



The State's Position Classification Plan for the 2024-2025 Biennium

- The Plan does not provide market competitive salary ranges for Salary Schedules A and B; those ranges have not been adjusted since fiscal year 2016.
- The State Auditor's Office received the largest number of requests for Plan changes in more than a decade. For almost 70 percent of those requests, the agencies cited a need to address a competitive market by increasing the flexibility to enhance salaries to attract and retain employees.
- The estimated cost of recommended changes is \$6,327,452 in each year of the biennium.

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The State Classification Team, located within the State Auditor's Office, reviewed the State's Position Classification Plan (Plan), which provides the salary structure for the State's 140,239 classified, regular full-time and part-time employees. The results of that study show that the Plan does not provide market-competitive salary ranges for the majority of the benchmark job classification titles included in this study for the State's Salary Schedules A and B.

The recommended changes will help keep the Plan current, flexible, competitive, and equitable.

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

MARKET ANALYSIS

On average, the State's salary range midpoints for the benchmark job classification titles were 11.7 percent behind the market average pay. This indicates that salary ranges are less competitive now than they were in fiscal year 2020.

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RECOMMENDED CHANGES TO THE PLAN

Recommended changes for the 2024-2025 Plan include reallocating 567 job classification titles to a higher salary group and adding 58 new job classification titles.

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COST OF PLAN CHANGES

The minimum estimated cost to implement the recommended changes is \$6,327,452 in each year of the 2024-2025 biennium. Legislative action is required to implement these changes to the Plan.

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**SALARY RANGES IN SALARY
SCHEDULES A AND B**

The salary ranges within Salary Schedules A and B have not been adjusted since fiscal year 2016. In fiscal year 2022, the average annual salary for Salary Schedule A was \$40,053 and for Salary Schedule B was \$61,615.

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**ANALYSIS ON SELECTED
AGENCIES WITH TURNOVER
RATES ABOVE 17.0 PERCENT**

Thirteen state agencies had turnover rates exceeding 17.0 percent in fiscal year 2021.

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Background Information

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

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

The Plan currently contains 1,135 job classification titles. Jobs at state agencies are placed in job classification titles that best depict the nature of the work performed. Employees in those jobs are referred to as "classified" employees. In the third quarter of fiscal year 2022 (the quarter ending May 31, 2022), the State had 140,239 classified, regular full-time and part-time employees included in the Plan (see text box for Plan definitions). State agencies have the first line of responsibility for ensuring that employees are properly classified in job classification titles within the Plan.

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

- Salary Schedule A – Includes mainly administrative support, maintenance, technician, and paraprofessional positions (for example, Administrative Assistants, Electricians, and Licensed Vocational Nurses).
- Salary Schedule B – Includes mainly professional and managerial positions (for example, Accountants, Physicians, and Attorneys).
- Salary Schedule C – Includes certain commissioned law enforcement officers who are employed by the Department of Public Safety, the Parks and Wildlife Department, the Alcoholic Beverage Commission, the Office of the Attorney General, the Department of Insurance, and the Department of Criminal Justice. This report does not cover the market

Plan Definitions

Occupational Category – A broad series of job families characterized by the nature of work performed. Currently, the Plan covers **26** occupational categories (for example, Criminal Justice).

Job Classification Series – A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. That may include entry-, journey-, or senior-level positions. Currently, the Plan covers **311** 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 **1,135** job classification titles (for example, Correctional Officer III).

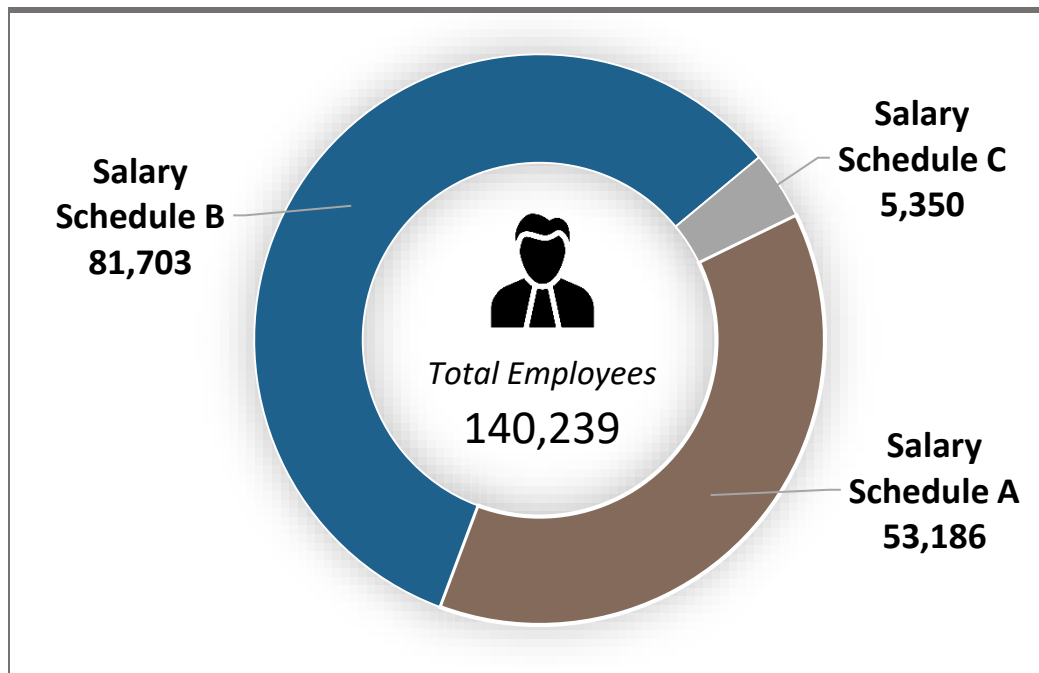
analysis in Salary Schedule C, which covers 5,350 law enforcement positions. Prior to January 1, 2023, the State Auditor’s Office will publish a report for the 2024–2025 biennium for job classification titles in Salary Schedule C.

Distribution by Salary Schedules. The majority of the State’s 140,239 classified, regular full-time and part-time employees are in Salary Schedule B.

Figure 1 shows the distribution of those employees by salary schedule.

Figure 1

***Distribution of the State’s Full-time and Part-time
Classified Employees by Salary Schedule
Fiscal Year 2022, Third Quarter***



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

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

Prior to each session, the State Classification Team reviews the Plan and makes recommendations for improvements such as adding new job classification titles, deleting job classification titles that are no longer necessary, and identifying job classification titles for which the salary range may not be competitive with the average market pay. As part of this study, the State

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

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

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



Chapter I-A Market Analysis

To determine the competitiveness of the Plan with similar jobs in the private and public sectors, the State Classification Team conducted a study¹ on the average market pay for similar positions in the job market using benchmarks, which are job classification titles within the Plan that match public and private sector jobs in terms of duties, scope, and responsibility.

On average, the State's salary range midpoints for the benchmark job classification titles were 11.7 percent behind the market average pay.

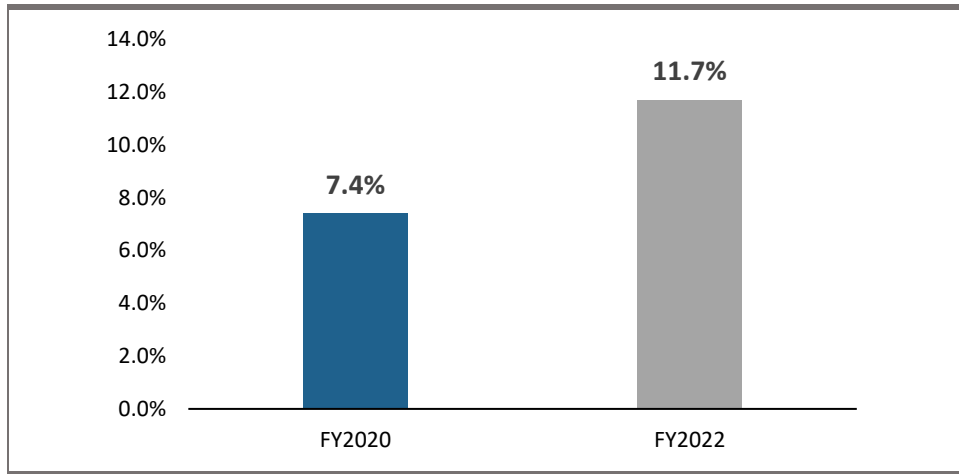
This indicates that salary ranges are less competitive now than they were in fiscal year 2020, when the average market indices for the benchmarks were 7.4 percent behind the market (see Figure 2 on the next page).² An employee's pay is driven by placement within the salary ranges for specific job classification titles in the Plan. Therefore, when the salary ranges fall too far behind the market, the capacity to pay employees competitively is compromised.

¹ This report does not cover the market analysis in Salary Schedule C. Prior to January 1, 2023, the State Auditor's Office will publish a report for the 2024–2025 biennium for job classification titles in Salary Schedule C.

² See [A Biennial Report on the State's Position Classification Plan for the 2022-2023 Biennium](#) (State Auditor's Office Report No. 21-701, October 2020).

Figure 2

Percentage Behind the Market of the State's Salary Range Midpoints



Source: State Auditor's Office analysis.

A total of 407 benchmarks were identified that covered 44.1 percent of the State's classified, regular full-time and part-time employees.

For this analysis, the midpoints of state salary ranges for benchmark job classification titles were compared to the average market salary for comparable positions. Details on the benchmark job classification titles, including the midpoint of the salary range, market average salary, and market index for each benchmark job classification title, are presented in [Appendix 2](#).

Chapter 1-B

Recommended Changes to the Plan

The decreasing competitiveness of the salary ranges (as discussed in [Chapter 1-A](#)) and the high turnover rate among state employees (as discussed in [Chapter 3](#)) may have been factors in the State Classification Team receiving the largest number of requests for changes to the Plan in more than a decade. For almost 70 percent of those requests, the agencies cited a need to address a competitive market by increasing the flexibility to enhance salaries to attract and retain employees.

Recommended changes for the 2024-2025 Plan include reallocating 567 job classification titles to a higher salary group and adding 58 new job classification titles.

As a result of the market analysis and in response to the state agency requests, the State Classification Team is recommending 713 changes to help make the Plan for the 2024-2025 biennium current, flexible, and equitable for state employees. (Figure 3 on Page 10 summarizes those changes by occupational category). Those changes include:

- **Reallocating 567 job classification titles to a higher salary group.** Reallocations refer to the process by which the assigned salary group for a job classification is changed. Reallocations to higher salary groups within the Plan for the 567 job classifications will help state agencies recruit and retain employees in those positions with salaries significantly behind the salaries of comparable positions in the external market, and would help create and maintain salary parity within the Plan between jobs that are similar in nature. For example, the Licensed Vocational Nurse job classification series is on average 18.0 percent behind the market. Moving that job classification series to higher salary groups would enable agencies to adjust employee salaries to be more competitive with the market pay for similar positions.

- Adding 58 new job classification titles.** New job classification titles will address gaps in the Plan, provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan, and create new levels in current job classification series (see text box for information about the total number of job classification titles). For example, adding an Emergency Medical Services Specialist job classification series would more clearly distinguish the work performed and enable agencies to classify employees more appropriately.
- Changing 42 job classification titles.** Title changes will provide a better description of the job functions, and reflect current industry terminology. For example, changing the Interpreter job classification series to Interpreter/Translator would provide a better description of the broad duties and responsibilities within the job classification series. In addition, some job classification titles would need to be changed and renumbered if a level within a job classification series is deleted.
- Deleting 35 job classification titles.** Deleting job classification titles that are not utilized, underutilized, or that have job duties that overlap with those of other job classification titles will help streamline the Plan.
- Renumbering 11 job classification titles.** Assigning new numbers to certain job classification titles will create consistency in job classification numbering within occupational categories resulting in better flow and ease of usability of the Plan.

Number of Job Classification Titles

For the 2022-2023 biennium, the Plan covered **1,135** job classification titles. With the recommended changes, the Plan for the 2024-2025 biennium would cover **1,158** job classification titles. This count does not include any recommended changes to the Law Enforcement occupational category.

In addition to the changes listed above, adding a new salary group (A22) to Salary Schedule A with a salary range of \$51,614 to \$84,479 will provide agencies additional flexibility to offer market-competitive salaries to help recruit and retain employees in certain job classification titles. (See [Appendix 5](#) for additional details on Salary Schedules A and B.)

Figure 3 summarizes the recommended changes to the Plan by occupational category for the 2024-2025 biennium. For a detailed list of recommended changes to the Plan by occupational category and job classification title, see [Appendix 3](#).

Figure 3

***Summary of Recommended Changes to the Plan
for the 2024-2025 Biennium By Occupational Category^a***

Occupational Category^b	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title
Accounting, Auditing, and Finance	8	29	0	5
Administrative Support	4	5	5	1
Compliance, Inspection, and Investigation	1	4	0	0
Criminal Justice	0	24	0	3
Custodial	2	28	3	1
Education	1	3	0	0
Employment	0	0	0	0
Engineering and Design	0	21	3	1
Human Resources and Training and Development	0	14	0	0
Information and Communication	0	29	0	0
Information Technology	6	53	8	9
Insurance	0	0	0	0
Land Surveying, Appraising, and Utilities	3	8	3	1
Legal	0	35	0	1
Library and Records	0	14	0	0
Maintenance	10	49	3	1
Medical and Health ^c	4	78	2	2
Military	0	0	0	0

*Summary of Recommended Changes to the Plan
for the 2024-2025 Biennium By Occupational Category ^a*

Occupational Category ^b	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title
Natural Resources	0	24	4	1
Planning, Research, and Statistics	0	20	0	0
Program Management	8	3	0	1
Property Management and Procurement	0	32	0	0
Public Safety	2	23	2	1
Safety	3	14	1	0
Social Services ^c	6	57	8	7
Totals	58	567	42	35

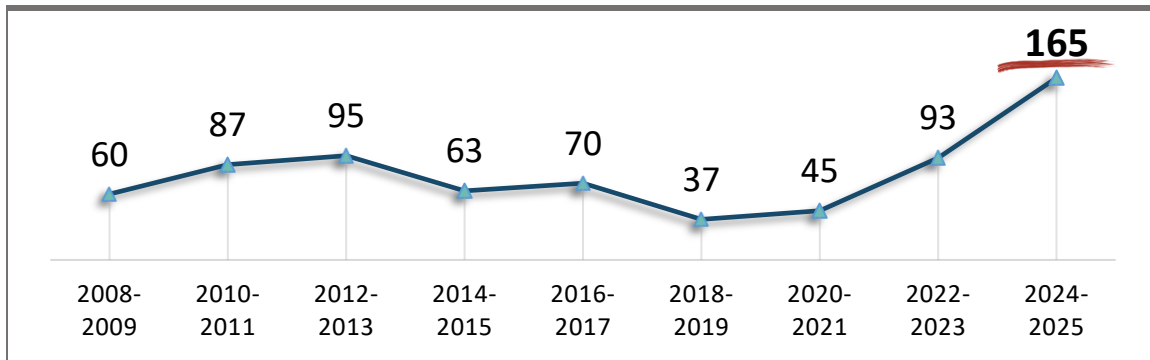
^a Excludes recommended changes in the numbering for job classification titles.
^b This figure lists 25 occupational categories; the Law Enforcement occupational category is in Salary Schedule C and part of a separate market analysis.
^c The State Auditor’s Office is moving the Psychiatric Nursing Assistant job classification series from the Social Services occupational category to the Medical and Health occupational category.

State Agencies submitted 165 requests for Plan Changes.

For this analysis, the State Classification Team requested feedback from state agencies to determine whether they had any specific issues or concerns that may be addressed by changes to the Plan. A total of 25 agencies submitted 165 requests for adding new job classification titles, reallocating job classification titles to different salary groups, changing job classification titles, and changing salary schedules. This is the largest number of agency requests received in more than a decade (see Figure 4).

Figure 4

Number of Agency Requests for Biennium Plan Changes



Sources: The State Auditor’s Office’s biennial reports on the State’s Position Classification Plan for fiscal years 2008 through 2022. Those reports are available on the State Auditor’s Office’s website at <https://hr.sao.texas.gov/Reports/>.

Recommendations in this report address 86.1 percent of those requests, either as requested, with some modification, or an alternative change. The remaining agency requests could, in general, be addressed with changes to job descriptions or within the current classification and salary ranges. Although the Plan is meant to include very general job descriptions, state agencies are encouraged to develop and maintain functional job titles and job descriptions that are specific to their employees’ work and to each agency’s specific business needs. Other recommendations in this report were initiated by the State Classification Team.

Chapter 1-C

Cost of Plan Changes

The minimum estimated cost to implement the recommended changes is \$6,327,452 in each year of the 2024-2025 biennium.

Legislative action is required to implement changes to the Plan. Once adopted, the new Plan will be effective on September 1, 2023. Figure 5 provides the estimated annual cost by state agency to implement the changes. State agencies with no cost are not listed.

The Health and Human Services Commission would bear the largest share (28.56 percent) of the costs associated with the recommended changes.

Figure 5

Estimated Annual Cost of Recommended Changes to the Plan By Agency for Each Year of the 2024-2025 Biennium ^{a b}

Agency	Estimated Annual Cost	Percent of Total Cost
Health and Human Services Commission	\$1,806,828	28.56%
Office of the Attorney General	\$1,396,462	22.07%
Department of Criminal Justice	\$973,710	15.39%
Department of Family and Protective Services	\$918,640	14.52%
Commission on Environmental Quality	\$402,565	6.36%
Texas Workforce Commission	\$134,199	2.12%
Juvenile Justice Department	\$122,350	1.93%
Alcoholic Beverage Commission	\$90,523	1.43%
Department of Transportation	\$87,823	1.39%
Department of State Health Services	\$46,114	0.73%
Department of Insurance	\$37,148	0.59%
Texas Medical Board	\$31,773	0.50%
Parks and Wildlife Department	\$30,444	0.48%

***Estimated Annual Cost of Recommended Changes to the Plan
By Agency for Each Year of the 2024-2025 Biennium ^{a b}***

Agency	Estimated Annual Cost	Percent of Total Cost
Department of Public Safety	\$30,018	0.47%
Board of Pharmacy	\$24,989	0.39%
Secretary of State	\$23,044	0.36%
Soil and Water Conservation Board	\$19,396	0.31%
Department of Information Resources	\$15,923	0.25%
Office of the State Prosecuting Attorney	\$14,798	0.23%
Office of the Comptroller of Public Accounts	\$11,236	0.18%
Water Development Board	\$11,223	0.18%
Preservation Board	\$8,500	0.13%
Office of Court Administration, Texas Judicial Council	\$8,269	0.13%
Ninth Court of Appeals District, Beaumont	\$7,890	0.12%
Eleventh Court of Appeals District, Eastland	\$7,390	0.12%
Public Utility Commission of Texas	\$7,151	0.11%
Employees Retirement System	\$7,089	0.11%
Board of Plumbing Examiners	\$6,566	0.10%
Department of Housing and Community Affairs	\$6,311	0.10%
Racing Commission	\$5,630	0.09%
Texas Ethics Commission	\$5,450	0.09%
Texas Lottery Commission	\$3,759	0.06%
Texas Education Agency	\$3,614	0.06%
Railroad Commission	\$3,402	0.05%
Texas State Board of Dental Examiners	\$2,958	0.05%
Health Professions Council	\$2,678	0.04%
Historical Commission	\$2,432	0.04%
General Land Office	\$1,791	0.03%
Office of the Governor	\$1,630	0.03%

***Estimated Annual Cost of Recommended Changes to the Plan
By Agency for Each Year of the 2024-2025 Biennium ^{a b}***

Agency	Estimated Annual Cost	Percent of Total Cost
Thirteenth Court of Appeals District, Corpus Christi-Edinburg	\$1,411	0.02%
Real Estate Commission	\$1,296	0.02%
Department of Agriculture	\$1,290	0.02%
Board of Chiropractic Examiners	\$1,014	0.02%
State Office of Risk Management	\$404	0.01%
Behavioral Health Executive Council	\$244	0.00% ^c
Department of Banking	\$77	0.00% ^d
Totals	\$6,327,452	100.00% ^e

^a Estimated annual cost is based on data from the third quarter of fiscal year 2022 (the quarter ending May 31, 2022) for classified, regular full-time employees in each job classification title.

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

^c The Behavioral Health Executive Council’s costs are 0.004 percent of the total costs associated with the recommended changes.

^d The Department of Banking’s costs are 0.001 percent of the total costs associated with the recommended changes.

^e Percentages do not sum to 100.00 due to rounding. Percentage total includes the percentages for the Behavioral Health Executive Council (0.004 percent) and the Department of Banking (0.001 percent).

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

Chapter 2

Salary Ranges in Salary Schedules A and B

Salary Schedules A and B have not been adjusted since 2016.

Changes to Salary Schedules A and B have not kept pace with market changes. Over the past four biennia³, the minimums and maximums of the salary ranges in the two salary schedules have increased as follows:

- Salary Schedule A – 0.0 percent (minimum) and 2.5 percent (maximum).
- Salary Schedule B – 0.0 percent (minimum) and 2.5 percent (maximum).

The last salary range adjustment made to the maximum of the salary ranges was in fiscal year 2016 when the Legislature provided an increase of 2.5 percent for certain employees who contributed to retirement at the Employees Retirement System. (See the above text box for definition of salary range adjustment and [Appendix 5](#) for additional details on Salary Schedules A and B.)

Salary Schedule A and B Salary Structures

The State Classification Team conducted a market analysis and identified job classification titles for which the salary ranges may not be competitive with market pay. Recommended changes, such as reallocations, will place certain job classification titles in higher salary ranges so that the salary range midpoints are more in line with market pay for similar positions.

However, to keep salary structures current, it is common practice to anticipate and determine any movements in competitive pay based on the market.

Salary Range Adjustments

For the purposes of this report, a salary range adjustment is defined as a change in the minimum and/or maximum of a salary range.

In addition to the adjustments addressed in this report, Salary Group B36 was added in fiscal year 2020 and Salary Group A21 was added in fiscal year 2022.

³ This time span affected by the four biennia is from fiscal year 2016 through fiscal year 2023.

A review of salary budget surveys by WorkatWork, Payscale, and Salary.com⁴ indicate that some businesses in the private and/or public sectors have increased their salary structures and their salary budgets to remain competitive. In addition, the results in those salary budget surveys showed that companies had higher budget salary increases in 2022 than in 2021. Additionally, projections show that salary budget increases may be even higher in 2023.

As a result, it may be beneficial to update the salary structure of the Plan.

The combined effect of Plan and salary structure changes would help place the State in a more competitive position compared to the market.

As reported in [Chapter 1-A](#), the State's salary range midpoints for the benchmark job classification titles were 11.7 percent behind the market average pay. This lag behind the market means that Salary Schedules A and B are not keeping pace with the private and public sectors. To address the issue of Salary Schedules A and B lagging behind the market, the Legislature could consider the following:

- **Adjust the maximums of the salary ranges in Salary Schedules A and B.** This would:
 - Give agencies more flexibility to pay at higher rates.
 - Increase the midpoints of the salary ranges, which would help move the salary ranges so that the midpoints would be more in line with market averages.
- **Add an additional level to Salary Schedule A.** This would provide additional flexibility to offer market-competitive salaries to help recruit and retain certain employees in maintenance, service, and technician positions. (See [Appendix 5](#) for additional details on Salary Schedules A and B.)

