Classification Team conducts periodic studies of salary rates and trends in private industry and other governmental agencies for work similar to that performed in state government. In addition, the State Classification Team is responsible for reviewing the Plan and providing recommendations to ensure that the Plan effectively meets the needs of its users. In developing its recommendations, the State Classification Team analyzed the following:

- Salary Schedules A and B as approved by the 80th Legislature.
- Average market pay for 299 job classification titles, which represented a broad spectrum of jobs in the State's pay schedules and occupational groups. These job classification titles were compared with positions in the labor market for the state of Texas by using wage data from the following surveys:
 - ♦ 2007 Central States Salary Survey.

- ♦ ALA-APA Salary Survey 2007: Non-MLS-Public and Academic 2007, ALA-Allied Professional Association.
- ♦ Biennial Salary Survey and Organizational Characteristics 2007, American Association of Law Libraries.
- ♦ 2007 Compensation Survey: A Survey of Professional, Scientific and Related Occupations in State Government, American Federation of Teachers, September 2007.
- ♦ 2007 Engineering Geotechnical Survey, Abbott, Langer Association Surveys, March 2007.
- ♦ 2007 All Nonprofit Organizations Survey, Abbott, Langer Association Surveys, March 2007.
- ♦ Compensation Data 2007-Texas, CompData Surveys, Dolan Technologies Corporation, 2007.
- ♦ 2007 Officers and Employees Salary Survey 2007, Federal Reserve Bank of Dallas.
- ♦ *Survey of Judicial Salaries*, National Center for State Courts, Volume 33, Number 1; January 1, 2008.
- ♦ Texas Compensation Survey, The Quorum Group, May 2007.
- ♦ Salary Survey of Select Public Sector Entities, State Auditor's Office, 2008.
- ♦ Salary Survey, Texas Association of Counties, January 2008.
- ♦ Texas Compensation Alliance, *Salary and Benefits Survey*, March 2008.
- ♦ Salary and Fringe Benefit Survey, Texas Municipal League, January 2008.
- ♦ 2008–2009 Watson Wyatt Geographic Reports on Compensation—For-profit Data, which included:
 - Health Care Clinical and Professional Personnel Compensation, January 2008.
 - Professional Administrative Services Compensation, March 2008.
 - Professional Specialized Services Personnel Compensation, February 2008.
 - Professional Office Personnel Compensation, January 2008.

- Technician and Skilled Trades Personnel Compensation, January 2008.
- ♦ 2008 Texas Society for Healthcare Human Resources Administration and Education Wage and Benefit Survey, Werling Associates, Inc., May 2008.
- ♦ 34th Annual Salary Budget Survey 2007, WorldatWork.

Data for full-time classified state employees, salaries, and turnover rates was gathered from:

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

Turnover rates were calculated using fiscal year 2007 data. Head count and salaries were calculated using data as of the second quarter of fiscal year 2008.

Other sources of information included:

- Letters from individual agencies with specific research and requests.
- Texas Government Code, Chapter 654.

Benchmarking Methodology

Average market pay for a job classification was determined using generally accepted compensation practices. The market data was weighted by the number of employees in each survey and aged to January 1, 2009. An average was calculated by multiplying each occurrence of data by a weighting factor (for example, average salary reported by the number of employees in the position in each survey used). The results were added and then divided by the weighting of that factor (that is, the total number of employees reported).

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

- Extracting data for the number of full-time classified employees in each of the job classifications as of the end of the second quarter of fiscal year 2008 from HRIS, USPS, and SPRS.
- Calculating the minimum estimated cost for implementing a movement to a higher salary group or deletion by determining the fiscal impact of moving all employees in one group to the minimum of a new or revised salary group.

Project Information

The State Classification Team conducts periodic studies of salary rates and trends in private industry and other governmental entities for work similar to that performed in state government. This research was conducted using generally accepted compensation practices. Fieldwork and analysis for this report was conducted from May 2008 through September 2008.

This project was a review; therefore, the information in this report was not subject to all the tests and confirmations that would be performed in an audit. However, the information in this report was subject to certain quality control procedures to ensure accuracy and compliance with generally accepted compensation practices.

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

- Christine M. Bailey, CCP, GRP (Project Manager)
- Rebecca Beachy, CIA, CGAP
- Michael Boehme, CIA, PHR
- Stacey Robbins McClure, MBA, CCP, PHR
- Dana Musgrave, MBA
- Sharon Schneider, PHR
- Juliette Torres, CCP, PHR
- J. Scott Killingsworth, CIA, CGAP, CGFM (Quality Control Reviewer)
- Nicole Guerrero, MBA, CGAP, CIA (Audit Manager)

Distribution of Employees in Salary Schedules A and B

During the second quarter of fiscal year 2008, the State employed 142,047 classified, regular full-time employees in Salary Schedules A and B. Table 40 lists the number of classified, regular full-time employees in each of these occupational categories for Salary Schedules A and B. The list does not include 4,394 positions in Salary Schedule C, which covers law enforcement positions in the Department of Public Safety, Parks and Wildlife Department, Alcoholic Beverage Commission, and Department of Criminal Justice.

Table 40

Number of Employees in Occupational Categories by Salary Schedule Second Quarter of Fiscal Year 2008		
Occupational Category	Number of Employees in Salary Schedule A	Number of Employees in Salary Schedule B
Accounting, Auditing, and Finance	349	4,789
Administrative Support	17,395	512
Criminal Justice	27,615	5,171
Custodial	3,985	0
Education	146	0
Employment	0	1,048
Engineering and Design	5,857	3,092
Human Resources	0	1,258
Information Technology	296	4,319
Inspectors and Investigators	0	2,433
Insurance	17	1,017
Land Surveying, Appraising, and Utilities	0	316
Legal	311	2,495
Library and Records	16	176
Maintenance	3,552	132
Medical and Health	1,557	3,661
Natural Resources	567	2,101
Office Services	199	4
Planning, Research, and Statistics	31	495
Procedures and Information	19	576
Program Management	0	14,937
Property Management and Purchasing	775	1,117
Public Safety	761	254
Safety	0	279
Social Services	12,593	15,824
Totals	76,041	66,006

Source: State Auditor's Office Electronic Classification Analysis System, Uniform Statewide Payroll System, and Human Resources Information System.

Fiscal Year 2009 Salary Schedules A and B

Tables 41 and 42 list the annual salary rates for Salary Schedules A and B that are effective from September 1, 2008, to August 31, 2009.

- **Salary Schedule A** - Includes skilled craft, technical, and paraprofessional positions.
- **Salary Schedule B** - Includes mainly professional and managerial positions.

Table 41

Fiscal Year 2009 Salary Schedule A			
Salary Group	Minimum	Midpoint	Maximum
A2	\$17,376	\$19,677	\$21,977
A3	\$18,108	\$20,543	\$22,978
A4	\$18,864	\$21,434	\$24,004
A5	\$19,656	\$22,368	\$25,080
A6	\$20,532	\$23,399	\$26,266
A7	\$21,444	\$24,479	\$27,514
A8	\$22,472	\$25,679	\$28,886
A9	\$23,646	\$27,039	\$30,431
A10	\$24,832	\$29,381	\$33,929
A11	\$26,180	\$31,078	\$35,975
A12	\$27,601	\$32,865	\$38,128
A13	\$29,146	\$34,801	\$40,455
A14	\$30,806	\$36,889	\$42,970
A15	\$32,611	\$39,115	\$45,618
A16	\$34,625	\$41,553	\$48,480
A17	\$36,764	\$44,120	\$51,475
A18	\$39,118	\$46,942	\$54,765

Table 42

Fiscal Year 2009 Salary Schedule B			
Salary Group	Minimum	Midpoint	Maximum
B1	\$23,646	\$ 28,135	\$ 32,624
B2	\$24,832	\$ 29,622	\$ 34,411
B3	\$26,180	\$ 31,332	\$ 36,484
B4	\$27,601	\$ 33,139	\$ 38,677
B5	\$29,146	\$ 35,095	\$ 41,044
B6	\$ 30,806	\$ 37,196	\$ 43,585
B7	\$ 32,611	\$ 39,436	\$ 46,260
B8	\$ 34,625	\$ 41,894	\$ 49,162
B9	\$ 36,764	\$ 44,481	\$ 52,198
B10	\$ 39,118	\$ 49,296	\$ 59,473
B11	\$ 41,606	\$ 52,419	\$ 63,231
B12	\$ 44,254	\$ 55,762	\$ 67,270
B13	\$ 47,049	\$ 59,286	\$ 71,523
B14	\$ 50,071	\$ 63,097	\$ 76,123
B15	\$ 53,294	\$ 69,610	\$ 85,926
B16	\$ 56,785	\$ 74,164	\$ 91,543
B17	\$ 60,476	\$ 78,985	\$ 97,494
B18	\$ 64,435	\$ 84,155	\$103,874
B19	\$ 72,833	\$ 95,121	\$117,408
B20	\$ 82,382	\$107,592	\$132,801
B21	\$104,048	\$135,891	\$167,733
B22	\$131,611	\$171,893	\$212,174

Proposed Salary Schedules for Fiscal Years 2010-2011

Table 43 and 44 reflect proposed annual salary rates for Salary Schedules A and B that would be effective from September 1, 2009, to August 31, 2011.

- **Salary Schedule A** - Includes skilled craft, technical, and paraprofessional positions.
- **Salary Schedule B** – Includes mainly professional and managerial positions.

Table 43

Fiscal Years 2010 - 2011 Proposed Salary Schedule A ^a			
Salary Group	Minimum	Midpoint	Maximum
A3	\$16,850	\$20,641	\$24,433
A4	\$17,693	\$21,673	\$25,654
A5	\$18,577	\$22,757	\$26,937
A6	\$19,506	\$23,895	\$28,284
A7	\$20,481	\$25,090	\$29,698
A8	\$21,505	\$26,344	\$31,183
A9	\$22,581	\$27,661	\$32,742
A10	\$23,710	\$29,044	\$34,379
A11	\$25,132	\$32,044	\$38,955
A12	\$26,640	\$33,966	\$41,292
A13	\$28,239	\$36,004	\$43,770
A14	\$29,933	\$38,164	\$46,396
A15	\$31,729	\$40,454	\$49,180
A16	\$33,633	\$42,882	\$52,130
A17	\$35,651	\$45,454	\$55,258
A18	\$38,146	\$49,590	\$61,034
A19	\$40,816	\$53,061	\$65,306
A20	\$43,673	\$56,775	\$69,878

^a To ensure consistency between Salary Schedules A and B, some salary groups in the fiscal year 2009 Salary Schedule A have been eliminated.

