



A Biennial Report on

# **The State's Position Classification Plan for the 2022-2023 Biennium**

October 2020

Report No. 21-701

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## Overall Conclusion

The State Auditor's Office reviewed the State's Position Classification Plan (Plan), which provides the salary structure for the State's 149,892 classified, regular full-time and part-time employees, and results indicate that the Plan provides appropriate salary ranges for the majority of the positions. However, the recommended changes will keep the Plan current, flexible, and equitable.

The recommended changes include:

- Adding 65 new job classification titles to address gaps in the Plan, which would provide agencies with new job classifications that more clearly distinguish the work being performed and create new levels in current job classification series.
- Reallocating 24 job classification titles to a higher salary group. Reallocation of each of these job titles is necessary for one or more of the following reasons: to create parity within the Plan; to give agencies flexibility in salary ranges; and to address difficulties reported by agencies in recruiting and retaining employees.
- Changing 67 job classification titles to better describe the job functions, to reflect current industry terminology, or to create title consistency.
- Deleting 17 job classification titles that were underutilized or not being used, had duties that overlapped with other job classification titles, or no longer provided a competitive salary.
- Reassigning six job classification titles from Salary Schedule A to Salary Schedule B.

### Background Information

The State Auditor's Office has a statutory responsibility under Texas Government Code, Chapter 654, to review the Plan and to make recommendations that are necessary to improve the Plan.

The Plan's salary structure establishes salary ranges for positions and allows agencies to classify and pay employees for the work they perform (a classified position is included in the Plan in Article IX of the General Appropriations Act, 86th Legislature). For situations in which the salary ranges are no longer competitive or equitable, Plan changes may be necessary. Without those changes, agencies may face an increased risk of turnover and an inability to recruit and retain qualified employees.

This report covers Salary Schedules A and B in the Plan. Prior to January 1, 2021, the State Auditor's Office will publish a market analysis for the 2022-2023 biennium for positions in Salary Schedule C, which covers law enforcement positions at state agencies.

### Plan Definitions

**Occupational Category** - A broad series of job families characterized by the nature of work performed. Currently, the Plan covers 27 occupational categories (for example, Criminal Justice).

**Job Classification Series** - A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. That may include entry-, journey-, or senior-level positions. Currently, the Plan covers 302 job classification series (for example, Correctional Officer).

**Job Classification Title** - An individual job within a job classification series. Each job classification title has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers 1,087 individual job classification titles (for example, Correctional Officer III).

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

For more information regarding this report, please contact Courtney Ambres-Wade, Audit Manager, or Lisa Collier, First Assistant State Auditor, at (512) 936-9500.

- Adding a higher-level salary group (A21) to Salary Schedule A with a salary range of \$48,278 to \$78,953 to provide agencies flexibility to continue to offer market-competitive salaries to help retain employees in certain job classification titles.

Because the Plan is part of the General Appropriations Act, legislative action is required to implement changes to the Plan. There is no cost associated to state agencies for implementing these changes for the 2022-2023 biennium.

### **Agencies Exceeding 17.0 Percent Turnover in Fiscal Year 2019**

Eighteen state agencies had turnover rates exceeding 17.0 percent in fiscal year 2019.<sup>1</sup> The State Auditor's Office analyzed turnover at those agencies to comply with the requirements of Texas Government Code, Section 654.037 (see text box and Chapter 3 of this report for additional details).

#### **Turnover Analysis**

Texas Government Code, Section 654.037, requires the State Auditor's Office to (1) identify state agencies that experienced an employee turnover rate exceeding 17.0 percent during the preceding biennium and (2) conduct a comparative study of salary rates within those agencies. The comparative study is discussed in Chapter 3 of this report.

## ***Objectives and Scope***

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

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

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

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<sup>1</sup> Turnover rates are applicable to classified regular, full- and part-time employees in state agencies during fiscal year 2019. Classified employees are employees who are subject to the State's Position Classification Plan. This report does not include data from higher education institutions.

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

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

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## ***Detailed Results***

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# Detailed Results

Chapter 1

## Overview of the State's Position Classification Plan

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

The Plan currently comprises 1,087 job classification titles. Jobs are placed in job classification titles that best depict the nature of the work performed. Employees in those jobs are referred to as "classified" employees. In the second quarter of fiscal year 2020, the State had 149,892 classified, regular full-time and part-time employees included in the Plan. (See text box for Plan definitions.)

### The Plan's Salary Schedules

The Plan has three salary schedules:

- Salary Schedule A – Includes mainly administrative support, maintenance, technical, and paraprofessional positions.
- Salary Schedule B – Includes mainly professional and managerial positions.
- Salary Schedule C – Includes commissioned law enforcement officers who are employed by the Department of Public Safety; the Parks and Wildlife Department; the Alcoholic Beverage Commission; the Office of the Attorney General; the Department of Insurance; and the Department of Criminal Justice. This report does not cover positions in Salary Schedule C. Prior to January 1, 2021, the State Auditor's Office will publish a market analysis for the 2022–2023 biennium for positions in Salary Schedule C, which covers law enforcement positions at state agencies.

### Plan Definitions

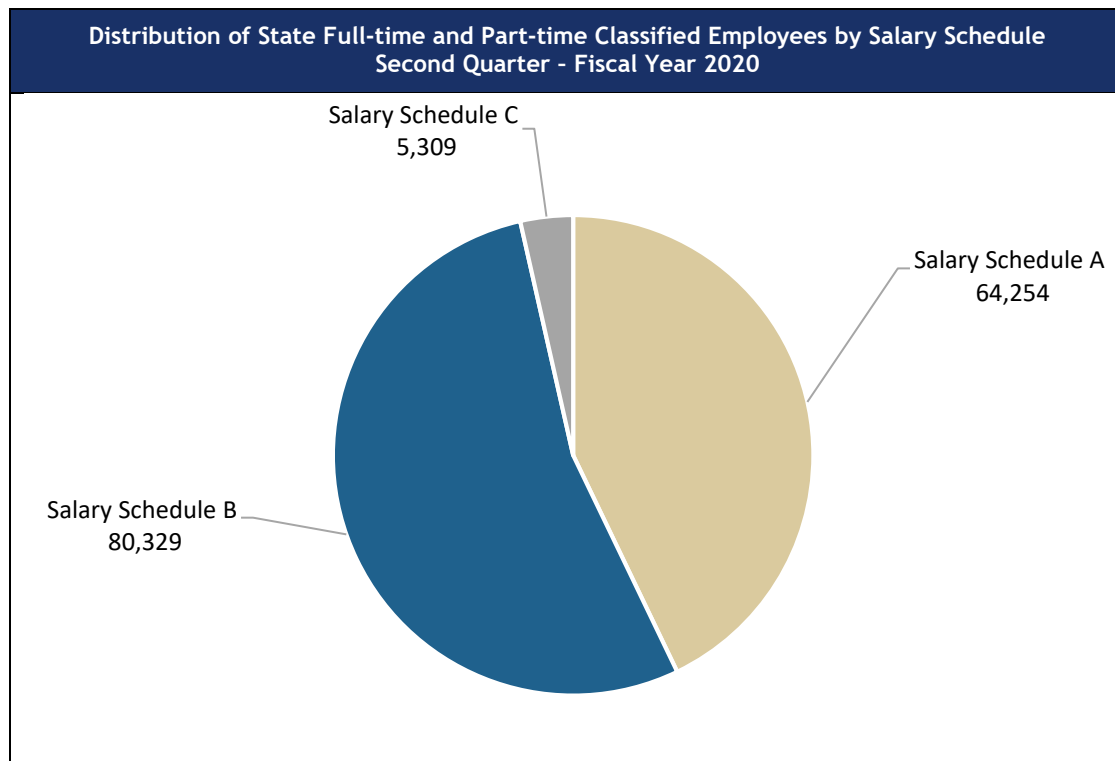
**Occupational Category** - A broad series of job families characterized by the nature of work performed. Currently, the Plan covers 27 occupational categories (for example, Criminal Justice).

**Job Classification Series** - A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. That may include entry-, journey-, or senior-level positions. Currently, the Plan covers 302 job classification series (for example, Correctional Officer).

**Job Classification Title** - An individual job within a job classification series. Each job classification title has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers 1,087 job classification titles (for example, Correctional Officer III).

The majority of the State's 149,892 classified, regular full-time and part-time employees are in Salary Schedule B. Figure 1 shows the distribution of those 149,892 employees by salary schedule.

Figure 1



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

Texas Government Code, Chapter 654, gives the State Auditor's Office statutory responsibility to:

- Maintain the Plan and keep it current.
- Make recommendations that are necessary and desirable about the operation and improvement of the Plan.
- Make periodic studies of salary rates at other governmental entities and industries for similar work performed in state government.

Because the Plan is part of the General Appropriations Act, legislative action is required to change the Plan.

## **Recommended Changes to the State’s Position Classification Plan**

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

As discussed in Chapter 1, the Plan’s salary structure establishes salary ranges for positions and allows agencies to classify and pay employees for the work they perform. When the salary ranges are no longer competitive or equitable, changes to the Plan may be necessary. Without those changes, agencies may face an increased risk of turnover and an inability to recruit and retain qualified employees.

### Chapter 2-A

#### **Market Analysis of Benchmark Positions**

As part of this study, the State Auditor’s Office conducted a market analysis to determine the competitiveness of the Plan using benchmarks, which are jobs in the private and public sectors that match state jobs in terms of duties, scope, and responsibility. The State Auditor’s Office identified a total of 376 benchmark positions that covered 43.3 percent of the State’s classified, regular full-time and part-time employees. Auditors compared the salary range midpoints for these positions with market indices (see text box for details).

On average, the market indices for the benchmark positions indicated that the State’s salary range midpoints were 7.4 percent below the market. This is a slight improvement from 2018, when the average market indices for the benchmark positions were 8.0 percent below the market.<sup>2</sup> Details on the benchmark positions, including the midpoint of the salary range, market average salary, and market index for each benchmark position, are presented in Appendix 4.

#### **Comparison of State Salary Ranges with Average Market Pay**

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

For this report, the State Auditor’s Office compared the midpoints of state salary ranges for job classification titles with the average market salary for corresponding benchmark or comparable positions. When the midpoint of the salary range for a job classification series was within 15 percent of the average market salary, the salary range for a job classification series was generally considered to be acceptable.

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<sup>2</sup> See *A Biennial Report on the State’s Position Classification Plan for the 2020-2021 Biennium* (SAO Report No. 19-702, October 2018) for a comparison of the average market indices for jobs.



## Recommended Changes to the Plan

While the Plan has improved in providing market competitive pay, in some cases, changes are needed to make the Plan current, flexible, and equitable. Those changes include:

- **Adding 65 new job classification titles.** New job classification titles would address gaps in the Plan, provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan, and create new levels in current job classification series.
- **Reallocating 24 job classification titles to a higher salary group.** Reallocation of each of these job titles is necessary for one or more of the following reasons: to create parity within the Plan; to give agencies flexibility in salary ranges; and to address difficulties reported by agencies in recruiting and retaining employees.
- **Changing 67 job classification titles.** Changing titles for some job classifications would provide a better description of the job functions, reflect current industry terminology, or create title consistency. Additionally, certain job classification titles would need to be renumbered if the first job classification title in a series is deleted or a new job classification title is inserted.
- **Deleting 17 job classification titles.** Deletions are recommended for certain job classification titles that were underutilized or not being used, or that had duties that overlapped with those of other job classification titles.
- **Reassigning 6 job classification titles from Salary Schedule A to Salary Schedule B.** Reassigning a job classification series from Salary Schedule A to Salary Schedule B due to the position being a professionally skilled position.
- **Adding a higher-level salary group to Salary Schedule A.** Adding an additional salary group (A21) to Salary Schedule A with a salary range of \$48,278 to \$78,953 would provide agencies additional flexibility to offer market-competitive salaries to help retain employees in certain job

### Feedback from State Agencies

During this study, the State Auditor's Office requested feedback from state agencies to determine whether they had recommended changes to the Plan. A total of 21 agencies submitted 93 requests for adding new job classification titles, reallocating job classification titles to different salary groups, changing job classification titles, and changing salary schedules. Recommendations in this report address 54.8 percent of those requests, either as requested or with some modification. Other recommendations in this report were initiated by the State Auditor's Office.

See Appendix 6 for detailed justifications for Plan recommendations.

### Classified Salary Schedules

**Salary Schedule A** - Mainly administrative support, maintenance, technical, and paraprofessional positions (for example, Administrative Assistants, Electricians, and Licensed Vocational Nurses).

**Salary Schedule B** - Mainly professional and managerial positions (for example, Accountants, Physicians, and Attorneys).

classification titles. (See Appendix 2 for additional details on Salary Schedules A and B.)

- **Renumbering certain job classification titles for better flow and ease of use.** The renumbering of certain job classification titles would ensure that the job classification numbers were consistent within occupational categories.

Because the Plan is part of the General Appropriations Act, legislative action is required to change the Plan.

Table 1 summarizes the recommended changes to the Plan by occupational category for the 2022-2023 biennium. For a detailed list of recommended changes to the Plan by occupational category and position, see Appendix 3.

Table 1

Summary of Recommended Changes to the Plan for the 2022-2023 Biennium					
Occupational Category <sup>b</sup>	Recommended Changes <sup>a</sup>				
	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title	Reassign Job Classification Title to Different Salary Schedule
Accounting, Auditing, and Finance	8	0	0	0	0
Administrative Support	2	0	0	0	0
Criminal Justice	0	0	10	3	0
Custodial	0	0	0	0	0
Education	0	0	0	0	0
Employment	0	0	0	0	0
Engineering and Design	0	2	0	0	0
Human Resources and Training and Development (formerly Human Resources)	3	0	7	0	0
Information and Communication	6	0	0	0	0
Information Technology	2	0	12	0	0
Compliance, Inspection and Investigation (formerly Inspectors and Investigators)	0	0	0	0	0
Insurance	0	0	0	0	0
Land Surveying, Appraising, and Utilities	4	0	5	1	0
Legal	0	6	0	1	0
Library and Records	0	0	2	1	0
Maintenance	13	3	2	1	0

**Summary of Recommended Changes to the Plan for the 2022-2023 Biennium**

Occupational Category <sup>b</sup>	Recommended Changes <sup>a</sup>				
	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title	Reassign Job Classification Title to Different Salary Schedule
Medical and Health	7	0	4	1	0
Military	6	0	4	2	0
Natural Resources	2	0	10	0	0
Office Services	0	0	0	2	0
Planning, Research, and Statistics	2	0	0	0	0
Program Management	1	0	1	0	0
Property Management and Procurement	3	0	5	2	0
Public Safety	4	10	3	2	6
Safety	0	0	0	0	0
Social Services	2	3	2	1	0
<b>Totals</b>	<b>65</b>	<b>24</b>	<b>67</b>	<b>17</b>	<b>6</b>

<sup>a</sup> Excludes recommended changes in the numbering for job classification titles.

<sup>b</sup> Only 26 occupational categories are listed in the table since the Law Enforcement occupational category is in salary schedule C and part of a separate market analysis.

Chapter 2-C

**Better Utilization of Pay Ranges by State Agencies Would Improve Employee Pay**

Recommendations in this report address 54.8 percent of agency requests. Many of the state agencies' requests that are not included in the State Auditor's Office's recommendations could be addressed by those agencies better utilizing the current job classification titles and salary ranges in the Plan. (See Appendix 6 for detailed justifications for Plan recommendations.) There is no cost associated to state agencies for implementing these changes for the 2022-2023 biennium.

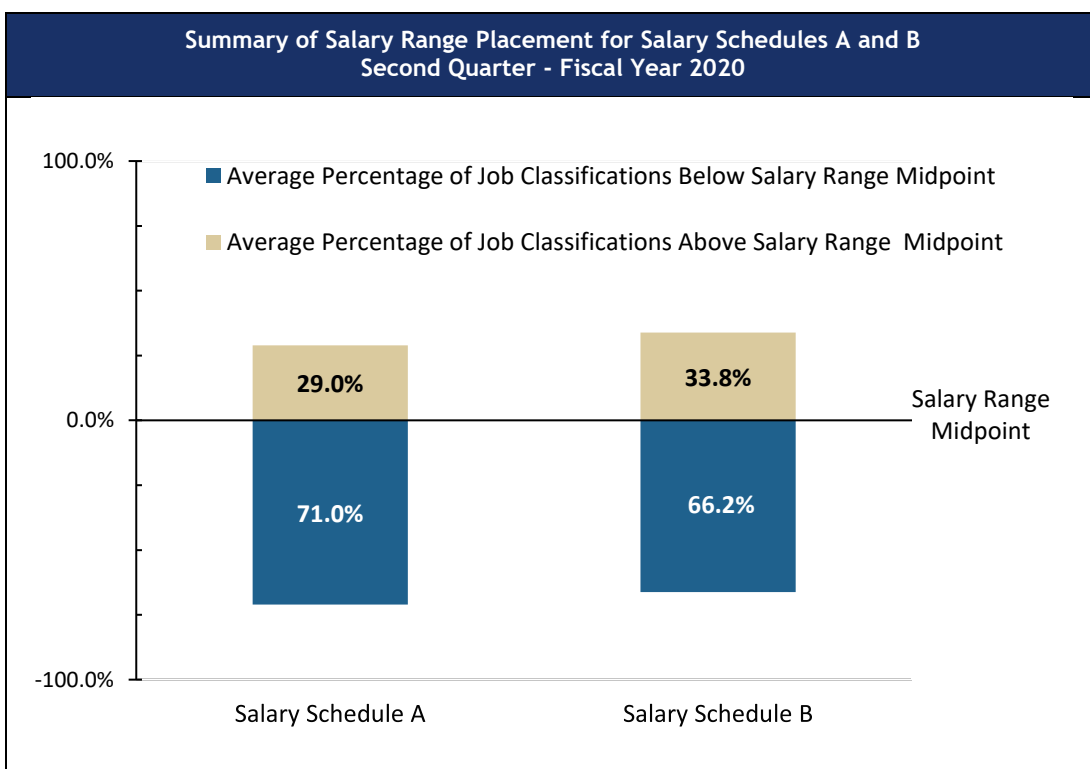
<b>Average Annual Salaries</b>
The average annual salary for a classified regular, full-time employee in fiscal year 2019 was \$47,994.
The average annual salaries by salary schedule were:
<ul style="list-style-type: none"> <li>▪ Salary Schedule A - \$39,971.</li> <li>▪ Salary Schedule B - \$57,647.</li> </ul>

Texas Government Code, Section 654.014, authorizes state agencies to determine an employee's salary rate within the applicable salary group for the employee's job classification title. State agencies can use the entire salary range for each position. Appropriate pay for employees who have limited experience or are not meeting performance targets may be closer to

the minimum of the salary range. Similarly, a salary at the midpoint or higher in the salary range may be appropriate if an employee (1) has strong experience, (2) exceeds required qualifications, or (3) exceeds performance targets, and/or is an outstanding performer. Using the full salary range to accommodate employees' different levels of skills and experience, as well as job performance, may help agencies improve employee recruitment and reduce turnover. See text box on previous page for more information about average annual salaries.

Figure 2 provides information on salary range placement within the State's Salary Schedules A and B.

Figure 2



Sources: Uniform Statewide Payroll/Personnel System, Human Resource Information System, and Standardized Payroll/Personnel Reporting System.

Agencies might not use an entire salary range for a variety of reasons including budget constraints or the practice of starting new employees at the minimum of their salary range. Even if the Plan's structure and salary ranges are competitive, state agencies that pay near the minimum of each salary group might not pay competitive salary rates to their employees depending on an employee's experience and qualifications.

**Electronic Classification  
Analysis  
System (E-Class)**

E-Class is the State Auditor's Office's web-based system that can be used to analyze statewide human resources data. It contains headcount and turnover data and other state employee demographics.

For more information, see the State Auditor's Office's website at <http://www.hr.sao.texas.gov/Tools/>.

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

## Agencies with a Turnover Rate Exceeding 17.0 Percent

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

Eighteen state agencies had turnover rates exceeding 17.0 percent in fiscal year 2019. The State Auditor’s Office considered the following factors in its determination to exclude certain agencies in its turnover analysis:

- Turnover rates for state agencies that have fewer than 50 employees may appear inflated.
- Turnover rates for state agencies with employees who are hired for a set amount of time may appear inflated. For example, Court Law Clerks are traditionally hired for a one-year term. Therefore, the State’s Auditor’s Office excluded the courts from its turnover analysis.
- Self-directed, semi-independent agencies are not required to use the Plan, although some do. The State’s Auditor’s Office excluded self-directed, semi-independent agencies from the turnover analysis.

Table 2 on the next page lists those 18 state agencies and examples of individual job classification series with at least 20 employees and turnover rates exceeding 17.0 percent.

### Targeted Pay Increases

The Legislative Budget Board (LBB) published a report in April 2019 on the effectiveness of targeted pay raises authorized during the 2010-2011, 2014-2015, and 2016-2017 biennia. Several of the agencies listed in this chapter were authorized to provide targeted increases during those years.

According to the LBB’s report, positions targeted for raises typically had higher voluntary separation rates before the targeted pay raises than positions not targeted for pay raises. The report also noted that voluntary separation rates for most of the positions with targeted pay raises decreased during the year following the pay raise.

Additional information on the *Overview of the Effectiveness of Targeted Pay Raises* (report 4830) is available on the LBB’s website at <http://www.lbb.state.tx.us>.

Table 2

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2019				
Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent <sup>a</sup>
644 - Juvenile Justice Department <sup>a</sup>	2,130.00	749	35.2%	A total of 17 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> <li>▪ Juvenile Correctional Officer (47.2 percent). <sup>b c</sup></li> <li>▪ Cook (30.0 percent).</li> <li>▪ Case Manager (29.2 percent). <sup>c</sup></li> <li>▪ Juvenile Correctional Officer Supervisor (24.6 percent). <sup>b</sup></li> <li>▪ Clerk (20.9 percent).</li> </ul>
448 - Office of Injured Employee Counsel <sup>a</sup>	151.75	49	32.3%	<ul style="list-style-type: none"> <li>▪ Customer Service Representative (35.4 percent).</li> <li>▪ Ombudsman (33.4 percent).</li> </ul>
529 - Health and Human Services Commission <sup>a</sup>	38,634.50	10,925	28.3%	A total of 57 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> <li>▪ Direct Support Professional (54.0 percent). <sup>b</sup></li> <li>▪ Psychiatric Nursing Assistant (42.6 percent). <sup>b</sup></li> <li>▪ Texas Works Advisor (24.6 percent).</li> <li>▪ Clerk (21.2 percent).</li> <li>▪ Nurse (20.5 percent).</li> </ul>
696 - Department of Criminal Justice <sup>a</sup>	39,645.25	10,530	26.6%	A total of 19 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> <li>▪ Correctional Officer (32.1 percent). <sup>b</sup></li> <li>▪ Clerk (24.3 percent).</li> <li>▪ Food Service Manager (21.2 percent).</li> <li>▪ Parole Officer (19.8 percent). <sup>b</sup></li> <li>▪ Maintenance Supervisor (19.1 percent).</li> </ul>
809 - Preservation Board <sup>a</sup>	219.00	55	25.1%	<ul style="list-style-type: none"> <li>▪ Clerk (41.1 percent).</li> <li>▪ Customer Service Representative (20.3 percent).</li> </ul>
554 - Animal Health Commission	177.50	41	23.1%	<ul style="list-style-type: none"> <li>▪ Inspector (29.8 percent).</li> </ul>
307 - Secretary of State <sup>a</sup>	185.00	42	22.7%	<ul style="list-style-type: none"> <li>▪ Administrative Assistant (20.2 percent).</li> </ul>
401 - Military Department <sup>a</sup>	527.50	111	21.0%	<ul style="list-style-type: none"> <li>▪ Resident Specialist (71.3 percent).</li> <li>▪ Security Officer (34.1 percent).</li> </ul>
473 - Public Utility Commission of Texas <sup>a</sup>	187.25	38	20.3%	<ul style="list-style-type: none"> <li>▪ Attorney (53.1 percent).</li> </ul>
608 - Department of Motor Vehicles	738.25	149	20.2%	<ul style="list-style-type: none"> <li>▪ Manager (25.3 percent).</li> <li>▪ Director (25.0 percent).</li> <li>▪ Systems Analyst (23.0 percent).</li> <li>▪ Customer Service Representative (22.5 percent).</li> </ul>
360 - State Office of Administrative Hearings <sup>a</sup>	115.25	23	20.0%	<ul style="list-style-type: none"> <li>▪ Administrative Law Judge (23.4 percent).</li> <li>▪ Legal Secretary (17.8 percent). <sup>b</sup></li> </ul>

**Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2019**

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent <sup>a</sup>
771 - School for the Blind and Visually Impaired	321.50	64	19.9%	<ul style="list-style-type: none"> <li>▪ Resident Specialist (20.4 percent). <sup>d</sup></li> </ul>
808 - Historical Commission	231.75	46	19.8%	<ul style="list-style-type: none"> <li>▪ Administrative Assistant (22.7 percent).</li> <li>▪ Program Specialist (17.3 percent).</li> </ul>
530 - Department of Family and Protective Services <sup>a</sup>	12,920.00	2,457	19.0%	<p>A total of 10 job classification series had turnover rates exceeding 17.0 percent. Those included:</p> <ul style="list-style-type: none"> <li>▪ Accountant (30.4 percent).</li> <li>▪ Systems Analyst (27.6 percent).</li> <li>▪ Child Protective Services Specialist (23.1 percent). <sup>b</sup></li> <li>▪ Adult Protective Services Specialist (20.7 percent). <sup>b</sup></li> <li>▪ Administrative Assistant (20.0 percent).</li> </ul>
537 - Department of State Health Services <sup>a</sup>	3,162.50	590	18.7%	<p>A total of 19 job classification series had turnover rates exceeding 17.0 percent. Those included:</p> <ul style="list-style-type: none"> <li>▪ Accountant (33.4 percent).</li> <li>▪ Nurse (25.5 percent).</li> <li>▪ Administrative Assistant (22.0 percent).</li> <li>▪ Program Specialist (18.5 percent).</li> <li>▪ Public Health and Prevention Specialist (18.2 percent).</li> </ul>
313 - Department of Information Resources	194.75	35	18.0%	<ul style="list-style-type: none"> <li>▪ Contract Administration Manager (20.0 percent).</li> </ul>
580 - Water Development Board	292.00	51	17.5%	<ul style="list-style-type: none"> <li>▪ Program Specialist (23.7 percent).</li> </ul>
701 - Texas Education Agency <sup>a</sup>	917.25	158	17.2%	<ul style="list-style-type: none"> <li>▪ Programmer (21.8 percent).</li> <li>▪ Grant Coordinator (21.1 percent).</li> <li>▪ Manager (19.4 percent).</li> </ul>

<sup>a</sup> Agency also had a turnover rate that exceeded 17.0 percent in fiscal year 2018.

<sup>b</sup> The 86th Legislature reallocated the following job classification series to higher salary groups effective September 1, 2019: Juvenile Correctional Officer, Juvenile Correctional Officer Supervisor, Direct Support Professional, Psychiatric Nursing Assistant, Correctional Officer, Parole Officer, Legal Secretary, Child Protective Services Specialist, and Adult Protective Services Specialist.

<sup>c</sup> The 86th Legislature appropriated funds for salary increases for specific Juvenile Correctional Officers and Case Managers at the Juvenile Justice Department.

<sup>d</sup> The 86th Legislature appropriated funds for salary increases for specific Resident Specialists at the School for the Blind and Visually Impaired.

Sources: Uniform Statewide Payroll/Personnel System, Human Resource Information System, and Standardized Payroll/Personnel Reporting System.

For the 18 agencies listed in Table 2, the State Auditor’s Office performed a market analysis according to Texas Government Code, Section 654.037, on the agencies’ salaries for each job classification series. The analysis reviewed each agency’s average salary for classified, regular full-time employees as of the second quarter of fiscal year 2020 (the quarter ending February 29, 2020). See Appendix 5 for the results of the agency-level market analyses for



the selected examples of individual job classification series with turnover rates exceeding 17.0 percent.

While that analysis focused on selected job classification series, it is important to note that the State Auditor's Office also conducted a market analysis on other job classification series within Salary Schedules A and B on a statewide level in accordance with Texas Government Code, Chapter 654. See Appendix 4 for statewide market analysis information for all job classification series.

# Appendices

Appendix 1

## **Objectives, Scope, and Methodology**

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### **Objectives**

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

### **Scope**

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

- Maintain and keep the Plan current.
- Make recommendations that are necessary and desirable about the operation and improvement of the Plan to the Governor and the Legislature.
- Make periodic studies of salary rates in other governmental entities and in industries for similar work performed in state government and report that information to the Governor and the Legislative Budget Board.
- Identify state agencies that experienced an employee turnover rate exceeding 17.0 percent during the preceding biennium and conduct a comparative study of salary rates within those agencies.

### **Methodology**

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

- Salary Schedules A and B as approved by the 86th Legislature.