There would be no cost to implement the above changes.

⁴ *WorldatWork Salary Budget Survey 2021-2022, 48th Annual Executive Report & Analysis; Payscale 2022-2023 Salary Budget Survey; and Salary.com's US and Canada National Salary Budget Survey 2022-2023.*

Chapter 3

Analysis on Selected Agencies With Turnover Above 17.0 Percent

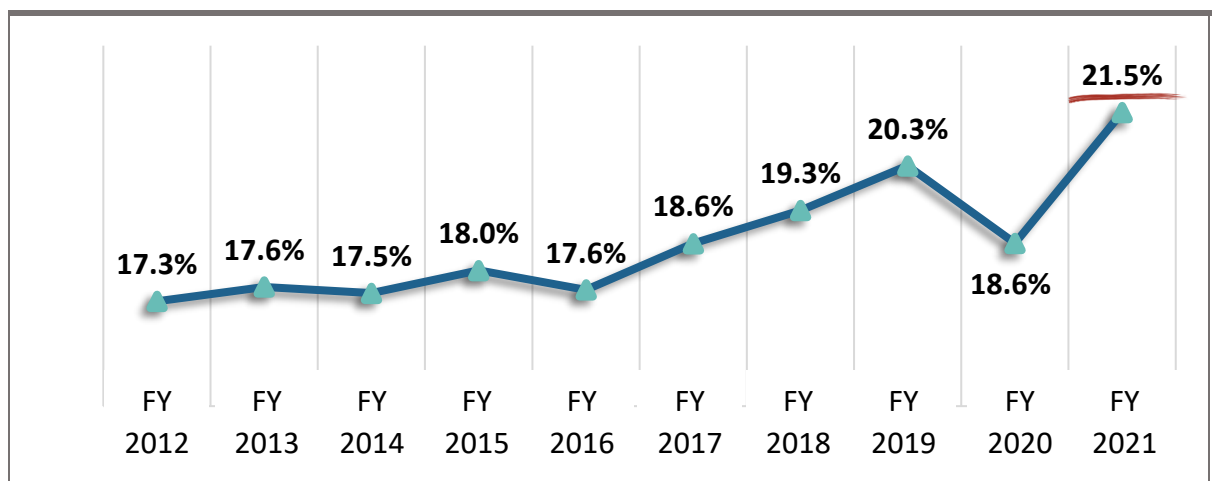
Texas Government Code, Section 654.037, requires the State Auditor’s Office to (1) identify state agencies that experienced an employee turnover rate exceeding 17.0 percent in the preceding biennium and (2) conduct a comparative study of salary rates within those agencies. [An Annual Report on Classified Employee Turnover for Fiscal Year 2021](#) (State Auditor’s Office Report Number 22-702, March 2022) identified the state agencies with turnover rates that exceeded 17.0 percent for fiscal year 2021. This chapter covers the study of salaries compared to market averages at those state agencies.

In fiscal year 2021, the statewide turnover rate of 21.5 percent for classified, regular full-time and part-time employees was at a 10-year high.

Figure 6 shows the statewide turnover rates since fiscal year 2012.

Figure 6

*Statewide Turnover Rates for Classified, Regular Full-time and Part-time Employees
Fiscal Year 2012 through Fiscal Year 2021*



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

Thirteen state agencies had turnover rates exceeding 17.0 percent in fiscal year 2021.

Figure 7 starting on the next page lists those 13 agencies⁵ and examples of individual job classification series with at least 20 employees and turnover rates exceeding 17.0 percent in fiscal year 2021.

The State Classification Team excluded certain agencies in its turnover analysis after consideration of the following factors:

- Turnover rates for state agencies that have fewer than 50 employees may appear inflated.
- Turnover rates for state agencies with employees who are hired in positions for a set amount of time may appear inflated. For example, Court Law Clerks are traditionally hired for a one-year term.
- Whether or not the agency had a job classification series with 20 or more employees because turnover rates for a job classification series with less than 20 employee may appeared skewed.

⁵ Excludes the Supreme Court, Office of the Governor, Trusteed Programs within the Office of the Governor, Behavioral Health Executive Council, and the Court of Criminal Appeals.

Figure 7

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2021

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent
Juvenile Justice Department ^a	1,956.25	923	47.2%	A total of 10 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Juvenile Correctional Officer (72.4 percent) • Health Specialist (57.6 percent) • Case Manager (49.5 percent) • Cook (40.9 percent) • Dorm Supervisor (40.5 percent)
Department of Criminal Justice ^a	36,355.75	11,925	32.8%	A total of 28 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Correctional Officer (40.6 percent) • Clerk (30.2 percent) • Parole Officer (20.2 percent) • Senior Correctional Officer (18.8 percent) • Administrative Assistant (18.8 percent) • Inspector (25.7 percent)
Animal Health Commission	180.75	57	31.5%	<ul style="list-style-type: none"> • Inspector (25.7 percent)
Health and Human Services Commission ^a	36,992.75	9,963	26.9%	A total of 40 job classification series had turnover rates exceeding 17.0 percent. Those included: <ul style="list-style-type: none"> • Direct Support Professional (54.4 percent) • Psychiatric Nursing Assistant (49.7 percent) • Nurse (24.7 percent) • Clerk (21.7 percent) • Texas Works Advisor (20.9 percent)
State Office of Risk Management	115.75	31	26.8%	<ul style="list-style-type: none"> • Claims Examiner (26.3 percent)

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2021

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
Preservation Board ^a	206.50	53	25.7%	<ul style="list-style-type: none"> Customer Service Representative (34.9 percent)
Department of Family and Protective Services ^a	13,367.00	3,204	24.0%	<p>A total of 11 job classification series had turnover rates exceeding 17.0 percent. Those included:</p> <ul style="list-style-type: none"> Child Protective Services Specialist (30.5 percent) Administrative Assistant (29.3 percent) Adult Protective Services Specialist (25.4 percent) Human Services Technician (24.0 percent) Director (23.6 percent) Ombudsman (37.5 percent)
Office of Injured Employee Counsel ^a	151.00	36	23.8%	<ul style="list-style-type: none"> Ombudsman (37.5 percent)
State Office of Administrative Hearings ^a	108.75	25	23.0%	<ul style="list-style-type: none"> Administrative Law Judge (23.4 percent) Legal Secretary (17.8 percent)
Secretary of State	179.75	39	21.7%	<ul style="list-style-type: none"> Administrative Assistant (20.2 percent)
School for the Deaf	324.25	64	19.7%	<ul style="list-style-type: none"> Teacher Aide (28.8 percent) Resident Specialist (23.5 percent) Program Specialist (19.3 percent)
Texas Military Department	604.00	119	19.7%	<ul style="list-style-type: none"> Resident Specialist (40.4 percent) Security Officer (38.0 percent) Rescue Specialist (21.1 percent)
Public Utility Commission of Texas ^a	171.00	32	18.7%	<ul style="list-style-type: none"> Attorney (29.4 percent)

^a Agency also had a turnover rate that exceeded 17.0 percent in fiscal year 2020.

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

17.0 Percent Turnover Market Analysis. For the 13 agencies listed in Figure 7, the State Classification Team reviewed each agency's average salary for classified, regular full-time employees as of the third quarter of fiscal year 2022 (the quarter ending May 31, 2022). See [Appendix 6](#) 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 Classification Team 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 2](#) for statewide market analysis information for all job classification series.



Appendix I

Objectives, Scope, and Methodology

Objectives

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

Scope

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

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

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



- Lara Foronda Tai, PHR, SHRM-CP (Project Manager)
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- Laura Alvarez, MBA
- Kathy-Ann Moe, SHRM-CP, MBA
- Juan R. Sanchez, MPA
- Dana Musgrave, MBA, CFE (Quality Control Reviewer)
- Sharon Schneider, CCP, PHR, SHRM-CP (Classification Manager)

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

Methodology

The State Classification Team conducted periodic studies of salary rates and trends in private industry and other governmental entities for work similar to that performed in state government. Fieldwork and analysis for this report was conducted from February 2022 through September 2022.

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

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

- Salary Schedules A and B as approved by the 87th Legislature.
- Headcounts, turnover rates, and salary range penetration.
- Average market pay for 407 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:
 - *2022 National Wage & Salary Survey*, Cascade Employee Association/Employer Association of America, January 2022.
 - *Administrators in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2020–21 Academic Year*, College and University Professional Association for Human Resources, April 2021.

- *Staff in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2020-21 Academic Year*, College and University Professional Association for Human Resources, June 2021.
- *Professionals in Higher Education Annual Report: Key Findings, Trends, and Comprehensive Tables for the 2020-21 Academic Year*, College and University Professional Association for Human Resources, May 2021.
- *Compensation Data Not-For Profit Survey 2022*, Compdata Surveys & Consulting, Salary.com, July 2021.
- *Executive Compensation 2022: U.S. Executive Survey*, Compdata Surveys & Consulting, Salary.com, October 2021.
- Occupational Employment Statistics, Bureau of Labor Statistics, US Department of Labor, May 2021.
- *WorldatWork Salary Budget Survey 2021-2022, 48th Annual Executive Report & Analysis*, August 2021.
- *2021 Nonprofit Organizations Salary and Benefits Report*, The Non-Profit Times, Bluewater Nonprofit Solutions, September 2020.
- *2021 Pay Structures and Practices Survey*, National Compensation Association of State Governments, July 2021.
- *2021 Texas Society for Healthcare Human Resources Administration and Education Wage Survey*, Werling Associates, Inc., February 2021.
- 2021 Willis Towers Watson Compensation Surveys, Willis Towers Watson Data Services, April 2021, which included:
 - *2021 General Industry Middle Management, Professional and Support Compensation Survey - U.S.*
 - *2021 Health Care Middle Management, Professional and Support Compensation Survey – U.S.*
- *2021 Mercer Benchmark Database/Total Remuneration Survey, South Central Metropolitan Areas*, Marsh & McLennan Companies, March 2021.
- 2022 Salary Guides, Robert Half International, Inc., which included:
 - *2022 Salary Guide for Administrative and Customer Support.*

- *2022 Salary Guide for Finance and Accounting.*
- *2022 Salary Guide for Healthcare.*
- *2022 Salary Guide for Human Resources.*
- *2022 Salary Guide for Legal.*
- *2022 Salary Guide for Marketing and Creative.*
- *2022 Salary Guide for Technology.*
- Additional salary information that agencies provided.
- Data for classified, regular full-time and part-time state employees, salaries, and turnover rates from the State Auditor’s Office’s Electronic Compensation Analysis Tool and the following Office of the Comptroller of Public Accounts systems:
 - Uniform Statewide Payroll/Personnel System (USPS).
 - Human Resource Information System (HRIS).
 - Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2021 data. Headcounts and salaries were calculated from data for the third quarter of fiscal year 2022 (quarter ending May 31, 2022).

Other sources of information included:

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

Benchmarking Methodology

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

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

benchmark job classification title, data for the entire series was considered before making recommended changes. For consistency, market data for each survey was aged to a specific point in time (January 1, 2023).

The State Classification Team compared the midpoints of state salary ranges for benchmark job classification titles to the average market salary for comparable positions to determine whether salary ranges for state positions were competitive with the market. In analyzing the competitiveness of salary ranges, a job classification series' salary range was generally considered to be acceptable if it was within 10 percent of the market average.

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

- Extracting data for the number of classified, regular full-time employees in each of the job classification titles as of the third quarter of fiscal year 2022 (quarter ending May 31, 2022) from USPS, HRIS, and SPRS.
- Calculating the estimated cost of reallocations and deletions by moving affected employees to the minimum of the new higher salary group.

Appendix 2

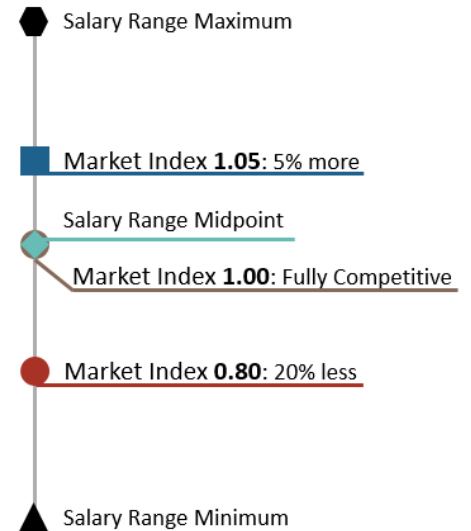
Market Analysis for Benchmark Job Classification Titles

As discussed in [Chapter 1-A](#), on average, the market indices for the benchmark job classification titles indicate that the State's salary ranges were 11.7 percent behind the market average pay for those benchmarks.

A market index shows the relationship of a state salary range to the average market salary (see Figure 8). Specifically:

- 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 the average market salary. This means it is not competitive and behind the market.
- A market index of 1.05 indicates that the midpoint of a state salary range is 5 percent more than the average market salary. This means it is competitive and ahead of the market.

Figure 8



When the midpoint of a state salary range is within 10 percent of the average market salary, which means a market index of 0.90, then it is generally considered to be acceptable and competitive.

Figure 9 starting on the next page lists the 407 benchmark job classification titles that were matched to similar jobs in the private and public sectors in terms of duties, scope, and responsibility. The benchmark job classification titles are sorted by the job classification number within each occupational category. Also included is the midpoint of the salary range, the market average salary, and the market index for each benchmark job classification title.

Figure 9

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Accounting, Auditing, and Finance					
1000	A11	Accounting Technician I	\$33,844	\$39,933	0.85
1002	A13	Accounting Technician II	\$37,914	\$40,813	0.93
1012	B14	Accountant I	\$40,139	\$49,214	0.82
1016	B17	Accountant III	\$47,688	\$55,037	0.87
1020	B21	Accountant V	\$63,616	\$71,592	0.89
1022	B23	Accountant VI	\$72,789	\$78,673	0.93
1024	B25	Accountant VII	\$83,298	\$96,679	0.86
1044	B17	Auditor I	\$47,688	\$52,736	0.90
1046	B19	Auditor II	\$55,602	\$62,611	0.89
1048	B21	Auditor III	\$63,616	\$74,900	0.85
1050	B23	Auditor IV	\$72,789	\$87,440	0.83
1052	B25	Auditor V	\$83,298	\$97,691	0.85
1062	B18	Taxpayer Compliance Officer IV	\$51,985	\$59,733	0.87
1080	B20	Financial Analyst I	\$59,473	\$63,333	0.94
1082	B22	Financial Analyst II	\$68,047	\$76,955	0.88
1085	B26	Financial Analyst IV	\$93,406	\$100,702	0.93
1104	B21	Financial Examiner III	\$63,616	\$68,288	0.93
1131	B24	Investment Analyst II	\$77,862	\$87,687	0.89
1133	B28	Investment Analyst IV	\$113,022	\$128,866	0.88
1155	B17	Budget Analyst I	\$47,688	\$55,813	0.85
1156	B19	Budget Analyst II	\$55,602	\$63,119	0.88
1157	B21	Budget Analyst III	\$63,616	\$73,232	0.87
1159	B25	Budget Analyst V	\$83,298	\$91,757	0.91
1200	B17	Internal Auditor I	\$47,688	\$52,736	0.90
1201	B19	Internal Auditor II	\$55,602	\$62,611	0.89
1202	B21	Internal Auditor III	\$63,616	\$74,900	0.85
1203	B23	Internal Auditor IV	\$72,789	\$87,440	0.83

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1204	B25	Internal Auditor V	\$83,298	\$97,691	0.85
1242	B12	Reimbursement Officer I	\$35,819	\$39,688	0.90
1248	B18	Reimbursement Officer IV	\$51,985	\$54,996	0.95
1290	A13	Payroll Assistant	\$37,914	\$46,838	0.81
1292	B17	Payroll Specialist II	\$47,688	\$49,154	0.97
1294	B21	Payroll Specialist IV	\$63,616	\$67,294	0.95
1295	B23	Payroll Specialist V	\$72,789	\$81,284	0.90
Market Index - Accounting, Auditing, and Finance					0.89
Administrative Support					
0006	A09	Receptionist	\$29,320	\$32,746	0.90
0057	A09	Clerk II	\$29,320	\$33,325	0.88
0059	A11	Clerk III	\$33,844	\$40,710	0.83
0130	A09	Customer Service Representative I	\$29,320	\$34,564	0.85
0132	A11	Customer Service Representative II	\$33,844	\$36,994	0.91
0136	A15	Customer Service Representative IV	\$42,511	\$44,663	0.95
0138	A17	Customer Service Representative V	\$47,688	\$55,258	0.86
0150	A09	Administrative Assistant I	\$29,320	\$33,415	0.88
0154	A13	Administrative Assistant III	\$37,914	\$45,377	0.84
0156	A15	Administrative Assistant IV	\$42,511	\$46,699	0.91
0159	A19	Administrative Assistant VI	\$55,602	\$57,799	0.96
0160	B17	Executive Assistant I	\$47,688	\$53,284	0.89
0162	B19	Executive Assistant II	\$55,602	\$62,371	0.89
0164	B21	Executive Assistant III	\$63,616	\$71,235	0.89
0170	B12	License and Permit Specialist I	\$35,819	\$38,919	0.92
0181	A11	Document Services Technician II	\$33,844	\$38,183	0.89
0182	A13	Document Services Technician III	\$37,914	\$44,064	0.86
Market Index – Administrative Support					0.89

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Compliance, Inspection, and Investigation					
1323	B15	Inspector III	\$42,511	\$48,378	0.88
1324	B17	Inspector IV	\$47,688	\$51,858	0.92
1353	B18	Investigator IV	\$51,985	\$56,654	0.92
1354	B20	Investigator V	\$59,473	\$66,469	0.89
1402	B22	Compliance Analyst III	\$68,047	\$78,232	0.87
1403	B24	Compliance Analyst IV	\$77,862	\$86,250	0.90
Market Index - Compliance, Inspection, and Investigation					0.90
Criminal Justice					
4503	A14	Correctional Officer III	\$40,139	\$46,963	0.85
4510	B18	Sergeant of Correctional Officers	\$51,985	\$61,782	0.84
4512	B20	Captain of Correctional Officers	\$59,473	\$67,881	0.88
4522	A14	Juvenile Correctional Officer III	\$40,139	\$47,007	0.85
4533	B26	Youth Facility Superintendent	\$93,406	\$106,821	0.87
4541	B16	Parole Officer II	\$45,024	\$58,495	0.77
4544	B21	Parole Officer V	\$63,616	\$75,213	0.85
4551	B26	Warden I	\$93,406	\$106,821	0.87
4552	B27	Warden II	\$102,747	\$114,580	0.90
4650	A17	Industrial Specialist IV	\$47,688	\$54,400	0.88
Market Index – Criminal Justice					0.86
Custodial					
8003	A05	Custodian I	\$24,309	\$28,846	0.84
8005	A06	Custodian II	\$25,464	\$30,717	0.83
8007	A08	Custodian III	\$27,967	\$34,093	0.82
8021	A12	Custodial Manager I	\$35,819	\$41,894	0.85
8025	A16	Custodial Manager III	\$45,024	\$51,400	0.88
8032	A06	Groundskeeper II	\$25,464	\$30,327	0.84
8034	A10	Groundskeeper IV	\$30,741	\$35,939	0.86

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
8103	A05	Food Service Worker I	\$24,309	\$28,069	0.87
8104	A07	Food Service Worker II	\$26,679	\$32,856	0.81
8108	A12	Food Service Manager I	\$35,819	\$38,672	0.93
8109	A14	Food Service Manager II	\$40,139	\$46,042	0.87
8111	A18	Food Service Manager IV	\$51,985	\$61,407	0.85
8116	A06	Cook I	\$25,464	\$29,537	0.86
8117	A07	Cook II	\$26,679	\$33,026	0.81
8118	A09	Cook III	\$29,320	\$34,502	0.85
8252	A04	Laundry/Sewing Room Worker I	\$23,209	\$28,541	0.81
Market Index – Custodial					0.85
Education					
0812	A09	Teacher Aide I	\$29,320	\$34,219	0.86
0822	B21	Education Specialist III	\$63,616	\$70,255	0.91
Market Index – Education					0.89
Employment					
3023	B14	Workforce Development Specialist III	\$40,139	\$44,673	0.90
3026	B18	Workforce Development Specialist V	\$51,985	\$58,541	0.89
3154	B15	Unemployment Insurance Claims Examiner III	\$42,511	\$45,785	0.93
Market Index – Employment					0.91
Engineering and Design					
2123	A14	Engineering Technician II	\$40,139	\$49,614	0.81
2125	A18	Engineering Technician IV	\$51,985	\$55,485	0.94
2128	B18	Engineering Specialist II	\$51,985	\$58,426	0.89
2130	B20	Engineering Specialist IV	\$59,473	\$71,495	0.83
2152	B22	Engineer I	\$68,047	\$78,766	0.86
2153	B23	Engineer II	\$72,789	\$84,796	0.86
2155	B25	Engineer IV	\$83,298	\$102,278	0.81
2157	B28	Engineer VI	\$113,022	\$113,124	1.00

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
2181	A17	Drafting Technician I	\$47,688	\$55,823	0.85
2182	A19	Drafting Technician II	\$55,602	\$63,467	0.88
2256	B19	Project Design Specialist II	\$55,602	\$64,546	0.86
2264	B23	Architect II	\$72,789	\$81,216	0.90
2266	B25	Architect III	\$83,298	\$91,594	0.91
2268	B27	Architect IV	\$102,747	\$97,622	1.05
Market Index – Engineering and Design					0.89
Human Resources and Training and Development					
1727	B12	Human Resources Assistant	\$35,819	\$43,028	0.83
1731	B16	Human Resources Specialist II	\$45,024	\$55,163	0.82
1733	B18	Human Resources Specialist III	\$51,985	\$60,242	0.86
1735	B20	Human Resources Specialist IV	\$59,473	\$71,993	0.83
1739	B24	Human Resources Specialist VI	\$77,862	\$95,926	0.81
1782	B15	Training and Development Specialist II	\$42,511	\$50,783	0.84
1784	B19	Training and Development Specialist IV	\$55,602	\$66,914	0.83
1786	B23	Training and Development Specialist VI	\$72,789	\$86,818	0.84
1791	B23	E-Learning Developer II	\$72,789	\$75,565	0.96
Market Index – Human Resources and Training and Development					0.85
Information and Communication					
1810	B16	Creative Media Designer I	\$45,024	\$52,708	0.85
1812	B18	Creative Media Designer II	\$51,985	\$59,487	0.87
1816	B22	Creative Media Designer IV	\$68,047	\$78,886	0.86
1822	B15	Marketing Specialist I	\$42,511	\$52,053	0.82
1824	B19	Marketing Specialist III	\$55,602	\$62,396	0.89
1826	B23	Marketing Specialist V	\$72,789	\$86,316	0.84
1830	B15	Information Specialist I	\$42,511	\$46,698	0.91
1831	B17	Information Specialist II	\$47,688	\$56,989	0.84
1832	B19	Information Specialist III	\$55,602	\$65,628	0.85
1834	B23	Information Specialist V	\$72,789	\$88,888	0.82