Table 44

Fiscal Years 2010 - 2011 Proposed Salary Schedule B ^a			
Salary Group	Minimum	Midpoint	Maximum
B10	\$ 23,710	\$ 29,044	\$ 34,379
B11	\$ 25,132	\$ 32,044	\$ 38,955
B12	\$ 26,640	\$ 33,966	\$ 41,292
B13	\$ 28,239	\$ 36,004	\$ 43,770
B14	\$ 29,933	\$ 38,164	\$ 46,396
B15	\$ 31,729	\$ 40,454	\$ 49,180
B16	\$ 33,633	\$ 42,882	\$ 52,130
B17	\$ 35,651	\$ 45,454	\$ 55,258
B18	\$ 38,146	\$ 49,590	\$ 61,034
B19	\$ 40,816	\$ 53,061	\$ 65,306
B20	\$ 43,673	\$ 56,775	\$ 69,878
B21	\$ 46,731	\$ 60,750	\$ 74,769
B22	\$ 50,002	\$ 65,002	\$ 80,003
B23	\$ 53,502	\$ 69,552	\$ 85,603
B24	\$ 57,247	\$ 74,421	\$ 91,595
B25	\$ 61,254	\$ 79,631	\$ 98,007
B26	\$ 67,380	\$ 89,278	\$111,176
B27	\$ 74,118	\$ 98,206	\$122,294
B28	\$ 81,529	\$108,026	\$134,524
B29	\$ 89,682	\$118,829	\$147,976
B30	\$ 98,651	\$130,712	\$162,773
B31	\$108,516	\$143,783	\$179,051
B32	\$119,367	\$158,162	\$196,956
B33	\$131,304	\$173,978	\$216,652
B34	\$144,434	\$191,375	\$238,317
B35	\$158,878	\$210,513	\$262,148

^a To ensure consistency between Salary Schedules A and B, some salary groups in the fiscal year 2009 Salary Schedule B have been eliminated.

Fiscal Impact by Agency

Table 45 is a summary of the minimum fiscal impact by state agency to implement the recommended changes to the State's Position Classification Plan for the 2010-2011 biennium. The minimum fiscal impact was calculated by determining the fiscal impact of moving employees to the minimum of their new salary ranges. Costs were estimated using data for full-time classified employees as of second quarter of fiscal year 2008. Adjustments were made to salaries to account for the 2 percent or minimum \$50 a month across-the-board pay increase effective September 1, 2008, for all classified employees. Agencies with no minimum fiscal impact were not listed.

Table 45

Minimum Fiscal Impact of Recommended Changes by Agency for the 2010-2011 Biennium	
State Agency Name	Minimum Fiscal Impact
201 - Supreme Court of Texas	\$ 15,931
211 - Court of Criminal Appeals	876
212 - Court Administration, Texas Judicial Council Office	65,893
221 - First Court of Appeals District, Houston	648
222 - Second Court of Appeals District, Fort Worth	10,815
223 - Third Court of Appeals District, Austin	8,016
225 - Fifth Court of Appeals District, Dallas	183,448
226 - Sixth Court of Appeals District, Texarkana	13,116
230 - Tenth Court of Appeals District, Waco	9,607
232 - Twelfth Court of Appeals District, Tyler	20,428
233 - Thirteenth Court of Appeals District, Corpus Christi	15,156
234 - Fourteenth Court of Appeals District, Houston	10,056
242 - Judicial Conduct, State Commission on	8,005
301 - Governor, Office of the	31,259
302 - Attorney General, Office of the	1,219,935
303 - Facilities Commission, Texas	17,748
304 - Comptroller of Public Accounts	354,380
305 - General Land Office	14,932
306 - Library and Archives Commission	37,156
307 - Secretary of State	35,100
312 - Securities Board	60,370
313 - Information Resources, Department of	12,896
320 - Workforce Commission, Texas	377,340
323 - Teacher Retirement System	113,036
327 - Employees Retirement System	40,312

Minimum Fiscal Impact of Recommended Changes by Agency for the 2010-2011 Biennium	
State Agency Name	Minimum Fiscal Impact
329 - Real Estate Commission	31,074
332 - Housing and Community Affairs, Department of	10,646
338 - Pension Review Board	884
352 - Bond Review Board	1,297
356 - Ethics Commission, Texas	12,307
359 - Insurance Counsel, Office of Public	7,332
360 - Administrative Hearings, State Office of	59,469
362 - Lottery Commission	37,992
370 - Residential Construction Commission	6,240
401 - Adjutant General's Department	16,194
403 - Veterans Commission	47,286
405 - Public Safety, Department of	721,786
407 - Law Enforcement Officer Standards and Education, Commission on	6,766
409 - Jail Standards, Commission on	5,442
448 - Office of Injured Employee Counsel	77,090
450 - Savings and Mortgage Lending, Department of	97,114
452 - Licensing and Regulation, Department of	18,045
454 - Insurance, Department of	1,879,523
455 - Railroad Commission	99,117
458 - Alcoholic Beverage Commission	102,258
466 - Consumer Credit Commissioner, Office of	123,615
469 - Credit Union Department	12,045
473 - Utility Commission of Texas, Public	11,857
475 - Utility Counsel, Office of Public	1,113
476 - Racing Commission	6,592
477 - Emergency Communications, Commission on State	37,791
479 - Risk Management, State Office of	61,943
481 - Geoscientists, Board of Professional	2,766
503 - Medical Board	118,394
504 - Dental Examiners, State Board of	62,152
508 - Chiropractic Examiners, Board of	5,736
513 - Funeral Service Commission	4,518
515 - Pharmacy, Board of	178,595
529 - Health and Human Services Commission	1,551,625
530 - Family and Protective Services, Department of	2,925,273
537 - Health Services, Department of State	3,536,098

Minimum Fiscal Impact of Recommended Changes by Agency for the 2010-2011 Biennium	
State Agency Name	Minimum Fiscal Impact
538 - Assistive and Rehabilitative Services, Department	66,705
539 - Aging and Disability Services, Department of	3,184,797
551 - Agriculture, Department of	92,778
554 - Animal Health Commission	70,599
578 - Veterinary Medical Examiners, Board of	11,725
580 - Water Development Board	39,154
582 - Environmental Quality, Commission on	624,084
592 - Soil and Water Conservation Board	9,623
601 - Transportation, Department of	1,103,725
665 - Juvenile Probation Commission	3,388
694 - Texas Youth Commission	828,942
696 - Criminal Justice, Department of	12,397,850
701 - Education Agency, Texas	99,475
771 - Blind and Visually Impaired, School for the	4,825
772 - Deaf, School for the	28,757
802 - Parks and Wildlife Department	262,182
808 - Historical Commission	93,636
809 - Preservation Board	38,993
813 - Arts, Commission on the	6,140
Total Costs	\$ 33,521,814

Detail of Recommendations by Position

Appendix 6

Criminal Justice Positions

Table 46 provides a detailed listing of recommended changes for criminal justice positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 46

Recommended Changes: Criminal Justice Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4501	Correctional Officer I	A07	A09	Higher minimum salary group
4502	Correctional Officer II	A09	A11	Higher minimum salary group
4503	Correctional Officer III	A11	A13	Higher minimum salary group
4504	Correctional Officer IV	A12	A14	Higher minimum salary group
4505	Correctional Officer V	A14	A16	Higher minimum salary group
4510	Sergeant of Correctional Officers	B07	B17	Higher minimum salary group
4511	Lieutenant of Correctional Officers	B08	B18	Higher minimum salary group
4512	Captain of Correctional Officers	B09	B19	Higher minimum salary group
4513	Major of Correctional Officers	B10	B20	Higher minimum salary group
4520	Juvenile Correctional Officer I	A07	A09	Higher minimum salary group
4521	Juvenile Correctional Officer II	A09	A11	Higher minimum salary group
4522	Juvenile Correctional Officer III	A11	A13	Higher minimum salary group
4523	Juvenile Correctional Officer IV	A13	A14	Higher minimum salary group
4524	Juvenile Correctional Officer V	A15	A16	Higher minimum salary group
4525	Juvenile Correctional Officer VI	A16	A18	Higher minimum salary group
4526	Dorm Supervisor	B09	B19	Higher minimum salary group
4540	Parole Officer I	B06	B14	Salary group change only

Recommended Changes: Criminal Justice Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4541	Parole Officer II	B07	B15	Salary group change only
4542	Parole Officer III	B08	B16	Salary group change only
4543	Parole Officer IV	B10	B18	Salary group change only
4544	Parole Officer V	B12	B20	Salary group change only
4550	Assistant Warden	B14	B23	Higher minimum salary group
4551	Warden I	B16	B25	Higher minimum salary group
4552	Warden II	B18	B26	Higher minimum salary group
4560	Counsel Substitute I	A11	A13	Higher minimum salary group
4561	Counsel Substitute II	A13	A15	Higher minimum salary group
4562	Counsel Substitute III	A15	A17	Higher minimum salary group
4571	Correctional Transportation Officer	A12	A14	Higher minimum salary group
4646	Industrial Specialist I	A11	A13	Higher minimum salary group
4647	Industrial Specialist II	A12	A14	Higher minimum salary group
4648	Industrial Specialist III	A13	A15	Higher minimum salary group
4649	Industrial Specialist IV	A14	A16	Higher minimum salary group
4650	Industrial Specialist V	A16	A17	Higher minimum salary group
4651	Industrial Specialist VI	A18	A18	No change recommended
4671	Agriculture Specialist I	A12	A13	Higher minimum salary group
4672	Agriculture Specialist II	A13	A14	Higher minimum salary group
4673	Agriculture Specialist III	A14	A15	Higher minimum salary group
4674	Agriculture Specialist IV	A15	A16	Higher minimum salary group
4675	Agriculture Specialist V	A16	A17	Higher minimum salary group
New Position	Agriculture Specialist VI		A18	New job classification

