

OVERALL TOTAL COMPENSATION SUMMARY SNAPSHOT

S.No	Benchmark Job Title	GBS Assigned Occupational Group	BASE SALARY (Annual)			OVERALL BENEFITS- TIER I					OVERALL BENEFITS- TIER II					TOTAL COMPENSATION- Tier I					TOTAL COMPENSATION- Tier II				
			Current State	Market 50th Percentile	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)
248	GENERAL MAINTENANCE WORKER II	Maintenance	\$23,237	\$40,238	-42.3%	\$15,871	\$21,566	35.9%	\$23,875	50.4%	\$15,896	\$20,713	30.3%	\$23,023	44.8%	\$56,109	\$44,802	-20.2%	\$47,112	-16.0%	\$56,133	\$43,949	-21.7%	\$46,259	-17.6%
330	JOURNEY DRILLER	Maintenance	\$28,621	\$48,750	-41.3%	\$16,212	\$22,338	37.8%	\$25,183	55.3%	\$16,241	\$21,288	31.1%	\$24,133	48.6%	\$64,962	\$50,959	-21.6%	\$53,804	-17.2%	\$64,991	\$49,909	-23.2%	\$52,754	-18.8%
379	LEGIS SECRETARY III	Administrative Assistant	\$27,815	\$47,048	-40.9%	\$16,144	\$22,223	37.7%	\$24,988	54.8%	\$16,172	\$21,202	31.1%	\$23,967	48.2%	\$63,191	\$50,038	-20.8%	\$52,803	-16.4%	\$63,220	\$49,017	-22.5%	\$51,782	-18.1%
400	OCCUPATIONAL THERAPY ASSISTANT	Therapist	\$35,853	\$60,043	-40.3%	\$16,664	\$23,376	40.3%	\$26,940	61.7%	\$16,700	\$22,060	32.1%	\$25,624	53.4%	\$76,706	\$59,229	-22.8%	\$62,793	-18.1%	\$76,742	\$57,913	-24.5%	\$61,477	-19.9%
282	HUMAN RESOURCE MANAGER	Human Resources	\$58,434	\$97,857	-40.3%	\$18,176	\$26,616	46.4%	\$32,425	78.4%	\$18,235	\$24,472	34.2%	\$30,280	66.1%	\$116,033	\$85,051	-26.7%	\$90,859	-21.7%	\$116,092	\$82,906	-28.6%	\$88,714	-23.6%
356	LEGAL ASSISTANT (PARALEGAL) III	Legal	\$39,344	\$64,427	-38.9%	\$16,839	\$23,877	41.8%	\$27,788	65.0%	\$16,878	\$22,433	32.9%	\$26,344	56.1%	\$81,266	\$63,221	-22.2%	\$67,132	-17.4%	\$81,304	\$61,777	-24.0%	\$65,688	-19.2%
533	TRUCK DRIVER II	Non-exempt	\$27,481	\$44,562	-38.3%	\$16,044	\$22,175	38.2%	\$24,906	55.2%	\$16,071	\$21,166	31.7%	\$23,898	48.7%	\$60,607	\$49,656	-18.1%	\$52,388	-13.6%	\$60,633	\$48,648	-19.8%	\$51,379	-15.3%
411	OFFICE TECHNICIAN I	Non-exempt	\$19,048	\$30,617	-37.8%	\$15,487	\$20,965	35.4%	\$22,858	47.6%	\$15,505	\$20,266	30.7%	\$22,159	42.9%	\$46,103	\$40,013	-13.2%	\$41,906	-9.1%	\$46,122	\$39,314	-14.8%	\$41,207	-10.7%
402	OFFICE CLERK II	Non-exempt	\$18,888	\$30,001	-37.0%	\$15,462	\$20,942	35.4%	\$22,819	47.6%	\$15,480	\$20,248	30.8%	\$22,126	42.9%	\$45,463	\$39,830	-12.4%	\$41,707	-8.3%	\$45,481	\$39,137	-13.9%	\$41,014	-9.8%
435	PROGRAM SPECIALIST, EXEMPT	Program Management	\$51,920	\$82,213	-36.8%	\$17,550	\$25,682	46.3%	\$30,842	75.7%	\$17,600	\$23,776	35.1%	\$28,937	64.4%	\$99,763	\$77,601	-22.2%	\$82,762	-17.0%	\$99,813	\$75,696	-24.2%	\$80,857	-19.0%
66	AUTOMOTIVE SERVICE WORKER II	Fleet	\$24,445	\$38,596	-36.7%	\$15,806	\$21,739	37.5%	\$24,169	52.9%	\$15,829	\$20,842	31.7%	\$23,272	47.0%	\$54,401	\$46,184	-15.1%	\$48,614	-10.6%	\$54,424	\$45,287	-16.8%	\$47,717	-12.3%
430	PROGRAM COORDINATOR	Program Management	\$53,563	\$82,213	-34.8%	\$17,550	\$25,918	47.7%	\$31,242	78.0%	\$17,600	\$23,952	36.1%	\$29,276	66.3%	\$99,763	\$79,481	-20.3%	\$84,805	-15.0%	\$99,813	\$77,515	-22.3%	\$82,839	-17.0%
101	COMPUTER SUPPORT SPECIALIST I	IT	\$25,657	\$39,075	-34.3%	\$15,825	\$21,913	38.5%	\$24,463	54.6%	\$15,848	\$20,971	32.3%	\$23,522	48.4%	\$54,900	\$47,570	-13.4%	\$50,120	-8.7%	\$54,923	\$46,628	-15.1%	\$49,178	-10.5%
251	GENERAL SERVICES SUPERVISOR	Non-exempt	\$34,926	\$52,919	-34.0%	\$16,379	\$23,243	41.9%	\$26,715	63.1%	\$16,410	\$21,961	33.8%	\$25,433	55.0%	\$69,297	\$58,169	-16.1%	\$61,641	-11.0%	\$69,329	\$56,887	-17.9%	\$60,359	-12.9%
210	EXECUTIVE SECRETARY	Administrative Assistant	\$31,366	\$47,391	-33.8%	\$16,158	\$22,732	40.7%	\$25,850	60.0%	\$16,186	\$21,581	33.3%	\$24,699	52.6%	\$63,549	\$54,098	-14.9%	\$57,215	-10.0%	\$63,577	\$52,947	-16.7%	\$56,604	-11.8%
288	HUMAN RESOURCES REPRESENTATIVE IV	Human Resources	\$53,290	\$80,350	-33.7%	\$17,476	\$25,878	48.1%	\$31,175	78.4%	\$17,524	\$23,923	36.5%	\$29,220	66.7%	\$97,826	\$79,168	-19.1%	\$84,465	-13.7%	\$97,874	\$77,212	-21.1%	\$82,509	-15.7%
444	PURCHASING AGENT I	Purchasing	\$38,260	\$57,678	-33.7%	\$16,569	\$23,721	43.2%	\$27,525	66.1%	\$16,604	\$22,317	34.4%	\$26,120	57.3%	\$74,247	\$61,981	-16.5%	\$65,784	-11.4%	\$74,282	\$60,577	-18.4%	\$64,380	-13.3%
252	GENERAL SERVICES TECHNICIAN I	Non-exempt	\$21,473	\$31,997	-32.9%	\$15,542	\$21,313	37.1%	\$23,447	50.9%	\$15,561	\$20,525	31.9%	\$22,659	45.6%	\$47,538	\$42,786	-10.0%	\$44,920	-5.5%	\$47,558	\$41,998	-11.7%	\$44,132	-7.2%
2	ACCOUNTING TECHNICIAN I	Finance	\$22,139	\$32,874	-32.7%	\$15,577	\$21,408	37.4%	\$23,609	51.6%	\$15,597	\$20,596	32.1%	\$22,796	46.2%	\$48,450	\$43,547	-10.1%	\$45,747	-5.6%	\$48,470	\$42,734	-11.8%	\$44,935	-7.3%
223	FINANCIAL ANALYST, TRUST LANDS ADMINISTRATION	Finance	\$42,224	\$62,411	-32.3%	\$16,758	\$24,290	44.9%	\$28,487	70.0%	\$16,796	\$22,741	35.4%	\$26,938	60.4%	\$79,169	\$66,514	-16.0%	\$70,711	-10.7%	\$79,206	\$64,965	-18.0%	\$69,162	-12.7%
529	TRAINING MANAGER I	Human Resources	\$57,970	\$85,638	-32.3%	\$17,687	\$26,550	50.1%	\$32,312	82.7%	\$17,739	\$24,422	37.7%	\$30,185	70.2%	\$103,325	\$84,520	-18.2%	\$90,282	-12.6%	\$103,377	\$88,155	-14.7%		
280	HUMAN RESOURCE DIRECTOR, ATT GEN	Human Resources	\$81,120	\$119,751	-32.3%	\$19,052	\$29,872	56.8%	\$37,935	99.1%	\$19,124	\$26,895	40.6%	\$34,958	82.8%	\$138,803	\$110,992	-20.0%	\$119,055	-14.2%	\$138,875	\$108,015	-22.2%	\$116,078	-16.4%
422	PHYSICAL THERAPIST, USDB	Therapist	\$56,503	\$82,884	-31.8%	\$17,577	\$26,339	49.8%	\$31,956	81.8%	\$17,627	\$24,266	37.7%	\$29,882	69.5%	\$100,461	\$82,843	-17.5%	\$88,459	-11.9%	\$100,511	\$80,769	-19.6%	\$86,385	-14.1%
412	OFFICE TECHNICIAN II	Non-exempt	\$21,994	\$32,207	-31.7%	\$15,550	\$21,387	37.5%	\$23,574	51.6%	\$15,569	\$20,580	32.2%	\$22,766	46.2%	\$47,757	\$43,381	-9.2%	\$45,567	-4.6%	\$47,777	\$40,764	-10.9%	\$44,760	-6.3%
451	RECEPTIONIST	Administrative Assistant	\$19,512	\$28,520	-31.6%	\$15,403	\$21,031	36.5%	\$22,971	49.1%	\$15,420	\$20,315	31.7%	\$22,255	44.3%	\$43,923	\$40,544	-7.7%	\$42,483	-3.3%	\$43,940	\$39,828	-9.4%	\$41,767	-4.9%