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1842	A14	Multimedia Technician III	\$40,139	\$44,852	0.89
1843	A16	Multimedia Technician IV	\$45,024	\$53,152	0.85
1850	B20	Multimedia Specialist I	\$59,473	\$51,465	1.16
1860	B18	Management Analyst I	\$51,985	\$61,746	0.84
1864	B22	Management Analyst III	\$68,047	\$79,491	0.86
1870	B18	Technical Writer I	\$51,985	\$61,565	0.84
1872	B22	Technical Writer III	\$68,047	\$81,916	0.83
1875	B17	Editor I	\$47,688	\$52,538	0.91
1876	B19	Editor II	\$55,602	\$62,079	0.90
1877	B21	Editor III	\$63,616	\$75,161	0.85
1890	B23	Government Relations Specialist I	\$72,789	\$72,051	1.01
1892	B25	Government Relations Specialist II	\$83,298	\$84,337	0.99
Market Index – Information and Communication					0.89
Information Technology					
0211	B20	Database Administrator I	\$59,473	\$63,523	0.94
0212	B22	Database Administrator II	\$68,047	\$80,543	0.84
0214	B26	Database Administrator IV	\$93,406	\$105,800	0.88
0215	B28	Database Administrator V	\$113,022	\$123,374	0.92
0221	B20	Information Technology Business Analyst I	\$59,473	\$62,126	0.96
0222	B22	Information Technology Business Analyst II	\$68,047	\$72,207	0.94
0223	B24	Information Technology Business Analyst III	\$77,862	\$94,644	0.82
0224	B26	Information Technology Business Analyst IV	\$93,406	\$113,039	0.83
0228	B13	Systems Support Specialist I	\$37,914	\$46,206	0.82
0229	B15	Systems Support Specialist II	\$42,511	\$49,847	0.85
0231	B19	Systems Support Specialist IV	\$55,602	\$61,368	0.91
0232	B22	Systems Support Specialist V	\$68,047	\$70,241	0.97

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0235	B23	Information Security Analyst I	\$72,789	\$82,007	0.89
0237	B27	Information Security Analyst III	\$102,747	\$114,801	0.90
0238	B30	Information Security Officer	\$136,756	\$144,221	0.95
0241	B19	Programmer I	\$55,602	\$70,178	0.79
0243	B23	Programmer III	\$72,789	\$87,080	0.84
0244	B25	Programmer IV	\$83,298	\$100,777	0.83
0246	B28	Programmer VI	\$113,022	\$126,215	0.90
0247	B21	Information Technology Auditor I	\$63,616	\$74,100	0.86
0250	B27	Information Technology Auditor IV	\$102,747	\$110,401	0.93
0253	B18	Systems Analyst II	\$51,985	\$67,029	0.78
0254	B20	Systems Analyst III	\$59,473	\$71,270	0.83
0255	B22	Systems Analyst IV	\$68,047	\$82,213	0.83
0257	B26	Systems Analyst VI	\$93,406	\$106,450	0.88
0271	B20	Geographic Information Specialist II	\$59,473	\$59,031	1.01
0282	B18	Telecommunications Specialist I	\$51,985	\$55,163	0.94
0285	B24	Telecommunications Specialist IV	\$77,862	\$80,121	0.97
0286	B26	Telecommunications Specialist V	\$93,406	\$109,527	0.85
0288	B18	Network Specialist II	\$51,985	\$57,732	0.90
0290	B22	Network Specialist IV	\$68,047	\$75,931	0.90
0292	B26	Network Specialist VI	\$93,406	\$106,739	0.88
0294	B25	Business Continuity Coordinator I	\$83,298	\$83,797	0.99
0295	B26	Business Continuity Coordinator II	\$93,406	\$105,395	0.89
0300	B18	Web Administrator I	\$51,985	\$60,834	0.85
0301	B20	Web Administrator II	\$59,473	\$66,317	0.90
0303	B24	Web Administrator IV	\$77,862	\$84,638	0.92
0304	B26	Web Administrator V	\$93,406	\$104,088	0.90
0312	B20	Systems Administrator III	\$59,473	\$67,343	0.88
0313	B22	Systems Administrator IV	\$68,047	\$74,767	0.91
0315	B26	Systems Administrator VI	\$93,406	\$104,455	0.89
0317	B28	Data Architect I	\$113,022	\$115,639	0.98

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
0318	B30	Data Architect II	\$136,756	\$145,386	0.94
0320	B25	Cybersecurity Analyst I	\$83,298	\$89,319	0.93
0322	B27	Cybersecurity Analyst II	\$102,747	\$111,755	0.92
0324	B29	Cybersecurity Analyst III	\$124,323	\$130,232	0.95
0326	B30	Cybersecurity Officer	\$136,756	\$144,754	0.94
Market Index - Information Technology					0.90
Insurance					
2844	B18	Insurance Specialist III	\$51,985	\$55,972	0.93
2914	B18	Retirement System Benefits Specialist III	\$51,985	\$58,337	0.89
2922	B16	Claims Examiner II	\$45,024	\$52,885	0.85
2923	B18	Claims Examiner III	\$51,985	\$57,269	0.91
2924	B20	Claims Examiner IV	\$59,473	\$68,356	0.87
Market Index - Insurance					0.89
Land Surveying, Appraising, and Utilities					
2054	B21	Land Surveyor II	\$63,616	\$70,809	0.90
2064	B19	Appraiser II	\$55,602	\$60,275	0.92
2084	B17	Right of Way Agent II	\$47,688	\$53,443	0.89
2093	B20	Utility Specialist I	\$59,473	\$71,511	0.83
Market Index - Land Surveying, Appraising, and Utilities					0.89
Legal					
3503	B23	Attorney II	\$72,789	\$82,715	0.88
3504	B25	Attorney III	\$83,298	\$100,079	0.83
3505	B27	Attorney IV	\$102,747	\$123,013	0.84
3506	B29	Attorney V	\$124,323	\$129,596	0.96
3522	B27	General Counsel II	\$102,747	\$121,081	0.85
3525	B33	General Counsel V	\$182,022	\$196,845	0.92
3566	A14	Legal Secretary II	\$40,139	\$47,215	0.85
3569	A20	Legal Secretary V	\$59,473	\$71,334	0.83

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
3574	B17	Legal Assistant II	\$47,688	\$55,765	0.86
3576	B19	Legal Assistant III	\$55,602	\$63,108	0.88
3666	B25	Ombudsman V	\$83,298	\$82,766	1.01
3667	B27	Ombudsman VI	\$102,747	\$101,041	1.02
Market Index - Legal					0.89
Library and Records					
7317	B17	Historian II	\$47,688	\$54,846	0.87
7319	B19	Historian III	\$55,602	\$65,148	0.85
7352	A11	Library Assistant I	\$33,844	\$35,998	0.94
7354	A13	Library Assistant II	\$37,914	\$40,942	0.93
7402	B16	Librarian II	\$45,024	\$54,017	0.83
7404	B20	Librarian IV	\$59,473	\$69,298	0.86
7407	B16	Archivist II	\$45,024	\$52,814	0.85
7409	B18	Archivist III	\$51,985	\$61,553	0.84
7464	B15	Exhibit Technician	\$42,511	\$47,007	0.90
7468	B18	Curator II	\$51,985	\$55,900	0.93
7470	B20	Curator III	\$59,473	\$62,146	0.96
7480	B15	Records Analyst I	\$42,511	\$44,657	0.95
7482	B19	Records Analyst III	\$55,602	\$63,964	0.87
Market Index - Library and Records					0.89
Maintenance					
9022	A15	Equipment Operator I	\$42,511	\$38,294	1.11
9024	A16	Equipment Operator II	\$45,024	\$44,758	1.01
9036	A15	Air Conditioning and Boiler Operator III	\$42,511	\$49,255	0.86
9042	A11	Maintenance Specialist II	\$33,844	\$39,743	0.85
9043	A12	Maintenance Specialist III	\$35,819	\$41,236	0.87
9044	A14	Maintenance Specialist IV	\$40,139	\$45,842	0.88
9054	A16	Maintenance Supervisor II	\$45,024	\$51,114	0.88
9056	A19	Maintenance Supervisor IV	\$55,602	\$68,507	0.81

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
9060	A15	Electronics Technician I	\$42,511	\$49,032	0.87
9064	A19	Electronics Technician III	\$55,602	\$63,402	0.88
9305	A14	Transportation Maintenance Specialist I	\$40,139	\$44,648	0.90
9307	A16	Transportation Maintenance Specialist III	\$45,024	\$52,402	0.86
9309	A18	Transportation Maintenance Specialist V	\$51,985	\$63,807	0.81
9322	A08	Vehicle Driver I	\$27,967	\$33,192	0.84
9324	A12	Vehicle Driver III	\$35,819	\$42,083	0.85
9418	A14	Motor Vehicle Technician III	\$40,139	\$48,476	0.83
9419	A16	Motor Vehicle Technician IV	\$45,024	\$54,891	0.82
9512	A13	Machinist I	\$37,914	\$43,411	0.87
9514	A15	Machinist II	\$42,511	\$55,956	0.76
9626	B24	Aircraft Pilot I	\$77,862	\$82,572	0.94
9638	B22	Aircraft Mechanic I	\$68,047	\$72,089	0.94
9733	A14	Equipment Maintenance Technician I	\$40,139	\$47,901	0.84
9734	A16	Equipment Maintenance Technician II	\$45,024	\$52,783	0.85
9804	A16	Electrician II	\$45,024	\$54,473	0.83
9808	A20	Electrician IV	\$59,473	\$65,357	0.91
9814	A16	HVAC Mechanic II	\$45,024	\$51,601	0.87
9816	A18	HVAC Mechanic III	\$51,985	\$61,409	0.85
9822	A16	Plumber II	\$45,024	\$52,245	0.86
9824	A18	Plumber III	\$51,985	\$61,157	0.85
Market Index - Maintenance					0.87
Medical and Health					
4002	A10	Dietetic Technician II	\$30,741	\$34,359	0.89
4016	B17	Dietetic and Nutrition Specialist I	\$47,688	\$55,851	0.85
4017	B19	Dietetic and Nutrition Specialist II	\$55,602	\$62,149	0.89
4018	B21	Dietetic and Nutrition Specialist III	\$63,616	\$76,199	0.83
4050	B20	Health Informatics Specialist I	\$59,473	\$64,606	0.92
4074	B16	Public Health and Prevention Specialist II	\$45,024	\$47,119	0.96

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
4078	B20	Public Health and Prevention Specialist IV	\$59,473	\$55,756	1.07
4082	B19	Epidemiologist I	\$55,602	\$61,855	0.90
4127	B25	Veterinarian II	\$83,298	\$98,477	0.85
4142	A10	Laboratory Technician I	\$30,741	\$35,685	0.86
4144	A12	Laboratory Technician II	\$35,819	\$44,707	0.80
4222	B17	Microbiologist II	\$47,688	\$58,351	0.82
4224	B21	Microbiologist IV	\$63,616	\$79,157	0.80
4227	B17	Health Specialist II	\$47,688	\$56,371	0.85
4293	B17	Radiological Technologist II	\$47,688	\$55,347	0.86
4294	B19	Radiological Technologist III	\$55,602	\$64,494	0.86
4346	A14	Orthopedic Equipment Technician III	\$40,139	\$46,332	0.87
4362	B19	Registered Therapist I	\$55,602	\$63,233	0.88
4363	B20	Registered Therapist II	\$59,473	\$70,303	0.85
4365	B24	Registered Therapist IV	\$77,862	\$88,399	0.88
4384	A07	Medical Technician II	\$26,679	\$32,107	0.83
4385	A09	Medical Technician III	\$29,320	\$34,126	0.86
4386	A11	Medical Technician IV	\$33,844	\$37,616	0.90
4402	B15	Medical Technologist II	\$42,511	\$48,274	0.88
4403	B17	Medical Technologist III	\$47,688	\$55,803	0.85
4404	B19	Medical Technologist IV	\$55,602	\$66,629	0.83
4405	B21	Medical Technologist V	\$63,616	\$73,753	0.86
4411	B19	Nurse I	\$55,602	\$61,175	0.91
4412	B21	Nurse II	\$63,616	\$74,318	0.86
4413	B23	Nurse III	\$72,789	\$84,343	0.86
4414	B25	Nurse IV	\$83,298	\$90,623	0.92
4417	B21	Public Health Nurse II	\$63,616	\$77,555	0.82
4421	A14	Licensed Vocational Nurse I	\$40,139	\$49,603	0.81
4422	A16	Licensed Vocational Nurse II	\$45,024	\$54,825	0.82
4428	A19	Respiratory Care Practitioner	\$55,602	\$65,325	0.85

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
4436	B32	Physician I	\$165,475	\$184,944	0.89
4440	B27	Physician Assistant	\$102,747	\$117,931	0.87
4451	B27	Advanced Practice Registered Nurse I	\$102,747	\$113,375	0.91
4452	B28	Advanced Practice Registered Nurse II	\$113,022	\$124,908	0.90
4453	B24	Medical Research Specialist	\$77,862	\$80,935	0.96
4457	B31	Dentist II	\$150,431	\$151,126	1.00
4462	B22	Psychologist I	\$68,047	\$77,771	0.87
4465	B26	Psychologist III	\$93,406	\$102,601	0.91
4477	B33	Psychiatrist II	\$182,022	\$211,991	0.86
4479	B35	Psychiatrist IV	\$220,247	\$244,180	0.90
4482	A11	Dental Assistant I	\$33,844	\$39,674	0.85
4483	A13	Dental Assistant II	\$37,914	\$45,000	0.84
4489	B21	Dental Hygienist I	\$63,616	\$62,656	1.02
4490	B23	Dental Hygienist II	\$72,789	\$85,104	0.86
4492	B27	Pharmacist I	\$102,747	\$122,910	0.84
4493	B29	Pharmacist II	\$124,323	\$133,969	0.93
4494	B31	Pharmacist III	\$150,431	\$139,893	1.08
4498	A10	Pharmacy Technician I	\$30,741	\$38,032	0.81
4499	A12	Pharmacy Technician II	\$35,819	\$41,059	0.87
Market Index - Medical and Health					0.88

Military

There are no benchmarks for the Military occupational category.

Natural Resources

2360	B19	Geoscientist II	\$55,602	\$64,041	0.87
2464	B21	Hydrologist III	\$63,616	\$70,571	0.90
2473	B18	Chemist II	\$51,985	\$60,603	0.86
2475	B22	Chemist IV	\$68,047	\$79,890	0.85
2584	B19	Sanitarian II	\$55,602	\$57,036	0.97
2640	B14	Park Ranger I	\$40,139	\$45,732	0.88

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
2652	B18	Environmental Protection Specialist II	\$51,985	\$60,039	0.87
2655	B25	Environmental Protection Specialist V	\$83,298	\$87,677	0.95
2682	B15	Natural Resources Specialist I	\$42,511	\$48,342	0.88
2683	B17	Natural Resources Specialist II	\$47,688	\$58,052	0.82
2685	B21	Natural Resources Specialist IV	\$63,616	\$73,721	0.86
2689	A15	Fish and Wildlife Technician II	\$42,511	\$42,835	0.99
2690	A17	Fish and Wildlife Technician III	\$47,688	\$57,987	0.82
2700	B20	Park/Historic Site Superintendent I	\$59,473	\$64,309	0.92
Market Index - Natural Resources					0.89
Planning, Research, and Statistics					
0517	B19	Planner II	\$55,602	\$63,871	0.87
0519	B23	Planner IV	\$72,789	\$88,113	0.83
0592	A13	Research and Statistics Technician II	\$37,914	\$41,458	0.91
0600	B15	Research Specialist I	\$42,511	\$47,856	0.89
0602	B17	Research Specialist II	\$47,688	\$56,690	0.84
0604	B19	Research Specialist III	\$55,602	\$64,368	0.86
0626	B19	Statistician II	\$55,602	\$61,146	0.91
0630	B22	Statistician IV	\$68,047	\$78,277	0.87
0646	B24	Economist IV	\$77,862	\$87,212	0.89
0651	B20	Data Analyst II	\$59,473	\$62,817	0.95
0653	B24	Data Analyst IV	\$77,862	\$81,272	0.96
0655	B28	Data Analyst VI	\$113,022	\$119,556	0.95
Market Index - Planning, Research, and Statistics					0.89
Program Management					
1550	B17	Staff Services Officer I	\$47,688	\$52,268	0.91
1552	B19	Staff Services Officer III	\$55,602	\$59,743	0.93
1553	B20	Staff Services Officer IV	\$59,473	\$67,262	0.88
1558	B20	Project Manager I	\$59,473	\$63,917	0.93
1559	B22	Project Manager II	\$68,047	\$76,752	0.89

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1561	B26	Project Manager IV	\$93,406	\$107,571	0.87
1562	B28	Project Manager V	\$113,022	\$124,711	0.91
1601	B23	Manager II	\$72,789	\$80,152	0.91
1603	B25	Manager IV	\$83,298	\$93,980	0.89
1606	B28	Manager VII	\$113,022	\$121,407	0.93
1620	B26	Director I	\$93,406	\$104,035	0.90
1621	B27	Director II	\$102,747	\$118,714	0.87
1622	B28	Director III	\$113,022	\$121,377	0.93
1623	B29	Director IV	\$124,323	\$139,568	0.89
1624	B30	Director V	\$136,756	\$152,307	0.90
1630	B33	Deputy Director I	\$182,022	\$195,713	0.93
1631	B34	Deputy Director II	\$200,224	\$205,912	0.97
1661	B21	Project Management Specialist II	\$63,616	\$64,683	0.98
1662	B23	Project Management Specialist III	\$72,789	\$83,828	0.87
Market Index - Program Management					0.91
Property Management and Procurement					
1911	A10	Inventory and Store Specialist I	\$30,741	\$35,741	0.86
1912	A12	Inventory and Store Specialist II	\$35,819	\$40,604	0.88
1914	A16	Inventory and Store Specialist IV	\$45,024	\$53,193	0.85
1915	A18	Inventory and Store Specialist V	\$51,985	\$59,580	0.87
1920	B18	Grant Specialist II	\$51,985	\$61,375	0.85
1923	B24	Grant Specialist V	\$77,862	\$78,745	0.99
1931	B14	Purchaser II	\$40,139	\$46,069	0.87
1932	B16	Purchaser III	\$45,024	\$54,750	0.82
1933	B18	Purchaser IV	\$51,985	\$61,199	0.85
1934	B20	Purchaser V	\$59,473	\$65,927	0.90
1935	B22	Purchaser VI	\$68,047	\$77,576	0.88
1960	B25	Contract Administration Manager I	\$83,298	\$95,257	0.87
1980	B17	Contract Specialist II	\$47,688	\$57,389	0.83

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
1982	B19	Contract Specialist III	\$55,602	\$63,693	0.87
1986	B23	Contract Specialist V	\$72,789	\$78,297	0.93
1992	B19	Property Manager II	\$55,602	\$65,773	0.85
1994	B21	Property Manager III	\$63,616	\$73,864	0.86
1995	B23	Property Manager IV	\$72,789	\$83,150	0.88
1997	B19	Fleet Manager II	\$55,602	\$58,663	0.95
Market Index - Property Management and Procurement					0.88
Public Safety					
6054	B22	Forensic Scientist III	\$68,047	\$70,520	0.96
6097	B15	Police Communications Operator III	\$42,511	\$48,245	0.88
6117	B16	Biometrics Analyst III	\$45,024	\$52,420	0.86
6230	A09	Security Officer II	\$29,320	\$34,135	0.86
6234	A13	Security Officer IV	\$37,914	\$42,695	0.89
6241	B19	Emergency Management Program Coordinator II	\$55,602	\$57,359	0.97
Market Index - Public Safety					0.90
Safety					
2731	B18	Safety Officer II	\$51,985	\$58,221	0.89
2732	B20	Safety Officer III	\$59,473	\$67,744	0.88
2734	B24	Safety Officer V	\$77,862	\$93,537	0.83
2742	B19	Risk Management Specialist III	\$55,602	\$63,501	0.88
2744	B23	Risk Management Specialist V	\$72,789	\$82,611	0.88
2761	B17	Rescue Specialist I	\$47,688	\$54,895	0.87
2763	B21	Rescue Specialist III	\$63,616	\$74,861	0.85
Market Index - Safety					0.87

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
Social Services					
5002	B15	Adult Protective Services Specialist I	\$42,511	\$47,338	0.90
5004	B17	Adult Protective Services Specialist III	\$47,688	\$56,307	0.85
5005	B18	Adult Protective Services Specialist IV	\$51,985	\$64,395	0.81
5023	B15	Child Protective Services Specialist I	\$42,511	\$47,338	0.90
5025	B17	Child Protective Services Specialist III	\$47,688	\$56,307	0.85
5026	B18	Child Protective Services Specialist IV	\$51,985	\$64,395	0.81
5052	A10	Rehabilitation Therapy Technician III	\$30,741	\$33,140	0.93
5062	B16	Vocational Rehabilitation Counselor I	\$45,024	\$54,681	0.82
5081	B17	Chaplain I	\$47,688	\$54,880	0.87
5082	B19	Chaplain II	\$55,602	\$60,762	0.92
5107	B16	Veterans Services Representative IV	\$45,024	\$53,754	0.84
5111	B15	Substance Abuse Counselor I	\$42,511	\$50,980	0.83
5113	B17	Substance Abuse Counselor III	\$47,688	\$56,971	0.84
5121	A08	Direct Support Professional I	\$27,967	\$33,541	0.83
5123	A12	Direct Support Professional III	\$35,819	\$38,195	0.94
5140	B12	Recreation Program Specialist I	\$35,819	\$41,576	0.86
5144	B16	Recreation Program Specialist III	\$45,024	\$54,725	0.82
5151	A08	Psychiatric Nursing Assistant I ^a	\$27,967	\$34,476	0.81
5153	A12	Psychiatric Nursing Assistant III ^a	\$35,819	\$42,605	0.84
5203	A09	Resident Specialist II	\$29,320	\$35,488	0.83
5209	A15	Resident Specialist V	\$42,511	\$44,609	0.95
5226	B11	Case Manager I	\$33,844	\$37,495	0.90
5228	B15	Case Manager III	\$42,511	\$44,243	0.96
5229	B17	Case Manager IV	\$47,688	\$55,940	0.85
5233	B15	Volunteer Services Coordinator II	\$42,511	\$47,135	0.90
5400	B15	Social Worker I	\$42,511	\$49,382	0.86
5402	B17	Social Worker II	\$47,688	\$57,398	0.83
5404	B19	Social Worker III	\$55,602	\$65,266	0.85

Benchmark Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index
5506	A12	Human Services Technician IV	\$35,819	\$43,275	0.83
5542	B15	Child Support Officer III	\$42,511	\$45,025	0.94
5616	B17	Interpreter I	\$47,688	\$52,472	0.91
5617	B19	Interpreter II	\$55,602	\$58,178	0.96
5622	B13	Texas Works Advisor II	\$37,914	\$42,163	0.90
Market Index - Social Services					0.87

^a The State Auditor's Office is moving the Psychiatric Nursing Assistant job classification series from the Social Services occupational category to the Medical and Health occupational category.