- Headcounts, turnover rates, and salary range penetration.
- Average market pay for 376 job classification titles, which represented a broad spectrum of jobs in the State’s salary schedules and occupational categories. Those job classification titles were compared with positions in the labor market by using wage data from the following surveys:
  - ◆ *Administrators in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2017–18 Academic Year*, College and University Professional Association for Human Resources, November 2018.
  - ◆ *Compensation Data 2018: Not-For Profit South Central*, Compdata Surveys & Consulting, Dolan Technologies Corporation, December 2018.
  - ◆ *Executive Compensation 2018: The National Executive & Senior Management Compensation Survey*, Compdata Surveys & Consulting, Dolan Technologies Corporation, December 2018.
  - ◆ *Staff in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2017–18 Academic Year*, College and University Professional Association for Human Resources, November 2018.
  - ◆ *Occupational Employment Statistics*, Bureau of Labor Statistics, US Department of Labor, May 2019.
  - ◆ *Professionals in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2017–18 Academic Year*, College and University Professional Association for Human Resources, November 2018.
  - ◆ *WorldatWork 46th Annual Salary Budget Survey, 2019–2020*, April 2019.
  - ◆ *2019 Nonprofit Organizations Salary and Benefits Report*, The Non-Profit Times, Bluewater Nonprofit Solutions, May 2018.
  - ◆ *2019 Nonprofits Salary Survey – South Central Region*, Economic Research Institute, March 2019.

- ◆ *2019 Pay Structures and Practices Survey*, National Compensation Association of State Governments, July 2019.
- ◆ *2019 Texas Society for Healthcare Human Resources Administration and Education Wage Survey*, Werling Associates, Inc., February 2019.
- ◆ *2019 Towers Watson Survey Reports on Compensation (Health Care Compensation)*, Towers Watson Data Services, February 2019.
- ◆ *2019 Towers Watson Survey Reports on Compensation (Middle Management Professional and Support)*, Towers Watson Data Services, April 2019.
- ◆ *2019 US Mercer Benchmark Database, South Central Metropolitan Areas*, Marsh & McLennan Companies, March 2019.
- ◆ 2020 Salary Guides, Robert Half International, Inc., which included:
  - 2020 Salary Guide for Accounting and Finance Professionals.
  - 2020 Salary Guide for Administrative Professionals.
  - 2020 Salary Guide for Legal Professionals.
  - 2020 Salary Guide for Technology Professionals.
  - 2020 Salary Guide for Creative and Marketing Professionals.
- ◆ Additional salary information that agencies provided.
- Data for full-time and part-time classified state employees, salaries, and turnover rates from the following Office of the Comptroller of Public Accounts systems:
  - ◆ Uniform Statewide Payroll/Personnel System (USPS).
  - ◆ Human Resource Information System (HRIS).
  - ◆ Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2019 data. Headcounts and salaries were calculated from data for the second quarter of fiscal year 2020 (quarter ending February 29, 2020).

Other sources of information included:

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

### **Benchmarking Methodology**

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

The State Auditor's Office collected market data using multiple salary survey sources for positions that were representative of the work performed in state government. The majority of benchmark jobs were based on at least three market matches. However, in some cases, the benchmark jobs had only one or two matches. In those situations, the market data may be specific to the public sector. For situations in which a job classification series had more than one benchmark position, data for the entire series was considered before making recommended changes. For consistency, market data for each survey was aged to a specific point in time (January 1, 2021).

The State Auditor's Office compared the midpoints of state salary ranges for job classification titles with the average market pay for corresponding benchmarks or comparable positions to determine whether salary ranges for state positions were competitive with the market. In analyzing the competitiveness of salary ranges, a job classification series' salary range was generally considered to be acceptable if it was within 15 percent of the market average.

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

- Extracting data for the number of full-time, classified employees in each of the job classification titles as of the second quarter of fiscal year 2020 (quarter ending February 29, 2020) from USPS, HRIS, and SPRS.
- Calculating the estimated cost for moving to a higher salary group by determining the fiscal effect of moving all employees in one group to a new salary group.

### **Project Information**

The State Auditor's Office conducts periodic studies of salary rates and trends in private industry and other governmental entities for work similar to that performed in state government. Fieldwork and analysis for this report was conducted from February 2020 through September 2020.

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

- Kathy-Ann Moe, MBA (Project Manager)
- Lara Foronda Tai, PHR, SHRM-CP (Assistant Project Manager)
- Ryan Marshall Belcik, MBA, CISA
- Judy Millar, CCP
- Taylor Sams, CGAP, MBA
- Juan R. Sanchez, MPA
- Sharon Schneider, CCP, PHR, SHRM-CP
- Ryan Walther
- Dana Musgrave, MBA (Quality Control Reviewer)
- Courtney Ambres-Wade, CFE, CGAP (Audit Manager)

## Salary Schedules A and B

Tables 3 and 4 list the annual salary rates for the State's Salary Schedules A and B, respectively, that are effective for the 2020–2021 biennium.

Tables 5 and 6 list the proposed annual salary rates for the State's Salary Schedules A and B, respectively, for the 2022–2023 biennium. Salary Schedule A includes the recommendation to add a new salary group A21. There are no recommended changes to Salary Schedule B.

Positions included in each salary schedule are as follows:

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

Table 3

Salary Schedule A for the 2020-2021 Biennium			
Salary Group	Minimum	Midpoint	Maximum
A04	\$18,893	\$23,209	\$27,525
A05	\$19,777	\$24,309	\$28,840
A06	\$20,706	\$25,464	\$30,221
A07	\$21,681	\$26,679	\$31,677
A08	\$22,705	\$27,967	\$33,229
A09	\$23,781	\$29,320	\$34,859
A10	\$24,910	\$30,741	\$36,571
A11	\$26,332	\$33,844	\$41,355
A12	\$27,840	\$35,819	\$43,798
A13	\$29,439	\$37,914	\$46,388
A14	\$31,144	\$40,139	\$49,134
A15	\$32,976	\$42,511	\$52,045
A16	\$34,918	\$45,024	\$55,130
A17	\$36,976	\$47,688	\$58,399
A18	\$39,521	\$51,985	\$64,449
A19	\$42,244	\$55,602	\$68,960
A20	\$45,158	\$59,473	\$73,788

Sources: General Appropriations Act (86th Legislature), Section 2.01, page IX-18, and State Auditor's Office calculation of midpoint amounts.

Table 4

Salary Schedule B for the 2020-2021 Biennium			
Salary Group	Minimum	Midpoint	Maximum
B10	\$24,910	\$30,741	\$36,571
B11	\$26,332	\$33,844	\$41,355
B12	\$27,840	\$35,819	\$43,798
B13	\$29,439	\$37,914	\$46,388
B14	\$31,144	\$40,139	\$49,134
B15	\$32,976	\$42,511	\$52,045
B16	\$34,918	\$45,024	\$55,130
B17	\$36,976	\$47,688	\$58,399
B18	\$39,521	\$51,985	\$64,449
B19	\$42,244	\$55,602	\$68,960
B20	\$45,158	\$59,473	\$73,788
B21	\$48,278	\$63,616	\$78,953
B22	\$51,614	\$68,047	\$84,479
B23	\$55,184	\$72,789	\$90,393
B24	\$59,004	\$77,862	\$96,720
B25	\$63,104	\$83,298	\$103,491
B26	\$69,415	\$93,406	\$117,397
B27	\$76,356	\$102,747	\$129,137
B28	\$83,991	\$113,022	\$142,052
B29	\$92,390	\$124,323	\$156,256
B30	\$101,630	\$136,756	\$171,881
B31	\$111,793	\$150,431	\$189,069
B32	\$122,972	\$165,475	\$207,977
B33	\$135,269	\$182,022	\$228,775
B34	\$148,796	\$200,224	\$251,652
B35	\$163,676	\$220,247	\$276,817
B36	\$180,044	\$242,272	\$304,499

Sources: General Appropriations Act (86th Legislature), Section 2.01, pages IX-18 through IX-19, and State Auditor's Office calculation of midpoint amounts.



Table 5

Recommended Salary Schedule A for the 2022-2023 Biennium			
Salary Group	Minimum	Midpoint	Maximum
A04	\$18,893	\$23,209	\$27,525
A05	\$19,777	\$24,309	\$28,840
A06	\$20,706	\$25,464	\$30,221
A07	\$21,681	\$26,679	\$31,677
A08	\$22,705	\$27,967	\$33,229
A09	\$23,781	\$29,320	\$34,859
A10	\$24,910	\$30,741	\$36,571
A11	\$26,332	\$33,844	\$41,355
A12	\$27,840	\$35,819	\$43,798
A13	\$29,439	\$37,914	\$46,388
A14	\$31,144	\$40,139	\$49,134
A15	\$32,976	\$42,511	\$52,045
A16	\$34,918	\$45,024	\$55,130
A17	\$36,976	\$47,688	\$58,399
A18	\$39,521	\$51,985	\$64,449
A19	\$42,244	\$55,602	\$68,960
A20	\$45,158	\$59,473	\$73,788
A21	\$48,278	\$63,616	\$78,953

Sources: General Appropriations Act (86th Legislature), Section 2.01, page IX-18, and State Auditor's Office calculation of midpoint amounts.

Table 6

Recommended Salary Schedule B for the 2022-2023 Biennium			
Salary Group	Minimum	Midpoint	Maximum
B10	\$24,910	\$30,741	\$36,571
B11	\$26,332	\$33,844	\$41,355
B12	\$27,840	\$35,819	\$43,798
B13	\$29,439	\$37,914	\$46,388
B14	\$31,144	\$40,139	\$49,134
B15	\$32,976	\$42,511	\$52,045
B16	\$34,918	\$45,024	\$55,130
B17	\$36,976	\$47,688	\$58,399
B18	\$39,521	\$51,985	\$64,449
B19	\$42,244	\$55,602	\$68,960
B20	\$45,158	\$59,473	\$73,788
B21	\$48,278	\$63,616	\$78,953
B22	\$51,614	\$68,047	\$84,479
B23	\$55,184	\$72,789	\$90,393
B24	\$59,004	\$77,862	\$96,720
B25	\$63,104	\$83,298	\$103,491
B26	\$69,415	\$93,406	\$117,397
B27	\$76,356	\$102,747	\$129,137
B28	\$83,991	\$113,022	\$142,052
B29	\$92,390	\$124,323	\$156,256
B30	\$101,630	\$136,756	\$171,881
B31	\$111,793	\$150,431	\$189,069
B32	\$122,972	\$165,475	\$207,977
B33	\$135,269	\$182,022	\$228,775
B34	\$148,796	\$200,224	\$251,652
B35	\$163,676	\$220,247	\$276,817
B36	\$180,044	\$242,272	\$304,499

Sources: General Appropriations Act (86th Legislature), Section 2.01, pages IX-18 through IX-19, and State Auditor's Office calculation of midpoint amounts.

## Recommendations by Occupational Category and Position

These recommendations are designed to keep the State's Position Classification Plan (Plan) up to date and competitive. Table 7 shows current and recommended job classifications, along with descriptions of recommended changes.

Table 7

Recommended Changes to the State's Position Classification Plan						
Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
<b>Administrative Support</b>						
0006	A09	Receptionist	0006	A09	Receptionist	No change recommended
0055	A07	Clerk I	0055	A07	Clerk I	No change recommended
0057	A09	Clerk II	0057	A09	Clerk II	No change recommended
0059	A11	Clerk III	0059	A11	Clerk III	No change recommended
0130	A09	Customer Service Representative I	0130	A09	Customer Service Representative I	No change recommended
0132	A11	Customer Service Representative II	0132	A11	Customer Service Representative II	No change recommended
0134	A13	Customer Service Representative III	0134	A13	Customer Service Representative III	No change recommended
0136	A15	Customer Service Representative IV	0136	A15	Customer Service Representative IV	No change recommended
0138	A17	Customer Service Representative V	0138	A17	Customer Service Representative V	No change recommended
0150	A09	Administrative Assistant I	0150	A09	Administrative Assistant I	No change recommended
0152	A11	Administrative Assistant II	0152	A11	Administrative Assistant II	No change recommended
0154	A13	Administrative Assistant III	0154	A13	Administrative Assistant III	No change recommended
0156	A15	Administrative Assistant IV	0156	A15	Administrative Assistant IV	No change recommended
0158	A17	Administrative Assistant V	0158	A17	Administrative Assistant V	No change recommended
			<b>0159</b>	<b>A19</b>	<b>Administrative Assistant VI</b>	<b>New job classification</b>
0160	B17	Executive Assistant I	0160	B17	Executive Assistant I	No change recommended
0162	B19	Executive Assistant II	0162	B19	Executive Assistant II	No change recommended
0164	B21	Executive Assistant III	0164	B21	Executive Assistant III	No change recommended
			<b>0166</b>	<b>B23</b>	<b>Executive Assistant IV</b>	<b>New job classification</b>
0170	B12	License and Permit Specialist I	0170	B12	License and Permit Specialist I	No change recommended
0171	B14	License and Permit Specialist II	0171	B14	License and Permit Specialist II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0172	B16	License and Permit Specialist III	0172	B16	License and Permit Specialist III	No change recommended
0173	B18	License and Permit Specialist IV	0173	B18	License and Permit Specialist IV	No change recommended
0174	B20	License and Permit Specialist V	0174	B20	License and Permit Specialist V	No change recommended
0331	A09	Document Services Technician I <sup>a</sup>	<b>0180</b>	<b>A09</b>	<b>Document Services Technician I</b>	<b>Classification number change</b>
0332	A11	Document Services Technician II <sup>a</sup>	<b>0181</b>	<b>A11</b>	<b>Document Services Technician II</b>	<b>Classification number change</b>
0333	A13	Document Services Technician III <sup>a</sup>	<b>0182</b>	<b>A13</b>	<b>Document Services Technician III</b>	<b>Classification number change</b>
0334	A15	Document Services Technician IV <sup>a</sup>	<b>0183</b>	<b>A15</b>	<b>Document Services Technician IV</b>	<b>Classification number change</b>
0335	A17	Document Services Technician V <sup>a</sup>	<b>0184</b>	<b>A17</b>	<b>Document Services Technician V</b>	<b>Classification number change</b>
<b>Information Technology</b>						
0211	B20	Data Base Administrator I	<b>0211</b>	<b>B20</b>	<b>Database Administrator I</b>	<b>Title change</b>
0212	B22	Data Base Administrator II	<b>0212</b>	<b>B22</b>	<b>Database Administrator II</b>	<b>Title change</b>
0213	B24	Data Base Administrator III	<b>0213</b>	<b>B24</b>	<b>Database Administrator III</b>	<b>Title change</b>
0214	B26	Data Base Administrator IV	<b>0214</b>	<b>B26</b>	<b>Database Administrator IV</b>	<b>Title change</b>
0215	B28	Data Base Administrator V	<b>0215</b>	<b>B28</b>	<b>Database Administrator V</b>	<b>Title change</b>
0217	B29	Data Officer	0217	B29	Data Officer	No change recommended
0218	B30	Chief Data Officer	0218	B30	Chief Data Officer	No change recommended
0221	B20	Business Analyst I	<b>0221</b>	<b>B20</b>	<b>Information Technology Business Analyst I</b>	<b>Title change</b>
0222	B22	Business Analyst II	<b>0222</b>	<b>B22</b>	<b>Information Technology Business Analyst II</b>	<b>Title change</b>
0223	B24	Business Analyst III	<b>0223</b>	<b>B24</b>	<b>Information Technology Business Analyst III</b>	<b>Title change</b>
0224	B26	Business Analyst IV	<b>0224</b>	<b>B26</b>	<b>Information Technology Business Analyst IV</b>	<b>Title change</b>
0228	B13	Systems Support Specialist I	0228	B13	Systems Support Specialist I	No change recommended
0229	B15	Systems Support Specialist II	0229	B15	Systems Support Specialist II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0230	B17	Systems Support Specialist III	0230	B17	Systems Support Specialist III	No change recommended
0231	B19	Systems Support Specialist IV	0231	B19	Systems Support Specialist IV	No change recommended
			<b>0232</b>	<b>B22</b>	<b>Systems Support Specialist V</b>	<b>New job classification</b>
0235	B23	Information Technology Security Analyst I	<b>0235</b>	<b>B23</b>	<b>Information Security Analyst I</b>	<b>Title change</b>
0236	B25	Information Technology Security Analyst II	<b>0236</b>	<b>B25</b>	<b>Information Security Analyst II</b>	<b>Title change</b>
0237	B27	Information Technology Security Analyst III	<b>0237</b>	<b>B27</b>	<b>Information Security Analyst III</b>	<b>Title change</b>
0238	B30	Information Security Officer	0238	B30	Information Security Officer	No change recommended
0239	B31	Chief Information Security Officer	0239	B31	Chief Information Security Officer	No change recommended
0241	B19	Programmer I	0241	B19	Programmer I	No change recommended
0242	B21	Programmer II	0242	B21	Programmer II	No change recommended
0243	B23	Programmer III	0243	B23	Programmer III	No change recommended
0244	B25	Programmer IV	0244	B25	Programmer IV	No change recommended
0245	B27	Programmer V	0245	B27	Programmer V	No change recommended
0246	B28	Programmer VI	0246	B28	Programmer VI	No change recommended
0247	B21	Information Technology Auditor I	0247	B21	Information Technology Auditor I	No change recommended
0248	B23	Information Technology Auditor II	0248	B23	Information Technology Auditor II	No change recommended
0249	B25	Information Technology Auditor III	0249	B25	Information Technology Auditor III	No change recommended
0250	B27	Information Technology Auditor IV	0250	B27	Information Technology Auditor IV	No change recommended
0252	B16	Systems Analyst I	0252	B16	Systems Analyst I	No change recommended
0253	B18	Systems Analyst II	0253	B18	Systems Analyst II	No change recommended
0254	B20	Systems Analyst III	0254	B20	Systems Analyst III	No change recommended
0255	B22	Systems Analyst IV	0255	B22	Systems Analyst IV	No change recommended
0256	B24	Systems Analyst V	0256	B24	Systems Analyst V	No change recommended
0257	B26	Systems Analyst VI	0257	B26	Systems Analyst VI	No change recommended
0258	B28	Systems Analyst VII	0258	B28	Systems Analyst VII	No change recommended
0260	B12	Computer Operations Specialist I	0260	B12	Computer Operations Specialist I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0261	B14	Computer Operations Specialist II	0261	B14	Computer Operations Specialist II	No change recommended
0262	B16	Computer Operations Specialist III	0262	B16	Computer Operations Specialist III	No change recommended
0263	B18	Computer Operations Specialist IV	0263	B18	Computer Operations Specialist IV	No change recommended
0264	B20	Computer Operations Specialist V	0264	B20	Computer Operations Specialist V	No change recommended
0265	B22	Computer Operations Specialist VI	0265	B22	Computer Operations Specialist VI	No change recommended
0270	B18	Geographic Information Specialist I	0270	B18	Geographic Information Specialist I	No change recommended
0271	B20	Geographic Information Specialist II	0271	B20	Geographic Information Specialist II	No change recommended
0272	B22	Geographic Information Specialist III	0272	B22	Geographic Information Specialist III	No change recommended
0273	B24	Geographic Information Specialist IV	0273	B24	Geographic Information Specialist IV	No change recommended
0274	B26	Geographic Information Specialist V	0274	B26	Geographic Information Specialist V	No change recommended
0282	B18	Telecommunications Specialist I	0282	B18	Telecommunications Specialist I	No change recommended
0283	B20	Telecommunications Specialist II	0283	B20	Telecommunications Specialist II	No change recommended
0284	B22	Telecommunications Specialist III	0284	B22	Telecommunications Specialist III	No change recommended
0285	B24	Telecommunications Specialist IV	0285	B24	Telecommunications Specialist IV	No change recommended
			<b>0286</b>	<b>B26</b>	<b>Telecommunications Specialist V</b>	<b>New job classification</b>
0287	B16	Network Specialist I	0287	B16	Network Specialist I	No change recommended
0288	B18	Network Specialist II	0288	B18	Network Specialist II	No change recommended
0289	B20	Network Specialist III	0289	B20	Network Specialist III	No change recommended
0290	B22	Network Specialist IV	0290	B22	Network Specialist IV	No change recommended
0291	B24	Network Specialist V	0291	B24	Network Specialist V	No change recommended
0292	B26	Network Specialist VI	0292	B26	Network Specialist VI	No change recommended
0294	B25	Business Continuity Coordinator I	0294	B25	Business Continuity Coordinator I	No change recommended
0295	B26	Business Continuity Coordinator II	0295	B26	Business Continuity Coordinator II	No change recommended
0300	B18	Web Administrator I	0300	B18	Web Administrator I	No change recommended
0301	B20	Web Administrator II	0301	B20	Web Administrator II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0302	B22	Web Administrator III	0302	B22	Web Administrator III	No change recommended
0303	B24	Web Administrator IV	0303	B24	Web Administrator IV	No change recommended
0304	B26	Web Administrator V	0304	B26	Web Administrator V	No change recommended
0310	B16	Systems Administrator I	0310	B16	Systems Administrator I	No change recommended
0311	B18	Systems Administrator II	0311	B18	Systems Administrator II	No change recommended
0312	B20	Systems Administrator III	0312	B20	Systems Administrator III	No change recommended
0313	B22	Systems Administrator IV	0313	B22	Systems Administrator IV	No change recommended
0314	B24	Systems Administrator V	0314	B24	Systems Administrator V	No change recommended
0315	B26	Systems Administrator VI	0315	B26	Systems Administrator VI	No change recommended
0317	B28	Data Architect I	0317	B28	Data Architect I	No change recommended
0318	B30	Data Architect II	0318	B30	Data Architect II	No change recommended
0320	B25	Cybersecurity Analyst I	0320	B25	Cybersecurity Analyst I	No change recommended
0322	B27	Cybersecurity Analyst II	0322	B27	Cybersecurity Analyst II	No change recommended
0324	B29	Cybersecurity Analyst III	0324	B29	Cybersecurity Analyst III	No change recommended
0326	B30	Cybersecurity Officer	0326	B30	Cybersecurity Officer	No change recommended
0328	B31	Chief Cybersecurity Officer	0328	B31	Chief Cybersecurity Officer	No change recommended
<b>Office Services<sup>b</sup></b>						
0367	B16	Photographer I				<i>Deletion</i>
0368	B18	Photographer II				<i>Deletion</i>
<b>Planning, Research, and Statistics</b>						
0516	B17	Planner I	0516	B17	Planner I	No change recommended
0517	B19	Planner II	0517	B19	Planner II	No change recommended
0518	B21	Planner III	0518	B21	Planner III	No change recommended
0519	B23	Planner IV	0519	B23	Planner IV	No change recommended
0520	B25	Planner V	0520	B25	Planner V	No change recommended
0590	A11	Research and Statistics Technician I	0590	A11	Research and Statistics Technician I	No change recommended
0592	A13	Research and Statistics Technician II	0592	A13	Research and Statistics Technician II	No change recommended
0600	B15	Research Specialist I	0600	B15	Research Specialist I	No change recommended
0602	B17	Research Specialist II	0602	B17	Research Specialist II	No change recommended
0604	B19	Research Specialist III	0604	B19	Research Specialist III	No change recommended
0606	B21	Research Specialist IV	0606	B21	Research Specialist IV	No change recommended
0608	B23	Research Specialist V	0608	B23	Research Specialist V	No change recommended
0624	B17	Statistician I	0624	B17	Statistician I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0626	B19	Statistician II	0626	B19	Statistician II	No change recommended
0628	B20	Statistician III	0628	B20	Statistician III	No change recommended
0630	B22	Statistician IV	0630	B22	Statistician IV	No change recommended
0640	B18	Economist I	0640	B18	Economist I	No change recommended
0642	B20	Economist II	0642	B20	Economist II	No change recommended
0644	B22	Economist III	0644	B22	Economist III	No change recommended
0646	B24	Economist IV	0646	B24	Economist IV	No change recommended
0650	B18	Data Analyst I	0650	B18	Data Analyst I	No change recommended
0651	B20	Data Analyst II	0651	B20	Data Analyst II	No change recommended
0652	B22	Data Analyst III	0652	B22	Data Analyst III	No change recommended
0653	B24	Data Analyst IV	0653	B24	Data Analyst IV	No change recommended
0654	B26	Data Analyst V	0654	B26	Data Analyst V	No change recommended
0655	B28	Data Analyst VI	0655	B28	Data Analyst VI	No change recommended
			<b>0660</b>	<b>B28</b>	<b>Data Scientist I</b>	<b>New job classification</b>
			<b>0662</b>	<b>B30</b>	<b>Data Scientist II</b>	<b>New job classification</b>
<b>Education</b>						
0812	A09	Teacher Aide I	0812	A09	Teacher Aide I	No change recommended
0813	A11	Teacher Aide II	0813	A11	Teacher Aide II	No change recommended
0814	A13	Teacher Aide III	0814	A13	Teacher Aide III	No change recommended
0820	B17	Education Specialist I	0820	B17	Education Specialist I	No change recommended
0821	B19	Education Specialist II	0821	B19	Education Specialist II	No change recommended
0822	B21	Education Specialist III	0822	B21	Education Specialist III	No change recommended
0823	B23	Education Specialist IV	0823	B23	Education Specialist IV	No change recommended
0824	B25	Education Specialist V	0824	B25	Education Specialist V	No change recommended
<b>Accounting, Auditing, and Finance</b>						
1000	A11	Accounting Technician I	1000	A11	Accounting Technician I	No change recommended
1002	A13	Accounting Technician II	1002	A13	Accounting Technician II	No change recommended
1012	B14	Accountant I	1012	B14	Accountant I	No change recommended
1014	B15	Accountant II	1014	B15	Accountant II	No change recommended
1016	B17	Accountant III	1016	B17	Accountant III	No change recommended
1018	B19	Accountant IV	1018	B19	Accountant IV	No change recommended
1020	B21	Accountant V	1020	B21	Accountant V	No change recommended
1022	B23	Accountant VI	1022	B23	Accountant VI	No change recommended
1024	B25	Accountant VII	1024	B25	Accountant VII	No change recommended