Social Services Positions

Table 47 provides a detailed listing of recommended changes for social services positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 47

Recommended Changes: Social Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
5023	Protective Services Specialist I	B05	B14	Change title to Child Protective Services Specialist I; Higher minimum salary group
5024	Protective Services Specialist II	B06	B15	Change title to Child Protective Services Specialist II; Higher minimum salary group
5025	Protective Services Specialist III	B07	B16	Change title to Child Protective Services Specialist III; Higher minimum salary group
5026	Protective Services Specialist IV	B08	B17	Change title to Child Protective Services Specialist IV; Higher minimum salary group
5027	Protective Services Specialist V	B09	B18	Change title to Child Protective Services Specialist V; Higher minimum salary group
New Position	Adult Protective Services Specialist I		B14	New job classification
New Position	Adult Protective Services Specialist II		B15	New job classification
New Position	Adult Protective Services Specialist III		B16	New job classification
New Position	Adult Protective Services Specialist IV		B17	New job classification
New Position	Adult Protective Services Specialist V		B18	New job classification
New Position	Family Services Specialist I		B19	New job classification
New Position	Family Services Specialist II		B20	New job classification

Recommended Changes: Social Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
New Position	Family and Protective Services Supervisor I		B18	New job classification
New Position	Family and Protective Services Supervisor II		B20	New job classification
New Position	Family and Protective Services Supervisor III		B22	New job classification
5046	Disability Case Review Specialist	B03		Delete job classification title
5050	Rehabilitation Therapy Technician I	A05	A06	Salary group change only
5051	Rehabilitation Therapy Technician II	A07	A08	Higher minimum salary group
5052	Rehabilitation Therapy Technician III	A09	A10	Higher minimum salary group
5053	Rehabilitation Therapy Technician IV	A11	A12	Higher minimum salary group
5054	Rehabilitation Therapy Technician V	A13	A14	Higher minimum salary group
5062	Vocational Rehabilitation Counselor I	B07	B16	Higher minimum salary group
5063	Vocational Rehabilitation Counselor II	B08	B17	Higher minimum salary group
5064	Vocational Rehabilitation Counselor III	B09	B18	Higher minimum salary group
5065	Vocational Rehabilitation Counselor IV	B10	B19	Higher minimum salary group
5079	Chaplaincy Services Assistant	A11	A13	Higher minimum salary group
5081	Chaplain I	B07	B17	Higher minimum salary group
5082	Chaplain II	B09	B19	Higher minimum salary group
5083	Chaplain III	B11	B21	Higher minimum salary group
5090	Rehabilitation Teacher I	B02	B11	Higher minimum salary group
5091	Rehabilitation Teacher II	B04	B13	Higher minimum salary group
5092	Rehabilitation Teacher III	B06	B15	Higher minimum salary group
New Position	Veterans Service Representative I		B13	New job classification
5105	Veterans Assistance Counselor I	B06	B14	Change title to Veterans Service Representative II
5106	Veterans Assistance Counselor II	B07	B15	Change title to Veterans Service Representative III
5107	Veterans Assistance Counselor III	B08	B16	Change title to Veterans Service Representative IV
5108	Veterans Assistance Counselor IV	B10	B18	Change title to Veterans Service Representative V
5109	Veterans Assistance Counselor V	B12	B20	Change title to Veterans Service Representative VI

Recommended Changes: Social Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
5111	Substance Abuse Counselor I	B04	B13	Higher minimum salary group
5112	Substance Abuse Counselor II	B05	B14	Higher minimum salary group
5113	Substance Abuse Counselor III	B06	B15	Higher minimum salary group
5120	Mental Retardation Aide	A05	A07	Delete job classification title, move to Mental Retardation Assistant I
5121	Mental Retardation Assistant I	A06	A07	Salary group change only
5122	Mental Retardation Assistant II	A08	A09	Higher minimum salary group
5123	Mental Retardation Assistant III	A09	A11	Higher minimum salary group
5124	Mental Retardation Assistant IV	A11	A13	Higher minimum salary group
5131	Qualified Mental Retardation Professional I	B06	B15	Higher minimum salary group
5132	Qualified Mental Retardation Professional II	B07	B16	Higher minimum salary group
5133	Qualified Mental Retardation Professional III	B08	B17	Higher minimum salary group
5134	Qualified Mental Retardation Professional IV	B09	B18	Higher minimum salary group
5140	Recreation Program Specialist I	B02	B11	Higher minimum salary group
5142	Recreation Program Specialist II	B04	B13	Higher minimum salary group
5144	Recreation Program Specialist III	B06	B15	Higher minimum salary group
5150	Psychiatric Nursing Aide	A05	A07	Delete job classification title, move to Psychiatric Nursing Assistant I
5151	Psychiatric Nursing Assistant I	A06	A07	Salary group change only
5152	Psychiatric Nursing Assistant II	A08	A09	Higher minimum salary group
5153	Psychiatric Nursing Assistant III	A09	A11	Higher minimum salary group
5154	Psychiatric Nursing Assistant IV	A11	A13	Higher minimum salary group
5201	Resident Specialist I	A07	A07	No change recommended
5203	Resident Specialist II	A09	A09	No change recommended
5205	Resident Specialist III	A11	A11	No change recommended
5207	Resident Specialist IV	A13	A13	No change recommended
5209	Resident Specialist V	A15	A15	No change recommended
5221	Clinical Social Worker I	B05	B15	Delete job classification title, Move to Social Worker I
5222	Clinical Social Worker II	B07	B15	Change title to Social Worker I
5223	Clinical Social Worker III	B09	B17	Change title to Social Worker II
5224	Clinical Social Worker IV	B11	B19	Change title to Social Worker III
New Position	Social Worker IV		B21	New job classification
New Position	Social Worker V		B23	New job classification

Recommended Changes: Social Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
5226	Case Manager I	B04	B11	Salary group change only
5227	Case Manager II	B05	B13	Salary group change only
5228	Case Manager III	B07	B15	Salary group change only
5229	Case Manager IV	B09	B17	Salary group change only
5232	Volunteer Services Coordinator I	B05	B13	Salary group change only
5233	Volunteer Services Coordinator II	B07	B15	Salary group change only
5234	Volunteer Services Coordinator III	B09	B17	Salary group change only
5235	Volunteer Services Coordinator IV	B11	B19	Salary group change only
5300	Health and Human Services Program Coordinator I	B10	B18	Salary group change only
5302	Health and Human Services Program Coordinator II	B12	B20	Salary group change only
5304	Health and Human Services Program Coordinator III	B14	B22	Salary group change only
5503	Human Services Technician I	A06	A06	No change recommended
5504	Human Services Technician II	A07	A08	Higher minimum salary group
5505	Human Services Technician III	A09	A10	Higher minimum salary group
5506	Human Services Technician IV	A11	A12	Higher minimum salary group
5526	Quality Assurance Specialist I	B08	B17	Higher minimum salary group
5527	Quality Assurance Specialist II	B09	B18	Higher minimum salary group
5528	Quality Assurance Specialist III	B11	B20	Higher minimum salary group
5529	Quality Assurance Specialist IV	B13	B22	Higher minimum salary group
5540	Child Support Officer I	B03	B11	Salary group change only
5541	Child Support Officer II	B05	B13	Salary group change only
5542	Child Support Officer III	B07	B15	Salary group change only
5543	Child Support Officer IV	B09	B17	Salary group change only
5550	Child Support Technician I	A09	A09	No change recommended
5551	Child Support Technician II	A11	A11	No change recommended
5552	Child Support Technician III	A13	A13	No change recommended
5616	Interpreter I	B08	B16	Salary group change only
5618	Interpreter II	B10	B18	Salary group change only
5700	Human Services Specialist I	B03	B11	Salary group change only
5701	Human Services Specialist II	B04	B12	Salary group change only
5702	Human Services Specialist III	B05	B13	Salary group change only
5703	Human Services Specialist IV	B06	B14	Salary group change only
5704	Human Services Specialist V	B07	B15	Salary group change only
5705	Human Services Specialist VI	B08	B16	Salary group change only
5706	Human Services Specialist VII	B09	B17	Salary group change only

Medical and Health Positions

Table 48 provides a detailed listing of recommended changes for medical and health positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 48

Recommended Changes: Medical and Health Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4001	Dietetic Technician I	A08	A08	No change recommended
4002	Dietetic Technician II	A10	A10	No change recommended
4007	Dietitian	B08	B17	Delete job classification title, move to Dietetic and Nutrition Specialist I
4016	Nutritionist I	B08	B17	Change title to Dietetic and Nutrition Specialist I; Higher minimum salary group
4017	Nutritionist II	B10	B19	Change title to Dietetic and Nutrition Specialist II; Higher minimum salary group
4018	Nutritionist III	B12	B21	Change title to Dietetic and Nutrition Specialist III; Higher minimum salary group
4072	Public Health Technician I	B05	B14	Higher minimum salary group
4074	Public Health Technician II	B07	B16	Higher minimum salary group
4076	Public Health Technician III	B09	B18	Higher minimum salary group
4078	Public Health Technician IV	B11	B20	Higher minimum salary group
4082	Epidemiologist I	B11	B19	Salary group change only
4083	Epidemiologist II	B13	B21	Salary group change only
4084	Epidemiologist III	B15	B23	Higher minimum salary group
4125	Veterinarian I	B14	B23	Higher minimum salary group