112	CUSTODIAN I	Custodial	\$17,798	\$25,945	-31.4%	\$15,300	\$20,785	35.9%	\$22,554	47.4%	\$15,315	\$20,132	31.5%	\$21,901	43.0%	\$41,245	\$38,583	-6.5%	\$40,352	-2.2%	\$41,260	\$37,930	-8.1%	\$39,699	-3.8%
149	DRIVER	Non-exempt	\$21,138	\$30,653	-31.0%	\$15,488	\$21,265	37.3%	\$23,366	50.9%	\$15,506	\$20,489	32.1%	\$22,590	45.7%	\$46,141	\$42,403	-8.1%	\$44,504	-3.5%	\$46,159	\$41,627	-9.8%	\$43,728	-5.3%
3	ACCOUNTING TECHNICIAN II	Finance	\$25,512	\$36,987	-31.0%	\$15,741	\$21,892	39.1%	\$24,428	55.2%	\$15,764	\$20,956	32.9%	\$23,492	49.0%	\$52,729	\$47,404	-10.1%	\$49,940	-5.3%	\$52,751	\$46,468	-11.9%	\$49,004	-7.1%
222	FINANCIAL ANALYST III	Finance	\$50,926	\$73,672	-30.9%	\$17,209	\$25,539	48.4%	\$30,601	77.8%	\$17,253	\$23,670	37.2%	\$28,732	66.5%	\$90,881	\$76,465	-15.9%	\$81,527	-10.3%	\$90,925	\$74,596	-18.0%	\$79,658	-12.4%
111	CUSTODIAL SUPERVISOR	Custodial	\$27,643	\$39,945	-30.8%	\$15,860	\$22,198	40.0%	\$24,946	57.3%	\$15,884	\$21,183	33.4%	\$23,931	50.7%	\$55,805	\$49,841	-10.7%	\$52,589	-5.8%	\$55,829	\$48,827	-12.5%	\$51,574	-7.6%
261	GRAPHICS ARTS SPECIALIST I	Graphic Arts	\$35,526	\$51,258	-30.7%	\$16,312	\$23,329	43.0%	\$26,861	64.7%	\$16,343	\$22,025	34.8%	\$25,557	56.4%	\$67,570	\$58,856	-12.9%	\$62,387	-7.7%	\$67,601	\$57,552	-14.9%	\$61,083	-9.6%
403	OFFICE CLERK III	Non-exempt	\$22,043	\$31,412	-29.8%	\$15,518	\$21,394	37.9%	\$23,585	52.0%	\$15,537	\$20,585	32.5%	\$22,777	46.6%	\$46,930	\$43,438	-7.4%	\$45,629	-2.8%	\$46,949	\$42,629	-9.2%	\$44,820	-4.5%
295	INFORMATION ANALYST II	IT	\$47,263	\$66,976	-29.4%	\$16,941	\$25,013	47.7%	\$29,711	75.4%	\$16,981	\$23,279	37.1%	\$27,977	64.8%	\$83,917	\$72,276	-13.9%	\$76,974	-8.3%	\$83,957	\$70,542	-16.0%	\$75,240	-10.4%
229	FISCAL AUDIT DIRECTOR	Finance	\$82,181	\$114,621	-28.3%	\$18,847	\$30,024	59.3%	\$38,193	102.7%	\$18,915	\$27,008	42.8%	\$35,177	86.0%	\$133,467	\$112,205	-15.9%	\$120,374	-9.8%	\$133,536	\$109,189	-18.2%	\$117,358	-12.1%
386	LIQUOR SALES CLERK I	Non-exempt	\$14,000	\$19,485	-28.2%	\$15,041	\$20,240	34.6%	\$21,632	43.8%	\$15,053	\$19,726	31.0%	\$21,118	40.3%	\$34,526	\$34,240	-0.8%	\$35,632	3.2%	\$34,538	\$33,726	-2.4%	\$35,118	1.7%
284	HUMAN RESOURCES SUPERVISOR, ERIC	Human Resources	\$52,135	\$72,524	-28.1%	\$17,163	\$25,713	49.8%	\$30,895	80.0%	\$17,206	\$23,799	38.3%	\$28,981	68.4%	\$89,687	\$77,848	-13.2%	\$83,030	-7.4%	\$89,330	\$75,934	-15.4%	\$81,117	-9.6%
189	ENVIRONMENTAL ENGINEER III	Environmental Health	\$64,573	\$89,783	-28.1%	\$17,853	\$27,497	54.0%	\$33,916	90.0%	\$17,907	\$25,128	40.3%	\$31,546	76.2%	\$107,636	\$92,071	-14.5%	\$98,490	-8.5%	\$107,690	\$89,701	-16.7%	\$96,120	-10.7%
333	JOURNEY HEAVY EQUIPMENT OPERATOR	Maintenance	\$35,776	\$49,535	-27.8%	\$16,243	\$23,365	43.8%	\$26,921	65.7%	\$16,273	\$22,052	35.5%	\$25,608	57.4%	\$65,778	\$59,141	-10.1%	\$62,697	-4.7%	\$65,808	\$57,828	-12.1%	\$61,384	-6.7%
285	HUMAN RESOURCES ANALYST I	Human Resources	\$39,666	\$54,851	-27.7%	\$16,456	\$23,923	45.4%	\$27,866	69.3%	\$16,489	\$22,467	36.3%	\$26,410	60.2%	\$71,307	\$63,589	-10.8%	\$67,532	-5.3%	\$71,340	\$62,133	-12.9%	\$66,076	-7.4%
243	GAL ATTY IV	Legal	\$88,889	\$122,318	-27.3%	\$19,155	\$30,987	61.8%	\$39,822	107.9%	\$19,228	\$27,725	44.2%	\$36,560	90.1%	\$141,472	\$119,876	-15.3%	\$128,711	-9.0%	\$141,546	\$116,613	-17.6%	\$125,449	-11.4%
228	FINANCIAL MANAGER II	Finance	\$75,251	\$103,399	-27.2%	\$18,398	\$29,030	57.8%	\$36,510	98.4%	\$18,460	\$26,268	42.3%	\$33,748	82.8%	\$121,797	\$104,281	-14.4%	\$111,761	-8.2%	\$121,859	\$101,519	-16.7%	\$108,999	-10.6%
199	ENVIRONMENTAL SCIENTIST II	Environmental Health	\$50,448	\$69,047	-26.9%	\$17,024	\$25,471	49.6%	\$30,485	79.1%	\$17,065	\$23,619	38.4%	\$28,634	67.8%	\$86,071	\$75,919	-11.8%	\$80,933	-6.0%	\$86,113	\$74,067	-14.0%	\$79,082	-8.2%
242	GAL ATTY III	Legal	\$79,710	\$108,975	-26.9%	\$18,621	\$29,670	59.3%	\$37,593	101.9%	\$18,686	\$26,744	43.1%	\$34,667	85.5%	\$127,595	\$109,379	-14.3%	\$117,302	-8.1%	\$127,661	\$106,454	-16.6%	\$114,377	-10.4%
478	SECRETARY II	Administrative Assistant	\$25,641	\$34,935	-26.6%	\$15,659	\$21,911	39.9%	\$24,459	56.2%	\$15,680	\$20,970	33.7%	\$23,518	50.0%	\$50,594	\$47,552	-6.0%	\$50,101	-1.0%	\$50,615	\$46,611	-7.9%	\$49,160	-2.9%
523	TRAINING COORDINATOR	Human Resources	\$41,794	\$56,941	-26.6%	\$16,540	\$24,229	46.5%	\$28,383	71.6%	\$16,574	\$22,695	36.9%	\$26,849	62.0%	\$73,581	\$64,489	-12.3%	\$68,489	-12.3%	\$73,515				

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			Current State	Market 50th Percentile	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)
			432	PROGRAM SPECIALIST I	Program Management	\$43,219	\$57,014	-24.2%	\$16,542	\$24,433	47.7%	\$28,729	73.7%	\$16,577	\$22,847	37.8%	\$27,143	63.7%	\$73,556	\$67,652	-8.0%	\$71,948	-2.2%	\$73,590	\$66,066
113	CUSTODIAN II	Custodial	\$21,208	\$27,972	-24.2%	\$15,381	\$21,274	38.3%	\$23,383	52.0%	\$15,398	\$20,496	33.1%	\$22,604	46.8%	\$43,353	\$42,482	-2.0%	\$44,590	2.9%	\$43,370	\$41,704	-3.8%	\$40,812	-1.0%
32	APPLICATION DEVELOPER III	IT	\$76,773	\$101,135	-24.1%	\$18,307	\$29,248	59.8%	\$36,879	101.4%	\$18,368	\$26,431	43.9%	\$34,062	85.4%	\$119,443	\$106,021	-11.2%	\$113,652	-4.8%	\$119,503	\$103,203	-13.6%	\$110,835	-7.3%
217	FINANCE OFFICER I	Finance	\$41,059	\$53,951	-23.9%	\$16,420	\$24,123	46.9%	\$28,204	71.8%	\$16,452	\$22,616	37.5%	\$26,698	62.3%	\$70,371	\$65,182	-7.4%	\$69,264	-1.6%	\$70,403	\$63,676	-9.6%	\$67,757	-3.8%
497	SYSTEM SPECIALIST	IT	\$44,658	\$58,625	-23.8%	\$16,607	\$24,640	48.4%	\$29,079	75.1%	\$16,642	\$23,001	38.2%	\$27,440	64.9%	\$75,232	\$69,297	-7.9%	\$73,736	-2.0%	\$75,267	\$67,658	-10.1%	\$72,097	-4.2%
310	INFORMATION TECHNOLOGY MANAGER II	IT	\$95,170	\$124,632	-23.6%	\$19,247	\$31,888	65.7%	\$41,348	114.8%	\$19,322	\$28,395	47.0%	\$37,855	95.9%	\$143,879	\$127,058	-11.7%	\$136,518	-5.1%	\$143,954	\$123,566	-14.2%	\$133,026	-7.6%
286	HUMAN RESOURCES ANALYST II	Human Resources	\$49,465	\$64,693	-23.5%	\$16,850	\$25,329	50.3%	\$30,246	79.5%	\$16,888	\$23,514	39.2%	\$28,431	68.3%	\$81,543	\$74,795	-8.3%	\$79,712	-2.2%	\$81,582	\$72,980	-10.5%	\$77,896	-4.5%