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

Appendix 3

Recommendations by Occupational Category and Job Classification Title

Recommendations. These recommendations are designed to keep the State’s Position Classification Plan (Plan) current and competitive. Figure 10 shows the current and recommended job classification titles, along with the descriptions of recommended changes, sorted by Job Classification Number and separated by Occupational Category.

Figure 10

Recommended Changes to the State’s Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Administrative Support						
0006	A09	Receptionist	0006	A09	Receptionist I	Title change
			0008	A11	Receptionist II	New job classification
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
			0061	A13	Clerk IV	New job classification
0130	A09	Customer Service Representative I				Deletion
0132	A11	Customer Service Representative II	0132	A11	Customer Service Representative I	Title change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0134	A13	Customer Service Representative III	0134	A13	Customer Service Representative II	Title change
0136	A15	Customer Service Representative IV	0136	A15	Customer Service Representative III	Title change
0138	A17	Customer Service Representative V	0138	A17	Customer Service Representative IV	Title change
			0140	A19	Customer Service Representative V	New job classification
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
0159	A19	Administrative Assistant VI	0159	A19	Administrative Assistant VI	No change recommended
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
0166	B23	Executive Assistant IV	0166	B23	Executive Assistant IV	No change recommended
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
0172	B16	License and Permit Specialist III	0172	B16	License and Permit Specialist III	No change recommended

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
0180	A09	Document Services Technician I	0180	A10	Document Services Technician I	Reallocation
0181	A11	Document Services Technician II	0181	A12	Document Services Technician II	Reallocation
0182	A13	Document Services Technician III	0182	A14	Document Services Technician III	Reallocation
0183	A15	Document Services Technician IV	0183	A16	Document Services Technician IV	Reallocation
0184	A17	Document Services Technician V	0184	A18	Document Services Technician V	Reallocation
			0190	B20	Agenda Coordinator	New job classification
Information Technology						
0211	B20	Database Administrator I	0211	B21	Database Administrator I	Reallocation
0212	B22	Database Administrator II	0212	B23	Database Administrator II	Reallocation
0213	B24	Database Administrator III	0213	B25	Database Administrator III	Reallocation
0214	B26	Database Administrator IV	0214	B27	Database Administrator IV	Reallocation
0215	B28	Database Administrator V	0215	B29	Database Administrator V	Reallocation
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	Information Technology Business Analyst I	0221	B21	Information Technology Business Analyst I	Reallocation
0222	B22	Information Technology Business Analyst II	0222	B23	Information Technology Business Analyst II	Reallocation
0223	B24	Information Technology Business Analyst III	0223	B25	Information Technology Business Analyst III	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0224	B26	Information Technology Business Analyst IV	0224	B27	Information Technology Business Analyst IV	Reallocation
			0225	B29	Information Technology Business Analyst V	New job classification
0228	B13	Systems Support Specialist I	0228	B14	Information Technology Support Specialist I	Reallocation and title change
0229	B15	Systems Support Specialist II	0229	B16	Information Technology Support Specialist II	Reallocation and title change
0230	B17	Systems Support Specialist III	0230	B18	Information Technology Support Specialist III	Reallocation and title change
0231	B19	Systems Support Specialist IV	0231	B20	Information Technology Support Specialist IV	Reallocation and title change
0232	B22	Systems Support Specialist V	0232	B22	Information Technology Support Specialist V	Title change
0235	B23	Information Security Analyst I				Deletion
0236	B25	Information Security Analyst II				Deletion
0237	B27	Information Security Analyst III				Deletion
0238	B30	Information Security Officer	0238	B31	Information Security Officer	Reallocation
0239	B31	Chief Information Security Officer	0239	B32	Chief Information Security Officer	Reallocation
0241	B19	Programmer I	0241	B20	Programmer I	Reallocation
0242	B21	Programmer II	0242	B22	Programmer II	Reallocation
0243	B23	Programmer III	0243	B24	Programmer III	Reallocation
0244	B25	Programmer IV	0244	B26	Programmer IV	Reallocation
0245	B27	Programmer V	0245	B28	Programmer V	Reallocation
0246	B28	Programmer VI	0246	B29	Programmer VI	Reallocation
0247	B21	Information Technology Auditor I	0247	B22	Information Technology Auditor I	Reallocation
0248	B23	Information Technology Auditor II	0248	B24	Information Technology Auditor II	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0249	B25	Information Technology Auditor III	0249	B26	Information Technology Auditor III	Reallocation
0250	B27	Information Technology Auditor IV	0250	B28	Information Technology Auditor IV	Reallocation
0252	B16	Systems Analyst I	0252	B17	Systems Analyst I	Reallocation
0253	B18	Systems Analyst II	0253	B19	Systems Analyst II	Reallocation
0254	B20	Systems Analyst III	0254	B21	Systems Analyst III	Reallocation
0255	B22	Systems Analyst IV	0255	B23	Systems Analyst IV	Reallocation
0256	B24	Systems Analyst V	0256	B25	Systems Analyst V	Reallocation
0257	B26	Systems Analyst VI	0257	B27	Systems Analyst VI	Reallocation
0258	B28	Systems Analyst VII	0258	B29	Systems Analyst VII	Reallocation
0260	B12	Computer Operations Specialist I				Deletion
0261	B14	Computer Operations Specialist II				Deletion
0262	B16	Computer Operations Specialist III				Deletion
0263	B18	Computer Operations Specialist IV				Deletion
0264	B20	Computer Operations Specialist V				Deletion
0265	B22	Computer Operations Specialist VI				Deletion
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
0286	B26	Telecommunications Specialist V	0286	B26	Telecommunications Specialist V	No change recommended
0287	B16	Network Specialist I	0287	B17	Network Specialist I	Reallocation
0288	B18	Network Specialist II	0288	B19	Network Specialist II	Reallocation
0289	B20	Network Specialist III	0289	B21	Network Specialist III	Reallocation
0290	B22	Network Specialist IV	0290	B23	Network Specialist IV	Reallocation
0291	B24	Network Specialist V	0291	B25	Network Specialist V	Reallocation
0292	B26	Network Specialist VI	0292	B27	Network Specialist VI	Reallocation
0294	B25	Business Continuity Coordinator I	0294	B26	Business Continuity Coordinator I	Reallocation
0295	B26	Business Continuity Coordinator II	0295	B27	Business Continuity Coordinator II	Reallocation
0300	B18	Web Administrator I	0300	B19	Web Administrator I	Reallocation
0301	B20	Web Administrator II	0301	B21	Web Administrator II	Reallocation
0302	B22	Web Administrator III	0302	B23	Web Administrator III	Reallocation
0303	B24	Web Administrator IV	0303	B25	Web Administrator IV	Reallocation
0304	B26	Web Administrator V	0304	B27	Web Administrator V	Reallocation
0310	B16	Systems Administrator I	0310	B17	Systems Administrator I	Reallocation
0311	B18	Systems Administrator II	0311	B19	Systems Administrator II	Reallocation
0312	B20	Systems Administrator III	0312	B21	Systems Administrator III	Reallocation
0313	B22	Systems Administrator IV	0313	B23	Systems Administrator IV	Reallocation
0314	B24	Systems Administrator V	0314	B25	Systems Administrator V	Reallocation
0315	B26	Systems Administrator VI	0315	B27	Systems Administrator VI	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
			0319	B23	Cybersecurity Analyst I	New job classification
0320	B25	Cybersecurity Analyst I	0320	B25	Cybersecurity Analyst II	Title change
0322	B27	Cybersecurity Analyst II	0321	B27	Cybersecurity Analyst III	Title change and classification number change
0324	B29	Cybersecurity Analyst III	0322	B29	Cybersecurity Analyst IV	Title change and classification number change
			0323	B31	Cybersecurity Analyst V	New job classification
0326	B30	Cybersecurity Officer	0326	B31	Cybersecurity Officer	Reallocation
0328	B31	Chief Cybersecurity Officer	0328	B32	Chief Cybersecurity Officer	Reallocation
			0340	B21	Accessibility Specialist I	New job classification
			0341	B23	Accessibility Specialist II	New job classification
			0342	B25	Accessibility Specialist III	New job classification
Planning, Research, and Statistics						
0516	B17	Planner I	0516	B18	Planner I	Reallocation
0517	B19	Planner II	0517	B20	Planner II	Reallocation
0518	B21	Planner III	0518	B22	Planner III	Reallocation
0519	B23	Planner IV	0519	B24	Planner IV	Reallocation
0520	B25	Planner V	0520	B26	Planner V	Reallocation
0590	A11	Research and Statistics Technician I	0590	A12	Research and Statistics Technician I	Reallocation
0592	A13	Research and Statistics Technician II	0592	A14	Research and Statistics Technician II	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0600	B15	Research Specialist I	0600	B16	Research Specialist I	Reallocation
0602	B17	Research Specialist II	0602	B18	Research Specialist II	Reallocation
0604	B19	Research Specialist III	0604	B20	Research Specialist III	Reallocation
0606	B21	Research Specialist IV	0606	B22	Research Specialist IV	Reallocation
0608	B23	Research Specialist V	0608	B24	Research Specialist V	Reallocation
0624	B17	Statistician I	0624	B18	Statistician I	Reallocation
0626	B19	Statistician II	0626	B20	Statistician II	Reallocation
0628	B20	Statistician III	0628	B21	Statistician III	Reallocation
0630	B22	Statistician IV	0630	B23	Statistician IV	Reallocation
0640	B18	Economist I	0640	B19	Economist I	Reallocation
0642	B20	Economist II	0642	B21	Economist II	Reallocation
0644	B22	Economist III	0644	B23	Economist III	Reallocation
0646	B24	Economist IV	0646	B25	Economist IV	Reallocation
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
0660	B28	Data Scientist I	0660	B28	Data Scientist I	No change recommended
0662	B30	Data Scientist II	0662	B30	Data Scientist II	No change recommended
Education						
0812	A09	Teacher Aide I	0812	A11	Teacher Aide I	Reallocation
0813	A11	Teacher Aide II	0813	A13	Teacher Aide II	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0814	A13	Teacher Aide III	0814	A15	Teacher Aide III	Reallocation
			0815	A17	Teacher Aide IV	New job classification
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
Accounting, Auditing, and Finance						
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
			1004	A15	Accounting Technician III	New job classification
1012	B14	Accountant I	1012	B15	Accountant I	Reallocation
1014	B15	Accountant II	1014	B16	Accountant II	Reallocation
1016	B17	Accountant III	1016	B18	Accountant III	Reallocation
1018	B19	Accountant IV	1018	B20	Accountant IV	Reallocation
1020	B21	Accountant V	1020	B22	Accountant V	Reallocation
1022	B23	Accountant VI	1022	B24	Accountant VI	Reallocation
1024	B25	Accountant VII	1024	B26	Accountant VII	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1036	B28	Independent Audit Reviewer IV	1036	B28	Independent Audit Reviewer IV	No change recommended
1044	B17	Auditor I	1044	B18	Auditor I	Reallocation
1046	B19	Auditor II	1046	B20	Auditor II	Reallocation
1048	B21	Auditor III	1048	B22	Auditor III	Reallocation
1050	B23	Auditor IV	1050	B24	Auditor IV	Reallocation
1052	B25	Auditor V	1052	B26	Auditor V	Reallocation
1059	B12	Taxpayer Compliance Officer I	1059	B13	Taxpayer Compliance Officer I	Reallocation
1060	B14	Taxpayer Compliance Officer II	1060	B15	Taxpayer Compliance Officer II	Reallocation
1061	B16	Taxpayer Compliance Officer III	1061	B17	Taxpayer Compliance Officer III	Reallocation
1062	B18	Taxpayer Compliance Officer IV	1062	B19	Taxpayer Compliance Officer IV	Reallocation
1063	B20	Taxpayer Compliance Officer V	1063	B21	Taxpayer Compliance Officer V	Reallocation
1064	B22	Taxpayer Compliance Officer VI	1064	B23	Taxpayer Compliance Officer VI	Reallocation
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
			1069	B27	Tax Analyst V	New job classification
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
			1078	B23	Accounts Examiner VI	New job classification
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
			1090	B15	Taxpayer Enforcement Officer I	New job classification
			1091	B17	Taxpayer Enforcement Officer II	New job classification
			1092	B19	Taxpayer Enforcement Officer III	New job classification
			1093	B21	Taxpayer Enforcement Officer IV	New job classification
			1094	B23	Taxpayer Enforcement Officer V	New job classification
1100	B17	Financial Examiner I	1100	B17	Financial Examiner I	No change recommended
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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	B18	Budget Analyst I	Reallocation
1156	B19	Budget Analyst II	1156	B20	Budget Analyst II	Reallocation
1157	B21	Budget Analyst III	1157	B22	Budget Analyst III	Reallocation
1158	B23	Budget Analyst IV	1158	B24	Budget Analyst IV	Reallocation
1159	B25	Budget Analyst V	1159	B26	Budget Analyst V	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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				Deletion
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
1200	B17	Internal Auditor I	1200	B18	Internal Auditor I	Reallocation
1201	B19	Internal Auditor II	1201	B20	Internal Auditor II	Reallocation
1202	B21	Internal Auditor III	1202	B22	Internal Auditor III	Reallocation
1203	B23	Internal Auditor IV	1203	B24	Internal Auditor IV	Reallocation
1204	B25	Internal Auditor V	1204	B26	Internal Auditor V	Reallocation
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
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
1255	B21	Reimbursement Analyst I	1255	B21	Reimbursement Analyst I	No change recommended
1256	B23	Reimbursement Analyst II	1256	B23	Reimbursement Analyst II	No change recommended
1257	B25	Reimbursement Analyst III	1257	B25	Reimbursement Analyst III	No change recommended
1260	B17	Loan Specialist I	1260	B17	Loan Specialist I	No change recommended

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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				Deletion
1272	B21	Appropriations Control Officer II				Deletion
1274	B23	Appropriations Control Officer III				Deletion
1276	B25	Appropriations Control Officer IV				Deletion
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	B29	Tax Auditor Manager	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
Compliance, Inspection, and Investigation						
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
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
			1327	B23	Inspector VII	New job classification
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
1400	B18	Compliance Analyst I	1400	B19	Compliance Analyst I	Reallocation
1401	B20	Compliance Analyst II	1401	B21	Compliance Analyst II	Reallocation
1402	B22	Compliance Analyst III	1402	B23	Compliance Analyst III	Reallocation
1403	B24	Compliance Analyst IV	1403	B25	Compliance Analyst IV	Reallocation
1410	B17	Quality Assurance Specialist I	1410	B17	Quality Assurance Specialist I	No change recommended
1411	B18	Quality Assurance Specialist II	1411	B18	Quality Assurance Specialist II	No change recommended
1412	B20	Quality Assurance Specialist III	1412	B20	Quality Assurance Specialist III	No change recommended
1413	B22	Quality Assurance Specialist IV	1413	B22	Quality Assurance Specialist IV	No change recommended
Program Management						
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1560	B24	Project Manager III	1560	B24	Project Manager III	No change recommended
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
1605	B27	Manager VI	1605	B27	Manager VI	No change recommended
1606	B28	Manager VII	1606	B28	Manager VII	No change recommended
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 2022-2023)			Recommended (Fiscal Years 2024-2025)			
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	B36	Deputy Comptroller	Reallocation
			1641	B32	Associate Deputy Attorney General	New job classification
1642	B33	Deputy Attorney General	1642	B34	Deputy Attorney General	Reallocation
			1643	B35	Deputy First Assistant Attorney General	New job classification
1643	B35	First Assistant Attorney General	1644	B36	First Assistant Attorney General	Reallocation and classification number change
1645	B35	Deputy Executive Commissioner				Deletion
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
			1670	B25	Program Management Specialist I	New job classification
			1671	B26	Program Management Specialist II	New job classification
			1672	B27	Program Management Specialist III	New job classification
			1673	B28	Program Management Specialist IV	New job classification
			1680	B26	Agile Scrum Master I	New job classification
			1681	B28	Agile Scrum Master II	New job classification

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Human Resources and Training and Development						
1727	B12	Human Resources Assistant	1727	B13	Human Resources Assistant	Reallocation
1729	B14	Human Resources Specialist I	1729	B15	Human Resources Specialist I	Reallocation
1731	B16	Human Resources Specialist II	1731	B17	Human Resources Specialist II	Reallocation
1733	B18	Human Resources Specialist III	1733	B19	Human Resources Specialist III	Reallocation
1735	B20	Human Resources Specialist IV	1735	B21	Human Resources Specialist IV	Reallocation
1737	B22	Human Resources Specialist V	1737	B23	Human Resources Specialist V	Reallocation
1739	B24	Human Resources Specialist VI	1739	B25	Human Resources Specialist VI	Reallocation
1780	B11	Training and Development Assistant	1780	B12	Training and Development Assistant	Reallocation
1781	B13	Training and Development Specialist I	1781	B14	Training and Development Specialist I	Reallocation
1782	B15	Training and Development Specialist II	1782	B16	Training and Development Specialist II	Reallocation
1783	B17	Training and Development Specialist III	1783	B18	Training and Development Specialist III	Reallocation
1784	B19	Training and Development Specialist IV	1784	B20	Training and Development Specialist IV	Reallocation
1785	B21	Training and Development Specialist V	1785	B22	Training and Development Specialist V	Reallocation
1786	B23	Training and Development Specialist VI	1786	B24	Training and Development Specialist VI	Reallocation
1790	B21	E-Learning Developer I	1790	B21	E-Learning Developer I	No change recommended
1791	B23	E-Learning Developer II	1791	B23	E-Learning Developer II	No change recommended
1792	B25	E-Learning Developer III	1792	B25	E-Learning Developer III	No change recommended