Recommended Changes: Medical and Health Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4127	Veterinarian II	B16	B25	Higher minimum salary group
4129	Veterinarian III	B18	B27	Higher minimum salary group
4142	Laboratory Technician I	A10	A10	No change recommended
4144	Laboratory Technician II	A12	A12	No change recommended
4146	Laboratory Technician III	A14	A14	No change recommended
4148	Laboratory Technician IV	A16	A16	No change recommended
4221	Microbiologist I	B07	B15	Salary group change only
4222	Microbiologist II	B09	B17	Salary group change only
4223	Microbiologist III	B11	B19	Salary group change only
4224	Microbiologist IV	B13	B21	Salary group change only
4225	Microbiologist V	B15	B23	Higher minimum salary group
4292	Radiological Technologist I	B05	B14	Higher minimum salary group
4293	Radiological Technologist II	B07	B16	Higher minimum salary group
4294	Radiological Technologist III	B09	B18	Higher minimum salary group
4342	Orthopedic Equipment Technician I	A08	A09	Higher minimum salary group
4344	Orthopedic Equipment Technician II	A10	A11	Higher minimum salary group
4346	Orthopedic Equipment Technician III	A12	A13	Higher minimum salary group
4360	Registered Therapist Assistant	A16	A17	Higher minimum salary group
4362	Registered Therapist I	B08	B17	Higher minimum salary group
4363	Registered Therapist II	B10	B19	Higher minimum salary group
4364	Registered Therapist III	B12	B21	Higher minimum salary group
4365	Registered Therapist IV	B14	B23	Higher minimum salary group
4366	Registered Therapist V	B16	B25	Higher minimum salary group
4374	Medical Aide I	A05	A04	Salary group change only
4376	Medical Aide II	A07	A06	Salary group change only
4385	Medical Technician I	A09	A09	No change recommended
4386	Medical Technician II	A11	A11	No change recommended
4387	Medical Technician III	A13	A13	No change recommended
4390	Health Physicist I	B14	B22	Salary group change only
4392	Health Physicist II	B16	B24	Higher minimum salary group
4394	Health Physicist III	B18	B26	Higher minimum salary group
4401	Medical Technologist I	B05	B13	Salary group change only
4402	Medical Technologist II	B07	B15	Salary group change only
4403	Medical Technologist III	B09	B17	Salary group change only
4404	Medical Technologist IV	B11	B19	Salary group change only

Recommended Changes: Medical and Health Positions

Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4405	Medical Technologist V	B13	B21	Salary group change only
4420	Licensed Vocational Nurse I	A09	A10	Higher minimum salary group
4421	Licensed Vocational Nurse II	A11	A12	Higher minimum salary group
4422	Licensed Vocational Nurse III	A13	A14	Higher minimum salary group
4423	Licensed Vocational Nurse IV	A15	A16	Higher minimum salary group
4428	Respiratory Care Practitioner	A14	A17	Higher minimum salary group
4435	Resident Physician	B10	B19	Higher minimum salary group
4436	Physician I	B20	B31	Higher minimum salary group
4437	Physician II	B21	B32	Higher minimum salary group
4438	Physician III	B22	B33	Salary group change only
4440	Physician Assistant	B17	B26	Higher minimum salary group
4444	Nurse I	B08	B17	Higher minimum salary group
4446	Nurse II	B10	B19	Higher minimum salary group
4448	Nurse III	B12	B21	Higher minimum salary group
4450	Nurse IV	B14	B23	Higher minimum salary group
New Position	Nurse V		B25	New job classification
4451	Nurse Practitioner	B17	B26	Higher minimum salary group
New Position	Public Health Nurse I		B19	New job classification
New Position	Public Health Nurse II		B21	New job classification
New Position	Public Health Nurse III		B23	New job classification
4453	Medical Research Specialist	B17	B24	Salary group change only
4455	Dentist I	B18	B27	Higher minimum salary group
4457	Dentist II	B20	B29	Higher minimum salary group
4459	Dentist III	B22	B31	Salary group change only
4462	Psychologist I	B14	B22	Salary group change only
4464	Psychologist II	B16	B24	Higher minimum salary group
4465	Psychologist III	B18	B26	Higher minimum salary group
4466	Psychological Assistant	B04	B13	Higher minimum salary group
4468	Associate Psychologist I	B08	B16	Salary group change only
4469	Associate Psychologist II	B09	B17	Salary group change only
4470	Associate Psychologist III	B10	B18	Salary group change only
4471	Associate Psychologist IV	B11	B19	Salary group change only
4472	Associate Psychologist V	B12	B20	Salary group change only
4476	Psychiatrist I	B20	B31	Higher minimum salary group
4477	Psychiatrist II	B21	B32	Higher minimum salary group
4478	Psychiatrist III	B22	B33	Salary group change only
4482	Dental Assistant I	A06	A09	Higher minimum salary group

Recommended Changes: Medical and Health Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
4483	Dental Assistant II	A08	A11	Higher minimum salary group
4489	Dental Hygienist	B09	B19	Higher minimum salary group
4492	Pharmacist I	B17	B26	Higher minimum salary group
4493	Pharmacist II	B19	B28	Higher minimum salary group
4494	Pharmacist III	B21	B30	Salary group change only
4498	Pharmacy Technician I	A08	A09	Higher minimum salary group
4499	Pharmacy Technician II	A10	A11	Higher minimum salary group

Legal Positions

Table 49 provides a detailed listing of recommended changes for legal positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 49

Recommended Changes: Legal Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
3501	Attorney I	B11	B20	Higher minimum salary group
3502	Attorney II	B12	B21	Higher minimum salary group
3503	Attorney III	B14	B23	Higher minimum salary group
3504	Attorney IV	B16	B25	Higher minimum salary group
3505	Attorney V	B18	B27	Higher minimum salary group
3506	Attorney VI	B20	B29	Higher minimum salary group
3510	Assistant Attorney General I	B11	B20	Higher minimum salary group
3511	Assistant Attorney General II	B12	B21	Higher minimum salary group
3512	Assistant Attorney General III	B14	B23	Higher minimum salary group
3513	Assistant Attorney General IV	B16	B25	Higher minimum salary group
3514	Assistant Attorney General V	B18	B27	Higher minimum salary group
3515	Assistant Attorney General VI	B20	B29	Higher minimum salary group
3516	Assistant Attorney General VII	B21	B31	Higher minimum salary group
3517	First Assistant Attorney General	B22	B33	Salary group change only
3520	General Counsel I	B14	B23	Higher minimum salary group
3521	General Counsel II	B16	B25	Higher minimum salary group
3522	General Counsel III	B18	B27	Higher minimum salary group
3523	General Counsel IV	B20	B29	Higher minimum salary group
3524	General Counsel V	B21	B31	Higher minimum salary group
3559	Hearings Reporter	B12	B20	Salary group change only
3565	Legal Secretary I	A09	A10	Higher minimum salary group

Recommended Changes: Legal Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
3566	Legal Secretary II	A11	A12	Higher minimum salary group
3567	Legal Secretary III	A13	A14	Higher minimum salary group
3568	Legal Secretary IV	A15	A16	Higher minimum salary group
New Position	Legal Secretary V		A18	New job classification
3572	Legal Assistant I	B07	B15	Salary group change only
3574	Legal Assistant II	B09	B17	Salary group change only
3576	Legal Assistant III	B11	B19	Salary group change only
3578	Legal Assistant IV	B13	B21	Salary group change only
3604	Law Clerk	B03	B13	Higher minimum salary group
3610	Court Law Clerk I	B09	B18	Higher minimum salary group
3611	Court Law Clerk II	B11	B20	Higher minimum salary group
3620	Deputy Clerk I	A09	A10	Higher minimum salary group
3622	Deputy Clerk II	A11	A12	Higher minimum salary group
3624	Deputy Clerk III	A14	A14	No change recommended
3626	Deputy Clerk IV	A17	A16	Salary group change only
3630	Chief Deputy Clerk	B13	B21	Salary group change only
3635	Clerk of the Court	B17	B28	Higher minimum salary group
3640	Administrative Law Judge I	B15	B25	Higher minimum salary group
3642	Administrative Law Judge II	B17	B26	Higher minimum salary group
3644	Administrative Law Judge III	B18	B27	Higher minimum salary group
3646	Master Administrative Law Judge I	B20	B29	Higher minimum salary group
3648	Master Administrative Law Judge II	B21	B31	Higher minimum salary group
3650	Associate Judge I	B18	B28	Delete job classification title, Move to Associate Judge
3652	Associate Judge II	B20	B28	Change title to Associate Judge
New Position	Associate Ombudsman		B15	New job classification
3660	Ombudsman I	B09	B17	Salary group change only
3662	Ombudsman II	B10	B19	Higher minimum salary group
New Position	Ombudsman III		B21	New job classification
New Position	Ombudsmen IV		B23	New job classification
3664	Ombudsman (Chief) Youth Commission	B13	B23	Delete job classification title, Move to Ombudsman Series
3672	Benefit Review Officer	B12	B21	Higher minimum salary group
New Position	Court Coordinator		B17	New job classification

Accounting, Auditing, and Finance Positions

Table 50 provides a detailed listing of recommended changes for accounting, auditing, and finance positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 50

Recommended Changes: Accounting, Auditing, and Finance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1000	Accounting Technician I	A11	A11	No change recommended
1002	Accounting Technician II	A13	A13	No change recommended
1012	Accountant I	B06	B14	Salary group change only
1014	Accountant II	B08	B15	Salary group change only
1016	Accountant III	B09	B17	Salary group change only
1018	Accountant IV	B11	B19	Salary group change only
1020	Accountant V	B12	B21	Higher minimum salary group
1022	Accountant VI	B13	B23	Higher minimum salary group
1024	Accountant VII	B15	B25	Higher minimum salary group
1042	Auditor I	B07	B15	Salary group change only
1044	Auditor II	B09	B17	Salary group change only
1046	Auditor III	B11	B19	Salary group change only
1048	Auditor IV	B13	B21	Salary group change only
1050	Auditor V	B15	B23	Higher minimum salary group
1052	Auditor VI	B17	B25	Higher minimum salary group
1059	Taxpayer Compliance Officer I	B03	B11	Salary group change only
1060	Taxpayer Compliance Officer II	B05	B13	Salary group change only
1061	Taxpayer Compliance Officer III	B07	B15	Salary group change only
1062	Taxpayer Compliance Officer IV	B09	B17	Salary group change only
1063	Taxpayer Compliance Officer V	B11	B19	Salary group change only
1073	Accounts Examiner I	B04	B13	Higher minimum salary group