**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1030	B25	Independent Audit Reviewer I	1030	B25	Independent Audit Reviewer I	No change recommended
1032	B26	Independent Audit Reviewer II	1032	B26	Independent Audit Reviewer II	No change recommended
1034	B27	Independent Audit Reviewer III	1034	B27	Independent Audit Reviewer III	No change recommended
1036	B28	Independent Audit Reviewer IV	1036	B28	Independent Audit Reviewer IV	No change recommended
1044	B17	Auditor I	1044	B17	Auditor I	No change recommended
1046	B19	Auditor II	1046	B19	Auditor II	No change recommended
1048	B21	Auditor III	1048	B21	Auditor III	No change recommended
1050	B23	Auditor IV	1050	B23	Auditor IV	No change recommended
1052	B25	Auditor V	1052	B25	Auditor V	No change recommended
1059	B12	Taxpayer Compliance Officer I	1059	B12	Taxpayer Compliance Officer I	No change recommended
1060	B14	Taxpayer Compliance Officer II	1060	B14	Taxpayer Compliance Officer II	No change recommended
1061	B16	Taxpayer Compliance Officer III	1061	B16	Taxpayer Compliance Officer III	No change recommended
1062	B18	Taxpayer Compliance Officer IV	1062	B18	Taxpayer Compliance Officer IV	No change recommended
1063	B20	Taxpayer Compliance Officer V	1063	B20	Taxpayer Compliance Officer V	No change recommended
1064	B22	Taxpayer Compliance Officer VI	1064	B22	Taxpayer Compliance Officer VI	No change recommended
1065	B23	Tax Analyst I	1065	B23	Tax Analyst I	No change recommended
1066	B24	Tax Analyst II	1066	B24	Tax Analyst II	No change recommended
1067	B25	Tax Analyst III	1067	B25	Tax Analyst III	No change recommended
1068	B26	Tax Analyst IV	1068	B26	Tax Analyst IV	No change recommended
1073	B13	Accounts Examiner I	1073	B13	Accounts Examiner I	No change recommended
1074	B15	Accounts Examiner II	1074	B15	Accounts Examiner II	No change recommended
1075	B17	Accounts Examiner III	1075	B17	Accounts Examiner III	No change recommended
1076	B19	Accounts Examiner IV	1076	B19	Accounts Examiner IV	No change recommended
1077	B21	Accounts Examiner V	1077	B21	Accounts Examiner V	No change recommended
1080	B20	Financial Analyst I	1080	B20	Financial Analyst I	No change recommended
1082	B22	Financial Analyst II	1082	B22	Financial Analyst II	No change recommended
1084	B24	Financial Analyst III	1084	B24	Financial Analyst III	No change recommended
1085	B26	Financial Analyst IV	1085	B26	Financial Analyst IV	No change recommended
1100	B17	Financial Examiner I	1100	B17	Financial Examiner I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1102	B19	Financial Examiner II	1102	B19	Financial Examiner II	No change recommended
1104	B21	Financial Examiner III	1104	B21	Financial Examiner III	No change recommended
1106	B23	Financial Examiner IV	1106	B23	Financial Examiner IV	No change recommended
1108	B25	Financial Examiner V	1108	B25	Financial Examiner V	No change recommended
1110	B27	Financial Examiner VI	1110	B27	Financial Examiner VI	No change recommended
1112	B29	Financial Examiner VII	1112	B29	Financial Examiner VII	No change recommended
1130	B22	Investment Analyst I	1130	B22	Investment Analyst I	No change recommended
1131	B24	Investment Analyst II	1131	B24	Investment Analyst II	No change recommended
1132	B26	Investment Analyst III	1132	B26	Investment Analyst III	No change recommended
1133	B28	Investment Analyst IV	1133	B28	Investment Analyst IV	No change recommended
1134	B30	Investment Analyst V	1134	B30	Investment Analyst V	No change recommended
1140	B27	Portfolio Manager I	1140	B27	Portfolio Manager I	No change recommended
1141	B29	Portfolio Manager II	1141	B29	Portfolio Manager II	No change recommended
1142	B31	Portfolio Manager III	1142	B31	Portfolio Manager III	No change recommended
1143	B33	Portfolio Manager IV	1143	B33	Portfolio Manager IV	No change recommended
1144	B35	Portfolio Manager V	1144	B35	Portfolio Manager V	No change recommended
1145	B36	Portfolio Manager VI	1145	B36	Portfolio Manager VI	No change recommended
1155	B17	Budget Analyst I	1155	B17	Budget Analyst I	No change recommended
1156	B19	Budget Analyst II	1156	B19	Budget Analyst II	No change recommended
1157	B21	Budget Analyst III	1157	B21	Budget Analyst III	No change recommended
1158	B23	Budget Analyst IV	1158	B23	Budget Analyst IV	No change recommended
1159	B25	Budget Analyst V	1159	B25	Budget Analyst V	No change recommended
1161	B25	Trader I	1161	B25	Trader I	No change recommended
1162	B27	Trader II	1162	B27	Trader II	No change recommended
1163	B29	Trader III	1163	B29	Trader III	No change recommended
1165	B33	Chief Investment Officer	1165	B33	Chief Investment Officer	No change recommended
1175	B31	Chief Trader I	1175	B31	Chief Trader I	No change recommended
1176	B33	Chief Trader II	1176	B33	Chief Trader II	No change recommended
			<b>1200</b>	<b>B17</b>	<b>Internal Auditor I</b>	<b>New job classification</b>
			<b>1201</b>	<b>B19</b>	<b>Internal Auditor II</b>	<b>New job classification</b>
			<b>1202</b>	<b>B21</b>	<b>Internal Auditor III</b>	<b>New job classification</b>
			<b>1203</b>	<b>B23</b>	<b>Internal Auditor IV</b>	<b>New job classification</b>
			<b>1204</b>	<b>B25</b>	<b>Internal Auditor V</b>	<b>New job classification</b>
1242	B12	Reimbursement Officer I	1242	B12	Reimbursement Officer I	No change recommended
1244	B14	Reimbursement Officer II	1244	B14	Reimbursement Officer II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1246	B16	Reimbursement Officer III	1246	B16	Reimbursement Officer III	No change recommended
1248	B18	Reimbursement Officer IV	1248	B18	Reimbursement Officer IV	No change recommended
1250	B20	Reimbursement Officer V	1250	B20	Reimbursement Officer V	No change recommended
			<b>1255</b>	<b>B21</b>	<b>Reimbursement Analyst I</b>	<b>New job classification</b>
			<b>1256</b>	<b>B23</b>	<b>Reimbursement Analyst II</b>	<b>New job classification</b>
			<b>1257</b>	<b>B25</b>	<b>Reimbursement Analyst III</b>	<b>New job classification</b>
1260	B17	Loan Specialist I	1260	B17	Loan Specialist I	No change recommended
1261	B19	Loan Specialist II	1261	B19	Loan Specialist II	No change recommended
1262	B21	Loan Specialist III	1262	B21	Loan Specialist III	No change recommended
1263	B23	Loan Specialist IV	1263	B23	Loan Specialist IV	No change recommended
1270	B19	Appropriations Control Officer I	1270	B19	Appropriations Control Officer I	No change recommended
1272	B21	Appropriations Control Officer II	1272	B21	Appropriations Control Officer II	No change recommended
1274	B23	Appropriations Control Officer III	1274	B23	Appropriations Control Officer III	No change recommended
1276	B25	Appropriations Control Officer IV	1276	B25	Appropriations Control Officer IV	No change recommended
1280	B18	Tax Auditor I	1280	B18	Tax Auditor I	No change recommended
1281	B20	Tax Auditor II	1281	B20	Tax Auditor II	No change recommended
1282	B22	Tax Auditor III	1282	B22	Tax Auditor III	No change recommended
1283	B24	Tax Auditor IV	1283	B24	Tax Auditor IV	No change recommended
1284	B25	Tax Auditor V	1284	B25	Tax Auditor V	No change recommended
1285	B26	Tax Auditor VI	1285	B26	Tax Auditor VI	No change recommended
1286	B27	Tax Auditor Supervisor	1286	B27	Tax Auditor Supervisor	No change recommended
1287	B28	Tax Auditor Manager	1287	B28	Tax Auditor Manager	No change recommended
1290	A13	Payroll Assistant	1290	A13	Payroll Assistant	No change recommended
1291	B15	Payroll Specialist I	1291	B15	Payroll Specialist I	No change recommended
1292	B17	Payroll Specialist II	1292	B17	Payroll Specialist II	No change recommended
1293	B19	Payroll Specialist III	1293	B19	Payroll Specialist III	No change recommended
1294	B21	Payroll Specialist IV	1294	B21	Payroll Specialist IV	No change recommended
1295	B23	Payroll Specialist V	1295	B23	Payroll Specialist V	No change recommended
<b>Compliance, Inspection, and Investigation (formerly Inspectors and Investigators)</b>						
1315	B20	Boiler Inspector I	1315	B20	Boiler Inspector I	No change recommended
1316	B21	Boiler Inspector II	1316	B21	Boiler Inspector II	No change recommended
1317	B22	Boiler Inspector III	1317	B22	Boiler Inspector III	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1321	B11	Inspector I	1321	B11	Inspector I	No change recommended
1322	B13	Inspector II	1322	B13	Inspector II	No change recommended
1323	B15	Inspector III	1323	B15	Inspector III	No change recommended
1324	B17	Inspector IV	1324	B17	Inspector IV	No change recommended
1325	B19	Inspector V	1325	B19	Inspector V	No change recommended
1326	B21	Inspector VI	1326	B21	Inspector VI	No change recommended
1350	B12	Investigator I	1350	B12	Investigator I	No change recommended
1351	B14	Investigator II	1351	B14	Investigator II	No change recommended
1352	B16	Investigator III	1352	B16	Investigator III	No change recommended
1353	B18	Investigator IV	1353	B18	Investigator IV	No change recommended
1354	B20	Investigator V	1354	B20	Investigator V	No change recommended
1355	B22	Investigator VI	1355	B22	Investigator VI	No change recommended
1356	B24	Investigator VII	1356	B24	Investigator VII	No change recommended
3681	B18	Compliance Analyst I <sup>c</sup>	<b>1400</b>	<b>B18</b>	<b>Compliance Analyst I</b>	<b>Classification number change</b>
3682	B20	Compliance Analyst II <sup>c</sup>	<b>1401</b>	<b>B20</b>	<b>Compliance Analyst II</b>	<b>Classification number change</b>
3683	B22	Compliance Analyst III <sup>c</sup>	<b>1402</b>	<b>B22</b>	<b>Compliance Analyst III</b>	<b>Classification number change</b>
3684	B24	Compliance Analyst IV <sup>c</sup>	<b>1403</b>	<b>B24</b>	<b>Compliance Analyst IV</b>	<b>Classification number change</b>
5526	B17	Quality Assurance Specialist I <sup>d</sup>	<b>1410</b>	<b>B17</b>	<b>Quality Assurance Specialist I</b>	<b>Classification number change</b>
5527	B18	Quality Assurance Specialist II <sup>d</sup>	<b>1411</b>	<b>B18</b>	<b>Quality Assurance Specialist II</b>	<b>Classification number change</b>
5528	B20	Quality Assurance Specialist III <sup>d</sup>	<b>1412</b>	<b>B20</b>	<b>Quality Assurance Specialist III</b>	<b>Classification number change</b>
5529	B22	Quality Assurance Specialist IV <sup>d</sup>	<b>1413</b>	<b>B22</b>	<b>Quality Assurance Specialist IV</b>	<b>Classification number change</b>
<b>Program Management</b>						
1550	B17	Staff Services Officer I	1550	B17	Staff Services Officer I	No change recommended
1551	B18	Staff Services Officer II	1551	B18	Staff Services Officer II	No change recommended
1552	B19	Staff Services Officer III	1552	B19	Staff Services Officer III	No change recommended
1553	B20	Staff Services Officer IV	1553	B20	Staff Services Officer IV	No change recommended
1554	B21	Staff Services Officer V	1554	B21	Staff Services Officer V	No change recommended
1558	B20	Project Manager I	1558	B20	Project Manager I	No change recommended
1559	B22	Project Manager II	1559	B22	Project Manager II	No change recommended
1560	B24	Project Manager III	1560	B24	Project Manager III	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1561	B26	Project Manager IV	1561	B26	Project Manager IV	No change recommended
1562	B28	Project Manager V	1562	B28	Project Manager V	No change recommended
1570	B17	Program Specialist I	1570	B17	Program Specialist I	No change recommended
1571	B18	Program Specialist II	1571	B18	Program Specialist II	No change recommended
1572	B19	Program Specialist III	1572	B19	Program Specialist III	No change recommended
1573	B20	Program Specialist IV	1573	B20	Program Specialist IV	No change recommended
1574	B21	Program Specialist V	1574	B21	Program Specialist V	No change recommended
1575	B23	Program Specialist VI	1575	B23	Program Specialist VI	No change recommended
1576	B25	Program Specialist VII	1576	B25	Program Specialist VII	No change recommended
1580	B17	Program Supervisor I	1580	B17	Program Supervisor I	No change recommended
1581	B18	Program Supervisor II	1581	B18	Program Supervisor II	No change recommended
1582	B19	Program Supervisor III	1582	B19	Program Supervisor III	No change recommended
1583	B20	Program Supervisor IV	1583	B20	Program Supervisor IV	No change recommended
1584	B21	Program Supervisor V	1584	B21	Program Supervisor V	No change recommended
1586	B23	Program Supervisor VI	1586	B23	Program Supervisor VI	No change recommended
1588	B25	Program Supervisor VII	1588	B25	Program Supervisor VII	No change recommended
1600	B22	Manager I	1600	B22	Manager I	No change recommended
1601	B23	Manager II	1601	B23	Manager II	No change recommended
1602	B24	Manager III	1602	B24	Manager III	No change recommended
1603	B25	Manager IV	1603	B25	Manager IV	No change recommended
1604	B26	Manager V	1604	B26	Manager V	No change recommended
			<b>1605</b>	<b>B27</b>	<b>Manager VI</b>	<b>New job classification</b>
1605	B28	Manager VI	<b>1606</b>	<b>B28</b>	<b>Manager VII</b>	<b>Title change and job classification number change</b>
1620	B26	Director I	1620	B26	Director I	No change recommended
1621	B27	Director II	1621	B27	Director II	No change recommended
1622	B28	Director III	1622	B28	Director III	No change recommended
1623	B29	Director IV	1623	B29	Director IV	No change recommended
1624	B30	Director V	1624	B30	Director V	No change recommended
1625	B31	Director VI	1625	B31	Director VI	No change recommended
1626	B32	Director VII	1626	B32	Director VII	No change recommended
1630	B33	Deputy Director I	1630	B33	Deputy Director I	No change recommended
1631	B34	Deputy Director II	1631	B34	Deputy Director II	No change recommended
1632	B35	Deputy Director III	1632	B35	Deputy Director III	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1633	B36	Deputy Director IV	1633	B36	Deputy Director IV	No change recommended
1640	B35	Deputy Comptroller	1640	B35	Deputy Comptroller	No change recommended
1642	B33	Deputy Attorney General	1642	B33	Deputy Attorney General	No change recommended
1643	B35	First Assistant Attorney General	1643	B35	First Assistant Attorney General	No change recommended
1645	B35	Deputy Executive Commissioner	1645	B35	Deputy Executive Commissioner	No change recommended
1650	B28	Portfolio Project Manager I	1650	B28	Portfolio Project Manager I	No change recommended
1652	B30	Portfolio Project Manager II	1652	B30	Portfolio Project Manager II	No change recommended
1660	B19	Project Management Specialist I	1660	B19	Project Management Specialist I	No change recommended
1661	B21	Project Management Specialist II	1661	B21	Project Management Specialist II	No change recommended
1662	B23	Project Management Specialist III	1662	B23	Project Management Specialist III	No change recommended
<b>Human Resources and Training and Development (formerly Human Resources)</b>						
1727	B12	Human Resources Assistant	1727	B12	Human Resources Assistant	No change recommended
1729	B14	Human Resources Specialist I	1729	B14	Human Resources Specialist I	No change recommended
1731	B16	Human Resources Specialist II	1731	B16	Human Resources Specialist II	No change recommended
1733	B18	Human Resources Specialist III	1733	B18	Human Resources Specialist III	No change recommended
1735	B20	Human Resources Specialist IV	1735	B20	Human Resources Specialist IV	No change recommended
1737	B22	Human Resources Specialist V	1737	B22	Human Resources Specialist V	No change recommended
1739	B24	Human Resources Specialist VI	1739	B24	Human Resources Specialist VI	No change recommended
1780	B11	Training Assistant	<b>1780</b>	<b>B11</b>	<b>Training and Development Assistant</b>	<b>Title change</b>
1781	B13	Training Specialist I	<b>1781</b>	<b>B13</b>	<b>Training and Development Specialist I</b>	<b>Title change</b>
1782	B15	Training Specialist II	<b>1782</b>	<b>B15</b>	<b>Training and Development Specialist II</b>	<b>Title change</b>
1783	B17	Training Specialist III	<b>1783</b>	<b>B17</b>	<b>Training and Development Specialist III</b>	<b>Title change</b>
1784	B19	Training Specialist IV	<b>1784</b>	<b>B19</b>	<b>Training and Development Specialist IV</b>	<b>Title change</b>
1785	B21	Training Specialist V	<b>1785</b>	<b>B21</b>	<b>Training and Development Specialist V</b>	<b>Title change</b>

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1786	B23	Training Specialist VI	<b>1786</b>	<b>B23</b>	<i>Training and Development Specialist VI</i>	<i>Title change</i>
			<b>1790</b>	<b>B21</b>	<i>E-Learning Developer I</i>	<i>New job classification</i>
			<b>1791</b>	<b>B23</b>	<i>E-Learning Developer II</i>	<i>New job classification</i>
			<b>1792</b>	<b>B25</b>	<i>E-Learning Developer III</i>	<i>New job classification</i>
<b>Information and Communication</b>						
			<b>1800</b>	<b>B15</b>	<i>Intelligent Transportation Systems Operations Technician I</i>	<i>New job classification</i>
			<b>1802</b>	<b>B17</b>	<i>Intelligent Transportation Systems Operations Technician II</i>	<i>New job classification</i>
			<b>1804</b>	<b>B19</b>	<i>Intelligent Transportation Systems Operations Technician III</i>	<i>New job classification</i>
			<b>1806</b>	<b>B21</b>	<i>Intelligent Transportation Systems Operations Technician IV</i>	<i>New job classification</i>
1810	B16	Creative Media Designer I	1810	B16	Creative Media Designer I	No change recommended
1812	B18	Creative Media Designer II	1812	B18	Creative Media Designer II	No change recommended
1814	B20	Creative Media Designer III	1814	B20	Creative Media Designer III	No change recommended
1816	B22	Creative Media Designer IV	1816	B22	Creative Media Designer IV	No change recommended
1822	B15	Marketing Specialist I	1822	B15	Marketing Specialist I	No change recommended
1823	B17	Marketing Specialist II	1823	B17	Marketing Specialist II	No change recommended
1824	B19	Marketing Specialist III	1824	B19	Marketing Specialist III	No change recommended
1825	B21	Marketing Specialist IV	1825	B21	Marketing Specialist IV	No change recommended
1826	B23	Marketing Specialist V	1826	B23	Marketing Specialist V	No change recommended
1830	B15	Information Specialist I	1830	B15	Information Specialist I	No change recommended
1831	B17	Information Specialist II	1831	B17	Information Specialist II	No change recommended
1832	B19	Information Specialist III	1832	B19	Information Specialist III	No change recommended
1833	B21	Information Specialist IV	1833	B21	Information Specialist IV	No change recommended
1834	B23	Information Specialist V	1834	B23	Information Specialist V	No change recommended
1840	A10	Multimedia Technician I	1840	A10	Multimedia Technician I	No change recommended
1841	A12	Multimedia Technician II	1841	A12	Multimedia Technician II	No change recommended
1842	A14	Multimedia Technician III	1842	A14	Multimedia Technician III	No change recommended
1843	A16	Multimedia Technician IV	1843	A16	Multimedia Technician IV	No change recommended
			<b>1850</b>	<b>B20</b>	<i>Multimedia Specialist I</i>	<i>New job classification</i>
			<b>1851</b>	<b>B22</b>	<i>Multimedia Specialist II</i>	<i>New job classification</i>

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1860	B18	Management Analyst I	1860	B18	Management Analyst I	No change recommended
1862	B20	Management Analyst II	1862	B20	Management Analyst II	No change recommended
1864	B22	Management Analyst III	1864	B22	Management Analyst III	No change recommended
1866	B24	Management Analyst IV	1866	B24	Management Analyst IV	No change recommended
1868	B26	Management Analyst V	1868	B26	Management Analyst V	No change recommended
1870	B18	Technical Writer I	1870	B18	Technical Writer I	No change recommended
1871	B20	Technical Writer II	1871	B20	Technical Writer II	No change recommended
1872	B22	Technical Writer III	1872	B22	Technical Writer III	No change recommended
1875	B17	Editor I	1875	B17	Editor I	No change recommended
1876	B19	Editor II	1876	B19	Editor II	No change recommended
1877	B21	Editor III	1877	B21	Editor III	No change recommended
1880	B21	Governor's Advisor I	1880	B21	Governor's Advisor I	No change recommended
1881	B23	Governor's Advisor II	1881	B23	Governor's Advisor II	No change recommended
1882	B25	Governor's Advisor III	1882	B25	Governor's Advisor III	No change recommended
1883	B27	Governor's Advisor IV	1883	B27	Governor's Advisor IV	No change recommended
1884	B29	Governor's Advisor V	1884	B29	Governor's Advisor V	No change recommended
1890	B23	Government Relations Specialist I	1890	B23	Government Relations Specialist I	No change recommended
1892	B25	Government Relations Specialist II	1892	B25	Government Relations Specialist II	No change recommended
1894	B27	Government Relations Specialist III	1894	B27	Government Relations Specialist III	No change recommended
1897	B21	Privacy Analyst I	1897	B21	Privacy Analyst I	No change recommended
1898	B23	Privacy Analyst II	1898	B23	Privacy Analyst II	No change recommended
1899	B25	Privacy Analyst III	1899	B25	Privacy Analyst III	No change recommended
<b>Property Management and Procurement</b>						
1911	A10	Inventory and Store Specialist I	1911	A10	Inventory and Store Specialist I	No change recommended
1912	A12	Inventory and Store Specialist II	1912	A12	Inventory and Store Specialist II	No change recommended
1913	A14	Inventory and Store Specialist III	1913	A14	Inventory and Store Specialist III	No change recommended
1914	A16	Inventory and Store Specialist IV	1914	A16	Inventory and Store Specialist IV	No change recommended
1915	A18	Inventory and Store Specialist V	1915	A18	Inventory and Store Specialist V	No change recommended
			<b>1919</b>	<b>B16</b>	<b>Grant Specialist I</b>	<b>New job classification</b>
1920	B18	Grant Coordinator I	<b>1920</b>	<b>B18</b>	<b>Grant Specialist II</b>	<b>Title change</b>



**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1921	B20	Grant Coordinator II	<b>1921</b>	<b>B20</b>	<b>Grant Specialist III</b>	<b>Title change</b>
1922	B22	Grant Coordinator III	<b>1922</b>	<b>B22</b>	<b>Grant Specialist IV</b>	<b>Title change</b>
1923	B24	Grant Coordinator IV	<b>1923</b>	<b>B24</b>	<b>Grant Specialist V</b>	<b>Title change</b>
1930	B12	Purchaser I	1930	B12	Purchaser I	No change recommended
1931	B14	Purchaser II	1931	B14	Purchaser II	No change recommended
1932	B16	Purchaser III	1932	B16	Purchaser III	No change recommended
1933	B18	Purchaser IV	1933	B18	Purchaser IV	No change recommended
1934	B20	Purchaser V	1934	B20	Purchaser V	No change recommended
1935	B22	Purchaser VI	1935	B22	Purchaser VI	No change recommended
			<b>1936</b>	<b>B24</b>	<b>Purchaser VII</b>	<b>New job classification</b>
1960	B25	Contract Administration Manager I	1960	B25	Contract Administration Manager I	No change recommended
1962	B27	Contract Administration Manager II	1962	B27	Contract Administration Manager II	No change recommended
1970	A09	Contract Technician I				<b>Deletion</b>
1972	A11	Contract Technician II				<b>Deletion</b>
1974	A13	Contract Technician III	<b>1974</b>	<b>A13</b>	<b>Contract Technician</b>	<b>Title change</b>
1976	B15	Contract Specialist I	1976	B15	Contract Specialist I	No change recommended
1980	B17	Contract Specialist II	1980	B17	Contract Specialist II	No change recommended
1982	B19	Contract Specialist III	1982	B19	Contract Specialist III	No change recommended
1984	B21	Contract Specialist IV	1984	B21	Contract Specialist IV	No change recommended
1986	B23	Contract Specialist V	1986	B23	Contract Specialist V	No change recommended
1990	B17	Property Manager I	1990	B17	Property Manager I	No change recommended
1992	B19	Property Manager II	1992	B19	Property Manager II	No change recommended
1994	B21	Property Manager III	1994	B21	Property Manager III	No change recommended
1995	B23	Property Manager IV	1995	B23	Property Manager IV	No change recommended
1996	B17	Fleet Manager I	1996	B17	Fleet Manager I	No change recommended
1997	B19	Fleet Manager II	1997	B19	Fleet Manager II	No change recommended
1998	B21	Fleet Manager III	1998	B21	Fleet Manager III	No change recommended
			<b>1999</b>	<b>B23</b>	<b>Fleet Manager IV</b>	<b>New job classification</b>
<b>Land Surveying, Appraising, and Utilities</b>						
2050	B19	Land Surveyor I	2050	B19	Land Surveyor I	No change recommended
2054	B21	Land Surveyor II	2054	B21	Land Surveyor II	No change recommended
2056	B23	Land Surveyor III	2056	B23	Land Surveyor III	No change recommended
2058	B25	Land Surveyor IV	2058	B25	Land Surveyor IV	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2062	B17	Appraiser I	2062	B17	Appraiser I	No change recommended
2064	B19	Appraiser II	2064	B19	Appraiser II	No change recommended
2065	B21	Appraiser III	2065	B21	Appraiser III	No change recommended
2066	B23	Appraiser IV	2066	B23	Appraiser IV	No change recommended
2080	B13	Right of Way Agent I				<i>Deletion</i>
2082	B15	Right of Way Agent II	<b>2082</b>	<b>B15</b>	<i>Right of Way Agent I</i>	<i>Title change</i>
2084	B17	Right of Way Agent III	<b>2084</b>	<b>B17</b>	<i>Right of Way Agent II</i>	<i>Title change</i>
2086	B19	Right of Way Agent IV	<b>2086</b>	<b>B19</b>	<i>Right of Way Agent III</i>	<i>Title change</i>
2088	B21	Right of Way Agent V	<b>2088</b>	<b>B21</b>	<i>Right of Way Agent IV</i>	<i>Title change</i>
2090	B23	Right of Way Agent VI	<b>2090</b>	<b>B23</b>	<i>Right of Way Agent V</i>	<i>Title change</i>
			<b>2091</b>	<b>B25</b>	<i>Right of Way Agent VI</i>	<i>New job classification</i>
2093	B20	Utility Specialist I	2093	B20	Utility Specialist I	No change recommended
2094	B22	Utility Specialist II	2094	B22	Utility Specialist II	No change recommended
			<b>2100</b>	<b>B22</b>	<i>Minerals Specialist I</i>	<i>New job classification</i>
			<b>2101</b>	<b>B24</b>	<i>Minerals Specialist II</i>	<i>New job classification</i>
			<b>2102</b>	<b>B26</b>	<i>Minerals Specialist III</i>	<i>New job classification</i>
<b>Engineering and Design</b>						
2119	A11	Engineering Aide	2119	A11	Engineering Aide	No change recommended
2122	A12	Engineering Technician I	2122	A12	Engineering Technician I	No change recommended
2123	A14	Engineering Technician II	2123	A14	Engineering Technician II	No change recommended
2124	A16	Engineering Technician III	2124	A16	Engineering Technician III	No change recommended
2125	A18	Engineering Technician IV	2125	A18	Engineering Technician IV	No change recommended
2127	B17	Engineering Specialist I	2127	B17	Engineering Specialist I	No change recommended
2128	B18	Engineering Specialist II	2128	B18	Engineering Specialist II	No change recommended
2129	B19	Engineering Specialist III	2129	B19	Engineering Specialist III	No change recommended
2130	B20	Engineering Specialist IV	2130	B20	Engineering Specialist IV	No change recommended
2131	B21	Engineering Specialist V	2131	B21	Engineering Specialist V	No change recommended
2132	B22	Engineering Specialist VI	<b>2132</b>	<b>B23</b>	<i>Engineering Specialist VI</i>	<i>Reallocation</i>
2152	B22	Engineer I	2152	B22	Engineer I	No change recommended
2153	B23	Engineer II	2153	B23	Engineer II	No change recommended
2154	B24	Engineer III	2154	B24	Engineer III	No change recommended
2155	B25	Engineer IV	2155	B25	Engineer IV	No change recommended
2156	B26	Engineer V	2156	B26	Engineer V	No change recommended
2157	B27	Engineer VI	<b>2157</b>	<b>B28</b>	<i>Engineer VI</i>	<i>Reallocation</i>
2161	B33	District Engineer	2161	B33	District Engineer	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2181	A17	Drafting Technician I	2181	A17	Drafting Technician I	No change recommended
2182	A19	Drafting Technician II	2182	A19	Drafting Technician II	No change recommended
2255	B18	Project Design Specialist I	2255	B18	Project Design Specialist I	No change recommended
2256	B19	Project Design Specialist II	2256	B19	Project Design Specialist II	No change recommended
2257	B20	Project Design Specialist III	2257	B20	Project Design Specialist III	No change recommended
2260	B21	Architect I	2260	B21	Architect I	No change recommended
2264	B23	Architect II	2264	B23	Architect II	No change recommended
2266	B25	Architect III	2266	B25	Architect III	No change recommended
2268	B27	Architect IV	2268	B27	Architect IV	No change recommended
<b>Natural Resources</b>						
			<b>2340</b>	<b>B17</b>	<b><i>Geologic Specialist I</i></b>	<b><i>New job classification</i></b>
			<b>2342</b>	<b>B19</b>	<b><i>Geologic Specialist II</i></b>	<b><i>New job classification</i></b>
2356	B17	Geoscientist I	2356	B17	Geoscientist I	No change recommended
2360	B19	Geoscientist II	2360	B19	Geoscientist II	No change recommended
2364	B21	Geoscientist III	2364	B21	Geoscientist III	No change recommended
2365	B23	Geoscientist IV	2365	B23	Geoscientist IV	No change recommended
2366	B25	Geoscientist V	2366	B25	Geoscientist V	No change recommended
2456	B17	Hydrologist I	2456	B17	Hydrologist I	No change recommended
2460	B19	Hydrologist II	2460	B19	Hydrologist II	No change recommended
2464	B21	Hydrologist III	2464	B21	Hydrologist III	No change recommended
2465	B23	Hydrologist IV	2465	B23	Hydrologist IV	No change recommended
2466	B25	Hydrologist V	2466	B25	Hydrologist V	No change recommended
2472	B16	Chemist I	2472	B16	Chemist I	No change recommended
2473	B18	Chemist II	2473	B18	Chemist II	No change recommended
2474	B20	Chemist III	2474	B20	Chemist III	No change recommended
2475	B22	Chemist IV	2475	B22	Chemist IV	No change recommended
2476	B24	Chemist V	2476	B24	Chemist V	No change recommended
2583	B17	Sanitarian I	2583	B17	Sanitarian I	No change recommended
2584	B19	Sanitarian II	2584	B19	Sanitarian II	No change recommended
2585	B21	Sanitarian III	2585	B21	Sanitarian III	No change recommended
2640	B14	Park Ranger I	2640	B14	Park Ranger I	No change recommended
2641	B16	Park Ranger II	2641	B16	Park Ranger II	No change recommended
2642	B18	Park Ranger III	2642	B18	Park Ranger III	No change recommended
2643	B20	Park Ranger IV	2643	B20	Park Ranger IV	No change recommended
2644	B22	Park Ranger V	2644	B22	Park Ranger V	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2651	B16	Environmental Protection Specialist I	2651	B16	Environmental Protection Specialist I	No change recommended
2652	B18	Environmental Protection Specialist II	2652	B18	Environmental Protection Specialist II	No change recommended
2653	B20	Environmental Protection Specialist III	2653	B20	Environmental Protection Specialist III	No change recommended
2654	B22	Environmental Protection Specialist IV	2654	B22	Environmental Protection Specialist IV	No change recommended
2655	B25	Environmental Protection Specialist V	2655	B25	Environmental Protection Specialist V	No change recommended
2661	B22	Toxicologist I	2661	B22	Toxicologist I	No change recommended
2662	B24	Toxicologist II	2662	B24	Toxicologist II	No change recommended
2663	B26	Toxicologist III	2663	B26	Toxicologist III	No change recommended
2682	B15	Natural Resources Specialist I	2682	B15	Natural Resources Specialist I	No change recommended
2683	B17	Natural Resources Specialist II	2683	B17	Natural Resources Specialist II	No change recommended
2684	B19	Natural Resources Specialist III	2684	B19	Natural Resources Specialist III	No change recommended
2685	B21	Natural Resources Specialist IV	2685	B21	Natural Resources Specialist IV	No change recommended
2686	B23	Natural Resources Specialist V	2686	B23	Natural Resources Specialist V	No change recommended
2688	A13	Fish and Wildlife Technician I	2688	A13	Fish and Wildlife Technician I	No change recommended
2689	A15	Fish and Wildlife Technician II	2689	A15	Fish and Wildlife Technician II	No change recommended
2690	A17	Fish and Wildlife Technician III	2690	A17	Fish and Wildlife Technician III	No change recommended
2692	B19	Assistant Park Superintendent I	<b>2692</b>	<b>B19</b>	<b>Assistant Park/Historic Site Superintendent I</b>	<b>Title change</b>
2694	B20	Assistant Park Superintendent II	<b>2694</b>	<b>B20</b>	<b>Assistant Park/Historic Site Superintendent II</b>	<b>Title change</b>
2696	B21	Assistant Park Superintendent III	<b>2696</b>	<b>B21</b>	<b>Assistant Park/Historic Site Superintendent III</b>	<b>Title change</b>
2698	B22	Assistant Park Superintendent IV	<b>2698</b>	<b>B22</b>	<b>Assistant Park/Historic Site Superintendent IV</b>	<b>Title change</b>
2700	B20	Park Superintendent I	<b>2700</b>	<b>B20</b>	<b>Park/Historic Site Superintendent I</b>	<b>Title change</b>
2701	B21	Park Superintendent II	<b>2701</b>	<b>B21</b>	<b>Park/Historic Site Superintendent II</b>	<b>Title change</b>
2702	B22	Park Superintendent III	<b>2702</b>	<b>B22</b>	<b>Park/Historic Site Superintendent III</b>	<b>Title change</b>

