



A Biennial Report on

# **The State's Position Classification Plan for the 2020-2021 Biennium**

October 2018

Report No. 19-702



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## Overall Conclusion

The **State Auditor's Office** reviewed the **State's** Position Classification Plan (Plan), which **provides the salary structure for the State's** 147,486 classified, regular full-time and part-time employees, and determined that most job classification titles have competitive salary ranges that allow for agencies to pay their employees a competitive rate compared with similar positions in the public and private sectors. This report provides the results of the **State Auditor's Office's** analysis and recommendations for changes to keep the Plan current and competitive.

Those changes include:

- Adding 28 new job classification titles to address gaps in the Plan, which would provide agencies with new positions that more clearly distinguish the work being performed and create new levels in current job classification series. For example, the **State Auditor's** Office is recommending a Payroll Specialist (six levels) job classification series.
- Reallocating 103 job classification titles to a higher salary group to better align them with the average market pay and/or to create internal parity within the Plan with other similar jobs. For example, the analysis indicated that, on average, salary ranges for the Maintenance Specialists were 17 percent below the market. Moving Maintenance Specialists to a higher salary **group would enable agencies to adjust those positions' salaries to be more competitive.**
- Changing 76 job classification titles to better describe the job functions, to reflect current industry terminology, and to create title consistency. For example, if the Engineer I job classification title is deleted from the Engineer job classification series as recommended, the Engineer II job classification title will need to be changed to Engineer I.
- Deleting 36 job classification titles that were underutilized or not being used, had duties that overlapped with other job classification titles, or no longer provided a competitive salary. An example is the recommendation to

### Background Information

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

The **Plan's** salary structure establishes salary ranges for positions and allows agencies to classify and pay employees for the work they perform (excluding employees of higher education institutions and legislative agencies). For situations in which the salary ranges are no longer competitive or equitable, Plan changes may be necessary. Without those changes, agencies may face an increased risk of turnover and an inability to compete for and retain qualified employees.

This report covers Salary Schedules A and B in the Plan. Market analysis for positions in Salary Schedule C, which covers more than 5,433 law enforcement positions, was addressed in *A Report on the State's Law Enforcement Salary Schedule (Salary Schedule C) for the 2020-2021 Biennium (State Auditor's Office Report No. 19-701, September 2018)*.

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

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

delete the Claims Assistant job classification title because it is not being used.

- Reassigning three job classification titles from Salary Schedule A to Salary Schedule B. Applying this reassignment to the Fingerprint Analyst I, II, and III job classification titles would better reflect the changing nature and complexity of the job. Although the salary schedule would change, the salary ranges would remain the same for each level.
- Adding a higher-level salary group B36 to Salary Schedule B with a salary range of \$180,044 to \$304,499 to provide agencies flexibility to offer market-competitive salaries to help retain employees in certain job classification titles.

#### Estimated Cost for Recommended Plan Changes

The estimated cost of the recommended changes to the Plan is \$1,302,240 in each year of the 2020-2021 biennium. The Health and Human Services Commission would bear the largest share (58.8 percent) of the costs associated with the recommendations. If the Legislature adopts these recommendations, agencies will be required to implement them.

#### Agencies Exceeding 17.0 Percent Turnover in Fiscal Year 2017

In addition, 12 state agencies had turnover rates exceeding 17.0 percent in fiscal year 2017.<sup>1</sup> The **State Auditor's Office analyzed turnover at those agencies to comply with the requirements of Texas Government Code, Section 654.037 (see text box and Chapter 3 of this report for additional details).**

#### Turnover Analysis

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

### Objectives and Scope

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

The scope included analyzing the placement of positions within the Plan, specifically positions in Salary Schedules A and B, and analyzing market pay for benchmark positions. The **State Auditor's Office** conducted this study in

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<sup>1</sup> Turnover rates for state agencies (including the courts) that have fewer than 50 employees may appear inflated. In addition, self-directed, semi-independent agencies and legislative agencies are exempt from the State's Position Classification Plan. Therefore, the State Auditor's Office excluded those agencies from its turnover analysis in Chapter 3.

accordance with the Position Classification Act in Texas Government Code, Chapter 654, which requires the **State Auditor's** Office to:

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

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

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# Detailed Results

Chapter 1

## Overview of the State's Position Classification Plan

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

The Plan currently comprises 1,091 individual job classification titles. Jobs are placed in job classification titles that best depict the nature of the work performed. Employees in those jobs are referred to as "classified" employees. In the second quarter of fiscal year 2018, the State had 147,486 classified, regular full-time and part-time employees (excluding employees of higher education institutions and legislative agencies). (See text box for Plan definitions.)

### The Plan's Salary Schedules

The Plan currently has three salary schedules:

- Salary Schedule A – Includes administrative support, maintenance, technical, and paraprofessional positions.
- Salary Schedule B – Includes mainly professional and managerial positions.
- Salary Schedule C – Includes commissioned law enforcement officers who are employed by the Department of Public Safety; the Parks and Wildlife Department; the Alcoholic Beverage Commission; the Office of the Attorney General; and the Department of Criminal Justice. This report does not cover positions in Salary Schedule C (see text box).

#### Position Classification Plan (Plan) Definitions

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

Job Classification Series - A hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility. That may include entry-, journey-, or senior-level positions. Currently, the Plan covers 297 job classification series (for example, Correctional Officer).

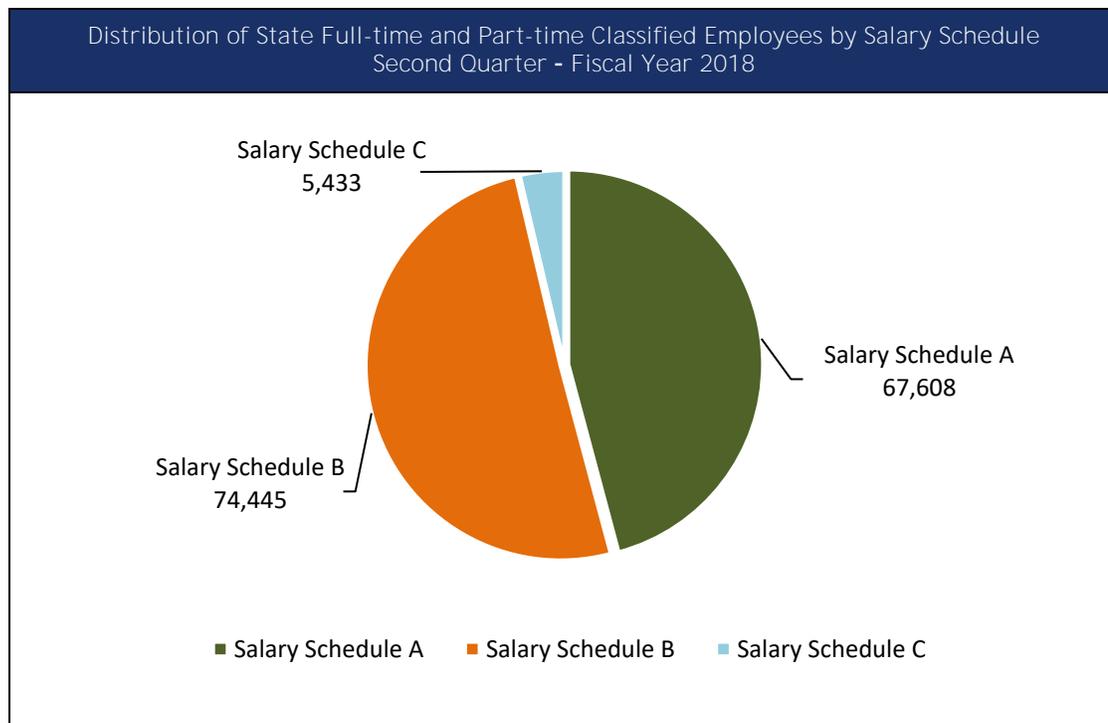
Job Classification Title - An individual job within a job classification series. Each job classification title has a corresponding salary group assignment appropriate for the type and level of work being performed. Currently, the Plan covers 1,091 individual job classification titles (for example, Correctional Officer III).

#### Salary Schedule C Law Enforcement Positions

Market analysis for positions in Salary Schedule C, which covers more than 5,433 law enforcement positions, was addressed in *A Report on the State's Law Enforcement Salary Schedule (Salary Schedule C) for the 2020-2021 Biennium (State Auditor's Office Report No. 19-701, September 2018)*.

The majority of the State's 147,486 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



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

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

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

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

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

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

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

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

Benchmarks are jobs in the private and public sectors that match corresponding state jobs in terms of duties, scope, and responsibility.

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

**For this report, the State Auditor's Office** compared the midpoints of state salary ranges for job classification titles with the average market salary for corresponding benchmark or comparable positions. When the midpoint of the salary range for a job classification series was within 10 percent of the average market salary, the salary range for a job classification series was generally considered to be competitive.

### Chapter 2-A

#### Market Analysis of Benchmark Positions

As part of this study, the State Auditor's Office conducted a market analysis to determine the competitiveness of the Plan using benchmarks, which are jobs in the private and public sectors that match corresponding state jobs in terms of duties, scope, and responsibility (see text box for additional details). The State Auditor's Office identified a total of 478 benchmark positions that covered 58.2 percent of the State's classified, regular full-time and part-time employees.

On average, the market indices for the benchmark positions indicated that the State's salary range midpoints were 8.0 percent below the market. By comparison, in 2016, the average market indices for the benchmark positions were 5.0 percent below the market.<sup>2</sup> Details on the benchmark positions, including the midpoint of the salary range, market average salary, and market index for each benchmark position, are presented in Appendix 4.

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<sup>2</sup> See *A Biennial Report on the State's Position Classification Plan for the 2018-2019 Biennium* (SAO Report No. 17-701, September 2016) for a comparison of the average market indices for jobs.

In the majority of cases, the Plan provides appropriate salary ranges for establishing employee pay. Specifically, 65.3 percent of the job classification titles reviewed compared favorably with average market salaries.

However, in some cases, changes are needed to make the Plan current, flexible, and equitable. Those changes include:

- Adding 28 new job classification titles. **New job classification titles would address gaps in the Plan, provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan, and create new levels in current job classification series. For example, the State Auditor’s Office is recommending the addition of a Payroll Specialist (six levels) job classification series.**
- Reallocating 103 job classification titles to a higher salary group. **Moving these job classification titles from their current salary groups to higher salary groups is necessary for various reasons, including:**
  - ♦ To better align them with the average market pay.
  - ♦ To create internal parity within the Plan with other similar jobs.

In most cases, reallocations were recommended because the current salary range midpoints for those job classification titles were greater than 10 percent behind comparable positions in the market and/or high turnover rates were reportedly due to inadequate salary. For example, on average, salary ranges for the Maintenance Specialists were 17 percent below the market. Moving Maintenance Specialists to a higher salary group would enable agencies to adjust those positions’ salaries to be more competitive.

- Changing 76 job classification titles. **Changing titles for some job classifications would provide a better description of the job functions, reflect current industry terminology, and create title consistency. Additionally, certain job classification titles would need to be renumbered if the first job classification title in a series is deleted or a new job classification title is inserted. For example, if the Engineer I job**

Feedback from State Agencies

During this study, the State Auditor’s Office requested feedback from state agencies to determine whether they had recommended changes to the Plan. A total of 13 agencies submitted 45 requests for adding new job classification titles, reallocating job classification titles to different salary groups, and changing job classification titles. The State Auditor’s Office concurred with 18 (40.0 percent) of those requests, either as requested or with some modification. Other recommendations in this report were initiated by the State Auditor’s Office. See Appendix 6 for detailed justifications for Plan recommendations.

classification title is deleted from the Engineer job classification series as recommended, the Engineer II job classification title will need to be changed to Engineer I.

- Deleting 36 job classification titles. Deletions are recommended for certain job classification titles that were underutilized or not being used, had duties that overlapped with other job classification titles, or no longer provided a competitive salary. An example is the recommendation to delete the Claims Assistant job classification title because it is not being used.
- Reassigning 3 job classification titles from Salary Schedule A to Salary Schedule B. Reassigning Fingerprint Analyst I, II, and III from Salary Schedule A to Salary Schedule B would better reflect the changing nature and complexity of the job duties of those job classification titles. Although the salary schedule would be different, the salary ranges would be the same for each level.
- Adding a higher-level salary group to Salary Schedule B. Adding an additional salary group (B36) to Salary Schedule B with a salary range of \$180,044 to \$304,499 would provide agencies flexibility to offer market-competitive salaries to help retain employees in certain job classification titles. (See Appendix 2 for additional details on Salary Schedules A and B.)
- Renumbering certain job classification titles for better flow and ease of use. Certain renumbering of job classification titles would ensure that the Plan is properly numbered, address any numbering inconsistencies, and enhance the overall consistency and usability of the Plan.

Table 1 on the next page summarizes the recommended changes to the Plan by occupational category for the 2020-2021 biennium. For a detailed list of recommended changes to the Plan by occupational category and position, see Appendix 3.

Table 1

Summary of Recommended Changes to the Plan for the 2020-2021 Biennium					
Occupational Category	Recommended Changes <sup>a</sup>				
	Add Job Classification Title	Reallocate Job Classification Title to Higher Salary Group	Change Job Classification Title	Delete Job Classification Title	Reassign Job Classification Title to Different Salary Schedule
Accounting, Auditing, and Finance	8	1	6	1	0
Administrative Support	0	1	3	1	0
Criminal Justice	0	24	0	0	0
Custodial	0	2	0	0	0
Education	0	0	0	0	0
Employment	0	0	0	0	0
Engineering and Design	2	6	7	1	0
Human Resources	0	0	0	0	0
Information and Communication	0	0	0	0	0
Information Technology	1	0	14	7	0
Inspectors and Investigators	0	0	6	1	0
Insurance	1	0	8	4	0
Land Surveying, Appraising, and Utilities	0	0	0	0	0
Legal	3	10	14	4	0
Library and Records	5	0	0	0	0
Maintenance	3	10	6	3	0
Medical and Health	0	12	7	2	0
Military	0	0	0	0	0
Natural Resources	0	1	0	0	0
Office Services	0	0	5	4	0
Planning, Research, and Statistics	0	0	0	0	0
Program Management	4	1	0	3	0
Property Management and Procurement	1	0	0	0	0
Public Safety	0	3	0	2	3
Safety	0	0	0	0	0
Social Services	0	32	0	3	0
Totals	28	103	76	36	3
<sup>a</sup> Excludes recommended changes in the numbering for job classification titles.					

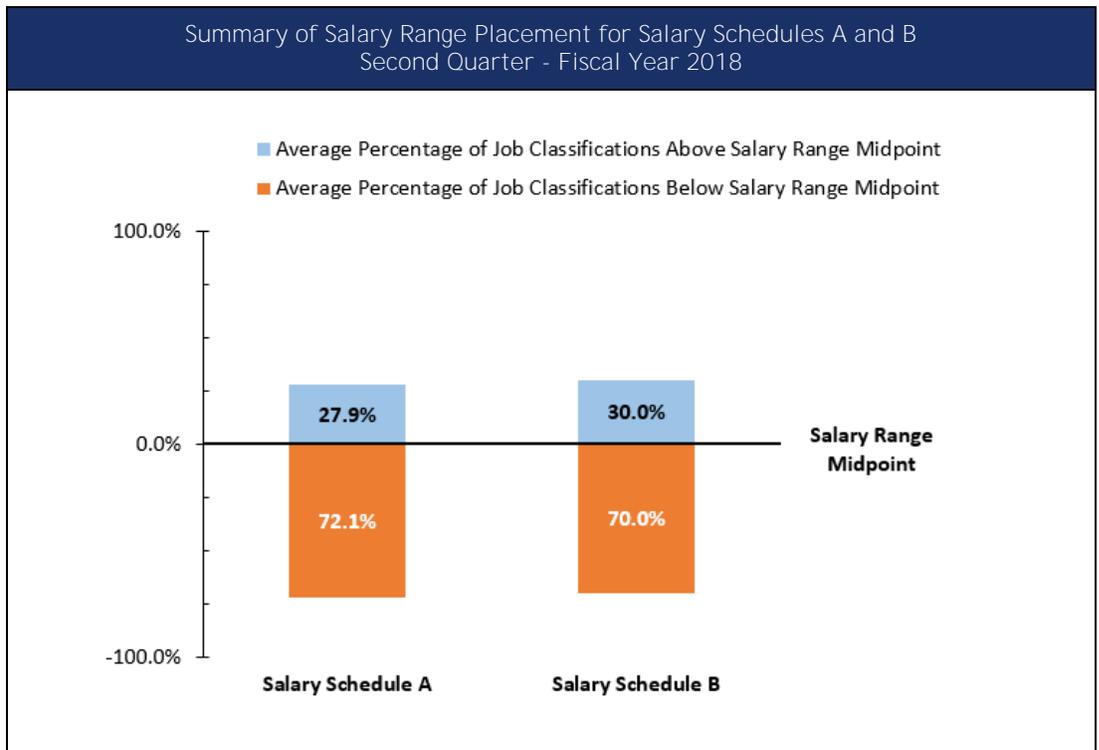
## Better Utilization of Pay Ranges by State Agencies Would Improve Employee Pay

Recommendations in this report directly address 40.0 percent of agency requests. However, many of the state agencies' requests that are not included in the State Auditor's Office's recommendations could be addressed by those agencies better utilizing the current job classification titles and salary ranges in the Plan. (See Appendix 6 for detailed justifications for Plan recommendations.)

Texas Government Code, Section 654.014, authorizes state agencies to determine an employee's salary rate within the applicable salary group for the employee's job classification title. State agencies can use the entire salary range for each position. Using the full salary range to accommodate employees' different levels of skills and experience, as well as job performance, may help agencies improve employee recruitment and reduce turnover.

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

Figure 2



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

There are many reasons why agencies may not use an entire salary range, which include budget constraints and state agencies that, as a practice, pay employees only at the minimum of the salary range when hired. As a result, even if the Plan's structure and salary ranges are competitive, state agencies that pay near the minimum of each salary group will still struggle to pay competitive salary rates to their employees.

Electronic Classification  
Analysis  
System (E-Class)

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

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

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

Chapter 2-D

Fiscal Impact of Recommended Changes

The changes to the Plan recommended in this report have an estimated cost of \$1,302,240 in each year of the 2020-2021 biennium. If the Legislature adopts these recommendations, agencies will be required to implement them.

Table 2 on the next page provides the estimated annual fiscal impact by state agency to implement the recommended changes to the Plan for the 2020-2021 biennium. The Health and Human Services Commission would bear the largest share (58.8 percent) of the costs associated with the recommended changes.

Table 2

Estimated Annual Fiscal Impact of Recommended Changes to the Plan By Agency for Each Year of the 2020-2021 Biennium <sup>a b</sup>		
Agency	Estimated Annual Fiscal Impact	Agency Percent of Cost
529 - Health and Human Services Commission	\$ 765,719	58.8%
530 - Department of Family and Protective Services	349,526	26.8%
405 - Department of Public Safety	53,869	4.1%
696 - Department of Criminal Justice	47,704	3.7%
362 - Texas Lottery Commission	16,632	1.3%
644 - Juvenile Justice Department	13,422	1.0%
537 - Department of State Health Services	11,743	0.9%
582 - Commission on Environmental Quality	8,542	0.7%
454 - Department of Insurance	7,748	0.6%
320 - Texas Workforce Commission	6,156	0.5%
772 - School for the Deaf	3,264	0.3%
520 - Board of Examiners of Psychologists	3,104	0.2%
303 - Facilities Commission	2,907	0.2%
312 - State Securities Board	2,108	0.2%
401 - Military Department	1,942	0.1%
458 - Alcoholic Beverage Commission	1,918	0.1%
601 - Department of Transportation	1,624	0.1%
809 - Preservation Board	1,444	0.1%
802 - Parks and Wildlife Department	1,178	0.1%
407 - Texas Commission on Law Enforcement	1,144	0.1%
808 - Historical Commission	544	0.0% <sup>c</sup>
Totals <sup>d</sup>	\$1,302,240	100.0%
<p><sup>a</sup> Estimated annual fiscal impact is based on data from the second quarter of fiscal year 2018 (the quarter ending February 28, 2018) for classified, regular full-time employees in each job classification title.</p> <p><sup>b</sup> Agencies with no fiscal impact are not listed in this table.</p> <p><sup>c</sup> <b>The Historical Commission's costs are 0.04 percent of the total costs associated with the recommended changes.</b></p> <p><sup>d</sup> Totals do not sum precisely due to rounding.</p>		

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

## **Agencies with a Turnover Rate Exceeding 17.0 Percent**

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

Twelve state agencies had turnover rates exceeding 17.0 percent in fiscal year 2017.<sup>3</sup> The State Auditor’s Office considered the following factors in its determination to exclude certain agencies in its turnover analysis:

### Health and Human Services **Agencies’** Interagency Transfers

The most recent State Auditor’s Office’s employee turnover report analyzed the number of interagency transfers and turnover rates for fiscal year 2017 that resulted from the restructuring and consolidation of health and human services agencies. Specifically:

- 12,312 employees transferred from the Department of Aging and Disability Services to the Health and Human Services Commission (Commission) at the end of fiscal year 2017. Excluding the interagency transfers, the fiscal year 2017 turnover rate for the Department of Aging and Disability Services would have been 37.2 percent.
- 7,659 employees transferred from the Department of State Health Services to the Commission. Excluding the interagency transfers, the fiscal year 2017 turnover rate for the Department of State Health Services would have been 24.7 percent.
- 792 employees transferred from the Department of Family and Protective Services to the Commission. Excluding the interagency transfers, the fiscal year 2017 turnover rate for the Department of Family and Protective Services would have been 15.8 percent.

Sources: Senate Bill 200 (84th Legislature, Regular Session); House Bill 5 (85th Legislature, Regular Session); and *An Annual Report on Classified Employee Turnover for Fiscal Year 2017 (State Auditor’s Office Report No. 18-703, December 2017)*.

- Turnover rates for state agencies that have fewer than 50 employees may appear inflated.
- Turnover rates for state agencies with positions that are hired for a set amount of time may appear inflated. For example, Court Law Clerks are traditionally hired for a one-year term.
- Self-directed, semi-independent agencies and legislative agencies are exempt from the Plan.

Table 3 on the next page lists those 12 state agencies and examples of individual job classification series with at least 20 employees and turnover rates exceeding 17.0 percent. One of the 12 agencies (Texas State Board of Dental Examiners) had a turnover rate exceeding 17.0 percent in fiscal year 2017; however, it did not have any job classification series with at least 20 employees and turnover rates exceeding 17.0 percent. Therefore, there are no examples of individual job classification series for that agency. Furthermore, in accordance with Senate Bill 200 (84th Legislature, Regular Session) and House Bill 5 (85th Legislature, Regular Session), selected health and human services programs and services at the state’s health and human services agencies were restructured and/or consolidated in fiscal year 2017; as a result, those agencies’ fiscal year 2017 turnover rates may appear inflated due to the inclusion of interagency transfers. (See text box for more information about interagency transfers.)

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<sup>3</sup> Turnover rates for state agencies (including the courts) that have fewer than 50 employees may appear inflated. In addition, self-directed, semi-independent agencies and legislative agencies are exempt from the State’s Position Classification Plan. Therefore, the State Auditor’s Office excluded those agencies from its turnover analysis in this chapter.

Table 3

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2017 (Excludes agencies with fewer than 50 employees; the courts; legislative agencies; and self-directed, semi-independent agencies)				
Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent <sup>a</sup>
539 - Department of Aging and Disability Services <sup>b c</sup>	14,300.75	17,637	123.3%	<p>A total of 47 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Direct Support Professional (133.5 percent).</li> <li>▪ Food Service Worker (129.3 percent).</li> <li>▪ Licensed Vocational Nurse (122.5 percent).</li> <li>▪ Nurse (117.6 percent).</li> <li>▪ Rehabilitation Therapy Technician (112.1 percent).</li> </ul> <p>Excluding interagency transfers, the turnover rate was as follows:</p> <ul style="list-style-type: none"> <li>▪ Direct Support Professional (49.3 percent).</li> <li>▪ Food Service Worker (39.0 percent).</li> <li>▪ Licensed Vocational Nurse (30.7 percent).</li> <li>▪ Nurse (23.6 percent).</li> <li>▪ Rehabilitation Therapy Technician (19.1 percent).</li> </ul>
537 - Department of State Health Services <sup>b d</sup>	11,696.75	10,549	90.2%	<p>A total of 53 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Psychiatric Nursing Assistant (124.1 percent).</li> <li>▪ Licensed Vocational Nurse (112.2 percent).</li> <li>▪ Nurse (109.4 percent).</li> <li>▪ Clerk (98.7 percent).</li> <li>▪ Administrative Assistant (64.6 percent).</li> </ul> <p>Excluding interagency transfers, the turnover rate was as follows:</p> <ul style="list-style-type: none"> <li>▪ Psychiatric Nursing Assistant (33.3 percent).</li> <li>▪ Licensed Vocational Nurse (28.9 percent).</li> <li>▪ Nurse (25.8 percent).</li> </ul>
504 - Texas State Board of Dental Examiners <sup>b</sup>	53.50	18	33.6%	Not applicable. <sup>e</sup>
448 - Office of Injured Employee Counsel <sup>b</sup>	156.50	51	32.6%	<ul style="list-style-type: none"> <li>▪ Ombudsman (32.6 percent).</li> <li>▪ Customer Service Representative (27.5 percent).</li> </ul>
644 - Juvenile Justice Department <sup>b</sup>	2,450.50	761	31.1%	<p>A total of 11 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Juvenile Correctional Officer (42.8 percent).</li> <li>▪ Health Specialist (35.8 percent).</li> <li>▪ Case Manager (20.3 percent).</li> <li>▪ Cook (20.1 percent).</li> <li>▪ Clerk (19.0 percent).</li> </ul>

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2017  
(Excludes agencies with fewer than 50 employees; the courts; legislative agencies; and self-directed, semi-independent agencies)

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent <sup>a</sup>
696 - Department of Criminal Justice <sup>b</sup>	41,042.50	9,669	23.6%	<p>A total of 14 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Substance Abuse Counselor (29.5 percent).</li> <li>▪ Correctional Officer (28.2 percent).</li> <li>▪ Clerk (20.8 percent).</li> <li>▪ Maintenance Supervisor (20.0 percent).</li> <li>▪ Food Service Manager (19.4 percent).</li> </ul>
809 - Preservation Board <sup>b</sup>	214.25	48	22.4%	<ul style="list-style-type: none"> <li>▪ Clerk (30.7 percent)</li> </ul>
530 - Department of Family and Protective Services <sup>b f</sup>	13,407.00	2,909	21.7%	<p>A total of 13 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Inspector (108.0 percent).</li> <li>▪ Adult Protective Services Specialist (46.9 percent).</li> <li>▪ Administrative Assistant (23.8 percent).</li> <li>▪ Child Protective Services Specialist (19.3 percent).</li> <li>▪ Program Specialist (19.1 percent).</li> </ul> <p>Excluding interagency transfers, the turnover rate was as follows:</p> <ul style="list-style-type: none"> <li>▪ Adult Protective Services Specialist (25.1 percent).</li> <li>▪ Child Protective Services Specialist (18.2 percent).</li> </ul>
529 - Health and Human Services Commission <sup>b</sup>	15,710.00	2,968	18.9%	<p>A total of 20 job classification series had turnover rates exceeding 17.0 percent. Examples of those included:</p> <ul style="list-style-type: none"> <li>▪ Texas Works Advisor (23.2 percent).</li> <li>▪ Nurse (22.5 percent).</li> <li>▪ Claims Assistant and Claims Examiner (19.6 percent).</li> <li>▪ Clerk (19.6 percent).</li> <li>▪ Director (19.5 percent).</li> </ul>
403 - Veterans Commission <sup>b</sup>	390.25	72	18.4%	<ul style="list-style-type: none"> <li>▪ Program Specialist (28.0 percent).</li> <li>▪ Veterans Services Representative (18.5 percent).</li> </ul>
401 - Texas Military Department <sup>b</sup>	541.50	97	17.9%	<ul style="list-style-type: none"> <li>▪ Resident Specialist (79.0 percent).</li> </ul>
772 - School for the Deaf	337.25	58	17.2%	<ul style="list-style-type: none"> <li>▪ Teacher Aide (26.3 percent).</li> <li>▪ Resident Specialist (24.4 percent).</li> </ul>

<sup>a</sup> For some agencies, this table presents only selected examples of individual job classifications series with at least 20 employees and turnover rates that exceeded 17.0 percent in fiscal year 2017. A complete list of job classification series with turnover rates that exceeded 17.0 percent in fiscal year 2017 is presented in *An Annual Report on Classified Employee Turnover for Fiscal Year 2017* (State Auditor's Office's Report No. 18-703, December 2017).