Recommended Changes: Accounting, Auditing, and Finance Positions

Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1074	Accounts Examiner II	B06	B15	Higher minimum salary group
1075	Accounts Examiner III	B08	B17	Higher minimum salary group
1076	Accounts Examiner IV	B10	B19	Higher minimum salary group
1077	Accounts Examiner V	B12	B21	Higher minimum salary group
1080	Financial Analyst I	B11	B19	Salary group change only
1082	Financial Analyst II	B13	B21	Salary group change only
1084	Financial Analyst III	B15	B23	Higher minimum salary group
1085	Financial Analyst IV	B17	B25	Higher minimum salary group
1100	Financial Examiner I	B07	B17	Higher minimum salary group
1102	Financial Examiner II	B09	B19	Higher minimum salary group
1104	Financial Examiner III	B11	B21	Higher minimum salary group
1106	Financial Examiner IV	B13	B23	Higher minimum salary group
1108	Financial Examiner V	B15	B25	Higher minimum salary group
1110	Financial Examiner VI	B17	B26	Higher minimum salary group
1112	Financial Examiner VII	B19	B27	Higher minimum salary group
1130	Investment Analyst I	B12	B22	Higher minimum salary group
1131	Investment Analyst II	B15	B24	Higher minimum salary group
1132	Investment Analyst III	B18	B26	Higher minimum salary group
1133	Investment Analyst IV	B20	B28	Salary group change only
1150	Portfolio Manager I	B18	B27	Higher minimum salary group
1151	Portfolio Manager II	B20	B29	Salary group change only
1152	Portfolio Manager III	B21	B31	Higher minimum salary group
1153	Portfolio Manager IV	B22	B33	Salary group change only
1155	Budget Analyst I	B08	B17	Higher minimum salary group
1156	Budget Analyst II	B10	B19	Higher minimum salary group
1157	Budget Analyst III	B12	B21	Higher minimum salary group
1158	Budget Analyst IV	B14	B23	Higher minimum salary group
1159	Budget Analyst V	B16	B25	Higher minimum salary group
1161	Trader I	B16	B25	Higher minimum salary group
1162	Trader II	B19	B28	Higher minimum salary group
1165	Chief Investment Officer	B22	B33	Salary group change only
1175	Chief Trader I	B21	B31	Higher minimum salary group
1176	Chief Trader II	B22	B33	Salary group change only
1242	Reimbursement Officer I	A11	A11	No change recommended
1244	Reimbursement Officer II	A13	A13	No change recommended
1246	Reimbursement Officer III	A15	A15	No change recommended

Recommended Changes: Accounting, Auditing, and Finance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1248	Reimbursement Officer IV	A17	A17	No change recommended
New Position	Loan Specialist I		B17	New job classification
New Position	Loan Specialist II		B19	New job classification
New Position	Loan Specialist III		B21	New job classification
New Position	Loan Specialist IV		B23	New job classification

Engineering and Design Positions

Table 51 provides a detailed listing of recommended changes for engineering and design positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 51

Recommended Changes: Engineering and Design Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
2119	Engineering Aide	A08	A09	Higher minimum salary group
2122	Engineering Technician I	A10	A11	Higher minimum salary group
2123	Engineering Technician II	A12	A13	Higher minimum salary group
2124	Engineering Technician III	A14	A15	Higher minimum salary group
2125	Engineering Technician IV	A16	A17	Higher minimum salary group
2126	Engineering Specialist I	B08	B17	Higher minimum salary group
2127	Engineering Specialist II	B09	B17	Change title to Engineering Specialist I
2128	Engineering Specialist III	B10	B18	Change title to Engineering Specialist II
2129	Engineering Specialist IV	B11	B19	Change title to Engineering Specialist III
2130	Engineering Specialist V	B12	B20	Change title to Engineering Specialist IV
2131	Engineering Specialist VI	B13	B21	Change title to Engineering Specialist V
2132	Engineering Specialist VII	B14	B22	Change title to Engineering Specialist VI
2137	Engineering Assistant	B07		Delete job classification title, move to Engineering Specialist I
2151	Engineer I	B12	B21	Higher minimum salary group
2152	Engineer II	B13	B22	Higher minimum salary group
2153	Engineer III	B14	B23	Higher minimum salary group

Recommended Changes: Engineering and Design Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
2154	Engineer IV	B15	B24	Higher minimum salary group
2155	Engineer V	B16	B25	Higher minimum salary group
2156	Engineer VI	B17	B26	Higher minimum salary group
2157	Engineer VII	B18	B27	Higher minimum salary group
2160	District Engineer I	B21	B33	Delete job classification title, Move to District Engineer
2161	District Engineer II	B22	B33	Change title to District Engineer
2167	Graphic Designer I	B08	B16	Salary group change only
2168	Graphic Designer II	B10	B18	Salary group change only
2169	Graphic Designer III	B12	B20	Salary group change only
2181	Drafting Technician I	A15	A17	Higher minimum salary group
2182	Drafting Technician II	A17	A19	Higher minimum salary group
2255	Project Design Assistant	B08	B17	Higher minimum salary group
2260	Architect I	B11	B21	Higher minimum salary group
2264	Architect II	B13	B23	Higher minimum salary group
2266	Architect III	B15	B25	Higher minimum salary group
2268	Architect IV	B17	B27	Higher minimum salary group

Information Technology Positions

Table 52 provides a detailed listing of recommended changes for information technology positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 52

Recommended Changes: Information Technology Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
0203	Data Entry Operator I	A06	A06	No change recommended
0205	Data Entry Operator II	A08	A08	No change recommended
0207	Data Entry Operator III	A10	A10	No change recommended
0210	Data Base Administrator I	B10	B18	Salary group change only
0211	Data Base Administrator II	B12	B20	Salary group change only
0212	Data Base Administrator III	B14	B22	Salary group change only
0213	Data Base Administrator IV	B16	B24	Higher minimum salary group
0214	Data Base Administrator V	B18	B26	Higher minimum salary group
0215	Data Base Administrator VI	B20	B28	Salary group change only
0218	Computer Record Control Clerk I	A07	A10	Delete, move to Computer Operations Technician; Higher minimum salary group
0220	Computer Record Control Clerk II	A09	A10	Change title to Computer Operations Technician; Higher minimum salary group
0223	Computer Operator I	A10	B12	Delete job classification title, move to Computer Operations Specialist I
0225	Computer Operator II	A12	B12	Change title to Computer Operations Specialist I
0227	Computer Operator III	A14	B14	Change title to Computer Operations Specialist II
New Position	Computer Operations Specialist III		B16	New job classification

Recommended Changes: Information Technology Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
0233	Computer Operations Supervisor I	B10	B18	Change title to Computer Operations Specialist IV
0234	Computer Operations Supervisor II	B12	B20	Change title to Computer Operations Specialist V
New Position	Computer Operations Specialist VI		B22	New job classification
0228	Systems Support Specialist I	B05	B13	Salary group change only
0229	Systems Support Specialist II	B07	B15	Salary group change only
0230	Systems Support Specialist III	B09	B17	Salary group change only
0231	Systems Support Specialist IV	B11	B19	Salary group change only
0240	Programmer I	B08	B17	Higher minimum salary group
0241	Programmer II	B10	B19	Higher minimum salary group
0242	Programmer III	B12	B21	Higher minimum salary group
0243	Programmer IV	B14	B23	Higher minimum salary group
0244	Programmer V	B16	B25	Higher minimum salary group
0245	Programmer VI	B18	B27	Higher minimum salary group
0250	Information Technology Security Analyst I	B14	B23	Higher minimum salary group
0251	Information Technology Security Analyst II	B16	B25	Higher minimum salary group
0252	Information Technology Auditor I	B15	B23	Higher minimum salary group
0253	Information Technology Auditor II	B17	B25	Higher minimum salary group
0254	Systems Analyst I	B08	B16	Salary group change only
0255	Systems Analyst II	B10	B18	Salary group change only
0256	Systems Analyst III	B12	B20	Salary group change only
0257	Systems Analyst IV	B14	B22	Salary group change only
0258	Systems Analyst V	B16	B24	Higher minimum salary group
0259	Systems Analyst VI	B18	B26	Higher minimum salary group
0277	Web Administrator I	B10	B18	Salary group change only
0278	Web Administrator II	B12	B20	Salary group change only
0279	Web Administrator III	B14	B22	Salary group change only
0280	Web Administrator IV	B16	B24	Higher minimum salary group
New Position	Web Administrator V		B26	New job classification
0281	Telecommunications Specialist I	B07	B16	Higher minimum salary group
0282	Telecommunications Specialist II	B09	B18	Higher minimum salary group
0283	Telecommunications Specialist III	B11	B20	Higher minimum salary group
0284	Telecommunications Specialist IV	B13	B22	Higher minimum salary group
0285	Telecommunications Specialist V	B15	B24	Higher minimum salary group
0287	Network Specialist I	B08	B16	Salary group change only

Recommended Changes: Information Technology Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
0288	Network Specialist II	B10	B18	Salary group change only
0289	Network Specialist III	B12	B20	Salary group change only
0290	Network Specialist IV	B14	B22	Salary group change only
0291	Network Specialist V	B16	B24	Higher minimum salary group
New Position	Network Specialist VI		B26	New job classification
0294	Business Continuity Coordinator I	B15	B25	Higher minimum salary group
0295	Business Continuity Coordinator II	B17	B26	Higher minimum salary group
New Position	Geographic Information Specialist I		B18	New job classification
New Position	Geographic Information Specialist II		B20	New job classification
New Position	Geographic Information Specialist III		B22	New job classification
New Position	Geographic Information Specialist IV		B24	New job classification
New Position	Geographic Information Specialist V		B26	New job classification

Inspection and Maintenance Positions

Table 53 provides a detailed listing of recommended changes for inspection and maintenance positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 53