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2703	B23	Park Superintendent IV	<b>2703</b>	<b>B23</b>	<i>Park/Historic Site Superintendent IV</i>	<i>Title change</i>
2704	B24	Park Superintendent V	<b>2704</b>	<b>B24</b>	<i>Park/Historic Site Superintendent V</i>	<i>Title change</i>
2705	B25	Park Superintendent VI	<b>2705</b>	<b>B25</b>	<i>Park/Historic Site Superintendent VI</i>	<i>Title change</i>
<b>Safety</b>						
2720	A04	Lifeguard	2720	A04	Lifeguard	No change recommended
2730	B16	Safety Officer I	2730	B16	Safety Officer I	No change recommended
2731	B18	Safety Officer II	2731	B18	Safety Officer II	No change recommended
2732	B20	Safety Officer III	2732	B20	Safety Officer III	No change recommended
2733	B22	Safety Officer IV	2733	B22	Safety Officer IV	No change recommended
2734	B24	Safety Officer V	2734	B24	Safety Officer V	No change recommended
2740	B15	Risk Management Specialist I	2740	B15	Risk Management Specialist I	No change recommended
2741	B17	Risk Management Specialist II	2741	B17	Risk Management Specialist II	No change recommended
2742	B19	Risk Management Specialist III	2742	B19	Risk Management Specialist III	No change recommended
2743	B21	Risk Management Specialist IV	2743	B21	Risk Management Specialist IV	No change recommended
2744	B23	Risk Management Specialist V	2744	B23	Risk Management Specialist V	No change recommended
2761	B17	Rescue Specialist I	2761	B17	Rescue Specialist I	No change recommended
2762	B19	Rescue Specialist II	2762	B19	Rescue Specialist II	No change recommended
2763	B21	Rescue Specialist III	2763	B21	Rescue Specialist III	No change recommended
<b>Insurance</b>						
2802	B21	Actuary I	2802	B21	Actuary I	No change recommended
2803	B23	Actuary II	2803	B23	Actuary II	No change recommended
2804	B25	Actuary III	2804	B25	Actuary III	No change recommended
2805	B27	Actuary IV	2805	B27	Actuary IV	No change recommended
2806	B31	Actuary V	2806	B31	Actuary V	No change recommended
2808	B33	Chief Actuary	2808	B33	Chief Actuary	No change recommended
2842	B14	Insurance Specialist I	2842	B14	Insurance Specialist I	No change recommended
2843	B16	Insurance Specialist II	2843	B16	Insurance Specialist II	No change recommended
2844	B18	Insurance Specialist III	2844	B18	Insurance Specialist III	No change recommended
2845	B20	Insurance Specialist IV	2845	B20	Insurance Specialist IV	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2912	B14	Retirement System Benefits Specialist I	2912	B14	Retirement System Benefits Specialist I	No change recommended
2913	B16	Retirement System Benefits Specialist II	2913	B16	Retirement System Benefits Specialist II	No change recommended
2914	B18	Retirement System Benefits Specialist III	2914	B18	Retirement System Benefits Specialist III	No change recommended
2915	B20	Retirement System Benefits Specialist IV	2915	B20	Retirement System Benefits Specialist IV	No change recommended
2916	B22	Retirement System Benefits Specialist V	2916	B22	Retirement System Benefits Specialist V	No change recommended
2921	B14	Claims Examiner I	2921	B14	Claims Examiner I	No change recommended
2922	B16	Claims Examiner II	2922	B16	Claims Examiner II	No change recommended
2923	B18	Claims Examiner III	2923	B18	Claims Examiner III	No change recommended
2924	B20	Claims Examiner IV	2924	B20	Claims Examiner IV	No change recommended
<b>Employment</b>						
3020	B11	Workforce Development Specialist I	3020	B11	Workforce Development Specialist I	No change recommended
3021	B12	Workforce Development Specialist II	3021	B12	Workforce Development Specialist II	No change recommended
3023	B14	Workforce Development Specialist III	3023	B14	Workforce Development Specialist III	No change recommended
3025	B16	Workforce Development Specialist IV	3025	B16	Workforce Development Specialist IV	No change recommended
3026	B18	Workforce Development Specialist V	3026	B18	Workforce Development Specialist V	No change recommended
3151	B11	Unemployment Insurance Claims Examiner I	3151	B11	Unemployment Insurance Claims Examiner I	No change recommended
3153	B13	Unemployment Insurance Claims Examiner II	3153	B13	Unemployment Insurance Claims Examiner II	No change recommended
3154	B15	Unemployment Insurance Claims Examiner III	3154	B15	Unemployment Insurance Claims Examiner III	No change recommended
3171	B16	Unemployment Insurance Specialist I	3171	B16	Unemployment Insurance Specialist I	No change recommended
3173	B18	Unemployment Insurance Specialist II	3173	B18	Unemployment Insurance Specialist II	No change recommended
<b>Legal</b>						
3502	B21	Attorney I	3502	B21	Attorney I	No change recommended
3503	B23	Attorney II	3503	B23	Attorney II	No change recommended
3504	B25	Attorney III	3504	B25	Attorney III	No change recommended
3505	B27	Attorney IV	3505	B27	Attorney IV	No change recommended
3506	B29	Attorney V	3506	B29	Attorney V	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3510	B20	Assistant Attorney General I	3510	B20	Assistant Attorney General I	No change recommended
3511	B21	Assistant Attorney General II	3511	B21	Assistant Attorney General II	No change recommended
3512	B23	Assistant Attorney General III	3512	B23	Assistant Attorney General III	No change recommended
3513	B25	Assistant Attorney General IV	3513	B25	Assistant Attorney General IV	No change recommended
3514	B27	Assistant Attorney General V	3514	B27	Assistant Attorney General V	No change recommended
3515	B29	Assistant Attorney General VI	3515	B29	Assistant Attorney General VI	No change recommended
3516	B31	Assistant Attorney General VII	3516	B31	Assistant Attorney General VII	No change recommended
3521	B25	General Counsel I	3521	B25	General Counsel I	No change recommended
3522	B27	General Counsel II	3522	B27	General Counsel II	No change recommended
3523	B29	General Counsel III	3523	B29	General Counsel III	No change recommended
3524	B31	General Counsel IV	3524	B31	General Counsel IV	No change recommended
3525	B32	General Counsel V	<b>3525</b>	<b>B33</b>	<b>General Counsel V</b>	<b>Reallocation</b>
3530	B19	Hearings Officer I	3530	B19	Hearings Officer I	No change recommended
3531	B20	Hearings Officer II	3531	B20	Hearings Officer II	No change recommended
3532	B21	Hearings Officer III	3532	B21	Hearings Officer III	No change recommended
3533	B22	Hearings Officer IV	3533	B22	Hearings Officer IV	No change recommended
3534	B23	Hearings Officer V	3534	B23	Hearings Officer V	No change recommended
3559	B22	Hearings Reporter	3559	B22	Hearings Reporter	No change recommended
3565	A12	Legal Secretary I	3565	A12	Legal Secretary I	No change recommended
3566	A14	Legal Secretary II	3566	A14	Legal Secretary II	No change recommended
3567	A16	Legal Secretary III	3567	A16	Legal Secretary III	No change recommended
3568	A18	Legal Secretary IV	3568	A18	Legal Secretary IV	No change recommended
3569	A20	Legal Secretary V	3569	A20	Legal Secretary V	No change recommended
3572	B15	Legal Assistant I	3572	B15	Legal Assistant I	No change recommended
3574	B17	Legal Assistant II	3574	B17	Legal Assistant II	No change recommended
3576	B19	Legal Assistant III	3576	B19	Legal Assistant III	No change recommended
3578	B21	Legal Assistant IV	3578	B21	Legal Assistant IV	No change recommended
3580	B23	Legal Assistant V	3580	B23	Legal Assistant V	No change recommended
3604	B14	Law Clerk	3604	B14	Law Clerk	No change recommended
3610	B18	Court Law Clerk I	3610	B18	Court Law Clerk I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3611	B20	Court Law Clerk II	3611	B20	Court Law Clerk II	No change recommended
3620	A10	Deputy Clerk I	<b>3620</b>	<b>A12</b>	<i>Deputy Clerk I</i>	<i>Reallocation</i>
3622	A12	Deputy Clerk II	<b>3622</b>	<b>A14</b>	<i>Deputy Clerk II</i>	<i>Reallocation</i>
3624	A14	Deputy Clerk III	<b>3624</b>	<b>A16</b>	<i>Deputy Clerk III</i>	<i>Reallocation</i>
3626	A16	Deputy Clerk IV	<b>3626</b>	<b>A18</b>	<i>Deputy Clerk IV</i>	<i>Reallocation</i>
3630	B21	Chief Deputy Clerk	<b>3630</b>	<b>B22</b>	<i>Chief Deputy Clerk</i>	<i>Reallocation</i>
3635	B28	Clerk of the Court	3635	B28	Clerk of the Court	No change recommended
3637	B17	Court Coordinator	3637	B17	Court Coordinator	No change recommended
3640	B25	Administrative Law Judge I	3640	B25	Administrative Law Judge I	No change recommended
3642	B26	Administrative Law Judge II	3642	B26	Administrative Law Judge II	No change recommended
3644	B27	Administrative Law Judge III	3644	B27	Administrative Law Judge III	No change recommended
3646	B29	Master Administrative Law Judge I	3646	B29	Master Administrative Law Judge I	No change recommended
3648	B31	Master Administrative Law Judge II	3648	B31	Master Administrative Law Judge II	No change recommended
3652	B28	Associate Judge				<i>Deletion</i>
3659	B15	Associate Ombudsman	3659	B15	Associate Ombudsman	No change recommended
3660	B17	Ombudsman I	3660	B17	Ombudsman I	No change recommended
3662	B19	Ombudsman II	3662	B19	Ombudsman II	No change recommended
3663	B21	Ombudsman III	3663	B21	Ombudsman III	No change recommended
3665	B23	Ombudsman IV	3665	B23	Ombudsman IV	No change recommended
3666	B25	Ombudsman V	3666	B25	Ombudsman V	No change recommended
3667	B27	Ombudsman VI	3667	B27	Ombudsman VI	No change recommended
3668	B29	Ombudsman VII	3668	B29	Ombudsman VII	No change recommended
3670	B19	Benefit Review Officer I	3670	B19	Benefit Review Officer I	No change recommended
3672	B21	Benefit Review Officer II	3672	B21	Benefit Review Officer II	No change recommended
3674	B23	Benefit Review Officer III	3674	B23	Benefit Review Officer III	No change recommended
3690	B19	Medical Fee Dispute Officer I	3690	B19	Medical Fee Dispute Officer I	No change recommended
3692	B21	Medical Fee Dispute Officer II	3692	B21	Medical Fee Dispute Officer II	No change recommended
3694	B23	Medical Fee Dispute Officer III	3694	B23	Medical Fee Dispute Officer III	No change recommended
<b>Medical and Health</b>						
4001	A08	Dietetic Technician I	4001	A08	Dietetic Technician I	No change recommended



**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4002	A10	Dietetic Technician II	4002	A10	Dietetic Technician II	No change recommended
4005	A06	Peer Support Specialist	4005	A06	Peer Support Specialist	No change recommended
4006	A08	Certified Peer Support Specialist I	4006	A08	Certified Peer Support Specialist I	No change recommended
4007	A10	Certified Peer Support Specialist II	4007	A10	Certified Peer Support Specialist II	No change recommended
4008	A12	Certified Peer Support Specialist III	4008	A12	Certified Peer Support Specialist III	No change recommended
4016	B17	Dietetic and Nutrition Specialist I	4016	B17	Dietetic and Nutrition Specialist I	No change recommended
4017	B19	Dietetic and Nutrition Specialist II	4017	B19	Dietetic and Nutrition Specialist II	No change recommended
4018	B21	Dietetic and Nutrition Specialist III	4018	B21	Dietetic and Nutrition Specialist III	No change recommended
			<b>4050</b>	<b>B20</b>	<b>Health Informatics Specialist I</b>	<b>New job classification</b>
			<b>4051</b>	<b>B22</b>	<b>Health Informatics Specialist II</b>	<b>New job classification</b>
			<b>4052</b>	<b>B24</b>	<b>Health Informatics Specialist III</b>	<b>New job classification</b>
			<b>4053</b>	<b>B26</b>	<b>Health Informatics Specialist IV</b>	<b>New job classification</b>
4072	B14	Public Health and Prevention Specialist I	4072	B14	Public Health and Prevention Specialist I	No change recommended
4074	B16	Public Health and Prevention Specialist II	4074	B16	Public Health and Prevention Specialist II	No change recommended
4076	B18	Public Health and Prevention Specialist III	4076	B18	Public Health and Prevention Specialist III	No change recommended
4078	B20	Public Health and Prevention Specialist IV	4078	B20	Public Health and Prevention Specialist IV	No change recommended
4080	B22	Public Health and Prevention Specialist V	4080	B22	Public Health and Prevention Specialist V	No change recommended
4082	B19	Epidemiologist I	4082	B19	Epidemiologist I	No change recommended
4083	B21	Epidemiologist II	4083	B21	Epidemiologist II	No change recommended
4084	B23	Epidemiologist III	4084	B23	Epidemiologist III	No change recommended
			<b>4085</b>	<b>B25</b>	<b>Epidemiologist IV</b>	<b>New job classification</b>
4125	B23	Veterinarian I	4125	B23	Veterinarian I	No change recommended
4127	B25	Veterinarian II	4127	B25	Veterinarian II	No change recommended
4129	B27	Veterinarian III	4129	B27	Veterinarian III	No change recommended
4131	B29	Veterinarian IV	4131	B29	Veterinarian IV	No change recommended
4142	A10	Laboratory Technician I	4142	A10	Laboratory Technician I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4144	A12	Laboratory Technician II	4144	A12	Laboratory Technician II	No change recommended
4146	A14	Laboratory Technician III	4146	A14	Laboratory Technician III	No change recommended
4148	A16	Laboratory Technician IV	4148	A16	Laboratory Technician IV	No change recommended
4212	B16	Molecular Biologist I	4212	B16	Molecular Biologist I	No change recommended
4214	B18	Molecular Biologist II	4214	B18	Molecular Biologist II	No change recommended
4216	B20	Molecular Biologist III	4216	B20	Molecular Biologist III	No change recommended
4218	B22	Molecular Biologist IV	4218	B22	Molecular Biologist IV	No change recommended
4220	B24	Molecular Biologist V	4220	B24	Molecular Biologist V	No change recommended
4221	B15	Microbiologist I	4221	B15	Microbiologist I	No change recommended
4222	B17	Microbiologist II	4222	B17	Microbiologist II	No change recommended
4223	B19	Microbiologist III	4223	B19	Microbiologist III	No change recommended
4224	B21	Microbiologist IV	4224	B21	Microbiologist IV	No change recommended
4225	B23	Microbiologist V	4225	B23	Microbiologist V	No change recommended
4226	B16	Health Specialist I	4226	B16	Health Specialist I	No change recommended
4227	B17	Health Specialist II	4227	B17	Health Specialist II	No change recommended
4228	B18	Health Specialist III	4228	B18	Health Specialist III	No change recommended
4229	B19	Health Specialist IV	4229	B19	Health Specialist IV	No change recommended
4230	B20	Health Specialist V	4230	B20	Health Specialist V	No change recommended
4231	B13	Health Assistant	4231	B13	Health Assistant	No change recommended
4292	B15	Radiological Technologist I	4292	B15	Radiological Technologist I	No change recommended
4293	B17	Radiological Technologist II	4293	B17	Radiological Technologist II	No change recommended
4294	B19	Radiological Technologist III	4294	B19	Radiological Technologist III	No change recommended
4342	A10	Orthopedic Equipment Technician I	4342	A10	Orthopedic Equipment Technician I	No change recommended
4344	A12	Orthopedic Equipment Technician II	4344	A12	Orthopedic Equipment Technician II	No change recommended
4346	A14	Orthopedic Equipment Technician III	4346	A14	Orthopedic Equipment Technician III	No change recommended
4360	A18	Registered Therapist Assistant	4360	A18	Registered Therapist Assistant	No change recommended
4362	B19	Registered Therapist I	4362	B19	Registered Therapist I	No change recommended
4363	B20	Registered Therapist II	4363	B20	Registered Therapist II	No change recommended
4364	B22	Registered Therapist III	4364	B22	Registered Therapist III	No change recommended
4365	B24	Registered Therapist IV	4365	B24	Registered Therapist IV	No change recommended
4366	B26	Registered Therapist V	4366	B26	Registered Therapist V	No change recommended
4383	A05	Medical Technician I	4383	A05	Medical Technician I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4384	A07	Medical Technician II	4384	A07	Medical Technician II	No change recommended
4385	A09	Medical Technician III	4385	A09	Medical Technician III	No change recommended
4386	A11	Medical Technician IV	4386	A11	Medical Technician IV	No change recommended
4387	A13	Medical Technician V	4387	A13	Medical Technician V	No change recommended
4390	B22	Health Physicist I	4390	B22	Health Physicist I	No change recommended
4392	B24	Health Physicist II	4392	B24	Health Physicist II	No change recommended
4394	B26	Health Physicist III	4394	B26	Health Physicist III	No change recommended
4401	B13	Medical Technologist I	4401	B13	Medical Technologist I	No change recommended
4402	B15	Medical Technologist II	4402	B15	Medical Technologist II	No change recommended
4403	B17	Medical Technologist III	4403	B17	Medical Technologist III	No change recommended
4404	B19	Medical Technologist IV	4404	B19	Medical Technologist IV	No change recommended
4405	B21	Medical Technologist V	4405	B21	Medical Technologist V	No change recommended
4411	B19	Nurse I	4411	B19	Nurse I	No change recommended
4412	B21	Nurse II	4412	B21	Nurse II	No change recommended
4413	B23	Nurse III	4413	B23	Nurse III	No change recommended
4414	B25	Nurse IV	4414	B25	Nurse IV	No change recommended
			<b>4415</b>	<b>B27</b>	<b>Nurse V</b>	<b>New job classification</b>
4416	B19	Public Health Nurse I	4416	B19	Public Health Nurse I	No change recommended
4417	B21	Public Health Nurse II	4417	B21	Public Health Nurse II	No change recommended
4418	B23	Public Health Nurse III	4418	B23	Public Health Nurse III	No change recommended
			<b>4419</b>	<b>B25</b>	<b>Public Health Nurse IV</b>	<b>New job classification</b>
4421	A14	Licensed Vocational Nurse I	4421	A14	Licensed Vocational Nurse I	No change recommended
4422	A16	Licensed Vocational Nurse II	4422	A16	Licensed Vocational Nurse II	No change recommended
4423	A17	Licensed Vocational Nurse III	4423	A17	Licensed Vocational Nurse III	No change recommended
4428	A19	Respiratory Care Practitioner	4428	A19	Respiratory Care Practitioner	No change recommended
4435	B19	Resident Physician	4435	B19	Resident Physician	No change recommended
4436	B32	Physician I	4436	B32	Physician I	No change recommended
4437	B33	Physician II	4437	B33	Physician II	No change recommended
4438	B34	Physician III	4438	B34	Physician III	No change recommended
4439	B35	Physician IV	4439	B35	Physician IV	No change recommended
4440	B27	Physician Assistant	4440	B27	Physician Assistant	No change recommended
4451	B27	Advanced Practice Registered Nurse I	4451	B27	Advanced Practice Registered Nurse I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4452	B28	Advanced Practice Registered Nurse II	4452	B28	Advanced Practice Registered Nurse II	No change recommended
4453	B24	Medical Research Specialist	4453	B24	Medical Research Specialist	No change recommended
4455	B29	Dentist I	4455	B29	Dentist I	No change recommended
4457	B31	Dentist II	4457	B31	Dentist II	No change recommended
4459	B33	Dentist III	4459	B33	Dentist III	No change recommended
4462	B22	Psychologist I	4462	B22	Psychologist I	No change recommended
4464	B24	Psychologist II	4464	B24	Psychologist II	No change recommended
4465	B26	Psychologist III	4465	B26	Psychologist III	No change recommended
4468	B17	Psychological Associate I				<i>Deletion</i>
4469	B18	Psychological Associate II	<b>4469</b>	<b>B18</b>	<i>Psychological Associate I</i>	<i>Title change</i>
4470	B19	Psychological Associate III	<b>4470</b>	<b>B19</b>	<i>Psychological Associate II</i>	<i>Title change</i>
4471	B20	Psychological Associate IV	<b>4471</b>	<b>B20</b>	<i>Psychological Associate III</i>	<i>Title change</i>
4472	B21	Psychological Associate V	<b>4472</b>	<b>B21</b>	<i>Psychological Associate IV</i>	<i>Title change</i>
4473	B22	Behavior Analyst I	4473	B22	Behavior Analyst I	No change recommended
4474	B24	Behavior Analyst II	4474	B24	Behavior Analyst II	No change recommended
4476	B32	Psychiatrist I	4476	B32	Psychiatrist I	No change recommended
4477	B33	Psychiatrist II	4477	B33	Psychiatrist II	No change recommended
4478	B34	Psychiatrist III	4478	B34	Psychiatrist III	No change recommended
4479	B35	Psychiatrist IV	4479	B35	Psychiatrist IV	No change recommended
4480	B35	Psychiatric Clinical Director	4480	B35	Psychiatric Clinical Director	No change recommended
4482	A11	Dental Assistant I	4482	A11	Dental Assistant I	No change recommended
4483	A13	Dental Assistant II	4483	A13	Dental Assistant II	No change recommended
4489	B21	Dental Hygienist I	4489	B21	Dental Hygienist I	No change recommended
4490	B23	Dental Hygienist II	4490	B23	Dental Hygienist II	No change recommended
4492	B27	Pharmacist I	4492	B27	Pharmacist I	No change recommended
4493	B29	Pharmacist II	4493	B29	Pharmacist II	No change recommended
4494	B31	Pharmacist III	4494	B31	Pharmacist III	No change recommended
4498	A10	Pharmacy Technician I	4498	A10	Pharmacy Technician I	No change recommended
4499	A12	Pharmacy Technician II	4499	A12	Pharmacy Technician II	No change recommended
<b>Criminal Justice</b>						
4501	A10	Correctional Officer I	4501	A10	Correctional Officer I	No change recommended
4502	A12	Correctional Officer II	4502	A12	Correctional Officer II	No change recommended
4503	A14	Correctional Officer III	4503	A14	Correctional Officer III	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4504	A15	Correctional Officer IV	4504	A15	Correctional Officer IV	No change recommended
4505	A17	Correctional Officer V	4505	A17	Correctional Officer V	No change recommended
4510	B18	Sergeant of Correctional Officers	4510	B18	Sergeant of Correctional Officers	No change recommended
4511	B19	Lieutenant of Correctional Officers	4511	B19	Lieutenant of Correctional Officers	No change recommended
4512	B20	Captain of Correctional Officers	4512	B20	Captain of Correctional Officers	No change recommended
4513	B21	Major of Correctional Officers	4513	B21	Major of Correctional Officers	No change recommended
4520	A10	Juvenile Correctional Officer I	4520	A10	Juvenile Correctional Officer I	No change recommended
4521	A12	Juvenile Correctional Officer II	4521	A12	Juvenile Correctional Officer II	No change recommended
4522	A14	Juvenile Correctional Officer III	4522	A14	Juvenile Correctional Officer III	No change recommended
4523	A15	Juvenile Correctional Officer IV	4523	A15	Juvenile Correctional Officer IV	No change recommended
4524	A17	Juvenile Correctional Officer V	4524	A17	Juvenile Correctional Officer V	No change recommended
4525	B19	Juvenile Correctional Officer Supervisor	4525	B19	Juvenile Correctional Officer Supervisor	No change recommended
4526	B20	Dorm Supervisor I	4526	B20	Dorm Supervisor I	No change recommended
4527	B21	Dorm Supervisor II	4527	B21	Dorm Supervisor II	No change recommended
4530	B21	Halfway House Assistant Superintendent	4530	B21	Halfway House Assistant Superintendent	No change recommended
4531	B23	Halfway House Superintendent	4531	B23	Halfway House Superintendent	No change recommended
4532	B24	Youth Facility Assistant Superintendent	4532	B24	Youth Facility Assistant Superintendent	No change recommended
4533	B26	Youth Facility Superintendent	4533	B26	Youth Facility Superintendent	No change recommended
4540	B15	Parole Officer I	4540	B15	Parole Officer I	No change recommended
4541	B16	Parole Officer II	4541	B16	Parole Officer II	No change recommended
4542	B17	Parole Officer III	4542	B17	Parole Officer III	No change recommended
4543	B19	Parole Officer IV	4543	B19	Parole Officer IV	No change recommended
4544	B21	Parole Officer V	4544	B21	Parole Officer V	No change recommended
4546	B17	Intensive Medical Parole Officer I	4546	B17	Intensive Medical Parole Officer I	No change recommended
4547	B19	Intensive Medical Parole Officer II	4547	B19	Intensive Medical Parole Officer II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4548	B21	Intensive Medical Parole Officer III	4548	B21	Intensive Medical Parole Officer III	No change recommended
4550	B24	Assistant Warden	4550	B24	Assistant Warden	No change recommended
4551	B26	Warden I	4551	B26	Warden I	No change recommended
4552	B27	Warden II	4552	B27	Warden II	No change recommended
4560	A13	Counsel Substitute I	4560	A13	Counsel Substitute I	No change recommended
4561	A15	Counsel Substitute II	4561	A15	Counsel Substitute II	No change recommended
4562	A17	Counsel Substitute III	4562	A17	Counsel Substitute III	No change recommended
4571	A14	Correctional Transportation Officer				<i>Deletion</i>
4646	A13	Industrial Specialist I				<i>Deletion</i>
4647	A14	Industrial Specialist II	<b>4647</b>	<b>A14</b>	<i>Industrial Specialist I</i>	<i>Title change</i>
4648	A15	Industrial Specialist III	<b>4648</b>	<b>A15</b>	<i>Industrial Specialist II</i>	<i>Title change</i>
4649	A16	Industrial Specialist IV	<b>4649</b>	<b>A16</b>	<i>Industrial Specialist III</i>	<i>Title change</i>
4650	A17	Industrial Specialist V	<b>4650</b>	<b>A17</b>	<i>Industrial Specialist IV</i>	<i>Title change</i>
4651	A18	Industrial Specialist VI	<b>4651</b>	<b>A18</b>	<i>Industrial Specialist V</i>	<i>Title change</i>
4671	A13	Agriculture Specialist I				<i>Deletion</i>
4672	A14	Agriculture Specialist II	<b>4672</b>	<b>A14</b>	<i>Agriculture Specialist I</i>	<i>Title change</i>
4673	A15	Agriculture Specialist III	<b>4673</b>	<b>A15</b>	<i>Agriculture Specialist II</i>	<i>Title change</i>
4674	A16	Agriculture Specialist IV	<b>4674</b>	<b>A16</b>	<i>Agriculture Specialist III</i>	<i>Title change</i>
4675	A17	Agriculture Specialist V	<b>4675</b>	<b>A17</b>	<i>Agriculture Specialist IV</i>	<i>Title change</i>
4676	A18	Agriculture Specialist VI	<b>4676</b>	<b>A18</b>	<i>Agriculture Specialist V</i>	<i>Title change</i>
<b>Social Services</b>						
5002	B15	Adult Protective Services Specialist I	5002	B15	Adult Protective Services Specialist I	No change recommended
5003	B16	Adult Protective Services Specialist II	5003	B16	Adult Protective Services Specialist II	No change recommended
5004	B17	Adult Protective Services Specialist III	5004	B17	Adult Protective Services Specialist III	No change recommended
5005	B18	Adult Protective Services Specialist IV	5005	B18	Adult Protective Services Specialist IV	No change recommended
5006	B19	Adult Protective Services Specialist V	5006	B19	Adult Protective Services Specialist V	No change recommended
5010	B19	Family Services Specialist I	5010	B19	Family Services Specialist I	No change recommended
5011	B20	Family Services Specialist II	5011	B20	Family Services Specialist II	No change recommended
5016	B20	Family and Protective Services Supervisor I	5016	B20	Family and Protective Services Supervisor I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5017	B22	Family and Protective Services Supervisor II	5017	B22	Family and Protective Services Supervisor II	No change recommended
5018	B24	Family and Protective Services Supervisor III	5018	B24	Family and Protective Services Supervisor III	No change recommended
5023	B15	Child Protective Services Specialist I	5023	B15	Child Protective Services Specialist I	No change recommended
5024	B16	Child Protective Services Specialist II	5024	B16	Child Protective Services Specialist II	No change recommended
5025	B17	Child Protective Services Specialist III	5025	B17	Child Protective Services Specialist III	No change recommended
5026	B18	Child Protective Services Specialist IV	5026	B18	Child Protective Services Specialist IV	No change recommended
5027	B19	Child Protective Services Specialist V	5027	B19	Child Protective Services Specialist V	No change recommended
5030	B15	Protective Services Intake Specialist I	5030	B15	Protective Services Intake Specialist I	No change recommended
5031	B16	Protective Services Intake Specialist II	5031	B16	Protective Services Intake Specialist II	No change recommended
5032	B17	Protective Services Intake Specialist III	5032	B17	Protective Services Intake Specialist III	No change recommended
5033	B18	Protective Services Intake Specialist IV	5033	B18	Protective Services Intake Specialist IV	No change recommended
5034	B19	Protective Services Intake Specialist V	5034	B19	Protective Services Intake Specialist V	No change recommended
5040	B14	Adult and Child Care Licensing Specialist I	5040	B14	Adult and Child Care Licensing Specialist I	No change recommended
5041	B15	Adult and Child Care Licensing Specialist II	5041	B15	Adult and Child Care Licensing Specialist II	No change recommended
5042	B16	Adult and Child Care Licensing Specialist III	5042	B16	Adult and Child Care Licensing Specialist III	No change recommended
5043	B17	Adult and Child Care Licensing Specialist IV	5043	B17	Adult and Child Care Licensing Specialist IV	No change recommended
5044	B18	Adult and Child Care Licensing Specialist V	5044	B18	Adult and Child Care Licensing Specialist V	No change recommended
5050	A06	Rehabilitation Therapy Technician I	5050	A06	Rehabilitation Therapy Technician I	No change recommended
5051	A08	Rehabilitation Therapy Technician II	5051	A08	Rehabilitation Therapy Technician II	No change recommended
5052	A10	Rehabilitation Therapy Technician III	5052	A10	Rehabilitation Therapy Technician III	No change recommended
5053	A12	Rehabilitation Therapy Technician IV	5053	A12	Rehabilitation Therapy Technician IV	No change recommended
5054	A14	Rehabilitation Therapy Technician V	5054	A14	Rehabilitation Therapy Technician V	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5062	B16	Vocational Rehabilitation Counselor I	5062	B16	Vocational Rehabilitation Counselor I	No change recommended
5063	B17	Vocational Rehabilitation Counselor II	5063	B17	Vocational Rehabilitation Counselor II	No change recommended
5064	B18	Vocational Rehabilitation Counselor III	5064	B18	Vocational Rehabilitation Counselor III	No change recommended
5065	B20	Vocational Rehabilitation Counselor IV	5065	B20	Vocational Rehabilitation Counselor IV	No change recommended
5079	A13	Chaplaincy Services Assistant	5079	A13	Chaplaincy Services Assistant	No change recommended
5081	B17	Chaplain I	5081	B17	Chaplain I	No change recommended
5082	B19	Chaplain II	5082	B19	Chaplain II	No change recommended
5083	B21	Chaplain III	5083	B21	Chaplain III	No change recommended
5090	B12	Rehabilitation Teacher I	5090	B12	Rehabilitation Teacher I	No change recommended
5091	B14	Rehabilitation Teacher II	5091	B14	Rehabilitation Teacher II	No change recommended
5092	B16	Rehabilitation Teacher III	5092	B16	Rehabilitation Teacher III	No change recommended
5104	B13	Veterans Services Representative I	5104	B13	Veterans Services Representative I	No change recommended
5105	B14	Veterans Services Representative II	5105	B14	Veterans Services Representative II	No change recommended
5106	B15	Veterans Services Representative III	5106	B15	Veterans Services Representative III	No change recommended
5107	B16	Veterans Services Representative IV	5107	B16	Veterans Services Representative IV	No change recommended
5108	B18	Veterans Services Representative V	5108	B18	Veterans Services Representative V	No change recommended
5109	B20	Veterans Services Representative VI	5109	B20	Veterans Services Representative VI	No change recommended
5111	B15	Substance Abuse Counselor I	5111	B15	Substance Abuse Counselor I	No change recommended
5112	B16	Substance Abuse Counselor II	5112	B16	Substance Abuse Counselor II	No change recommended
5113	B17	Substance Abuse Counselor III	5113	B17	Substance Abuse Counselor III	No change recommended
5121	A08	Direct Support Professional I	5121	A08	Direct Support Professional I	No change recommended
5122	A10	Direct Support Professional II	5122	A10	Direct Support Professional II	No change recommended
5123	A12	Direct Support Professional III	5123	A12	Direct Support Professional III	No change recommended
5124	A14	Direct Support Professional IV	5124	A14	Direct Support Professional IV	No change recommended