328	JOURNEY BOILER OPERATOR	Maintenance	\$45,270	\$59,169	-23.5%	\$16,629	\$24,727	48.7%	\$29,227	75.8%	\$16,664	\$23,066	38.4%	\$27,566	65.4%	\$75,797	\$69,997	-7.7%	\$74,497	-1.7%	\$75,833	\$68,336	-9.9%	\$72,836	-4.0%
358	LEGAL ASSISTANT II, ATT GEN	Legal	\$40,884	\$53,386	-23.4%	\$16,397	\$24,098	47.0%	\$28,162	71.7%	\$16,429	\$22,598	37.5%	\$26,661	62.3%	\$69,784	\$64,982	-6.9%	\$69,045	-1.1%	\$69,816	\$63,481	-9.1%	\$67,545	-3.3%
335	JOURNEY MAINTENANCE/CONSTRUCTION SPECIALIST	Maintenance	\$34,086	\$44,501	-23.4%	\$16,042	\$23,123	44.1%	\$26,511	65.3%	\$16,069	\$21,872	36.1%	\$25,260	57.2%	\$60,543	\$57,208	-5.5%	\$60,596	0.1%	\$60,570	\$55,957	-7.6%	\$59,345	-2.0%
219	FINANCIAL ANALYST I	Finance	\$38,276	\$49,970	-23.4%	\$16,261	\$23,724	45.9%	\$27,529	69.3%	\$16,291	\$22,319	37.0%	\$26,124	60.4%	\$66,230	\$62,000	-6.4%	\$65,805	-0.6%	\$66,260	\$60,596	-8.5%	\$64,400	-2.8%
337	JOURNEY PLUMBER	Maintenance	\$41,180	\$53,617	-23.2%	\$16,407	\$24,141	47.1%	\$28,234	72.1%	\$16,439	\$22,629	37.7%	\$26,722	62.6%	\$70,244	\$65,320	-6.7%	\$69,044	-0.9%	\$70,056	\$63,809	-8.9%	\$67,902	-3.1%
205	EXECUTIVE ASSISTANT	Administrative Assistant	\$40,768	\$53,071	-23.2%	\$16,385	\$24,081	47.0%	\$28,134	71.7%	\$16,417	\$22,585	37.6%	\$26,638	62.3%	\$69,456	\$64,849	-6.6%	\$68,902	-0.8%	\$69,488	\$63,353	-8.8%	\$67,406	-3.0%
5	ACCOUNTING TECHNICIAN III	Finance	\$30,397	\$39,478	-23.0%	\$15,841	\$22,593	42.6%	\$25,615	61.7%	\$15,865	\$21,478	35.4%	\$24,499	54.4%	\$55,319	\$52,990	-4.2%	\$56,012	1.3%	\$55,342	\$51,875	-6.3%	\$54,896	-0.8%
184	ENGINEERING TECHNICIAN III	Engineering	\$44,487	\$57,738	-23.0%	\$16,571	\$24,615	48.5%	\$29,037	75.2%	\$16,606	\$22,982	38.4%	\$27,404	65.0%	\$74,310	\$69,102	-7.0%	\$73,524	-1.1%	\$74,344	\$67,469	-9.2%	\$71,891	-3.3%
262	GRAPHICS ARTS SPECIALIST II	Graphic Arts	\$38,168	\$49,406	-22.7%	\$16,238	\$23,708	46.0%	\$27,502	69.4%	\$16,268	\$22,308	37.1%	\$26,101	60.4%	\$65,645	\$61,876	-6.1%	\$65,700	0.0%	\$65,674	\$60,476	-7.9%	\$64,269	-2.1%
420	PHYSICAL THERAPIST	Therapist	\$64,072	\$82,884	-22.7%	\$17,577	\$27,426	56.0%	\$33,794	92.3%	\$17,627	\$25,074	42.2%	\$31,443	78.4%	\$100,461	\$91,497	-8.9%	\$97,866	-2.6%	\$100,511	\$89,146	-11.3%	\$95,515	-5.0%
103	COMPUTER SUPPORT SPECIALIST III	IT	\$39,462	\$51,019	-22.7%	\$16,303	\$23,894	46.6%	\$27,817	70.6%	\$16,333	\$22,446	37.4%	\$26,368	61.4%	\$67,322	\$63,356	-5.9%	\$67,279	-0.1%	\$67,353	\$61,908	-8.1%	\$65,831	-2.3%
504	TEACHER AIDE	Education	\$18,007	\$23,250	-22.6%	\$15,192	\$20,815	37.0%	\$22,605	48.8%	\$15,206	\$20,154	32.5%	\$21,944	44.3%	\$68,442	\$38,822	1.0%	\$40,612	5.6%	\$38,456	\$38,161	-0.8%	\$39,951	3.9%
221	FINANCIAL ANALYST II	Finance	\$42,507	\$54,876	-22.5%	\$16,457	\$24,331	47.8%	\$28,556	73.5%	\$16,490	\$22,771	38.1%	\$26,996	63.7%	\$71,333	\$66,838	-6.3%	\$71,063	-0.4%	\$71,366	\$65,278	-8.5%	\$69,503	-2.6%
57	AUDITOR II	Finance	\$46,335	\$59,803	-22.5%	\$16,654	\$24,880	49.4%	\$29,486	77.1%	\$16,690	\$23,180	38.9%	\$27,785	66.5%	\$76,457	\$71,215	-6.9%	\$75,821	-0.8%	\$76,493	\$69,515	-9.1%	\$74,120	-3.1%
253	GENERAL SERVICES TECHNICIAN II	Non-exempt	\$24,815	\$31,997	-22.4%	\$15,542	\$21,792	40.2%	\$24,259	56.1%	\$15,561	\$20,881	34.2%	\$23,348	50.0%	\$47,538	\$46,707	-2.0%	\$49,074	3.2%	\$47,558	\$45,697	-3.9%	\$48,163	1.3%
23	ADMINISTRATIVE SECRETARY, ATT GEN	Administrative Assistant	\$32,074	\$41,331	-22.4%	\$15,915	\$22,834	43.5%	\$26,022	63.5%	\$15,940	\$21,657	35.9%	\$24,845	55.9%	\$57,246	\$54,907	-4.1%	\$58,095	1.5%	\$57,271	\$53,730	-6.2%	\$56,918	-0.6%
364	LEGAL SECRETARY I	Administrative Assistant	\$30,002	\$38,642	-22.4%	\$15,808	\$22,536	42.6%	\$25,519	61.4%	\$15,831	\$21,435	35.4%	\$24,418	54.2%	\$54,449	\$52,538	-3.5%	\$55,520	2.0%	\$54,472	\$51,437	-5.6%	\$54,419	-0.1%
496	SUPPORT STAFF SUPERVISOR	Non-exempt	\$41,123	\$52,919	-22.3%	\$16,379	\$24,132	47.3%	\$28,220	72.3%	\$16,410	\$22,623	37.9%	\$26,711	62.8%	\$69,297	\$65,256	-5.8%	\$69,343	0.1%	\$69,329	\$66,746	-8.1%	\$67,834	-2.2%
513	TECHNICAL WRITER, DHS	Marketing/Communications	\$46,528	\$59,865	-22.3%	\$16,656	\$24,908	49.5%	\$29,533	77.3%	\$16,692	\$23,200	39.0%	\$27,825	66.7%	\$76,522	\$71,436	-6.6%	\$76,060	-0.6%	\$76,558	\$69,728	-8.9%	\$74,353	-2.9%
236	FOOD SERVICE SUPERVISOR II	Food service	\$35,915	\$46,206	-22.3%	\$16,110	\$23,385	45.2%	\$26,955	67.3%	\$16,138	\$22,067	36.7%	\$25,637	58.9%	\$62,316	\$59,301	-4.8%	\$62,871	0.9%	\$62,343	\$57,982	-7.0%	\$61,552	-1.3%
446	PURCHASING AGENT III	Purchasing	\$54,778	\$70,466	-22.3%	\$17,081	\$26,092	52.8%	\$31,537	84.6%	\$17,123	\$24,082	40.6%	\$29,526	72.4%	\$87,547	\$80,870	-7.6%	\$86,315	-1.4%	\$87,589	\$79,860	-10.0%	\$84,305	-3.7%
281	HUMAN RESOURCE DIRECTOR, FIELD	Human Resources	\$93,224	\$119,751	-22.2%	\$19,052	\$31,609	65.9%	\$40,875	114.5%	\$19,124	\$28,188	47.4%	\$37,454	95.9%	\$138,803	\$124,833	-10.1%	\$134,100	-3.4%	\$138,875	\$121,412	-12.6%	\$130,678	-5.9%
505	TECHNICAL SUPPORT ASSISTANT	IT	\$23,059	\$29,607	-22.1%	\$15,446	\$21,540	39.5%	\$23,832	54.3%	\$15,464	\$20,694	33.8%	\$22,986	48.6%	\$45,054	\$44,599	-1.0%	\$46,891	4.1%	\$45,071	\$43,753	-2.9%	\$46,045	2.2%
72	BUSINESS ANALYST	IT	\$42,000	\$53,882	-22.1%	\$16,417	\$24,258	47.8%	\$28,433	73.2%	\$16,449	\$22,717	38.1%	\$26,892	63.5%	\$70,299	\$66,258	-5.7%	\$70,433	0.2%	\$70,332	\$64,717	-8.0%	\$68,891	-2.0%
283	HUMAN RESOURCE PROGRAM MANAGER	Human Resources	\$67,995	\$87,178	-22.0%	\$17,749	\$27,989	57.7%	\$34,747	95.8%	\$17,801	\$25,493	43.2%	\$32,252	81.2%	\$104,927	\$95,984	-8.5%	\$102,742	-2.1%	\$104,979	\$93,488	-10.9%	\$100,247	-4.5%
60	AUDITOR III	Finance	\$51,864	\$66,312	-21.8%	\$16,914	\$25,674	51.8%	\$30,829	82.3%	\$16,954	\$23,770	40.2%	\$28,926	70.6%	\$83,227	\$77,538	-6.8%	\$82,693	-0.6%	\$83,267	\$75,635	-9.2%	\$80,790	-3.0%
4	ACCOUNTING TECHNICIAN II, ATT GEN	Finance	\$28,954	\$36,987	-21.7%	\$15,741	\$22,386	42.2%	\$25,264	60.5%	\$15,764	\$21,323	35.3%	\$24,201	53.5%	\$52,729	\$51,340	-2.6%	\$54,218	2.8%	\$52,751	\$50,277	-4.7%	\$53,155	0.8%