Recommended Changes: Inspection and Maintenance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1315	Boiler Inspector I	B12	B20	Salary group change only
1316	Boiler Inspector II	B13	B21	Salary group change only
New Position	Boiler Inspector III		B22	New job classification
1320	Inspector I	B01	B10	Higher minimum salary group
1321	Inspector II	B03	B11	Salary group change only
1322	Inspector III	B05	B13	Salary group change only
1323	Inspector IV	B07	B15	Salary group change only
1324	Inspector V	B08	B17	Higher minimum salary group
1325	Inspector VI	B10	B19	Higher minimum salary group
1326	Inspector VII	B12	B21	Higher minimum salary group
1350	Investigator I	B04	B12	Salary group change only
1351	Investigator II	B06	B14	Salary group change only
1352	Investigator III	B08	B16	Salary group change only
1353	Investigator IV	B09	B18	Higher minimum salary group
1354	Investigator V	B10	B20	Higher minimum salary group
1355	Investigator VI	B12	B22	Higher minimum salary group
1356	Investigator VII	B13	B24	Higher minimum salary group
9004	Maintenance Assistant	A06	A06	No change recommended
9022	Equipment Operator I	A09		Delete job classification title
9024	Equipment Operator II	A11		Delete job classification title
9026	Equipment Operator III	A13		Delete job classification title

Recommended Changes: Inspection and Maintenance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
9034	Air Conditioning and Boiler Operator I	B04	A11	Salary group change only
9035	Air Conditioning and Boiler Operator II	B06	A13	Salary group change only
9036	Air Conditioning and Boiler Operator III	B08	A15	Salary group change only
9037	Air Conditioning and Boiler Operator IV	B10	A17	Salary group change only
9041	Maintenance Technician I	A07	A08	Higher minimum salary group
9042	Maintenance Technician II	A09	A10	Higher minimum salary group
9043	Maintenance Technician III	A10	A11	Higher minimum salary group
9044	Maintenance Technician IV	A12	A13	Higher minimum salary group
9045	Maintenance Technician V	A14	A15	Higher minimum salary group
9052	Maintenance Supervisor I	A13	A14	Higher minimum salary group
9053	Maintenance Supervisor II	A14	A15	Higher minimum salary group
9054	Maintenance Supervisor III	A15	A16	Higher minimum salary group
9055	Maintenance Supervisor IV	A16	A17	Higher minimum salary group
9056	Maintenance Supervisor V	A17	A19	Higher minimum salary group
9060	Electronics Technician I	A15	A15	No change recommended
9062	Electronics Technician II	A17	A17	No change recommended
9305	Transportation Maintenance Specialist I	A14	A14	No change recommended
9306	Transportation Maintenance Specialist II	A15	A15	No change recommended
9307	Transportation Maintenance Specialist III	A16	A16	No change recommended
9308	Transportation Maintenance Specialist IV	A17	A17	No change recommended
9309	Transportation Maintenance Specialist V	A18	A18	No change recommended
9322	Vehicle Driver I	A05	A07	Higher minimum salary group
9323	Vehicle Driver II	A07	A09	Higher minimum salary group
9324	Vehicle Driver III	A09	A11	Higher minimum salary group
9416	Motor Vehicle Technician I	A09	A09	No change recommended
9417	Motor Vehicle Technician II	A11	A11	No change recommended
9418	Motor Vehicle Technician III	A13	A13	No change recommended
9419	Motor Vehicle Technician IV	A15	A15	No change recommended
New Position	Motor Vehicle Technician V		A17	New job classification
9512	Machinist I	A13	A13	No change recommended
9514	Machinist II	A15	A15	No change recommended

Recommended Changes: Inspection and Maintenance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
9624	Aircraft Pilot I	B11	B19	Salary group change only
9626	Aircraft Pilot II	B13	B21	Salary group change only
9628	Aircraft Pilot III	B15	B23	Higher minimum salary group
9636	Aircraft Mechanic	B12	A20	Salary group change only
9700	Radio Communications Technician I	A10	A10	No change recommended
9704	Radio Communications Technician II	A12	A12	No change recommended
9706	Radio Communications Technician III	A14	A14	No change recommended
9733	Equipment Maintenance Technician I	A14	A14	No change recommended
9734	Equipment Maintenance Technician II	A16	A16	No change recommended
9802	Electrician I	B06	A14	Salary group change only
9804	Electrician II	B08	A16	Salary group change only
9806	Electrician III	B10	A18	Salary group change only
New Position	Electrician IV		A20	New job classification
9812	HVAC Mechanic I	A14	A14	No change recommended
9814	HVAC Mechanic II	A16	A16	No change recommended
9816	HVAC Mechanic III	A18	A18	No change recommended
New Position	Ferry Boat Specialist I		B20	New job classification
New Position	Ferry Boat Specialist II		B21	New job classification
New Position	Ferry Boat Specialist III		B22	New job classification

Natural Resources and Utilities Positions

Table 54 provides a detailed listing of recommended changes for natural resources and utilities positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 54

Recommended Changes: Natural Resources and Utilities Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
2350	Earth Science Technician	B08	B16	Salary group change only
2356	Geoscientist I	B09	B17	Salary group change only
2360	Geoscientist II	B11	B19	Salary group change only
2364	Geoscientist III	B13	B21	Salary group change only
2365	Geoscientist IV	B15	B23	Higher minimum salary group
2366	Geoscientist V	B17	B25	Higher minimum salary group
2456	Hydrologist I	B09	B17	Salary group change only
2460	Hydrologist II	B11	B19	Salary group change only
2464	Hydrologist III	B13	B21	Salary group change only
2465	Hydrologist IV	B15	B23	Higher minimum salary group
2466	Hydrologist V	B17	B25	Higher minimum salary group
2472	Chemist I	B07	B16	Higher minimum salary group
2473	Chemist II	B09	B18	Higher minimum salary group
2474	Chemist III	B11	B20	Higher minimum salary group
2475	Chemist IV	B13	B22	Higher minimum salary group
2476	Chemist V	B15	B24	Higher minimum salary group
2583	Sanitarian I	B09	B17	Salary group change only
2584	Sanitarian II	B11	B19	Salary group change only
2585	Sanitarian III	B13	B21	Salary group change only
New Position	Biologist I		B14	New job classification
New Position	Biologist II		B16	New job classification

Recommended Changes: Natural Resources and Utilities Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
New Position	Biologist III		B18	New job classification
New Position	Biologist IV		B20	New job classification
New Position	Biologist V		B22	New job classification
2650	Environmental Specialist I	B05	B16	Higher minimum salary group
2651	Environmental Specialist II	B07	B16	Change title to Environmental Specialist I; Higher minimum salary group
2652	Environmental Specialist III	B09	B18	Change title to Environmental Specialist II; Higher minimum salary group
2653	Environmental Specialist IV	B11	B20	Change title to Environmental Specialist III; Higher minimum salary group
2654	Environmental Specialist V	B13	B22	Change title to Environmental Specialist IV; Higher minimum salary group
2655	Environmental Specialist VI	B15	B24	Change title to Environmental Specialist V; Higher minimum salary group
2681	Natural Resources Specialist I	B05	B15	Higher minimum salary group
2682	Natural Resources Specialist II	B07	B15	Change title to Natural Resources Specialist I
2683	Natural Resources Specialist III	B09	B17	Change title to Natural Resources Specialist II
2684	Natural Resources Specialist IV	B11	B19	Change title to Natural Resources Specialist III
2685	Natural Resources Specialist V	B13	B21	Change title to Natural Resources Specialist IV
2686	Natural Resources Specialist VI	B15	B23	Change title to Natural Resources Specialist V; Higher minimum salary group
2687	Park Specialist I	B06	B14	Salary group change only
2688	Park Specialist II	B08	B16	Salary group change only
2689	Park Specialist III	B10	B18	Salary group change only
New Position	Park Specialist IV		B20	New job classification
New Position	Park Specialist V		B22	New job classification
2691	Fish and Wildlife Technician I	A11	A13	Higher minimum salary group
2692	Fish and Wildlife Technician II	A13	A13	Change title to Fish and Wildlife Technician I
2693	Fish and Wildlife Technician III	A15	A15	Change title to Fish and Wildlife Technician II
2694	Fish and Wildlife Technician IV	A17	A17	Change title to Fish and Wildlife Technician III
2695	Park Ranger I	A07	A07	No change recommended

Recommended Changes: Natural Resources and Utilities Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
2696	Park Ranger II	A09	A09	No change recommended
2697	Park Ranger III	A11	A11	No change recommended
2698	Park Ranger IV	A13	A13	No change recommended
2699	Park Ranger V	A15	A15	No change recommended
New Position	Toxicologist I		B20	New job classification
New Position	Toxicologist II		B22	New job classification
New Position	Toxicologist III		B24	New job classification
2050	Land Surveyor I	B11	B19	Salary group change only
2054	Land Surveyor II	B13	B21	Salary group change only
2056	Land Surveyor III	B15	B23	Higher minimum salary group
New Position	Land Surveyor IV		B25	New job classification
2062	Appraiser I	B09	B17	Salary group change only
2064	Appraiser II	B11	B19	Salary group change only
2065	Appraiser III	B13	B21	Salary group change only
2080	Right of Way Agent I	B04	B13	Higher minimum salary group
2082	Right of Way Agent II	B06	B15	Higher minimum salary group
2084	Right of Way Agent III	B08	B17	Higher minimum salary group
2086	Right of Way Agent IV	B10	B19	Higher minimum salary group
2088	Right of Way Agent V	B12	B21	Higher minimum salary group
2093	Utility Specialist I	B12	B20	Salary group change only
2094	Utility Specialist II	B14	B22	Salary group change only
2095	Utility Specialist III	B16	B24	Higher minimum salary group

Program Management Positions

Table 55 provides a detailed listing of recommended changes for program management positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 55