Agencies with Turnover Rates That Exceeded 17.0 Percent in Fiscal Year 2017  
(Excludes agencies with fewer than 50 employees; the courts; legislative agencies; and self-directed, semi-independent agencies)

Agency	Average Headcount	Number of Separations	Turnover Rate	Job Classification Series with at Least 20 Employees and a Turnover Rate That Exceeded 17.0 Percent <sup>a</sup>
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<sup>b</sup> Agency also had a turnover rate that exceeded 17.0 percent in fiscal year 2016.

<sup>c</sup> The Department of Aging and Disability Services was abolished as of September 1, 2017, and its programs and services were transferred to the Health and Human Services Commission.

<sup>d</sup> State hospitals and some selected programs and regulatory services were transferred from the Department of State Health Services to the Health and Human Services Commission in September 2017.

<sup>e</sup> Agency did not have a job classification series that had at least 20 employees and a turnover rate that exceeded 17.0 percent in fiscal year 2017.

<sup>f</sup> House Bill 5 (85th Legislature, Regular Session) established the Department of Family and Protective Services as an agency independent of the Health and Human Services Commission effective September 1, 2017. To comply with previous legislation, on September 1, 2017, the Health and Human Services Commission also assumed responsibility for the childcare licensing function previously managed by the Department of Family and Protective Services.

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

**For the 11 agencies (excluding the Texas State Board of Dental Examiners) listed in Table 3 that had job classification series with at least 20 employees and turnover rates exceeding 17.0 percent, the State Auditor’s Office performed a market analysis according to Texas Government Code, Section 654.037, on the agencies’ salaries for each job classification series. The analysis reviewed each agency’s average salary for classified, regular full-time employees as of the second quarter of fiscal year 2018 (the quarter ending February 28, 2018). See Appendix 5 for the results of the agency-level market analyses for the selected examples of individual job classification series with turnover rates exceeding 17.0 percent.**

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

# Appendices

Appendix 1

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

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### Objectives

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

### Scope

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

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

### Methodology

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

- Salary Schedules A and B as approved by the 85th Legislature.
- Headcounts, turnover rates, and salary range penetration.

- Average market pay for 478 job classification titles, which represented a broad spectrum of jobs in the State’s salary schedules and occupational categories. Those job classification titles were compared with positions in the labor market by using wage data from the following surveys:
  - ♦ *Administrators in Higher Education Salary Report: Key Findings, Trends, and Comprehensive Tables for the 2016-17 Academic Year*, College and University Professional Association for Human Resources, November 2016.
  - ♦ *Compensation Data 2017: Not-For-Profit South Central*, Compdata Surveys & Consulting, Dolan Technologies Corporation, January 2017.
  - ♦ *Executive Compensation 2017/2018: The National Executive & Senior Management Compensation Survey*, Compdata Surveys & Consulting, Dolan Technologies Corporation, January 2017.
  - ♦ *Staff in Higher Education Salary Report: Key Findings, Trends, and Comprehensive Tables for the 2016-17 Academic Year*, College and University Professional Association for Human Resources, December 2016.
  - ♦ *Occupational Employment Statistics*, Bureau of Labor Statistics, U.S. Department of Labor, May 2017.
  - ♦ *Professionals in Higher Education Salary Report: Key Findings, Trends, and Comprehensive Tables for the 2016-17 Academic Year*, College and University Professional Association for Human Resources, December 2016.
  - ♦ *Wages and Benefits Survey*, Texas Municipal League, January 2018.
  - ♦ *WorldatWork 44th Annual Salary Budget Survey, 2017-2018*, April 2017.
  - ♦ *2017 Nonprofits Salary Survey – South Central Region*, Economic Research Institute, March 2017.
  - ♦ *2017 Nonprofit Organizations Salary & Benefits Report*, The NonProfit Times, Bluewater Nonprofit Solutions, January 2016.
  - ♦ *2017 Pay Structures and Practices Survey*, National Compensation Association of State Governments, July 2017.
  - ♦ *2017 Texas Society for Healthcare Human Resources Administration and Education Wage Survey*, Werling Associates, Inc., February 2017.

- ♦ 2017 Willis Towers Watson Survey Reports on Compensation, Willis Towers Watson Data Services, which included:
  - *Health Care Clinical and Professional Compensation Survey Report*, February 2017.
  - *CSR Office and Business Support Compensation Survey*, February 2017.
  - *CSR Professional (Administrative and Sales) Compensation Survey*, February 2017.
  - *CSR Professional (Technical and Operations) Compensation Survey*, February 2017.
  - *CSR Technical Support and Production Compensation Survey*, February 2017.
- ♦ *2017 US Mercer Benchmark Database, South Central Metropolitan Areas*, Marsh & McLennan Companies, March 2017.
- ♦ 2018 Salary Guides, Robert Half International, Inc., which included:
  - *2018 Salary Guide for Accounting and Finance Professionals.*
  - *2018 Salary Guide for Administrative Professionals.*
  - *2018 Salary Guide for Legal Professionals.*
  - *2018 Salary Guide for Technology Professionals.*
  - *2018 Salary Guide – The Creative Group.*
- ♦ Additional salary information that agencies provided.
- Data for full-time and part-time classified state employees, salaries, and turnover rates from the following Office of the Comptroller of Public Accounts' systems:
  - ♦ Uniform Statewide Payroll/Personnel System (USPS).
  - ♦ Human Resource Information System (HRIS).
  - ♦ Standardized Payroll/Personnel Reporting System (SPRS).

Turnover rates were calculated using fiscal year 2017 data. Headcounts and salaries were calculated from data for the second quarter of fiscal year 2018 (quarter ending February 28, 2018).

Other sources of information included:

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

#### Benchmarking Methodology

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

The State Auditor's Office collected market data using multiple salary survey sources for positions that were representative of the work performed in state government. The majority of benchmark jobs were based on at least three market matches. However, in some cases, the benchmark jobs had only one or two matches. In those situations, the market data may be specific to the public sector. For situations in which a job classification series had more than one benchmark position, data for the entire series was considered before making recommended changes. For consistency, market data for each survey was aged to a specific point in time (January 1, 2019).

The State Auditor's Office compared the midpoints of state salary ranges for job classification titles with the average market pay for corresponding benchmarks or comparable positions to determine whether salary ranges for state positions were competitive with the market. In analyzing the competitiveness of salary ranges, a job classification series' salary range was generally considered to be competitive if it was within 10 percent of the market average.

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

- Extracting data for the number of full-time, classified employees in each of the job classification titles as of the second quarter of fiscal year 2018 (quarter ending February 28, 2018) from USPS, HRIS, and SPRS.
- Calculating the estimated cost for implementing a movement to a higher salary group by determining the fiscal effect of moving all employees in one group to a new salary group.

#### Project Information

The State Auditor's Office conducts periodic studies of salary rates and trends in private industry and other governmental entities for work similar to

that performed in state government. Fieldwork and analysis for this report was conducted from May 2018 through September 2018.

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

- Lara Foronda Tai, PHR, SHRM-CP (Project Manager)
- Sharon Schneider, CCP, PHR, SHRM-CP (Assistant Project Manager)
- Kathy-Ann Moe, MBA
- Dana Musgrave, MBA (Quality Control Reviewer)
- John Young, MPAff (Audit Manager)

## Salary Schedules A and B

Tables 4 and 5 list the annual salary rates for the State's Salary Schedules A and B, respectively, that are effective for the 2018-2019 biennium.

Tables 6 and 7 list the proposed annual salary rates for the State's Salary Schedules A and B, respectively, for the 2020-2021 biennium. There are no recommended changes to Salary Schedule A. Salary Schedule B includes the recommendation to add a new salary group B36.

Positions included in each salary schedule are as follows:

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

Table 4

Salary Schedule A for the 2018-2019 Biennium			
Salary Group	Minimum	Midpoint	Maximum
A04	\$18,893	\$23,209	\$27,525
A05	\$19,777	\$24,309	\$28,840
A06	\$20,706	\$25,464	\$30,221
A07	\$21,681	\$26,679	\$31,677
A08	\$22,705	\$27,967	\$33,229
A09	\$23,781	\$29,320	\$34,859
A10	\$24,910	\$30,741	\$36,571
A11	\$26,332	\$33,844	\$41,355
A12	\$27,840	\$35,819	\$43,798
A13	\$29,439	\$37,914	\$46,388
A14	\$31,144	\$40,139	\$49,134
A15	\$32,976	\$42,511	\$52,045
A16	\$34,918	\$45,024	\$55,130
A17	\$36,976	\$47,688	\$58,399
A18	\$39,521	\$51,985	\$64,449
A19	\$42,244	\$55,602	\$68,960
A20	\$45,158	\$59,473	\$73,788

Sources: General Appropriations Act (85th Legislature), Section 2.01, pages IX-18 through IX-19, and State Auditor's Office calculation of midpoint amounts.

Table 5

Salary Schedule B for the 2018-2019 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

Sources: General Appropriations Act (85th Legislature), Section 2.01, pages IX-18 through IX-19, and State Auditor's Office calculation of midpoint amounts.

Table 6

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

Sources: General Appropriations Act (85th Legislature), Section 2.01, pages IX-18 through IX-19, State Auditor's Office calculation of midpoint amounts.

Table 7

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

Sources: General Appropriations Act (85th Legislature), Section 2.01, pages IX-18 through IX-19; State Auditor's Office calculation of midpoint amounts; and State Auditor's Office analysis of Salary Schedule B.

## Recommendations by Occupational Category and Position

Table 8 provides the recommended changes to keep the State's Position Classification Plan (Plan) current and competitive. The table presents a side-by-side comparison of current job classification titles, recommended job classification titles, and a description of the recommended changes. The table is sorted by the order of the job classification series in the General Appropriations Act.

Table 8

Recommended Changes to the State's Position Classification Plan						
Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
Administrative Support						
0006	A07	Receptionist	0006	A09	Receptionist	Reallocation
0053	A05	Clerk I				Deletion
0055	A07	Clerk II	0055	A07	Clerk I	Title Change
0057	A09	Clerk III	0057	A09	Clerk II	Title Change
0059	A11	Clerk IV	0059	A11	Clerk III	Title Change
0130	A09	Customer Service Representative I	0130	A09	Customer Service Representative I	No change recommended
0132	A11	Customer Service Representative II	0132	A11	Customer Service Representative II	No change recommended
0134	A13	Customer Service Representative III	0134	A13	Customer Service Representative III	No change recommended
0136	A15	Customer Service Representative IV	0136	A15	Customer Service Representative IV	No change recommended
0138	A17	Customer Service Representative V	0138	A17	Customer Service Representative V	No change recommended
0150	A09	Administrative Assistant I	0150	A09	Administrative Assistant I	No change recommended
0152	A11	Administrative Assistant II	0152	A11	Administrative Assistant II	No change recommended
0154	A13	Administrative Assistant III	0154	A13	Administrative Assistant III	No change recommended
0156	A15	Administrative Assistant IV	0156	A15	Administrative Assistant IV	No change recommended
0158	A17	Administrative Assistant V	0158	A17	Administrative Assistant V	No change recommended
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
0170	B12	License and Permit Specialist I	0170	B12	License and Permit Specialist I	No change recommended
0171	B14	License and Permit Specialist II	0171	B14	License and Permit Specialist II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0172	B16	License and Permit Specialist III	0172	B16	License and Permit Specialist III	No change recommended
0173	B18	License and Permit Specialist IV	0173	B18	License and Permit Specialist IV	No change recommended
0174	B20	License and Permit Specialist V	0174	B20	License and Permit Specialist V	No change recommended
<b>Information Technology</b>						
0203	A06	Data Entry Operator I				Deletion
0205	A08	Data Entry Operator II				Deletion
0207	A10	Data Entry Operator III				Deletion
0210	B18	Data Base Administrator I				Deletion
0211	B20	Data Base Administrator II	0211	B20	Data Base Administrator I	Title Change
0212	B22	Data Base Administrator III	0212	B22	Data Base Administrator II	Title Change
0213	B24	Data Base Administrator IV	0213	B24	Data Base Administrator III	Title Change
0214	B26	Data Base Administrator V	0214	B26	Data Base Administrator IV	Title Change
0215	B28	Data Base Administrator VI	0215	B28	Data Base Administrator V	Title Change
0217	B29	Data Officer	0217	B29	Data Officer	No change recommended
0218	B30	Chief Data Officer	0218	B30	Chief Data Officer	No change recommended
0220	A10	Computer Operations Technician				Deletion
0221	B20	Business Analyst I	0221	B20	Business Analyst I	No change recommended
0222	B22	Business Analyst II	0222	B22	Business Analyst II	No change recommended
0223	B24	Business Analyst III	0223	B24	Business Analyst III	No change recommended
0224	B26	Business Analyst IV	0224	B26	Business Analyst IV	No change recommended
0228	B13	Systems Support Specialist I	0228	B13	Systems Support Specialist I	No change recommended
0229	B15	Systems Support Specialist II	0229	B15	Systems Support Specialist II	No change recommended
0230	B17	Systems Support Specialist III	0230	B17	Systems Support Specialist III	No change recommended
0231	B19	Systems Support Specialist IV	0231	B19	Systems Support Specialist IV	No change recommended
0235	B23	Information Technology Security Analyst I	0235	B23	Information Technology Security Analyst I	No change recommended
0236	B25	Information Technology Security Analyst II	0236	B25	Information Technology Security Analyst II	No change recommended
0237	B27	Information Technology Security Analyst III	0237	B27	Information Technology Security Analyst III	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0238	B30	Information Security Officer	0238	B30	Information Security Officer	No change recommended
0239	B31	Chief Information Security Officer	0239	B31	Chief Information Security Officer	No change recommended
0240	B17	Programmer I				Deletion
0241	B19	Programmer II	0241	B19	Programmer I	Title change
0242	B21	Programmer III	0242	B21	Programmer II	Title change
0243	B23	Programmer IV	0243	B23	Programmer III	Title change
0244	B25	Programmer V	0244	B25	Programmer IV	Title change
0245	B27	Programmer VI	0245	B27	Programmer V	Title change
			0246	B28	Programmer VI	New job classification
0247	B21	Information Technology Auditor I	0247	B21	Information Technology Auditor I	No change recommended
0248	B23	Information Technology Auditor II	0248	B23	Information Technology Auditor II	No change recommended
0249	B25	Information Technology Auditor III	0249	B25	Information Technology Auditor III	No change recommended
0250	B27	Information Technology Auditor IV	0250	B27	Information Technology Auditor IV	No change recommended
0252	B16	Systems Analyst I	0252	B16	Systems Analyst I	No change recommended
0253	B18	Systems Analyst II	0253	B18	Systems Analyst II	No change recommended
0254	B20	Systems Analyst III	0254	B20	Systems Analyst III	No change recommended
0255	B22	Systems Analyst IV	0255	B22	Systems Analyst IV	No change recommended
0256	B24	Systems Analyst V	0256	B24	Systems Analyst V	No change recommended
0257	B26	Systems Analyst VI	0257	B26	Systems Analyst VI	No change recommended
0258	B28	Systems Analyst VII	0258	B28	Systems Analyst VII	No change recommended
0260	B12	Computer Operations Specialist I	0260	B12	Computer Operations Specialist I	No change recommended
0261	B14	Computer Operations Specialist II	0261	B14	Computer Operations Specialist II	No change recommended
0262	B16	Computer Operations Specialist III	0262	B16	Computer Operations Specialist III	No change recommended
0263	B18	Computer Operations Specialist IV	0263	B18	Computer Operations Specialist IV	No change recommended
0264	B20	Computer Operations Specialist V	0264	B20	Computer Operations Specialist V	No change recommended
0265	B22	Computer Operations Specialist VI	0265	B22	Computer Operations Specialist VI	No change recommended
0270	B18	Geographic Information Specialist I	0270	B18	Geographic Information Specialist I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
0281	B16	Telecommunications Specialist I				Deletion
0282	B18	Telecommunications Specialist II	0282	B18	Telecommunications Specialist I	Title Change
0283	B20	Telecommunications Specialist III	0283	B20	Telecommunications Specialist II	Title Change
0284	B22	Telecommunications Specialist IV	0284	B22	Telecommunications Specialist III	Title Change
0285	B24	Telecommunications Specialist V	0285	B24	Telecommunications Specialist IV	Title Change
0287	B16	Network Specialist I	0287	B16	Network Specialist I	No change recommended
0288	B18	Network Specialist II	0288	B18	Network Specialist II	No change recommended
0289	B20	Network Specialist III	0289	B20	Network Specialist III	No change recommended
0290	B22	Network Specialist IV	0290	B22	Network Specialist IV	No change recommended
0291	B24	Network Specialist V	0291	B24	Network Specialist V	No change recommended
0292	B26	Network Specialist VI	0292	B26	Network Specialist VI	No change recommended
0294	B25	Business Continuity Coordinator I	0294	B25	Business Continuity Coordinator I	No change recommended
0295	B26	Business Continuity Coordinator II	0295	B26	Business Continuity Coordinator II	No change recommended
0300	B18	Web Administrator I	0300	B18	Web Administrator I	No change recommended
0301	B20	Web Administrator II	0301	B20	Web Administrator II	No change recommended
0302	B22	Web Administrator III	0302	B22	Web Administrator III	No change recommended
0303	B24	Web Administrator IV	0303	B24	Web Administrator IV	No change recommended
0304	B26	Web Administrator V	0304	B26	Web Administrator V	No change recommended
0310	B16	Systems Administrator I	0310	B16	Systems Administrator I	No change recommended
0311	B18	Systems Administrator II	0311	B18	Systems Administrator II	No change recommended
0312	B20	Systems Administrator III	0312	B20	Systems Administrator III	No change recommended
0313	B22	Systems Administrator IV	0313	B22	Systems Administrator IV	No change recommended
0314	B24	Systems Administrator V	0314	B24	Systems Administrator V	No change recommended
0315	B26	Systems Administrator VI	0315	B26	Systems Administrator VI	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
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
0320	B25	Cybersecurity Analyst I	0320	B25	Cybersecurity Analyst I	No change recommended
0322	B27	Cybersecurity Analyst II	0322	B27	Cybersecurity Analyst II	No change recommended
0324	B29	Cybersecurity Analyst III	0324	B29	Cybersecurity Analyst III	No change recommended
0326	B30	Cybersecurity Officer	0326	B30	Cybersecurity Officer	No change recommended
0328	B31	Chief Cybersecurity Officer	0328	B31	Chief Cybersecurity Officer	No change recommended
Office Services						
0331	A09	Printing Services Technician I	0331	A09	Document Services Technician I	Title Change
0332	A11	Printing Services Technician II	0332	A11	Document Services Technician II	Title Change
0333	A13	Printing Services Technician III	0333	A13	Document Services Technician III	Title Change
0334	A15	Printing Services Technician IV	0334	A15	Document Services Technician IV	Title Change
0335	A17	Printing Services Technician V	0335	A17	Document Services Technician V	Title Change
0350	A09	Document Imaging Technician I				Deletion
0352	A11	Document Imaging Technician II				Deletion
0354	A13	Document Imaging Technician III				Deletion
0356	A15	Document Imaging Technician IV				Deletion
0367	B16	Photographer I	0367	B16	Photographer I	No change recommended
0368	B18	Photographer II	0368	B18	Photographer II	No change recommended
Planning, Research, and Statistics						
0516	B17	Planner I	0516	B17	Planner I	No change recommended
0517	B19	Planner II	0517	B19	Planner II	No change recommended
0518	B21	Planner III	0518	B21	Planner III	No change recommended
0519	B23	Planner IV	0519	B23	Planner IV	No change recommended
0520	B25	Planner V	0520	B25	Planner V	No change recommended
0590	A11	Research and Statistics Technician I	0590	A11	Research and Statistics Technician I	No change recommended
0592	A13	Research and Statistics Technician II	0592	A13	Research and Statistics Technician II	No change recommended
0600	B15	Research Specialist I	0600	B15	Research Specialist I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
0602	B17	Research Specialist II	0602	B17	Research Specialist II	No change recommended
0604	B19	Research Specialist III	0604	B19	Research Specialist III	No change recommended
0606	B21	Research Specialist IV	0606	B21	Research Specialist IV	No change recommended
0608	B23	Research Specialist V	0608	B23	Research Specialist V	No change recommended
0624	B17	Statistician I	0624	B17	Statistician I	No change recommended
0626	B19	Statistician II	0626	B19	Statistician II	No change recommended
0628	B20	Statistician III	0628	B20	Statistician III	No change recommended
0630	B22	Statistician IV	0630	B22	Statistician IV	No change recommended
0640	B18	Economist I	0640	B18	Economist I	No change recommended
0642	B20	Economist II	0642	B20	Economist II	No change recommended
0644	B22	Economist III	0644	B22	Economist III	No change recommended
0646	B24	Economist IV	0646	B24	Economist IV	No change recommended
0650	B18	Data Analyst I	0650	B18	Data Analyst I	No change recommended
0651	B20	Data Analyst II	0651	B20	Data Analyst II	No change recommended
0652	B22	Data Analyst III	0652	B22	Data Analyst III	No change recommended
0653	B24	Data Analyst IV	0653	B24	Data Analyst IV	No change recommended
0654	B26	Data Analyst V	0654	B26	Data Analyst V	No change recommended
0655	B28	Data Analyst VI	0655	B28	Data Analyst VI	No change recommended
<b>Education</b>						
0812	A09	Teacher Aide I	0812	A09	Teacher Aide I	No change recommended
0813	A11	Teacher Aide II	0813	A11	Teacher Aide II	No change recommended
0814	A13	Teacher Aide III	0814	A13	Teacher Aide III	No change recommended
0820	B17	Education Specialist I	0820	B17	Education Specialist I	No change recommended
0821	B19	Education Specialist II	0821	B19	Education Specialist II	No change recommended
0822	B21	Education Specialist III	0822	B21	Education Specialist III	No change recommended
0823	B23	Education Specialist IV	0823	B23	Education Specialist IV	No change recommended
0824	B25	Education Specialist V	0824	B25	Education Specialist V	No change recommended
<b>Accounting, Auditing, and Finance</b>						
1000	A11	Accounting Technician I	1000	A11	Accounting Technician I	No change recommended
1002	A13	Accounting Technician II	1002	A13	Accounting Technician II	No change recommended
1012	B14	Accountant I	1012	B14	Accountant I	No change recommended
1014	B15	Accountant II	1014	B15	Accountant II	No change recommended
1016	B17	Accountant III	1016	B17	Accountant III	No change recommended
1018	B19	Accountant IV	1018	B19	Accountant IV	No change recommended
1020	B21	Accountant V	1020	B21	Accountant V	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1022	B23	Accountant VI	1022	B23	Accountant VI	No change recommended
1024	B25	Accountant VII	1024	B25	Accountant VII	No change recommended
1030	B25	Independent Audit Reviewer I	1030	B25	Independent Audit Reviewer I	No change recommended
1032	B26	Independent Audit Reviewer II	1032	B26	Independent Audit Reviewer II	No change recommended
1034	B27	Independent Audit Reviewer III	1034	B27	Independent Audit Reviewer III	No change recommended
1036	B28	Independent Audit Reviewer IV	1036	B28	Independent Audit Reviewer IV	No change recommended
1042	B15	Auditor I				Deletion
1044	B17	Auditor II	1044	B17	Auditor I	Title Change
1046	B19	Auditor III	1046	B19	Auditor II	Title Change
1048	B21	Auditor IV	1048	B21	Auditor III	Title Change
1050	B23	Auditor V	1050	B23	Auditor IV	Title Change
1052	B25	Auditor VI	1052	B25	Auditor V	Title Change
1059	B12	Taxpayer Compliance Officer I	1059	B12	Taxpayer Compliance Officer I	No change recommended
1060	B14	Taxpayer Compliance Officer II	1060	B14	Taxpayer Compliance Officer II	No change recommended
1061	B16	Taxpayer Compliance Officer III	1061	B16	Taxpayer Compliance Officer III	No change recommended
1062	B18	Taxpayer Compliance Officer IV	1062	B18	Taxpayer Compliance Officer IV	No change recommended
1063	B20	Taxpayer Compliance Officer V	1063	B20	Taxpayer Compliance Officer V	No change recommended
1064	B22	Taxpayer Compliance Officer VI	1064	B22	Taxpayer Compliance Officer VI	No change recommended
1065	B23	Tax Analyst I	1065	B23	Tax Analyst I	No change recommended
1066	B24	Tax Analyst II	1066	B24	Tax Analyst II	No change recommended
1067	B25	Tax Analyst III	1067	B25	Tax Analyst III	No change recommended
1068	B26	Tax Analyst IV	1068	B26	Tax Analyst IV	No change recommended
1073	B13	Accounts Examiner I	1073	B13	Accounts Examiner I	No change recommended
1074	B15	Accounts Examiner II	1074	B15	Accounts Examiner II	No change recommended
1075	B17	Accounts Examiner III	1075	B17	Accounts Examiner III	No change recommended
1076	B19	Accounts Examiner IV	1076	B19	Accounts Examiner IV	No change recommended
1077	B21	Accounts Examiner V	1077	B21	Accounts Examiner V	No change recommended
1080	B20	Financial Analyst I	1080	B20	Financial Analyst I	No change recommended
1082	B22	Financial Analyst II	1082	B22	Financial Analyst II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1084	B24	Financial Analyst III	1084	B24	Financial Analyst III	No change recommended
1085	B26	Financial Analyst IV	1085	B26	Financial Analyst IV	No change recommended
1100	B17	Financial Examiner I	1100	B17	Financial Examiner I	No change recommended
1102	B19	Financial Examiner II	1102	B19	Financial Examiner II	No change recommended
1104	B21	Financial Examiner III	1104	B21	Financial Examiner III	No change recommended
1106	B23	Financial Examiner IV	1106	B23	Financial Examiner IV	No change recommended
1108	B25	Financial Examiner V	1108	B25	Financial Examiner V	No change recommended
1110	B27	Financial Examiner VI	1110	B27	Financial Examiner VI	No change recommended
1112	B29	Financial Examiner VII	1112	B29	Financial Examiner VII	No change recommended
1130	B22	Investment Analyst I	1130	B22	Investment Analyst I	No change recommended
1131	B24	Investment Analyst II	1131	B24	Investment Analyst II	No change recommended
1132	B26	Investment Analyst III	1132	B26	Investment Analyst III	No change recommended
1133	B28	Investment Analyst IV	1133	B28	Investment Analyst IV	No change recommended
1134	B30	Investment Analyst V	1134	B30	Investment Analyst V	No change recommended
1150	B27	Portfolio Manager I	1140	B27	Portfolio Manager I	Classification number change
1151	B29	Portfolio Manager II	1141	B29	Portfolio Manager II	Classification number change
1152	B31	Portfolio Manager III	1142	B31	Portfolio Manager III	Classification number change
1153	B33	Portfolio Manager IV	1143	B33	Portfolio Manager IV	Classification number change
1154	B35	Portfolio Manager V	1144	B35	Portfolio Manager V	Classification number change
			1145	B36 <sup>a</sup>	Portfolio Manager VI	New job classification and new salary group
1155	B17	Budget Analyst I	1155	B17	Budget Analyst I	No change recommended
1156	B19	Budget Analyst II	1156	B19	Budget Analyst II	No change recommended
1157	B21	Budget Analyst III	1157	B21	Budget Analyst III	No change recommended
1158	B23	Budget Analyst IV	1158	B23	Budget Analyst IV	No change recommended
1159	B25	Budget Analyst V	1159	B25	Budget Analyst V	No change recommended
1161	B25	Trader I	1161	B25	Trader I	No change recommended
			1162	B27	Trader II	New job classification
1162	B28	Trader II	1163	B29	Trader III	Reallocation, title change, and classification number change
1165	B33	Chief Investment Officer	1165	B33	Chief Investment Officer	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
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
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
1260	B17	Loan Specialist I	1260	B17	Loan Specialist I	No change recommended
1261	B19	Loan Specialist II	1261	B19	Loan Specialist II	No change recommended
1262	B21	Loan Specialist III	1262	B21	Loan Specialist III	No change recommended
1263	B23	Loan Specialist IV	1263	B23	Loan Specialist IV	No change recommended
1270	B19	Appropriations Control Officer I	1270	B19	Appropriations Control Officer I	No change recommended
1272	B21	Appropriations Control Officer II	1272	B21	Appropriations Control Officer II	No change recommended
1274	B23	Appropriations Control Officer III	1274	B23	Appropriations Control Officer III	No change recommended
1276	B25	Appropriations Control Officer IV	1276	B25	Appropriations Control Officer IV	No change recommended
1280	B18	Tax Auditor I	1280	B18	Tax Auditor I	No change recommended
1281	B20	Tax Auditor II	1281	B20	Tax Auditor II	No change recommended
1282	B22	Tax Auditor III	1282	B22	Tax Auditor III	No change recommended
1283	B24	Tax Auditor IV	1283	B24	Tax Auditor IV	No change recommended
1284	B25	Tax Auditor V	1284	B25	Tax Auditor V	No change recommended
1285	B26	Tax Auditor VI	1285	B26	Tax Auditor VI	No change recommended
1286	B27	Tax Auditor Supervisor	1286	B27	Tax Auditor Supervisor	No change recommended
1287	B28	Tax Auditor Manager	1287	B28	Tax Audit Manager	No change recommended
			1290	A13	Payroll Assistant	New job classification
			1291	B15	Payroll Specialist I	New job classification
			1292	B17	Payroll Specialist II	New job classification
			1293	B19	Payroll Specialist III	New job classification
			1294	B21	Payroll Specialist IV	New job classification
			1295	B23	Payroll Specialist V	New job classification
<b>Inspectors and Investigators</b>						
1315	B20	Boiler Inspector I	1315	B20	Boiler Inspector I	No change recommended
1316	B21	Boiler Inspector II	1316	B21	Boiler Inspector II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1317	B22	Boiler Inspector III	1317	B22	Boiler Inspector III	No change recommended
1320	B10	Inspector I				Deletion
1321	B11	Inspector II	1321	B11	Inspector I	Title Change
1322	B13	Inspector III	1322	B13	Inspector II	Title Change
1323	B15	Inspector IV	1323	B15	Inspector III	Title Change
1324	B17	Inspector V	1324	B17	Inspector IV	Title Change
1325	B19	Inspector VI	1325	B19	Inspector V	Title Change
1326	B21	Inspector VII	1326	B21	Inspector VI	Title Change
1350	B12	Investigator I	1350	B12	Investigator I	No change recommended
1351	B14	Investigator II	1351	B14	Investigator II	No change recommended
1352	B16	Investigator III	1352	B16	Investigator III	No change recommended
1353	B18	Investigator IV	1353	B18	Investigator IV	No change recommended
1354	B20	Investigator V	1354	B20	Investigator V	No change recommended
1355	B22	Investigator VI	1355	B22	Investigator VI	No change recommended
1356	B24	Investigator VII	1356	B24	Investigator VII	No change recommended
<b>Program Management</b>						
1550	B17	Staff Services Officer I	1550	B17	Staff Services Officer I	No change recommended
1551	B18	Staff Services Officer II	1551	B18	Staff Services Officer II	No change recommended
1552	B19	Staff Services Officer III	1552	B19	Staff Services Officer III	No change recommended
1553	B20	Staff Services Officer IV	1553	B20	Staff Services Officer IV	No change recommended
1554	B21	Staff Services Officer V	1554	B21	Staff Services Officer V	No change recommended
1558	B20	Project Manager I	1558	B20	Project Manager I	No change recommended
1559	B22	Project Manager II	1559	B22	Project Manager II	No change recommended
1560	B24	Project Manager III	1560	B24	Project Manager III	No change recommended
1561	B26	Project Manager IV	1561	B26	Project Manager IV	No change recommended
			1562	B28	Project Manager V	New job classification
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