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Information and Communication						
1800	B15	Intelligent Transportation Systems Operations Technician I	1800	B15	Intelligent Transportation Systems Operations Technician I	No change recommended
1802	B17	Intelligent Transportation Systems Operations Technician II	1802	B17	Intelligent Transportation Systems Operations Technician II	No change recommended
1804	B19	Intelligent Transportation Systems Operations Technician III	1804	B19	Intelligent Transportation Systems Operations Technician III	No change recommended
1806	B21	Intelligent Transportation Systems Operations Technician IV	1806	B21	Intelligent Transportation Systems Operations Technician IV	No change recommended
1810	B16	Creative Media Designer I	1810	B17	Creative Media Designer I	Reallocation
1812	B18	Creative Media Designer II	1812	B19	Creative Media Designer II	Reallocation
1814	B20	Creative Media Designer III	1814	B21	Creative Media Designer III	Reallocation
1816	B22	Creative Media Designer IV	1816	B23	Creative Media Designer IV	Reallocation
1822	B15	Marketing Specialist I	1822	B16	Marketing Specialist I	Reallocation
1823	B17	Marketing Specialist II	1823	B18	Marketing Specialist II	Reallocation
1824	B19	Marketing Specialist III	1824	B20	Marketing Specialist III	Reallocation
1825	B21	Marketing Specialist IV	1825	B22	Marketing Specialist IV	Reallocation
1826	B23	Marketing Specialist V	1826	B24	Marketing Specialist V	Reallocation
1830	B15	Information Specialist I	1830	B16	Information Specialist I	Reallocation
1831	B17	Information Specialist II	1831	B18	Information Specialist II	Reallocation
1832	B19	Information Specialist III	1832	B20	Information Specialist III	Reallocation
1833	B21	Information Specialist IV	1833	B22	Information Specialist IV	Reallocation
1834	B23	Information Specialist V	1834	B24	Information Specialist V	Reallocation
1840	A10	Multimedia Technician I	1840	A11	Multimedia Technician I	Reallocation
1841	A12	Multimedia Technician II	1841	A13	Multimedia Technician II	Reallocation
1842	A14	Multimedia Technician III	1842	A15	Multimedia Technician III	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1843	A16	Multimedia Technician IV	1843	A17	Multimedia Technician IV	Reallocation
1850	B20	Multimedia Specialist I	1850	B20	Multimedia Specialist I	No change recommended
1851	B22	Multimedia Specialist II	1851	B22	Multimedia Specialist II	No change recommended
1860	B18	Management Analyst I	1860	B19	Management Analyst I	Reallocation
1862	B20	Management Analyst II	1862	B21	Management Analyst II	Reallocation
1864	B22	Management Analyst III	1864	B23	Management Analyst III	Reallocation
1866	B24	Management Analyst IV	1866	B25	Management Analyst IV	Reallocation
1868	B26	Management Analyst V	1868	B27	Management Analyst V	Reallocation
1870	B18	Technical Writer I	1870	B19	Technical Writer I	Reallocation
1871	B20	Technical Writer II	1871	B21	Technical Writer II	Reallocation
1872	B22	Technical Writer III	1872	B23	Technical Writer III	Reallocation
1875	B17	Editor I	1875	B18	Editor I	Reallocation
1876	B19	Editor II	1876	B20	Editor II	Reallocation
1877	B21	Editor III	1877	B22	Editor III	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
Property Management and Procurement						
1911	A10	Inventory and Store Specialist I	1911	A11	Inventory and Store Specialist I	Reallocation
1912	A12	Inventory and Store Specialist II	1912	A13	Inventory and Store Specialist II	Reallocation
1913	A14	Inventory and Store Specialist III	1913	A15	Inventory and Store Specialist III	Reallocation
1914	A16	Inventory and Store Specialist IV	1914	A17	Inventory and Store Specialist IV	Reallocation
1915	A18	Inventory and Store Specialist V	1915	A19	Inventory and Store Specialist V	Reallocation
1919	B16	Grant Specialist I	1919	B17	Grant Specialist I	Reallocation
1920	B18	Grant Specialist II	1920	B19	Grant Specialist II	Reallocation
1921	B20	Grant Specialist III	1921	B21	Grant Specialist III	Reallocation
1922	B22	Grant Specialist IV	1922	B23	Grant Specialist IV	Reallocation
1923	B24	Grant Specialist V	1923	B25	Grant Specialist V	Reallocation
1930	B12	Purchaser I	1930	B13	Purchaser I	Reallocation
1931	B14	Purchaser II	1931	B15	Purchaser II	Reallocation
1932	B16	Purchaser III	1932	B17	Purchaser III	Reallocation
1933	B18	Purchaser IV	1933	B19	Purchaser IV	Reallocation
1934	B20	Purchaser V	1934	B21	Purchaser V	Reallocation
1935	B22	Purchaser VI	1935	B23	Purchaser VI	Reallocation
1936	B24	Purchaser VII	1936	B25	Purchaser VII	Reallocation
1960	B25	Contract Administration Manager I	1960	B26	Contract Administration Manager I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1962	B27	Contract Administration Manager II	1962	B28	Contract Administration Manager II	Reallocation
1974	A13	Contract Technician	1974	A13	Contract Technician	No change recommended
1976	B15	Contract Specialist I	1976	B16	Contract Specialist I	Reallocation
1980	B17	Contract Specialist II	1980	B18	Contract Specialist II	Reallocation
1982	B19	Contract Specialist III	1982	B20	Contract Specialist III	Reallocation
1984	B21	Contract Specialist IV	1984	B22	Contract Specialist IV	Reallocation
1986	B23	Contract Specialist V	1986	B24	Contract Specialist V	Reallocation
1990	B17	Property Manager I	1990	B18	Property Manager I	Reallocation
1992	B19	Property Manager II	1992	B20	Property Manager II	Reallocation
1994	B21	Property Manager III	1994	B22	Property Manager III	Reallocation
1995	B23	Property Manager IV	1995	B24	Property Manager IV	Reallocation
1996	B17	Fleet Manager I	1996	B18	Fleet Manager I	Reallocation
1997	B19	Fleet Manager II	1997	B20	Fleet Manager II	Reallocation
1998	B21	Fleet Manager III	1998	B22	Fleet Manager III	Reallocation
1999	B23	Fleet Manager IV	1999	B24	Fleet Manager IV	Reallocation
Land Surveying, Appraising, and Utilities						
2050	B19	Land Surveyor I				Deletion
2054	B21	Land Surveyor II	2054	B21	Land Surveyor I	Title change
2056	B23	Land Surveyor III	2056	B23	Land Surveyor II	Title change
2058	B25	Land Surveyor IV	2058	B25	Land Surveyor III	Title 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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			2067	B25	Appraiser V	New job classification
2082	B15	Right of Way Agent I	2082	B16	Right of Way Agent I	Reallocation
2084	B17	Right of Way Agent II	2084	B18	Right of Way Agent II	Reallocation
2086	B19	Right of Way Agent III	2086	B20	Right of Way Agent III	Reallocation
2088	B21	Right of Way Agent IV	2088	B22	Right of Way Agent IV	Reallocation
2090	B23	Right of Way Agent V	2090	B24	Right of Way Agent V	Reallocation
2091	B25	Right of Way Agent VI	2091	B26	Right of Way Agent VI	Reallocation
2093	B20	Utility Specialist I	2093	B21	Utility Specialist I	Reallocation
2094	B22	Utility Specialist II	2094	B23	Utility Specialist II	Reallocation
2100	B22	Minerals Specialist I	2100	B22	Minerals Specialist I	No change recommended
2101	B24	Minerals Specialist II	2101	B24	Minerals Specialist II	No change recommended
2102	B26	Minerals Specialist III	2102	B26	Minerals Specialist III	No change recommended
			2106	A18	Survey Technician I	New job classification
			2107	A20	Survey Technician II	New job classification
Engineering and Design						
2119	A11	Engineering Aide	2119	A11	Engineering Aide	No change recommended
2122	A12	Engineering Technician I	2122	A13	Engineering Technician I	Reallocation
2123	A14	Engineering Technician II	2123	A15	Engineering Technician II	Reallocation
2124	A16	Engineering Technician III	2124	A17	Engineering Technician III	Reallocation
2125	A18	Engineering Technician IV	2125	A19	Engineering Technician IV	Reallocation
2127	B17	Engineering Specialist I	2127	B18	Engineering Specialist I	Reallocation
2128	B18	Engineering Specialist II	2128	B19	Engineering Specialist II	Reallocation
2129	B19	Engineering Specialist III	2129	B20	Engineering Specialist III	Reallocation
2130	B20	Engineering Specialist IV	2130	B21	Engineering Specialist IV	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2131	B21	Engineering Specialist V	2131	B22	Engineering Specialist V	Reallocation
2132	B23	Engineering Specialist VI	2132	B24	Engineering Specialist VI	Reallocation
2152	B22	Engineer I	2152	B23	Engineer I	Reallocation
2153	B23	Engineer II	2153	B24	Engineer II	Reallocation
2154	B24	Engineer III	2154	B25	Engineer III	Reallocation
2155	B25	Engineer IV	2155	B26	Engineer IV	Reallocation
2156	B26	Engineer V	2156	B27	Engineer V	Reallocation
2157	B28	Engineer VI	2157	B28	Engineer VI	No change recommended
2161	B33	District Engineer	2161	B34	District Engineer	Reallocation
2181	A17	Drafting Technician I	2181	A18	Drafting Technician I	Reallocation
2182	A19	Drafting Technician II	2182	A20	Drafting Technician II	Reallocation
2255	B18	Project Design Specialist I	2255	B19	Project Design Specialist I	Reallocation
2256	B19	Project Design Specialist II	2256	B20	Project Design Specialist II	Reallocation
2257	B20	Project Design Specialist III	2257	B21	Project Design Specialist III	Reallocation
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
9860	B19	Intelligent Transportation Systems Specialist I				Deletion
9861	B21	Intelligent Transportation Systems Specialist II	2271	B21	Intelligent Transportation Systems Specialist I	Title change and classification number change
9862	B23	Intelligent Transportation Systems Specialist III	2272	B23	Intelligent Transportation Systems Specialist II	Title change and classification number change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9863	B25	Intelligent Transportation Systems Specialist IV	2273	B25	Intelligent Transportation Systems Specialist III	Title change and classification number change
Natural Resources						
2340	B17	Geologic Specialist I	2340	B17	Geologic Specialist I	No change recommended
2342	B19	Geologic Specialist II	2342	B19	Geologic Specialist II	No change recommended
2356	B17	Geoscientist I				Deletion
2360	B19	Geoscientist II	2360	B20	Geoscientist I	Reallocation and title change
2364	B21	Geoscientist III	2364	B22	Geoscientist II	Reallocation and title change
2365	B23	Geoscientist IV	2365	B24	Geoscientist III	Reallocation and title change
2366	B25	Geoscientist V	2366	B26	Geoscientist IV	Reallocation and title change
2456	B17	Hydrologist I	2456	B18	Hydrologist I	Reallocation
2460	B19	Hydrologist II	2460	B20	Hydrologist II	Reallocation
2464	B21	Hydrologist III	2464	B22	Hydrologist III	Reallocation
2465	B23	Hydrologist IV	2465	B24	Hydrologist IV	Reallocation
2466	B25	Hydrologist V	2466	B26	Hydrologist V	Reallocation
2472	B16	Chemist I	2472	B17	Chemist I	Reallocation
2473	B18	Chemist II	2473	B19	Chemist II	Reallocation
2474	B20	Chemist III	2474	B21	Chemist III	Reallocation
2475	B22	Chemist IV	2475	B23	Chemist IV	Reallocation
2476	B24	Chemist V	2476	B25	Chemist V	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2640	B14	Park Ranger I	2640	B15	<i>Park Ranger I</i>	<i>Reallocation</i>
2641	B16	Park Ranger II	2641	B17	<i>Park Ranger II</i>	<i>Reallocation</i>
2642	B18	Park Ranger III	2642	B19	<i>Park Ranger III</i>	<i>Reallocation</i>
2643	B20	Park Ranger IV	2643	B21	<i>Park Ranger IV</i>	<i>Reallocation</i>
2644	B22	Park Ranger V	2644	B23	<i>Park Ranger V</i>	<i>Reallocation</i>
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	B16	<i>Natural Resources Specialist I</i>	<i>Reallocation</i>
2683	B17	Natural Resources Specialist II	2683	B18	<i>Natural Resources Specialist II</i>	<i>Reallocation</i>
2684	B19	Natural Resources Specialist III	2684	B20	<i>Natural Resources Specialist III</i>	<i>Reallocation</i>
2685	B21	Natural Resources Specialist IV	2685	B22	<i>Natural Resources Specialist IV</i>	<i>Reallocation</i>
2686	B23	Natural Resources Specialist V	2686	B24	<i>Natural Resources Specialist V</i>	<i>Reallocation</i>
2688	A13	Fish and Wildlife Technician I	2688	A13	Fish and Wildlife Technician I	No change recommended

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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/Historic Site Superintendent I	2692	B19	Assistant Park/Historic Site Superintendent I	No change recommended
2694	B20	Assistant Park/Historic Site Superintendent II	2694	B20	Assistant Park/Historic Site Superintendent II	No change recommended
2696	B21	Assistant Park/Historic Site Superintendent III	2696	B21	Assistant Park/Historic Site Superintendent III	No change recommended
2698	B22	Assistant Park/Historic Site Superintendent IV	2698	B22	Assistant Park/Historic Site Superintendent IV	No change recommended
2700	B20	Park/Historic Site Superintendent I	2700	B20	Park/Historic Site Superintendent I	No change recommended
2701	B21	Park/Historic Site Superintendent II	2701	B21	Park/Historic Site Superintendent II	No change recommended
2702	B22	Park/Historic Site Superintendent III	2702	B22	Park/Historic Site Superintendent III	No change recommended
2703	B23	Park/Historic Site Superintendent IV	2703	B23	Park/Historic Site Superintendent IV	No change recommended
2704	B24	Park/Historic Site Superintendent V	2704	B24	Park/Historic Site Superintendent V	No change recommended
2705	B25	Park/Historic Site Superintendent VI	2705	B25	Park/Historic Site Superintendent VI	No change recommended
Safety						
2720	A04	Lifeguard	2720	A08	Lifeguard I	Reallocation and title change
			2721	A10	Lifeguard II	New job classification
2730	B16	Safety Officer I	2730	B17	Safety Officer I	Reallocation
2731	B18	Safety Officer II	2731	B19	Safety Officer II	Reallocation
2732	B20	Safety Officer III	2732	B21	Safety Officer III	Reallocation
2733	B22	Safety Officer IV	2733	B23	Safety Officer IV	Reallocation
2734	B24	Safety Officer V	2734	B25	Safety Officer V	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2740	B15	Risk Management Specialist I	2740	B16	Risk Management Specialist I	Reallocation
2741	B17	Risk Management Specialist II	2741	B18	Risk Management Specialist II	Reallocation
2742	B19	Risk Management Specialist III	2742	B20	Risk Management Specialist III	Reallocation
2743	B21	Risk Management Specialist IV	2743	B22	Risk Management Specialist IV	Reallocation
2744	B23	Risk Management Specialist V	2744	B24	Risk Management Specialist V	Reallocation
2761	B17	Rescue Specialist I	2761	B18	Rescue Specialist I	Reallocation
2762	B19	Rescue Specialist II	2762	B20	Rescue Specialist II	Reallocation
2763	B21	Rescue Specialist III	2763	B22	Rescue Specialist III	Reallocation
			2770	B20	Emergency Medical Services Specialist I	New job classification
			2771	B22	Emergency Medical Services Specialist II	New job classification
Insurance						
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
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
Employment						
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
Legal						
3502	B21	Attorney I	3502	B22	Attorney I	Reallocation
3503	B23	Attorney II	3503	B24	Attorney II	Reallocation
3504	B25	Attorney III	3504	B26	Attorney III	Reallocation
3505	B27	Attorney IV	3505	B28	Attorney IV	Reallocation
3506	B29	Attorney V	3506	B30	Attorney V	Reallocation
3510	B20	Assistant Attorney General I	3510	B22	Assistant Attorney General I	Reallocation
3511	B21	Assistant Attorney General II	3511	B24	Assistant Attorney General II	Reallocation
3512	B23	Assistant Attorney General III	3512	B26	Assistant Attorney General III	Reallocation
3513	B25	Assistant Attorney General IV	3513	B28	Assistant Attorney General IV	Reallocation
3514	B27	Assistant Attorney General V	3514	B30	Assistant Attorney General V	Reallocation
3515	B29	Assistant Attorney General VI	3515	B31	Assistant Attorney General VI	Reallocation
3516	B31	Assistant Attorney General VII	3516	B32	Assistant Attorney General VII	Reallocation
3521	B25	General Counsel I	3521	B26	General Counsel I	Reallocation
3522	B27	General Counsel II	3522	B28	General Counsel II	Reallocation
3523	B29	General Counsel III	3523	B30	General Counsel III	Reallocation
3524	B31	General Counsel IV	3524	B32	General Counsel IV	Reallocation
3525	B33	General Counsel V	3525	B34	General Counsel V	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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	A13	Legal Secretary I	Reallocation
3566	A14	Legal Secretary II	3566	A15	Legal Secretary II	Reallocation
3567	A16	Legal Secretary III	3567	A17	Legal Secretary III	Reallocation
3568	A18	Legal Secretary IV	3568	A19	Legal Secretary IV	Reallocation
3569	A20	Legal Secretary V	3569	A21	Legal Secretary V	Reallocation
3572	B15	Legal Assistant I	3572	B16	Legal Assistant I	Reallocation
3574	B17	Legal Assistant II	3574	B18	Legal Assistant II	Reallocation
3576	B19	Legal Assistant III	3576	B20	Legal Assistant III	Reallocation
3578	B21	Legal Assistant IV	3578	B22	Legal Assistant IV	Reallocation
3580	B23	Legal Assistant V	3580	B24	Legal Assistant V	Reallocation
3604	B14	Law Clerk	3604	B14	Law Clerk	No change recommended
3610	B18	Court Law Clerk I	3610	B19	Court Law Clerk I	Reallocation
3611	B20	Court Law Clerk II	3611	B21	Court Law Clerk II	Reallocation
3620	A12	Deputy Clerk I	3620	A13	Deputy Clerk I	Reallocation
3622	A14	Deputy Clerk II	3622	A15	Deputy Clerk II	Reallocation
3624	A16	Deputy Clerk III	3624	A17	Deputy Clerk III	Reallocation
3626	A18	Deputy Clerk IV	3626	A19	Deputy Clerk IV	Reallocation
3630	B22	Chief Deputy Clerk	3630	B23	Chief Deputy Clerk	Reallocation
3635	B28	Clerk of the Court	3635	B29	Clerk of the Court	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
3659	B15	Associate Ombudsman				Deletion
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
Medical and Health						
4001	A08	Dietetic Technician I	4001	A09	<i>Dietetic Technician I</i>	<i>Reallocation</i>
4002	A10	Dietetic Technician II	4002	A11	<i>Dietetic Technician II</i>	<i>Reallocation</i>
4005	A06	Peer Support Specialist				<i>Deletion</i>
4006	A08	Certified Peer Support Specialist I				<i>Deletion</i>
4007	A10	Certified Peer Support Specialist II	4007	A10	<i>Certified Peer Support Specialist I</i>	<i>Title change</i>
4008	A12	Certified Peer Support Specialist III	4008	A12	<i>Certified Peer Support Specialist II</i>	<i>Title change</i>
4016	B17	Dietetic and Nutrition Specialist I	4016	B18	<i>Dietetic and Nutrition Specialist I</i>	<i>Reallocation</i>
4017	B19	Dietetic and Nutrition Specialist II	4017	B20	<i>Dietetic and Nutrition Specialist II</i>	<i>Reallocation</i>
4018	B21	Dietetic and Nutrition Specialist III	4018	B22	<i>Dietetic and Nutrition Specialist III</i>	<i>Reallocation</i>
4050	B20	Health Informatics Specialist I	4050	B20	Health Informatics Specialist I	No change recommended
4051	B22	Health Informatics Specialist II	4051	B22	Health Informatics Specialist II	No change recommended
4052	B24	Health Informatics Specialist III	4052	B24	Health Informatics Specialist III	No change recommended
4053	B26	Health Informatics Specialist IV	4053	B26	Health Informatics Specialist IV	No change recommended
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
4085	B25	Epidemiologist IV	4085	B25	Epidemiologist IV	No change recommended
4125	B23	Veterinarian I	4125	B24	Veterinarian I	Reallocation
4127	B25	Veterinarian II	4127	B26	Veterinarian II	Reallocation
4129	B27	Veterinarian III	4129	B28	Veterinarian III	Reallocation
4131	B29	Veterinarian IV	4131	B30	Veterinarian IV	Reallocation
4142	A10	Laboratory Technician I	4142	A11	Laboratory Technician I	Reallocation
4144	A12	Laboratory Technician II	4144	A13	Laboratory Technician II	Reallocation
4146	A14	Laboratory Technician III	4146	A15	Laboratory Technician III	Reallocation
4148	A16	Laboratory Technician IV	4148	A17	Laboratory Technician IV	Reallocation
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	B16	Microbiologist I	Reallocation
4222	B17	Microbiologist II	4222	B18	Microbiologist II	Reallocation
4223	B19	Microbiologist III	4223	B20	Microbiologist III	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4224	B21	Microbiologist IV	4224	B22	Microbiologist IV	Reallocation
4225	B23	Microbiologist V	4225	B24	Microbiologist V	Reallocation
4226	B16	Health Specialist I	4226	B17	Health Specialist I	Reallocation
4227	B17	Health Specialist II	4227	B18	Health Specialist II	Reallocation
4228	B18	Health Specialist III	4228	B19	Health Specialist III	Reallocation
4229	B19	Health Specialist IV	4229	B20	Health Specialist IV	Reallocation
4230	B20	Health Specialist V	4230	B21	Health Specialist V	Reallocation
			4232	B23	Health Specialist VI	New job classification
4231	B13	Health Assistant	4231	B14	Health Assistant	Reallocation
4292	B15	Radiological Technologist I	4292	B16	Radiological Technologist I	Reallocation
4293	B17	Radiological Technologist II	4293	B18	Radiological Technologist II	Reallocation
4294	B19	Radiological Technologist III	4294	B20	Radiological Technologist III	Reallocation
4342	A10	Orthopedic Equipment Technician I	4342	A11	Orthopedic Equipment Technician I	Reallocation
4344	A12	Orthopedic Equipment Technician II	4344	A13	Orthopedic Equipment Technician II	Reallocation
4346	A14	Orthopedic Equipment Technician III	4346	A15	Orthopedic Equipment Technician III	Reallocation
5151	A08	Psychiatric Nursing Assistant I ^a	4350	A09	Psychiatric Nursing Assistant I	Reallocation and classification number change
5152	A10	Psychiatric Nursing Assistant II ^a	4351	A11	Psychiatric Nursing Assistant II	Reallocation and classification number change
5153	A12	Psychiatric Nursing Assistant III ^a	4352	A13	Psychiatric Nursing Assistant III	Reallocation and classification number change
5154	A14	Psychiatric Nursing Assistant IV ^a	4353	A15	Psychiatric Nursing Assistant IV	Reallocation and classification number change

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			4354	A17	Psychiatric Nursing Assistant V	New job classification
4360	A18	Registered Therapist Assistant	4360	A19	Registered Therapist Assistant	Reallocation
4362	B19	Registered Therapist I	4362	B20	Registered Therapist I	Reallocation
4363	B20	Registered Therapist II	4363	B21	Registered Therapist II	Reallocation
4364	B22	Registered Therapist III	4364	B23	Registered Therapist III	Reallocation
4365	B24	Registered Therapist IV	4365	B25	Registered Therapist IV	Reallocation
4366	B26	Registered Therapist V	4366	B27	Registered Therapist V	Reallocation
4383	A05	Medical Technician I	4383	A06	Medical Technician I	Reallocation
4384	A07	Medical Technician II	4384	A08	Medical Technician II	Reallocation
4385	A09	Medical Technician III	4385	A10	Medical Technician III	Reallocation
4386	A11	Medical Technician IV	4386	A12	Medical Technician IV	Reallocation
4387	A13	Medical Technician V	4387	A14	Medical Technician V	Reallocation
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	B14	Medical Technologist I	Reallocation
4402	B15	Medical Technologist II	4402	B16	Medical Technologist II	Reallocation
4403	B17	Medical Technologist III	4403	B18	Medical Technologist III	Reallocation
4404	B19	Medical Technologist IV	4404	B20	Medical Technologist IV	Reallocation
4405	B21	Medical Technologist V	4405	B22	Medical Technologist V	Reallocation
4411	B19	Nurse I	4411	B20	Nurse I	Reallocation
4412	B21	Nurse II	4412	B22	Nurse II	Reallocation
4413	B23	Nurse III	4413	B24	Nurse III	Reallocation
4414	B25	Nurse IV	4414	B26	Nurse IV	Reallocation
4415	B27	Nurse V	4415	B28	Nurse V	Reallocation
4416	B19	Public Health Nurse I	4416	B20	Public Health Nurse I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4417	B21	Public Health Nurse II	4417	B22	Public Health Nurse II	Reallocation
4418	B23	Public Health Nurse III	4418	B24	Public Health Nurse III	Reallocation
4419	B25	Public Health Nurse IV	4419	B26	Public Health Nurse IV	Reallocation
			4420	B28	Public Health Nurse V	New job classification
4421	A14	Licensed Vocational Nurse I	4421	A15	Licensed Vocational Nurse I	Reallocation
4422	A16	Licensed Vocational Nurse II	4422	A17	Licensed Vocational Nurse II	Reallocation
4423	A17	Licensed Vocational Nurse III	4423	A18	Licensed Vocational Nurse III	Reallocation
			4424	A19	Licensed Vocational Nurse IV	New job classification
4428	A19	Respiratory Care Practitioner	4428	A20	Respiratory Care Practitioner	Reallocation
4435	B19	Resident Physician	4435	B20	Resident Physician	Reallocation
4436	B32	Physician I	4436	B33	Physician I	Reallocation
4437	B33	Physician II	4437	B34	Physician II	Reallocation
4438	B34	Physician III	4438	B35	Physician III	Reallocation
4439	B35	Physician IV	4439	B36	Physician IV	Reallocation
4440	B27	Physician Assistant	4440	B28	Physician Assistant	Reallocation
4451	B27	Advanced Practice Registered Nurse I	4451	B28	Advanced Practice Registered Nurse I	Reallocation
4452	B28	Advanced Practice Registered Nurse II	4452	B29	Advanced Practice Registered Nurse II	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4462	B22	Psychologist I	4462	B23	Psychologist I	Reallocation
4464	B24	Psychologist II	4464	B25	Psychologist II	Reallocation
4465	B26	Psychologist III	4465	B27	Psychologist III	Reallocation
4469	B18	Psychological Associate I	4469	B19	Psychological Associate I	Reallocation
4470	B19	Psychological Associate II	4470	B20	Psychological Associate II	Reallocation
4471	B20	Psychological Associate III	4471	B21	Psychological Associate III	Reallocation
4472	B21	Psychological Associate IV	4472	B22	Psychological Associate IV	Reallocation
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
			4481	B36	Psychiatrist V	New job classification
4480	B35	Psychiatric Clinical Director	4480	B35	Psychiatric Clinical Director	No change recommended
4482	A11	Dental Assistant I	4482	A12	Dental Assistant I	Reallocation
4483	A13	Dental Assistant II	4483	A14	Dental Assistant II	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4494	B31	Pharmacist III	4494	B31	Pharmacist III	No change recommended
4498	A10	Pharmacy Technician I	4498	A11	Pharmacy Technician I	Reallocation
4499	A12	Pharmacy Technician II	4499	A13	Pharmacy Technician II	Reallocation
Criminal Justice						
4501	A10	Correctional Officer I	4501	A11	Correctional Officer I	Reallocation
4502	A12	Correctional Officer II	4502	A13	Correctional Officer II	Reallocation
4503	A14	Correctional Officer III	4503	A15	Correctional Officer III	Reallocation
4504	A15	Correctional Officer IV	4504	A16	Correctional Officer IV	Reallocation
4505	A17	Correctional Officer V	4505	A18	Correctional Officer V	Reallocation
4510	B18	Sergeant of Correctional Officers	4510	B19	Sergeant of Correctional Officers	Reallocation
4511	B19	Lieutenant of Correctional Officers	4511	B20	Lieutenant of Correctional Officers	Reallocation
4512	B20	Captain of Correctional Officers	4512	B21	Captain of Correctional Officers	Reallocation
4513	B21	Major of Correctional Officers	4513	B22	Major of Correctional Officers	Reallocation
4520	A10	Juvenile Correctional Officer I	4520	A11	Juvenile Correctional Officer I	Reallocation
4521	A12	Juvenile Correctional Officer II	4521	A13	Juvenile Correctional Officer II	Reallocation
4522	A14	Juvenile Correctional Officer III	4522	A15	Juvenile Correctional Officer III	Reallocation
4523	A15	Juvenile Correctional Officer IV	4523	A16	Juvenile Correctional Officer IV	Reallocation
4524	A17	Juvenile Correctional Officer V	4524	A18	Juvenile Correctional Officer V	Reallocation
4525	B19	Juvenile Correctional Officer Supervisor	4525	B20	Juvenile Correctional Officer Supervisor	Reallocation
4526	B20	Dorm Supervisor I	4526	B21	Dorm Supervisor I	Reallocation
4527	B21	Dorm Supervisor II	4527	B22	Dorm Supervisor II	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4530	B21	Halfway House Assistant Superintendent	4530	B22	Halfway House Assistant Superintendent	Reallocation
4531	B23	Halfway House Superintendent	4531	B24	Halfway House Superintendent	Reallocation
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	B17	Parole Officer I	Reallocation
4541	B16	Parole Officer II	4541	B18	Parole Officer II	Reallocation
4542	B17	Parole Officer III	4542	B19	Parole Officer III	Reallocation
4543	B19	Parole Officer IV	4543	B21	Parole Officer IV	Reallocation
4544	B21	Parole Officer V	4544	B23	Parole Officer V	Reallocation
4546	B17	Intensive Medical Parole Officer I				Deletion
4547	B19	Intensive Medical Parole Officer II				Deletion
4548	B21	Intensive Medical Parole Officer III				Deletion
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
4647	A14	Industrial Specialist I	4647	A14	Industrial Specialist I	No change recommended