**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5131	B19	Qualified Intellectual Disability Professional I	5131	B19	Qualified Intellectual Disability Professional I	No change recommended
5132	B20	Qualified Intellectual Disability Professional II	5132	B20	Qualified Intellectual Disability Professional II	No change recommended
5133	B21	Qualified Intellectual Disability Professional III	5133	B21	Qualified Intellectual Disability Professional III	No change recommended
5134	B23	Qualified Intellectual Disability Professional IV	5134	B23	Qualified Intellectual Disability Professional IV	No change recommended
5140	B12	Recreation Program Specialist I	5140	B12	Recreation Program Specialist I	No change recommended
5142	B14	Recreation Program Specialist II	5142	B14	Recreation Program Specialist II	No change recommended
5144	B16	Recreation Program Specialist III	5144	B16	Recreation Program Specialist III	No change recommended
5151	A08	Psychiatric Nursing Assistant I	5151	A08	Psychiatric Nursing Assistant I	No change recommended
5152	A10	Psychiatric Nursing Assistant II	5152	A10	Psychiatric Nursing Assistant II	No change recommended
5153	A12	Psychiatric Nursing Assistant III	5153	A12	Psychiatric Nursing Assistant III	No change recommended
5154	A14	Psychiatric Nursing Assistant IV	5154	A14	Psychiatric Nursing Assistant IV	No change recommended
5201	A07	Resident Specialist I	5201	A07	Resident Specialist I	No change recommended
5203	A09	Resident Specialist II	5203	A09	Resident Specialist II	No change recommended
5205	A11	Resident Specialist III	5205	A11	Resident Specialist III	No change recommended
5207	A13	Resident Specialist IV	5207	A13	Resident Specialist IV	No change recommended
5209	A15	Resident Specialist V	5209	A15	Resident Specialist V	No change recommended
5226	B11	Case Manager I	5226	B11	Case Manager I	No change recommended
5227	B13	Case Manager II	5227	B13	Case Manager II	No change recommended
5228	B15	Case Manager III	5228	B15	Case Manager III	No change recommended
5229	B17	Case Manager IV	5229	B17	Case Manager IV	No change recommended
5230	B18	Case Manager V	5230	B18	Case Manager V	No change recommended
5232	B13	Volunteer Services Coordinator I	5232	B13	Volunteer Services Coordinator I	No change recommended
5233	B15	Volunteer Services Coordinator II	5233	B15	Volunteer Services Coordinator II	No change recommended
5234	B17	Volunteer Services Coordinator III	5234	B17	Volunteer Services Coordinator III	No change recommended
5235	B19	Volunteer Services Coordinator IV	5235	B19	Volunteer Services Coordinator IV	No change recommended
5400	B15	Social Worker I	5400	B15	Social Worker I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5402	B17	Social Worker II	5402	B17	Social Worker II	No change recommended
5404	B19	Social Worker III	5404	B19	Social Worker III	No change recommended
5406	B21	Social Worker IV	5406	B21	Social Worker IV	No change recommended
5503	A07	Human Services Technician I	5503	A07	Human Services Technician I	No change recommended
5504	A09	Human Services Technician II	5504	A09	Human Services Technician II	No change recommended
5505	A10	Human Services Technician III	5505	A10	Human Services Technician III	No change recommended
5506	A12	Human Services Technician IV	5506	A12	Human Services Technician IV	No change recommended
5540	B11	Child Support Officer I	5540	B11	Child Support Officer I	No change recommended
5541	B13	Child Support Officer II	5541	B13	Child Support Officer II	No change recommended
5542	B15	Child Support Officer III	5542	B15	Child Support Officer III	No change recommended
5543	B17	Child Support Officer IV	5543	B17	Child Support Officer IV	No change recommended
5544	B19	Child Support Officer V	5544	B19	Child Support Officer V	No change recommended
5550	A09	Child Support Technician I				<i>Deletion</i>
5551	A11	Child Support Technician II	<b>5551</b>	<b>A11</b>	<b>Child Support Technician I</b>	<b>Title change</b>
5552	A13	Child Support Technician III	<b>5552</b>	<b>A13</b>	<b>Child Support Technician II</b>	<b>Title change</b>
			<b>5553</b>	<b>A15</b>	<b>Child Support Technician III</b>	<b>New job classification</b>
5616	B16	Interpreter I	<b>5616</b>	<b>B17</b>	<b>Interpreter I</b>	<b>Reallocation</b>
5617	B18	Interpreter II	<b>5617</b>	<b>B19</b>	<b>Interpreter II</b>	<b>Reallocation</b>
5618	B20	Interpreter III	<b>5618</b>	<b>B21</b>	<b>Interpreter III</b>	<b>Reallocation</b>
			<b>5619</b>	<b>B23</b>	<b>Interpreter IV</b>	<b>New job classification</b>
5620	B12	Texas Works Advisor I	5620	B12	Texas Works Advisor I	No change recommended
5622	B13	Texas Works Advisor II	5622	B13	Texas Works Advisor II	No change recommended
5624	B14	Texas Works Advisor III	5624	B14	Texas Works Advisor III	No change recommended
5626	B15	Texas Works Advisor IV	5626	B15	Texas Works Advisor IV	No change recommended
5628	B16	Texas Works Advisor V	5628	B16	Texas Works Advisor V	No change recommended
5630	B19	Texas Works Supervisor I	5630	B19	Texas Works Supervisor I	No change recommended
5632	B21	Texas Works Supervisor II	5632	B21	Texas Works Supervisor II	No change recommended
5700	B11	Human Services Specialist I	5700	B11	Human Services Specialist I	No change recommended
5701	B12	Human Services Specialist II	5701	B12	Human Services Specialist II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5702	B13	Human Services Specialist III	5702	B13	Human Services Specialist III	No change recommended
5703	B14	Human Services Specialist IV	5703	B14	Human Services Specialist IV	No change recommended
5704	B15	Human Services Specialist V	5704	B15	Human Services Specialist V	No change recommended
5705	B16	Human Services Specialist VI	5705	B16	Human Services Specialist VI	No change recommended
5706	B17	Human Services Specialist VII	5706	B17	Human Services Specialist VII	No change recommended
5710	B15	Transition Coordinator I	5710	B15	Transition Coordinator I	No change recommended
5711	B17	Transition Coordinator II	5711	B17	Transition Coordinator II	No change recommended
5712	B19	Transition Coordinator III	5712	B19	Transition Coordinator III	No change recommended
5713	B21	Transition Coordinator IV	5713	B21	Transition Coordinator IV	No change recommended
5720	B19	Human Rights Officer I	5720	B19	Human Rights Officer I	No change recommended
5721	B21	Human Rights Officer II	5721	B21	Human Rights Officer II	No change recommended
5722	B23	Human Rights Officer III	5722	B23	Human Rights Officer III	No change recommended
5723	B25	Human Rights Officer IV	5723	B25	Human Rights Officer IV	No change recommended
5730	B19	Guardianship Specialist	5730	B19	Guardianship Specialist	No change recommended
5732	B21	Guardianship Supervisor	5732	B21	Guardianship Supervisor	No change recommended
<b>Public Safety</b>						
6052	B19	Forensic Scientist I	<b>6052</b>	<b>B20</b>	<i>Forensic Scientist I</i>	<i>Reallocation</i>
6053	B20	Forensic Scientist II	<b>6053</b>	<b>B21</b>	<i>Forensic Scientist II</i>	<i>Reallocation</i>
6054	B21	Forensic Scientist III	<b>6054</b>	<b>B22</b>	<i>Forensic Scientist III</i>	<i>Reallocation</i>
6055	B22	Forensic Scientist IV	<b>6055</b>	<b>B23</b>	<i>Forensic Scientist IV</i>	<i>Reallocation</i>
6056	B23	Forensic Scientist V	<b>6056</b>	<b>B24</b>	<i>Forensic Scientist V</i>	<i>Reallocation</i>
6057	B24	Forensic Scientist VI	<b>6057</b>	<b>B25</b>	<i>Forensic Scientist VI</i>	<i>Reallocation</i>
6095	A13	Police Communications Operator I	<b>6095</b>	<b>B13</b>	<i>Police Communications Operator I</i>	<i>Salary schedule change</i>
6096	A14	Police Communications Operator II	<b>6096</b>	<b>B14</b>	<i>Police Communications Operator II</i>	<i>Salary schedule change</i>
6097	A15	Police Communications Operator III	<b>6097</b>	<b>B15</b>	<i>Police Communications Operator III</i>	<i>Salary schedule change</i>
6098	A16	Police Communications Operator IV	<b>6098</b>	<b>B16</b>	<i>Police Communications Operator IV</i>	<i>Salary schedule change</i>
6099	A18	Police Communications Operator V	<b>6099</b>	<b>B18</b>	<i>Police Communications Operator V</i>	<i>Salary schedule change</i>
6100	A19	Police Communications Operator VI	<b>6100</b>	<b>B19</b>	<i>Police Communications Operator VI</i>	<i>Salary schedule change</i>

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			<b>6101</b>	<b>B21</b>	<b>Police Communications Operator VII</b>	<b>New job classification</b>
6115	B12	Fingerprint Analyst I	<b>6115</b>	<b>B12</b>	<b>Biometrics Analyst I</b>	<b>Title change</b>
6116	B14	Fingerprint Analyst II	<b>6116</b>	<b>B14</b>	<b>Biometrics Analyst II</b>	<b>Title change</b>
6117	B16	Fingerprint Analyst III	<b>6117</b>	<b>B16</b>	<b>Biometrics Analyst III</b>	<b>Title change</b>
			<b>6118</b>	<b>B18</b>	<b>Biometrics Analyst IV</b>	<b>New job classification</b>
6120	B15	Crime Laboratory Specialist I	<b>6120</b>	<b>B16</b>	<b>Crime Laboratory Specialist I</b>	<b>Reallocation</b>
6121	B16	Crime Laboratory Specialist II	<b>6121</b>	<b>B17</b>	<b>Crime Laboratory Specialist II</b>	<b>Reallocation</b>
6122	B17	Crime Laboratory Specialist III	<b>6122</b>	<b>B18</b>	<b>Crime Laboratory Specialist III</b>	<b>Reallocation</b>
6152	B19	Combined DNA Index System Analyst I				<b>Deletion</b>
6154	B21	Combined DNA Index System Analyst II				<b>Deletion</b>
6160	B15	Crime Analyst I	6160	B15	Crime Analyst I	No change recommended
6162	B17	Crime Analyst II	6162	B17	Crime Analyst II	No change recommended
			<b>6163</b>	<b>B19</b>	<b>Crime Analyst III</b>	<b>New job classification</b>
6170	B21	Criminal Intelligence Analyst I	6170	B21	Criminal Intelligence Analyst I	No change recommended
6172	B23	Criminal Intelligence Analyst II	6172	B23	Criminal Intelligence Analyst II	No change recommended
6174	B25	Criminal Intelligence Analyst III	6174	B25	Criminal Intelligence Analyst III	No change recommended
6221	A10	Public Safety Records Technician I	6221	A10	Public Safety Records Technician I	No change recommended
6222	A11	Public Safety Records Technician II	6222	A11	Public Safety Records Technician II	No change recommended
6223	A12	Public Safety Records Technician III	6223	A12	Public Safety Records Technician III	No change recommended
6224	A13	Public Safety Records Technician IV	6224	A13	Public Safety Records Technician IV	No change recommended
6229	A07	Security Officer I	6229	A07	Security Officer I	No change recommended
6230	A09	Security Officer II	6230	A09	Security Officer II	No change recommended
6232	A11	Security Officer III	6232	A11	Security Officer III	No change recommended
6234	A13	Security Officer IV	6234	A13	Security Officer IV	No change recommended
			<b>6236</b>	<b>A15</b>	<b>Security Officer V</b>	<b>New job classification</b>
6240	B17	Emergency Management Program Coordinator I	6240	B17	Emergency Management Program Coordinator I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6241	B19	Emergency Management Program Coordinator II	6241	B19	Emergency Management Program Coordinator II	No change recommended
6242	B21	Emergency Management Program Coordinator III	6242	B21	Emergency Management Program Coordinator III	No change recommended
6243	B23	Emergency Management Program Coordinator IV	6243	B23	Emergency Management Program Coordinator IV	No change recommended
6244	B25	Emergency Management Program Coordinator V	6244	B25	Emergency Management Program Coordinator V	No change recommended
6250	B14	State Park Police Officer Trainee (Cadet)	6250	B14	State Park Police Officer Trainee (Cadet)	No change recommended
6251	B16	Probationary State Park Police Officer	6251	B16	Probationary State Park Police Officer	No change recommended
6252	B18	State Park Police Officer	<b>6252</b>	<b>B21</b>	<b>State Park Police Officer</b>	<b>Reallocation</b>
6253	B22	Sergeant, State Park Police Officer	6253	B22	Sergeant, State Park Police Officer	No change recommended
6254	B23	Lieutenant, State Park Police Officer	6254	B23	Lieutenant, State Park Police Officer	No change recommended
6255	B24	Captain, State Park Police Officer	6255	B24	Captain, State Park Police Officer	No change recommended
6256	B25	Major, State Park Police Officer	6256	B25	Major, State Park Police Officer	No change recommended
<b>Military</b>						
			<b>6400</b>	<b>A10</b>	<b>Military Technician I</b>	<b>New job classification</b>
			<b>6401</b>	<b>A12</b>	<b>Military Technician II</b>	<b>New job classification</b>
			<b>6402</b>	<b>A14</b>	<b>Military Technician III</b>	<b>New job classification</b>
			<b>6403</b>	<b>A16</b>	<b>Military Technician IV</b>	<b>New job classification</b>
			<b>6405</b>	<b>A20</b>	<b>Military Technician V</b>	<b>New job classification</b>
6500	B10	Military Specialist I				<b>Deletion</b>
6501	B12	Military Specialist II				<b>Deletion</b>
			<b>6501</b>	<b>B20</b>	<b>Military Specialist I</b>	<b>New job classification</b>
6502	B22	Military Specialist III	<b>6502</b>	<b>B22</b>	<b>Military Specialist II</b>	<b>Title change</b>
6503	B24	Military Specialist IV	<b>6503</b>	<b>B24</b>	<b>Military Specialist III</b>	<b>Title change</b>
6504	B27	Military Specialist V	<b>6504</b>	<b>B27</b>	<b>Military Specialist IV</b>	<b>Title change</b>
6505	B30	Military Specialist VI	<b>6505</b>	<b>B30</b>	<b>Military Specialist V</b>	<b>Title change</b>
<b>Library and Records</b>						
7306	B18	Archeologist I	7306	B18	Archeologist I	No change recommended
7308	B20	Archeologist II	7308	B20	Archeologist II	No change recommended
7310	B22	Archeologist III	7310	B22	Archeologist III	No change recommended
7315	B15	Historian I	7315	B15	Historian I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
7317	B17	Historian II	7317	B17	Historian II	No change recommended
7319	B19	Historian III	7319	B19	Historian III	No change recommended
7350	A09	Library Assistant I				<b>Deletion</b>
7352	A11	Library Assistant II	<b>7352</b>	<b>A11</b>	<b>Library Assistant I</b>	<b>Title change</b>
7354	A13	Library Assistant III	<b>7354</b>	<b>A13</b>	<b>Library Assistant II</b>	<b>Title change</b>
7401	B14	Librarian I	7401	B14	Librarian I	No change recommended
7402	B16	Librarian II	7402	B16	Librarian II	No change recommended
7403	B18	Librarian III	7403	B18	Librarian III	No change recommended
7404	B20	Librarian IV	7404	B20	Librarian IV	No change recommended
7405	B14	Archivist I	7405	B14	Archivist I	No change recommended
7407	B16	Archivist II	7407	B16	Archivist II	No change recommended
7409	B18	Archivist III	7409	B18	Archivist III	No change recommended
7411	B20	Archivist IV	7411	B20	Archivist IV	No change recommended
7464	B15	Exhibit Technician	7464	B15	Exhibit Technician	No change recommended
7466	B16	Curator I	7466	B16	Curator I	No change recommended
7468	B18	Curator II	7468	B18	Curator II	No change recommended
7470	B20	Curator III	7470	B20	Curator III	No change recommended
7472	B22	Curator IV	7472	B22	Curator IV	No change recommended
7480	B15	Records Analyst I	7480	B15	Records Analyst I	No change recommended
7481	B17	Records Analyst II	7481	B17	Records Analyst II	No change recommended
7482	B19	Records Analyst III	7482	B19	Records Analyst III	No change recommended
<b>Custodial</b>						
8003	A05	Custodian I	8003	A05	Custodian I	No change recommended
8005	A06	Custodian II	8005	A06	Custodian II	No change recommended
8007	A08	Custodian III	8007	A08	Custodian III	No change recommended
8021	A12	Custodial Manager I	8021	A12	Custodial Manager I	No change recommended
8023	A14	Custodial Manager II	8023	A14	Custodial Manager II	No change recommended
8025	A16	Custodial Manager III	8025	A16	Custodial Manager III	No change recommended
8031	A05	Groundskeeper I	8031	A05	Groundskeeper I	No change recommended
8032	A06	Groundskeeper II	8032	A06	Groundskeeper II	No change recommended
8033	A08	Groundskeeper III	8033	A08	Groundskeeper III	No change recommended
8034	A10	Groundskeeper IV	8034	A10	Groundskeeper IV	No change recommended
8035	A12	Groundkeeper V	8035	A12	Groundskeeper V	No change recommended
8103	A05	Food Service Worker I	8103	A05	Food Service Worker I	No change recommended
8104	A07	Food Service Worker II	8104	A07	Food Service Worker II	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8108	A12	Food Service Manager I	8108	A12	Food Service Manager I	No change recommended
8109	A14	Food Service Manager II	8109	A14	Food Service Manager II	No change recommended
8110	A16	Food Service Manager III	8110	A16	Food Service Manager III	No change recommended
8111	A18	Food Service Manager IV	8111	A18	Food Service Manager IV	No change recommended
8116	A06	Cook I	8116	A06	Cook I	No change recommended
8117	A07	Cook II	8117	A07	Cook II	No change recommended
8118	A09	Cook III	8118	A09	Cook III	No change recommended
8119	A11	Cook IV	8119	A11	Cook IV	No change recommended
8252	A04	Laundry/Sewing Room Worker I	8252	A04	Laundry/Sewing Room Worker I	No change recommended
8253	A06	Laundry/Sewing Room Worker II	8253	A06	Laundry/Sewing Room Worker II	No change recommended
8254	A08	Laundry/Sewing Room Worker III	8254	A08	Laundry/Sewing Room Worker III	No change recommended
8260	A12	Laundry Manager I	8260	A12	Laundry Manager I	No change recommended
8261	A14	Laundry Manager II	8261	A14	Laundry Manager II	No change recommended
8262	A16	Laundry Manager III	8262	A16	Laundry Manager III	No change recommended
8263	A18	Laundry Manager IV	8263	A18	Laundry Manager IV	No change recommended
8302	A07	Barber/Cosmetologist	8302	A07	Barber/Cosmetologist	No change recommended
<b>Maintenance</b>						
9022	A15	Equipment Operator I	9022	A15	Equipment Operator I	No change recommended
9024	A16	Equipment Operator II	9024	A16	Equipment Operator II	No change recommended
			<b>9026</b>	<b>A18</b>	<b>Equipment Operator III</b>	<b>New job classification</b>
9034	A11	Air Conditioning and Boiler Operator I	9034	A11	Air Conditioning and Boiler Operator I	No change recommended
9035	A13	Air Conditioning and Boiler Operator II	9035	A13	Air Conditioning and Boiler Operator II	No change recommended
9036	A15	Air Conditioning and Boiler Operator III	9036	A15	Air Conditioning and Boiler Operator III	No change recommended
9037	A17	Air Conditioning and Boiler Operator IV	9037	A17	Air Conditioning and Boiler Operator IV	No change recommended
9041	A09	Maintenance Specialist I	9041	A09	Maintenance Specialist I	No change recommended
9042	A11	Maintenance Specialist II	9042	A11	Maintenance Specialist II	No change recommended
9043	A12	Maintenance Specialist III	9043	A12	Maintenance Specialist III	No change recommended
9044	A14	Maintenance Specialist IV	9044	A14	Maintenance Specialist IV	No change recommended
9045	A16	Maintenance Specialist V	9045	A16	Maintenance Specialist V	No change recommended
9053	A15	Maintenance Supervisor I	9053	A15	Maintenance Supervisor I	No change recommended