Recommended Changes: Program Management Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1550	Staff Services Officer I	B08	B17	Higher minimum salary group
1551	Staff Services Officer II	B10	B18	Salary group change only
1552	Staff Services Officer III	B11	B19	Salary group change only
1553	Staff Services Officer IV	B12	B20	Salary group change only
1554	Staff Services Officer V	B13	B21	Salary group change only
1560	Project Manager I	B15	B24	Higher minimum salary group
1561	Project Manager II	B17	B26	Higher minimum salary group
1570	Program Specialist I	B09	B17	Salary group change only
1571	Program Specialist II	B10	B18	Salary group change only
1572	Program Specialist III	B11	B19	Salary group change only
1573	Program Specialist IV	B12	B20	Salary group change only
1574	Program Specialist V	B13	B21	Salary group change only
1575	Program Specialist VI	B15	B23	Higher minimum salary group
1576	Program Specialist VII	B17	B25	Higher minimum salary group
1580	Program Supervisor I	B09	B17	Salary group change only
1582	Program Supervisor II	B11	B19	Salary group change only
1584	Program Supervisor III	B13	B21	Salary group change only
1586	Program Supervisor IV	B15	B23	Higher minimum salary group
1588	Program Supervisor V	B17	B25	Higher minimum salary group
1600	Manager I	B13	B22	Higher minimum salary group
1601	Manager II	B14	B23	Higher minimum salary group

Recommended Changes: Program Management Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1602	Manager III	B15	B24	Higher minimum salary group
1603	Manager IV	B16	B25	Higher minimum salary group
1604	Manager V	B17	B26	Higher minimum salary group
1620	Director I	B17	B26	Higher minimum salary group
1621	Director II	B18	B27	Higher minimum salary group
1622	Director III	B19	B28	Higher minimum salary group
1623	Director IV	B20	B29	Higher minimum salary group
1624	Director V	B21	B31	Higher minimum salary group
1630	Deputy Director	B22	B33	Salary group change only
1640	Deputy Comptroller	B22	B33	Salary group change only
New Position	Division Director		B32	New job classification
1650	Director, Finance Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1656	Director, Construction Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1657	Director, Design Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1658	Director, Environmental Affairs Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1659	Director, Maintenance Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1660	Director, Transportation and Planning and Programming Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1661	Director, Texas Turnpike Authority Division - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1662	Assistant Executive Director for Engineering Operations - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1663	Assistant Executive Director for Support Operations - Department of Transportation	B22	B32	Delete job classification title, Move to Director series
1664	Deputy Executive Director - Department of Transportation	B22	B32	Delete job classification title, Move to Director series

Property Management, Purchasing and Insurance Positions

Table 56 provides a detailed listing of recommended changes for property management positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 56

Recommended Changes: Property Management, Purchasing and Insurance Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1911	Inventory and Store Specialist I	A10	A10	No change recommended
1912	Inventory and Store Specialist II	A12	A12	No change recommended
1913	Inventory and Store Specialist III	A14	A14	No change recommended
1914	Inventory and Store Specialist IV	A16	A16	No change recommended
1920	Grant Coordinator I	B10	B18	Salary group change only
1921	Grant Coordinator II	B12	B20	Salary group change only
New Position	Grant Coordinator III		B22	New job classification
1930	Purchaser I	B04	B12	Salary group change only
1931	Purchaser II	B06	B14	Salary group change only
1932	Purchaser III	B08	B16	Salary group change only
1933	Purchaser IV	B10	B18	Salary group change only
1934	Purchaser V	B12	B20	Salary group change only
1935	Purchaser VI	B14	B22	Salary group change only
1960	Contract Administration Manager I	B17	B25	Higher minimum salary group
1962	Contract Administration Manager II	B19	B27	Higher minimum salary group
1970	Contract Technician I	A09	A09	No change recommended
1972	Contract Technician II	A11	A11	No change recommended
1974	Contract Technician III	A13	A13	No change recommended
1976	Contract Specialist I	B07	B15	Salary group change only
1980	Contract Specialist II	B09	B17	Salary group change only

Recommended Changes: Property Management, Purchasing and Insurance Positions

Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1982	Contract Specialist III	B11	B19	Salary group change only
1984	Contract Specialist IV	B13	B21	Salary group change only
1986	Contract Specialist V	B15	B23	Higher minimum salary group
1990	Property Manager I	B08	B17	Higher minimum salary group
1992	Property Manager II	B10	B19	Higher minimum salary group
1994	Property Manager III	B12	B21	Higher minimum salary group
2802	Actuary I	B13	B21	Salary group change only
2803	Actuary II	B15	B23	Higher minimum salary group
2804	Actuary III	B17	B25	Higher minimum salary group
2805	Actuary IV	B19	B27	Higher minimum salary group
2806	Actuary V	B21	B31	Higher minimum salary group
2808	Chief Actuary	B22	B33	Salary group change only
2824	Insurance Technician	A10	A10	No change recommended
2841	Insurance Specialist I	B04	B12	Salary group change only
2842	Insurance Specialist II	B06	B14	Salary group change only
2843	Insurance Specialist III	B08	B16	Salary group change only
2844	Insurance Specialist IV	B09	B18	Higher minimum salary group
2845	Insurance Specialist V	B10	B20	Higher minimum salary group
2911	Retirement System Benefits Specialist I	B02	B12	Higher minimum salary group
2912	Retirement System Benefits Specialist II	B04	B14	Higher minimum salary group
2913	Retirement System Benefits Specialist III	B06	B16	Higher minimum salary group
2914	Retirement System Benefits Specialist IV	B08	B18	Higher minimum salary group
New Position	Retirement System Benefits Specialist V		B20	New job classification
2920	Claims Assistant	A12	A12	No change recommended
2921	Claims Examiner I	B07	B14	Salary group change only
2922	Claims Examiner II	B08	B16	Salary group change only
2923	Claims Examiner III	B09	B18	Higher minimum salary group
2924	Claims Examiner IV	B10	B20	Higher minimum salary group

Public Safety and Risk Management Positions

Table 57 provides a detailed listing of recommended changes for public safety and risk management positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 57

Recommended Changes: Public Safety and Risk Management Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
6052	Forensic Scientist I	B10	B19	Higher minimum salary group
6053	Forensic Scientist II	B11	B20	Higher minimum salary group
6054	Forensic Scientist III	B12	B21	Higher minimum salary group
6055	Forensic Scientist IV	B13	B22	Higher minimum salary group
6056	Forensic Scientist V	B14	B23	Higher minimum salary group
6057	Forensic Scientist VI	B15	B24	Higher minimum salary group
6084	Forensic Photographer I	B09	B19	Higher minimum salary group
6086	Forensic Photographer II	B11	B20	Higher minimum salary group
6092	Communications Center Specialist	A10		Delete job classification title
6095	Police Communications Operator I	A12	A12	No change recommended
6096	Police Communications Operator II	A13	A13	No change recommended
6097	Police Communications Operator III	A14	A14	No change recommended
6098	Police Communications Operator IV	A15	A15	No change recommended
6115	Fingerprint Technician I	A11	A12	Higher minimum salary group
6116	Fingerprint Technician II	A13	A14	Higher minimum salary group
6117	Fingerprint Technician III	A15	A16	Higher minimum salary group
New Position	Crime Laboratory Specialist I		B15	New job classification
6121	Firearms/Latent Print Technician I	B07	B16	Change title to Crime Laboratory Specialist II; Higher minimum salary group

Recommended Changes: Public Safety and Risk Management Positions

Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
6122	Firearms/Latent Print Technician II	B08	B17	Change title to Crime Laboratory Specialist III; Higher minimum salary group
6150	Crime Lab Evidence Technician	B05	B15	Delete job classification title, Move to Crime Lab Specialist I
6154	Combined DNA Index System Analyst	B12	B21	Higher minimum salary group
6221	Public Safety Records Technician I	A09	A10	Higher minimum salary group
6222	Public Safety Records Technician II	A10	A11	Higher minimum salary group
6229	Security Officer I	A06	A07	Salary group change only
6230	Security Officer II	A08	A09	Higher minimum salary group
6232	Security Officer III	A10	A11	Higher minimum salary group
6234	Security Officer IV	A12	A13	Higher minimum salary group
2720	Lifeguard	A03	A03	No change recommended
2730	Safety Officer I	B07	B15	Salary group change only
2731	Safety Officer II	B09	B17	Salary group change only
2732	Safety Officer III	B11	B19	Salary group change only
2733	Safety Officer IV	B13	B21	Salary group change only
2734	Safety Officer V	B15	B23	Higher minimum salary group
2740	Risk Management Specialist I	B07	B14	Salary group change only
2741	Risk Management Specialist II	B09	B16	Salary group change only
2742	Risk Management Specialist III	B10	B18	Salary group change only
2743	Risk Management Specialist IV	B12	B20	Salary group change only
2744	Risk Management Specialist V	B13	B22	Higher minimum salary group
2761	Rescue Specialist I	B08	B17	Higher minimum salary group
2762	Rescue Specialist II	B10	B19	Higher minimum salary group
2763	Rescue Specialist III	B12	B21	Higher minimum salary group

Administrative Services Positions

Table 48 provides a detailed listing of recommended changes for administrative services positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 58

Recommended Changes: Administrative Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
0006	Receptionist	A05	A06	Salary group change only
0053	Clerk I	A04	A05	Salary group change only
0055	Clerk II	A06	A07	Salary group change only
0057	Clerk III	A08	A09	Higher minimum salary group
0059	Clerk IV	A10	A11	Higher minimum salary group
0130	Customer Service Representative I	A09	A09	No change recommended
0132	Customer Service Representative II	A11	A11	No change recommended
0134	Customer Service Representative III	A13	A13	No change recommended
0136	Customer Service Representative IV	A15	A15	No change recommended
New Position	Customer Service Representative V		A17	New job classification
0150	Administrative Assistant I	A08	A09	Higher minimum salary group
0152	Administrative Assistant II	A11	A11	No change recommended
0154	Administrative Assistant III	A13	A13	No change recommended
0156	Administrative Assistant IV	A15	A15	No change recommended
New Position	Administrative Assistant V		A17	New job classification
0160	Executive Assistant I	B09	B17	Salary group change only
0162	Executive Assistant II	B11	B19	Salary group change only
New Position	Executive Assistant III		B21	New job classification