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4648	A15	Industrial Specialist II	4648	A15	Industrial Specialist II	No change recommended
4649	A16	Industrial Specialist III	4649	A16	Industrial Specialist III	No change recommended
4650	A17	Industrial Specialist IV	4650	A17	Industrial Specialist IV	No change recommended
4651	A18	Industrial Specialist V	4651	A18	Industrial Specialist V	No change recommended
4672	A14	Agriculture Specialist I	4672	A14	Agriculture Specialist I	No change recommended
4673	A15	Agriculture Specialist II	4673	A15	Agriculture Specialist II	No change recommended
4674	A16	Agriculture Specialist III	4674	A16	Agriculture Specialist III	No change recommended
4675	A17	Agriculture Specialist IV	4675	A17	Agriculture Specialist IV	No change recommended
4676	A18	Agriculture Specialist V	4676	A18	Agriculture Specialist V	No change recommended
Social Services						
5002	B15	Adult Protective Services Specialist I	5002	B16	Adult Protective Services Specialist I	Reallocation
5003	B16	Adult Protective Services Specialist II	5003	B17	Adult Protective Services Specialist II	Reallocation
5004	B17	Adult Protective Services Specialist III	5004	B18	Adult Protective Services Specialist III	Reallocation
5005	B18	Adult Protective Services Specialist IV	5005	B19	Adult Protective Services Specialist IV	Reallocation
5006	B19	Adult Protective Services Specialist V	5006	B20	Adult Protective Services Specialist V	Reallocation
5010	B19	Family Services Specialist I	5010	B20	Family Services Specialist I	Reallocation
5011	B20	Family Services Specialist II	5011	B21	Family Services Specialist II	Reallocation
5016	B20	Family and Protective Services Supervisor I	5016	B21	Family and Protective Services Supervisor I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
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	B23	Family and Protective Services Supervisor II	Reallocation
5018	B24	Family and Protective Services Supervisor III	5018	B25	Family and Protective Services Supervisor III	Reallocation
5023	B15	Child Protective Services Specialist I	5023	B16	Child Protective Services Specialist I	Reallocation
5024	B16	Child Protective Services Specialist II	5024	B17	Child Protective Services Specialist II	Reallocation
5025	B17	Child Protective Services Specialist III	5025	B18	Child Protective Services Specialist III	Reallocation
5026	B18	Child Protective Services Specialist IV	5026	B19	Child Protective Services Specialist IV	Reallocation
5027	B19	Child Protective Services Specialist V	5027	B20	Child Protective Services Specialist V	Reallocation
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				Deletion
5041	B15	Adult and Child Care Licensing Specialist II				Deletion
5042	B16	Adult and Child Care Licensing Specialist III				Deletion
5043	B17	Adult and Child Care Licensing Specialist IV				Deletion
5044	B18	Adult and Child Care Licensing Specialist V				Deletion

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
5062	B16	Vocational Rehabilitation Counselor I	5062	B17	Vocational Rehabilitation Counselor I	Reallocation
5063	B17	Vocational Rehabilitation Counselor II	5063	B18	Vocational Rehabilitation Counselor II	Reallocation
5064	B18	Vocational Rehabilitation Counselor III	5064	B19	Vocational Rehabilitation Counselor III	Reallocation
5065	B20	Vocational Rehabilitation Counselor IV	5065	B21	Vocational Rehabilitation Counselor IV	Reallocation
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	B16	Veterans Services Representative I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5105	B14	Veterans Services Representative II	5105	B17	Veterans Services Representative II	Reallocation
5106	B15	Veterans Services Representative III	5106	B18	Veterans Services Representative III	Reallocation
5107	B16	Veterans Services Representative IV	5107	B19	Veterans Services Representative IV	Reallocation
5108	B18	Veterans Services Representative V	5108	B20	Veterans Services Representative V	Reallocation
5109	B20	Veterans Services Representative VI	5109	B21	Veterans Services Representative VI	Reallocation
5111	B15	Substance Abuse Counselor I	5111	B16	Substance Abuse Counselor I	Reallocation
5112	B16	Substance Abuse Counselor II	5112	B17	Substance Abuse Counselor II	Reallocation
5113	B17	Substance Abuse Counselor III	5113	B18	Substance Abuse Counselor III	Reallocation
5121	A08	Direct Support Professional I	5121	A09	Direct Support Professional I	Reallocation
5122	A10	Direct Support Professional II	5122	A11	Direct Support Professional II	Reallocation
5123	A12	Direct Support Professional III	5123	A13	Direct Support Professional III	Reallocation
5124	A14	Direct Support Professional IV	5124	A15	Direct Support Professional IV	Reallocation
			5125	A17	Direct Support Professional V	New job classification
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5140	B12	Recreation Program Specialist I	5140	B13	Recreation Program Specialist I	Reallocation
5142	B14	Recreation Program Specialist II	5142	B15	Recreation Program Specialist II	Reallocation
5144	B16	Recreation Program Specialist III	5144	B17	Recreation Program Specialist III	Reallocation
5201	A07	Resident Specialist I	5201	A08	Resident Specialist I	Reallocation
5203	A09	Resident Specialist II	5203	A10	Resident Specialist II	Reallocation
5205	A11	Resident Specialist III	5205	A12	Resident Specialist III	Reallocation
5207	A13	Resident Specialist IV	5207	A14	Resident Specialist IV	Reallocation
5209	A15	Resident Specialist V	5209	A16	Resident Specialist V	Reallocation
5226	B11	Case Manager I	5226	B12	Case Manager I	Reallocation
5227	B13	Case Manager II	5227	B14	Case Manager II	Reallocation
5228	B15	Case Manager III	5228	B16	Case Manager III	Reallocation
5229	B17	Case Manager IV	5229	B18	Case Manager IV	Reallocation
5230	B18	Case Manager V	5230	B20	Case Manager V	Reallocation
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	B16	Social Worker I	Reallocation
5402	B17	Social Worker II	5402	B18	Social Worker II	Reallocation
5404	B19	Social Worker III	5404	B20	Social Worker III	Reallocation
5406	B21	Social Worker IV	5406	B22	Social Worker IV	Reallocation
5503	A07	Human Services Technician I	5503	A08	Human Services Technician I	Reallocation
5504	A09	Human Services Technician II	5504	A10	Human Services Technician II	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5505	A10	Human Services Technician III	5505	A11	Human Services Technician III	Reallocation
5506	A12	Human Services Technician IV	5506	A13	Human Services Technician IV	Reallocation
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
5551	A11	Child Support Technician I	5551	A11	Child Support Technician I	No change recommended
5552	A13	Child Support Technician II	5552	A13	Child Support Technician II	No change recommended
5553	A15	Child Support Technician III	5553	A15	Child Support Technician III	No change recommended
5616	B17	Interpreter I	5616	B17	Interpreter/Translator I	Title change
5617	B19	Interpreter II	5617	B19	Interpreter/Translator II	Title change
5618	B21	Interpreter III	5618	B21	Interpreter/Translator III	Title change
5619	B23	Interpreter IV	5619	B23	Interpreter/Translator IV	Title change
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
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				Deletion
5711	B17	Transition Coordinator II	5711	B17	Transition Coordinator I	Title change
5712	B19	Transition Coordinator III				Deletion
5713	B21	Transition Coordinator IV	5713	B21	Transition Coordinator II	Title change
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 I	Title change
			5731	B20	Guardianship Specialist II	New job classification

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			5732	B21	Guardianship Specialist III	New job classification
5732	B21	Guardianship Supervisor	5735	B21	Guardianship Supervisor I	Title change and classification number change
			5736	B22	Guardianship Supervisor II	New job classification
			5737	B23	Guardianship Supervisor III	New job classification
Public Safety						
6052	B20	Forensic Scientist I	6052	B20	Forensic Scientist I	No change recommended
6053	B21	Forensic Scientist II	6053	B21	Forensic Scientist II	No change recommended
6054	B22	Forensic Scientist III	6054	B22	Forensic Scientist III	No change recommended
6055	B23	Forensic Scientist IV	6055	B23	Forensic Scientist IV	No change recommended
6056	B24	Forensic Scientist V	6056	B24	Forensic Scientist V	No change recommended
6057	B25	Forensic Scientist VI	6057	B25	Forensic Scientist VI	No change recommended
6095	B13	Police Communications Operator I	6095	B14	Police Communications Operator I	Reallocation
6096	B14	Police Communications Operator II	6096	B15	Police Communications Operator II	Reallocation
6097	B15	Police Communications Operator III	6097	B16	Police Communications Operator III	Reallocation
6098	B16	Police Communications Operator IV	6098	B17	Police Communications Operator IV	Reallocation
6099	B18	Police Communications Operator V	6099	B19	Police Communications Operator V	Reallocation
6100	B19	Police Communications Operator VI	6100	B20	Police Communications Operator VI	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6101	B21	Police Communications Operator VII	6101	B22	Police Communications Operator VII	Reallocation
6115	B12	Biometrics Analyst I	6115	B13	Biometrics Analyst I	Reallocation
6116	B14	Biometrics Analyst II	6116	B15	Biometrics Analyst II	Reallocation
6117	B16	Biometrics Analyst III	6117	B17	Biometrics Analyst III	Reallocation
6118	B18	Biometrics Analyst IV	6118	B19	Biometrics Analyst IV	Reallocation
6120	B16	Crime Laboratory Specialist I				Deletion
6121	B17	Crime Laboratory Specialist II	6121	B18	Crime Laboratory Specialist I	Reallocation and title change
6122	B18	Crime Laboratory Specialist III	6122	B19	Crime Laboratory Specialist II	Reallocation and title change
			6123	B20	Crime Laboratory Specialist III	New job classification
			6124	B21	Crime Laboratory Specialist IV	New job classification
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
6163	B19	Crime Analyst III	6163	B19	Crime Analyst III	No change recommended
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6224	A13	Public Safety Records Technician IV	6224	A13	Public Safety Records Technician IV	No change recommended
6229	A07	Security Officer I	6229	A08	Security Officer I	Reallocation
6230	A09	Security Officer II	6230	A10	Security Officer II	Reallocation
6232	A11	Security Officer III	6232	A12	Security Officer III	Reallocation
6234	A13	Security Officer IV	6234	A14	Security Officer IV	Reallocation
6236	A15	Security Officer V	6236	A16	Security Officer V	Reallocation
6240	B17	Emergency Management Program Coordinator I	6240	B17	Emergency Management Program Coordinator I	No change recommended
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 ^b
6251	B16	Probationary State Park Police Officer	6251	B16	Probationary State Park Police Officer	No change recommended ^b
6252	B21	State Park Police Officer	6252	B23	State Park Police Officer	Reallocation ^b
6253	B22	Sergeant, State Park Police Officer	6253	B24	Sergeant, State Park Police Officer	Reallocation ^b
6254	B23	Lieutenant, State Park Police Officer	6254	B25	Lieutenant, State Park Police Officer	Reallocation ^b
6255	B24	Captain, State Park Police Officer	6255	B26	Captain, State Park Police Officer	Reallocation ^b
6256	B25	Major, State Park Police Officer	6256	B27	Major, State Park Police Officer	Reallocation ^b

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Military						
6400	A10	Military Technician I	6400	A10	Military Technician I	No change recommended
6401	A12	Military Technician II	6401	A12	Military Technician II	No change recommended
6402	A14	Military Technician III	6402	A14	Military Technician III	No change recommended
6403	A16	Military Technician IV	6403	A16	Military Technician IV	No change recommended
6405	A20	Military Technician V	6405	A20	Military Technician V	No change recommended
6501	B20	Military Specialist I	6501	B20	Military Specialist I	No change recommended
6502	B22	Military Specialist II	6502	B22	Military Specialist II	No change recommended
6503	B24	Military Specialist III	6503	B24	Military Specialist III	No change recommended
6504	B27	Military Specialist IV	6504	B27	Military Specialist IV	No change recommended
6505	B30	Military Specialist V	6505	B30	Military Specialist V	No change recommended
Library and Records						
7306	B18	Archeologist I	7306	B20	Archeologist I	Reallocation
7308	B20	Archeologist II	7308	B22	Archeologist II	Reallocation
7310	B22	Archeologist III	7310	B24	Archeologist III	Reallocation
7315	B15	Historian I	7315	B17	Historian I	Reallocation
7317	B17	Historian II	7317	B19	Historian II	Reallocation
7319	B19	Historian III	7319	B21	Historian III	Reallocation
7352	A11	Library Assistant I	7352	A11	Library Assistant I	No change recommended
7354	A13	Library Assistant II	7354	A13	Library Assistant II	No change recommended
7401	B14	Librarian I	7401	B16	Librarian I	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
7402	B16	Librarian II	7402	B18	Librarian II	Reallocation
7403	B18	Librarian III	7403	B20	Librarian III	Reallocation
7404	B20	Librarian IV	7404	B22	Librarian IV	Reallocation
7405	B14	Archivist I	7405	B16	Archivist I	Reallocation
7407	B16	Archivist II	7407	B18	Archivist II	Reallocation
7409	B18	Archivist III	7409	B20	Archivist III	Reallocation
7411	B20	Archivist IV	7411	B22	Archivist IV	Reallocation
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
Custodial						
8003	A05	Custodian I	8003	A07	Custodian I	Reallocation
8005	A06	Custodian II	8005	A08	Custodian II	Reallocation
8007	A08	Custodian III	8007	A10	Custodian III	Reallocation
			8009	A12	Custodian IV	New job classification
8021	A12	Custodial Manager I	8021	A13	Custodial Manager I	Reallocation
8023	A14	Custodial Manager II	8023	A15	Custodial Manager II	Reallocation
8025	A16	Custodial Manager III	8025	A17	Custodial Manager III	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8031	A05	Groundskeeper I	8031	A07	Groundskeeper I	Reallocation
8032	A06	Groundskeeper II	8032	A08	Groundskeeper II	Reallocation
8033	A08	Groundskeeper III	8033	A10	Groundskeeper III	Reallocation
8034	A10	Groundskeeper IV	8034	A12	Groundskeeper IV	Reallocation
8035	A12	Groundskeeper V	8035	A14	Groundskeeper V	Reallocation
8103	A05	Food Service Worker I	8103	A07	Food Service Worker I	Reallocation
8104	A07	Food Service Worker II	8104	A09	Food Service Worker II	Reallocation
			8105	A11	Food Service Worker III	New job classification
8108	A12	Food Service Manager I	8108	A13	Food Service Manager I	Reallocation
8109	A14	Food Service Manager II	8109	A15	Food Service Manager II	Reallocation
8110	A16	Food Service Manager III	8110	A17	Food Service Manager III	Reallocation
8111	A18	Food Service Manager IV	8111	A19	Food Service Manager IV	Reallocation
8116	A06	Cook I	8116	A08	Cook I	Reallocation
8117	A07	Cook II	8117	A09	Cook II	Reallocation
8118	A09	Cook III	8118	A11	Cook III	Reallocation
8119	A11	Cook IV	8119	A13	Cook IV	Reallocation
8252	A04	Laundry/Sewing Room Worker I	8252	A07	Laundry/Sewing Room Worker I	Reallocation
8253	A06	Laundry/Sewing Room Worker II	8253	A09	Laundry/Sewing Room Worker II	Reallocation
8254	A08	Laundry/Sewing Room Worker III	8254	A11	Laundry/Sewing Room Worker III	Reallocation
8260	A12	Laundry Manager I				Deletion
8261	A14	Laundry Manager II	8261	A15	Laundry Manager I	Reallocation and title change
8262	A16	Laundry Manager III	8262	A17	Laundry Manager II	Reallocation and title change
8263	A18	Laundry Manager IV	8263	A19	Laundry Manager III	Reallocation and title change
8302	A07	Barber/Cosmetologist	8302	A09	Barber/Cosmetologist	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Maintenance						
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
9026	A18	Equipment Operator III	9026	A18	Equipment Operator III	No change recommended
			9028	A20	Equipment Operator IV	New job classification
9034	A11	Air Conditioning and Boiler Operator I	9034	A13	Air Conditioning and Boiler Operator I	Reallocation
9035	A13	Air Conditioning and Boiler Operator II	9035	A15	Air Conditioning and Boiler Operator II	Reallocation
9036	A15	Air Conditioning and Boiler Operator III	9036	A17	Air Conditioning and Boiler Operator III	Reallocation
9037	A17	Air Conditioning and Boiler Operator IV	9037	A19	Air Conditioning and Boiler Operator IV	Reallocation
9041	A09	Maintenance Specialist I	9041	A10	Maintenance Specialist I	Reallocation
9042	A11	Maintenance Specialist II	9042	A12	Maintenance Specialist II	Reallocation
9043	A12	Maintenance Specialist III	9043	A13	Maintenance Specialist III	Reallocation
9044	A14	Maintenance Specialist IV	9044	A15	Maintenance Specialist IV	Reallocation
9045	A16	Maintenance Specialist V	9045	A17	Maintenance Specialist V	Reallocation
9053	A15	Maintenance Supervisor I	9053	A16	Maintenance Supervisor I	Reallocation
9054	A16	Maintenance Supervisor II	9054	A17	Maintenance Supervisor II	Reallocation
9055	A17	Maintenance Supervisor III	9055	A18	Maintenance Supervisor III	Reallocation
9056	A19	Maintenance Supervisor IV	9056	A20	Maintenance Supervisor IV	Reallocation
9060	A15	Electronics Technician I	9060	A16	Electronics Technician I	Reallocation
9062	A17	Electronics Technician II	9062	A18	Electronics Technician II	Reallocation
9064	A19	Electronics Technician III	9064	A20	Electronics Technician III	Reallocation
9066	A21	Electronics Technician IV	9066	A22^c	Electronics Technician IV	Reallocation

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9305	A14	Transportation Maintenance Specialist I	9305	A16	Transportation Maintenance Specialist I	Reallocation
9306	A15	Transportation Maintenance Specialist II	9306	A17	Transportation Maintenance Specialist II	Reallocation
9307	A16	Transportation Maintenance Specialist III	9307	A18	Transportation Maintenance Specialist III	Reallocation
9308	A17	Transportation Maintenance Specialist IV	9308	A19	Transportation Maintenance Specialist IV	Reallocation
9309	A18	Transportation Maintenance Specialist V	9309	A20	Transportation Maintenance Specialist V	Reallocation
9322	A08	Vehicle Driver I	9322	A09	Vehicle Driver I	Reallocation
9323	A10	Vehicle Driver II	9323	A11	Vehicle Driver II	Reallocation
9324	A12	Vehicle Driver III	9324	A13	Vehicle Driver III	Reallocation
9325	A14	Vehicle Driver IV	9325	A15	Vehicle Driver IV	Reallocation
			9326	A17	Vehicle Driver V	New job classification
			9327	A20	Vehicle Driver VI	New job classification
9416	A10	Motor Vehicle Technician I	9416	A12	Motor Vehicle Technician I	Reallocation
9417	A12	Motor Vehicle Technician II	9417	A14	Motor Vehicle Technician II	Reallocation
9418	A14	Motor Vehicle Technician III	9418	A16	Motor Vehicle Technician III	Reallocation
9419	A16	Motor Vehicle Technician IV	9419	A18	Motor Vehicle Technician IV	Reallocation
9420	A18	Motor Vehicle Technician V	9420	A20	Motor Vehicle Technician V	Reallocation
9512	A13	Machinist I	9512	A16	Machinist I	Reallocation
9514	A15	Machinist II	9514	A18	Machinist II	Reallocation
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

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
			9630	B28	<i>Aircraft Pilot III</i>	<i>New job classification</i>
9638	B22	Aircraft Mechanic I	9638	B22	Aircraft Mechanic I	No change recommended
9640	B23	Aircraft Mechanic II	9640	B23	Aircraft Mechanic II	No change recommended
9642	B24	Aircraft Mechanic III	9642	B24	Aircraft Mechanic III	No change recommended
9700	A11	Radio Communications Technician I	9700	A13	<i>Radio Communications Technician I</i>	<i>Reallocation</i>
9704	A13	Radio Communications Technician II	9704	A15	<i>Radio Communications Technician II</i>	<i>Reallocation</i>
9706	A15	Radio Communications Technician III	9706	A17	<i>Radio Communications Technician III</i>	<i>Reallocation</i>
9733	A14	Equipment Maintenance Technician I	9733	A15	<i>Equipment Maintenance Technician I</i>	<i>Reallocation</i>
9734	A16	Equipment Maintenance Technician II	9734	A17	<i>Equipment Maintenance Technician II</i>	<i>Reallocation</i>
			9735	A19	<i>Equipment Maintenance Technician III</i>	<i>New job classification</i>
			9790	A19	<i>Welder I</i>	<i>New job classification</i>
			9792	A21	<i>Welder II</i>	<i>New job classification</i>
9802	A14	Electrician I	9802	A16	<i>Electrician I</i>	<i>Reallocation</i>
9804	A16	Electrician II	9804	A18	<i>Electrician II</i>	<i>Reallocation</i>
9806	A18	Electrician III	9806	A20	<i>Electrician III</i>	<i>Reallocation</i>
9808	A20	Electrician IV	9808	A22^c	<i>Electrician IV</i>	<i>Reallocation</i>
9812	A14	HVAC Mechanic I	9812	A16	<i>HVAC Mechanic I</i>	<i>Reallocation</i>
9814	A16	HVAC Mechanic II	9814	A18	<i>HVAC Mechanic II</i>	<i>Reallocation</i>
9816	A18	HVAC Mechanic III	9816	A20	<i>HVAC Mechanic III</i>	<i>Reallocation</i>
			9818	A22^c	<i>HVAC Mechanic IV</i>	<i>New job classification</i>
9820	A14	Plumber I	9820	A16	<i>Plumber I</i>	<i>Reallocation</i>

Recommended Changes to the State's Position Classification Plan

Current (Fiscal Years 2022-2023)			Recommended (Fiscal Years 2024-2025)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9822	A16	Plumber II	9822	A18	Plumber II	Reallocation
9824	A18	Plumber III	9824	A20	Plumber III	Reallocation
9826	A20	Plumber IV	9826	A22^c	Plumber IV	Reallocation
9830	B20	Ferryboat Specialist I				Deletion
9832	B21	Ferryboat Specialist II	9832	B21	Ferryboat Specialist I	Title change
9834	B22	Ferryboat Specialist III	9834	B22	Ferryboat Specialist II	Title change
9836	B23	Ferryboat Specialist IV	9836	B23	Ferryboat Specialist III	Title change
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
9840	A15	Ferryboat Deckhand III	9840	A15	Ferryboat Deckhand III	No change recommended
			9846	A17	Ferryboat Captain Assistant I	New job classification
			9848	A19	Ferryboat Captain Assistant II	New job classification
9850	B21	Ferryboat Captain I	9850	B21	Ferryboat Captain I	No change recommended
9852	B22	Ferryboat Captain II	9852	B22	Ferryboat Captain II	No change recommended
9854	B23	Ferryboat Captain III	9854	B23	Ferryboat Captain III	No change recommended

^a The State Auditor’s Office is moving the Psychiatric Nursing Assistant job classification series from the Social Services occupational category to the Medical and Health occupational category.