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9054	A16	Maintenance Supervisor II	9054	A16	Maintenance Supervisor II	No change recommended
9055	A17	Maintenance Supervisor III	9055	A17	Maintenance Supervisor III	No change recommended
9056	A19	Maintenance Supervisor IV	9056	A19	Maintenance Supervisor IV	No change recommended
9060	A15	Electronics Technician I	9060	A15	Electronics Technician I	No change recommended
9062	A17	Electronics Technician II	9062	A17	Electronics Technician II	No change recommended
9064	A19	Electronics Technician III	9064	A19	Electronics Technician III	No change recommended
			<b>9066</b>	<b>A21<sup>e</sup></b>	<b>Electronics Technician IV</b>	<b>New job classification</b>
9305	A14	Transportation Maintenance Specialist I	9305	A14	Transportation Maintenance Specialist I	No change recommended
9306	A15	Transportation Maintenance Specialist II	9306	A15	Transportation Maintenance Specialist II	No change recommended
9307	A16	Transportation Maintenance Specialist III	9307	A16	Transportation Maintenance Specialist III	No change recommended
9308	A17	Transportation Maintenance Specialist IV	9308	A17	Transportation Maintenance Specialist IV	No change recommended
9309	A18	Transportation Maintenance Specialist V	9309	A18	Transportation Maintenance Specialist V	No change recommended
9322	A08	Vehicle Driver I	9322	A08	Vehicle Driver I	No change recommended
9323	A10	Vehicle Driver II	9323	A10	Vehicle Driver II	No change recommended
9324	A12	Vehicle Driver III	9324	A12	Vehicle Driver III	No change recommended
			<b>9325</b>	<b>A14</b>	<b>Vehicle Driver IV</b>	<b>New job classification</b>
9416	A10	Motor Vehicle Technician I	9416	A10	Motor Vehicle Technician I	No change recommended
9417	A12	Motor Vehicle Technician II	9417	A12	Motor Vehicle Technician II	No change recommended
9418	A14	Motor Vehicle Technician III	9418	A14	Motor Vehicle Technician III	No change recommended
9419	A16	Motor Vehicle Technician IV	9419	A16	Motor Vehicle Technician IV	No change recommended
9420	A18	Motor Vehicle Technician V	9420	A18	Motor Vehicle Technician V	No change recommended
9512	A13	Machinist I	9512	A13	Machinist I	No change recommended
9514	A15	Machinist II	9514	A15	Machinist II	No change recommended
9626	B24	Aircraft Pilot I	9626	B24	Aircraft Pilot I	No change recommended
9628	B26	Aircraft Pilot II	9628	B26	Aircraft Pilot II	No change recommended
9636	B21	Aircraft Mechanic I				<b>Deletion</b>
9638	B22	Aircraft Mechanic II	<b>9638</b>	<b>B22</b>	<b>Aircraft Mechanic I</b>	<b>Title change</b>
9640	B23	Aircraft Mechanic III	<b>9640</b>	<b>B23</b>	<b>Aircraft Mechanic II</b>	<b>Title change</b>
			<b>9642</b>	<b>B24</b>	<b>Aircraft Mechanic III</b>	<b>New job classification</b>
9700	A10	Radio Communications Technician I	<b>9700</b>	<b>A11</b>	<b>Radio Communications Technician I</b>	<b>Reallocation</b>



**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9704	A12	Radio Communications Technician II	<b>9704</b>	<b>A13</b>	<b>Radio Communications Technician II</b>	<b>Reallocation</b>
9706	A14	Radio Communications Technician III	<b>9706</b>	<b>A15</b>	<b>Radio Communications Technician III</b>	<b>Reallocation</b>
9733	A14	Equipment Maintenance Technician I	9733	A14	Equipment Maintenance Technician I	No change recommended
9734	A16	Equipment Maintenance Technician II	9734	A16	Equipment Maintenance Technician II	No change recommended
9802	A14	Electrician I	9802	A14	Electrician I	No change recommended
9804	A16	Electrician II	9804	A16	Electrician II	No change recommended
9806	A18	Electrician III	9806	A18	Electrician III	No change recommended
9808	A20	Electrician IV	9808	A20	Electrician IV	No change recommended
9812	A14	HVAC Mechanic I	9812	A14	HVAC Mechanic I	No change recommended
9814	A16	HVAC Mechanic II	9814	A16	HVAC Mechanic II	No change recommended
9816	A18	HVAC Mechanic III	9816	A18	HVAC Mechanic III	No change recommended
9820	A14	Plumber I	9820	A14	Plumber I	No change recommended
9822	A16	Plumber II	9822	A16	Plumber II	No change recommended
9824	A18	Plumber III	9824	A18	Plumber III	No change recommended
			<b>9826</b>	<b>A20</b>	<b>Plumber IV</b>	<b>New job classification</b>
9830	B20	Ferryboat Specialist I	9830	B20	Ferryboat Specialist I	No change recommended
9832	B21	Ferryboat Specialist II	9832	B21	Ferryboat Specialist II	No change recommended
9834	B22	Ferryboat Specialist III	9834	B22	Ferryboat Specialist III	No change recommended
9836	B23	Ferryboat Specialist IV	9836	B23	Ferryboat Specialist IV	No change recommended
9838	A11	Ferryboat Deckhand I	9838	A11	Ferryboat Deckhand I	No change recommended
9839	A13	Ferryboat Deckhand II	9839	A13	Ferryboat Deckhand II	No change recommended
			<b>9840</b>	<b>A15</b>	<b>Ferryboat Deckhand III</b>	<b>New job classification</b>
			<b>9850</b>	<b>B21</b>	<b>Ferryboat Captain I</b>	<b>New job classification</b>
			<b>9852</b>	<b>B22</b>	<b>Ferryboat Captain II</b>	<b>New job classification</b>
			<b>9854</b>	<b>B23</b>	<b>Ferryboat Captain III</b>	<b>New job classification</b>
			<b>9860</b>	<b>B19</b>	<b>Intelligent Transportation Systems Specialist I</b>	<b>New job classification</b>
			<b>9861</b>	<b>B21</b>	<b>Intelligent Transportation Systems Specialist II</b>	<b>New job classification</b>
			<b>9862</b>	<b>B23</b>	<b>Intelligent Transportation Systems Specialist III</b>	<b>New job classification</b>

**Recommended Changes to the State's Position Classification Plan**

Current (Fiscal Years 2020-2021)			Recommended (Fiscal Years 2022-2023)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			<b>9863</b>	<b>B25</b>	<b><i>Intelligent Transportation Systems Specialist IV</i></b>	<b><i>New job classification</i></b>

- <sup>a</sup> The State Auditor's Office is moving the Document Services Technician job classification series from the Office Services occupational category to the Administrative Support occupational category.
- <sup>b</sup> The State Auditor's Office is deleting the Office Services occupational category.
- <sup>c</sup> The State Auditor's Office is moving the Compliance Analyst job classification series from the Legal occupational category to the Compliance, Inspection, and Investigation occupational category.
- <sup>d</sup> The State Auditor's Office is moving the Quality Assurance Specialist job classification series from the Social Services occupational category to the Compliance, Inspection, and Investigation occupational category.
- <sup>e</sup> The State Auditor's Office is recommending the addition of a new salary group A21 with a pay range of \$48,278 to \$78,953 to Salary Schedule A.

Sources: Current information from the General Appropriations Act (86th Legislature), Article IX, Section 2.01, pages IX-1 through IX-19, and recommended information based on State Auditor's Office analysis.

## Market Analysis

Table 8 lists the 376 benchmark positions—jobs in the private and public sectors that match corresponding state jobs in terms of duties, scope, and responsibility—available for the State’s Position Classification Plan by occupational category, the midpoint of the salary range for employees in those positions, the market average salary, and the market index for each benchmark. On average, the market indices for the benchmark positions reviewed indicate that the State’s salary ranges are 7.4 percent below the market. The table is sorted by the order of the job classification series in the General Appropriations Act.

Table 8

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
<b>Administrative Support</b>					
0006	A09	Receptionist	\$29,320	\$31,286	0.94
0055	A07	Clerk I	\$26,679	\$31,328	0.85
0057	A09	Clerk II	\$29,320	\$33,829	0.87
0059	A11	Clerk III	\$33,844	\$39,298	0.86
0130	A09	Customer Service Representative I	\$29,320	\$32,066	0.91
0132	A11	Customer Service Representative II	\$33,844	\$33,715	1.00
0136	A15	Customer Service Representative IV	\$42,511	\$42,420	1.00
0138	A17	Customer Service Representative V	\$47,688	\$51,902	0.92
0150	A09	Administrative Assistant I	\$29,320	\$33,470	0.88
0154	A13	Administrative Assistant III	\$37,914	\$40,570	0.93
0156	A15	Administrative Assistant IV	\$42,511	\$45,167	0.94
0160	B17	Executive Assistant I	\$47,688	\$51,440	0.93
0162	B19	Executive Assistant II	\$55,602	\$60,298	0.92
0164	B21	Executive Assistant III	\$63,616	\$70,638	0.90
0170	B12	License and Permit Specialist I	\$35,819	\$37,359	0.96
0332	A11	Document Services Technician II <sup>b</sup>	\$33,844	\$37,984	0.89
0333	A13	Document Services Technician III <sup>b</sup>	\$37,914	\$41,814	0.91
0334	A15	Document Services Technician IV <sup>b</sup>	\$42,511	\$45,371	0.94
0335	A17	Document Services Technician V <sup>b</sup>	\$47,688	\$52,422	0.91
<b>Market Index - Administrative Support</b>					<b>0.92</b>

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
<b>Information Technology</b>					
0211	B20	Data Base Administrator I	\$59,473	\$63,853	0.93
0212	B22	Data Base Administrator II	\$68,047	\$77,258	0.88
0214	B26	Data Base Administrator IV	\$93,406	\$101,977	0.92
0215	B28	Data Base Administrator V	\$113,022	\$122,740	0.92
0221	B20	Business Analyst I	\$59,473	\$59,245	1.00
0222	B22	Business Analyst II	\$68,047	\$67,416	1.01
0224	B26	Business Analyst IV	\$93,406	\$98,809	0.95
0228	B13	Systems Support Specialist I	\$37,914	\$42,843	0.88
0229	B15	Systems Support Specialist II	\$42,511	\$47,549	0.89
0230	B17	Systems Support Specialist III	\$47,688	\$53,105	0.90
0231	B19	Systems Support Specialist IV	\$55,602	\$58,800	0.95
0235	B23	Information Technology Security Analyst I	\$72,789	\$78,343	0.93
0237	B27	Information Technology Security Analyst III	\$102,747	\$110,144	0.93
0238	B30	Information Security Officer	\$136,756	\$137,686	0.99
0241	B19	Programmer I	\$55,602	\$64,904	0.86
0243	B23	Programmer III	\$72,789	\$84,502	0.86
0244	B25	Programmer IV	\$83,298	\$97,881	0.85
0246	B28	Programmer VI	\$113,022	\$116,268	0.97
0247	B21	Information Technology Auditor I	\$63,616	\$66,365	0.96
0250	B27	Information Technology Auditor IV	\$102,747	\$104,452	0.98
0253	B18	Systems Analyst II	\$51,985	\$59,535	0.87
0254	B20	Systems Analyst III	\$59,473	\$67,764	0.88
0255	B22	Systems Analyst IV	\$68,047	\$76,487	0.89
0257	B26	Systems Analyst VI	\$93,406	\$97,534	0.96
0271	B20	Geographic Information Specialist II	\$59,473	\$57,685	1.03
0282	B18	Telecommunications Specialist I	\$51,985	\$52,447	0.99
0285	B24	Telecommunications Specialist IV	\$77,862	\$83,240	0.94
0288	B18	Network Specialist II	\$51,985	\$55,856	0.93
0290	B22	Network Specialist IV	\$68,047	\$72,135	0.94
0292	B26	Network Specialist VI	\$93,406	\$101,288	0.92
0295	B26	Business Continuity Coordinator II	\$93,406	\$97,421	0.96
0301	B20	Web Administrator II	\$59,473	\$63,918	0.93
0303	B24	Web Administrator IV	\$77,862	\$79,886	0.97
0312	B20	Systems Administrator III	\$59,473	\$66,039	0.90
0313	B22	Systems Administrator IV	\$68,047	\$71,867	0.95

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
0314	B24	Systems Administrator V	\$77,862	\$87,641	0.89
0317	B28	Data Architect I	\$113,022	\$111,534	1.01
0320	B25	Cybersecurity Analyst I	\$83,298	\$86,606	0.96
0322	B27	Cybersecurity Analyst II	\$102,747	\$105,274	0.98
0326	B30	Cybersecurity Officer	\$136,756	\$137,686	0.99
<b>Market Index - Information Technology</b>					<b>0.94</b>
Planning, Research, and Statistics					
0517	B19	Planner II	\$55,602	\$59,195	0.94
0519	B23	Planner IV	\$72,789	\$81,674	0.89
0592	A13	Research and Statistics Technician II	\$37,914	\$39,161	0.97
0600	B15	Research Specialist I	\$42,511	\$46,130	0.92
0602	B17	Research Specialist II	\$47,688	\$54,687	0.87
0604	B19	Research Specialist III	\$55,602	\$62,435	0.89
0626	B19	Statistician II	\$55,602	\$54,808	1.01
0630	B22	Statistician IV	\$68,047	\$79,883	0.85
0646	B24	Economist IV	\$77,862	\$80,942	0.96
0651	B20	Data Analyst II	\$59,473	\$62,390	0.95
0653	B24	Data Analyst IV	\$77,862	\$77,378	1.01
0655	B28	Data Analyst VI	\$113,022	\$113,568	1.00
<b>Market Index - Planning, Research, and Statistics</b>					<b>0.94</b>
Education					
0812	A09	Teacher Aide I	\$29,320	\$30,197	0.97
0822	B21	Education Specialist III	\$63,616	\$66,145	0.96
<b>Market Index - Education</b>					<b>0.97</b>
Accounting, Auditing, and Finance					
1000	A11	Accounting Technician I	\$33,844	\$38,155	0.89
1012	B14	Accountant I	\$40,139	\$44,965	0.89
1016	B17	Accountant III	\$47,688	\$52,923	0.90
1020	B21	Accountant V	\$63,616	\$67,735	0.94
1022	B23	Accountant VI	\$72,789	\$71,801	1.01
1044	B17	Auditor I	\$47,688	\$51,338	0.93
1046	B19	Auditor II	\$55,602	\$60,636	0.92
1050	B23	Auditor IV	\$72,789	\$79,506	0.92
1052	B25	Auditor V	\$83,298	\$92,107	0.90
1062	B18	Taxpayer Compliance Officer IV	\$51,985	\$53,331	0.97
1080	B20	Financial Analyst I	\$59,473	\$62,687	0.95

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
1082	B22	Financial Analyst II	\$68,047	\$73,218	0.93
1085	B26	Financial Analyst IV	\$93,406	\$97,090	0.96
1104	B21	Financial Examiner III	\$63,616	\$64,624	0.98
1131	B24	Investment Analyst II	\$77,862	\$84,137	0.93
1155	B17	Budget Analyst I	\$47,688	\$53,842	0.89
1157	B21	Budget Analyst III	\$63,616	\$70,021	0.91
1159	B25	Budget Analyst V	\$83,298	\$86,245	0.97
1242	B12	Reimbursement Officer I	\$35,819	\$37,872	0.95
1248	B18	Reimbursement Officer IV	\$51,985	\$53,244	0.98
1291	B15	Payroll Specialist I	\$42,511	\$44,605	0.95
1294	B21	Payroll Specialist IV	\$63,616	\$63,170	1.01
1295	B23	Payroll Specialist V	\$72,789	\$72,247	1.01
<b>Market Index - Accounting, Auditing, and Finance</b>					<b>0.94</b>
<b>Compliance, Inspection, and Investigation (formerly Inspectors and Investigators)</b>					
1323	B15	Inspector III	\$42,511	\$45,195	0.94
1324	B17	Inspector IV	\$47,688	\$48,525	0.98
1353	B18	Investigator IV	\$51,985	\$52,851	0.98
1354	B20	Investigator V	\$59,473	\$63,643	0.93
3683	B22	Compliance Analyst III <sup>c</sup>	\$68,047	\$68,913	0.99
3684	B24	Compliance Analyst IV <sup>c</sup>	\$77,862	\$81,598	0.95
5527	B18	Quality Assurance Specialist II <sup>d</sup>	\$51,985	\$54,171	0.96
5529	B22	Quality Assurance Specialist IV <sup>d</sup>	\$68,047	\$76,102	0.89
<b>Market Index - Compliance, Inspection, and Investigation</b>					<b>0.95</b>
<b>Program Management</b>					
1550	B17	Staff Services Officer I	\$47,688	\$49,275	0.97
1553	B20	Staff Services Officer IV	\$59,473	\$65,852	0.90
1554	B21	Staff Services Officer V	\$63,616	\$71,524	0.89
1558	B20	Project Manager I	\$59,473	\$61,588	0.97
1559	B22	Project Manager II	\$68,047	\$77,269	0.88
1561	B26	Project Manager IV	\$93,406	\$103,657	0.90
1562	B28	Project Manager V	\$113,022	\$120,289	0.94
1600	B22	Manager I	\$68,047	\$74,711	0.91
1602	B24	Manager III	\$77,862	\$85,682	0.91
1605	B28	Manager VI	\$113,022	\$115,146	0.98
1620	B26	Director I	\$93,406	\$97,477	0.96

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
1622	B28	Director III	\$113,022	\$120,443	0.94
1623	B29	Director IV	\$124,323	\$136,689	0.91
1624	B30	Director V	\$136,756	\$150,793	0.91
1630	B33	Deputy Director I	\$182,022	\$190,314	0.96
1631	B34	Deputy Director II	\$200,224	\$202,991	0.99
1662	B23	Project Management Specialist III	\$72,789	\$79,080	0.92
<b>Market Index - Program Management</b>					<b>0.93</b>
<b>Human Resources and Training and Development (formerly Human Resources)</b>					
1727	B12	Human Resources Assistant	\$35,819	\$40,182	0.89
1731	B16	Human Resources Specialist II	\$45,024	\$52,928	0.85
1733	B18	Human Resources Specialist III	\$51,985	\$55,871	0.93
1735	B20	Human Resources Specialist IV	\$59,473	\$68,321	0.87
1739	B24	Human Resources Specialist VI	\$77,862	\$90,925	0.86
1782	B15	Training Specialist II	\$42,511	\$48,758	0.87
1784	B19	Training Specialist IV	\$55,602	\$63,960	0.87
1786	B23	Training Specialist VI	\$72,789	\$84,716	0.86
<b>Market Index - Human Resources and Training and Development</b>					<b>0.87</b>
<b>Information and Communication</b>					
1810	B16	Creative Media Designer I	\$45,024	\$45,901	0.98
1812	B18	Creative Media Designer II	\$51,985	\$55,093	0.94
1816	B22	Creative Media Designer IV	\$68,047	\$68,110	1.00
1822	B15	Marketing Specialist I	\$42,511	\$48,965	0.87
1824	B19	Marketing Specialist III	\$55,602	\$58,179	0.96
1826	B23	Marketing Specialist V	\$72,789	\$80,753	0.90
1830	B15	Information Specialist I	\$42,511	\$44,008	0.97
1831	B17	Information Specialist II	\$47,688	\$53,572	0.89
1833	B21	Information Specialist IV	\$63,616	\$70,747	0.90
1834	B23	Information Specialist V	\$72,789	\$82,745	0.88
1840	A10	Multimedia Technician I	\$30,741	\$34,716	0.89
1842	A14	Multimedia Technician III	\$40,139	\$43,695	0.92
1860	B18	Management Analyst I	\$51,985	\$59,959	0.87
1864	B22	Management Analyst III	\$68,047	\$73,593	0.92
1870	B18	Technical Writer I	\$51,985	\$58,181	0.89
1872	B22	Technical Writer III	\$68,047	\$77,660	0.88
1875	B17	Editor I	\$47,688	\$53,081	0.90
1876	B19	Editor II	\$55,602	\$58,556	0.95

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
1877	B21	Editor III	\$63,616	\$70,003	0.91
1890	B23	Government Relations Specialist I	\$72,789	\$69,348	1.05
1894	B27	Government Relations Specialist III	\$102,747	\$103,124	1.00
<b>Market Index - Information and Communication</b>					<b>0.93</b>
Property Management and Procurement					
1911	A10	Inventory and Store Specialist I	\$30,741	\$32,019	0.96
1915	A18	Inventory and Store Specialist V	\$51,985	\$55,268	0.94
1920	B18	Grant Coordinator I	\$51,985	\$58,442	0.89
1931	B14	Purchaser II	\$40,139	\$45,702	0.88
1932	B16	Purchaser III	\$45,024	\$51,523	0.87
1933	B18	Purchaser IV	\$51,985	\$59,426	0.87
1935	B22	Purchaser VI	\$68,047	\$77,603	0.88
1960	B25	Contract Administration Manager I	\$83,298	\$90,619	0.92
1982	B19	Contract Specialist III	\$55,602	\$61,150	0.91
1986	B23	Contract Specialist V	\$72,789	\$74,561	0.98
1992	B19	Property Manager II	\$55,602	\$64,600	0.86
1995	B23	Property Manager IV	\$72,789	\$80,323	0.91
1997	B19	Fleet Manager II	\$55,602	\$57,515	0.97
1998	B21	Fleet Manager III	\$63,616	\$62,749	1.01
<b>Market Index - Property Management and Procurement</b>					<b>0.92</b>
Land Surveying, Appraising, and Utilities					
2054	B21	Land Surveyor II	\$63,616	\$66,391	0.96
2064	B19	Appraiser II	\$55,602	\$57,807	0.96
2084	B17	Right of Way Agent III	\$47,688	\$53,442	0.89
2093	B20	Utility Specialist I	\$59,473	\$64,686	0.92
<b>Market Index - Land Surveying, Appraising, and Utilities</b>					<b>0.93</b>
Engineering and Design					
2123	A14	Engineering Technician II	\$40,139	\$45,449	0.88
2125	A18	Engineering Technician IV	\$51,985	\$53,807	0.97
2128	B18	Engineering Specialist II	\$51,985	\$56,828	0.91
2152	B22	Engineer I	\$68,047	\$76,064	0.89
2153	B23	Engineer II	\$72,789	\$79,136	0.92
2155	B25	Engineer IV	\$83,298	\$94,623	0.88
2157	B27	Engineer VI	\$102,747	\$112,754	0.91
2181	A17	Drafting Technician I	\$47,688	\$52,814	0.90
2182	A19	Drafting Technician II	\$55,602	\$62,333	0.89



Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
2256	B19	Project Design Specialist II	\$55,602	\$60,597	0.92
2264	B23	Architect II	\$72,789	\$75,786	0.96
2266	B25	Architect III	\$83,298	\$88,775	0.94
<b>Market Index - Engineering and Design</b>					<b>0.92</b>
Natural Resources					
2360	B19	Geoscientist II	\$55,602	\$60,777	0.91
2464	B21	Hydrologist III	\$63,616	\$67,906	0.94
2473	B18	Chemist II	\$51,985	\$56,783	0.92
2475	B22	Chemist IV	\$68,047	\$75,381	0.90
2584	B19	Sanitarian II	\$55,602	\$53,222	1.04
2640	B14	Park Ranger I	\$40,139	\$44,462	0.90
2652	B18	Environmental Protection Specialist II	\$51,985	\$57,808	0.90
2655	B25	Environmental Protection Specialist V	\$83,298	\$87,451	0.95
2682	B15	Natural Resources Specialist I	\$42,511	\$46,200	0.92
2683	B17	Natural Resources Specialist II	\$47,688	\$53,797	0.89
2685	B21	Natural Resources Specialist IV	\$63,616	\$68,914	0.92
2689	A15	Fish and Wildlife Technician II	\$42,511	\$42,428	1.00
2690	A17	Fish and Wildlife Technician III	\$47,688	\$53,560	0.89
2700	B20	Park Superintendent I	\$59,473	\$62,409	0.95
<b>Market Index - Natural Resources</b>					<b>0.93</b>
Safety					
2731	B18	Safety Officer II	\$51,985	\$56,091	0.93
2732	B20	Safety Officer III	\$59,473	\$64,115	0.93
2734	B24	Safety Officer V	\$77,862	\$87,276	0.89
2740	B15	Risk Management Specialist I	\$42,511	\$48,202	0.88
2742	B19	Risk Management Specialist III	\$55,602	\$60,383	0.92
2744	B23	Risk Management Specialist V	\$72,789	\$81,201	0.90
2761	B17	Rescue Specialist I	\$47,688	\$50,195	0.95
2763	B21	Rescue Specialist III	\$63,616	\$70,900	0.90
<b>Market Index - Safety</b>					<b>0.91</b>
Insurance					
2844	B18	Insurance Specialist III	\$51,985	\$53,020	0.98
2914	B18	Retirement System Benefits Specialist III	\$51,985	\$57,317	0.91
2922	B16	Claims Examiner II	\$45,024	\$50,006	0.90
2924	B20	Claims Examiner IV	\$59,473	\$67,392	0.88
<b>Market Index - Insurance</b>					<b>0.92</b>

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
<b>Employment</b>					
3023	B14	Workforce Development Specialist III	\$40,139	\$44,579	0.90
3026	B18	Workforce Development Specialist V	\$51,985	\$55,483	0.94
3154	B15	Unemployment Insurance Claims Examiner III	\$42,511	\$43,367	0.98
<b>Market Index - Employment</b>					<b>0.94</b>
<b>Legal</b>					
3503	B23	Attorney II	\$72,789	\$81,727	0.89
3505	B27	Attorney IV	\$102,747	\$114,386	0.90
3506	B29	Attorney V	\$124,323	\$121,207	1.03
3522	B27	General Counsel II	\$102,747	\$117,215	0.88
3525	B32	General Counsel V	\$165,475	\$186,587	0.89
3566	A14	Legal Secretary II	\$40,139	\$43,137	0.93
3569	A20	Legal Secretary V	\$59,473	\$67,080	0.89
3572	B15	Legal Assistant I	\$42,511	\$49,829	0.85
3574	B17	Legal Assistant II	\$47,688	\$55,090	0.87
3576	B19	Legal Assistant III	\$55,602	\$60,216	0.92
3666	B25	Ombudsman V	\$83,298	\$76,573	1.09
3667	B27	Ombudsman VI	\$102,747	\$93,469	1.10
<b>Market Index - Legal</b>					<b>0.94</b>
<b>Medical and Health</b>					
4002	A10	Dietetic Technician II	\$30,741	\$31,998	0.96
4017	B19	Dietetic and Nutrition Specialist II	\$55,602	\$57,826	0.96
4018	B21	Dietetic and Nutrition Specialist III	\$63,616	\$63,762	1.00
4074	B16	Public Health and Prevention Specialist II	\$45,024	\$45,714	0.98
4082	B19	Epidemiologist I	\$55,602	\$62,188	0.89
4084	B23	Epidemiologist III	\$72,789	\$82,423	0.88
4127	B25	Veterinarian II	\$83,298	\$91,252	0.91
4142	A10	Laboratory Technician I	\$30,741	\$31,797	0.97
4144	A12	Laboratory Technician II	\$35,819	\$40,173	0.89
4222	B17	Microbiologist II	\$47,688	\$54,501	0.87
4224	B21	Microbiologist IV	\$63,616	\$68,479	0.93
4227	B17	Health Specialist II	\$47,688	\$52,478	0.91
4293	B17	Radiological Technologist II	\$47,688	\$52,884	0.90
4294	B19	Radiological Technologist III	\$55,602	\$60,801	0.91
4346	A14	Orthopedic Equipment Technician III	\$40,139	\$42,507	0.94

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
4360	A18	Registered Therapist Assistant	\$51,985	\$57,084	0.91
4365	B24	Registered Therapist IV	\$77,862	\$87,949	0.89
4384	A07	Medical Technician II	\$26,679	\$29,673	0.90
4385	A09	Medical Technician III	\$29,320	\$32,073	0.91
4386	A11	Medical Technician IV	\$33,844	\$37,179	0.91
4402	B15	Medical Technologist II	\$42,511	\$46,659	0.91
4403	B17	Medical Technologist III	\$47,688	\$55,932	0.85
4404	B19	Medical Technologist IV	\$55,602	\$61,928	0.90
4405	B21	Medical Technologist V	\$63,616	\$69,680	0.91
4412	B21	Nurse II	\$63,616	\$70,948	0.90
4413	B23	Nurse III	\$72,789	\$77,106	0.94
4414	B25	Nurse IV	\$83,298	\$87,868	0.95
4417	B21	Public Health Nurse II	\$63,616	\$70,970	0.90
4421	A14	Licensed Vocational Nurse I	\$40,139	\$46,828	0.86
4422	A16	Licensed Vocational Nurse II	\$45,024	\$51,763	0.87
4428	A19	Respiratory Care Practitioner	\$55,602	\$60,840	0.91
4436	B32	Physician I	\$165,475	\$175,733	0.94
4438	B34	Physician III	\$200,224	\$222,754	0.90
4440	B27	Physician Assistant	\$102,747	\$113,185	0.91
4451	B27	Advanced Practice Registered Nurse I	\$102,747	\$114,582	0.90
4452	B28	Advanced Practice Registered Nurse II	\$113,022	\$117,384	0.96
4453	B24	Medical Research Specialist	\$77,862	\$74,585	1.04
4457	B31	Dentist II	\$150,431	\$138,292	1.09
4459	B33	Dentist III	\$182,022	\$171,036	1.06
4462	B22	Psychologist I	\$68,047	\$76,242	0.89
4465	B26	Psychologist III	\$93,406	\$101,041	0.92
4477	B33	Psychiatrist II	\$182,022	\$210,956	0.86
4479	B35	Psychiatrist IV	\$220,247	\$233,238	0.94
4482	A11	Dental Assistant I	\$33,844	\$36,602	0.92
4483	A13	Dental Assistant II	\$37,914	\$42,140	0.90
4489	B21	Dental Hygienist I	\$63,616	\$62,588	1.02
4490	B23	Dental Hygienist II	\$72,789	\$75,888	0.96
4492	B27	Pharmacist I	\$102,747	\$121,273	0.85
4493	B29	Pharmacist II	\$124,323	\$131,530	0.95
4498	A10	Pharmacy Technician I	\$30,741	\$35,872	0.86
4499	A12	Pharmacy Technician II	\$35,819	\$38,563	0.93
<b>Market Index - Medical and Health</b>					<b>0.92</b>