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1582	B19	Program Supervisor III	1582	B19	Program Supervisor III	No change recommended
1583	B20	Program Supervisor IV	1583	B20	Program Supervisor IV	No change recommended
1584	B21	Program Supervisor V	1584	B21	Program Supervisor V	No change recommended
1586	B23	Program Supervisor VI	1586	B23	Program Supervisor VI	No change recommended
1588	B25	Program Supervisor VII	1588	B25	Program Supervisor VII	No change recommended
1600	B22	Manager I	1600	B22	Manager I	No change recommended
1601	B23	Manager II	1601	B23	Manager II	No change recommended
1602	B24	Manager III	1602	B24	Manager III	No change recommended
1603	B25	Manager IV	1603	B25	Manager IV	No change recommended
1604	B26	Manager V	1604	B26	Manager V	No change recommended
			1605	B28	Manager VI	New job classification
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
			1633	B36 <sup>a</sup>	Deputy Director IV	New job classification and new salary group
1640	B35	Deputy Comptroller	1640	B35	Deputy Comptroller	No change recommended
			1642	B33	Deputy Attorney General	New job classification
3517	B33	First Assistant Attorney General <sup>b</sup>	1643	B35	First Assistant Attorney General	Reallocation and classification number change
1645	B35	Deputy Executive Commissioner	1645	B35	Deputy Executive Commissioner	No change recommended
1650	B28	Portfolio Project Manager I	1650	B28	Portfolio Project Manager I	No change recommended
1652	B30	Portfolio Project Manager II	1652	B30	Portfolio Project Manager II	No change recommended
1660	B19	Project Management Specialist I	1660	B19	Project Management Specialist I	No change recommended
1661	B21	Project Management Specialist II	1661	B21	Project Management Specialist II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1662	B23	Project Management Specialist III	1662	B23	Project Management Specialist III	No change recommended
1665	B19	Project Controller I				Deletion
1666	B21	Project Controller II				Deletion
1667	B23	Project Controller III				Deletion
Human Resources						
1727	B12	Human Resources Assistant	1727	B12	Human Resources Assistant	No change recommended
1729	B14	Human Resources Specialist I	1729	B14	Human Resources Specialist I	No change recommended
1731	B16	Human Resources Specialist II	1731	B16	Human Resources Specialist II	No change recommended
1733	B18	Human Resources Specialist III	1733	B18	Human Resources Specialist III	No change recommended
1735	B20	Human Resources Specialist IV	1735	B20	Human Resources Specialist IV	No change recommended
1737	B22	Human Resources Specialist V	1737	B22	Human Resources Specialist V	No change recommended
1739	B24	Human Resources Specialist VI	1739	B24	Human Resources Specialist VI	No change recommended
1780	B11	Training Assistant	1780	B11	Training Assistant	No change recommended
1781	B13	Training Specialist I	1781	B13	Training Specialist I	No change recommended
1782	B15	Training Specialist II	1782	B15	Training Specialist II	No change recommended
1783	B17	Training Specialist III	1783	B17	Training Specialist III	No change recommended
1784	B19	Training Specialist IV	1784	B19	Training Specialist IV	No change recommended
1785	B21	Training Specialist V	1785	B21	Training Specialist V	No change recommended
1786	B23	Training Specialist VI	1786	B23	Training Specialist VI	No change recommended
Information and Communication						
1810	B16	Creative Media Designer I	1810	B16	Creative Media Designer I	No change recommended
1812	B18	Creative Media Designer II	1812	B18	Creative Media Designer II	No change recommended
1814	B20	Creative Media Designer III	1814	B20	Creative Media Designer III	No change recommended
1816	B22	Creative Media Designer IV	1816	B22	Creative Media Designer IV	No change recommended
1822	B15	Marketing Specialist I	1822	B15	Marketing Specialist I	No change recommended
1823	B17	Marketing Specialist II	1823	B17	Marketing Specialist II	No change recommended
1824	B19	Marketing Specialist III	1824	B19	Marketing Specialist III	No change recommended
1825	B21	Marketing Specialist IV	1825	B21	Marketing Specialist IV	No change recommended
1826	B23	Marketing Specialist V	1826	B23	Marketing Specialist V	No change recommended
1830	B15	Information Specialist I	1830	B15	Information Specialist I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1831	B17	Information Specialist II	1831	B17	Information Specialist II	No change recommended
1832	B19	Information Specialist III	1832	B19	Information Specialist III	No change recommended
1833	B21	Information Specialist IV	1833	B21	Information Specialist IV	No change recommended
1834	B23	Information Specialist V	1834	B23	Information Specialist V	No change recommended
1840	A10	Multimedia Technician I	1840	A10	Multimedia Technician I	No change recommended
1841	A12	Multimedia Technician II	1841	A12	Multimedia Technician II	No change recommended
1842	A14	Multimedia Technician III	1842	A14	Multimedia Technician III	No change recommended
1843	A16	Multimedia Technician IV	1843	A16	Multimedia Technician IV	No change recommended
1860	B18	Management Analyst I	1860	B18	Management Analyst I	No change recommended
1862	B20	Management Analyst II	1862	B20	Management Analyst II	No change recommended
1864	B22	Management Analyst III	1864	B22	Management Analyst III	No change recommended
1866	B24	Management Analyst IV	1866	B24	Management Analyst IV	No change recommended
1868	B26	Management Analyst V	1868	B26	Management Analyst V	No change recommended
1870	B18	Technical Writer I	1870	B18	Technical Writer I	No change recommended
1871	B20	Technical Writer II	1871	B20	Technical Writer II	No change recommended
1872	B22	Technical Writer III	1872	B22	Technical Writer III	No change recommended
1875	B17	Editor I	1875	B17	Editor I	No change recommended
1876	B19	Editor II	1876	B19	Editor II	No change recommended
1877	B21	Editor III	1877	B21	Editor III	No change recommended
1880	B21	<b>Governor's Advisor I</b>	1880	B21	<b>Governor's Advisor I</b>	No change recommended
1881	B23	<b>Governor's Advisor II</b>	1881	B23	<b>Governor's Advisor II</b>	No change recommended
1882	B25	<b>Governor's Advisor III</b>	1882	B25	<b>Governor's Advisor III</b>	No change recommended
1883	B27	<b>Governor's Advisor IV</b>	1883	B27	<b>Governor's Advisor IV</b>	No change recommended
1884	B29	<b>Governor's Advisor V</b>	1884	B29	<b>Governor's Advisor V</b>	No change recommended
1890	B23	Government Relations Specialist I	1890	B23	Government Relations Specialist I	No change recommended
1892	B25	Government Relations Specialist II	1892	B25	Government Relations Specialist II	No change recommended
1894	B27	Government Relations Specialist III	1894	B27	Government Relations Specialist III	No change recommended
1897	B21	Privacy Analyst I	1897	B21	Privacy Analyst I	No change recommended
1898	B23	Privacy Analyst II	1898	B23	Privacy Analyst II	No change recommended
1899	B25	Privacy Analyst III	1899	B25	Privacy Analyst III	No change recommended
<b>Property Management and Procurement</b>						
1911	A10	Inventory and Store Specialist I	1911	A10	Inventory and Store Specialist I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
1912	A12	Inventory and Store Specialist II	1912	A12	Inventory and Store Specialist II	No change recommended
1913	A14	Inventory and Store Specialist III	1913	A14	Inventory and Store Specialist III	No change recommended
1914	A16	Inventory and Store Specialist IV	1914	A16	Inventory and Store Specialist IV	No change recommended
1915	A18	Inventory and Store Specialist V	1915	A18	Inventory and Store Specialist V	No change recommended
1920	B18	Grant Coordinator I	1920	B18	Grant Coordinator I	No change recommended
1921	B20	Grant Coordinator II	1921	B20	Grant Coordinator II	No change recommended
1922	B22	Grant Coordinator III	1922	B22	Grant Coordinator III	No change recommended
1923	B24	Grant Coordinator IV	1923	B24	Grant Coordinator IV	No change recommended
1930	B12	Purchaser I	1930	B12	Purchaser I	No change recommended
1931	B14	Purchaser II	1931	B14	Purchaser II	No change recommended
1932	B16	Purchaser III	1932	B16	Purchaser III	No change recommended
1933	B18	Purchaser IV	1933	B18	Purchaser IV	No change recommended
1934	B20	Purchaser V	1934	B20	Purchaser V	No change recommended
1935	B22	Purchaser VI	1935	B22	Purchaser VI	No change recommended
1960	B25	Contract Administration Manager I	1960	B25	Contract Administration Manager I	No change recommended
1962	B27	Contract Administration Manager II	1962	B27	Contract Administration Manager II	No change recommended
1970	A09	Contract Technician I	1970	A09	Contract Technician I	No change recommended
1972	A11	Contract Technician II	1972	A11	Contract Technician II	No change recommended
1974	A13	Contract Technician III	1974	A13	Contract Technician III	No change recommended
1976	B15	Contract Specialist I	1976	B15	Contract Specialist I	No change recommended
1980	B17	Contract Specialist II	1980	B17	Contract Specialist II	No change recommended
1982	B19	Contract Specialist III	1982	B19	Contract Specialist III	No change recommended
1984	B21	Contract Specialist IV	1984	B21	Contract Specialist IV	No change recommended
1986	B23	Contract Specialist V	1986	B23	Contract Specialist V	No change recommended
1990	B17	Property Manager I	1990	B17	Property Manager I	No change recommended
1992	B19	Property Manager II	1992	B19	Property Manager II	No change recommended
1994	B21	Property Manager III	1994	B21	Property Manager III	No change recommended
			1995	B23	Property Manager IV	New job classification
1996	B17	Fleet Manager I	1996	B17	Fleet Manager I	No change recommended
1997	B19	Fleet Manager II	1997	B19	Fleet Manager II	No change recommended
1998	B21	Fleet Manager III	1998	B21	Fleet Manager III	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
<b>Land Surveying, Appraising, and Utilities</b>						
2050	B19	Land Surveyor I	2050	B19	Land Surveyor I	No change recommended
2054	B21	Land Surveyor II	2054	B21	Land Surveyor II	No change recommended
2056	B23	Land Surveyor III	2056	B23	Land Surveyor III	No change recommended
2058	B25	Land Surveyor IV	2058	B25	Land Surveyor IV	No change recommended
2062	B17	Appraiser I	2062	B17	Appraiser I	No change recommended
2064	B19	Appraiser II	2064	B19	Appraiser II	No change recommended
2065	B21	Appraiser III	2065	B21	Appraiser III	No change recommended
2066	B23	Appraiser IV	2066	B23	Appraiser IV	No change recommended
2080	B13	Right of Way Agent I	2080	B13	Right of Way Agent I	No change recommended
2082	B15	Right of Way Agent II	2082	B15	Right of Way Agent II	No change recommended
2084	B17	Right of Way Agent III	2084	B17	Right of Way Agent III	No change recommended
2086	B19	Right of Way Agent IV	2086	B19	Right of Way Agent IV	No change recommended
2088	B21	Right of Way Agent V	2088	B21	Right of Way Agent V	No change recommended
2090	B23	Right of Way Agent VI	2090	B23	Right of Way Agent VI	No change recommended
2093	B20	Utility Specialist I	2093	B20	Utility Specialist I	No change recommended
2094	B22	Utility Specialist II	2094	B22	Utility Specialist II	No change recommended
<b>Engineering and Design</b>						
2119	A09	Engineering Aide	2119	A11	Engineering Aide	Reallocation
2122	A11	Engineering Technician I	2122	A12	Engineering Technician I	Reallocation
2123	A13	Engineering Technician II	2123	A14	Engineering Technician II	Reallocation
2124	A15	Engineering Technician III	2124	A16	Engineering Technician III	Reallocation
2125	A17	Engineering Technician IV	2125	A18	Engineering Technician IV	Reallocation
2127	B17	Engineering Specialist I	2127	B17	Engineering Specialist I	No change recommended
2128	B18	Engineering Specialist II	2128	B18	Engineering Specialist II	No change recommended
2129	B19	Engineering Specialist III	2129	B19	Engineering Specialist III	No change recommended
2130	B20	Engineering Specialist IV	2130	B20	Engineering Specialist IV	No change recommended
2131	B21	Engineering Specialist V	2131	B21	Engineering Specialist V	No change recommended
2132	B22	Engineering Specialist VI	2132	B22	Engineering Specialist VI	No change recommended
2151	B21	Engineer I				Deletion
2152	B22	Engineer II	2152	B22	Engineer I	Title change
2153	B23	Engineer III	2153	B23	Engineer II	Title change
2154	B24	Engineer IV	2154	B24	Engineer III	Title change
2155	B25	Engineer V	2155	B25	Engineer IV	Title change
2156	B26	Engineer VI	2156	B26	Engineer V	Title change

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2157	B27	Engineer VII	2157	B27	Engineer VI	Title change
2161	B33	District Engineer	2161	B33	District Engineer	No change recommended
2181	A17	Drafting Technician I	2181	A17	Drafting Technician I	No change recommended
2182	A19	Drafting Technician II	2182	A19	Drafting Technician II	No change recommended
2255	B17	Project Design Assistant	2255	B18	Project Design Specialist I	Reallocation and title change
			2256	B19	Project Design Specialist II	New job classification
			2257	B20	Project Design Specialist III	New job classification
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
Natural Resources						
2356	B17	Geoscientist I	2356	B17	Geoscientist I	No change recommended
2360	B19	Geoscientist II	2360	B19	Geoscientist II	No change recommended
2364	B21	Geoscientist III	2364	B21	Geoscientist III	No change recommended
2365	B23	Geoscientist IV	2365	B23	Geoscientist IV	No change recommended
2366	B25	Geoscientist V	2366	B25	Geoscientist V	No change recommended
2456	B17	Hydrologist I	2456	B17	Hydrologist I	No change recommended
2460	B19	Hydrologist II	2460	B19	Hydrologist II	No change recommended
2464	B21	Hydrologist III	2464	B21	Hydrologist III	No change recommended
2465	B23	Hydrologist IV	2465	B23	Hydrologist IV	No change recommended
2466	B25	Hydrologist V	2466	B25	Hydrologist V	No change recommended
2472	B16	Chemist I	2472	B16	Chemist I	No change recommended
2473	B18	Chemist II	2473	B18	Chemist II	No change recommended
2474	B20	Chemist III	2474	B20	Chemist III	No change recommended
2475	B22	Chemist IV	2475	B22	Chemist IV	No change recommended
2476	B24	Chemist V	2476	B24	Chemist V	No change recommended
2583	B17	Sanitarian I	2583	B17	Sanitarian I	No change recommended
2584	B19	Sanitarian II	2584	B19	Sanitarian II	No change recommended
2585	B21	Sanitarian III	2585	B21	Sanitarian III	No change recommended
2640	B14	Park Ranger I	2640	B14	Park Ranger I	No change recommended
2641	B16	Park Ranger II	2641	B16	Park Ranger II	No change recommended
2642	B18	Park Ranger III	2642	B18	Park Ranger III	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2643	B20	Park Ranger IV	2643	B20	Park Ranger IV	No change recommended
2644	B22	Park Ranger V	2644	B22	Park Ranger V	No change recommended
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	B24	Environmental Protection Specialist V	2655	B25	Environmental Protection Specialist V	Reallocation
2661	B22	Toxicologist I	2661	B22	Toxicologist I	No change recommended
2662	B24	Toxicologist II	2662	B24	Toxicologist II	No change recommended
2663	B26	Toxicologist III	2663	B26	Toxicologist III	No change recommended
2682	B15	Natural Resources Specialist I	2682	B15	Natural Resources Specialist I	No change recommended
2683	B17	Natural Resources Specialist II	2683	B17	Natural Resources Specialist II	No change recommended
2684	B19	Natural Resources Specialist III	2684	B19	Natural Resources Specialist III	No change recommended
2685	B21	Natural Resources Specialist IV	2685	B21	Natural Resources Specialist IV	No change recommended
2686	B23	Natural Resources Specialist V	2686	B23	Natural Resources Specialist V	No change recommended
2688	A13	Fish and Wildlife Technician I	2688	A13	Fish and Wildlife Technician I	No change recommended
2689	A15	Fish and Wildlife Technician II	2689	A15	Fish and Wildlife Technician II	No change recommended
2690	A17	Fish and Wildlife Technician III	2690	A17	Fish and Wildlife Technician III	No change recommended
2692	B19	Assistant Park Superintendent I	2692	B19	Assistant Park Superintendent I	No change recommended
2694	B20	Assistant Park Superintendent II	2694	B20	Assistant Park Superintendent II	No change recommended
2696	B21	Assistant Park Superintendent III	2696	B21	Assistant Park Superintendent III	No change recommended
2698	B22	Assistant Park Superintendent IV	2698	B22	Assistant Park Superintendent IV	No change recommended
2700	B20	Park Superintendent I	2700	B20	Park Superintendent I	No change recommended
2701	B21	Park Superintendent II	2701	B21	Park Superintendent II	No change recommended
2702	B22	Park Superintendent III	2702	B22	Park Superintendent III	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2703	B23	Park Superintendent IV	2703	B23	Park Superintendent IV	No change recommended
2704	B24	Park Superintendent V	2704	B24	Park Superintendent V	No change recommended
2705	B25	Park Superintendent VI	2705	B25	Park Superintendent VI	No change recommended
Safety						
2720	A04	Lifeguard	2720	A04	Lifeguard	No change recommended
2730	B16	Safety Officer I	2730	B16	Safety Officer I	No change recommended
2731	B18	Safety Officer II	2731	B18	Safety Officer II	No change recommended
2732	B20	Safety Officer III	2732	B20	Safety Officer III	No change recommended
2733	B22	Safety Officer IV	2733	B22	Safety Officer IV	No change recommended
2734	B24	Safety Officer V	2734	B24	Safety Officer V	No change recommended
2740	B15	Risk Management Specialist I	2740	B15	Risk Management Specialist I	No change recommended
2741	B17	Risk Management Specialist II	2741	B17	Risk Management Specialist II	No change recommended
2742	B19	Risk Management Specialist III	2742	B19	Risk Management Specialist III	No change recommended
2743	B21	Risk Management Specialist IV	2743	B21	Risk Management Specialist IV	No change recommended
2744	B23	Risk Management Specialist V	2744	B23	Risk Management Specialist V	No change recommended
2761	B17	Rescue Specialist I	2761	B17	Rescue Specialist I	No change recommended
2762	B19	Rescue Specialist II	2762	B19	Rescue Specialist II	No change recommended
2763	B21	Rescue Specialist III	2763	B21	Rescue Specialist III	No change recommended
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
2824	A10	Insurance Technician				Deletion
2841	B12	Insurance Specialist I				Deletion
2842	B14	Insurance Specialist II	2842	B14	Insurance Specialist I	Title change
2843	B16	Insurance Specialist III	2843	B16	Insurance Specialist II	Title change
2844	B18	Insurance Specialist IV	2844	B18	Insurance Specialist III	Title change
2845	B20	Insurance Specialist V	2845	B20	Insurance Specialist IV	Title change