^b A request to add the State Park Police Officer job classification series to Salary Schedule C was received. Reallocating some of the titles within this series is an alternative in the event the Legislature does not approve the addition of the State Park Police series (commissioned law enforcement officers at the Parks and Wildlife Department) to Salary Schedule C. However, if approved, the series will be deleted from Salary Schedule B and moved to Salary Schedule C.

^c The State Auditor’s Office is recommending the addition of a new salary group A22 with a pay range of \$51,614 to \$84,479 to Salary Schedule A.

Sources: Current information from the General Appropriations Act (87th Legislature), Article IX, Section 2.01, pages IX-1 through IX-19, and recommended information based on State Auditor’s Office analysis.

Appendix 4

Detailed Justifications and Costs for Recommendations by Occupational Category

Figure 11 provides detailed information on the recommended changes to the State’s Position Classification Plan (Plan), including the corresponding job classification series; the change type (addition, deletion, title change, and/or reallocation); a brief justification; and the estimated annual cost. Figure 11 is listed by Job Classification Series in the order they appear in the General Appropriations Act. (See [Chapter 1-B](#) for more information on recommended changes to the Plan and [Appendix 3](#) for a detailed list of recommended changes to the Plan by occupational category and job classification title.)

Figure 11

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Administrative Support			
Receptionist	Addition/Title Change	Create an additional level to accommodate higher-level job duties and employee skills. Change the title of Receptionist to accommodate the addition.	\$0
Clerk	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would better align the series with the market average pay and accommodate the work performed.	\$0
Customer Service Representative	Deletion/Title Change/ Addition	Delete the first level of the job classification series to better align the series with the market average pay. Change the remaining job classification titles in the series to accommodate the deletion. Create an additional level to accommodate higher-level job duties and employee skills.	\$15,817

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Document Services 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.	\$26,289
Agenda Coordinator	Addition	Create a new job classification series to more clearly distinguish the work employees perform that is not adequately captured within the current Plan. This job classification series consists of only one job classification title.	\$0
Information Technology			
Database Administrator	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$16,308
Information Technology Business Analyst	Reallocation/ Addition	Move the job classification series up by one salary group to better align the series with the market average pay. Add a level to accommodate higher-level job duties and employee skills and promote consistency with the Plan.	\$113,656
Systems Support Specialist	Reallocation/ Title Change	Change title from Systems Support Specialist to Information Technology Support Specialist to clarify the work performed. Move the first four levels 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.	\$97,665
Information Security Analyst	Deletion	Delete the job classification series due to overlap in job duties with the Plan. The Cybersecurity Analyst job classification series may be used to accommodate the work performed.	\$0
Information Security Officer/Chief Information Security Officer	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$15,888
Programmer	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.	\$122,104
Information Technology Auditor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$1,683

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Systems Analyst	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.	\$193,480
Computer Operations Specialist	Deletion	Delete the job classification series due to low use. Information Technology Support Specialist job classification series may be used to accommodate the work performed.	\$1,560
Network 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.	\$108,562
Business Continuity Coordinator	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$5,206
Web Administrator	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.	\$18,124
Systems Administrator	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.	\$159,745
Cybersecurity Analyst	Addition/Title Change/ Classification Number Change	Create two levels to accommodate entry and higher-level job duties and employee skills. Change the remaining job classification titles in the series to accommodate the additions. These adjustments would promote consistency within the Plan.	\$0
Cybersecurity Officer/Chief Cybersecurity Officer	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$13,732
Accessibility Specialist	Addition	Create a new job classification series to more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Planning, Research, and Statistics			
Planner	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.	\$39,215

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Research and Statistics Technician	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Research 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.	\$92,419
Statistician	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.	\$8,985
Economist	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.	\$2,292
Education			
Teacher Aide	Reallocation/ Addition	Move the job classification series up by two salary groups to better align the series with the market average pay. Create a level to accommodate higher-level job duties and employee skills. These adjustments promote consistency within the Plan.	\$33,940
Accounting, Auditing, and Finance			
Accounting Technician	Addition	Create a level to accommodate higher-level job duties and employee skills, better align the series with the market average pay, and promote consistency within the Plan.	\$0
Accountant	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.	\$233,095
Auditor	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.	\$60,408
Taxpayer Compliance Officer	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.	\$48,943

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Tax Analyst	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Accounts Examiner	Addition	Create a level to accommodate higher-level job duties and employee skills.	\$0
Taxpayer Enforcement Officer	Addition	Create a new job classification series to more clearly distinguish the work employees perform that is not adequately captured with the current Plan.	\$0
Budget Analyst	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.	\$118,804
Chief Investment Officer	Deletion	Delete the job classification series due to non-utilization.	\$0
Internal Auditor	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.	\$635
Appropriations Control Officer	Deletion	Delete the job classification series to reduce the overlap in job duties within the Plan. The Financial Analyst job classification series may be used to accommodate the work performed.	\$0
Tax Auditor Manager	Reallocation	Move the job classification title up by one salary group to promote consistency within the Plan.	\$0
Compliance, Inspection, and Investigation			
Inspector	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment promotes consistency within the Plan.	\$0
Compliance Analyst	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.	\$45,871
Program Management			
Deputy Comptroller	Reallocation	Move the job classification title up by one salary group to promote consistency within the Plan.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Associate Deputy Attorney General/Deputy Attorney General	Addition/ Reallocation	Create the Associate Deputy Attorney General as a new job classification title to better accommodate the work performed. Move the Deputy Attorney General up by one salary group to promote consistency within the Plan. These adjustments would more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Deputy First Assistant Attorney General/First Assistant Attorney General	Addition/ Reallocation/ Classification Number Change	Create the Deputy First Assistant Attorney General as a new job classification title to better accommodate the work performed. Move the First Assistant Attorney General job classification title up by one salary group to promote consistency within the Plan. These adjustments would more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Deputy Executive Commissioner	Deletion	Delete the job classification series due to non-utilization.	\$0
Program Management Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Agile Scrum Master	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Human Resources and Training and Development			
Human Resources Assistant/Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$619,824
Training and Development Assistant/Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$202,188
Information and Communication			
Creative Media Designer	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.	\$1,184

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Marketing 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.	\$4,561
Information 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.	\$104,346
Multimedia 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.	\$1,726
Management Analyst	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.	\$99,985
Technical Writer	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.	\$18,772
Editor	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.	\$9,284
Property Management and Procurement			
Inventory and Store 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.	\$13,706
Grant Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$55,818
Purchaser	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.	\$23,492
Contract Administration Manager	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.	\$125,808

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Contract 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.	\$361,494
Property Manager	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.	\$115,259
Fleet Manager	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Land Surveying, Appraising, and Utilities			
Land Surveyor	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
Appraiser	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment promotes consistency within the Plan.	\$0
Right of Way Agent	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.	\$1,115
Utility 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
Survey Technician	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Engineering and Design			
Engineering 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
Engineering 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.	\$19,081

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Engineer	Reallocation	Move the first five levels 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.	\$4,788
District Engineer	Reallocation	Move the job classification title up by one salary group to promote consistency within the Plan.	\$0
Drafting 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.	\$1,858
Project Design 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
Intelligent Transportation Systems Specialist	Deletion/Title Change/ Classification Number 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
Natural Resources			
Geoscientist	Deletion/ Reallocation/ 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. 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.	\$25,176
Hydrologist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$39,786
Chemist	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.	\$42,433
Park Ranger	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

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Natural Resources 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.	\$23,392
Safety			
Lifeguard	Reallocation/ Title Change/ Addition	Move the Lifeguard job classification up by four salary groups. Create an additional level to accommodate higher-level job duties and employee skills. Change the title of Lifeguard to accommodate the addition.	\$0
Safety Officer	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.	\$22,656
Risk Management 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
Rescue 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
Emergency Medical Services Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Insurance			
No recommended changes for this occupational category.			
Employment			
No recommended changes for this occupational category.			
Legal			
Attorney	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.	\$254,617

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Assistant Attorney General	Reallocation	Move the following job classification titles to higher salary groups to promote consistency within the Plan and to recognize the higher-level of complexity of work performed: <ul style="list-style-type: none"> • I by two salary groups; • II – V by three salary groups; • VI by two salary groups; and • VII by one salary group. 	\$1,352,732
General Counsel	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.	\$69,647
Legal Secretary	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.	\$60,173
Legal Assistant	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.	\$63,722
Court Law Clerk	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Deputy Clerk	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Chief Deputy Clerk	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Clerk of Court	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$15,280
Associate Ombudsman	Deletion	Delete job classification title due to low use.	\$0
Medical and Health			
Dietetic 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

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Peer Support Specialist/Certified Peer Support Specialist	Deletion/Title Change	Delete the Peer Support Specialist job classification title due to non-utilization. Delete the first level of the Certified Peer Support Specialist job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Dietetic and Nutrition 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.	\$7,863
Veterinarian	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
Laboratory 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.	\$738
Microbiologist	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
Health Specialist/Assistant	Reallocation/Addition	Move the job classification series up by one salary group. Create an additional level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$6,653
Radiological Technologist	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
Orthopedic Equipment Technician	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Registered Therapist/Assistant	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.	\$24,027

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Medical 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
Medical Technologist	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
Nurse	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.	\$77,185
Public Health Nurse	Reallocation/ Addition	Move the job classification series up by one salary group. Create an additional level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$0
Licensed Vocational Nurse	Reallocation/ Addition	Move the job classification series up by one salary group. Create an additional level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$528
Respiratory Care Practitioner	Reallocation	Move the job classification title up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$5,828
Resident Physician/Physician	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
Physician Assistant	Reallocation	Move the job classification title up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Advanced Practice Registered Nurse	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Psychologist	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
Psychological Associate	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
Psychiatrist	Addition	Create a level to accommodate higher-level job duties and employee skills, better align the series with the market average pay, and promote consistency within the Plan.	\$0
Dental Assistant	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
Pharmacy 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
Criminal Justice			
Correctional Officer	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.	\$795
Sergeant, Lieutenant, Captain, and Major of Correctional Officers (Senior Correctional Officer)	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
Juvenile Correctional Officer/Supervisor	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
Dorm Supervisor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Halfway House Assistant Superintendent/ Superintendent	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
Parole Officer	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$28,015
Intensive Medical Parole Officer	Deletion	Delete the job classification series due to non-utilization.	\$0
Social Services			
Adult Protective Services Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Family Services Specialist	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$8,282
Family and Protective Services Supervisor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$197,543
Child Protective Services Specialist	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$122,499
Adult and Child Care Licensing Specialist	Deletion	Delete the entire job classification series due to non-utilization.	\$0
Vocational Rehabilitation Counselor	Reallocation	Move the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Veterans Services Representative	Reallocation	Move the following job classification titles to higher salary groups to better align the series with the market average pay and promote consistency within the Plan: <ul style="list-style-type: none"> • I – IV by three salary groups; • V by two salary groups; and • VI by one salary group. 	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Substance Abuse Counselor	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.	\$7,021
Direct Support Professional	Reallocation/ Addition	Move the job classification series up by one salary group. Create an additional level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$3,016
Recreation Program 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
Psychiatric Nursing Assistant ^a	Reallocation/ Addition/ Occupational Category Change/ Classification Number Change	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. Add an additional level to accommodate higher-level job duties and employee skills. Job classification series was moved from the Social Services occupational category to the Medical and Health occupational category.	\$2,268
Resident 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
Case Manager	Reallocation	Move the following job classification titles to higher salary groups to promote consistency within the Plan: <ul style="list-style-type: none"> I – IV by one salary group; and V by two salary groups. 	\$10,642
Social Worker	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
Human Services 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.	\$140,911
Interpreter	Title Change	Change title from Interpreter to Interpreter/Translator to clarify the work performed.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Transition Coordinator	Deletion/Title Change	Delete the first and third levels of the job classification series due to non-utilization. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Guardianship Specialist	Addition/Title Change	Create two levels to accommodate higher-level job duties and employee skills. Change the Guardianship Specialist job classification title to accommodate the additions. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$0
Guardianship Supervisor	Addition/Title Change	Create two levels to accommodate higher-level job duties and employee skills. Change the Guardianship Supervisor job classification title to accommodate the additions. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$0
Public Safety			
Police Communications Operator	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
Biometrics Analyst	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
Crime Laboratory Specialist	Deletion/Title Change/ Reallocation/ 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. Move the job classification series up by one salary group to promote consistency within the Plan. Create two levels to accommodate higher-level job duties and employee skills.	\$0
Security Officer	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

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
State Park Police Officer/ Sergeant, Lieutenant, Captain, and Major of State Park Police Officers ^b	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$0
Military			
No recommended changes for this occupational category.			
Library and Records			
Archeologist	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$9,960
Historian	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$0
Librarian	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$86,485
Archivist	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$2,274
Custodial			
Custodian	Reallocation/ Addition	Move the job classification series up by two salary groups. Create a level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$3,808
Custodial Manager	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
Groundskeeper	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Food Service Worker	Reallocation/ Addition	Move the job classification series up by one salary group. Create a level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$2,724
Food Service Manager	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.	\$4,670
Cook	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$138
Laundry/Sewing Room Worker	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.	\$35,391
Laundry Manager	Deletion/Title Change/ Reallocation	Delete the first level of the job classification series due to low use. Change the remaining job classification titles in the series to accommodate the deletion. Move the job classification series up by one salary group to promote consistency within the Plan.	\$2,352
Barber/ Cosmetologist	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$0
Maintenance			
Equipment Operator	Addition	Create a level to accommodate higher-level job duties and employee skills and promote consistency within the Plan.	\$0
Air Conditioning and Boiler Operator	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$6,116
Maintenance 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.	\$1,973

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Maintenance Supervisor	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.	\$1,794
Electronics 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.	\$10,829
Transportation Maintenance Specialist	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$25,068
Vehicle Driver	Reallocation/ Addition	Move the job classification series up by one salary group. Create two levels to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$36,502
Motor Vehicle Technician	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$75,687
Machinist	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.	\$65
Aircraft Pilot	Addition	Create a level to accommodate higher-level job duties and employee skills and promote consistency within the Plan.	\$0
Radio Communications Technician	Reallocation	Move the job classification series up by two salary groups to promote consistency within the Plan.	\$0
Equipment Maintenance Technician	Reallocation/ Addition	Move the job classification series up by one salary group. Create one level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$2,093
Welder	Addition	Create a new job classification series to more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0

Justifications and Annual Cost for Recommended Changes to the Plan

Job Classification Series	Change Type	Justification	Annual Cost
Electrician	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$3,530
HVAC Mechanic	Reallocation/ Addition	Move the job classification series up by two salary groups. Create one level to accommodate higher-level job duties and employee skills. These adjustments would better align the series with the market average pay and promote consistency within the Plan.	\$23,850
Plumber	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay and promote consistency within the Plan.	\$0
Ferryboat Specialist	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
Ferryboat Captain Assistant	Addition	Create a new job classification series to more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Total Fiscal Impact for Each Year of the 2024-2025 Biennium			\$6,327,452

^a The State Auditor's Office is moving the Psychiatric Nursing Assistant job classification series from the Social Services occupational category to the Medical and Health occupational category.

^b Agency has submitted a request to move this series into Salary Schedule C. Reallocating some of the job classification titles within the series is an alternative in the event the Legislature does not approve the addition of the State Park Police series (commissioned law enforcement officers at Parks and Wildlife Department) to Salary Schedule C.

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

Appendix 5

Salary Schedules A and B

Figure 12 and Figure 13 starting on the next page list the annual salary ranges for the State's Salary Schedules A and B that are effective for the 2022–2023 biennium.

Figure 14 and Figure 15 list the proposed annual salary ranges for the State's Salary Schedules A and B for the 2024–2025 biennium.

Salary Schedule A includes the recommendation to add a new salary group A22. 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, technician, and paraprofessional positions.
- **Salary Schedule B** includes mainly professional and managerial positions.

Average Salaries in Salary Schedules A and B. The average annual salaries for a classified, regular full-time employee as of the third quarter in fiscal year 2022 (the quarter ending May 31, 2022) by salary schedule were:

- Salary Schedule A - \$40,053.
- Salary Schedule B - \$61,615.
- Salary Schedule C - \$81,839.

Figure 16 on Page 131 and Figure 17 starting on Page 132 show the average annual salaries by salary groups in Salary Schedules A and B. Average annual salaries range from \$22,690 to \$287,714 among the salary groups between both salary schedules. Additional information on how agencies use salary ranges may be obtained from the State Auditor's Office's Electronic Classification Analysis System (see text box).

Electronic Classification Analysis System (E-Class)

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

Figure 12

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 (87th Legislature), Section 2.01, page IX-19; and the State Auditor's Office calculation of midpoint amounts.

Figure 13

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 (87th Legislature), Section 2.01, page IX-19, and the State Auditor's Office calculation of midpoint amounts.

Figure 14

Recommended Salary Schedule A for the 2024-2025 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
A22^a	\$51,614	\$68,047	\$84,479

^a The State Auditor's Office is recommending the addition of a new salary group.

Sources: General Appropriations Act (87th Legislature), Section 2.01, page IX-19, and the State Auditor's Office calculation of midpoint amounts.

Figure 15

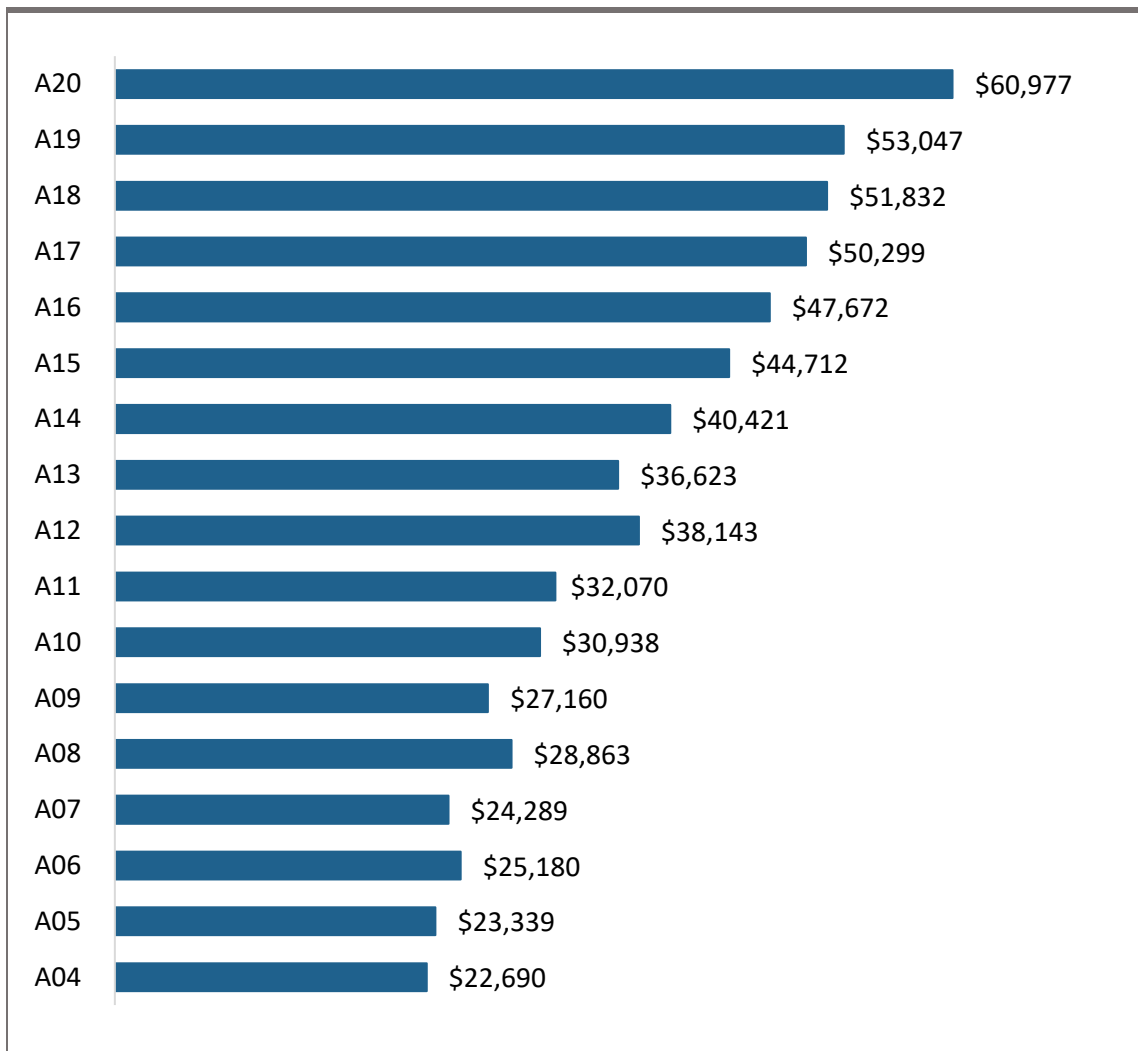
Recommended Salary Schedule B for the 2024-2025 Biennium

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 (87th Legislature), Section 2.01, page IX-19, and the State Auditor's Office calculation of midpoint amounts.