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
<b>Criminal Justice</b>					
4503	A14	Correctional Officer III	\$40,139	\$44,451	0.90
4510	B18	Sergeant of Correctional Officers	\$51,985	\$56,046	0.93
4512	B20	Captain of Correctional Officers	\$59,473	\$68,114	0.87
4522	A14	Juvenile Correctional Officer III	\$40,139	\$44,609	0.90
4533	B26	Youth Facility Superintendent	\$93,406	\$98,772	0.95
4541	B16	Parole Officer II	\$45,024	\$52,408	0.86
4544	B21	Parole Officer V	\$63,616	\$67,762	0.94
4551	B26	Warden I	\$93,406	\$98,772	0.95
4552	B27	Warden II	\$102,747	\$109,518	0.94
4650	A17	Industrial Specialist V	\$47,688	\$51,043	0.93
<b>Market Index - Criminal Justice</b>					<b>0.92</b>
<b>Social Services</b>					
5002	B15	Adult Protective Services Specialist I	\$42,511	\$46,598	0.91
5004	B17	Adult Protective Services Specialist III	\$47,688	\$52,706	0.90
5005	B18	Adult Protective Services Specialist IV	\$51,985	\$59,359	0.88
5023	B15	Child Protective Services Specialist I	\$42,511	\$46,598	0.91
5025	B17	Child Protective Services Specialist III	\$47,688	\$52,706	0.90
5026	B18	Child Protective Services Specialist IV	\$51,985	\$59,359	0.88
5050	A06	Rehabilitation Therapy Technician I	\$25,464	\$29,300	0.87
5062	B16	Vocational Rehabilitation Counselor I	\$45,024	\$50,699	0.89
5081	B17	Chaplain I	\$47,688	\$52,121	0.91
5082	B19	Chaplain II	\$55,602	\$58,849	0.94
5108	B18	Veterans Services Representative V	\$51,985	\$59,010	0.88
5111	B15	Substance Abuse Counselor I	\$42,511	\$47,029	0.90
5113	B17	Substance Abuse Counselor III	\$47,688	\$53,257	0.90
5122	A10	Direct Support Professional II	\$30,741	\$33,066	0.93
5123	A12	Direct Support Professional III	\$35,819	\$37,158	0.96
5140	B12	Recreation Program Specialist I	\$35,819	\$38,010	0.94
5144	B16	Recreation Program Specialist III	\$45,024	\$48,245	0.93
5151	A08	Psychiatric Nursing Assistant I	\$27,967	\$31,913	0.88
5153	A12	Psychiatric Nursing Assistant III	\$35,819	\$38,518	0.93
5203	A09	Resident Specialist II	\$29,320	\$31,819	0.92
5209	A15	Resident Specialist V	\$42,511	\$42,322	1.00
5226	B11	Case Manager I	\$33,844	\$36,562	0.93
5228	B15	Case Manager III	\$42,511	\$45,597	0.93

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
5233	B15	Volunteer Services Coordinator II	\$42,511	\$47,542	0.89
5402	B17	Social Worker II	\$47,688	\$52,127	0.91
5404	B19	Social Worker III	\$55,602	\$60,759	0.92
5504	A09	Human Services Technician II	\$29,320	\$32,706	0.90
5506	A12	Human Services Technician IV	\$35,819	\$39,903	0.90
5542	B15	Child Support Officer III	\$42,511	\$43,282	0.98
5616	B16	Interpreter I	\$45,024	\$51,133	0.88
5622	B13	Texas Works Advisor II	\$37,914	\$41,661	0.91
5720	B19	Human Rights Officer I	\$55,602	\$58,582	0.95
<b>Market Index - Social Services</b>					<b>0.92</b>
Public Safety					
6054	B21	Forensic Scientist III	\$63,616	\$66,509	0.96
6096	A14	Police Communications Operator II	\$40,139	\$45,118	0.89
6117	B16	Fingerprint Analyst III	\$45,024	\$47,664	0.94
6120	B15	Crime Laboratory Specialist I	\$42,511	\$44,970	0.95
6230	A09	Security Officer II	\$29,320	\$32,501	0.90
6232	A11	Security Officer III	\$33,844	\$34,777	0.97
6234	A13	Security Officer IV	\$37,914	\$42,412	0.89
6241	B19	Emergency Management Program Coordinator II	\$55,602	\$54,876	1.01
6252	B18	State Park Police Officer	\$51,985	\$59,226	0.88
<b>Market Index - Public Safety</b>					<b>0.93</b>
Military					
There are no benchmarks for the Military occupational category.					
Library and Records					
7306	B18	Archeologist I	\$51,985	\$54,429	0.96
7310	B22	Archeologist III	\$68,047	\$69,371	0.98
7319	B19	Historian III	\$55,602	\$61,530	0.90
7350	A09	Library Assistant I	\$29,320	\$30,860	0.95
7352	A11	Library Assistant II	\$33,844	\$35,045	0.97
7354	A13	Library Assistant III	\$37,914	\$38,807	0.98
7402	B16	Librarian II	\$45,024	\$50,150	0.90
7404	B20	Librarian IV	\$59,473	\$66,023	0.90
7407	B16	Archivist II	\$45,024	\$52,288	0.86
7409	B18	Archivist III	\$51,985	\$60,864	0.85
7464	B15	Exhibit Technician	\$42,511	\$46,124	0.92

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
7468	B18	Curator II	\$51,985	\$54,491	0.95
7470	B20	Curator III	\$59,473	\$61,517	0.97
<b>Market Index - Library and Records</b>					<b>0.93</b>
Custodial					
8003	A05	Custodian I	\$24,309	\$26,844	0.91
8005	A06	Custodian II	\$25,464	\$28,536	0.89
8007	A08	Custodian III	\$27,967	\$31,770	0.88
8021	A12	Custodial Manager I	\$35,819	\$38,543	0.93
8025	A16	Custodial Manager III	\$45,024	\$48,314	0.93
8033	A08	Groundskeeper III	\$27,967	\$30,941	0.90
8034	A10	Groundskeeper IV	\$30,741	\$32,885	0.93
8103	A05	Food Service Worker I	\$24,309	\$26,297	0.92
8104	A07	Food Service Worker II	\$26,679	\$29,913	0.89
8108	A12	Food Service Manager I	\$35,819	\$38,000	0.94
8109	A14	Food Service Manager II	\$40,139	\$43,495	0.92
8111	A18	Food Service Manager IV	\$51,985	\$61,124	0.85
8116	A06	Cook I	\$25,464	\$27,835	0.91
8117	A07	Cook II	\$26,679	\$30,061	0.89
8118	A09	Cook III	\$29,320	\$31,763	0.92
8252	A04	Laundry/Sewing Room Worker I	\$23,209	\$26,392	0.88
<b>Market Index - Custodial</b>					<b>0.91</b>
Maintenance					
9022	A15	Equipment Operator I	\$42,511	\$36,528	1.16
9024	A16	Equipment Operator II	\$45,024	\$45,155	1.00
9036	A15	Air Conditioning and Boiler Operator III	\$42,511	\$45,506	0.93
9042	A11	Maintenance Specialist II	\$33,844	\$37,939	0.89
9043	A12	Maintenance Specialist III	\$35,819	\$40,371	0.89
9044	A14	Maintenance Specialist IV	\$40,139	\$43,992	0.91
9054	A16	Maintenance Supervisor II	\$45,024	\$50,486	0.89
9056	A19	Maintenance Supervisor IV	\$55,602	\$64,078	0.87
9060	A15	Electronics Technician I	\$42,511	\$46,104	0.92
9064	A19	Electronics Technician III	\$55,602	\$62,963	0.88
9322	A08	Vehicle Driver I	\$27,967	\$32,195	0.87
9324	A12	Vehicle Driver III	\$35,819	\$42,377	0.85
9418	A14	Motor Vehicle Technician III	\$40,139	\$43,187	0.93
9419	A16	Motor Vehicle Technician IV	\$45,024	\$50,527	0.89

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
9512	A13	Machinist I	\$37,914	\$41,705	0.91
9514	A15	Machinist II	\$42,511	\$49,404	0.86
9733	A14	Equipment Maintenance Technician I	\$40,139	\$43,296	0.93
9734	A16	Equipment Maintenance Technician II	\$45,024	\$45,943	0.98
9804	A16	Electrician II	\$45,024	\$50,251	0.90
9808	A20	Electrician IV	\$59,473	\$61,075	0.97
9814	A16	HVAC Mechanic II	\$45,024	\$48,944	0.92
9816	A18	HVAC Mechanic III	\$51,985	\$56,916	0.91
9822	A16	Plumber II	\$45,024	\$48,915	0.92
9824	A18	Plumber III	\$51,985	\$58,539	0.89
<b>Market Index - Maintenance</b>					<b>0.92</b>
<p><sup>a</sup> The market index shows the relationship of a state salary range to the market average. For example, a market index of 1.00 indicates that the midpoint of a state salary range is fully competitive with the market, a market index of 0.80 indicates that the midpoint of a state salary range is 20 percent less than average market pay, and a market index of 1.05 indicates the midpoint of a salary range is 5 percent more than average market pay.</p> <p><sup>b</sup> The State Auditor's Office is moving the Document Services Technician job classification series from the Office Services occupational category to the Administrative Support occupational category.</p> <p><sup>c</sup> The State Auditor's Office is moving the Compliance Analyst job classification series from the Legal occupational category to the Compliance, Inspection, and Investigation occupational category.</p> <p><sup>d</sup> The State Auditor's Office is moving the Quality Assurance Specialist job classification series from the Social Services occupational category to the Compliance, Inspection, and Investigation occupational category.</p>					

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

## Market Analyses for Agencies with a Turnover Rate Exceeding 17.0 Percent

Eighteen state agencies had turnover rates<sup>3</sup> exceeding 17.0 percent in fiscal year 2019. See Table 9 for statewide turnover rates over a 10-year period.

For the 18 agencies, the State Auditor’s Office selected examples of job classification series with at least 20 employees and a turnover rate exceeding 17.0 percent and conducted an agency-level market analysis.

Tables 10 through 27 in this appendix present the results of the agency-level market analyses. Each table is sorted by the order of the job classification number in the General Appropriations Act. (Market analysis information for other job classification series on a statewide level is presented in Appendix 4.)

Table 9

History of Statewide Turnover Rates Fiscal Years 2010 through 2019			
Fiscal Year	Statewide Turnover Rate	Fiscal Year	Statewide Turnover Rate
2010	14.6%	2015	18.0%
2011	16.8%	2016	17.6%
2012	17.3%	2017	18.6%
2013	17.6%	2018	19.3%
2014	17.5%	2019	20.3%

Sources: The State Auditor’s Office’s Electronic Classification Analysis System and *An Annual Report on Classified Employee Turnover for Fiscal Year 2019* (State Auditor’s Office Report No. 20-703, March 2020).

<sup>3</sup> Turnover rates are applicable to classified regular, full- and part-time employees in state agencies during fiscal year 2019. Classified employees are employees who are subject to the State’s Position Classification Plan. This report does not include data from higher education institutions.



Table 10

Juvenile Justice Department								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Clerk</b>								
0055 - Clerk I	No incumbents	No incumbents	\$26,679	\$23,466	\$31,328	Not applicable	Not applicable	Not applicable
0057 - Clerk II	28	\$25,459	\$29,320	\$26,100	\$33,829	-\$3,861	-\$641	-\$8,370
0059 - Clerk III	31	\$30,494	\$33,844	\$30,188	\$39,298	-\$3,350	\$306	-\$8,804
<b>Juvenile Correctional Officer <sup>a b</sup></b>								
4520 - Juvenile Correctional Officer I	20	\$36,018	\$30,741	Not applicable	No market data available	\$5,277	Not applicable	Not applicable
4521 - Juvenile Correctional Officer II	40	\$38,147	\$35,819	Not applicable	No market data available	\$2,328	Not applicable	Not applicable
4522 - Juvenile Correctional Officer III	312	\$37,461	\$40,139	Not applicable	\$44,609	-\$2,678	Not applicable	-\$7,148
4523 - Juvenile Correctional Officer IV	197	\$40,745	\$42,511	Not applicable	No market data available	-\$1,766	Not applicable	Not applicable
4524 - Juvenile Correctional Officer V	469	\$45,549	\$47,688	Not applicable	No market data available	-\$2,139	Not applicable	Not applicable
4545 - Juvenile Correctional Officer Supervisor	No incumbents	No incumbents	\$55,602	Not applicable	No market data available	Not applicable	Not applicable	Not applicable
<b>Case Manager</b>								
5226 - Case Manager I	11	\$38,247	\$33,844	\$30,218	\$36,562	\$4,403	\$8,029	\$1,685
5227 - Case Manager II	22	\$40,542	\$37,914	\$33,160	No market data available	\$2,628	\$7,382	Not applicable
5228 - Case Manager III	22	\$44,210	\$42,511	\$36,763	\$45,597	\$1,699	\$7,447	-\$1,387
5229 - Case Manager IV	52	\$46,327	\$47,688	\$42,804	No market data available	-\$1,361	\$3,523	Not applicable
5230 - Case Manager V	No incumbents	No incumbents	\$51,985	\$45,729	No market data available	Not applicable	Not applicable	Not applicable

**Juvenile Justice Department**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Cook</b>								
8116 - Cook I	No incumbents	No incumbents	\$25,464	\$22,222	\$27,835	Not applicable	Not applicable	Not applicable
8117 - Cook II	No incumbents	No incumbents	\$26,679	\$23,377	\$30,061	Not applicable	Not applicable	Not applicable
8118 - Cook III	53	\$29,334	\$29,320	\$26,098	\$31,763	\$14	\$3,236	-\$2,428
8119 - Cook IV	No incumbents	No incumbents	\$33,844	\$29,323	No market data available	Not applicable	Not applicable	Not applicable

<sup>a</sup> The Juvenile Correctional Officer job classification series is specific to the Juvenile Justice Department. Therefore, a statewide average annual salary (excluding the Agency) cannot be determined.

<sup>b</sup> The 86th Legislature reallocated the Juvenile Correctional Officer job classification series to salary groups A10, A12, A14, A15, A17, and B19; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

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

Table 11

Office of Injured Employee Counsel								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Customer Service Representative</b>								
0130 - Customer Service Representative I	No incumbents	No incumbents	\$29,320	\$27,302	\$32,066	Not applicable	Not applicable	Not applicable
0132 - Customer Service Representative II	No incumbents	No incumbents	\$33,844	\$30,520	\$33,715	Not applicable	Not applicable	Not applicable
0134 - Customer Service Representative III	27	\$33,451	\$37,914	\$34,646	No market data available	-\$4,463	-\$1,195	Not applicable
0136 - Customer Service Representative IV	9	\$37,360	\$42,511	\$36,734	\$42,420	-\$5,151	\$626	-\$5,060
0138 - Customer Service Representative V	1	\$38,000	\$47,688	\$42,326	\$51,902	-\$9,688	-\$4,326	-\$13,902
<b>Ombudsman</b>								
3659 - Associate Ombudsman	No incumbents	No incumbents	\$42,511	Not applicable	No market data available	Not applicable	Not applicable	Not applicable
3660 - Ombudsman I	44	\$42,476	\$47,688	\$39,476	No market data available	-\$5,212	\$2,999	Not applicable
3662 - Ombudsman II	21	\$46,926	\$55,602	\$44,402	No market data available	-\$8,676	\$2,524	Not applicable
3663 - Ombudsman III	8	\$53,604	\$63,616	\$51,406	No market data available	-\$10,012	\$2,198	Not applicable
3665 - Ombudsman IV	No incumbents	No incumbents	\$72,789	\$61,578	No market data available	Not applicable	Not applicable	Not applicable
3666 - Ombudsman V	No incumbents	No incumbents	\$83,298	\$78,103	\$76,573	Not applicable	Not applicable	Not applicable
3667 - Ombudsman VI	No incumbents	No incumbents	\$102,747	\$79,283	\$93,469	Not applicable	Not applicable	Not applicable

**Office of Injured Employee Counsel**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
3668 - Ombudsman VII	No incumbents	No incumbents	\$124,323	\$100,880	No market data available	Not applicable	Not applicable	Not applicable

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

Table 12

Health and Human Services Commission								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Clerk</b>								
0055 - Clerk I	338	\$23,497	\$26,679	\$23,459	\$31,328	-\$3,182	\$38	-\$7,831
0057 - Clerk II	1,082	\$26,055	\$29,320	\$26,221	\$33,829	-\$3,265	-\$166	-\$7,774
0059 - Clerk III	311	\$30,075	\$33,844	\$30,330	\$39,298	-\$3,769	-\$255	-\$9,224
<b>Nurse <sup>a</sup></b>								
4411 - Nurse I	807	\$57,574	\$55,602	\$60,688	No market data available	\$1,972	-\$3,114	Not applicable
4412 - Nurse II	883	\$62,357	\$63,616	\$63,264	\$70,948	-\$1,259	-\$906	-\$8,591
4413 - Nurse III	334	\$68,016	\$72,789	\$74,772	\$77,106	-\$4,773	-\$6,756	-\$9,090
4414 - Nurse IV	34	\$80,635	\$83,298	\$87,219	\$87,868	-\$2,663	-\$6,584	-\$7,233
<b>Direct Support Professionals <sup>b</sup></b>								
5121 - Direct Support Professional I	3,853	\$25,412	\$27,967	Not applicable	No market data available	-\$2,555	Not applicable	Not applicable
5122 - Direct Support Professional II	1,553	\$28,464	\$30,741	Not applicable	\$33,066	-\$2,277	Not applicable	-\$4,602
5123 - Direct Support Professional III	710	\$31,331	\$35,819	Not applicable	\$37,158	-\$4,488	Not applicable	-\$5,827
5124 - Direct Support Professional IV	346.0	\$35,550	\$40,139	Not applicable	No market data available	-\$4,589	Not applicable	Not applicable
<b>Psychiatric Nursing Assistant <sup>c</sup></b>								
5151 - Psychiatric Nursing Assistant I	1,655	\$25,582	\$27,967	Not applicable	\$31,913	-\$2,385	Not applicable	-\$6,331
5152 - Psychiatric Nursing Assistant II	555	\$27,952	\$30,741	Not applicable	No market data available	-\$2,789	Not applicable	Not applicable
5153 - Psychiatric Nursing Assistant III	431	\$30,554	\$35,819	Not applicable	\$38,518	-\$5,265	Not applicable	-\$7,964

**Health and Human Services Commission**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
5154 - Psychiatric Nursing Assistant IV	197	\$34,799	\$40,139	Not applicable	No market data available	-\$5,340	Not applicable	Not applicable
<b>Texas Works Advisor</b>								
5620 - Texas Works Advisor I	1,639	\$29,529	\$35,819	Not applicable	No market data available	-\$6,290	Not applicable	Not applicable
5622 - Texas Works Advisor II	3,453	\$33,069	\$37,914	Not applicable	\$41,661	-\$4,845	Not applicable	-\$8,592
5624 - Texas Works Advisor III	756	\$37,995	\$40,139	Not applicable	No market data available	-\$2,144	Not applicable	Not applicable
5626 - Texas Works Advisor IV	41	\$36,844	\$42,511	Not applicable	No market data available	-\$5,667	Not applicable	Not applicable
5628 - Texas Works Advisor V	4	\$41,778	\$45,024	Not applicable	No market data available	-\$3,246	Not applicable	Not applicable

<sup>a</sup> Nurse V in salary group B27 has been recommended to be added to the series.

<sup>b</sup> The 86th Legislature reallocated the Direct Support Professional job classification series to salary groups A08, A10, A12, and A14; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

<sup>c</sup> The 86th Legislature reallocated the Psychiatric Nursing Assistant job classification series to salary groups A08, A10, A12, and A14; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

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

Table 13

Department of Criminal Justice								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Clerk</b>								
0055 - Clerk I	1,434	\$23,416	\$26,679	\$23,668	\$31,328	-\$3,263	-\$252	-\$7,911
0057 - Clerk II	158	\$25,399	\$29,320	\$26,179	\$33,829	-\$3,921	-\$780	-\$8,430
0059 - Clerk III	110	\$28,094	\$33,844	\$30,652	\$39,298	-\$5,750	-\$2,558	-\$11,204
<b>Correctional Officer <sup>a</sup></b>								
4501 - Correctional Officer I	No incumbents	No incumbents	\$30,741	Not applicable	No market data available	Not applicable	Not applicable	Not applicable
4502 - Correctional Officer II	No incumbents	No incumbents	\$35,819	Not applicable	No market data available	Not applicable	Not applicable	Not applicable
4503 - Correctional Officer III	5,505	\$36,259	\$40,139	Not applicable	\$44,451	-\$3,880	Not applicable	-\$8,192
4504 - Correctional Officer IV	9,091	\$40,303	\$42,511	Not applicable	No market data available	-\$2,208	Not applicable	Not applicable
4505 - Correctional Officer V	8,235	\$44,464	\$47,688	Not applicable	No market data available	-\$3,224	Not applicable	Not applicable
<b>Parole Officer <sup>b</sup></b>								
4540 - Parole Officer I	588	\$41,785	\$42,511	Not applicable	No market data available	-\$726	Not applicable	Not applicable
4541 - Parole Officer II	1,035	\$45,794	\$45,024	Not applicable	\$52,408	\$770	Not applicable	-\$6,614
4542 - Parole Officer III	283	\$51,714	\$47,688	\$40,170	No market data available	\$4,026	\$11,544	Not applicable
4543 - Parole Officer IV	103	\$58,584	\$55,602	Not applicable	No market data available	\$2,982	Not applicable	Not applicable
4544 - Parole Officer V	22	\$66,664	\$63,616	\$51,685	\$67,762	\$3,048	\$14,979	-\$1,098
<b>Food Service Manager</b>								
8108 - Food Service Manager I	No incumbents	No incumbents	\$35,819	\$30,320	\$38,000	Not applicable	Not applicable	Not applicable
8109 - Food Service Manager II	389	\$40,396	\$40,139	\$34,978	\$43,495	\$257	\$5,418	-\$3,099

**Department of Criminal Justice**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
8110 - Food Service Manager III	324	\$44,532	\$45,024	\$38,115	No market data available	-\$492	\$6,417	Not applicable
8111 - Food Service Manager IV	87	\$51,113	\$51,985	\$46,326	\$61,124	-\$872	\$4,787	-\$10,010
<b>Maintenance Supervisor</b>								
9053 - Maintenance Supervisor I	24	\$36,331	\$42,511	\$37,863	No market data available	-\$6,180	-\$1,532	Not applicable
9054 - Maintenance Supervisor II	16	\$38,953	\$45,024	\$41,849	\$50,486	-\$6,071	-\$2,896	-\$11,533
9055 - Maintenance Supervisor III	559	\$43,807	\$47,688	\$44,048	No market data available	-\$3,881	-\$241	Not applicable
9056 - Maintenance Supervisor IV	94	\$49,624	\$55,602	\$54,879	\$64,078	-\$5,978	-\$5,256	-\$14,454

<sup>a</sup> The 86th Legislature reallocated the Correctional Officer job classification series to salary groups A10, A12, A14, A15, and A17; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

<sup>b</sup> The 86th Legislature reallocated the Parole Officer job classification series to salary groups B15, B16, B17, B19, and B21; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

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



Table 14

State Preservation Board								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Clerk <sup>a</sup></b>								
0055 - Clerk I	No incumbents	No incumbents	\$26,679	\$23,466	\$31,328	Not applicable	Not applicable	Not applicable
0057 - Clerk II	No incumbents	No incumbents	\$29,320	\$26,086	\$33,829	Not applicable	Not applicable	Not applicable
0059 - Clerk III	No incumbents	No incumbents	\$33,844	\$30,203	\$39,298	Not applicable	Not applicable	Not applicable
<b>Customer Service Representative</b>								
0130 - Customer Service Representative I	9	\$25,944	\$29,320	\$27,392	\$32,066	-\$3,376	-\$1,448	-\$6,122
0132 - Customer Service Representative II	7	\$28,866	\$33,844	\$30,554	\$33,715	-\$4,978	-\$1,688	-\$4,849
0134 - Customer Service Representative III	7	\$32,982	\$37,914	\$34,597	No market data available	-\$4,932	-\$1,615	Not applicable
0136 - Customer Service Representative IV	6	\$41,268	\$42,511	\$36,649	\$42,420	-\$1,243	\$4,619	-\$1,152
0138 - Customer Service Representative V	No incumbents	No incumbents	\$47,688	\$42,288	\$51,902	Not applicable	Not applicable	Not applicable
<sup>a</sup> Agency reclassified employees in the Clerk job classification series to Customer Service Representatives as of September 1, 2019.								

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

Table 15

Animal Health Commission								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Inspector</b>								
1321 - Inspector I	No incumbents	No incumbents	\$33,844	\$32,694	No market data available	Not applicable	Not applicable	Not applicable
1322 - Inspector II	36	\$35,130	\$37,914	\$36,076	No market data available	-\$2,784	-\$947	Not applicable
1323 - Inspector III	15	\$38,646	\$42,511	\$39,944	\$45,195	-\$3,865	-\$1,298	-\$6,550
1324 - Inspector IV	22	\$46,851	\$47,688	\$44,830	\$48,525	-\$837	\$2,021	-\$1,674
1325 - Inspector V	1	\$59,000	\$55,602	\$50,948	No market data available	\$3,398	\$8,052	Not applicable
1326 - Inspector VI	1	\$55,000	\$63,616	\$59,526	No market data available	-\$8,616	-\$4,526	Not applicable

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

Table 16

Secretary of State								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Administrative Assistant <sup>a</sup></b>								
0150 - Administrative Assistant I	No incumbents	No incumbents	\$29,320	\$26,651	\$33,470	Not applicable	Not applicable	Not applicable
0152 - Administrative Assistant II	No incumbents	No incumbents	\$33,844	\$31,341	No market data available	Not applicable	Not applicable	Not applicable
0154 - Administrative Assistant III	43	\$35,801	\$37,914	\$35,791	\$40,571	-\$2,113	\$10	-\$4,770
0156 - Administrative Assistant IV	17	\$39,202	\$42,511	\$40,489	\$45,167	-\$3,309	-\$1,286	-\$5,965
0158 - Administrative Assistant V	10	\$42,947	\$47,688	\$47,753	No market data available	-\$4,741	-\$4,805	Not applicable
<sup>a</sup> Administrative Assistant VI in salary group A19 has been recommended to be added to the series.								

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

Table 17

Military Department								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Resident Specialist</b>								
5201 - Resident Specialist I	No incumbents	No incumbents	\$26,679	\$25,479	No market data available	Not applicable	Not applicable	Not applicable
5203 - Resident Specialist II	No incumbents	No incumbents	\$29,320	\$30,583	\$31,819	Not applicable	Not applicable	Not applicable
5205 - Resident Specialist III	No incumbents	No incumbents	\$33,844	\$31,959	No market data available	Not applicable	Not applicable	Not applicable
5207 - Resident Specialist IV	20	\$34,130	\$37,914	\$37,843	No market data available	-\$3,784	-\$3,713	Not applicable
5209 - Resident Specialist V	4	\$40,000	\$42,511	\$38,087	\$42,322	-\$2,511	\$1,913	-\$2,322
<b>Security Officer <sup>a</sup></b>								
6229 - Security Officer I	No incumbents	No incumbents	\$26,679	\$22,385	No market data available	Not applicable	Not applicable	Not applicable
6230 - Security Officer II	No incumbents	No incumbents	\$29,320	\$25,489	\$32,501	Not applicable	Not applicable	Not applicable
6232 - Security Officer III	52	\$35,336	\$33,844	\$29,438	\$34,777	\$1,492	\$5,898	\$559
6234 - Security Officer IV	11	\$43,245	\$37,914	\$38,539	\$42,412	\$5,331	\$4,706	\$832
<sup>a</sup> Security Office V in salary group A15 has been recommended to be added to the series.								