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
2911	B12	Retirement System Benefits Specialist I				Deletion
2912	B14	Retirement System Benefits Specialist II	2912	B14	Retirement System Benefits Specialist I	Title change
2913	B16	Retirement System Benefits Specialist III	2913	B16	Retirement System Benefits Specialist II	Title change
2914	B18	Retirement System Benefits Specialist IV	2914	B18	Retirement System Benefits Specialist III	Title change
2915	B20	Retirement System Benefits Specialist V	2915	B20	Retirement System Benefits Specialist IV	Title change
			2916	B22	Retirement System Benefits Specialist V	New job classification
2920	A12	Claims Assistant				Deletion
2921	B14	Claims Examiner I	2921	B14	Claims Examiner I	No change recommended
2922	B16	Claims Examiner II	2922	B16	Claims Examiner II	No change recommended
2923	B18	Claims Examiner III	2923	B18	Claims Examiner III	No change recommended
2924	B20	Claims Examiner IV	2924	B20	Claims Examiner IV	No change recommended
<b>Employment</b>						
3020	B11	Workforce Development Specialist I	3020	B11	Workforce Development Specialist I	No change recommended
3021	B12	Workforce Development Specialist II	3021	B12	Workforce Development Specialist II	No change recommended
3023	B14	Workforce Development Specialist III	3023	B14	Workforce Development Specialist III	No change recommended
3025	B16	Workforce Development Specialist IV	3025	B16	Workforce Development Specialist IV	No change recommended
3026	B18	Workforce Development Specialist V	3026	B18	Workforce Development Specialist V	No change recommended
3151	B11	Unemployment Insurance Claims Examiner I	3151	B11	Unemployment Insurance Claims Examiner I	No change recommended
3153	B13	Unemployment Insurance Claims Examiner II	3153	B13	Unemployment Insurance Claims Examiner II	No change recommended
3154	B15	Unemployment Insurance Claims Examiner III	3154	B15	Unemployment Insurance Claims Examiner III	No change recommended
3171	B16	Unemployment Insurance Specialist I	3171	B16	Unemployment Insurance Specialist I	No change recommended
3173	B18	Unemployment Insurance Specialist II	3173	B18	Unemployment Insurance Specialist II	No change recommended
<b>Legal</b>						
3501	B20	Attorney I				Deletion
3502	B21	Attorney II	3502	B21	Attorney I	Title change

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3503	B23	Attorney III	3503	B23	Attorney II	Title change
3504	B25	Attorney IV	3504	B25	Attorney III	Title change
3505	B27	Attorney V	3505	B27	Attorney IV	Title change
3506	B29	Attorney VI	3506	B29	Attorney V	Title change
3510	B20	Assistant Attorney General I	3510	B20	Assistant Attorney General I	No change recommended
3511	B21	Assistant Attorney General II	3511	B21	Assistant Attorney General II	No change recommended
3512	B23	Assistant Attorney General III	3512	B23	Assistant Attorney General III	No change recommended
3513	B25	Assistant Attorney General IV	3513	B25	Assistant Attorney General IV	No change recommended
3514	B27	Assistant Attorney General V	3514	B27	Assistant Attorney General V	No change recommended
3515	B29	Assistant Attorney General VI	3515	B29	Assistant Attorney General VI	No change recommended
3516	B31	Assistant Attorney General VII	3516	B31	Assistant Attorney General VII	No change recommended
3520	B23	General Counsel I				Deletion
3521	B25	General Counsel II	3521	B25	General Counsel I	Title change
3522	B27	General Counsel III	3522	B27	General Counsel II	Title change
3523	B29	General Counsel IV	3523	B29	General Counsel III	Title change
3524	B31	General Counsel V	3524	B31	General Counsel IV	Title change
3525	B32	General Counsel VI	3525	B32	General Counsel V	Title 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
3540	B31	Chief Privacy Officer				Deletion
3559	B22	Hearings Reporter	3559	B22	Hearings Reporter	No change recommended
3565	A11	Legal Secretary I	3565	A12	Legal Secretary I	Reallocation
3566	A13	Legal Secretary II	3566	A14	Legal Secretary II	Reallocation
3567	A15	Legal Secretary III	3567	A16	Legal Secretary III	Reallocation
3568	A17	Legal Secretary IV	3568	A18	Legal Secretary IV	Reallocation
3569	A19	Legal Secretary V	3569	A20	Legal Secretary V	Reallocation
3572	B15	Legal Assistant I	3572	B15	Legal Assistant I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3574	B17	Legal Assistant II	3574	B17	Legal Assistant II	No change recommended
3576	B19	Legal Assistant III	3576	B19	Legal Assistant III	No change recommended
3578	B21	Legal Assistant IV	3578	B21	Legal Assistant IV	No change recommended
3580	B23	Legal Assistant V	3580	B23	Legal Assistant V	No change recommended
3604	B13	Law Clerk	3604	B14	Law Clerk	Reallocation
3610	B18	Court Law Clerk I	3610	B18	Court Law Clerk I	No change recommended
3611	B20	Court Law Clerk II	3611	B20	Court Law Clerk II	No change recommended
3620	A10	Deputy Clerk I	3620	A10	Deputy Clerk I	No change recommended
3622	A12	Deputy Clerk II	3622	A12	Deputy Clerk II	No change recommended
3624	A14	Deputy Clerk III	3624	A14	Deputy Clerk III	No change recommended
3626	A16	Deputy Clerk IV	3626	A16	Deputy Clerk IV	No change recommended
3630	B21	Chief Deputy Clerk	3630	B21	Chief Deputy Clerk	No change recommended
3635	B28	Clerk of the Court	3635	B28	Clerk of the Court	No change recommended
3637	B17	Court Coordinator	3637	B17	Court Coordinator	No change recommended
3640	B25	Administrative Law Judge I	3640	B25	Administrative Law Judge I	No change recommended
3642	B26	Administrative Law Judge II	3642	B26	Administrative Law Judge II	No change recommended
3644	B27	Administrative Law Judge III	3644	B27	Administrative Law Judge III	No change recommended
3646	B29	Master Administrative Law Judge I	3646	B29	Master Administrative Law Judge I	No change recommended
3648	B31	Master Administrative Law Judge II	3648	B31	Master Administrative Law Judge II	No change recommended
3652	B28	Associate Judge	3652	B28	Associate Judge	No change recommended
3659	B15	Associate Ombudsman	3659	B15	Associate Ombudsman	No change recommended
3660	B17	Ombudsman I	3660	B17	Ombudsman I	No change recommended
3662	B19	Ombudsman II	3662	B19	Ombudsman II	No change recommended
3663	B21	Ombudsman III	3663	B21	Ombudsman III	No change recommended
3665	B23	Ombudsman IV	3665	B23	Ombudsman IV	No change recommended
3666	B25	Ombudsman V	3666	B25	Ombudsman V	No change recommended
3667	B27	Ombudsman VI	3667	B27	Ombudsman VI	No change recommended
3668	B29	Ombudsman VII	3668	B29	Ombudsman VII	No change recommended
3670	B19	Benefit Review Officer I	3670	B19	Benefit Review Officer I	No change recommended
3672	B21	Benefit Review Officer II	3672	B21	Benefit Review Officer II	No change recommended
3674	B23	Benefit Review Officer III	3674	B23	Benefit Review Officer III	No change recommended
3680	B15	Compliance Analyst I				Deletion

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
3681	B17	Compliance Analyst II	3681	B18	Compliance Analyst I	Reallocation and title change
3682	B19	Compliance Analyst III	3682	B20	Compliance Analyst II	Reallocation and title change
3683	B21	Compliance Analyst IV	3683	B22	Compliance Analyst III	Reallocation and title change
3684	B23	Compliance Analyst V	3684	B24	Compliance Analyst IV	Reallocation and title change
			3690	B19	Medical Fee Dispute Officer I	New job classification
			3692	B21	Medical Fee Dispute Officer II	New job classification
			3694	B23	Medical Fee Dispute Officer III	New job classification
<b>Medical and Health</b>						
4001	A08	Dietetic Technician I	4001	A08	Dietetic Technician I	No change recommended
4002	A10	Dietetic Technician II	4002	A10	Dietetic Technician II	No change recommended
4005	A06	Peer Support Specialist	4005	A06	Peer Support Specialist	No change recommended
4006	A08	Certified Peer Support Specialist I	4006	A08	Certified Peer Support Specialist I	No change recommended
4007	A10	Certified Peer Support Specialist II	4007	A10	Certified Peer Support Specialist II	No change recommended
4008	A12	Certified Peer Support Specialist III	4008	A12	Certified Peer Support Specialist III	No change recommended
4016	B17	Dietetic and Nutrition Specialist I	4016	B17	Dietetic and Nutrition Specialist I	No change recommended
4017	B19	Dietetic and Nutrition Specialist II	4017	B19	Dietetic and Nutrition Specialist II	No change recommended
4018	B21	Dietetic and Nutrition Specialist III	4018	B21	Dietetic and Nutrition Specialist III	No change recommended
4072	B14	Public Health and Prevention Specialist I	4072	B14	Public Health and Prevention Specialist I	No change recommended
4074	B16	Public Health and Prevention Specialist II	4074	B16	Public Health and Prevention Specialist II	No change recommended
4076	B18	Public Health and Prevention Specialist III	4076	B18	Public Health and Prevention Specialist III	No change recommended
4078	B20	Public Health and Prevention Specialist IV	4078	B20	Public Health and Prevention Specialist IV	No change recommended
4080	B22	Public Health and Prevention Specialist V	4080	B22	Public Health and Prevention Specialist V	No change recommended
4082	B19	Epidemiologist I	4082	B19	Epidemiologist I	No change recommended
4083	B21	Epidemiologist II	4083	B21	Epidemiologist II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4084	B23	Epidemiologist III	4084	B23	Epidemiologist III	No change recommended
4125	B23	Veterinarian I	4125	B23	Veterinarian I	No change recommended
4127	B25	Veterinarian II	4127	B25	Veterinarian II	No change recommended
4129	B27	Veterinarian III	4129	B27	Veterinarian III	No change recommended
4131	B29	Veterinarian IV	4131	B29	Veterinarian IV	No change recommended
4142	A10	Laboratory Technician I	4142	A10	Laboratory Technician I	No change recommended
4144	A12	Laboratory Technician II	4144	A12	Laboratory Technician II	No change recommended
4146	A14	Laboratory Technician III	4146	A14	Laboratory Technician III	No change recommended
4148	A16	Laboratory Technician IV	4148	A16	Laboratory Technician IV	No change recommended
4212	B16	Molecular Biologist I	4212	B16	Molecular Biologist I	No change recommended
4214	B18	Molecular Biologist II	4214	B18	Molecular Biologist II	No change recommended
4216	B20	Molecular Biologist III	4216	B20	Molecular Biologist III	No change recommended
4218	B22	Molecular Biologist IV	4218	B22	Molecular Biologist IV	No change recommended
4220	B24	Molecular Biologist V	4220	B24	Molecular Biologist V	No change recommended
4221	B15	Microbiologist I	4221	B15	Microbiologist I	No change recommended
4222	B17	Microbiologist II	4222	B17	Microbiologist II	No change recommended
4223	B19	Microbiologist III	4223	B19	Microbiologist III	No change recommended
4224	B21	Microbiologist IV	4224	B21	Microbiologist IV	No change recommended
4225	B23	Microbiologist V	4225	B23	Microbiologist V	No change recommended
4226	B16	Health Specialist I	4226	B16	Health Specialist I	No change recommended
4227	B17	Health Specialist II	4227	B17	Health Specialist II	No change recommended
4228	B18	Health Specialist III	4228	B18	Health Specialist III	No change recommended
4229	B19	Health Specialist IV	4229	B19	Health Specialist IV	No change recommended
4230	B20	Health Specialist V	4230	B20	Health Specialist V	No change recommended
4231	B13	Health Assistant	4231	B13	Health Assistant	No change recommended
4292	B14	Radiological Technologist I	4292	B15	Radiological Technologist I	Reallocation
4293	B16	Radiological Technologist II	4293	B17	Radiological Technologist II	Reallocation
4294	B18	Radiological Technologist III	4294	B19	Radiological Technologist III	Reallocation
4342	A09	Orthopedic Equipment Technician I	4342	A10	Orthopedic Equipment Technician I	Reallocation
4344	A11	Orthopedic Equipment Technician II	4344	A12	Orthopedic Equipment Technician II	Reallocation
4346	A13	Orthopedic Equipment Technician III	4346	A14	Orthopedic Equipment Technician III	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4360	A18	Registered Therapist Assistant	4360	A18	Registered Therapist Assistant	No change recommended
4362	B19	Registered Therapist I	4362	B19	Registered Therapist I	No change recommended
4363	B20	Registered Therapist II	4363	B20	Registered Therapist II	No change recommended
4364	B22	Registered Therapist III	4364	B22	Registered Therapist III	No change recommended
4365	B24	Registered Therapist IV	4365	B24	Registered Therapist IV	No change recommended
4366	B26	Registered Therapist V	4366	B26	Registered Therapist V	No change recommended
4383	A05	Medical Technician I	4383	A05	Medical Technician I	No change recommended
4384	A07	Medical Technician II	4384	A07	Medical Technician II	No change recommended
4385	A09	Medical Technician III	4385	A09	Medical Technician III	No change recommended
4386	A11	Medical Technician IV	4386	A11	Medical Technician IV	No change recommended
4387	A13	Medical Technician V	4387	A13	Medical Technician V	No change recommended
4390	B22	Health Physicist I	4390	B22	Health Physicist I	No change recommended
4392	B24	Health Physicist II	4392	B24	Health Physicist II	No change recommended
4394	B26	Health Physicist III	4394	B26	Health Physicist III	No change recommended
4401	B13	Medical Technologist I	4401	B13	Medical Technologist I	No change recommended
4402	B15	Medical Technologist II	4402	B15	Medical Technologist II	No change recommended
4403	B17	Medical Technologist III	4403	B17	Medical Technologist III	No change recommended
4404	B19	Medical Technologist IV	4404	B19	Medical Technologist IV	No change recommended
4405	B21	Medical Technologist V	4405	B21	Medical Technologist V	No change recommended
4410	B17	Nurse I				Deletion
4411	B19	Nurse II	4411	B19	Nurse I	Title Change
4412	B21	Nurse III	4412	B21	Nurse II	Title Change
4413	B23	Nurse IV	4413	B23	Nurse III	Title Change
4414	B25	Nurse V	4414	B25	Nurse IV	Title Change
4416	B19	Public Health Nurse I	4416	B19	Public Health Nurse I	No change recommended
4417	B21	Public Health Nurse II	4417	B21	Public Health Nurse II	No change recommended
4418	B23	Public Health Nurse III	4418	B23	Public Health Nurse III	No change recommended
4420	A11	Licensed Vocational Nurse I				Deletion
4421	A13	Licensed Vocational Nurse II	4421	A14	Licensed Vocational Nurse I	Reallocation and title change
4422	A15	Licensed Vocational Nurse III	4422	A16	Licensed Vocational Nurse II	Reallocation and title change
4423	A16	Licensed Vocational Nurse IV	4423	A17	Licensed Vocational Nurse III	Reallocation and title change
4428	A18	Respiratory Care Practitioner	4428	A19	Respiratory Care Practitioner	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4435	B19	Resident Physician	4435	B19	Resident Physician	No change recommended
4436	B32	Physician I	4436	B32	Physician I	No change recommended
4437	B33	Physician II	4437	B33	Physician II	No change recommended
4438	B34	Physician III	4438	B34	Physician III	No change recommended
4439	B35	Physician IV	4439	B35	Physician IV	No change recommended
4440	B27	Physician Assistant	4440	B27	Physician Assistant	No change recommended
4451	B27	Advanced Practice Registered Nurse I	4451	B27	Advanced Practice Registered Nurse I	No change recommended
4452	B28	Advanced Practice Registered Nurse II	4452	B28	Advanced Practice Registered Nurse II	No change recommended
4453	B24	Medical Research Specialist	4453	B24	Medical Research Specialist	No change recommended
4455	B29	Dentist I	4455	B29	Dentist I	No change recommended
4457	B31	Dentist II	4457	B31	Dentist II	No change recommended
4459	B33	Dentist III	4459	B33	Dentist III	No change recommended
4462	B22	Psychologist I	4462	B22	Psychologist I	No change recommended
4464	B24	Psychologist II	4464	B24	Psychologist II	No change recommended
4465	B26	Psychologist III	4465	B26	Psychologist III	No change recommended
4468	B17	Psychological Associate I	4468	B17	Psychological Associate I	No change recommended
4469	B18	Psychological Associate II	4469	B18	Psychological Associate II	No change recommended
4470	B19	Psychological Associate III	4470	B19	Psychological Associate III	No change recommended
4471	B20	Psychological Associate IV	4471	B20	Psychological Associate IV	No change recommended
4472	B21	Psychological Associate V	4472	B21	Psychological Associate V	No change recommended
4473	B22	Behavior Analyst I	4473	B22	Behavior Analyst I	No change recommended
4474	B24	Behavior Analyst II	4474	B24	Behavior Analyst II	No change recommended
4476	B32	Psychiatrist I	4476	B32	Psychiatrist I	No change recommended
4477	B33	Psychiatrist II	4477	B33	Psychiatrist II	No change recommended
4478	B34	Psychiatrist III	4478	B34	Psychiatrist III	No change recommended
4479	B35	Psychiatrist IV	4479	B35	Psychiatrist IV	No change recommended
4480	B35	Psychiatric Clinical Director	4480	B35	Psychiatric Clinical Director	No change recommended
4482	A11	Dental Assistant I	4482	A11	Dental Assistant I	No change recommended
4483	A13	Dental Assistant II	4483	A13	Dental Assistant II	No change recommended
4489	B21	Dental Hygienist I	4489	B21	Dental Hygienist I	No change recommended
4490	B23	Dental Hygienist II	4490	B23	Dental Hygienist II	No change recommended
4492	B27	Pharmacist I	4492	B27	Pharmacist I	No change recommended
4493	B29	Pharmacist II	4493	B29	Pharmacist II	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
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	A09	Pharmacy Technician I	4498	A10	Pharmacy Technician I	Reallocation
4499	A11	Pharmacy Technician II	4499	A12	Pharmacy Technician II	Reallocation
Criminal Justice						
4501	A09	Correctional Officer I	4501	A10	Correctional Officer I	Reallocation
4502	A11	Correctional Officer II	4502	A12	Correctional Officer II	Reallocation
4503	A13	Correctional Officer III	4503	A14	Correctional Officer III	Reallocation
4504	A14	Correctional Officer IV	4504	A15	Correctional Officer IV	Reallocation
4505	A16	Correctional Officer V	4505	A17	Correctional Officer V	Reallocation
4510	B17	Sergeant of Correctional Officers	4510	B18	Sergeant of Correctional Officers	Reallocation
4511	B18	Lieutenant of Correctional Officers	4511	B19	Lieutenant of Correctional Officers	Reallocation
4512	B19	Captain of Correctional Officers	4512	B20	Captain of Correctional Officers	Reallocation
4513	B20	Major of Correctional Officers	4513	B21	Major of Correctional Officers	Reallocation
4520	A09	Juvenile Correctional Officer I	4520	A10	Juvenile Correctional Officer I	Reallocation
4521	A11	Juvenile Correctional Officer II	4521	A12	Juvenile Correctional Officer II	Reallocation
4522	A13	Juvenile Correctional Officer III	4522	A14	Juvenile Correctional Officer III	Reallocation
4523	A14	Juvenile Correctional Officer IV	4523	A15	Juvenile Correctional Officer IV	Reallocation
4524	A16	Juvenile Correctional Officer V	4524	A17	Juvenile Correctional Officer V	Reallocation
4525	B18	Juvenile Correctional Officer Supervisor	4525	B19	Juvenile Correctional Officer Supervisor	Reallocation
4526	B19	Dorm Supervisor I	4526	B20	Dorm Supervisor I	Reallocation
4527	B21	Dorm Supervisor II	4527	B21	Dorm Supervisor II	No change recommended
4530	B21	Halfway House Assistant Superintendent	4530	B21	Halfway House Assistant Superintendent	No change recommended
4531	B23	Halfway House Superintendent	4531	B23	Halfway House Superintendent	No change recommended
4532	B24	Youth Facility Assistant Superintendent	4532	B24	Youth Facility Assistant Superintendent	No change recommended
4533	B26	Youth Facility Superintendent	4533	B26	Youth Facility Superintendent	No change recommended
4540	B14	Parole Officer I	4540	B15	Parole Officer I	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
4541	B15	Parole Officer II	4541	B16	Parole Officer II	Reallocation
4542	B16	Parole Officer III	4542	B17	Parole Officer III	Reallocation
4543	B18	Parole Officer IV	4543	B19	Parole Officer IV	Reallocation
4544	B20	Parole Officer V	4544	B21	Parole Officer V	Reallocation
4546	B17	Intensive Medical Parole Officer I	4546	B17	Intensive Medical Parole Officer I	No change recommended
4547	B19	Intensive Medical Parole Officer II	4547	B19	Intensive Medical Parole Officer II	No change recommended
4548	B21	Intensive Medical Parole Officer III	4548	B21	Intensive Medical Parole Officer III	No change recommended
4550	B23	Assistant Warden	4550	B24	Assistant Warden	Reallocation
4551	B25	Warden I	4551	B26	Warden I	Reallocation
4552	B26	Warden II	4552	B27	Warden II	Reallocation
4560	A13	Counsel Substitute I	4560	A13	Counsel Substitute I	No change recommended
4561	A15	Counsel Substitute II	4561	A15	Counsel Substitute II	No change recommended
4562	A17	Counsel Substitute III	4562	A17	Counsel Substitute III	No change recommended
4571	A14	Correctional Transportation Officer	4571	A14	Correctional Transportation Officer	No change recommended
4646	A13	Industrial Specialist I	4646	A13	Industrial Specialist I	No change recommended
4647	A14	Industrial Specialist II	4647	A14	Industrial Specialist II	No change recommended
4648	A15	Industrial Specialist III	4648	A15	Industrial Specialist III	No change recommended
4649	A16	Industrial Specialist IV	4649	A16	Industrial Specialist IV	No change recommended
4650	A17	Industrial Specialist V	4650	A17	Industrial Specialist V	No change recommended
4651	A18	Industrial Specialist VI	4651	A18	Industrial Specialist VI	No change recommended
4671	A13	Agriculture Specialist I	4671	A13	Agriculture Specialist I	No change recommended
4672	A14	Agriculture Specialist II	4672	A14	Agriculture Specialist II	No change recommended
4673	A15	Agriculture Specialist III	4673	A15	Agriculture Specialist III	No change recommended
4674	A16	Agriculture Specialist IV	4674	A16	Agriculture Specialist IV	No change recommended
4675	A17	Agriculture Specialist V	4675	A17	Agriculture Specialist V	No change recommended
4676	A18	Agriculture Specialist VI	4676	A18	Agriculture Specialist VI	No change recommended
Social Services						
5002	B14	Adult Protective Services Specialist I	5002	B15	Adult Protective Services Specialist I	Reallocation
5003	B15	Adult Protective Services Specialist II	5003	B16	Adult Protective Services Specialist II	Reallocation
5004	B16	Adult Protective Services Specialist III	5004	B17	Adult Protective Services Specialist III	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5005	B17	Adult Protective Services Specialist IV	5005	B18	Adult Protective Services Specialist IV	Reallocation
5006	B18	Adult Protective Services Specialist V	5006	B19	Adult Protective Services Specialist V	Reallocation
5010	B19	Family Services Specialist I	5010	B19	Family Services Specialist I	No change recommended
5011	B20	Family Services Specialist II	5011	B20	Family Services Specialist II	No change recommended
5016	B19	Family and Protective Services Supervisor I	5016	B20	Family and Protective Services Supervisor I	Reallocation
5017	B21	Family and Protective Services Supervisor II	5017	B22	Family and Protective Services Supervisor II	Reallocation
5018	B23	Family and Protective Services Supervisor III	5018	B24	Family and Protective Services Supervisor III	Reallocation
5023	B14	Child Protective Services Specialist I	5023	B15	Child Protective Services Specialist I	Reallocation
5024	B15	Child Protective Services Specialist II	5024	B16	Child Protective Services Specialist II	Reallocation
5025	B16	Child Protective Services Specialist III	5025	B17	Child Protective Services Specialist III	Reallocation
5026	B17	Child Protective Services Specialist IV	5026	B18	Child Protective Services Specialist IV	Reallocation
5027	B18	Child Protective Services Specialist V	5027	B19	Child Protective Services Specialist V	Reallocation
5030	B14	Protective Services Intake Specialist I	5030	B15	Protective Services Intake Specialist I	Reallocation
5031	B15	Protective Services Intake Specialist II	5031	B16	Protective Services Intake Specialist II	Reallocation
5032	B16	Protective Services Intake Specialist III	5032	B17	Protective Services Intake Specialist III	Reallocation
5033	B17	Protective Services Intake Specialist IV	5033	B18	Protective Services Intake Specialist IV	Reallocation
5034	B18	Protective Services Intake Specialist V	5034	B19	Protective Services Intake Specialist V	Reallocation
5040	B14	Adult and Child Care Licensing Specialist I	5040	B14	Adult and Child Care Licensing Specialist I	No change recommended
5041	B15	Adult and Child Care Licensing Specialist II	5041	B15	Adult and Child Care Licensing Specialist II	No change recommended
5042	B16	Adult and Child Care Licensing Specialist III	5042	B16	Adult and Child Care Licensing Specialist III	No change recommended
5043	B17	Adult and Child Care Licensing Specialist IV	5043	B17	Adult and Child Care Licensing Specialist IV	No change recommended
5044	B18	Adult and Child Care Licensing Specialist V	5044	B18	Adult and Child Care Licensing Specialist V	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
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	B16	Vocational Rehabilitation Counselor I	No change recommended
5063	B17	Vocational Rehabilitation Counselor II	5063	B17	Vocational Rehabilitation Counselor II	No change recommended
5064	B18	Vocational Rehabilitation Counselor III	5064	B18	Vocational Rehabilitation Counselor III	No change recommended
5065	B20	Vocational Rehabilitation Counselor IV	5065	B20	Vocational Rehabilitation Counselor IV	No change recommended
5079	A13	Chaplaincy Services Assistant	5079	A13	Chaplaincy Services Assistant	No change recommended
5081	B17	Chaplain I	5081	B17	Chaplain I	No change recommended
5082	B19	Chaplain II	5082	B19	Chaplain II	No change recommended
5083	B21	Chaplain III	5083	B21	Chaplain III	No change recommended
5090	B12	Rehabilitation Teacher I	5090	B12	Rehabilitation Teacher I	No change recommended
5091	B14	Rehabilitation Teacher II	5091	B14	Rehabilitation Teacher II	No change recommended
5092	B16	Rehabilitation Teacher III	5092	B16	Rehabilitation Teacher III	No change recommended
5104	B13	Veterans Services Representative I	5104	B13	Veterans Services Representative I	No change recommended
5105	B14	Veterans Services Representative II	5105	B14	Veterans Services Representative II	No change recommended
5106	B15	Veterans Services Representative III	5106	B15	Veterans Services Representative III	No change recommended
5107	B16	Veterans Services Representative IV	5107	B16	Veterans Services Representative IV	No change recommended
5108	B18	Veterans Services Representative V	5108	B18	Veterans Services Representative V	No change recommended
5109	B20	Veterans Services Representative VI	5109	B20	Veterans Services Representative VI	No change recommended
5111	B14	Substance Abuse Counselor I	5111	B15	Substance Abuse Counselor I	Reallocation
5112	B15	Substance Abuse Counselor II	5112	B16	Substance Abuse Counselor II	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5113	B16	Substance Abuse Counselor III	5113	B17	Substance Abuse Counselor III	Reallocation
5121	A07	Direct Support Professional I	5121	A08	Direct Support Professional I	Reallocation
5122	A09	Direct Support Professional II	5122	A10	Direct Support Professional II	Reallocation
5123	A11	Direct Support Professional III	5123	A12	Direct Support Professional III	Reallocation
5124	A13	Direct Support Professional IV	5124	A14	Direct Support Professional IV	Reallocation
5131	B19	Qualified Intellectual Disability Professional I	5131	B19	Qualified Intellectual Disability Professional I	No change recommended
5132	B20	Qualified Intellectual Disability Professional II	5132	B20	Qualified Intellectual Disability Professional II	No change recommended
5133	B21	Qualified Intellectual Disability Professional III	5133	B21	Qualified Intellectual Disability Professional III	No change recommended
5134	B23	Qualified Intellectual Disability Professional IV	5134	B23	Qualified Intellectual Disability Professional IV	No change recommended
5140	B11	Recreation Program Specialist I	5140	B12	Recreation Program Specialist I	Reallocation
5142	B13	Recreation Program Specialist II	5142	B14	Recreation Program Specialist II	Reallocation
5144	B15	Recreation Program Specialist III	5144	B16	Recreation Program Specialist III	Reallocation
5151	A07	Psychiatric Nursing Assistant I	5151	A08	Psychiatric Nursing Assistant I	Reallocation
5152	A09	Psychiatric Nursing Assistant II	5152	A10	Psychiatric Nursing Assistant II	Reallocation
5153	A11	Psychiatric Nursing Assistant III	5153	A12	Psychiatric Nursing Assistant III	Reallocation
5154	A13	Psychiatric Nursing Assistant IV	5154	A14	Psychiatric Nursing Assistant IV	Reallocation
5201	A07	Resident Specialist I	5201	A07	Resident Specialist I	No change recommended
5203	A09	Resident Specialist II	5203	A09	Resident Specialist II	No change recommended
5205	A11	Resident Specialist III	5205	A11	Resident Specialist III	No change recommended
5207	A13	Resident Specialist IV	5207	A13	Resident Specialist IV	No change recommended
5209	A15	Resident Specialist V	5209	A15	Resident Specialist V	No change recommended
5226	B11	Case Manager I	5226	B11	Case Manager I	No change recommended
5227	B13	Case Manager II	5227	B13	Case Manager II	No change recommended
5228	B15	Case Manager III	5228	B15	Case Manager III	No change recommended
5229	B17	Case Manager IV	5229	B17	Case Manager IV	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5230	B18	Case Manager V	5230	B18	Case Manager V	No change recommended
5232	B13	Volunteer Services Coordinator I	5232	B13	Volunteer Services Coordinator I	No change recommended
5233	B15	Volunteer Services Coordinator II	5233	B15	Volunteer Services Coordinator II	No change recommended
5234	B17	Volunteer Services Coordinator III	5234	B17	Volunteer Services Coordinator III	No change recommended
5235	B19	Volunteer Services Coordinator IV	5235	B19	Volunteer Services Coordinator IV	No change recommended
5300	B18	Health and Human Services Program Coordinator I				Deletion
5302	B20	Health and Human Services Program Coordinator II				Deletion
5304	B22	Health and Human Services Program Coordinator III				Deletion
5400	B15	Social Worker I	5400	B15	Social Worker I	No change recommended
5402	B17	Social Worker II	5402	B17	Social Worker II	No change recommended
5404	B19	Social Worker III	5404	B19	Social Worker III	No change recommended
5406	B21	Social Worker IV	5406	B21	Social Worker IV	No change recommended
5503	A07	Human Services Technician I	5503	A07	Human Services Technician I	No change recommended
5504	A09	Human Services Technician II	5504	A09	Human Services Technician II	No change recommended
5505	A10	Human Services Technician III	5505	A10	Human Services Technician III	No change recommended
5506	A12	Human Services Technician IV	5506	A12	Human Services Technician IV	No change recommended
5526	B17	Quality Assurance Specialist I	5526	B17	Quality Assurance Specialist I	No change recommended
5527	B18	Quality Assurance Specialist II	5527	B18	Quality Assurance Specialist II	No change recommended
5528	B20	Quality Assurance Specialist III	5528	B20	Quality Assurance Specialist III	No change recommended
5529	B22	Quality Assurance Specialist IV	5529	B22	Quality Assurance Specialist IV	No change recommended
5540	B11	Child Support Officer I	5540	B11	Child Support Officer I	No change recommended
5541	B13	Child Support Officer II	5541	B13	Child Support Officer II	No change recommended
5542	B15	Child Support Officer III	5542	B15	Child Support Officer III	No change recommended
5543	B17	Child Support Officer IV	5543	B17	Child Support Officer IV	No change recommended
5544	B19	Child Support Officer V	5544	B19	Child Support Officer V	No change recommended
5550	A09	Child Support Technician I	5550	A09	Child Support Technician I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
5551	A11	Child Support Technician II	5551	A11	Child Support Technician II	No change recommended
5552	A13	Child Support Technician III	5552	A13	Child Support Technician III	No change recommended
5616	B16	Interpreter I	5616	B16	Interpreter I	No change recommended
5617	B18	Interpreter II	5617	B18	Interpreter II	No change recommended
5618	B20	Interpreter III	5618	B20	Interpreter III	No change recommended
5620	B12	Texas Works Advisor I	5620	B12	Texas Works Advisor I	No change recommended
5622	B13	Texas Works Advisor II	5622	B13	Texas Works Advisor II	No change recommended
5624	B14	Texas Works Advisor III	5624	B14	Texas Works Advisor III	No change recommended
5626	B15	Texas Works Advisor IV	5626	B15	Texas Works Advisor IV	No change recommended
5628	B16	Texas Works Advisor V	5628	B16	Texas Works Advisor V	No change recommended
5630	B19	Texas Works Supervisor I	5630	B19	Texas Works Supervisor I	No change recommended
5632	B21	Texas Works Supervisor II	5632	B21	Texas Works Supervisor II	No change recommended
5700	B11	Human Services Specialist I	5700	B11	Human Services Specialist I	No change recommended
5701	B12	Human Services Specialist II	5701	B12	Human Services Specialist II	No change recommended
5702	B13	Human Services Specialist III	5702	B13	Human Services Specialist III	No change recommended
5703	B14	Human Services Specialist IV	5703	B14	Human Services Specialist IV	No change recommended
5704	B15	Human Services Specialist V	5704	B15	Human Services Specialist V	No change recommended
5705	B16	Human Services Specialist VI	5705	B16	Human Services Specialist VI	No change recommended
5706	B17	Human Services Specialist VII	5706	B17	Human Services Specialist VII	No change recommended
5710	B15	Transition Coordinator I	5710	B15	Transition Coordinator I	No change recommended
5711	B17	Transition Coordinator II	5711	B17	Transition Coordinator II	No change recommended
5712	B19	Transition Coordinator III	5712	B19	Transition Coordinator III	No change recommended
5713	B21	Transition Coordinator IV	5713	B21	Transition Coordinator IV	No change recommended
5720	B19	Human Rights Officer I	5720	B19	Human Rights Officer I	No change recommended
5721	B21	Human Rights Officer II	5721	B21	Human Rights Officer II	No change recommended
5722	B23	Human Rights Officer III	5722	B23	Human Rights Officer III	No change recommended
5723	B25	Human Rights Officer IV	5723	B25	Human Rights Officer IV	No change recommended
5730	B19	Guardianship Specialist	5730	B19	Guardianship Specialist	No change recommended
5732	B21	Guardianship Supervisor	5732	B21	Guardianship Supervisor	No change recommended
<b>Public Safety</b>						
6052	B19	Forensic Scientist I	6052	B19	Forensic Scientist I	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6053	B20	Forensic Scientist II	6053	B20	Forensic Scientist II	No change recommended
6054	B21	Forensic Scientist III	6054	B21	Forensic Scientist III	No change recommended
6055	B22	Forensic Scientist IV	6055	B22	Forensic Scientist IV	No change recommended
6056	B23	Forensic Scientist V	6056	B23	Forensic Scientist V	No change recommended
6057	B24	Forensic Scientist VI	6057	B24	Forensic Scientist VI	No change recommended
6084	B19	Forensic Photographer I				Deletion
6086	B20	Forensic Photographer II				Deletion
6095	A13	Police Communications Operator I	6095	A13	Police Communications Operator I	No change recommended
6096	A14	Police Communications Operator II	6096	A14	Police Communications Operator II	No change recommended
6097	A15	Police Communications Operator III	6097	A15	Police Communications Operator III	No change recommended
6098	A16	Police Communications Operator IV	6098	A16	Police Communications Operator IV	No change recommended
6099	A18	Police Communications Operator V	6099	A18	Police Communications Operator V	No change recommended
6100	A19	Police Communications Operator VI	6100	A19	Police Communications Operator VI	No change recommended
6115	A12	Fingerprint Analyst I	6115	B12	Fingerprint Analyst I	Salary schedule change
6116	A14	Fingerprint Analyst II	6116	B14	Fingerprint Analyst II	Salary schedule change
6117	A16	Fingerprint Analyst III	6117	B16	Fingerprint Analyst III	Salary schedule change
6120	B15	Crime Laboratory Specialist I	6120	B15	Crime Laboratory Specialist I	No change recommended
6121	B16	Crime Laboratory Specialist II	6121	B16	Crime Laboratory Specialist II	No change recommended
6122	B17	Crime Laboratory Specialist III	6122	B17	Crime Laboratory Specialist III	No change recommended
6152	B19	Combined DNA Index System Analyst I	6152	B19	Combined DNA Index System Analyst I	No change recommended
6154	B21	Combined DNA Index System Analyst II	6154	B21	Combined DNA Index System Analyst II	No change recommended
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
6170	B19	Criminal Intelligence Analyst I	6170	B21	Criminal Intelligence Analyst I	Reallocation
6172	B21	Criminal Intelligence Analyst II	6172	B23	Criminal Intelligence Analyst II	Reallocation
6174	B23	Criminal Intelligence Analyst III	6174	B25	Criminal Intelligence Analyst III	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6221	A10	Public Safety Records Technician I	6221	A10	Public Safety Records Technician I	No change recommended
6222	A11	Public Safety Records Technician II	6222	A11	Public Safety Records Technician II	No change recommended
6223	A12	Public Safety Records Technician III	6223	A12	Public Safety Records Technician III	No change recommended
6224	A13	Public Safety Records Technician IV	6224	A13	Public Safety Records Technician IV	No change recommended
6229	A07	Security Officer I	6229	A07	Security Officer I	No change recommended
6230	A09	Security Officer II	6230	A09	Security Officer II	No change recommended
6232	A11	Security Officer III	6232	A11	Security Officer III	No change recommended
6234	A13	Security Officer IV	6234	A13	Security Officer IV	No change recommended
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
6251	B16	Probationary State Park Police Officer	6251	B16	Probationary State Park Police Officer	No change recommended
6252	B18	State Park Police Officer	6252	B18	State Park Police Officer	No change recommended
6253	B22	Sergeant, State Park Police Officer	6253	B22	Sergeant, State Park Police Officer	No change recommended
6254	B23	Lieutenant, State Park Police Officer	6254	B23	Lieutenant, State Park Police Officer	No change recommended
6255	B24	Captain, State Park Police Officer	6255	B24	Captain, State Park Police Officer	No change recommended
6256	B25	Major, State Park Police Officer	6256	B25	Major, State Park Police Officer	No change recommended
<b>Military</b>						
6500	B10	Military Specialist I	6500	B10	Military Specialist I	No change recommended
6501	B12	Military Specialist II	6501	B12	Military Specialist II	No change recommended
6502	B22	Military Specialist III	6502	B22	Military Specialist III	No change recommended
6503	B24	Military Specialist IV	6503	B24	Military Specialist IV	No change recommended
6504	B27	Military Specialist V	6504	B27	Military Specialist V	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
6505	B30	Military Specialist VI	6505	B30	Military Specialist VI	No change recommended
Library and Records						
7306	B18	Archeologist I	7306	B18	Archeologist I	No change recommended
7308	B20	Archeologist II	7308	B20	Archeologist II	No change recommended
7310	B22	Archeologist III	7310	B22	Archeologist III	No change recommended
7315	B15	Historian I	7315	B15	Historian I	No change recommended
7317	B17	Historian II	7317	B17	Historian II	No change recommended
7319	B19	Historian III	7319	B19	Historian III	No change recommended
7350	A09	Library Assistant I	7350	A09	Library Assistant I	No change recommended
7352	A11	Library Assistant II	7352	A11	Library Assistant II	No change recommended
7354	A13	Library Assistant III	7354	A13	Library Assistant III	No change recommended
7401	B14	Librarian I	7401	B14	Librarian I	No change recommended
7402	B16	Librarian II	7402	B16	Librarian II	No change recommended
7403	B18	Librarian III	7403	B18	Librarian III	No change recommended
7404	B20	Librarian IV	7404	B20	Librarian IV	No change recommended
7405	B14	Archivist I	7405	B14	Archivist I	No change recommended
7407	B16	Archivist II	7407	B16	Archivist II	No change recommended
7409	B18	Archivist III	7409	B18	Archivist III	No change recommended
7411	B20	Archivist IV	7411	B20	Archivist IV	No change recommended
7464	B15	Exhibit Technician	7464	B15	Exhibit Technician	No change recommended
7466	B16	Curator I	7466	B16	Curator I	No change recommended
7468	B18	Curator II	7468	B18	Curator II	No change recommended
			7470	B20	Curator III	New job classification
			7472	B22	Curator IV	New job classification
			7480	B15	Records Analyst I	New job classification
			7481	B17	Records Analyst II	New job classification
			7482	B19	Records Analyst III	New job classification
Custodial						
8003	A04	Custodian I	8003	A05	Custodian I	Reallocation
8005	A06	Custodian II	8005	A06	Custodian II	No change recommended
8007	A08	Custodian III	8007	A08	Custodian III	No change recommended
8021	A12	Custodial Manager I	8021	A12	Custodial Manager I	No change recommended
8023	A14	Custodial Manager II	8023	A14	Custodial Manager II	No change recommended
8025	A16	Custodial Manager III	8025	A16	Custodial Manager III	No change recommended
8031	A04	Groundskeeper I	8031	A05	Groundskeeper I	Reallocation