183	ENGINEERING TECHNICIAN II	Engineering	\$33,923	\$43,322	-21.7%	\$15,995	\$23,099	44.4%	\$26,471	65.5%	\$16,021	\$21,854	36.4%	\$25,226	57.5%	\$59,316	\$57,022	-3.9%	\$60,394	1.8%	\$59,342	\$55,777	-6.0%	\$59,149	-0.3%
244	GAL ATTY V	Legal	\$97,479	\$124,393	-21.6%	\$19,238	\$32,219	67.5%	\$41,909	117.8%	\$19,312	\$28,642	48.3%	\$38,331	98.5%	\$143,630	\$129,699	-9.7%	\$139,388	-3.0%	\$143,705	\$126,121	-12.2%	\$135,811	-5.5%
343	LEAD AUTO WORKER	Fleet	\$44,174	\$56,360	-21.6%	\$16,516	\$24,570	48.8%	\$28,961	75.3%	\$16,550	\$22,949	38.7%	\$27,340	65.2%	\$72,877	\$68,744	-5.7%	\$73,135	0.4%	\$72,910	\$67,123	-7.9%	\$71,514	-1.9%
18	ADMINISTRATIVE ASSISTANT, GOVNR	Administrative Assistant	\$35,712	\$45,471	-21.5%	\$16,081	\$23,356	45.2%	\$26,906	67.3%	\$16,108	\$22,045	36.9%	\$25,595	58.9%	\$61,552	\$59,068	-4.0%	\$62,617	1.7%	\$61,579	\$57,757	-6.2%	\$61,307	-0.4%
450	PURCHASING TECHNICIAN II	Purchasing	\$28,637	\$36,367	-21.3%	\$15,717	\$22,341	42.1%	\$25,187	60.3%	\$15,738	\$21,290	35.3%	\$24,136	53.4%	\$52,083	\$50,977	-2.1%	\$53,824	3.3%	\$52,105	\$49,926	-4.2%	\$52,773	1.3%
415	PAYROLL SPECIALIST, STATE FINANCE	Finance	\$37,554	\$47,682	-21.2%	\$16,169	\$23,620	46.1%	\$27,353	69.2%	\$16,198	\$22,242	37.3%	\$25,975	60.4%	\$63,851	\$61,175	-4.2%	\$64,908	1.7%	\$63,880	\$59,796	-6.4%	\$63,529	-0.5%
419	PHARMACY TECHNICIAN	Non-exempt	\$28,952	\$36,750	-21.2%	\$15,732	\$22,386	42.3%	\$25,264	60.6%	\$15,754	\$21,323	35.4%	\$24,201	53.6%	\$52,482	\$51,338	-2.2%	\$54,216	3.3%	\$52,504	\$50,275	-4.2%	\$53,153	1.2%
102	COMPUTER SUPPORT SPECIALIST II	IT	\$34,478	\$43,747	-21.2%	\$16,012	\$23,179	44.8%	\$26,606	66.2%	\$16,038	\$21,913	36.6%	\$25,341	58.0%	\$59,758	\$57,557	-3.5%	\$61,084	2.2%	\$59,784	\$56,391	-5.7%	\$59,819	0.1%
350	LEAD HUMAN RESOURCES TECHNICIAN	Human Resources	\$34,154	\$43,259	-21.0%	\$15,992	\$23,132	44.6%	\$26,527	65.9%	\$16,018	\$21,879	36.6%	\$25,274	57.8%	\$59,251	\$57,286	-3.3%	\$60,681	2.4%	\$59,277	\$56,032	-5.5%	\$59,427	0.3%
65	AUTOMOTIVE ASSISTANT	Fleet	\$30,497	\$38,596	-21.0%	\$15,806	\$22,608	43.0%	\$26,639	62.2%	\$15,829	\$21,488	35.8%	\$24,520	54.9%	\$54,401	\$53,104	-2.4%	\$56,136	3.2%	\$54,424	\$51,985	-4.5%	\$55,017	1.1%
279	HUMAN RESOURCE DIRECTOR	Human Resources	\$94,634	\$119,751	-21.0%	\$19,052	\$31,811	67.0%	\$41,218	116.3%	\$19,124	\$28,338	48.2%	\$37,745	97.4%	\$138,803	\$126,445	-8.9%	\$135,852	-2.1%	\$138,875	\$122,972	-11.5%	\$132,379	-4.7%
481	SENIOR BUSINESS ANALYST	IT	\$54,805	\$69,246	-20.9%	\$17,032	\$26,096																		

			BASE SALARY (Annual)			OVERALL BENEFITS- TIER I					OVERALL BENEFITS- TIER II					TOTAL COMPENSATION- Tier I					TOTAL COMPENSATION- Tier II				
S.No	Benchmark Job Title	GBS Assigned Occupational Group	Current State	Market 50th Percentile	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)
445	PURCHASING AGENT II	Purchasing	\$49,262	\$60,315	-18.3%	\$16,674	\$25,300	51.7%	\$30,197	81.1%	\$16,711	\$23,492	40.6%	\$28,389	69.9%	\$76,990	\$74,563	-3.2%	\$79,459	3.2%	\$77,026	\$72,755	-5.5%	\$77,651	0.8%
165	ELECTRONIC TECHNICAL SPECIALIST III	Maintenance	\$55,095	\$67,415	-18.3%	\$16,959	\$26,137	54.1%	\$31,614	86.4%	\$16,999	\$24,115	41.9%	\$29,592	74.1%	\$84,374	\$81,232	-3.7%	\$86,708	2.8%	\$84,414	\$79,210	-6.2%	\$84,686	0.3%
365	LEGAL SECRETARY II	Administrative Assistant	\$37,909	\$46,272	-18.1%	\$16,113	\$23,671	46.9%	\$27,439	70.3%	\$16,141	\$22,280	38.0%	\$26,048	61.4%	\$62,385	\$61,580	-1.3%	\$65,348	4.8%	\$62,413	\$60,189	-3.6%	\$63,957	2.5%
307	INFORMATION TECHNOLOGY DIRECTOR	IT	\$106,775	\$130,302	-18.1%	\$19,474	\$33,553	72.3%	\$44,167	126.8%	\$19,552	\$29,635	51.6%	\$40,248	105.9%	\$149,776	\$140,328	-6.3%	\$150,941	0.8%	\$149,854	\$136,409	-9.0%	\$147,023	-1.9%
520	TRAINER I	Human Resources	\$38,948	\$47,491	-18.0%	\$16,162	\$23,820	47.4%	\$27,692	71.3%	\$16,190	\$22,391	38.3%	\$26,262	62.2%	\$63,652	\$62,769	-1.4%	\$66,640	4.7%	\$63,681	\$61,339	-3.7%	\$65,211	2.4%
326	IT MASTER ENGINEER	IT	\$93,074	\$113,358	-17.9%	\$18,796	\$31,587	68.1%	\$40,839	117.3%	\$18,864	\$28,172	49.3%	\$37,423	98.4%	\$132,154	\$124,662	-5.7%	\$133,913	1.3%	\$132,222	\$121,246	-8.3%	\$130,498	-1.3%
25	ADMINISTRATIVE SUPPORT SPECIALIST	Administrative Assistant	\$36,650	\$44,614	-17.9%	\$16,046	\$23,490	46.4%	\$27,133	69.1%	\$16,073	\$22,145	37.8%	\$25,788	60.4%	\$60,660	\$60,140	-0.9%	\$63,983	5.1%	\$60,687	\$58,795	-3.1%	\$62,438	2.9%
51	AUDIOLOGIST/SPEECH PATHOLOGIST II	Professional-other	\$50,844	\$61,701	-17.6%	\$16,730	\$25,527	52.6%	\$30,581	82.8%	\$16,767	\$23,661	41.1%	\$28,715	71.3%	\$68,431	\$76,371	-2.6%	\$81,425	3.8%	\$78,468	\$74,505	-5.1%	\$79,559	1.4%
512	TECHNICAL WRITER	Marketing/Communications	\$49,343	\$59,865	-17.6%	\$16,656	\$25,312	52.0%	\$30,217	81.4%	\$16,692	\$23,501	40.8%	\$28,406	70.2%	\$76,522	\$74,655	-2.4%	\$79,560	4.0%	\$76,558	\$72,844	-4.9%	\$77,749	1.6%
172	ENGINEER II	Engineering	\$57,770	\$70,076	-17.6%	\$17,065	\$26,521	55.4%	\$32,264	89.1%	\$17,107	\$24,401	42.6%	\$30,143	76.2%	\$87,141	\$84,292	-3.3%	\$90,034	3.3%	\$87,183	\$82,171	-5.7%	\$87,914	0.8%
321	IT ANALYST II, TRUST LANDS ADMINISTRATION	IT	\$68,536	\$82,939	-17.4%	\$17,579	\$28,066	59.7%	\$34,879	98.4%	\$17,629	\$25,551	44.9%	\$32,363	83.6%	\$100,519	\$96,602	-3.9%	\$103,415	2.9%	\$100,568	\$94,087	-6.4%	\$100,899	0.3%
218	FINANCE OFFICER III	Finance	\$53,570	\$64,761	-17.3%	\$16,852	\$25,919	53.8%	\$31,243	85.4%	\$16,891	\$23,953	41.8%	\$29,277	73.3%	\$81,613	\$79,489	-2.6%	\$84,814	3.9%	\$81,652	\$77,523	-5.1%	\$82,848	1.5%
166	ELECTRONICS MAINTENANCE/REPAIR SPECIALIST	Maintenance	\$44,405	\$53,598	-17.2%	\$16,406	\$24,603	50.0%	\$29,017	76.9%	\$16,438	\$23,877	39.8%	\$27,387	66.6%	\$70,004	\$69,008	-1.4%	\$73,422	4.9%	\$70,037	\$67,378	-3.8%	\$71,792	2.5%
535	WAREHOUSE MANAGER	Materials Management	\$43,418	\$52,379	-17.1%	\$16,357	\$24,462	49.5%	\$28,777	75.9%	\$16,388	\$22,868	39.5%	\$27,184	65.9%	\$68,737	\$67,880	-1.2%	\$72,195	5.0%	\$68,768	\$66,286	-3.6%	\$70,602	2.7%
433	PROGRAM SPECIALIST II	Program Management	\$47,356	\$57,014	-16.9%	\$16,542	\$25,027	51.3%	\$29,734	79.7%	\$16,577	\$23,289	40.5%	\$27,996	68.9%	\$73,556	\$72,383	-1.6%	\$77,090	4.8%	\$73,590	\$70,645	-4.0%	\$75,352	2.4%