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

Table 18

Public Utility Commission of Texas								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Attorney</b>								
3502 - Attorney I	9	\$57,778	\$63,616	\$56,142	No market data available	-\$5,838	\$1,636	Not applicable
3503 - Attorney II	4	\$64,500	\$72,789	\$68,938	\$81,727	-\$8,289	-\$4,438	-\$17,227
3504 - Attorney III	2	\$76,000	\$83,298	\$80,861	No market data available	-\$7,298	-\$4,860	Not applicable
3505 - Attorney IV	6	\$84,000	\$102,747	\$99,471	\$114,386	-\$18,747	-\$15,471	-\$30,386
3506 - Attorney V	4	\$103,750	\$124,323	\$116,407	\$121,207	-\$20,573	-\$12,657	-\$17,457

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

Table 19

Department of Motor Vehicles								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Customer Service Representative</b>								
0130 - Customer Service Representative I	No incumbents	No incumbents	\$29,320	\$27,302	\$32,066	Not applicable	Not applicable	Not applicable
0132 - Customer Service Representative II	No incumbents	No incumbents	\$33,844	\$30,520	\$33,715	Not applicable	Not applicable	Not applicable
0134 - Customer Service Representative III	100	\$33,515	\$37,914	\$34,889	No market data available	-\$4,399	-\$1,374	Not applicable
0136 - Customer Service Representative IV	56	\$39,134	\$42,511	\$36,105	\$42,420	-\$3,377	\$3,028	-\$3,287
0138 - Customer Service Representative V	43	\$42,336	\$47,688	\$42,259	\$51,902	-\$5,352	\$76	-\$9,567
<b>Systems Analyst</b>								
0252 - Systems Analyst I	No incumbents	No incumbents	\$45,024	\$41,358	No market data available	Not applicable	Not applicable	Not applicable
0253 - Systems Analyst II	No incumbents	No incumbents	\$51,985	\$47,798	\$59,535	Not applicable	Not applicable	Not applicable
0254 - Systems Analyst III	4	\$61,705	\$59,473	\$55,005	\$67,764	\$2,232	\$6,700	-\$6,059
0255 - Systems Analyst IV	11	\$67,674	\$68,047	\$65,197	\$76,487	-\$373	\$2,477	-\$8,813
0256 - Systems Analyst V	7	\$85,217	\$77,862	\$78,722	No market data available	\$7,355	\$6,495	Not applicable
0257 - Systems Analyst VI	No incumbents	No incumbents	\$93,406	\$97,233	\$97,534	Not applicable	Not applicable	Not applicable

Department of Motor Vehicles								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
0258 - Systems Analyst VII	No incumbents	No incumbents	\$113,022	\$118,473	No market data available	Not applicable	Not applicable	Not applicable
<b>Manager <sup>a b</sup></b>								
1600 - Manager I	No incumbents	No incumbents	\$68,047	\$63,420	\$74,711	Not applicable	Not applicable	Not applicable
1601 - Manager II	19	\$67,621	\$72,789	\$68,960	No market data available	-\$5,168	-\$1,339	Not applicable
1602 - Manager III	3	\$69,723	\$77,862	\$74,338	\$85,682	-\$8,139	-\$4,615	-\$15,959
1603 - Manager IV	22	\$90,973	\$83,298	\$81,770	No market data available	\$7,675	\$9,203	Not applicable
1604 - Manager V	3	\$99,200	\$93,406	\$93,115	No market data available	\$5,794	\$6,085	Not applicable
1605 - Manager VI	No incumbents	No incumbents	\$113,022	\$113,847	\$115,146	Not applicable	Not applicable	Not applicable
<b>Director <sup>c</sup></b>								
1620 - Director I	4	\$99,145	\$93,406	\$94,270	\$97,477	\$5,739	\$4,874	\$1,668
1621 - Director II	3	\$114,125	\$102,747	\$105,389	No market data available	\$11,378	\$8,736	Not applicable
1622 - Director III	2	\$122,881	\$113,022	\$118,151	\$120,443	\$9,859	\$4,730	\$2,439
1623 - Director IV	4	\$124,252	\$124,323	\$131,166	\$136,689	-\$71	-\$6,914	-\$12,437
1624 - Director V	No incumbents	No incumbents	\$136,756	\$149,433	\$150,793	Not applicable	Not applicable	Not applicable
1625 - Director VI	8	\$133,428	\$150,431	\$158,816	No market data available	-\$17,003	-\$25,388	Not applicable

**Department of Motor Vehicles**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
1626 - Director VII	No incumbents	No incumbents	\$165,475	\$182,129	No market data available	Not applicable	Not applicable	Not applicable
1630 - Deputy Director I	1	\$162,833	\$182,022	\$189,839	\$190,314	-\$19,189	-\$27,006	-\$27,481
1631 - Deputy Director II	No incumbents	No incumbents	\$200,224	\$220,971	\$202,991	Not applicable	Not applicable	Not applicable
1632 - Deputy Director III	No incumbents	No incumbents	\$220,247	\$242,604	No market data available	Not applicable	Not applicable	Not applicable
1633 - Deputy Director IV	No incumbents	No incumbents	\$242,272	\$275,000	No market data available	Not applicable	Not applicable	Not applicable

<sup>a</sup> Manager VI in salary group B27 has been recommended to be added to the series.

<sup>b</sup> The 86th Legislature added the Manager VI to the State's Position Classification Plan for the 2020-2021 biennium.

<sup>c</sup> The 86th Legislature added the Deputy Director IV to the State's Position Classification Plan for the 2020-2021 biennium.

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



Table 20

State Office of Administrative Hearings								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Administrative Law Judge</b>								
3640 - Administrative Law Judge I	3	\$77,239	\$83,298	\$73,743	No market data available	-\$6,059	\$3,496	Not applicable
3642 - Administrative Law Judge II	12	\$87,011	\$93,406	\$82,899	No market data available	-\$6,395	\$4,111	Not applicable
3644 - Administrative Law Judge III	25	\$99,499	\$102,747	\$98,511	No market data available	-\$3,248	\$988	Not applicable
3646 - Master Administrative Law Judge I	9	\$122,208	\$124,323	Not applicable	No market data available	-\$2,115	Not applicable	Not applicable
3648 - Master Administrative Law Judge II	4	\$120,272	\$150,431	Not applicable	No market data available	-\$30,159	Not applicable	Not applicable
<b>Legal Secretary <sup>a</sup></b>								
3565 - Legal Secretary I	No incumbents	No incumbents	\$35,819	\$36,050	No market data available	Not applicable	Not applicable	Not applicable
3566 - Legal Secretary II	2	\$40,000	\$40,139	\$37,149	\$43,137	-\$139	\$2,851	-\$3,137
3567 - Legal Secretary III	17	\$44,000	\$45,024	\$38,592	No market data available	-\$1,024	\$5,408	Not applicable
3568 - Legal Secretary IV	1	\$52,000	\$51,985	\$48,538	No market data available	\$15	\$3,462	Not applicable
3569 - Legal Secretary V	1	\$54,000	\$59,473	\$56,657	\$67,080	-\$5,473	-\$2,657	-\$13,080
<sup>a</sup> The 86th Legislature reallocated the Legal Secretary job classification series to salary groups A12, A14, A16, A18, and A20; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.								

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

Table 21

School for the Blind and Visually Impaired								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Resident Specialist</b>								
5201 - Resident Specialist I	No incumbents	No incumbents	\$26,679	\$25,479	No market data available	Not applicable	Not applicable	Not applicable
5203 - Resident Specialist II	56	\$31,404	\$29,320	\$28,395	\$31,819	\$2,084	\$3,009	-\$416
5205 - Resident Specialist III	12	\$38,866	\$33,844	\$30,683	No market data available	\$5,022	\$8,182	Not applicable
5207 - Resident Specialist IV	7	\$41,542	\$37,914	\$35,514	No market data available	\$3,628	\$6,028	Not applicable
5209 - Resident Specialist V	No incumbents	No incumbents	\$42,511	\$38,187	\$42,322	Not applicable	Not applicable	Not applicable

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

Table 22

Historical Commission								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Administrative Assistant <sup>a</sup></b>								
0150 - Administrative Assistant I	No incumbents	No incumbents	\$29,320	\$26,651	\$33,470	Not applicable	Not applicable	Not applicable
0152 - Administrative Assistant II	7	\$32,534	\$33,844	\$31,336	No market data available	-\$1,310	\$1,198	Not applicable
0154 - Administrative Assistant III	13	\$36,775	\$37,914	\$35,784	\$40,571	-\$1,139	\$991	-\$3,795
0156 - Administrative Assistant IV	6	\$43,767	\$42,511	\$40,461	\$45,167	\$1,256	\$3,306	-\$1,400
0158 - Administrative Assistant V	1	\$58,399	\$47,688	\$47,495	No market data available	\$10,711	\$10,904	Not applicable
<b>Program Specialist</b>								
1570 - Program Specialist I	5	\$45,545	\$47,688	\$43,094	No market data available	-\$2,143	\$2,451	Not applicable
1571 - Program Specialist II	25	\$42,872	\$51,985	\$47,787	No market data available	-\$9,113	-\$4,915	Not applicable
1572 - Program Specialist III	17	\$52,902	\$55,602	\$51,532	No market data available	-\$2,700	\$1,370	Not applicable
1573 - Program Specialist IV	10	\$63,643	\$59,473	\$55,929	No market data available	\$4,170	\$7,714	Not applicable
1574 - Program Specialist V	7	\$72,075	\$63,616	\$61,587	No market data available	\$8,459	\$10,489	Not applicable
1575 - Program Specialist VI	No incumbents	No incumbents	\$72,789	\$69,083	No market data available	Not applicable	Not applicable	Not applicable
1576 - Program Specialist VII	1	\$96,482	\$83,298	\$80,673	No market data available	\$13,184	\$15,809	Not applicable
<sup>a</sup> Administrative Assistant VI in salary group A19 has been recommended to be added to the series.								

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

Table 23

Department of Family and Protective Services								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Administrative Assistant <sup>a</sup></b>								
0150 - Administrative Assistant I	732	\$26,665	\$29,320	\$26,626	\$33,470	-\$2,655	\$39	-\$6,805
0152 - Administrative Assistant II	84	\$31,209	\$33,844	\$31,347	No market data available	-\$2,635	-\$138	Not applicable
0154 - Administrative Assistant III	130	\$34,124	\$37,914	\$35,919	\$40,571	-\$3,790	-\$1,795	-\$6,447
0156 - Administrative Assistant IV	30	\$37,682	\$42,511	\$40,531	\$45,167	-\$4,829	-\$2,848	-\$7,485
0158 - Administrative Assistant V	7	\$40,220	\$47,688	\$47,774	No market data available	-\$7,468	-\$7,554	Not applicable
<b>Systems Analyst</b>								
0252 - Systems Analyst I	No incumbents	No incumbents	\$45,024	\$41,358	No market data available	Not applicable	Not applicable	Not applicable
0253 - Systems Analyst II	No incumbents	No incumbents	\$51,985	\$47,798	\$59,535	Not applicable	Not applicable	Not applicable
0254 - Systems Analyst III	27	\$51,157	\$59,473	\$55,735	\$67,764	-\$8,316	-\$4,578	-\$16,607
0255 - Systems Analyst IV	30	\$60,154	\$68,047	\$65,574	\$76,487	-\$7,893	-\$5,420	-\$16,333
0256 - Systems Analyst V	63	\$67,886	\$77,862	\$80,167	No market data available	-\$9,976	-\$12,281	Not applicable
0257 - Systems Analyst VI	12	\$80,749	\$93,406	\$97,934	\$97,534	-\$12,657	-\$17,185	-\$16,785
0258 - Systems Analyst VII	No incumbents	No incumbents	\$113,022	\$118,473	No market data available	Not applicable	Not applicable	Not applicable

**Department of Family and Protective Services**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Accountant</b>								
1012 - Accountant I	3	\$31,272	\$40,139	\$38,268	\$44,965	-\$8,867	-\$6,996	-\$13,693
1014 - Accountant II	44	\$35,738	\$42,511	\$39,493	No market data available	-\$6,773	-\$3,755	Not applicable
1016 - Accountant III	4	\$38,050	\$47,688	\$46,458	\$52,923	-\$9,638	-\$8,408	-\$14,873
1018 - Accountant IV	9	\$49,552	\$55,602	\$52,249	No market data available	-\$6,050	-\$2,697	Not applicable
1020 - Accountant V	6	\$63,124	\$63,616	\$59,321	\$67,735	-\$492	\$3,803	-\$4,611
1022 - Accountant VI	6	\$66,558	\$72,789	\$70,974	\$71,801	-\$6,231	-\$4,416	-\$5,243
1024 - Accountant VII	No incumbents	No incumbents	\$83,298	\$86,437	No market data available	Not applicable	Not applicable	Not applicable
<b>Adult Protective Services Specialist <sup>b</sup></b>								
5002 - Adult Protective Services Specialist I	129	\$43,970	\$42,511	\$39,250	\$46,598	\$1,459	\$4,720	-\$2,628
5003 - Adult Protective Services Specialist II	108	\$46,740	\$45,024	\$43,345	No market data available	\$1,716	\$3,395	Not applicable
5004 - Adult Protective Services Specialist III	127	\$50,092	\$47,688	\$43,584	\$52,706	\$2,404	\$6,508	-\$2,614
5005 - Adult Protective Services Specialist IV	168	\$55,309	\$51,985	\$48,952	\$59,359	\$3,324	\$6,356	-\$4,050
5006 - Adult Protective Services Specialist V	36	\$60,736	\$55,602	No incumbents	No market data available	\$5,134	Not applicable	Not applicable

**Department of Family and Protective Services**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Child Protective Services Specialist <sup>c</sup></b>								
5023 - Child Protective Services Specialist I	1,804	\$46,057	\$42,511	No incumbents	\$46,598	\$3,546	Not applicable	-\$542
5024 - Child Protective Services Specialist II	1,034	\$50,598	\$45,024	No incumbents	No market data available	\$5,574	Not applicable	Not applicable
5025 - Child Protective Services Specialist III	1,529	\$54,871	\$47,688	\$44,658	\$52,706	\$7,183	\$10,213	\$2,165
5026 - Child Protective Services Specialist IV	1,839	\$56,754	\$51,985	\$45,923	\$59,359	\$4,769	\$10,831	-\$2,605
5027 - Child Protective Services Specialist V	416	\$58,746	\$55,602	\$48,104	No market data available	\$3,144	\$10,642	Not applicable

<sup>a</sup> Administrative Assistant VI in salary group A19 has been recommended to be added to the series.

<sup>b</sup> The 86th Legislature reallocated the Adult Protective Services Specialist job classification series to salary groups B15, B16, B17, B18, and B19; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

<sup>c</sup> The 86th Legislature reallocated the Child Protective Services Specialist job classification series to salary groups B15, B16, B17, B18, and B19; that change to the State's Position Classification Plan was effective in the 2020-2021 biennium.

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

Table 24

Department of State Health Services								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Administrative Assistant <sup>a</sup></b>								
0150 - Administrative Assistant I	33	\$28,349	\$29,320	\$26,601	\$33,470	-\$971	\$1,748	-\$5,121
0152 - Administrative Assistant II	99	\$30,144	\$33,844	\$31,413	No market data available	-\$3,700	-\$1,268	Not applicable
0154 - Administrative Assistant III	58	\$34,455	\$37,914	\$35,835	\$40,571	-\$3,459	-\$1,380	-\$6,116
0156 - Administrative Assistant IV	40	\$38,674	\$42,511	\$40,523	\$45,167	-\$3,837	-\$1,848	-\$6,493
0158 - Administrative Assistant V	No incumbents	No incumbents	\$47,688	\$47,543	No market data available	Not applicable	Not applicable	Not applicable
<b>Accountant</b>								
1012 - Accountant I	6	\$35,248	\$40,139	\$38,249	\$44,965	-\$4,891	-\$3,001	-\$9,717
1014 - Accountant II	39	\$38,132	\$42,511	\$39,174	No market data available	-\$4,379	-\$1,043	Not applicable
1016 - Accountant III	10	\$42,761	\$47,688	\$46,471	\$52,923	-\$4,927	-\$3,709	-\$10,161
1018 - Accountant IV	6	\$46,934	\$55,602	\$52,276	No market data available	-\$8,668	-\$5,342	Not applicable
1020 - Accountant V	16	\$53,183	\$63,616	\$59,894	\$67,735	-\$10,433	-\$6,711	-\$14,551
1022 - Accountant VI	6	\$71,343	\$72,789	\$70,776	\$71,801	-\$1,446	\$567	-\$458
1024 - Accountant VII	No incumbents	No incumbents	\$83,298	\$86,437	No market data available	Not applicable	Not applicable	Not applicable
<b>Program Specialist</b>								
1570 - Program Specialist I	31	\$41,807	\$47,688	\$43,211	No market data available	-\$5,881	-\$1,405	Not applicable
1571 - Program Specialist II	100	\$44,679	\$51,985	\$48,193	No market data available	-\$7,306	-\$3,515	Not applicable

**Department of State Health Services**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
1572 - Program Specialist III	110	\$48,026	\$55,602	\$51,952	No market data available	-\$7,576	-\$3,926	Not applicable
1573 - Program Specialist IV	97	\$52,389	\$59,473	\$56,367	No market data available	-\$7,084	-\$3,978	Not applicable
1574 - Program Specialist V	112	\$58,618	\$63,616	\$61,951	No market data available	-\$4,998	-\$3,332	Not applicable
1575 - Program Specialist VI	41	\$65,945	\$72,789	\$69,245	No market data available	-\$6,844	-\$3,301	Not applicable
1576 - Program Specialist VII	18	\$77,836	\$83,298	\$80,841	No market data available	-\$5,462	-\$3,005	Not applicable
<b>Public Health Prevention Specialist</b>								
4072 - Public Health and Prevention Specialist I	91	\$35,473	\$40,139	\$37,116	No market data available	-\$4,666	-\$1,643	Not applicable
4074 - Public Health and Prevention Specialist II	97	\$40,071	\$45,024	\$40,550	\$45,714	-\$4,953	-\$478	-\$5,642
4076 - Public Health and Prevention Specialist III	114	\$41,717	\$51,985	\$41,506	No market data available	-\$10,268	\$211	Not applicable
4078 - Public Health and Prevention Specialist IV	10	\$52,232	\$59,473	\$46,513	No market data available	-\$7,241	\$5,719	Not applicable
4080 - Public Health and Prevention Specialist V	7	\$56,010	\$68,047	\$68,001	No market data available	-\$12,037	-\$11,991	Not applicable
<b>Nurse <sup>b</sup></b>								
4411 - Nurse I	32	\$59,789	\$55,602	\$57,673	No market data available	\$4,187	\$2,116	Not applicable
4412 - Nurse II	46	\$64,141	\$63,616	\$62,330	\$70,948	\$525	\$1,812	-\$6,807
4413 - Nurse III	29	\$74,110	\$72,789	\$68,434	\$77,106	\$1,321	\$5,677	-\$2,996



**Department of State Health Services**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
4414 - Nurse IV	7	\$86,923	\$83,298	\$82,398	\$87,868	\$3,625	\$4,526	-\$945

<sup>a</sup> Administrative Assistant VI in salary group A19 has been recommended to be added to the series.

<sup>b</sup> Nurse V in salary group B27 has been recommended to be added to the series.

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

Table 25

Department of Information Resources								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Contract Administration Manager</b>								
1960 - Contract Administration Manager I	11	\$81,471	\$83,298	\$79,409	\$90,619	-\$1,827	\$2,062	-\$9,148
1962 - Contract Administration Manager II	4	\$86,638	\$102,747	\$91,799	No market data available	-\$16,109	-\$5,161	Not applicable

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

Table 26

Water Development Board								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Program Specialist</b>								
1570 - Program Specialist I	1	\$44,674	\$47,688	\$43,116	No market data available	-\$3,014	\$1,557	Not applicable
1571 - Program Specialist II	3	\$49,218	\$51,985	\$47,560	No market data available	-\$2,767	\$1,658	Not applicable
1572 - Program Specialist III	10	\$52,874	\$55,602	\$51,542	No market data available	-\$2,728	\$1,332	Not applicable
1573 - Program Specialist IV	4	\$57,142	\$59,473	\$55,997	No market data available	-\$2,331	\$1,145	Not applicable
1574 - Program Specialist V	4	\$63,346	\$63,616	\$61,641	No market data available	-\$270	\$1,705	Not applicable
1575 - Program Specialist VI	5	\$74,113	\$72,789	\$69,053	No market data available	\$1,324	\$5,061	Not applicable
1576 - Program Specialist VII	2	\$82,263	\$83,298	\$80,703	No market data available	-\$1,035	\$1,559	Not applicable

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

Table 27

Texas Education Agency								
Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 2nd Quarter Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
<b>Programmer</b>								
0241 - Programmer I	No incumbents	No incumbents	\$55,602	\$49,793	\$64,904	Not applicable	Not applicable	Not applicable
0242 - Programmer II	1	\$59,520	\$63,616	\$59,279	No market data available	-\$4,096	\$241	Not applicable
0243 - Programmer III	21	\$75,226	\$72,789	\$70,605	\$84,502	\$2,437	\$4,620	-\$9,277
0244 - Programmer IV	44	\$88,265	\$83,298	\$85,400	\$97,881	\$4,967	\$2,864	-\$9,616
0245 - Programmer V	19	\$104,799	\$102,747	\$98,245	No market data available	\$2,052	\$6,554	Not applicable
0246 - Programmer VI	No incumbents	No incumbents	\$113,022	\$100,600	\$116,268	Not applicable	Not applicable	Not applicable
<b>Manager <sup>a b</sup></b>								
1600 - Manager I	1	\$72,384	\$68,047	\$63,402	\$74,711	\$4,337	\$8,981	-\$2,328
1601 - Manager II	3	\$80,338	\$72,789	\$68,875	No market data available	\$7,549	\$11,463	Not applicable
1602 - Manager III	6	\$78,220	\$77,862	\$74,270	\$85,682	\$358	\$3,949	-\$7,462
1603 - Manager IV	31	\$84,216	\$83,298	\$81,922	No market data available	\$918	\$2,294	Not applicable
1604 - Manager V	50	\$98,554	\$93,406	\$92,760	No market data available	\$5,148	\$5,794	Not applicable
1605 - Manager VI	No incumbents	No incumbents	\$113,022	\$113,847	\$115,146	Not applicable	Not applicable	Not applicable
<b>Grant Coordinator <sup>c d</sup></b>								
1920 - Grant Coordinator I	No incumbents	No incumbents	\$51,985	\$47,069	No market data available	Not applicable	Not applicable	Not applicable
1921 - Grant Coordinator II	13	\$59,928	\$59,473	\$56,970	\$58,442	\$455	\$2,958	\$1,486

**Texas Education Agency**

Job Classification Title	Fiscal Year 2020 2nd Quarter Headcount	Fiscal Year 2020 Agency Average Annual Salary	Fiscal Year 2020 Salary Range Midpoint	Fiscal Year 2020 2nd Quarter Statewide Average Annual Salary (Excludes Agency)	Market Average Salary	Difference Between Agency Average Annual Salary and Fiscal Year 2020 Salary Range Midpoint	Difference Between Agency Average Annual Salary and Statewide Average Annual Salary	Difference Between Agency Average Annual Salary and Market Average Salary
1922 - Grant Coordinator III	4	\$66,056	\$68,047	\$73,023	No market data available	-\$1,991	-\$6,968	Not applicable
1923 - Grant Coordinator IV	9	\$74,988	\$77,862	\$72,216	No market data available	-\$2,874	\$2,773	Not applicable

<sup>a</sup> Manager VI in salary group B27 has been recommended to be added to the series.

<sup>b</sup> The 86th Legislature added the Manager VI to the State's Position Classification Plan for the 2020-2021 biennium.

<sup>c</sup> The Grant Coordinator job classification series has been recommended for a title change to Grant Specialist.

<sup>d</sup> Grant Specialist I in salary group B16 has been recommended to be added to the Grant Specialist series.

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

## Detailed Justifications for Recommendations by Occupational Category

Table 28 provides detailed information on the recommended changes to the State's Position Classification Plan (Plan), including the corresponding job classification series; the change type (addition, deletion, title change, salary schedule change, and/or reallocation); a brief justification; and the estimated annual fiscal impact. (See Chapter 2 for more information on recommended changes to the Plan.)

Table 28

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
<b>Administrative Support</b>			
Administrative Assistant	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Executive Assistant	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
<b>Information Technology</b>			
Data Base Administrator	Title Change	Change the title of the Data Base Administrator to Database Administrator to correct the spelling.	\$0
Business Analyst	Title Change	Change title of the Business Analyst to Information Technology Business Analyst to clarify the work performed.	\$0
Systems Support Specialist	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Information Technology Security Analyst	Title Change	Change title of the Information Technology Security Analyst to Information Security Analyst to clarify the work performed.	\$0
<b>Office Services</b>			
Photographer	Deletion	Delete the job classification series because of low use and to reduce overlap in job duties within the Plan. A job classification title in the Information and Communication occupational category can be used to accommodate the work performed.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
<b>Planning, Research, and Statistics</b>			
Data Scientist	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
<b>Education</b>			
No recommended changes for this occupational category.			
<b>Accounting, Auditing, and Finance</b>			
Reimbursement Analyst	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Internal Auditor	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
<b>Compliance, Inspection, and Investigation (formerly Inspectors and Investigators)</b>			
No recommended changes for this occupational category.			
<b>Program Management</b>			
Manager	Title Change/Addition	Add a level between the current Manager V and Manager VI in salary group B27 and change the remaining job classification title in the series to accommodate the addition. This adjustment would promote consistency within the Plan.	\$0
<b>Human Resources and Training and Development (formerly Human Resources)</b>			
Training Assistant/Specialist	Title Change	Change title of the Training Assistant/Specialist to Training and Development Assistant/Specialist to clarify the work performed.	\$0
E-Learning Developer	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
<b>Information and Communication</b>			
Multimedia Specialist	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Intelligent Transportation Systems Operations Technician	Addition	Create a new job classification series that more clearly distinguishes the work performed.	\$0
<b>Property Management and Procurement</b>			
Grant Coordinator	Title Change/Addition	Change the title of the Grant Coordinator to Grant Specialist to better reflect the work performed. Create an additional level to accommodate lower-level job duties and employee skills.	\$0
Purchaser	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Contract Technician	Deletion/Title Change	Delete the first two levels of the job classification series due to low use. Change the remaining job classification title in the series to accommodate the deletion.	\$0
Fleet Manager	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
<b>Land Surveying, Appraising, and Utilities</b>			
Right of Way Agent	Deletion/Title Change/Addition	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion. Create an additional level to accommodate higher-level job duties and employee skills.	\$0
Minerals Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
<b>Engineering and Design</b>			
Engineering Specialist	Reallocation	Move the last level of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Engineer	Reallocation	Move the last level of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
<b>Natural Resources</b>			
Geologic Specialist	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Assistant Park Superintendent	Title Change	Change title of the Assistant Park Superintendent to Assistant Park/Historic Site Superintendent to clarify the work performed.	\$0
Park Superintendent	Title Change	Change title of the Park Superintendent to Park/Historic Site Superintendent to clarify the work performed.	\$0
<b>Safety</b>			
No recommended changes for this occupational category.			
<b>Insurance</b>			
No recommended changes for this occupational category.			
<b>Employment</b>			
No recommended changes for this occupational category.			
<b>Legal</b>			
General Counsel	Reallocation	Move the last level of the job classification series up by one salary group to better align the series with the market average pay. This adjustment would better accommodate the work performed.	\$0



Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Deputy Clerk	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Chief Deputy Clerk	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Associate Judge	Deletion	Delete the job classification series due to non-utilization.	\$0
<b>Medical and Health</b>			
Health Informatics Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Epidemiologist	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Nurse	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Public Health Nurse	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Psychological Associate	Deletion/Title Change	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
<b>Criminal Justice</b>			
Correctional Transportation Officer	Deletion	Delete the job classification series due to non-utilization and to reduce overlap in job duties within the Plan. The Correctional Officer job classification series can be used to accommodate the work performed.	\$0
Industrial Specialist	Deletion/Title Change	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Agriculture Specialist	Deletion/Title Change	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
<b>Social Services</b>			
Child Support Technician	Deletion/Title Change/Addition	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion. Create an additional level to accommodate higher-level job duties and employee skills.	\$0
Interpreter	Reallocation/Addition	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan. Create an additional level to accommodate higher-level job duties and employee skills.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
<b>Public Safety</b>			
Forensic Scientist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Police Communications Operator	Salary Schedule Change/Addition	Move the job classification series from Salary Schedule A to Salary Schedule B to reflect the changing nature and complexity of the job. The salary ranges would remain the same for each level. Create an additional level to accommodate higher-level job duties and employee skills.	\$0
Fingerprint Analyst	Title Change/Addition	Change title of the Fingerprint Analyst to Biometrics Analyst to clarify the work performed. Create an additional level in the job classification series to accommodate higher-level job duties and employee skills. This adjustment would better align the series with the market average pay and promote consistency within the Plan.	\$0
Crime Laboratory Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Combined DNA Index Systems Analyst	Deletion	Delete the job classification series due to non-utilization.	\$0
Crime Analyst	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Security Officer	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
State Park Police Officer	Reallocation	Move the job classification series up by three salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$0
<b>Military</b>			
Military Specialist	Deletion/Title Change/Addition	Delete the first two levels of the job classification series due to restructuring of series. Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Military Technician	Addition	Create a new job classification series to better accommodate the work performed.	\$0
<b>Library and Records</b>			
Library Assistant	Deletion/Title Change	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
<b>Custodial</b>			
No recommended changes for this occupational category.			

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
<b>Maintenance</b>			
Equipment Operator	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Electronics Technician	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Vehicle Driver	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Aircraft Mechanic	Deletion/Title Change/Addition	Delete the first level of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion. Create an additional level to accommodate higher-level job duties and employee skills.	\$0
Radio Communication Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Plumber	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Ferryboat Deckhand	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better accommodate the work performed.	\$0
Ferryboat Captain	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Intelligent Transportation Systems Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
<b>Total Fiscal Impact for Each Year of the 2022-2023 Biennium</b>			<b>\$0</b>

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

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