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
8032	A06	Groundskeeper II	8032	A06	Groundskeeper II	No change recommended
8033	A08	Groundskeeper III	8033	A08	Groundskeeper III	No change recommended
8034	A10	Groundskeeper IV	8034	A10	Groundskeeper IV	No change recommended
8035	A12	Groundkeeper V	8035	A12	Groundskeeper V	No change recommended
8103	A05	Food Service Worker I	8103	A05	Food Service Worker I	No change recommended
8104	A07	Food Service Worker II	8104	A07	Food Service Worker II	No change recommended
8108	A12	Food Service Manager I	8108	A12	Food Service Manager I	No change recommended
8109	A14	Food Service Manager II	8109	A14	Food Service Manager II	No change recommended
8110	A16	Food Service Manager III	8110	A16	Food Service Manager III	No change recommended
8111	A18	Food Service Manager IV	8111	A18	Food Service Manager IV	No change recommended
8116	A06	Cook I	8116	A06	Cook I	No change recommended
8117	A07	Cook II	8117	A07	Cook II	No change recommended
8118	A09	Cook III	8118	A09	Cook III	No change recommended
8119	A11	Cook IV	8119	A11	Cook IV	No change recommended
8252	A04	Laundry/Sewing Room Worker I	8252	A04	Laundry/Sewing Room Worker I	No change recommended
8253	A06	Laundry/Sewing Room Worker II	8253	A06	Laundry/Sewing Room Worker II	No change recommended
8254	A08	Laundry/Sewing Room Worker III	8254	A08	Laundry/Sewing Room Worker III	No change recommended
8260	A12	Laundry Manager I	8260	A12	Laundry Manager I	No change recommended
8261	A14	Laundry Manager II	8261	A14	Laundry Manager II	No change recommended
8262	A16	Laundry Manager III	8262	A16	Laundry Manager III	No change recommended
8263	A18	Laundry Manager IV	8263	A18	Laundry Manager IV	No change recommended
8302	A07	Barber/Cosmetologist	8302	A07	Barber/Cosmetologist	No change recommended
<b>Maintenance</b>						
9004	A07	Maintenance Assistant				Deletion
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
9034	A11	Air Conditioning and Boiler Operator I	9034	A11	Air Conditioning and Boiler Operator I	No change recommended
9035	A13	Air Conditioning and Boiler Operator II	9035	A13	Air Conditioning and Boiler Operator II	No change recommended
9036	A15	Air Conditioning and Boiler Operator III	9036	A15	Air Conditioning and Boiler Operator III	No change recommended
9037	A17	Air Conditioning and Boiler Operator IV	9037	A17	Air Conditioning and Boiler Operator IV	No change recommended

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9041	A08	Maintenance Specialist I	9041	A09	Maintenance Specialist I	Reallocation
9042	A10	Maintenance Specialist II	9042	A11	Maintenance Specialist II	Reallocation
9043	A11	Maintenance Specialist III	9043	A12	Maintenance Specialist III	Reallocation
9044	A13	Maintenance Specialist IV	9044	A14	Maintenance Specialist IV	Reallocation
9045	A15	Maintenance Specialist V	9045	A16	Maintenance Specialist V	Reallocation
9052	A14	Maintenance Supervisor I				Deletion
9053	A15	Maintenance Supervisor II	9053	A15	Maintenance Supervisor I	Title change
9054	A16	Maintenance Supervisor III	9054	A16	Maintenance Supervisor II	Title change
9055	A17	Maintenance Supervisor IV	9055	A17	Maintenance Supervisor III	Title change
9056	A19	Maintenance Supervisor V	9056	A19	Maintenance Supervisor IV	Title change
9060	A15	Electronics Technician I	9060	A15	Electronics Technician I	No change recommended
9062	A17	Electronics Technician II	9062	A17	Electronics Technician II	No change recommended
9064	A19	Electronics Technician III	9064	A19	Electronics Technician III	No change recommended
9305	A14	Transportation Maintenance Specialist I	9305	A14	Transportation Maintenance Specialist I	No change recommended
9306	A15	Transportation Maintenance Specialist II	9306	A15	Transportation Maintenance Specialist II	No change recommended
9307	A16	Transportation Maintenance Specialist III	9307	A16	Transportation Maintenance Specialist III	No change recommended
9308	A17	Transportation Maintenance Specialist IV	9308	A17	Transportation Maintenance Specialist IV	No change recommended
9309	A18	Transportation Maintenance Specialist V	9309	A18	Transportation Maintenance Specialist V	No change recommended
9322	A07	Vehicle Driver I	9322	A08	Vehicle Driver I	Reallocation
9323	A09	Vehicle Driver II	9323	A10	Vehicle Driver II	Reallocation
9324	A11	Vehicle Driver III	9324	A12	Vehicle Driver III	Reallocation
9416	A10	Motor Vehicle Technician I	9416	A10	Motor Vehicle Technician I	No change recommended
9417	A12	Motor Vehicle Technician II	9417	A12	Motor Vehicle Technician II	No change recommended
9418	A14	Motor Vehicle Technician III	9418	A14	Motor Vehicle Technician III	No change recommended
9419	A16	Motor Vehicle Technician IV	9419	A16	Motor Vehicle Technician IV	No change recommended
9420	A18	Motor Vehicle Technician V	9420	A18	Motor Vehicle Technician V	No change recommended
9512	A13	Machinist I	9512	A13	Machinist I	No change recommended
9514	A15	Machinist II	9514	A15	Machinist II	No change recommended
9624	B20	Aircraft Pilot I				Deletion

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

Current (Fiscal Years 2018-2019)			Recommended (Fiscal Years 2020-2021)			
Job Classification Number	Salary Group	Job Classification Title	Job Classification Number	Salary Group	Job Classification Title	Recommended Change
9626	B22	Aircraft Pilot II	9626	B24	Aircraft Pilot I	Reallocation and title change
9628	B24	Aircraft Pilot III	9628	B26	Aircraft Pilot II	Reallocation and title change
9636	B21	Aircraft Mechanic I	9636	B21	Aircraft Mechanic I	No change recommended
9638	B22	Aircraft Mechanic II	9638	B22	Aircraft Mechanic II	No change recommended
9640	B23	Aircraft Mechanic III	9640	B23	Aircraft Mechanic III	No change recommended
9700	A10	Radio Communications Technician I	9700	A10	Radio Communications Technician I	No change recommended
9704	A12	Radio Communications Technician II	9704	A12	Radio Communications Technician II	No change recommended
9706	A14	Radio Communications Technician III	9706	A14	Radio Communications Technician III	No change recommended
9733	A14	Equipment Maintenance Technician I	9733	A14	Equipment Maintenance Technician I	No change recommended
9734	A16	Equipment Maintenance Technician II	9734	A16	Equipment Maintenance Technician II	No change recommended
9802	A14	Electrician I	9802	A14	Electrician I	No change recommended
9804	A16	Electrician II	9804	A16	Electrician II	No change recommended
9806	A18	Electrician III	9806	A18	Electrician III	No change recommended
9808	A20	Electrician IV	9808	A20	Electrician IV	No change recommended
9812	A14	HVAC Mechanic I	9812	A14	HVAC Mechanic I	No change recommended
9814	A16	HVAC Mechanic II	9814	A16	HVAC Mechanic II	No change recommended
9816	A18	HVAC Mechanic III	9816	A18	HVAC Mechanic III	No change recommended
9820	A14	Plumber I	9820	A14	Plumber I	No change recommended
9822	A16	Plumber II	9822	A16	Plumber II	No change recommended
9824	A18	Plumber III	9824	A18	Plumber III	No change recommended
9830	B20	Ferryboat Specialist I	9830	B20	Ferryboat Specialist I	No change recommended
9832	B21	Ferryboat Specialist II	9832	B21	Ferryboat Specialist II	No change recommended
9834	B22	Ferryboat Specialist III	9834	B22	Ferryboat Specialist III	No change recommended
			9836	B23	Ferryboat Specialist IV	New job classification
			9838	A11	Ferryboat Deckhand I	New job classification
			9839	A13	Ferryboat Deckhand II	New job classification

<sup>a</sup> The State Auditor's Office is recommending the addition of a new salary group B36 with a pay range of \$180,044 to \$304,499 to Salary Schedule B.

<sup>b</sup> The State Auditor's Office is recommending the First Assistant Attorney General job classification title be moved from the Legal occupational category to the Program Management occupational category.

Sources: Current information from the General Appropriations Act (85th Legislature), Article IX, Section 2.01, pages IX-1 through IX-19, and recommended information based on the State Auditor's Office analysis.

## Market Analysis

Table 9 lists the 478 benchmark positions available for the State's Position Classification Plan by occupational category, the midpoint of the salary range for employees in those positions, the market average salary, and the market index for each benchmark. On average, the market indices for the benchmark positions reviewed indicate that the State's salary ranges are 8.0 percent below the market. The table is sorted by the order of the job classification series in the General Appropriations Act.