421	PHYSICAL THERAPIST ASSISTANT, USDB	Therapist	\$46,051	\$55,442	-16.9%	\$16,480	\$24,840	50.7%	\$29,417	78.5%	\$16,513	\$23,149	40.2%	\$27,727	67.9%	\$71,921	\$70,891	-1.4%	\$75,468	4.9%	\$71,955	\$69,201	-3.8%	\$73,778	2.5%
448	PURCHASING MANAGER	Purchasing	\$66,537	\$80,097	-16.9%	\$17,466	\$27,779	59.0%	\$34,393	96.9%	\$17,514	\$25,337	44.7%	\$31,951	82.4%	\$97,563	\$94,316	-3.3%	\$100,930	3.5%	\$97,611	\$91,874	-5.9%	\$98,488	0.9%
171	ENGINEER I	Engineering	\$46,404	\$55,828	-16.9%	\$16,495	\$24,890	50.9%	\$29,503	78.9%	\$16,529	\$23,187	40.3%	\$27,800	68.2%	\$72,323	\$71,294	-1.4%	\$75,907	5.0%	\$72,357	\$69,591	-3.8%	\$74,204	2.6%
319	IT ANALYST I, TRUST LANDS ADMINISTRATION	IT	\$48,994	\$58,907	-16.8%	\$16,618	\$25,262	52.0%	\$30,132	81.3%	\$16,653	\$23,464	40.9%	\$28,334	70.1%	\$75,525	\$74,256	-1.7%	\$79,126	4.8%	\$75,560	\$72,458	-4.1%	\$77,328	2.3%
439	PSYCHIATRIST	Professional-other	\$172,738	\$206,988	-16.5%	\$22,541	\$43,019	90.8%	\$60,189	167.0%	\$22,666	\$36,680	61.8%	\$53,850	137.6%	\$229,529	\$215,757	-6.0%	\$232,927	1.5%	\$229,653	\$209,417	-8.8%	\$226,587	-1.3%
416	PAYROLL TECHNICIAN, STATE FINANCE	Finance	\$37,336	\$44,704	-16.5%	\$16,050	\$23,589	47.0%	\$27,300	70.1%	\$16,077	\$22,219	38.2%	\$25,930	61.3%	\$60,754	\$60,925	0.3%	\$64,636	6.4%	\$60,781	\$59,555	-2.0%	\$63,266	4.1%
232	FLEET MANAGER	Fleet	\$64,338	\$76,939	-16.4%	\$17,339	\$27,464	58.4%	\$33,859	95.3%	\$17,386	\$25,102	44.4%	\$31,498	81.2%	\$94,279	\$91,802	-2.6%	\$98,197	4.2%	\$94,325	\$89,440	-5.2%	\$95,836	1.6%
338	JOURNEY WELDER	Maintenance	\$39,618	\$47,333	-16.3%	\$16,155	\$23,916	48.0%	\$27,854	72.4%	\$16,184	\$22,462	38.8%	\$26,400	63.1%	\$63,488	\$63,535	0.1%	\$67,473	6.3%	\$63,516	\$62,081	-2.3%	\$66,019	3.9%
311	INFORMATION TECHNOLOGY PROJECT MANAGER	IT	\$68,856	\$82,213	-16.2%	\$17,550	\$28,112	60.2%	\$34,956	99.2%	\$17,600	\$25,585	45.4%	\$32,429	84.3%	\$99,763	\$96,968	-2.8%	\$103,812	4.1%	\$99,813	\$94,441	-5.4%	\$101,285	1.5%
237	FOOD SERVICE WORKER I	Food service	\$17,134	\$20,444	-16.2%	\$15,080	\$20,690	37.2%	\$22,393	48.5%	\$15,092	\$20,061	32.9%	\$21,764	44.2%	\$35,524	\$37,824	6.5%	\$39,527	11.3%	\$35,536	\$37,195	4.7%	\$38,899	9.5%
408	OFFICE SPECIALIST I, SENATE	Non-exempt	\$30,066	\$35,860	-16.2%	\$15,696	\$22,546	43.6%	\$25,534	62.7%	\$15,718	\$21,442	36.4%	\$24,431	55.4%	\$51,556	\$52,612	2.0%	\$55,601	7.8%	\$51,578	\$51,509	-0.1%	\$54,497	5.7%
413	OFFICE TECHNICIAN II, ATT GEN	Non-exempt	\$27,006	\$32,207	-16.1%	\$15,550	\$22,107	42.2%	\$24,791	59.4%	\$15,569	\$21,115	35.6%	\$23,800	52.9%	\$47,757	\$49,112	2.8%	\$51,797	8.5%	\$47,777	\$48,121	0.7%	\$50,805	6.3%
406	OFFICE SPECIALIST I, ATT GEN	Non-exempt	\$30,125	\$35,860	-16.0%	\$15,696	\$22,554	43.7%	\$25,549	62.8%	\$15,718	\$21,449	36.5%	\$24,443	55.5%	\$51,556	\$52,680	2.2%	\$55,674	8.0%	\$51,578	\$51,574	0.0%	\$54,568	5.8%
67	BOILER/HVAC SPECIALIST	Maintenance	\$50,125	\$59,665	-16.0%	\$16,648	\$25,424	52.7%	\$30,407	82.6%	\$16,684	\$23,585	41.4%	\$28,567	71.2%	\$76,313	\$75,549	-1.0%	\$80,532	5.5%	\$76,349	\$73,710	-3.5%	\$78,692	3.1%
109	CONTRACT/GRANT ANALYST II, ATT GEN	Grants	\$57,283	\$67,944	-15.7%	\$16,980	\$26,451	55.8%	\$32,145	89.3%	\$17,020	\$24,349	43.1%	\$30,043	76.5%	\$84,924	\$83,735	-1.4%	\$89,428	5.3%	\$84,965	\$81,632	-3.9%	\$87,326	2.8%
367	LEGAL SECRETARY, ATT GEN	Administrative Assistant	\$37,028	\$43,894	-15.6%	\$16,018	\$23,455	47.0%	\$27,225	70.0%	\$16,044	\$22,186	38.3%	\$25,866	61.2%	\$59,912	\$60,572	1.1%	\$64,253	7.2%	\$59,938	\$59,213	-1.2%	\$62,894	4.9%
48	ATTORNEY/LAW CLERK	Legal	\$53,381	\$63,135	-15.4%	\$16,787	\$25,891	54.2%	\$31,197	85.8%	\$16,825	\$23,932	42.2%	\$29,238	73.8%	\$79,922	\$79,273	-0.8%	\$84,579	5.8%	\$79,960	\$77,313	-3.3%	\$82,620	3.3%
105	CONSULTANT	Professional-other	\$85,132	\$100,587	-15.4%	\$18,285	\$30,448	66.5%	\$38,910	112.8%	\$18,346	\$27,323	48.9%	\$35,785	95.1%	\$118,873	\$115,579	-2.8%	\$124,042	4.3%	\$118,933	\$112,455	-5.4%	\$120,917	1.7%
355	LEGAL ASSISTANT (PARALEGAL) II	Legal	\$38,050	\$44,929	-15.3%	\$16,059	\$23,691	47.5%	\$27,473	71.1%	\$16,086	\$22,295	38.6%	\$26,077	62.1%	\$60,988	\$61,741	1.2%	\$65,523	7.4%	\$61,015	\$60,344	-1.1%	\$64,127	5.1%
301	INFORMATION SPECIALIST II	IT	\$40,441	\$47,669	-15.2%	\$16,169	\$24,034	48.6%	\$28,054	73.5%	\$16,197	\$22,550	39.2%	\$26,570	64.0%	\$63,837	\$64,475	1.0%	\$68,495	7.3%	\$63,866	\$62,991	-1.4%	\$67,011	4.9%
20	ADMINISTRATIVE LEGAL SECRETARY	Administrative Assistant	\$36,585	\$43,094	-15.1%	\$15,986	\$23,481	46.9%	\$27,118	69.6%	\$16,012	\$22,138	38.3%	\$25,775	61.0%	\$59,080	\$60,066	1.7%	\$63,703	7.8%	\$59,106	\$58,723	-0.6%	\$62,360	5.5%
16	ADMINISTRATIVE ASSISTANT I	Administrative Assistant	\$29,245	\$34,419	-15.0%	\$15,639	\$22,428	43.4%	\$25,335	62.0%	\$15,659	\$21,355	36.4%	\$24,262	54.9%	\$50,058	\$51,673	3.2%	\$54,580	9.0%	\$50,079	\$50,600	1.0%	\$53,507	6.8%
81	CHEMIST/MICROBIOLOGIST III	Professional-other	\$53,686	\$63,107	-14.9%	\$16,786	\$25,935	54.5%	\$31,272	86.3%	\$16,824	\$23,965	42.4%	\$29,301	74.2%	\$79,893	\$79,621	-0.3%	\$84,958	6.3%	\$79,931	\$77,651	-2.9%	\$82,988	3.8%
56	AUDITOR I	Finance	\$40,464	\$47,561	-14.9%	\$16,164	\$23,038	48.7%	\$28,060	73.6%	\$16,193	\$22,553	39.3%	\$26,575	64.1%	\$63,725	\$64,502	1.2%	\$68,524	7.5%	\$63,753	\$63,017	-1.2%	\$67,039	5.2%
293	HUMAN RESOURCES TECHNICIAN, ATT GEN	Human Resources	\$33,488	\$39,175	-14.5%	\$15,829	\$23,037	45.5%	\$26,365	66.6%	\$15,852	\$21,808	37.6%	\$25,136	58.6%	\$55,003	\$56,525	2.8%	\$59,853	8.8%	\$55,027	\$55,296	0.5%	\$58,624	6.5%
30	APPLICATION DEVELOPER I	IT	\$55,716	\$64,981	-14.3%	\$16,861	\$26,226	55.5%	\$31,765	88.4%	\$16,900	\$24,182	43.1%	\$29,720	75.9%	\$81,842	\$81,943	0.1%	\$87,481	6.9%	\$81,881	\$79,898	-2.4%	\$85,436	4.3%
438	PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN	Non-exempt	\$21,933	\$25,501	-14.0%	\$15,282	\$21,379	39.9%	\$23,559	54.2%	\$15,297	\$20,574	34.5%	\$22,754	48.7%	\$40,783	\$43,312	6.2%	\$45,492	11.5%	\$40,798	\$42,507	4.2%	\$44,687	9.5%