Recommended Changes: Administrative Services Positions

Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
New Position	License and Permit Specialist I		A12	New job classification
New Position	License and Permit Specialist II		A14	New job classification
New Position	License and Permit Specialist III		A16	New job classification
New Position	License and Permit Specialist IV		A18	New job classification
New Position	License and Permit Specialist V		A20	New job classification
0812	Teacher Aide I	A09	A09	No change recommended
0813	Teacher Aide II	A11	A11	No change recommended
0814	Teacher Aide III	A13	A13	No change recommended

Custodial Positions

Table 59 provides a detailed listing of recommended changes for custodial positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 59

Recommended Changes: Custodial Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
8003	Custodian I	A03	A04	Salary group change only
8005	Custodian II	A05	A06	Salary group change only
8007	Custodian III	A08	A08	No change recommended
8021	Custodial Manager I	A11	A11	No change recommended
8023	Custodial Manager II	A13	A13	No change recommended
8025	Custodial Manager III	A15	A15	No change recommended
8031	Groundskeeper I	A04	A04	No change recommended
8032	Groundskeeper II	A06	A06	No change recommended
8033	Groundskeeper III	A08	A08	No change recommended
8103	Food Service Worker I	A03	A04	Salary group change only
8104	Food Service Worker II	A05	A06	Salary group change only
8108	Food Service Manager I	A09	A12	Higher minimum salary group
8109	Food Service Manager II	A11	A14	Higher minimum salary group
8110	Food Service Manager III	A14	A16	Higher minimum salary group
8111	Food Service Manager IV	A16	A18	Higher minimum salary group
8116	Cook I	A03	A04	Salary group change only
8117	Cook II	A04	A05	Salary group change only
8118	Cook III	A06	A07	Salary group change only
8119	Cook IV	A08	A09	Higher minimum salary group

Recommended Changes: Custodial Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
8252	Laundry/Sewing Room Worker I	A03	A04	Salary group change only
8253	Laundry/Sewing Room Worker II	A05	A06	Salary group change only
8254	Laundry/Sewing Room Worker III	A07	A08	Higher minimum salary group
8260	Laundry Manager I	A09	A12	Higher minimum salary group
8261	Laundry Manager II	A11	A14	Higher minimum salary group
8262	Laundry Manager III	A14	A16	Higher minimum salary group
8263	Laundry Manager IV	A16	A18	Higher minimum salary group
8302	Barber/Cosmetologist	A06	A07	Salary group change only

Information Services and Research Positions

Table 60 provides a detailed listing of recommended changes for information services and research positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 60

Recommended Changes: Information Services and Research Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
7306	Archeologist I	B08	B18	Higher minimum salary group
7308	Archeologist II	B10	B20	Higher minimum salary group
7310	Archeologist III	B12	B22	Higher minimum salary group
7315	Historian I	B06	B14	Salary group change only
7317	Historian II	B08	B16	Salary group change only
7319	Historian III	B10	B18	Salary group change only
7350	Library Assistant I	A07	A09	Higher minimum salary group
7352	Library Assistant II	A09	A11	Higher minimum salary group
7354	Library Assistant III	A11	A13	Higher minimum salary group
7401	Librarian I	B06	B14	Salary group change only
7402	Librarian II	B08	B16	Salary group change only
7403	Librarian III	B10	B18	Salary group change only
7404	Librarian IV	B12	B20	Salary group change only
7407	Archivist I	B08	B16	Salary group change only
7409	Archivist II	B10	B18	Salary group change only
7462	Exhibit Technician I	B04	B12	Salary group change only
7464	Exhibit Technician II	B06	B14	Salary group change only
7466	Curator I	B08	B16	Salary group change only
7468	Curator II	B10	B18	Salary group change only
1822	Marketing Specialist I	B07	B15	Salary group change only
1823	Marketing Specialist II	B09	B17	Salary group change only

Recommended Changes: Information Services and Research Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1824	Marketing Specialist III	B11	B19	Salary group change only
1825	Marketing Specialist IV	B13	B21	Salary group change only
New Position	Marketing Specialist V		B23	New job classification
1830	Information Specialist I	B06	B15	Higher minimum salary group
1831	Information Specialist II	B08	B17	Higher minimum salary group
1832	Information Specialist III	B10	B19	Higher minimum salary group
1833	Information Specialist IV	B13	B21	Salary group change only
1834	Information Specialist V	B15	B23	Higher minimum salary group
1840	Audio/Visual Technician I	A09	A10	Higher minimum salary group
1841	Audio/Visual Technician II	A11	A12	Higher minimum salary group
1842	Audio/Visual Technician III	A14	A14	No change recommended
1843	Audio/Visual Technician IV	A16	A16	No change recommended
1860	Management Analyst I	B10	B18	Salary group change only
1862	Management Analyst II	B12	B20	Salary group change only
1864	Management Analyst III	B14	B22	Salary group change only
New Position	Management Analyst IV		B24	New job classification
1870	Technical Writer I	B09	B17	Salary group change only
1871	Technical Writer II	B11	B19	Salary group change only
New Position	Technical Writer III		B21	New job classification
New Position	Editor I		B17	New job classification
New Position	Editor II		B19	New job classification
New Position	Editor III		B21	New job classification
New Position	Governor's Advisor I		B21	New job classification
New Position	Governor's Advisor II		B23	New job classification
New Position	Governor's Advisor III		B25	New job classification
New Position	Governor's Advisor IV		B27	New job classification
New Position	Governor's Advisor V		B29	New job classification
1890	Government Relations Specialist I	B15	B23	Higher minimum salary group
1892	Government Relations Specialist II	B17	B25	Higher minimum salary group
1894	Government Relations Specialist III	B19	B27	Higher minimum salary group
0516	Planner I	B09	B17	Salary group change only
0517	Planner II	B11	B19	Salary group change only
0518	Planner III	B12	B21	Higher minimum salary group
0519	Planner IV	B13	B23	Higher minimum salary group
0520	Planner V	B14	B25	Higher minimum salary group

Recommended Changes: Information Services and Research Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
0590	Research and Statistics Technician I	A11	A11	No change recommended
0592	Research and Statistics Technician II	A13	A13	No change recommended
0600	Research Specialist I	B07	B15	Salary group change only
0602	Research Specialist II	B09	B17	Salary group change only
0604	Research Specialist III	B10	B19	Higher minimum salary group
0606	Research Specialist IV	B11	B21	Higher minimum salary group
0608	Research Specialist V	B13	B23	Higher minimum salary group
0624	Statistician I	B07	B16	Higher minimum salary group
0626	Statistician II	B09	B18	Higher minimum salary group
0628	Statistician III	B11	B20	Higher minimum salary group
0630	Statistician IV	B13	B22	Higher minimum salary group
0640	Economist I	B08	B18	Higher minimum salary group
0642	Economist II	B10	B20	Higher minimum salary group
0644	Economist III	B12	B22	Higher minimum salary group
New Position	Economist IV		B24	New job classification

Support Services Positions

Table 61 provides a detailed listing of recommended changes for support services positions. Specific information on the new minimum and maximum salaries for each position can be found in Appendix 4.

A “higher minimum salary group” is listed as a recommended change to reflect recommended adjustments to a position’s salary group assignment to address situations in which a position’s salary is below the market rate or other equity issues. For these positions, agencies may incur a cost to move employees to the higher minimum salary rate. “Salary group change only” is listed as a recommend change to reflect recommended adjustments in which a position’s minimum salary rate may have decreased. However, under no circumstances does this report recommend that a current employee’s salary be decreased.

Table 61

Recommended Changes: Support Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
3020	Workforce Development Specialist I	B02	B11	Higher minimum salary group
3021	Workforce Development Specialist II	B03	B12	Higher minimum salary group
3023	Workforce Development Specialist III	B05	B14	Higher minimum salary group
3025	Workforce Development Specialist IV	B07	B16	Higher minimum salary group
3026	Workforce Development Specialist V	B09	B18	Higher minimum salary group
3151	Unemployment Insurance Claims Examiner I	B03	B11	Salary group change only
3153	Unemployment Insurance Claims Examiner II	B05	B13	Salary group change only
3154	Unemployment Insurance Claims Examiner III	B07	B15	Salary group change only
3171	Unemployment Insurance Specialist I	B08	B16	Salary group change only
3173	Unemployment Insurance Specialist II	B10	B18	Salary group change only
1727	Human Resources Assistant	B03	B11	Salary group change only
1729	Human Resources Specialist I	B05	B13	Salary group change only
1731	Human Resources Specialist II	B07	B15	Salary group change only
1733	Human Resources Specialist III	B09	B17	Salary group change only
1735	Human Resources Specialist IV	B11	B19	Salary group change only
1737	Human Resources Specialist V	B13	B21	Salary group change only
1739	Human Resources Specialist VI	B15	B23	Higher minimum salary group

Recommended Changes: Support Services Positions				
Job Classification Number	Job Classification Title	Current Salary Group (Fiscal Years 2008-2009)	Recommended Salary Group (Fiscal Years 2010-2011)	Recommended Change
1780	Training Assistant	B03	B11	Salary group change only
1781	Training Specialist I	B05	B13	Salary group change only
1782	Training Specialist II	B07	B15	Salary group change only
1783	Training Specialist III	B09	B17	Salary group change only
1784	Training Specialist IV	B11	B19	Salary group change only
1785	Training Specialist V	B13	B21	Salary group change only
1786	Training Specialist VI	B15	B23	Higher minimum salary group
0331	Printing Services Technician I	A09	A09	No change recommended
0332	Printing Services Technician II	A11	A11	No change recommended
0333	Printing Services Technician III	A13	A13	No change recommended
0334	Printing Services Technician IV	A15	A15	No change recommended
0335	Printing Services Technician V	A16	A17	Higher minimum salary group
0340	Microfilm Camera Operator I	A06	A09	Move to Micrographics Technician I
0341	Microfilm Camera Operator II	A08	A09	Move to Micrographics Technician I
New Position	Micrographics Technician I		A09	New job classification
0352	Micrographics Technician I	A11	A11	Change title to Micrographics Technician II
0354	Micrographics Technician II	A13	A13	Change title to Micrographics Technician III
0356	Micrographics Technician III	A15	A15	Change title to Micrographics Technician IV
0367	Photographer	B08	B16	Change title to Photographer I
New Position	Photographer II		B18	New job classification

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