Table 9

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
Administrative Support					
0006	A07	Receptionist	\$26,679	\$31,749	0.84
0053	A05	Clerk I	\$24,309	\$29,675	0.82
0055	A07	Clerk II	\$26,679	\$32,353	0.82
0057	A09	Clerk III	\$29,320	\$32,652	0.90
0059	A11	Clerk IV	\$33,844	\$38,555	0.88
0130	A09	Customer Service Representative I	\$29,320	\$32,090	0.91
0132	A11	Customer Service Representative II	\$33,844	\$33,865	1.00
0134	A13	Customer Service Representative III	\$37,914	\$34,736	1.09
0136	A15	Customer Service Representative IV	\$42,511	\$41,527	1.02
0138	A17	Customer Service Representative V	\$47,688	\$52,090	0.92
0150	A09	Administrative Assistant I	\$29,320	\$33,908	0.86
0152	A11	Administrative Assistant II	\$33,844	\$37,762	0.90
0154	A13	Administrative Assistant III	\$37,914	\$39,912	0.95
0156	A15	Administrative Assistant IV	\$42,511	\$45,398	0.94
0158	A17	Administrative Assistant V	\$47,688	\$55,770	0.86
0160	B17	Executive Assistant I	\$47,688	\$52,058	0.92
0162	B19	Executive Assistant II	\$55,602	\$59,025	0.94
0164	B21	Executive Assistant III	\$63,616	\$70,744	0.90
0170	B12	License and Permit Specialist I	\$35,819	\$37,432	0.96
Market Index - Administrative Support					0.92
Information Technology					
0203	A06	Data Entry Operator I	\$25,464	\$31,770	0.80
0205	A08	Data Entry Operator II	\$27,967	\$31,866	0.88
0207	A10	Data Entry Operator III	\$30,741	\$36,339	0.85

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
0211	B20	Data Base Administrator II	\$59,473	\$62,487	0.95
0212	B22	Data Base Administrator III	\$68,047	\$77,374	0.88
0213	B24	Data Base Administrator IV	\$77,862	\$89,028	0.87
0214	B26	Data Base Administrator V	\$93,406	\$101,906	0.92
0215	B28	Data Base Administrator VI	\$113,022	\$122,405	0.92
0220	A10	Computer Operations Technician	\$30,741	\$41,891	0.73
0221	B20	Business Analyst I	\$59,473	\$59,672	1.00
0222	B22	Business Analyst II	\$68,047	\$67,742	1.00
0223	B24	Business Analyst III	\$77,862	\$84,613	0.92
0224	B26	Business Analyst IV	\$93,406	\$98,699	0.95
0228	B13	Systems Support Specialist I	\$37,914	\$42,457	0.89
0229	B15	Systems Support Specialist II	\$42,511	\$46,519	0.91
0230	B17	Systems Support Specialist III	\$47,688	\$52,145	0.91
0231	B19	Systems Support Specialist IV	\$55,602	\$57,175	0.97
0235	B23	Information Technology Security Analyst I	\$72,789	\$77,392	0.94
0236	B25	Information Technology Security Analyst II	\$83,298	\$94,302	0.88
0237	B27	Information Technology Security Analyst III	\$102,747	\$109,582	0.94
0238	B30	Information Security Officer	\$136,756	\$136,438	1.00
0239	B31	Chief Information Security Officer	\$150,431	\$172,047	0.87
0241	B19	Programmer II	\$55,602	\$64,623	0.86
0242	B21	Programmer III	\$63,616	\$65,413	0.97
0243	B23	Programmer IV	\$72,789	\$84,375	0.86
0244	B25	Programmer V	\$83,298	\$97,248	0.86
0245	B27	Programmer VI	\$102,747	\$107,727	0.95
0247	B21	Information Technology Auditor I	\$63,616	\$67,094	0.95
0249	B25	Information Technology Auditor III	\$83,298	\$94,402	0.88
0253	B18	Systems Analyst II	\$51,985	\$58,733	0.89
0254	B20	Systems Analyst III	\$59,473	\$67,367	0.88
0255	B22	Systems Analyst IV	\$68,047	\$76,510	0.89
0257	B26	Systems Analyst VI	\$93,406	\$97,124	0.96
0258	B28	Systems Analyst VII	\$113,022	\$126,702	0.89
0260	B12	Computer Operations Specialist I	\$35,819	\$41,449	0.86
0261	B14	Computer Operations Specialist II	\$40,139	\$44,286	0.91
0262	B16	Computer Operations Specialist III	\$45,024	\$47,475	0.95
0263	B18	Computer Operations Specialist IV	\$51,985	\$55,729	0.93
0265	B22	Computer Operations Specialist VI	\$68,047	\$71,456	0.95

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
0271	B20	Geographic Information Specialist II	\$59,473	\$56,791	1.05
0282	B18	Telecommunications Specialist II	\$51,985	\$53,967	0.96
0285	B24	Telecommunications Specialist V	\$77,862	\$84,576	0.92
0288	B18	Network Specialist II	\$51,985	\$55,195	0.94
0289	B20	Network Specialist III	\$59,473	\$66,411	0.90
0291	B24	Network Specialist V	\$77,862	\$84,788	0.92
0292	B26	Network Specialist VI	\$93,406	\$100,118	0.93
0295	B26	Business Continuity Coordinator II	\$93,406	\$97,209	0.96
0300	B18	Web Administrator I	\$51,985	\$57,103	0.91
0301	B20	Web Administrator II	\$59,473	\$63,104	0.94
0303	B24	Web Administrator IV	\$77,862	\$79,804	0.98
0311	B18	Systems Administrator II	\$51,985	\$58,872	0.88
0313	B22	Systems Administrator IV	\$68,047	\$71,645	0.95
0314	B24	Systems Administrator V	\$77,862	\$86,727	0.90
0315	B26	Systems Administrator VI	\$93,406	\$103,622	0.90
0317	B28	Data Architect I	\$113,022	\$110,750	1.02
0320	B25	Cybersecurity Analyst I	\$83,298	\$86,132	0.97
0322	B27	Cybersecurity Analyst II	\$102,747	\$104,491	0.98
0326	B30	Cybersecurity Officer	\$136,756	\$136,438	1.00
0328	B31	Chief Cybersecurity Officer	\$150,431	\$172,047	0.87
Market Index - Information Technology					0.92
Office Services					
0331	A09	Printing Services Technician I	\$29,320	\$29,168	1.01
0332	A11	Printing Services Technician II	\$33,844	\$38,144	0.89
0333	A13	Printing Services Technician III	\$37,914	\$41,624	0.91
0335	A17	Printing Services Technician V	\$47,688	\$52,704	0.90
0367	B16	Photographer I	\$45,024	\$48,174	0.93
Market Index - Office Services					0.93
Planning, Research, and Statistics					
0517	B19	Planner II	\$55,602	\$59,176	0.94
0518	B21	Planner III	\$63,616	\$74,577	0.85
0592	A13	Research and Statistics Technician II	\$37,914	\$39,381	0.96
0600	B15	Research Specialist I	\$42,511	\$45,676	0.93
0602	B17	Research Specialist II	\$47,688	\$54,644	0.87
0604	B19	Research Specialist III	\$55,602	\$62,128	0.89
0608	B23	Research Specialist V	\$72,789	\$89,546	0.81

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
0626	B19	Statistician II	\$55,602	\$52,765	1.05
0630	B22	Statistician IV	\$68,047	\$78,687	0.86
0646	B24	Economist IV	\$77,862	\$80,710	0.96
0651	B20	Data Analyst II	\$59,473	\$62,027	0.96
0653	B24	Data Analyst IV	\$77,862	\$77,062	1.01
0654	B26	Data Analyst V	\$93,406	\$95,889	0.97
Market Index - Planning, Research, and Statistics					0.93
Education					
0812	A09	Teacher Aide I	\$29,320	\$29,017	1.01
0822	B21	Education Specialist III	\$63,616	\$65,184	0.98
Market Index - Education					0.99
Accounting, Auditing, and Finance					
1000	A11	Accounting Technician I	\$33,844	\$37,472	0.90
1002	A13	Accounting Technician II	\$37,914	\$38,056	1.00
1012	B14	Accountant I	\$40,139	\$43,644	0.92
1014	B15	Accountant II	\$42,511	\$49,691	0.86
1016	B17	Accountant III	\$47,688	\$53,215	0.90
1020	B21	Accountant V	\$63,616	\$67,762	0.94
1022	B23	Accountant VI	\$72,789	\$71,859	1.01
1024	B25	Accountant VII	\$83,298	\$82,909	1.00
1044	B17	Auditor II	\$47,688	\$51,409	0.93
1046	B19	Auditor III	\$55,602	\$60,993	0.91
1050	B23	Auditor V	\$72,789	\$79,552	0.91
1052	B25	Auditor VI	\$83,298	\$91,825	0.91
1061	B16	Taxpayer Compliance Officer III	\$45,024	\$48,016	0.94
1080	B20	Financial Analyst I	\$59,473	\$63,509	0.94
1082	B22	Financial Analyst II	\$68,047	\$75,900	0.90
1085	B26	Financial Analyst IV	\$93,406	\$97,626	0.96
1104	B21	Financial Examiner III	\$63,616	\$63,266	1.01
1131	B24	Investment Analyst II	\$77,862	\$83,601	0.93
1155	B17	Budget Analyst I	\$47,688	\$53,415	0.89
1156	B19	Budget Analyst II	\$55,602	\$63,762	0.87
1157	B21	Budget Analyst III	\$63,616	\$70,381	0.90
1159	B25	Budget Analyst V	\$83,298	\$86,755	0.96
1242	B12	Reimbursement Officer I	\$35,819	\$36,629	0.98
1248	B18	Reimbursement Officer IV	\$51,985	\$50,206	1.04

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
Market Index - Accounting, Auditing, and Finance					0.94
Inspectors and Investigators					
1323	B15	Inspector IV	\$42,511	\$45,233	0.94
1324	B17	Inspector V	\$47,688	\$47,120	1.01
1353	B18	Investigator IV	\$51,985	\$52,912	0.98
1354	B20	Investigator V	\$59,473	\$63,814	0.93
Market Index - Inspectors and Investigators					0.97
Program Management					
1550	B17	Staff Services Officer I	\$47,688	\$48,757	0.98
1551	B18	Staff Services Officer II	\$51,985	\$55,354	0.94
1553	B20	Staff Services Officer IV	\$59,473	\$66,256	0.90
1554	B21	Staff Services Officer V	\$63,616	\$70,644	0.90
1558	B20	Project Manager I	\$59,473	\$59,776	0.99
1559	B22	Project Manager II	\$68,047	\$76,134	0.89
1560	B24	Project Manager III	\$77,862	\$87,923	0.89
1561	B26	Project Manager IV	\$93,406	\$102,085	0.91
1570	B17	Program Specialist I	\$47,688	\$48,826	0.98
1574	B21	Program Specialist V	\$63,616	\$67,626	0.94
1582	B19	Program Supervisor III	\$55,602	\$61,450	0.90
1588	B25	Program Supervisor VII	\$83,298	\$81,751	1.02
1600	B22	Manager I	\$68,047	\$74,948	0.91
1602	B24	Manager III	\$77,862	\$85,643	0.91
1603	B25	Manager IV	\$83,298	\$97,108	0.86
1604	B26	Manager V	\$93,406	\$102,853	0.91
1620	B26	Director I	\$93,406	\$96,669	0.97
1621	B27	Director II	\$102,747	\$106,930	0.96
1622	B28	Director III	\$113,022	\$120,295	0.94
1623	B29	Director IV	\$124,323	\$136,639	0.91
1624	B30	Director V	\$136,756	\$150,247	0.91
1630	B33	Deputy Director I	\$182,022	\$190,039	0.96
1631	B34	Deputy Director II	\$200,224	\$201,872	0.99
1660	B19	Project Management Specialist I	\$55,602	\$57,603	0.97
1665	B19	Project Controller I	\$55,602	\$57,603	0.97
Market Index - Program Management					0.94
Human Resources					
1727	B12	Human Resources Assistant	\$35,819	\$39,653	0.90

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
1729	B14	Human Resources Specialist I	\$40,139	\$45,894	0.87
1731	B16	Human Resources Specialist II	\$45,024	\$52,361	0.86
1733	B18	Human Resources Specialist III	\$51,985	\$55,405	0.94
1735	B20	Human Resources Specialist IV	\$59,473	\$65,388	0.91
1737	B22	Human Resources Specialist V	\$68,047	\$71,466	0.95
1739	B24	Human Resources Specialist VI	\$77,862	\$85,256	0.91
1782	B15	Training Specialist II	\$42,511	\$47,937	0.89
1783	B17	Training Specialist III	\$47,688	\$54,855	0.87
1784	B19	Training Specialist IV	\$55,602	\$61,376	0.91
1785	B21	Training Specialist V	\$63,616	\$68,527	0.93
1786	B23	Training Specialist VI	\$72,789	\$78,391	0.93
Market Index - Human Resources					0.91
Information and Communication					
1810	B16	Creative Media Designer I	\$45,024	\$45,913	0.98
1812	B18	Creative Media Designer II	\$51,985	\$55,387	0.94
1816	B22	Creative Media Designer IV	\$68,047	\$68,296	1.00
1822	B15	Marketing Specialist I	\$42,511	\$48,578	0.88
1824	B19	Marketing Specialist III	\$55,602	\$57,739	0.96
1826	B23	Marketing Specialist V	\$72,789	\$79,538	0.92
1830	B15	Information Specialist I	\$42,511	\$44,490	0.96
1831	B17	Information Specialist II	\$47,688	\$53,625	0.89
1832	B19	Information Specialist III	\$55,602	\$56,964	0.98
1833	B21	Information Specialist IV	\$63,616	\$70,614	0.90
1834	B23	Information Specialist V	\$72,789	\$82,902	0.88
1840	A10	Multimedia Technician I	\$30,741	\$35,971	0.85
1842	A14	Multimedia Technician III	\$40,139	\$43,073	0.93
1843	A16	Multimedia Technician IV	\$45,024	\$46,501	0.97
1860	B18	Management Analyst I	\$51,985	\$60,012	0.87
1866	B24	Management Analyst IV	\$77,862	\$84,376	0.92
1870	B18	Technical Writer I	\$51,985	\$56,934	0.91
1871	B20	Technical Writer II	\$59,473	\$69,293	0.86
1872	B22	Technical Writer III	\$68,047	\$74,663	0.91
1875	B17	Editor I	\$47,688	\$53,636	0.89
1876	B19	Editor II	\$55,602	\$58,759	0.95
1877	B21	Editor III	\$63,616	\$70,554	0.90
1890	B23	Government Relations Specialist I	\$72,789	\$66,559	1.09

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
1892	B25	Government Relations Specialist II	\$83,298	\$85,557	0.97
1894	B27	Government Relations Specialist III	\$102,747	\$100,234	1.03
Market Index - Information and Communication					0.93
Property Management and Procurement					
1911	A10	Inventory and Store Specialist I	\$30,741	\$32,728	0.94
1912	A12	Inventory and Store Specialist II	\$35,819	\$35,533	1.01
1913	A14	Inventory and Store Specialist III	\$40,139	\$44,361	0.90
1914	A16	Inventory and Store Specialist IV	\$45,024	\$49,271	0.91
1915	A18	Inventory and Store Specialist V	\$51,985	\$56,832	0.91
1920	B18	Grant Coordinator I	\$51,985	\$57,183	0.91
1922	B22	Grant Coordinator III	\$68,047	\$71,754	0.95
1930	B12	Purchaser I	\$35,819	\$39,530	0.91
1931	B14	Purchaser II	\$40,139	\$46,823	0.86
1932	B16	Purchaser III	\$45,024	\$52,135	0.86
1933	B18	Purchaser IV	\$51,985	\$60,045	0.87
1934	B20	Purchaser V	\$59,473	\$66,590	0.89
1935	B22	Purchaser VI	\$68,047	\$78,197	0.87
1960	B25	Contract Administration Manager I	\$83,298	\$90,926	0.92
1982	B19	Contract Specialist III	\$55,602	\$60,036	0.93
1984	B21	Contract Specialist IV	\$63,616	\$68,229	0.93
1986	B23	Contract Specialist V	\$72,789	\$74,948	0.97
1990	B17	Property Manager I	\$47,688	\$49,734	0.96
1992	B19	Property Manager II	\$55,602	\$63,852	0.87
1994	B21	Property Manager III	\$63,616	\$74,821	0.85
1997	B19	Fleet Manager II	\$55,602	\$54,341	1.02
1998	B21	Fleet Manager III	\$63,616	\$59,497	1.07
Market Index - Property Management and Procurement					0.92
Land Surveying, Appraising, and Utilities					
2054	B21	Land Surveyor II	\$63,616	\$65,999	0.96
2064	B19	Appraiser II	\$55,602	\$56,393	0.99
2084	B17	Right of Way Agent III	\$47,688	\$52,891	0.90
2093	B20	Utility Specialist I	\$59,473	\$64,213	0.93
Market Index - Land Surveying, Appraising, and Utilities					0.94
Engineering and Design					
2119	A09	Engineering Aide	\$29,320	\$36,347	0.81
2123	A13	Engineering Technician II	\$37,914	\$43,858	0.86

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
2125	A17	Engineering Technician IV	\$47,688	\$53,515	0.89
2128	B18	Engineering Specialist II	\$51,985	\$55,226	0.94
2152	B22	Engineer II	\$68,047	\$75,643	0.90
2153	B23	Engineer III	\$72,789	\$79,665	0.91
2155	B25	Engineer V	\$83,298	\$94,855	0.88
2156	B26	Engineer VI	\$93,406	\$102,160	0.91
2157	B27	Engineer VII	\$102,747	\$112,476	0.91
2181	A17	Drafting Technician I	\$47,688	\$51,931	0.92
2182	A19	Drafting Technician II	\$55,602	\$62,891	0.88
2255	B17	Project Design Assistant	\$47,688	\$54,754	0.87
2264	B23	Architect II	\$72,789	\$76,147	0.96
2266	B25	Architect III	\$83,298	\$87,516	0.95
Market Index - Engineering and Design					0.90
Natural Resources					
2360	B19	Geoscientist II	\$55,602	\$61,113	0.91
2464	B21	Hydrologist III	\$63,616	\$66,165	0.96
2473	B18	Chemist II	\$51,985	\$54,591	0.95
2475	B22	Chemist IV	\$68,047	\$73,975	0.92
2476	B24	Chemist V	\$77,862	\$87,384	0.89
2584	B19	Sanitarian II	\$55,602	\$52,799	1.05
2640	B14	Park Ranger I	\$40,139	\$44,204	0.91
2651	B16	Environmental Protection Specialist I	\$45,024	\$49,631	0.91
2652	B18	Environmental Protection Specialist II	\$51,985	\$57,720	0.90
2655	B24	Environmental Protection Specialist V	\$77,862	\$88,933	0.88
2682	B15	Natural Resources Specialist I	\$42,511	\$43,794	0.97
2683	B17	Natural Resources Specialist II	\$47,688	\$53,289	0.89
2684	B19	Natural Resources Specialist III	\$55,602	\$62,595	0.89
2689	A15	Fish and Wildlife Technician II	\$42,511	\$42,904	0.99
2690	A17	Fish and Wildlife Technician III	\$47,688	\$53,513	0.89
2700	B20	Park Superintendent I	\$59,473	\$62,483	0.95
Market Index - Natural Resources					0.93
Safety					
2730	B16	Safety Officer I	\$45,024	\$48,154	0.94
2732	B20	Safety Officer III	\$59,473	\$63,940	0.93
2733	B22	Safety Officer IV	\$68,047	\$76,423	0.89
2734	B24	Safety Officer V	\$77,862	\$87,376	0.89

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
2740	B15	Risk Management Specialist I	\$42,511	\$48,065	0.88
2742	B19	Risk Management Specialist III	\$55,602	\$61,203	0.91
2744	B23	Risk Management Specialist V	\$72,789	\$82,843	0.88
2761	B17	Rescue Specialist I	\$47,688	\$51,160	0.93
2762	B19	Rescue Specialist II	\$55,602	\$60,553	0.92
2763	B21	Rescue Specialist III	\$63,616	\$70,871	0.90
Market Index - Safety					0.91
Insurance					
2843	B16	Insurance Specialist III	\$45,024	\$52,073	0.86
2913	B16	Retirement System Benefits Specialist III	\$45,024	\$52,325	0.86
2920	A12	Claims Assistant	\$35,819	\$37,272	0.96
2922	B16	Claims Examiner II	\$45,024	\$49,708	0.91
2924	B20	Claims Examiner IV	\$59,473	\$66,653	0.89
Market Index - Insurance					0.90
Employment					
3020	B11	Workforce Development Specialist I	\$33,844	\$39,050	0.87
3023	B14	Workforce Development Specialist III	\$40,139	\$45,099	0.89
3026	B18	Workforce Development Specialist V	\$51,985	\$54,283	0.96
Market Index - Employment					0.90
Legal					
3501	B20	Attorney I	\$59,473	\$70,281	0.85
3502	B21	Attorney II	\$63,616	\$77,561	0.82
3503	B23	Attorney III	\$72,789	\$80,961	0.90
3505	B27	Attorney V	\$102,747	\$113,864	0.90
3506	B29	Attorney VI	\$124,323	\$122,119	1.02
3520	B23	General Counsel I	\$72,789	\$83,764	0.87
3522	B27	General Counsel III	\$102,747	\$117,278	0.88
3525	B32	General Counsel VI	\$165,475	\$185,301	0.89
3565	A11	Legal Secretary I	\$33,844	\$42,019	0.81
3566	A13	Legal Secretary II	\$37,914	\$43,785	0.87
3567	A15	Legal Secretary III	\$42,511	\$46,754	0.91
3569	A19	Legal Secretary V	\$55,602	\$65,376	0.85
3572	B15	Legal Assistant I	\$42,511	\$50,717	0.84
3574	B17	Legal Assistant II	\$47,688	\$55,849	0.85
3576	B19	Legal Assistant III	\$55,602	\$60,317	0.92
3580	B23	Legal Assistant V	\$72,789	\$75,486	0.96

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
3604	B13	Law Clerk	\$37,914	\$44,673	0.85
3663	B21	Ombudsman III	\$63,616	\$67,054	0.95
3666	B25	Ombudsman V	\$83,298	\$76,569	1.09
3667	B27	Ombudsman VI	\$102,747	\$92,566	1.11
3680	B15	Compliance Analyst I	\$42,511	\$51,435	0.83
3682	B19	Compliance Analyst III	\$55,602	\$63,557	0.87
3684	B23	Compliance Analyst V	\$72,789	\$83,127	0.88
Market Index - Legal					0.90
Medical and Health					
4002	A10	Dietetic Technician II	\$30,741	\$31,955	0.96
4016	B17	Dietetic and Nutrition Specialist I	\$47,688	\$52,983	0.90
4017	B19	Dietetic and Nutrition Specialist II	\$55,602	\$57,578	0.97
4018	B21	Dietetic and Nutrition Specialist III	\$63,616	\$64,005	0.99
4074	B16	Public Health and Prevention Specialist II	\$45,024	\$44,571	1.01
4082	B19	Epidemiologist I	\$55,602	\$61,359	0.91
4084	B23	Epidemiologist III	\$72,789	\$79,802	0.91
4127	B25	Veterinarian II	\$83,298	\$90,132	0.92
4142	A10	Laboratory Technician I	\$30,741	\$31,645	0.97
4144	A12	Laboratory Technician II	\$35,819	\$39,975	0.90
4148	A16	Laboratory Technician IV	\$45,024	\$53,764	0.84
4214	B18	Molecular Biologist II	\$51,985	\$56,573	0.92
4216	B20	Molecular Biologist III	\$59,473	\$63,073	0.94
4222	B17	Microbiologist II	\$47,688	\$54,283	0.88
4224	B21	Microbiologist IV	\$63,616	\$63,073	1.01
4227	B17	Health Specialist II	\$47,688	\$52,499	0.91
4293	B16	Radiological Technologist II	\$45,024	\$51,877	0.87
4294	B18	Radiological Technologist III	\$51,985	\$58,284	0.89
4346	A13	Orthopedic Equipment Technician III	\$37,914	\$42,761	0.89
4362	B19	Registered Therapist I	\$55,602	\$63,242	0.88
4365	B24	Registered Therapist IV	\$77,862	\$87,280	0.89
4384	A07	Medical Technician II	\$26,679	\$29,541	0.90
4385	A09	Medical Technician III	\$29,320	\$31,019	0.95
4386	A11	Medical Technician IV	\$33,844	\$36,317	0.93
4402	B15	Medical Technologist II	\$42,511	\$45,034	0.94
4403	B17	Medical Technologist III	\$47,688	\$55,118	0.87
4404	B19	Medical Technologist IV	\$55,602	\$60,445	0.92

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
4405	B21	Medical Technologist V	\$63,616	\$68,031	0.94
4410	B17	Nurse I	\$47,688	\$55,228	0.86
4412	B21	Nurse III	\$63,616	\$70,626	0.90
4413	B23	Nurse IV	\$72,789	\$76,873	0.95
4414	B25	Nurse V	\$83,298	\$87,291	0.95
4417	B21	Public Health Nurse II	\$63,616	\$70,463	0.90
4421	A13	Licensed Vocational Nurse II	\$37,914	\$44,794	0.85
4422	A15	Licensed Vocational Nurse III	\$42,511	\$49,874	0.85
4428	A18	Respiratory Care Practitioner	\$51,985	\$59,640	0.87
4436	B32	Physician I	\$165,475	\$174,150	0.95
4438	B34	Physician III	\$200,224	\$222,197	0.90
4440	B27	Physician Assistant	\$102,747	\$111,543	0.92
4451	B27	Advanced Practice Registered Nurse I	\$102,747	\$113,297	0.91
4452	B28	Advanced Practice Registered Nurse II	\$113,022	\$117,119	0.97
4453	B24	Medical Research Specialist	\$77,862	\$73,903	1.05
4457	B31	Dentist II	\$150,431	\$135,828	1.11
4459	B33	Dentist III	\$182,022	\$167,997	1.08
4462	B22	Psychologist I	\$68,047	\$76,150	0.89
4465	B26	Psychologist III	\$93,406	\$101,118	0.92
4469	B18	Psychological Associate II	\$51,985	\$57,332	0.91
4477	B33	Psychiatrist II	\$182,022	\$209,906	0.87
4478	B34	Psychiatrist III	\$200,224	\$222,064	0.90
4482	A11	Dental Assistant I	\$33,844	\$36,695	0.92
4483	A13	Dental Assistant II	\$37,914	\$41,467	0.91
4489	B21	Dental Hygienist I	\$63,616	\$62,239	1.02
4490	B23	Dental Hygienist II	\$72,789	\$75,612	0.96
4492	B27	Pharmacist I	\$102,747	\$119,959	0.86
4493	B29	Pharmacist II	\$124,323	\$131,094	0.95
4498	A09	Pharmacy Technician I	\$29,320	\$34,594	0.85
4499	A11	Pharmacy Technician II	\$33,844	\$38,131	0.89
Market Index - Medical and Health					0.92
Criminal Justice					
4503	A13	Correctional Officer III	\$37,914	\$44,617	0.85
4510	B17	Sergeant of Correctional Officers	\$47,688	\$55,478	0.86
4512	B19	Captain of Correctional Officers	\$55,602	\$68,342	0.81
4523	A14	Juvenile Correctional Officer IV	\$40,139	\$45,842	0.88

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
4533	B26	Youth Facility Superintendent	\$93,406	\$96,179	0.97
4541	B15	Parole Officer II	\$42,511	\$52,576	0.81
4544	B20	Parole Officer V	\$59,473	\$68,772	0.86
4551	B25	Warden I	\$83,298	\$96,179	0.87
4552	B26	Warden II	\$93,406	\$105,250	0.89
Market Index - Criminal Justice					0.87
Social Services					
5002	B14	Adult Protective Services Specialist I	\$40,139	\$45,177	0.89
5004	B16	Adult Protective Services Specialist III	\$45,024	\$52,787	0.85
5005	B18	Adult Protective Services Specialist IV	\$51,985	\$59,605	0.87
5023	B14	Child Protective Services Specialist I	\$40,139	\$45,177	0.89
5025	B16	Child Protective Services Specialist III	\$45,024	\$52,787	0.85
5027	B18	Child Protective Services Specialist V	\$51,985	\$59,605	0.87
5040	B14	Adult and Child Care Licensing Specialist I	\$40,139	\$39,930	1.01
5042	B16	Adult and Child Care Licensing Specialist III	\$45,024	\$50,174	0.90
5050	A06	Rehabilitation Therapy Technician I	\$25,464	\$28,052	0.91
5062	B16	Vocational Rehabilitation Counselor I	\$45,024	\$50,119	0.90
5079	A13	Chaplaincy Services Assistant	\$37,914	\$36,645	1.03
5081	B17	Chaplain I	\$47,688	\$52,544	0.91
5082	B19	Chaplain II	\$55,602	\$58,917	0.94
5107	B16	Veterans Services Representative IV	\$45,024	\$49,492	0.91
5111	B14	Substance Abuse Counselor I	\$40,139	\$46,123	0.87
5112	B15	Substance Abuse Counselor II	\$42,511	\$50,373	0.84
5113	B16	Substance Abuse Counselor III	\$45,024	\$53,139	0.85
5121	A07	Direct Support Professional I	\$26,679	\$31,081	0.86
5123	A11	Direct Support Professional III	\$33,844	\$37,461	0.90
5142	B13	Recreation Program Specialist II	\$37,914	\$43,524	0.87
5144	B15	Recreation Program Specialist III	\$42,511	\$48,546	0.88
5151	A07	Psychiatric Nursing Assistant I	\$26,679	\$31,092	0.86
5152	A09	Psychiatric Nursing Assistant II	\$29,320	\$34,073	0.86
5153	A11	Psychiatric Nursing Assistant III	\$33,844	\$37,944	0.89
5201	A07	Resident Specialist I	\$26,679	\$29,918	0.89
5207	A13	Resident Specialist IV	\$37,914	\$40,850	0.93
5226	B11	Case Manager I	\$33,844	\$34,060	0.99
5228	B15	Case Manager III	\$42,511	\$45,177	0.94
5229	B17	Case Manager IV	\$47,688	\$52,344	0.91