494	SUPPORT SERVICES COORD III	Finance	\$52,450	\$60,907	-13.9%	\$16,698	\$25,758	54.3%	\$30,971	85.5%	\$16,735	\$23,833	42.4%	\$29,046	73.6%	\$77,605	\$78,208	0.8%	\$83,421	7.5%	\$77,642	\$76,283	-1.8%	\$81,496	5.0%
6	ACCOUNTING TECHNICIAN II, ATT GEN	Finance	\$34,001	\$39,478	-13.9%	\$15,841	\$23,110	45.9%	\$26,490	67.2%	\$15,865	\$21,863	37.8%	\$25,242	59.1%	\$55,319	\$57,111	3.2%	\$60,491	9.4%	\$55,342	\$55,864	0.9%	\$59,243	7.0%
409	OFFICE SPECIALIST II	Non-exempt	\$30,942	\$35,860	-13.7%	\$15,696	\$22,671	44.4%	\$25,747	64.0%	\$15,718	\$21,536	37.0%	\$24,611	56.6%	\$51,556	\$53,613	4.0%	\$56,689	10.0%	\$51,578	\$52,478	1.7%	\$55,553	7.7%
534	VETERINARIAN	Professional-other	\$67,556	\$78,176	-13.6%	\$17,389	\$27,925	60.6%	\$34,641																

			BASE SALARY (Annual)			OVERALL BENEFITS- TIER I					OVERALL BENEFITS- TIER II					TOTAL COMPENSATION- Tier I					TOTAL COMPENSATION- Tier II				
S.No	Benchmark Job Title	GBS Assigned Occupational Group	Current State	Market 50th Percentile	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)
304	INFORMATION SPECIALIST III, ATT GEN	IT	\$50,305	\$56,626	-11.2%	\$16,527	\$25,450	54.0%	\$30,450	84.2%	\$16,561	\$23,604	42.5%	\$28,604	72.7%	\$73,153	\$75,755	3.6%	\$80,755	10.4%	\$73,186	\$73,909	1.0%	\$78,909	7.8%
298	INFORMATION SECURITY ANALYST III	IT	\$79,903	\$89,801	-11.0%	\$17,854	\$29,697	66.3%	\$37,640	110.8%	\$17,908	\$26,765	49.5%	\$34,707	93.8%	\$107,655	\$109,601	1.8%	\$117,543	9.2%	\$107,709	\$106,668	-1.0%	\$114,610	6.4%
173	ENGINEER III	Engineering	\$67,551	\$75,875	-11.0%	\$17,297	\$27,925	61.4%	\$34,639	100.3%	\$17,342	\$25,446	46.7%	\$32,160	85.4%	\$93,172	\$95,476	2.5%	\$102,191	9.7%	\$93,217	\$92,997	-0.2%	\$99,712	7.0%
1	ACCOUNTING SPECIALIST II	Finance	\$33,758	\$37,904	-10.9%	\$15,778	\$23,076	46.3%	\$26,431	67.5%	\$15,801	\$21,837	38.2%	\$25,192	59.4%	\$53,682	\$56,834	5.9%	\$60,190	12.1%	\$53,705	\$55,595	3.5%	\$58,951	9.8%
452	RECEPTIONIST I	Administrative Assistant	\$27,269	\$30,548	-10.7%	\$15,484	\$22,144	43.0%	\$24,855	60.5%	\$15,502	\$21,144	36.4%	\$23,854	53.9%	\$46,032	\$49,413	7.3%	\$52,124	13.2%	\$46,050	\$48,412	5.1%	\$51,123	11.0%
318	IT ANALYST I	IT	\$52,586	\$58,907	-10.7%	\$16,618	\$25,777	55.1%	\$31,004	86.6%	\$16,653	\$23,847	43.2%	\$29,074	74.6%	\$75,525	\$78,363	3.8%	\$83,590	10.7%	\$75,560	\$76,433	1.2%	\$81,660	8.1%
17	ADMINISTRATIVE ASSISTANT II	Administrative Assistant	\$35,927	\$40,228	-10.7%	\$15,871	\$23,387	47.4%	\$26,958	69.9%	\$15,895	\$22,068	38.8%	\$25,639	61.3%	\$56,099	\$59,314	5.7%	\$62,885	12.1%	\$56,123	\$57,996	3.3%	\$61,567	9.7%
266	GROUNDKEEPER II	Custodial	\$22,440	\$25,106	-10.6%	\$15,266	\$21,451	40.5%	\$23,682	55.1%	\$15,281	\$20,628	35.0%	\$22,858	49.6%	\$40,372	\$43,891	8.7%	\$46,122	14.2%	\$40,387	\$43,068	6.6%	\$45,298	12.2%
324	IT ANALYST III, TRUST LANDS ADMINISTRATION	IT	\$81,043	\$90,512	-10.5%	\$17,882	\$29,861	67.0%	\$37,916	112.0%	\$17,937	\$26,887	49.9%	\$34,942	94.8%	\$108,394	\$110,904	2.3%	\$118,959	9.7%	\$108,448	\$107,929	-0.5%	\$115,985	6.9%
133	DIRECTOR OF HUMAN RESOURCES	Human Resources	\$107,266	\$119,751	-10.4%	\$19,052	\$33,624	76.5%	\$44,286	132.4%	\$19,124	\$29,687	55.2%	\$40,349	111.0%	\$138,803	\$140,889	1.5%	\$151,552	9.2%	\$138,875	\$136,953	-1.4%	\$147,615	6.3%
37	ARCHITECT	Professional-other	\$57,916	\$64,587	-10.3%	\$16,845	\$26,542	57.6%	\$32,299	91.7%	\$16,884	\$24,417	44.6%	\$30,173	78.7%	\$81,433	\$84,458	3.7%	\$90,214	10.8%	\$81,472	\$82,332	1.1%	\$88,089	8.1%
325	IT ARCHITECT	IT	\$96,071	\$106,540	-9.8%	\$18,523	\$32,017	72.8%	\$41,567	124.4%	\$18,587	\$28,492	53.3%	\$38,041	104.7%	\$125,063	\$128,088	2.4%	\$137,638	10.1%	\$125,127	\$124,562	-0.5%	\$134,112	7.2%
239	FOOD SERVICE WORKER III	Food service	\$22,784	\$25,260	-9.8%	\$15,272	\$21,501	40.8%	\$23,765	55.6%	\$15,287	\$20,665	35.2%	\$22,929	50.0%	\$40,533	\$44,285	9.3%	\$46,550	14.8%	\$40,548	\$43,449	7.2%	\$45,713	12.7%
193	ENVIRONMENTAL MANAGER	Environmental Health	\$77,866	\$86,186	-9.7%	\$17,709	\$29,405	66.0%	\$37,145	109.7%	\$17,761	\$26,547	49.5%	\$34,287	93.0%	\$103,896	\$107,271	3.2%	\$115,011	10.7%	\$103,947	\$104,413	0.4%	\$112,153	7.9%
22	ADMINISTRATIVE SECRETARY	Administrative Assistant	\$34,925	\$38,620	-9.6%	\$15,807	\$23,243	47.0%	\$26,714	69.0%	\$15,830	\$21,961	38.7%	\$25,433	60.7%	\$54,426	\$58,168	6.9%	\$61,639	13.3%	\$54,450	\$56,886	4.5%	\$60,357	10.9%
209	EXECUTIVE DIRECTOR, DEPT. OF HUMAN RESOURCE MGMT	Administrative Assistant	\$128,742	\$141,955	-9.3%	\$19,940	\$36,706	84.1%	\$49,503	148.3%	\$20,025	\$31,981	59.7%	\$44,778	123.6%	\$161,895	\$165,447	2.2%	\$178,244	10.1%	\$161,980	\$160,722	-0.8%	\$173,519	7.1%
120	DENTIST	Dental	\$97,620	\$107,329	-9.0%	\$18,555	\$32,240	73.8%	\$41,943	126.0%	\$18,619	\$28,657	53.9%	\$38,360	106.0%	\$125,884	\$129,859	3.2%	\$139,563	10.9%	\$125,948	\$126,277	0.3%	\$135,980	8.0%
392	MARKETING & COMMUNICATIONS SPECIALIST III	Marketing/Communications	\$58,053	\$63,821	-9.0%	\$16,815	\$26,562	58.0%	\$32,332	92.3%	\$16,853	\$24,431	45.0%	\$30,202	79.2%	\$80,635	\$84,615	4.9%	\$90,385	12.1%	\$80,674	\$82,484	2.2%	\$88,254	9.4%
539	WAREHOUSE/SURPLUS PROPERTY MANAGER	Materials Management	\$50,466	\$55,450	-9.0%	\$16,480	\$25,473	54.6%	\$30,489	85.0%	\$16,513	\$23,621	43.0%	\$28,637	73.4%	\$71,930	\$75,939	5.6%	\$80,955	12.5%	\$71,964	\$74,087	3.0%	\$79,103	9.9%
521	TRAINER II	Human Resources	\$49,991	\$54,857	-8.9%	\$16,456	\$25,405	54.4%	\$30,374	84.6%	\$16,489	\$23,570	42.9%	\$28,539	73.1%	\$71,313	\$75,395	5.7%	\$80,364	12.7%	\$71,346	\$73,561	3.1%	\$78,530	10.1%
391	MARKETING & COMMUNICATIONS SPECIALIST II	Marketing/Communications	\$49,661	\$54,490	-8.9%	\$16,441	\$25,358	54.2%	\$30,294	84.3%	\$16,474	\$23,535	42.9%	\$28,471	72.8%	\$70,932	\$75,019	5.8%	\$79,955	12.7%	\$70,965	\$73,197	3.1%	\$78,133	10.1%
132	DIRECTOR OF FINANCE	Finance	\$94,474	\$103,399	-8.6%	\$18,398	\$31,788	72.8%	\$41,179	123.3%	\$18,460	\$28,321	53.4%	\$37,712	104.3%	\$121,797	\$126,262	3.7%	\$135,652	11.4%	\$121,859	\$122,795	0.8%	\$132,185	8.5%