Figure 16

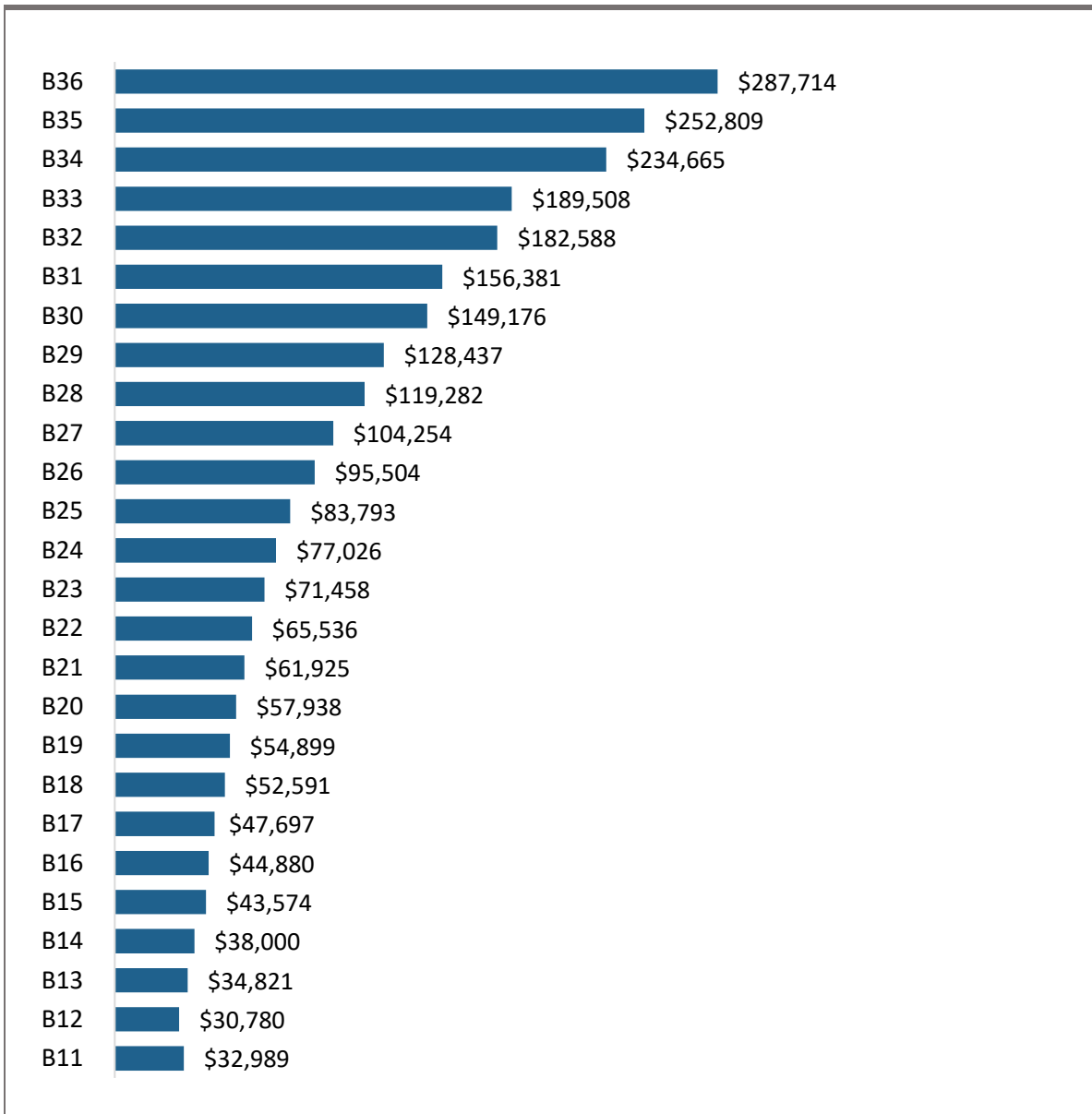
Salary Schedule A
Average Annual Salary By Salary Group



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

Figure 17

Salary Schedule B
Average Annual Salary By Salary Group



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

Appendix 6

Market Analysis for Agencies With a Turnover Rate Exceeding 17.0 Percent

Turnover Rate Exceeding 17.0 Percent. Thirteen state agencies had turnover rates⁶ exceeding 17.0 percent in fiscal year 2021. For those 13 agencies, the State Classification Team 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.

Starting with Figure 18 in this Appendix, the results of the agency-level market analyses are presented. Each figure is sorted by the order of the job classification number in the General Appropriations Act. (Market analysis information for other job classification series on a statewide level is presented in [Appendix 4.](#))

Figure 18

Juvenile Justice Department ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Health Specialist/Assistant ^b				
4228 - Health Specialist III	\$46,985	\$51,985	\$44,220	No market data
4229 - Health Specialist IV	\$65,340	\$55,602	\$48,841	No market data
4231 - Health Assistant	\$35,455	\$37,914	\$34,825	No market data
Juvenile Correctional Officer ^c				
4522 - Juvenile Correctional Officer III	\$37,339	\$40,139	The Department is the only agency that uses this series.	\$47,007

⁶ Turnover rates are applicable to classified, regular full- and part-time employees in state agencies during fiscal year 2021. Classified employees are employees who are subject to the State’s Position Classification Plan.

Juvenile Justice Department^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
4523 - Juvenile Correctional Officer IV	\$40,191	\$42,511	The Department is the only agency that uses this series.	No market data
4524 - Juvenile Correctional Officer V	\$46,359	\$47,688	The Department is the only agency that uses this series.	No market data
Dorm Supervisor^d				
4526 - Dorm Supervisor I	\$60,286	\$59,473	The Department is the only agency that uses this series.	No market data
4527 - Dorm Supervisor II	\$70,579	\$63,616	The Department is the only agency that uses this series.	No market data
Case Manager^e				
5226 - Case Manager I	\$38,532	\$33,844	\$31,721	\$37,495
5227 - Case Manager II	\$40,335	\$37,914	\$33,282	No market data
5228 - Case Manager III	\$43,563	\$42,511	\$36,905	\$44,243
5229 - Case Manager IV	\$45,952	\$47,688	\$42,658	\$55,940
5230 - Case Manager V	\$49,842	\$51,985	Not applicable	No market data
Cook^f				
8118 - Cook III	\$29,337	\$29,320	\$29,344	\$34,502

^a The Juvenile Justice Department did not use Health Specialist I, Health Specialist II, Health Assistant V, Juvenile Correctional Officer I, Juvenile Correctional Officer II, Cook I, Cook II, or Cook IV during the third quarter of fiscal year 2022.

^b The Health Specialist/Assistant series has been recommended for a reallocation by one salary group and an addition of another level.

^c The Juvenile Correctional Officer series has been recommended for a reallocation by one salary group.

^d The Dorm Supervisor series has been recommended for a reallocation by one salary group.

^e The Case Manager series has been recommended for a reallocation of levels I-IV by one salary group and level V by two salary groups.

^f The Cook series has been recommended for a reallocation by two salary groups.

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.

Figure 19

Department of Criminal Justice^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Clerk^b				
0055 - Clerk I	\$23,457	\$26,679	\$25,676	No market data
0057 - Clerk II	\$25,169	\$29,320	\$26,723	\$33,325
0059 - Clerk III	\$28,143	\$33,844	\$31,576	\$40,710
Administrative Assistant				
0150 - Administrative Assistant I	\$25,624	\$29,320	\$26,959	\$33,415
0152 - Administrative Assistant II	\$29,484	\$33,844	\$32,514	No market data
0154 - Administrative Assistant III	\$31,664	\$37,914	\$37,859	\$45,377
0156 - Administrative Assistant IV	\$36,110	\$42,511	\$43,487	\$46,699
0158 - Administrative Assistant V	\$37,798	\$47,688	\$49,470	No market data
Correctional Officer^c				
4501 - Correctional Officer I	\$36,238	\$30,741	The Department is the only agency that uses this series.	No market data
4502 - Correctional Officer II	\$41,957	\$35,819	The Department is the only agency that uses this series.	No market data
4503 - Correctional Officer III	\$43,363	\$40,139	The Department is the only agency that uses this series.	\$46,963
4504 - Correctional Officer IV	\$46,343	\$42,511	The Department is the only agency that uses this series.	No market data
4505 - Correctional Officer V	\$50,976	\$47,688	The Department is the only agency that uses this series.	No market data

Department of Criminal Justice^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Senior Correctional Officer^d				
4510 - Sergeant of Correctional Officers	\$53,711	\$51,985	The Department is the only agency that uses this series.	\$61,782
4511 - Lieutenant of Correctional Officers	\$56,403	\$55,602	The Department is the only agency that uses this series.	No market data
4512 - Captain of Correctional Officers	\$59,230	\$59,473	The Department is the only agency that uses this series.	\$67,881
4513 - Major of Correctional Officers	\$63,552	\$63,616	The Department is the only agency that uses this series.	No market data
Parole Officer^e				
4540 - Parole Officer I	\$41,811	\$42,511	Not applicable	No market data
4541 - Parole Officer II	\$45,772	\$45,024	Not applicable	\$58,495
4542 - Parole Officer III	\$51,654	\$47,688	\$42,983	No market data
4543 - Parole Officer IV	\$58,671	\$55,602	\$47,843	No market data
4544 - Parole Officer V	\$65,666	\$63,616	\$53,120	\$75,213
^a The Department of Criminal Justice did not use Administrative Assistant VI during the third quarter of fiscal year 2022. ^b The Clerk series has been recommended for an addition of another level. ^c The Correctional Officer series has been recommended for a reallocation by one salary group. ^d The Senior Correctional Officer series has been recommended for a reallocation by one salary group. ^e The Parole Officer series has been recommended for a reallocation by two salary groups.				

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.

Figure 20

Animal Health Commission^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Inspector				
1322 - Inspector II	\$34,965	\$37,914	\$43,641	No market data
1323 - Inspector III	\$38,727	\$42,511	\$40,922	\$48,378
1324 - Inspector IV	\$45,688	\$47,688	\$44,639	\$51,858
1325 - Inspector V	\$53,101	\$55,602	\$50,897	No market data
1326 - Inspector VI	\$55,000	\$63,616	\$60,665	No market data

^a The Animal Health Commission did not use Inspector I during the third quarter of fiscal year 2022.

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.

Figure 21

Health and Human Services Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Clerk^a				
0055 - Clerk I	\$25,594	\$26,679	\$23,504	No market data
0057 - Clerk II	\$26,592	\$29,320	\$26,180	\$33,325
0059 - Clerk III	\$30,986	\$33,844	\$30,941	\$40,710
Nurse^b				
4411 - Nurse I	\$64,456	\$55,602	\$63,045	\$61,175
4412 - Nurse II	\$69,632	\$63,616	\$66,122	\$74,318
4413 - Nurse III	\$72,801	\$72,789	\$76,176	\$84,343
4414 - Nurse IV	\$81,264	\$83,298	\$85,920	\$90,623
4415 - Nurse V	\$106,029	\$102,747	Not applicable	No market data

Health and Human Services Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Direct Support Professional ^c				
5121 - Direct Support Professional I	\$29,125	\$27,967	Not Applicable	\$33,541
5122 - Direct Support Professional II	\$31,649	\$30,741	Not Applicable	No market data
5123 - Direct Support Professional III	\$35,036	\$35,819	Not Applicable	\$38,195
5124 - Direct Support Professional IV	\$39,835	\$40,139	Not Applicable	No market data
Psychiatric Nursing Assistant ^{d e}				
5151 - Psychiatric Nursing Assistant I	\$29,168	\$27,967	The Commission is the only agency that uses this series.	\$34,476
5152 - Psychiatric Nursing Assistant II	\$31,684	\$30,741	The Commission is the only agency that uses this series.	No market data
5153 - Psychiatric Nursing Assistant III	\$35,088	\$35,819	The Commission is the only agency that uses this series.	\$42,605
5154 - Psychiatric Nursing Assistant IV	\$38,817	\$40,139	The Commission is the only agency that uses this series.	No market data
Texas Works Advisor				
5620 - Texas Works Advisor I	\$29,852	\$35,819	The Commission is the only agency that uses this series.	No market data
5622 - Texas Works Advisor II	\$33,181	\$37,914	The Commission is the only agency that uses this series.	\$42,163
5624 - Texas Works Advisor III	\$38,095	\$40,139	The Commission is the only agency that uses this series.	No market data
5626 - Texas Works Advisor IV	\$36,985	\$42,511	The Commission is the only agency that uses this series.	No market data

Health and Human Services Commission

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
5628 - Texas Works Advisor V	\$41,482	\$45,024	The Commission is the only agency that uses this series.	No market data

^a The Clerk series has been recommended for an addition of another level.

^b The Nurse series has been recommended for a reallocation by one salary group.

^c The Direct Support Professional series has been recommended for a reallocation by one salary group and an addition of another level.

^d The Psychiatric Nursing Assistant series has been recommended for a reallocation by one salary group and an addition of another level.

^e The State Auditor's Office is moving the Psychiatric Nursing Assistant job classification series from the Social Services occupational category to the Medical and Health occupational category.

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.

Figure 22

State Office of Risk Management

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Claims Examiner				
2921 - Claims Examiner I	\$37,800	\$40,139	\$33,666	No market data
2922 - Claims Examiner II	\$49,322	\$45,024	\$38,829	\$52,885
2923 - Claims Examiner III	\$53,060	\$51,985	\$45,081	\$57,269
2924 - Claims Examiner IV	\$59,366	\$59,473	\$61,038	\$68,356

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.

Figure 23

Preservation Board^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Customer Service Representative^b				
0130 - Customer Service Representative I	\$25,376	\$29,320	\$28,595	\$34,564
0132 - Customer Service Representative II	\$28,770	\$33,844	\$32,504	\$36,994
0134 - Customer Service Representative III	\$34,789	\$37,914	\$34,174	No market data
0136 - Customer Service Representative IV	\$45,818	\$42,511	\$38,501	\$44,663
^a The Preservation Board did not use Customer Service Representative V during the third quarter of fiscal year 2022. ^b The Customer Service Representative series has been recommended for a deletion of the first level, title changes to the remaining job titles, and an addition of a higher level.				

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.

Figure 24

Department of Family and Protective Services^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Administrative Assistant				
0150 - Administrative Assistant I	\$26,525	\$29,320	\$27,561	\$33,145
0152 - Administrative Assistant II	\$30,409	\$33,844	\$31,928	No market data
0154 - Administrative Assistant III	\$34,492	\$37,914	\$37,248	\$45,377
0156 - Administrative Assistant IV	\$37,858	\$42,511	\$41,268	\$46,699
0158 - Administrative Assistant V	\$43,671	\$47,688	\$49,251	No market data
Director				
1620 - Director I	\$89,577	\$93,406	\$96,419	\$104,035
1621 - Director II	\$100,948	\$102,747	\$106,974	\$118,714
1622 - Director III	\$113,127	\$113,022	\$121,219	\$121,377

Department of Family and Protective Services ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
1623 - Director IV	\$133,490	\$124,323	\$132,977	\$139,568
1624 - Director V	\$151,019	\$136,756	\$151,432	\$152,307
1625 - Director VI	\$163,180	\$150,431	\$163,711	No market data
1630 - Deputy Director I	\$170,000	\$182,022	\$193,614	\$195,713
Adult Protective Services Specialist ^b				
5002 - Adult Protective Services Specialist I	\$43,365	\$42,511	The Department is the only agency that uses this series.	\$47,338
5003 - Adult Protective Services Specialist II	\$47,446	\$45,024	The Department is the only agency that uses this series.	No market data
5004 - Adult Protective Services Specialist III	\$52,065	\$47,688	The Department is the only agency that uses this series.	\$56,307
5005 - Adult Protective Services Specialist IV	\$54,978	\$51,985	The Department is the only agency that uses this series.	\$64,395
5006 - Adult Protective Services Specialist V	\$59,755	\$55,602	The Department is the only agency that uses this series.	No market data
Child Protective Services Specialist ^c				
5023 - Child Protective Services Specialist I	\$46,064	\$42,511	The Department is the only agency that uses this series.	\$47,338
5024 - Child Protective Services Specialist II	\$50,713	\$45,024	The Department is the only agency that uses this series.	No market data
5025 - Child Protective Services Specialist III	\$55,437	\$47,688	The Department is the only agency that uses this series.	\$56,307
5026 - Child Protective Services Specialist IV	\$57,885	\$51,985	The Department is the only agency that uses this series.	\$64,395

Department of Family and Protective Services^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
5027 - Child Protective Services Specialist V	\$58,946	\$55,602	The Department is the only agency that uses this series.	No market data
Human Services Technician^d				
5505 - Human Services Technician III	\$28,095	\$30,741	\$34,140	No market data
5506 - Human Services Technician IV	\$37,883	\$35,819	Not applicable	\$43,275

^a The Department of Family and Protective Services did not use Administrative Assistant VI, Director VII, Deputy Director II, Deputy Director III, Deputy Director IV, Human Services Technician I, or Human Services Technician II during the third quarter of fiscal year 2022.

^b The Adult Protective Services Specialist series has been recommended for a reallocation by one salary group.

^c The Child Protective Services Specialist series has been recommended for a reallocation by one salary group.

^d The Human Services Technician series has been recommended for a reallocation by one salary group.

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.

Figure 25

Office of Injured Employee Counsel^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Ombudsman				
3660 - Ombudsman I	\$40,356	\$47,688	\$39,926	No market data
3662 - Ombudsman II	\$47,744	\$55,602	\$46,480	No market data
3663 - Ombudsman III	\$51,400	\$63,616	\$52,659	No market data
3665 - Ombudsman IV	\$56,086	\$72,789	\$64,625	No market data

^a The Office of Injured Employee Counsel did not use Associate Ombudsman, Ombudsman V, Ombudsman VI, or Ombudsman VII during the third quarter of fiscal year 2022.

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.

Figure 26

State Office of Administrative Hearings^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Legal Secretary^b				
3567 - Legal Secretary III	\$44,000	\$45,024	\$39,758	No market data
3568 - Legal Secretary IV	\$50,667	\$51,985	\$50,911	No market data
Administrative Law Judge				
3642 - Administrative Law Judge II	\$86,209	\$93,406	\$84,848	No market data
3644 - Administrative Law Judge III	\$99,172	\$102,747	\$101,852	No market data
3646 - Master Administrative Law Judge I	\$124,565	\$124,323	\$128,834	No market data
3648 - Master Administrative Law Judge II	\$120,272	\$150,431	Not applicable	No market data
^a The State Office of Administrative Hearings did not use Legal Secretary I, Legal Secretary II, Legal Secretary V, or Administrative Law Judge I during the third quarter of fiscal year 2022.				
^b The Legal Secretary series has been recommended for a reallocation by one salary group.				

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.

Figure 27

Secretary of State^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Administrative Assistant				
0154 - Administrative Assistant III	\$35,861	\$37,914	\$37,089	\$45,377
0156 - Administrative Assistant IV	\$41,492	\$42,511	\$41,221	\$46,699
0158 - Administrative Assistant V	\$42,666	\$47,688	\$49,458	No market data
^a The Secretary of State did not use Administrative Assistant I, Administrative Assistant II, or Administrative Assistant VI during the third quarter of fiscal year 2022.				

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.

Figure 28

School for the Deaf^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Teacher Aide^b				
0812 - Teacher Aide I	\$32,863	\$29,320	\$28,922	\$34,219
0813 - Teacher Aide II	\$37,341	\$33,844	\$37,179	No market data
0814 - Teacher Aide III	\$41,431	\$37,914	\$34,351	No market data
Program Specialist				
1570 - Program Specialist I	\$45,300	\$47,688	\$43,092	No market data
1571 - Program Specialist II	\$49,469	\$51,985	\$48,093	No market data
1572 - Program Specialist III	\$60,828	\$55,602	\$52,110	No market data
1573 - Program Specialist IV	\$67,630	\$59,473	\$57,005	No market data
1574 - Program Specialist V	\$75,834	\$63,616	\$62,276	No market data

School for the Deaf^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Resident Specialist^c				
5203 - Resident Specialist II	\$32,989	\$29,320	\$29,044	\$35,488
5205 - Resident Specialist III	\$36,551	\$33,844	\$34,410	No market data
5207 - Resident Specialist IV	\$40,222	\$37,914	\$39,070	No market data
5209 - Resident Specialist V	\$46,321	\$42,511	\$41,652	\$44,609
<p>^a The School for the Deaf did not use Program Specialist VI, Program Specialist VII or Resident Specialist I during the third quarter of fiscal year 2022.</p> <p>^b The Teacher Aide series has been recommended for a reallocation by two salary groups and an addition of another level.</p> <p>^c The Resident Specialist series has been recommended for a reallocation by one salary group.</p>				

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.

Figure 29

Military Department^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Rescue Specialist^b				
2761 - Rescue Specialist I	\$46,322	\$47,688	The Department is the only agency that uses this series.	\$54,895
2762 - Rescue Specialist II	\$59,149	\$55,602	The Department is the only agency that uses this series.	No market data
2763 - Rescue Specialist III	\$78,376	\$63,616	The Department is the only agency that uses this series.	\$74,861
Resident Specialist^c				
5205 - Resident Specialist III	\$37,556	\$33,844	\$34,575	No market data
5207 - Resident Specialist IV	\$39,447	\$37,914	\$39,677	No market data

Military Department ^a

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Security Officer ^d				
6230 - Security Officer II	\$34,800	\$29,320	\$28,566	\$34,135
6232 - Security Officer III	\$35,698	\$33,844	\$31,772	No market data
6234 - Security Officer IV	\$42,349	\$37,914	\$38,764	\$42,695

^a The Military Department did not use Resident Specialist I, Resident Specialist II, Resident Specialist V, Security Officer I, or Security Officer V during the third quarter of fiscal year 2022.

^b The Rescue Specialist series has been recommended for a reallocation by one salary group.

^c The Resident Specialist series has been recommended for a reallocation by one salary group.

^d The Security Officer series has been recommended for a reallocation by one salary group.

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.

Figure 30

Public Utility Commission of Texas

Job Classification Title	Agency Average Annual Salary	Salary Range Midpoint	Statewide Average Annual Salary (Excludes the Agency)	Market Average Salary
Attorney ^a				
3502 - Attorney I	\$62,333	\$63,616	\$59,953	No market data
3503 - Attorney II	\$73,231	\$72,789	\$69,294	\$82,715
3504 - Attorney III	\$80,000	\$83,298	\$82,999	\$100,079
3505 - Attorney IV	\$94,200	\$102,747	\$100,027	\$123,013
3506 - Attorney V	\$115,729	\$124,323	\$118,451	\$129,596

^a The Attorney series has been recommended for a reallocation by one salary group.

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.



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