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
5233	B15	Volunteer Services Coordinator II	\$42,511	\$47,664	0.89
5400	B15	Social Worker I	\$42,511	\$43,437	0.98
5402	B17	Social Worker II	\$47,688	\$51,756	0.92
5404	B19	Social Worker III	\$55,602	\$60,594	0.92
5406	B21	Social Worker IV	\$63,616	\$68,443	0.93
5504	A09	Human Services Technician II	\$29,320	\$32,191	0.91
5506	A12	Human Services Technician IV	\$35,819	\$39,093	0.92
5526	B17	Quality Assurance Specialist I	\$47,688	\$47,223	1.01
5528	B20	Quality Assurance Specialist III	\$59,473	\$66,492	0.89
5529	B22	Quality Assurance Specialist IV	\$68,047	\$76,269	0.89
5542	B15	Child Support Officer III	\$42,511	\$43,645	0.97
5616	B16	Interpreter I	\$45,024	\$49,017	0.92
5622	B13	Texas Works Advisor II	\$37,914	\$41,769	0.91
5720	B19	Human Rights Officer I	\$55,602	\$56,770	0.98
5721	B21	Human Rights Officer II	\$63,616	\$64,481	0.99
5723	B25	Human Rights Officer IV	\$83,298	\$86,325	0.96
Market Index - Social Services					0.91
Public Safety					
6054	B21	Forensic Scientist III	\$63,616	\$58,639	1.08
6095	A13	Police Communications Operator I	\$37,914	\$41,799	0.91
6096	A14	Police Communications Operator II	\$40,139	\$43,580	0.92
6117	A16	Fingerprint Analyst III	\$45,024	\$47,241	0.95
6120	B15	Crime Laboratory Specialist I	\$42,511	\$44,308	0.96
6229	A07	Security Officer I	\$26,679	\$30,547	0.87
6230	A09	Security Officer II	\$29,320	\$32,258	0.91
6232	A11	Security Officer III	\$33,844	\$33,836	1.00
6234	A13	Security Officer IV	\$37,914	\$42,734	0.89
6241	B19	Emergency Management Program Coordinator II	\$55,602	\$54,617	1.02
Market Index - Public Safety					0.95
Military					
There are no benchmarks for the Military occupational category.					
Library and Records					
7306	B18	Archeologist I	\$51,985	\$53,253	0.98
7317	B17	Historian II	\$47,688	\$51,641	0.92
7319	B19	Historian III	\$55,602	\$62,478	0.89
7350	A09	Library Assistant I	\$29,320	\$31,759	0.92

Benchmark Job Analysis					
Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
7352	A11	Library Assistant II	\$33,844	\$35,158	0.96
7354	A13	Library Assistant III	\$37,914	\$39,558	0.96
7401	B14	Librarian I	\$40,139	\$46,959	0.85
7402	B16	Librarian II	\$45,024	\$49,455	0.91
7403	B18	Librarian III	\$51,985	\$59,054	0.88
7404	B20	Librarian IV	\$59,473	\$66,621	0.89
7407	B16	Archivist II	\$45,024	\$51,846	0.87
7409	B18	Archivist III	\$51,985	\$60,606	0.86
7411	B20	Archivist IV	\$59,473	\$67,878	0.88
7464	B15	Exhibit Technician	\$42,511	\$46,429	0.92
7468	B18	Curator II	\$51,985	\$58,523	0.89
Market Index - Library and Records					0.91
Custodial					
8003	A04	Custodian I	\$23,209	\$27,004	0.86
8005	A06	Custodian II	\$25,464	\$27,926	0.91
8007	A08	Custodian III	\$27,967	\$31,757	0.88
8021	A12	Custodial Manager I	\$35,819	\$38,192	0.94
8025	A16	Custodial Manager III	\$45,024	\$48,959	0.92
8031	A04	Groundskeeper I	\$23,209	\$27,263	0.85
8032	A06	Groundskeeper II	\$25,464	\$28,610	0.89
8033	A08	Groundskeeper III	\$27,967	\$31,173	0.90
8034	A10	Groundskeeper IV	\$30,741	\$31,914	0.96
8035	A12	Groundskeeper V	\$35,819	\$42,636	0.84
8103	A05	Food Service Worker I	\$24,309	\$24,434	0.99
8104	A07	Food Service Worker II	\$26,679	\$30,262	0.88
8108	A12	Food Service Manager I	\$35,819	\$37,137	0.96
8109	A14	Food Service Manager II	\$40,139	\$42,351	0.95
8111	A18	Food Service Manager IV	\$51,985	\$60,925	0.85
8116	A06	Cook I	\$25,464	\$26,699	0.95
8117	A07	Cook II	\$26,679	\$28,738	0.93
8118	A09	Cook III	\$29,320	\$31,259	0.94
8119	A11	Cook IV	\$33,844	\$34,670	0.98
8252	A04	Laundry/Sewing Room Worker I	\$23,209	\$24,948	0.93
Market Index - Custodial					0.92
Maintenance					
9004	A07	Maintenance Assistant	\$26,679	\$29,407	0.91

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
9022	A15	Equipment Operator I	\$42,511	\$35,779	1.19
9024	A16	Equipment Operator II	\$45,024	\$43,361	1.04
9036	A15	Air Conditioning and Boiler Operator III	\$42,511	\$45,738	0.93
9041	A08	Maintenance Specialist I	\$27,967	\$32,911	0.85
9042	A10	Maintenance Specialist II	\$30,741	\$37,802	0.81
9043	A11	Maintenance Specialist III	\$33,844	\$40,290	0.84
9044	A13	Maintenance Specialist IV	\$37,914	\$44,289	0.86
9045	A15	Maintenance Specialist V	\$42,511	\$53,900	0.79
9054	A16	Maintenance Supervisor III	\$45,024	\$51,370	0.88
9055	A17	Maintenance Supervisor IV	\$47,688	\$55,111	0.87
9056	A19	Maintenance Supervisor V	\$55,602	\$64,522	0.86
9060	A15	Electronics Technician I	\$42,511	\$46,995	0.90
9062	A17	Electronics Technician II	\$47,688	\$51,753	0.92
9064	A19	Electronics Technician III	\$55,602	\$64,155	0.87
9305	A14	Transportation Maintenance Specialist I	\$40,139	\$43,133	0.93
9307	A16	Transportation Maintenance Specialist III	\$45,024	\$47,429	0.95
9309	A18	Transportation Maintenance Specialist V	\$51,985	\$58,219	0.89
9322	A07	Vehicle Driver I	\$26,679	\$31,088	0.86
9323	A09	Vehicle Driver II	\$29,320	\$34,969	0.84
9324	A11	Vehicle Driver III	\$33,844	\$42,693	0.79
9417	A12	Motor Vehicle Technician II	\$35,819	\$39,471	0.91
9418	A14	Motor Vehicle Technician III	\$40,139	\$43,335	0.93
9420	A18	Motor Vehicle Technician V	\$51,985	\$56,912	0.91
9512	A13	Machinist I	\$37,914	\$40,464	0.94
9514	A15	Machinist II	\$42,511	\$49,317	0.86
9626	B22	Aircraft Pilot II	\$68,047	\$70,072	0.97
9636	B21	Aircraft Mechanic I	\$63,616	\$63,716	1.00
9733	A14	Equipment Maintenance Technician I	\$40,139	\$42,550	0.94
9734	A16	Equipment Maintenance Technician II	\$45,024	\$45,102	1.00
9804	A16	Electrician II	\$45,024	\$49,532	0.91
9808	A20	Electrician IV	\$59,473	\$60,978	0.98
9812	A14	HVAC Mechanic I	\$40,139	\$40,291	1.00
9814	A16	HVAC Mechanic II	\$45,024	\$47,388	0.95
9816	A18	HVAC Mechanic III	\$51,985	\$56,699	0.92
9822	A16	Plumber II	\$45,024	\$48,044	0.94
9824	A18	Plumber III	\$51,985	\$58,244	0.89

Benchmark Job Analysis

Job Classification Number	Salary Group	Job Classification Title	Salary Range Midpoint	Market Average Salary	Market Index <sup>a</sup>
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Market Index - Maintenance 0.91

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

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

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

Twelve state agencies had turnover rates exceeding 17.0 percent in fiscal year 2017.<sup>4</sup>

For 10 of those 12 agencies, the State Auditor’s Office selected examples of job classification series with at least 20 employees and a turnover rate exceeding 17.0 percent and conducted an agency-level market analysis. Tables 10 through 19 in this appendix present the results of the agency-level market analyses. Each table is sorted by the order of the job classification series in the General Appropriations Act. (Market analysis information for other job classification series on a statewide level is presented in Appendix 4.)

The remaining two agencies were not included in the tables below. Specifically:

- The Texas State Board of Dental Examiners had a turnover rate that exceeded 17.0 percent in fiscal year 2017, but it did not have any job classification series with at least 20 employees and a turnover rate that exceeded 17.0 percent.
- The Department of Aging and Disability Services was abolished on September 1, 2017.

Table 10

Office of Injured Employee Counsel (Office)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Office Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 Statewide Average Annual Salary (Excludes the Office)	Market Average Salary	Difference Between Office Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Office Average Annual Salary and Statewide Average Annual Salary	Difference Between Office Average Annual Salary and Market Average Salary
Customer Service Representative								
0130 - Customer Service Representative I	No Incumbents	No Incumbents	\$29,320	\$26,667	\$32,090	Not Applicable	Not Applicable	Not Applicable

<sup>4</sup> Turnover rates for state agencies (including the courts) that have fewer than 50 employees may appear inflated. In addition, self-directed, semi-independent agencies and legislative agencies are exempt from the State’s Position Classification Plan. Therefore, the State Auditor’s Office excluded those agencies from its turnover analysis in Chapter 3.

Office of Injured Employee Counsel (Office)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Office Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Office)	Market Average Salary	Difference Between Office Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Office Average Annual Salary and Statewide Average Annual Salary	Difference Between Office Average Annual Salary and Market Average Salary
0132 - Customer Service Representative II	No Incumbents	No Incumbents	\$33,844	\$28,548	\$33,865	Not Applicable	Not Applicable	Not Applicable
0134 - Customer Service Representative III	36	\$33,278	\$37,914	\$32,533	\$34,736	-\$4,636	\$745	-\$1,459
0136 - Customer Service Representative IV	4	\$37,627	\$42,511	\$36,604	\$41,527	-\$4,884	\$1,022	-\$3,900
0138 - Customer Service Representative V	No Incumbents	No Incumbents	\$47,688	\$42,505	\$52,090	Not Applicable	Not Applicable	Not Applicable
Ombudsman <sup>a</sup>								
3659 - Associate Ombudsman	21	\$39,936	\$42,511	No Incumbents	No Market Data Available	-\$2,575	Not Applicable	Not Applicable
3660 - Ombudsman I	34	\$41,866	\$47,688	\$38,564	No Market Data Available	-\$5,822	\$3,301	Not Applicable
3661 - Ombudsman II	29	\$47,262	\$55,602	\$44,484	No Market Data Available	-\$8,340	\$2,777	Not Applicable
3662 - Ombudsman III	3	\$55,049	\$63,616	\$51,433	\$67,054	-\$8,567	\$3,616	-\$12,005
3665 - Ombudsman IV	No Incumbents	No Incumbents	\$72,789	\$61,486	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
3666 - Ombudsman V	No Incumbents	No Incumbents	\$83,298	\$67,194	\$76,569	Not Applicable	Not Applicable	Not Applicable
3667 - Ombudsman VI	No Incumbents	No Incumbents	\$102,747	\$76,356	\$92,566	Not Applicable	Not Applicable	Not Applicable
3668 - Ombudsman VII	No Incumbents	No Incumbents	\$124,323	\$97,000	No Market Data Available	Not Applicable	Not Applicable	Not Applicable

<sup>a</sup> The 85th Legislature added Ombudsman V, VI, and VII to the State's Position Classification Plan for the 2018-2019 biennium.

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

Table 11

Juvenile Justice Department (Department)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Department Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Department)	Market Average Salary	Difference Between Department Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Department Average Annual Salary and Statewide Average Annual Salary	Difference Between Department Average Annual Salary and Market Average Salary
Clerk								
0053 - Clerk I <sup>a</sup>	No Incumbents	No Incumbents	\$24,309	\$21,804	\$29,675	Not Applicable	Not Applicable	Not Applicable
0055 - Clerk II	4	\$25,167	\$26,679	\$23,581	\$32,353	-\$1,512	\$1,585	-\$7,186
0057 - Clerk III	40	\$26,464	\$29,320	\$26,254	\$32,652	-\$2,856	\$210	-\$6,188
0059 - Clerk IV	26	\$28,620	\$33,844	\$29,845	\$38,555	-\$5,224	-\$1,225	-\$9,935
Health Specialist								
4226 - Health Specialist I	4	\$34,918	\$45,024	\$39,087	No Market Data Available	-\$10,106	-\$4,169	Not Applicable
4227 - Health Specialist II	8	\$43,250	\$47,688	\$41,742	\$52,499	-\$4,439	\$1,508	-\$9,250
4228 - Health Specialist III	15	\$49,709	\$51,985	\$42,725	No Market Data Available	-\$2,276	\$6,984	Not Applicable
4229 - Health Specialist IV	No Incumbents	No Incumbents	\$55,602	\$46,951	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
4230 - Health Specialist V	10	\$62,733	\$59,473	\$53,826	No Market Data Available	\$3,260	\$8,907	Not Applicable
Juvenile Correctional Officer <sup>b c</sup>								
4520 - Juvenile Correctional Officer I	36	\$31,512	\$29,320	Not Applicable	No Market Data Available	\$2,192	Not Applicable	Not Applicable
4521 - Juvenile Correctional Officer II	77	\$33,358	\$33,844	Not Applicable	No Market Data Available	-\$486	Not Applicable	Not Applicable
4522 - Juvenile Correctional Officer III	239	\$37,016	\$37,914	Not Applicable	No Market Data Available	-\$898	Not Applicable	Not Applicable
4523 - Juvenile Correctional Officer IV	609	\$40,859	\$40,139	Not Applicable	\$45,842	\$720	Not Applicable	-\$4,983
4524 - Juvenile Correctional Officer V	155	\$42,903	\$45,024	Not Applicable	No Market Data Available	-\$2,121	Not Applicable	Not Applicable
4525 - Juvenile Correctional Officer Supervisor	82	\$47,939	\$51,985	Not Applicable	No Market Data Available	-\$4,046	Not Applicable	Not Applicable

Juvenile Justice Department (Department)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Department Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Department)	Market Average Salary	Difference Between Department Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Department Average Annual Salary and Statewide Average Annual Salary	Difference Between Department Average Annual Salary and Market Average Salary
Case Manager								
5226 - Case Manager I	5	\$36,723	\$33,844	\$30,480	\$34,060	\$2,879	\$6,243	\$2,663
5227 - Case Manager II	39	\$35,771	\$37,914	\$33,273	No Market Data Available	-\$2,143	\$2,498	Not Applicable
5228 - Case Manager III	76	\$40,554	\$42,511	\$37,017	\$45,177	-\$1,957	\$3,536	-\$4,624
5229 - Case Manager IV	21	\$43,908	\$47,688	\$44,618	\$52,344	-\$3,780	-\$711	-\$8,437
5230 - Case Manager V	No Incumbents	No Incumbents	\$51,985	No Incumbents	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
Cook								
8116 - Cook I	No Incumbents	No Incumbents	\$25,464	\$22,177	\$26,699	Not Applicable	Not Applicable	Not Applicable
8117 - Cook II	No Incumbents	No Incumbents	\$26,679	\$23,213	\$28,738	Not Applicable	Not Applicable	Not Applicable
8118 - Cook III	59	\$25,045	\$29,320	\$25,883	\$31,259	-\$4,275	-\$839	-\$6,214
8119 - Cook IV	No Incumbents	No Incumbents	\$33,844	\$29,294	\$34,670	Not Applicable	Not Applicable	Not Applicable

<sup>a</sup> Clerk I in salary group A05 has been recommended for deletion.

<sup>b</sup> The Juvenile Correctional Officer job classification series in salary groups A09, A11, A13, A14, A16, and B18 has been recommended for reallocation up to salary groups A10, A12, A14, A15, A17, and B19.

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

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

Table 12

Department of Criminal Justice (Department)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Department Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Department)	Market Average Salary	Difference Between Department Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Department Average Annual Salary and Statewide Average Annual Salary	Difference Between Department Average Annual Salary and Market Average Salary
Clerk								
0053 - Clerk I <sup>a</sup>	No Incumbents	No Incumbents	\$24,309	\$21,804	\$29,675	Not Applicable	Not Applicable	Not Applicable
0055 - Clerk II	1,397	\$23,431	\$26,679	\$24,366	\$32,353	-\$3,248	-\$934	-\$8,922
0057 - Clerk III	149	\$25,476	\$29,320	\$26,353	\$32,652	-\$3,844	-\$876	-\$7,175
0059 - Clerk IV	139	\$27,983	\$33,844	\$30,204	\$38,555	-\$5,861	-\$2,222	-\$10,572
Correctional Officer <sup>b c</sup>								
4501 - Correctional Officer I	84	\$32,337	\$29,320	Not Applicable	No Market Data Available	\$3,017	Not Applicable	Not Applicable
4502 - Correctional Officer II	161	\$34,241	\$33,844	Not Applicable	No Market Data Available	\$397	Not Applicable	Not Applicable
4503 - Correctional Officer III	8,776	\$37,224	\$37,914	Not Applicable	\$44,617	-\$690	Not Applicable	-\$7,393
4504 - Correctional Officer IV	6,283	\$40,694	\$40,139	Not Applicable	No Market Data Available	\$555	Not Applicable	Not Applicable
4505 - Correctional Officer V	8,311	\$42,913	\$45,024	Not Applicable	No Market Data Available	-\$2,111	Not Applicable	Not Applicable
Substance Abuse Counselor <sup>d</sup>								
5111 - Substance Abuse Counselor I	34	\$33,931	\$40,139	No Incumbents	\$46,123	-\$6,208	Not Applicable	-\$12,192
5112 - Substance Abuse Counselor II	37	\$34,827	\$42,511	\$35,446	\$50,373	-\$7,684	-\$619	-\$15,546
5113 - Substance Abuse Counselor III	16	\$38,248	\$45,024	\$40,032	\$53,139	-\$6,776	-\$1,785	-\$14,892
Food Service Manager								
8108 - Food Service Manager I	No Incumbents	No Incumbents	\$35,819	\$30,107	\$37,137	Not Applicable	Not Applicable	Not Applicable
8109 - Food Service Manager II	461	\$39,947	\$40,139	\$32,939	\$42,351	-\$192	\$7,007	-\$2,405
8110 - Food Service Manager III	263	\$43,006	\$45,024	\$38,695	No Market Data Available	-\$2,018	\$4,311	Not Applicable

Department of Criminal Justice (Department)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Department Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Department)	Market Average Salary	Difference Between Department Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Department Average Annual Salary and Statewide Average Annual Salary	Difference Between Department Average Annual Salary and Market Average Salary
8111 - Food Service Manager IV	88	\$49,369	\$51,985	\$45,909	\$60,925	-\$2,616	\$3,461	-\$11,556
Maintenance Supervisor								
9052 - Maintenance Supervisor I <sup>e</sup>	No Incumbents	No Incumbents	\$40,139	\$35,596	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
9053 - Maintenance Supervisor II	15	\$37,075	\$42,511	\$38,515	No Market Data Available	-\$5,436	-\$1,440	Not Applicable
9054 - Maintenance Supervisor III	15	\$38,080	\$45,024	\$40,681	\$51,370	-\$6,944	-\$2,602	-\$13,291
9055 - Maintenance Supervisor IV	525	\$40,865	\$47,688	\$42,852	\$55,111	-\$6,823	-\$1,987	-\$14,246
9056 - Maintenance Supervisor V	90	\$46,095	\$55,602	\$51,530	\$64,522	-\$9,507	-\$5,434	-\$18,427

<sup>a</sup> Clerk I in salary group A05 has been recommended for deletion.

<sup>b</sup> The Correctional Officer job classification series in salary groups A09, A11, A13, A14, and A16 has been recommended for reallocation up to salary groups A10, A12, A14, A15, and A17.

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

<sup>d</sup> The Substance Abuse Counselor job classification series in salary groups B14, B15, and B16 has been recommended for reallocation up to salary groups B15, B16, and B17.

<sup>e</sup> Maintenance Supervisor I in salary group A14 has been recommended for deletion.

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

Table 13

State Preservation Board (Board)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Board Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Board)	Market Average Salary	Difference Between Board Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Board Average Annual Salary and Statewide Average Annual Salary	Difference Between Board Average Annual Salary and Market Average Salary
Clerk								
0053 - Clerk I <sup>a</sup>	10	\$23,494	\$24,309	\$21,658	\$29,675	-\$815	\$1,837	-\$6,181
0055 - Clerk II	6	\$25,959	\$26,679	\$23,576	\$32,353	-\$720	\$2,383	-\$6,394
0057 - Clerk III	1	\$33,111	\$29,320	\$26,255	\$32,652	\$3,791	\$6,856	\$460
0059 - Clerk IV	No Incumbents	No Incumbents	\$33,844	\$29,804	\$38,555	Not Applicable	Not Applicable	Not Applicable
<sup>a</sup> Clerk I in salary group A05 has been recommended for deletion.								

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

Table 14

Veterans Commission (Commission)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 Commission Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Commission)	Market Average Salary	Difference Between Commission Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Commission Average Annual Salary and Statewide Average Annual Salary	Difference Between Commission Average Annual Salary and Market Average Salary
Program Specialist								
1570 - Program Specialist I	No Incumbents	No Incumbents	\$47,688	\$43,285	\$48,826	Not Applicable	Not Applicable	Not Applicable
1571 - Program Specialist II	15	\$47,520	\$51,985	\$47,786	No Market Data Available	-\$4,465	-\$266	Not Applicable
1572 - Program Specialist III	11	\$52,391	\$55,602	\$51,515	No Market Data Available	-\$3,211	\$875	Not Applicable
1573 - Program Specialist IV	10	\$61,338	\$59,473	\$56,099	No Market Data Available	\$1,865	\$5,239	Not Applicable
1574 - Program Specialist V	4	\$67,742	\$63,616	\$61,286	\$67,626	\$4,126	\$6,455	\$116
1575 - Program Specialist VI	No Incumbents	No Incumbents	\$72,789	\$69,395	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
1576 - Program Specialist VII	No Incumbents	No Incumbents	\$83,298	\$81,960	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
Veterans Services Representative								
5104 - Veterans Services Representative I	111	\$36,430	\$37,914	\$42,156	No Market Data Available	-\$1,484	-\$5,726	Not Applicable
5105 - Veterans Services Representative II	50	\$39,990	\$40,139	No Incumbents	No Market Data Available	-\$149	Not Applicable	Not Applicable
5106 - Veterans Services Representative III	58	\$43,728	\$42,511	\$51,973	No Market Data Available	\$1,217	-\$8,245	Not Applicable
5107 - Veterans Services Representative IV	21	\$48,920	\$45,024	\$41,224	\$49,492	\$3,896	\$7,696	-\$572

Veterans Commission (Commission)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Commission Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Commission)	Market Average Salary	Difference Between Commission Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Commission Average Annual Salary and Statewide Average Annual Salary	Difference Between Commission Average Annual Salary and Market Average Salary
5108 - Veterans Services Representative V	7	\$52,220	\$51,985	\$45,415	No Market Data Available	\$235	\$6,805	Not Applicable
5109 - Veterans Services Representative VI	10	\$55,527	\$59,473	\$54,242	No Market Data Available	-\$3,946	\$1,285	Not Applicable

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

Table 15

Texas Military Department (Department)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter Department Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the Department)	Market Average Salary	Difference Between Department Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between Department Average Annual Salary and Statewide Average Annual Salary	Difference Between Department Average Annual Salary and Market Average Salary
Resident Specialist								
5201 - Resident Specialist I	No Incumbents	No Incumbents	\$26,679	\$24,337	\$29,918	Not Applicable	Not Applicable	Not Applicable
5203 - Resident Specialist II	No Incumbents	No Incumbents	\$29,320	\$29,452	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
5205 - Resident Specialist III	No Incumbents	No Incumbents	\$33,844	\$31,195	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
5207 - Resident Specialist IV	29	\$33,309	\$37,914	\$35,131	\$40,850	-\$4,605	-\$1,822	-\$7,542
5209 - Resident Specialist V	7	\$38,246	\$42,511	\$39,339	No Market Data Available	-\$4,265	-\$1,093	Not Applicable

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

Table 16

School for the Deaf (School)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter School Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes the School)	Market Average Salary	Difference Between School Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between School Average Annual Salary and Statewide Average Annual Salary	Difference Between School Average Annual Salary and Market Average Salary
Teacher Aide								
0812 - Teacher Aide I	39	\$27,050	\$29,320	\$28,618	\$29,017	-\$2,270	-\$1,568	-\$1,967
0813 - Teacher Aide II	6	\$38,490	\$33,844	\$33,089	No Market Data Available	\$4,646	\$5,401	Not Applicable
0814 - Teacher Aide III	5	\$32,534	\$37,914	\$32,057	No Market Data Available	-\$5,380	\$476	Not Applicable
Resident Specialist								
5201 - Resident Specialist I	12	\$24,337	\$26,679	No Incumbents	\$29,918	-\$2,342	Not Applicable	-\$5,581
5203 - Resident Specialist II	14	\$27,424	\$29,320	\$29,847	No Market Data Available	-\$1,896	-\$2,423	Not Applicable
5205 - Resident Specialist III	26	\$30,025	\$33,844	\$31,693	No Market Data Available	-\$3,819	-\$1,669	Not Applicable
5207 - Resident Specialist IV	21	\$34,110	\$37,914	\$34,400	\$40,850	-\$3,804	-\$290	-\$6,740
5209 - Resident Specialist V	6	\$43,385	\$42,511	\$39,016	No Market Data Available	\$874	\$4,368	Not Applicable

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

## Health and Human Services Agencies with Turnover Rates Exceeding 17.0 Percent

In September 2017, as part of the health and human services agencies' restructuring and consolidation, the Department of Aging and Disability Services (DADS) was abolished, selected programs and services at the Department of State Health Services (DSHS) were transferred to the Health and Human Services Commission (HHSC), and the Department of Family and Protective Services (DFPS) became an independent agency.<sup>5</sup> Due to those changes, all of the employees at DADS, most employees at DSHS, and some of the employees at DFPS transferred to HHSC.

Due to the effects the restructuring and consolidation had on turnover rates for fiscal year 2017 for both DSHS and DFPS, the State Auditor's Office analyzed those job classification series that would have had at least a 17.0 percent turnover rate when interagency transfers were excluded, as presented in Chapter 3, Table 3 of this report. Tables 17 to 19 present the results of the agency-level market analyses for selected job classification series with turnover rates exceeding 17.0 percent at the health and human services agencies, excluding DADS.

Specifically, Table 18 shows the market analysis for the employees in the Adult Protective Services Specialist and the Child Protective Services Specialist job classification series at DFPS.