341	LAUNDRY WORKER/SEAMSTRESS	Custodial	\$19,985	\$21,847	-8.5%	\$15,136	\$21,099	39.4%	\$23,086	52.5%	\$15,149	\$20,366	34.4%	\$22,352	47.6%	\$36,982	\$41,085	11.1%	\$43,071	16.5%	\$36,996	\$40,351	9.1%	\$42,338	14.4%
275	HEALTH PROGRAM SPECIALIST II	Program Management	\$38,579	\$42,162	-8.5%	\$15,948	\$23,767	49.0%	\$27,602	73.1%	\$15,974	\$22,351	39.9%	\$26,186	63.9%	\$58,110	\$62,346	7.3%	\$66,181	13.9%	\$58,136	\$60,930	4.8%	\$64,765	11.4%
390	MARKETING & COMMUNICATIONS SPECIALIST I	Marketing/Communications	\$37,128	\$40,527	-8.4%	\$15,883	\$23,559	48.3%	\$27,250	71.6%	\$15,907	\$22,196	39.5%	\$25,887	62.7%	\$56,410	\$60,687	7.6%	\$64,378	14.1%	\$56,435	\$59,324	5.1%	\$63,015	11.7%
246	GENERAL COUNSEL	Legal	\$128,398	\$140,154	-8.4%	\$19,868	\$36,656	84.5%	\$49,419	148.7%	\$19,952	\$31,944	60.1%	\$44,707	124.1%	\$160,022	\$165,055	3.1%	\$177,818	11.1%	\$160,106	\$160,343	0.1%	\$173,105	8.1%
492	SUPPORT SERVICES COORD I	Finance	\$35,721	\$38,988	-8.4%	\$15,821	\$23,357	47.6%	\$26,908	70.1%	\$15,845	\$22,046	39.1%	\$25,597	61.5%	\$54,809	\$59,078	7.8%	\$62,629	14.3%	\$54,833	\$57,767	5.4%	\$61,318	11.8%
334	JOURNEY MACHINIST	Maintenance	\$44,377	\$48,413	-8.3%	\$16,198	\$24,599	51.9%	\$29,610	79.1%	\$16,247	\$22,971	41.6%	\$27,382	68.0%	\$64,611	\$68,976	6.8%	\$73,387	13.6%	\$64,640	\$67,347	4.2%	\$71,758	11.0%
176	ENGINEER MANAGER III - ADMIN. UDOT	Engineering	\$116,962	\$127,478	-8.2%	\$19,361	\$35,015	80.9%	\$46,641	140.9%	\$19,437	\$30,723	58.1%	\$42,349	117.9%	\$146,839	\$151,977	3.5%	\$163,603	11.4%	\$146,916	\$147,685	0.5%	\$159,311	8.4%
322	IT ANALYST III	IT	\$83,251	\$90,512	-8.0%	\$17,882	\$30,178	68.8%	\$38,453	115.0%	\$17,937	\$27,122	51.2%	\$35,397	97.3%	\$108,394	\$113,428	4.6%	\$121,703	12.3%	\$108,448	\$110,373	1.8%	\$118,648	9.4%
58	AUDITOR II, ATT GEN	Finance	\$55,162	\$59,803	-7.8%	\$16,654	\$26,147	57.0%	\$31,630	89.9%	\$16,690	\$24,122	44.5%	\$29,606	77.4%	\$76,457	\$81,308	6.3%	\$86,792	13.5%	\$76,493	\$79,284	3.6%	\$84,767	10.8%
407	OFFICE SPECIALIST I, INSP GEN MEDICAID SRVS	Non-exempt	\$33,127	\$35,860	-7.6%	\$15,696	\$22,985	46.4%	\$26,278	67.4%	\$15,718	\$21,769	38.5%	\$25,062	59.5%	\$51,556	\$56,112	8.8%	\$59,405	15.2%	\$51,578	\$54,897	6.4%	\$58,190	12.8%
224	FINANCIAL DIRECTOR, OFFICE OF STATE TREASURER	Finance	\$105,955	\$114,621	-7.6%	\$18,847	\$33,436	77.4%	\$43,968	133.3%	\$18,915	\$29,547	56.2%	\$40,079	111.9%	\$133,467	\$139,391	4.4%	\$149,923	12.3%	\$133,536	\$135,502	1.5%	\$146,034	9.4%
118	DENTAL ASSISTANT II	Dental	\$30,525	\$32,783	-6.9%	\$15,573	\$22,612	45.2%	\$25,646	64.7%	\$15,593	\$21,491	37.8%	\$24,525	57.3%	\$48,356	\$53,137	9.9%	\$56,171	16.2%	\$48,376	\$52,016	7.5%	\$55,051	13.8%
87	CHILD NUTRITION SPECIALIST	Nutrition	\$46,076	\$49,446	-6.8%	\$16,240	\$24,843	53.0%	\$29,423	81.2%	\$16,269	\$23,152	42.3%	\$27,732	70.5%	\$65,686	\$70,919	8.0%	\$75,499	14.9%	\$65,716	\$69,228	5.3%	\$73,808	12.3%
471	RETAIL SALES CLERK I	Non-exempt	\$18,257	\$19,485	-6.3%	\$15,041	\$20,851	38.6%	\$22,666	50.7%	\$15,053	\$20,181	34.1%	\$21,996	46.1%	\$34,526	\$39,108	13.3%	\$40,923	18.5%	\$34,538	\$38,438	11.3%	\$40,253	16.5%
455	REGISTERED NURSE	Nursing	\$56,270	\$59,934	-6.1%	\$16,659	\$26,306	57.9%	\$31,899	91.5%	\$16,695	\$24,241	45.2%	\$29,834	78.7%	\$76,594	\$82,576	7.8%	\$88,170	15.1%	\$76,630	\$80,511	5.1%	\$86,105	12.4%
216	FINANCE DIRECTOR, ATT GEN	Finance	\$97,760	\$103,399	-5.5%	\$18,398	\$32,260	75.3%	\$41,977	128.2%	\$18,460	\$28,672	55.3%	\$38,389	108.0%	\$121,797	\$130,020	6.8%	\$139,737	14.7%	\$121,859	\$126,432	3.8%	\$136,149	11.7%
215	FINANCE DIRECTOR	Finance	\$97,894	\$103,399	-5.3%	\$18,398	\$32,279	75.4%	\$42,010	128.3%	\$18,460	\$28,686	55.4%	\$38,417	108.1%	\$121,797	\$130,173	6.9%	\$139,903	14.9%	\$121,859	\$126,580	3.9%	\$136,310	11.9%
13	ADMIN ASSIST TO POLICY AND EDUCATION DIRECTORS	Administrative Assistant	\$47,372	\$49,999	-5.3%	\$16,262	\$25,029	53.9%	\$29,738	82.9%	\$16,292	\$23,291	43.0%	\$27,999	71.9%	\$66,261	\$72,401	9.3%	\$77,110	16.4%	\$66,291	\$70,663	6.6%	\$75,371	13.7%
506	TECHNICAL SUPPORT SPEC I	IT	\$39,749	\$41,920	-5.2%	\$15,939	\$23,935	50.2%	\$27,886	75.0%	\$15,964	\$22,476	40.8%	\$26,427	65.5%	\$57,859	\$63,684	10.1%	\$67,635	16.9%	\$57,884	\$62,226	7.5%	\$66,177	14.3%
186	ENTERPRISE SYSTEMS MANAGER	IT	\$103,397	\$108,216	-4.5%	\$18,591	\$33,069	77.9%	\$43,346	133.2%	\$18,655	\$29,274	56.9%	\$39,552	112.0%	\$126,806	\$136,465	7.6%	\$146,743	15.7%	\$126,871	\$132,671	4.6%	\$142,948	12.7%
138	DIRECTOR, DIVISION OF FINANCE	Finance	\$135,928	\$141,954	-4.2%	\$19,940	\$37,737	89.3%	\$51,248	157.0%	\$20,025	\$32,748	63.5%	\$46,260	131.0%	\$161,894	\$173,665	7.3%	\$187,176	15.6%	\$161,979	\$168,676	4.1%	\$182,188	12.5%
287	HUMAN RESOURCES REPRESENTATIVE I	Human Resources	\$44,470	\$46,278	-3.9%	\$16,113	\$24,613	52.8%	\$29,033	80.2%	\$16,141	\$22,981	42.4%	\$27,401	69.8%	\$62,391	\$69,083	10.7%	\$73,503	17.8%	\$62,419	\$67,451	8.1%	\$71,871	15.1%
162	ELECTRONIC TECH/JOURNEY ELECTRICIAN	Maintenance	\$55,467	\$57,707	-3.9%	\$16,570	\$26,191	58.1%	\$31,704	91.3%	\$16,605	\$24,155	45.5%	\$29,669	78.7%	\$74,277	\$81,658	9.9%	\$87,171	17.4%	\$74,312	\$7			

S.No	Benchmark Job Title	GBS Assigned Occupational Group	BASE SALARY (Annual)			OVERALL BENEFITS- TIER I					OVERALL BENEFITS- TIER II					TOTAL COMPENSATION- Tier I					TOTAL COMPENSATION- Tier II				
			Current State	Market 50th Percentile	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)	Market	State (Funded Liability)	%Diff (State from Mrkt)	State (includes Unfunded Liability)	%Diff (State from Mrkt)
360	LEGAL ASSISTANT, TRUST LANDS ADMINISTRATION	Legal	\$57,762	\$57,871	-0.2%	\$16,577	\$26,520	60.0%	\$32,261	94.6%	\$16,611	\$24,400	46.9%	\$30,142	81.5%	\$74,448	\$84,282	13.2%	\$90,023	20.9%	\$74,483	\$82,162	10.3%	\$87,903	18.0%
428	PROGRAM ADMINISTRATOR I	Program Management	\$57,142	\$57,014	0.2%	\$16,542	\$26,431	59.8%	\$32,111	94.1%	\$16,577	\$24,334	46.8%	\$30,014	81.1%	\$73,556	\$83,573	13.6%	\$89,253	21.3%	\$73,590	\$81,476	10.7%	\$87,156	18.4%
98	COMMUNICATIONS DIRECTOR	Marketing/Communications	\$80,777	\$80,533	0.3%	\$17,483	\$29,823	70.6%	\$37,852	116.5%	\$17,532	\$26,858	53.2%	\$34,887	99.0%	\$98,016	\$110,599	12.8%	\$118,629	21.0%	\$98,064	\$107,635	9.8%	\$115,664	17.9%