In addition, due to the restructuring and consolidation, the market analysis of the Psychiatric Nursing Assistant job classification series that originally was a part of DSHS appears in Table 19. Furthermore, some of the employees in the Adult Protective Services Specialist and the Child Protective Services Specialist job classification series that originally were part of DFPS were transferred to HHSC, and the market analysis for those employees is in Table 19.

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<sup>5</sup> These changes became effective with Senate Bill 200 (84th Legislature, Regular Session) and House Bill 5 (85th Legislature, Regular Session).

Table 17

Department of State Health Services (DSHS) <sup>a</sup>								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter DSHS Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes DSHS)	Market Average Salary	Difference Between DSHS Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between DSHS Average Annual Salary and Statewide Average Annual Salary	Difference Between DSHS Average Annual Salary and Market Average Salary
Nurse <sup>b</sup>								
4410 - Nurse I <sup>c</sup>	No Incumbents	No Incumbents	\$47,688	\$51,232	\$55,228	Not Applicable	Not Applicable	Not Applicable
4411 - Nurse II	28	\$55,908	\$55,602	\$57,235	No Market Data Available	\$306	-\$1,327	Not Applicable
4412 - Nurse III	47	\$55,945	\$63,616	\$61,406	\$70,626	-\$7,671	-\$5,461	-\$14,681
4413 - Nurse IV	29	\$68,286	\$72,789	\$67,291	\$76,873	-\$4,503	\$995	-\$8,586
4414 - Nurse V	3	\$85,532	\$83,298	\$81,901	\$87,291	\$2,234	\$3,631	-\$1,759
Licensed Vocational Nurse <sup>b d</sup>								
4420 - Licensed Vocational Nurse I <sup>e</sup>	No Incumbents	No Incumbents	\$33,844	\$35,577	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
4421 - Licensed Vocational Nurse II	30	\$35,990	\$37,914	\$37,266	\$44,794	-\$1,924	-\$1,276	-\$8,804
4422 - Licensed Vocational Nurse III	1	\$35,756	\$42,511	\$40,073	\$49,874	-\$6,755	-\$4,317	-\$14,118
4423 - Licensed Vocational Nurse IV	No Incumbents	No Incumbents	\$45,024	\$44,698	No Market Data Available	Not Applicable	Not Applicable	Not Applicable

<sup>a</sup> Due to the restructuring and consolidation, all employees in the Psychiatric Nursing Assistant job classification series were transferred from DSHS to HHSC, and they are excluded from the analysis in this table.

<sup>b</sup> Due to the restructuring and consolidation, the majority of employees in the Nurse and Licensed Vocational Nurse job classification series were transferred from DSHS to HHSC. The analysis for those employees is included in the HHSC table (Table 19) in this appendix.

<sup>c</sup> Nurse I in salary group B17 has been recommended for deletion.

<sup>d</sup> The Licensed Vocational Nurse job classification series in salary groups A13, A15, and A16 has been recommended for reallocation up to salary groups A14, A16, and A17.

<sup>e</sup> Licensed Vocational Nurse I in salary group A11 has been recommended for deletion.

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

Table 18

Department of Family Protective Services (DFPS)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter DFPS Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes DFPS)	Market Average Salary	Difference Between DFPS Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between DFPS Average Annual Salary and Statewide Average Annual Salary	Difference Between DFPS Average Annual Salary and Market Average Salary
Adult Protective Services Specialist <sup>a b</sup>								
5002 - Adult Protective Services Specialist I	124	\$34,046	\$40,139	\$32,911	\$45,177	-\$6,093	\$1,135	-\$11,131
5003 - Adult Protective Services Specialist II	96	\$36,999	\$42,511	\$37,378	No Market Data Available	-\$5,512	-\$379	Not Applicable
5004 - Adult Protective Services Specialist III	124	\$41,098	\$45,024	\$43,352	\$52,787	-\$3,926	-\$2,254	-\$11,689
5005 - Adult Protective Services Specialist IV	149	\$44,908	\$47,688	\$46,831	No Market Data Available	-\$2,780	-\$1,924	Not Applicable
5006 - Adult Protective Services Specialist V	30	\$48,325	\$51,985	No Incumbents	\$59,605	-\$3,660	Not Applicable	-\$11,280
Child Protective Services Specialist <sup>b c</sup>								
5023 - Child Protective Services Specialist I	1,619	\$45,985	\$40,139	\$33,800	\$45,177	\$5,846	\$12,185	\$808
5024 - Child Protective Services Specialist II	1,475	\$50,409	\$42,511	\$41,245	No Market Data Available	\$7,898	\$9,164	Not Applicable
5025 - Child Protective Services Specialist III	1,334	\$53,409	\$45,024	\$44,300	\$52,787	\$8,385	\$9,109	\$623
5026 - Child Protective Services Specialist IV	1,653	\$55,585	\$47,688	\$43,291	No Market Data Available	\$7,897	\$12,294	Not Applicable
5027 - Child Protective Services Specialist V	436	\$57,135	\$51,985	\$46,524	\$59,605	\$5,150	\$10,612	-\$2,470

Department of Family Protective Services (DFPS)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter DFPS Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes DFPS)	Market Average Salary	Difference Between DFPS Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between DFPS Average Annual Salary and Statewide Average Annual Salary	Difference Between DFPS Average Annual Salary and Market Average Salary
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<sup>a</sup> The Adult Protective Services Specialist job classification series in salary groups B14, B15, B16, B17, and B18 has been recommended for reallocation up to salary groups B15, B16, B17, B18, and B19.

<sup>b</sup> Due to the restructuring and consolidation, some of the employees in the Adult Protective Services Specialist and the Child Protective Services Specialist job classification series transferred from DFPS to HHSC, and the analysis related to those transfers is included in the HHSC table (Table 19) in this appendix. However, the majority of employees in those job classification series remained at DFPS.

<sup>c</sup> The Child Protective Services Specialist job classification series in salary groups B14, B15, B16, B17, and B18 has been recommended for reallocation up to salary groups B15, B16, B17, B18, and B19.

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

Table 19

Health and Human Services Commission (HHSC)								
Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
Clerk								
0053 - Clerk I <sup>a</sup>	113	\$21,618	\$24,309	\$23,557	\$29,675	-\$2,691	-\$1,938	-\$8,057
0055 - Clerk II	248	\$24,168	\$26,679	\$23,483	\$32,353	-\$2,511	\$685	-\$8,184
0057 - Clerk III	1,124	\$26,212	\$29,320	\$26,451	\$32,652	-\$3,108	-\$240	-\$6,440
0059 - Clerk IV	392	\$29,821	\$33,844	\$29,785	\$38,555	-\$4,023	\$36	-\$8,733
Director								
1620 - Director I	51	\$87,276	\$93,406	\$92,669	\$96,669	-\$6,130	-\$5,393	-\$9,392
1621 - Director II	155	\$97,477	\$102,747	\$104,344	\$106,930	-\$5,270	-\$6,867	-\$9,454
1622 - Director III	79	\$114,872	\$113,022	\$114,998	\$120,295	\$1,850	-\$125	-\$5,423
1623 - Director IV	47	\$134,322	\$124,323	\$128,730	\$136,639	\$9,999	\$5,592	-\$2,317
1624 - Director V	6	\$159,123	\$136,756	\$144,813	\$150,247	\$22,367	\$14,309	\$8,876
1625 - Director VI	14	\$164,750	\$150,431	\$155,250	No Market Data Available	\$14,319	\$9,500	Not Applicable
1626 - Director VII	2	\$180,000	\$165,475	\$187,476	No Market Data Available	\$14,525	-\$7,476	Not Applicable
1630 - Deputy Director I	14	\$188,599	\$182,022	\$180,416	\$190,039	\$6,577	\$8,183	-\$1,440
1631 - Deputy Director II	4	\$213,000	\$200,224	\$205,487	\$201,872	\$12,776	\$7,513	\$11,128
1632 - Deputy Director III	1	\$235,000	\$220,247	\$254,694	No Market Data Available	\$14,753	-\$19,694	Not Applicable
Claims Examiner								
2921 - Claims Examiner I	No Incumbents	No Incumbents	\$40,139	\$32,653	No Market Data Available	Not Applicable	Not Applicable	Not Applicable
2922 - Claims Examiner II	85	\$39,090	\$45,024	\$41,405	\$49,708	-\$5,934	-\$2,315	-\$10,619

Health and Human Services Commission (HHSC)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
2923 - Claims Examiner III	71	\$44,636	\$51,985	\$44,176	No Market Data Available	-\$7,349	\$460	Not Applicable
2924 - Claims Examiner IV	277	\$56,663	\$59,473	\$56,747	\$66,653	-\$2,810	-\$84	-\$9,990
Nurse <sup>b</sup>								
4410 - Nurse I <sup>c</sup>	225	\$51,228	\$47,688	\$51,408	\$55,228	\$3,540	-\$181	-\$4,001
4411 - Nurse II	616	\$57,134	\$55,602	\$57,820	No Market Data Available	\$1,532	-\$687	Not Applicable
4412 - Nurse III	849	\$61,405	\$63,616	\$57,277	\$70,626	-\$2,211	\$4,128	-\$9,221
4413 - Nurse IV	292	\$66,993	\$72,789	\$69,921	\$76,873	-\$5,796	-\$2,928	-\$9,879
4414 - Nurse V	19	\$80,489	\$83,298	\$86,092	\$87,291	-\$2,809	-\$5,603	-\$6,802
Licensed Vocational Nurse <sup>b d</sup>								
4420 - Licensed Vocational Nurse I <sup>e</sup>	1	\$26,332	\$33,844	\$40,200	No Market Data Available	-\$7,512	-\$13,868	Not Applicable
4421 - Licensed Vocational Nurse II	596	\$37,234	\$37,914	\$36,727	\$44,794	-\$680	\$507	-\$7,561
4422 - Licensed Vocational Nurse III	273	\$39,758	\$42,511	\$45,909	\$49,874	-\$2,753	-\$6,151	-\$10,116
4423 - Licensed Vocational Nurse IV	177	\$44,646	\$45,024	\$53,864	No Market Data Available	-\$378	-\$9,218	Not Applicable
Adult Protective Services Specialist <sup>f g</sup>								
5002 - Adult Protective Services Specialist I	24	\$32,911	\$40,139	\$34,046	\$45,177	-\$7,228	-\$1,135	-\$12,266
5003 - Adult Protective Services Specialist II	40	\$37,378	\$42,511	\$36,999	No Market Data Available	-\$5,133	\$379	Not Applicable
5004 - Adult Protective Services Specialist III	38	\$43,352	\$45,024	\$41,098	\$52,787	-\$1,672	\$2,254	-\$9,435

Health and Human Services Commission (HHSC)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
5005 - Adult Protective Services Specialist IV	49	\$46,831	\$47,688	\$44,908	No Market Data Available	-\$857	\$1,924	Not Applicable
5006 - Adult Protective Services Specialist V	No Incumbents	No Incumbents	\$51,985	\$48,325	\$59,605	Not Applicable	Not Applicable	Not Applicable
Child Protective Services Specialist <sup>f h</sup>								
5023 - Child Protective Services Specialist I	1	\$33,800	\$40,139	\$45,985	\$45,177	-\$6,339	-\$12,185	-\$11,377
5024 - Child Protective Services Specialist II	8	\$41,245	\$42,511	\$50,409	No Market Data Available	-\$1,266	-\$9,164	Not Applicable
5025 - Child Protective Services Specialist III	5	\$44,300	\$45,024	\$53,409	\$52,787	-\$724	-\$9,109	-\$8,486
5026 - Child Protective Services Specialist IV	21	\$43,291	\$47,688	\$55,585	No Market Data Available	-\$4,397	-\$12,294	Not Applicable
5027 - Child Protective Services Specialist V	7	\$46,524	\$51,985	\$57,135	\$59,605	-\$5,461	-\$10,612	-\$13,081
Rehabilitation Therapy Technician <sup>l</sup>								
5050 - Rehabilitation Therapy Technician I	238	\$22,339	\$25,464	No Incumbents	\$28,052	-\$3,125	Not Applicable	-\$5,712
5051 - Rehabilitation Therapy Technician II	359	\$25,227	\$27,967	No Incumbents	No Market Data Available	-\$2,740	Not Applicable	Not Applicable
5052 - Rehabilitation Therapy Technician III	246	\$27,502	\$30,741	No Incumbents	No Market Data Available	-\$3,239	Not Applicable	Not Applicable

Health and Human Services Commission (HHSC)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
5053 - Rehabilitation Therapy Technician IV	164	\$30,494	\$35,819	No Incumbents	No Market Data Available	-\$5,325	Not Applicable	Not Applicable
5054 - Rehabilitation Therapy Technician V	25	\$32,889	\$40,139	No Incumbents	No Market Data Available	-\$7,250	Not Applicable	Not Applicable
Direct Support Professional <sup>i l</sup>								
5121 - Direct Support Professional I	4,175	\$24,268	\$26,679	No Incumbents	\$31,081	-\$2,411	Not Applicable	-\$6,813
5122 - Direct Support Professional II	1,246	\$26,885	\$29,320	No Incumbents	No Market Data Available	-\$2,435	Not Applicable	Not Applicable
5123 - Direct Support Professional III	653	\$30,273	\$33,844	No Incumbents	\$37,461	-\$3,571	Not Applicable	-\$7,189
5124 - Direct Support Professional IV	289	\$34,991	\$37,914	No Incumbents	No Market Data Available	-\$2,923	Not Applicable	Not Applicable
Psychiatric Nursing Assistant <sup>j k</sup>								
5151 - Psychiatric Nursing Assistant I	1,796	\$24,062	\$26,679	No Incumbents	\$31,092	-\$2,617	Not Applicable	-\$7,030
5152 - Psychiatric Nursing Assistant II	578	\$26,804	\$29,320	No Incumbents	\$34,073	-\$2,516	Not Applicable	-\$7,269
5153 - Psychiatric Nursing Assistant III	440	\$29,393	\$33,844	No Incumbents	\$37,944	-\$4,451	Not Applicable	-\$8,552
5154 - Psychiatric Nursing Assistant IV	203	\$33,415	\$37,914	No Incumbents	No Market Data Available	-\$4,499	Not Applicable	Not Applicable
Texas Works Advisor								
5620 - Texas Works Advisor I	631	\$29,549	\$35,819	No Incumbents	No Market Data Available	-\$6,270	Not Applicable	Not Applicable

Health and Human Services Commission (HHSC)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
5622 - Texas Works Advisor II	3,866	\$32,983	\$37,914	No Incumbents	\$41,769	-\$4,931	Not Applicable	-\$8,785
5624 - Texas Works Advisor III	863	\$37,739	\$40,139	No Incumbents	No Market Data Available	-\$2,400	Not Applicable	Not Applicable
5626 - Texas Works Advisor IV	23	\$37,178	\$42,511	No Incumbents	No Market Data Available	-\$5,333	Not Applicable	Not Applicable
5628 - Texas Works Advisor V	1	\$35,791	\$45,024	No Incumbents	No Market Data Available	-\$9,233	Not Applicable	Not Applicable
Food Service Worker <sup>l</sup>								
8103 - Food Service Worker I	561	\$20,650	\$24,309	\$22,948	\$24,434	-\$3,659	-\$2,299	-\$3,785
8104 - Food Service Worker II	80	\$23,119	\$26,679	\$24,917	\$30,262	-\$3,560	-\$1,798	-\$7,142

<sup>a</sup> Clerk I in salary group A05 has been recommended for deletion.

<sup>b</sup> Due to the restructuring and consolidation, the majority of employees in the Nurse and the Licensed Vocational Nurse job classification series were transferred from DSHS to HHSC. Also, **all of the Nurses and Licensed Vocational Nurses from DADS transferred to HHSC due to the agency's abolishment.** The analysis related to those transfers is now included in this table.

<sup>c</sup> Nurse I in salary group B17 has been recommended for deletion.

<sup>d</sup> The Licensed Vocational Nurse job classification series in salary groups A13, A15, and A16 has been recommended for reallocation up to salary groups A14, A16, and A17.

<sup>e</sup> The Licensed Vocational Nurse I in salary group A11 has been recommended for deletion.

<sup>f</sup> Due to the restructuring and consolidation, some of the employees in the Adult Protective Services Specialist and the Child Protective Services Specialist job classification series transferred from DFPS to HHSC. The analysis for those employees is now included in this table. However, the majority of the employees in those series remain at DPFS.

<sup>g</sup> The Adult Protective Services Specialist job classification series in salary groups B14, B15, B16, B17, and B18 has been recommended for reallocation up to salary groups B15, B16, B17, B18, and B19.

<sup>h</sup> The Child Protective Services Specialist job classification series in salary groups B14, B15, B16, B17, and B18 has been recommended for reallocation up to salary groups B15, B16, B17, B18, and B19.

<sup>i</sup> The Direct Support Professional job classification series in salary groups A7, A9, A11, and A13 has been recommended for reallocation up to salary groups A8, A10, A12, and A14.

<sup>j</sup> The Psychiatric Nursing Assistant job classification series in salary groups A07, A09, A11, and A13 has been recommended for reallocation up to salary groups A08, A10, A12, and A14.

<sup>k</sup> Due to the restructuring and consolidation, all employees in the Psychiatric Nursing Assistant job classification series transferred from DSHS to HHSC. The analysis for those employees is now included in this table.

Health and Human Services Commission (HHSC)

Job Classification Title	Fiscal Year 2018 2nd Quarter Headcount	Fiscal Year 2018 2nd Quarter HHSC Average Annual Salary	Fiscal Year 2018 Salary Range Midpoint	Fiscal Year 2018 2nd Quarter Statewide Average Annual Salary (Excludes HHSC)	Market Average Salary	Difference Between HHSC Average Annual Salary and Fiscal Year 2018 Salary Range Midpoint	Difference Between HHSC Average Annual Salary and Statewide Average Annual Salary	Difference Between HHSC Average Annual Salary and Market Average Salary
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<sup>1</sup> Due to the restructuring and consolidation, all DADS employees in these job classification series (Rehabilitation Therapy Technician, Direct Support Professional, and Food Service Worker) transferred to HHSC. The analysis for those employees is now included in this table.

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

## Detailed Justifications for Plan Recommendations by Occupational Category

Table 20 provides detailed information on the recommended changes to the State's Position Classification Plan (Plan) including the corresponding job classification series; the change type (addition, deletion, title change, salary schedule change, and/or reallocation); a brief justification; and the estimated annual fiscal impact. The table is sorted by the order of the job classification series in the General Appropriations Act. (See Chapter 2 for more information on recommended changes to the Plan.)

Table 20

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Administrative Support			
Receptionist <sup>a</sup>	Reallocation	Move the job classification series up by two salary groups to better align the series with the market average pay.	\$81,230
Clerk	Deletion/Title Change	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.	\$83,258
Information Technology			
Data Entry Operator	Deletion	Delete the job classification series to reduce the overlap in job duties within the Plan. A job classification title in the Administrative Support occupational category can be used to accommodate the work performed.	\$0
Database Administrator	Deletion/Title Change	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.	\$0
Computer Operations Technician <sup>a</sup>	Deletion	Delete the job classification series because of low use. This adjustment would promote consistency within the Plan. A job classification title in the Administrative Support occupational category or the Computer Operations Specialist job classification series can be used to accommodate the work performed.	\$0
Programmer	Deletion/Title Change/Addition	Delete the first level of the job classification series because of low use. Add 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. Change the remaining job classification titles in the series to accommodate the deletion.	\$13,031
Telecommunications Specialist	Deletion/Title Change	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.	\$7,460
Office Services			
Printing Services Technician	Title Change	Change the job classification titles to Document Services Technician to clarify the work performed.	\$0
Document Imaging Technician	Deletion	Delete the entire job classification series to reduce the overlap in job duties within the Plan. The Document Services Technician job classification series can be used to accommodate the work performed.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Planning, Research, and Statistics			
No recommended changes for this occupational category.			
Education			
No recommended changes for this occupational category.			
Accounting, Auditing, and Finance			
Auditor	Deletion/Title Change	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.	\$16,632
Portfolio Manager	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Trader	Reallocation/Title Change/Addition	Add a level between the current Trader I and Trader II in salary group B27 and reallocate the current Trader II from salary group B28 to B29. Therefore, the series would be: Trader I (B25); Trader II (B27); Trader III (B29); Chief Trader I (B31); and Chief Trader II (B33).	\$0
Payroll Assistant/Payroll Specialist	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Inspectors and Investigators			
Inspector	Deletion/Title Change	Delete the first level of the job classification series due to low use. This adjustment would promote consistency within the Plan. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Program Management			
Project Manager	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Manager	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Deputy Director	Addition	Create a level to accommodate higher-level job duties and employee skills. This adjustment would promote consistency within the Plan.	\$0
Deputy Attorney General <sup>a</sup>	Addition	Create a new job classification series to better accommodate the work performed. This adjustment would promote consistency in the Plan.	\$0
First Assistant Attorney General <sup>a</sup>	Reallocation	Move job classification series up by two salary groups. This adjustment would promote consistency in the Plan. In addition, the job classification title was moved from the Legal occupational category to the Program Management occupational category.	\$0
Project Controller	Deletion	Delete the job classification series to reduce the overlap in job duties within the Plan. The Project Management Specialist job classification series can be used to accommodate the work performed.	\$0
Human Resources			
No recommended changes for this occupational category.			
Information and Communication			
No recommended changes for this occupational category.			

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Property Management and Procurement			
Property Manager	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 promote consistency within the Plan.	\$0
Land Surveying, Appraising, and Utilities			
No recommended changes for this occupational category.			
Engineering and Design			
Engineering Aide <sup>a</sup>	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
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
Engineer	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
Project Design Assistant	Reallocation/Title Change/Addition	Change the title of the Project Design Assistant to Project Design Specialist to better reflect the work performed. Move the existing first level up by one salary group. This adjustment would better align the market average pay and promote consistency within the Plan. Create two additional levels to accommodate higher-level job duties and employee skills.	\$0
Natural Resources			
Environmental Protection Specialist	Reallocation	Move the highest level of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Safety			
No recommended changes for this occupational category.			
Insurance			
Insurance Technician <sup>a</sup>	Deletion	Delete the job classification series because of low use. This adjustment would promote consistency within the Plan. The Insurance Specialist job classification series can be used to accommodate the work performed.	\$0
Insurance Specialist	Deletion/Title Change	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.	\$6,717
Retirement System Benefits Specialist	Reallocation/Title Change/Addition	Delete the first level of the job classification series because of low use. Add a level in a higher salary group than the current highest salary group to accommodate higher-level job duties and employee skills, better align the series with the market average pay, and promote consistency within the Plan. Change the remaining job classification titles in the series to accommodate the deletion.	\$0
Claims Assistant	Deletion	Delete the job classification title because it is not used.	\$0
Employment			
No recommended changes for this occupational category.			

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Legal			
Attorney	Deletion/Title Change	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.	\$50,773
General Counsel	Deletion/Title Change	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.	\$3,104
Chief Privacy Officer <sup>a</sup>	Deletion	Delete the job classification series because it is not used.	\$0
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.	\$84,240
Law Clerk <sup>a</sup>	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
Compliance Analyst	Reallocation/Title Change/Deletion	Delete the first level of the job classification series because it is not used. Change the remaining job classification titles in the series to accommodate the deletion. Move the remaining levels up by one salary group better align the series with the market average pay.	\$4,220
Medical Fee Dispute Officer	Addition	Create a new job classification series to provide agencies with new positions that more clearly distinguish the work employees perform that is not adequately captured within the current Plan.	\$0
Medical and Health			
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.	\$6,488
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.	\$6,503
Nurse	Deletion/Title Change	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.	\$0
Licensed Vocational Nurse	Reallocation/Title Change/Deletion	Delete the first level of the job classification series and move the remaining levels up by one salary group to better align the series with the market average pay. Change the remaining job classification titles in the series to accommodate the deletion.	\$17,303
Respiratory Care Practitioner	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.	\$14,143
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.	\$14,211
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.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Sergeant/ Lieutenant/ Captain/Major of Correctional Officers (Senior Correctional Officer)	Reallocation	Move each of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Juvenile Correctional Officer/Juvenile Correctional Officer Supervisor	Reallocation	Move each of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
Dorm Supervisor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$0
Parole 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
Assistant Warden/Warden	Reallocation	Move each of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$0
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.	\$83,749
Family and Protective Services Supervisor	Reallocation	Move the job classification series up by one salary group to promote consistency within the Plan.	\$234,852
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.	\$75,699
Protective Services Intake 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.	\$50,109
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.	\$30,075
Direct Support Professional	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.	\$3,873
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.	\$9,771
Psychiatric Nursing 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.	\$12,821
Health and Human Services Program Coordinator	Deletion	Delete the job classification series due to the overlap in job duties within the Plan. The Data Analyst, Education Specialist, Information Specialist, Emergency Management Program Coordinator, or Program Specialist job classification series can be used to accommodate the work performed.	\$0
Public Safety			
Forensic Photographer	Deletion	Delete the job classification series because it is not used.	\$0

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
Fingerprint Analyst	Salary Schedule Change	Move the job classification series up from Salary Schedule A to Salary Schedule B to reflect the changing nature and complexity of the job. The salary ranges would remain the same for each level.	\$0
Crime Intelligence Analyst	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.	\$2,694
Military			
No recommended changes for this occupational category.			
Library and Records			
Curator	Addition	Create two more levels in the job classification series to accommodate higher-level job duties and employee skills. This adjustment would better align the series with the market average pay and promote consistency within the Plan.	\$0
Records Analyst	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Custodial			
Custodian	Reallocation	Move the first level of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$127,712
Groundskeeper	Reallocation	Move the first level of the job classification series up by one salary group to better align the series with the market average pay and promote consistency within the Plan.	\$7,956
Maintenance			
Maintenance Assistant <sup>a</sup>	Deletion	Delete the job classification series to promote consistency within the Plan. The Maintenance Specialist job classification series can be used to accommodate the work performed.	\$4,134
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.	\$188,311
Maintenance Supervisor	Deletion/Title Change	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.	\$7,788
Vehicle Driver	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.	\$50,489
Aircraft Pilot	Reallocation/Title Change/Deletion	Delete the first level of the job classification series because it is not used. Change the remaining job classification titles in the series to accommodate the deletion. Move the remaining levels up by one salary group to better align the series with the market average pay.	\$2,890
Ferryboat Specialist	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 promote consistency within the Plan.	\$0
Ferryboat Deckhand	Addition	Create a new job classification series to better accommodate the work performed.	\$0
Total Fiscal Impact for Each Year of the 2020-2021 Biennium <sup>b</sup>			\$1,302,240
<sup>a</sup> This job classification series consists of only one job classification title.			

Justifications and Fiscal Impact for Recommended Changes to the Plan			
Job Classification Series	Change Type	Justification	Annual Fiscal Impact
<sup>b</sup> The total does not sum precisely due to rounding.			

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

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