426	PRODUCT MANAGER	Program Management	\$94,571	\$93,763	0.9%	\$18,012	\$31,802	76.6%	\$41,202	128.7%	\$18,056	\$28,331	56.8%	\$37,732	108.8%	\$111,775	\$126,373	13.1%	\$135,773	21.5%	\$111,831	\$122,902	9.9%	\$132,302	18.3%
524	TRAINING COORDINATOR I	Human Resources	\$57,874	\$56,941	1.6%	\$16,540	\$26,536	60.4%	\$32,289	95.2%	\$16,574	\$24,412	47.3%	\$30,165	82.0%	\$73,481	\$84,410	14.9%	\$90,163	22.7%	\$73,515	\$82,286	11.9%	\$88,039	19.8%
291	HUMAN RESOURCES TECHNICIAN I	Human Resources	\$33,580	\$33,015	1.7%	\$15,582	\$23,050	47.9%	\$26,388	69.3%	\$15,602	\$21,818	39.8%	\$25,155	61.2%	\$48,597	\$56,630	16.5%	\$59,968	23.4%	\$48,617	\$55,399	13.9%	\$58,736	20.8%
327	JOURNEY AUTO WORKER	Fleet	\$39,354	\$38,596	2.0%	\$15,806	\$23,879	51.9%	\$27,790	75.8%	\$15,829	\$22,434	41.7%	\$26,346	66.4%	\$45,401	\$63,233	16.2%	\$67,145	23.4%	\$54,424	\$61,789	13.5%	\$65,701	20.7%
19	ADMINISTRATIVE ASSISTANT, STATE AUDITOR	Administrative Assistant	\$54,649	\$53,575	2.0%	\$16,405	\$26,073	58.9%	\$31,505	92.0%	\$16,437	\$24,068	46.4%	\$29,500	79.5%	\$69,980	\$80,722	15.4%	\$86,154	23.1%	\$70,012	\$78,716	12.4%	\$84,148	20.2%
410	OFFICE SPECIALIST, TRUST LANDS ADMINISTRATION	Non-exempt	\$36,621	\$35,860	2.1%	\$15,696	\$23,486	49.6%	\$27,126	72.8%	\$15,718	\$22,142	40.9%	\$25,782	64.0%	\$51,556	\$60,107	16.6%	\$63,747	23.6%	\$51,578	\$58,763	13.9%	\$62,403	21.0%
137	DIRECTOR, COMMUNICATIONS DIVISION - UDOT	Marketing/Communications	\$106,101	\$103,620	2.4%	\$18,407	\$33,457	81.8%	\$44,003	139.1%	\$18,469	\$29,563	60.1%	\$40,109	117.2%	\$122,027	\$139,557	14.4%	\$150,104	23.0%	\$122,089	\$135,664	11.1%	\$146,210	19.8%
323	IT ANALYST III, ATT GEN	IT	\$93,267	\$90,512	3.0%	\$17,882	\$31,615	76.8%	\$40,886	128.6%	\$17,937	\$28,192	57.2%	\$37,463	108.9%	\$108,394	\$124,882	15.2%	\$134,153	23.8%	\$108,448	\$121,459	12.0%	\$130,730	20.5%
11	ADMIN ASSIST TO CHIEF OF STAFF	Administrative Assistant	\$53,934	\$52,004	3.7%	\$16,342	\$25,971	58.9%	\$31,332	91.7%	\$16,373	\$23,991	46.5%	\$29,352	79.3%	\$68,346	\$79,905	16.9%	\$85,266	24.8%	\$68,377	\$77,926	14.0%	\$83,287	21.8%
136	DIRECTOR, ADMINISTRATIVE SERVICES, BOPP	Management	\$106,080	\$102,244	3.8%	\$18,352	\$33,454	82.3%	\$43,998	139.7%	\$18,413	\$29,561	60.5%	\$40,105	117.8%	\$120,595	\$139,534	15.7%	\$150,078	24.4%	\$120,657	\$135,641	12.4%	\$146,185	21.2%
203	EQUIPMENT SPECIALIST	Maintenance	\$57,820	\$55,724	3.8%	\$16,491	\$26,528	60.9%	\$32,276	95.7%	\$16,524	\$24,406	47.7%	\$30,154	82.5%	\$72,215	\$84,348	16.8%	\$90,095	24.8%	\$72,249	\$82,226	13.8%	\$87,973	21.8%
179	ENGINEERING MANAGER I	Engineering	\$81,601	\$78,569	3.9%	\$17,405	\$29,941	72.0%	\$38,052	118.6%	\$17,452	\$26,946	54.4%	\$35,057	100.9%	\$95,974	\$111,544	16.2%	\$119,653	24.7%	\$96,021	\$108,547	13.0%	\$116,558	21.5%
83	CHIEF ADMINISTRATIVE OPERATIONS DIRECTOR	Management	\$128,731	\$123,513	4.2%	\$19,202	\$36,704	91.1%	\$49,500	157.8%	\$19,277	\$31,980	65.9%	\$44,776	132.3%	\$142,716	\$165,435	15.9%	\$178,231	24.9%	\$142,790	\$160,711	12.6%	\$173,507	21.5%
15	ADMINISTRATIVE ASSISTANT	Administrative Assistant	\$41,812	\$40,108	4.2%	\$15,866	\$24,231	52.7%	\$28,387	78.9%	\$15,890	\$22,697	42.8%	\$26,853	69.0%	\$55,974	\$66,043	18.0%	\$70,199	25.4%	\$55,998	\$64,508	15.2%	\$68,664	22.6%
441	PSYCHOLOGIST	Professional-other	\$68,551	\$65,698	4.3%	\$16,890	\$28,068	66.2%	\$34,882	106.5%	\$16,929	\$25,552	50.9%	\$32,366	91.2%	\$82,588	\$96,619	17.0%	\$103,433	25.2%	\$82,627	\$94,103	13.9%	\$100,917	22.1%
475	SAFETY AND HEALTH SUPERVISOR	Safety	\$68,396	\$65,467	4.5%	\$16,881	\$28,046	66.1%	\$34,844	106.4%	\$16,920	\$25,536	50.9%	\$32,334	91.1%	\$82,347	\$96,442	17.1%	\$103,240	25.4%	\$82,387	\$93,931	14.0%	\$100,730	22.3%
206	EXECUTIVE ASSISTANT, ATT GEN	Administrative Assistant	\$55,484	\$53,071	4.5%	\$16,385	\$26,193	59.9%	\$31,708	93.5%	\$16,417	\$24,157	47.1%	\$29,672	80.7%	\$69,456	\$81,677	17.6%	\$87,192	25.5%	\$69,488	\$79,641	14.6%	\$85,156	22.5%
24	ADMINISTRATIVE SERVICES MANAGER	Administrative Assistant	\$62,466	\$59,627	4.8%	\$16,647	\$27,195	63.4%	\$33,404	100.7%	\$16,683	\$24,903	49.3%	\$31,112	86.5%	\$76,274	\$89,661	17.6%	\$95,870	25.7%	\$76,309	\$87,368	14.5%	\$93,578	22.6%
27	AIRCRAFT MECHANIC	Maintenance	\$55,723	\$53,060	5.0%	\$16,384	\$26,227	60.1%	\$31,766	93.9%	\$16,416	\$24,182	47.3%	\$29,721	81.0%	\$69,445	\$81,951	18.0%	\$87,490	26.0%	\$69,476	\$79,906	15.0%	\$85,445	23.0%
456	REGISTERED NURSE, INSP GEN MEDICAID SRVS	Nursing	\$62,944	\$59,934	5.0%	\$16,659	\$27,264	63.7%	\$33,520	101.2%	\$16,695	\$24,954	49.5%	\$31,210	86.9%	\$76,594	\$90,207	17.8%	\$96,464	25.9%	\$76,630	\$87,897	14.7%	\$94,154	22.9%
181	ENGINEERING MGR IV, UDOT	Engineering	\$138,544	\$131,905	5.0%	\$19,538	\$38,112	95.1%	\$51,883	165.6%	\$19,617	\$33,028	68.4%	\$46,799	138.6%	\$151,443	\$176,656	16.6%	\$190,427	25.7%	\$151,522	\$171,571	13.2%	\$185,342	22.3%
68	BUDGET AND FINANCE OPERATIONS SPECIALIST, GOMB	Finance	\$75,986	\$72,028	5.5%	\$17,143	\$29,135	70.0%	\$36,688	114.0%	\$17,186	\$26,346	53.3%	\$33,899	97.2%	\$89,171	\$105,121	17.9%	\$112,674	26.4%	\$89,214	\$102,332	14.7%	\$109,885	23.2%
197	ENVIRONMENTAL PROGRAM MANAGER II	Environmental Health	\$94,773	\$88,933	6.6%	\$17,819	\$31,831	78.6%	\$41,251	131.5%	\$17,873	\$28,353	58.6%	\$37,773	111.3%	\$106,752	\$126,604	18.6%	\$136,024	27.4%	\$106,805	\$123,126	15.3%	\$132,546	24.1%
380	LEGIS SECRETARY IV	Administrative Assistant	\$53,862	\$50,237	7.2%	\$16,271	\$25,960	59.5%	\$31,314	92.4%	\$16,302	\$23,984	47.1%	\$29,337	80.0%	\$66,509	\$79,822	20.0%	\$85,176	28.1%	\$66,539	\$77,845	17.0%	\$83,199	25.0%
9	ACTUARIAL SPECIALIST	Finance	\$83,907	\$78,242	7.2%	\$17,392	\$30,272	74.1%	\$38,612	122.0%	\$17,439	\$27,192	55.9%	\$35,533	103.6%	\$95,634	\$114,179	19.4%	\$122,519	28.1%	\$95,681	\$111,100	16.1%	\$119,440	24.8%
121	DEPUTY DIRECTOR - DEPT OF TECHNOLOGY SERVICES	IT	\$143,385	\$133,565	7.4%	\$19,604	\$38,807	97.9%	\$53,059	170.6%	\$19,685	\$33,545	70.4%	\$47,797	142.8%	\$153,169	\$182,192	18.9%	\$196,444	28.3%	\$153,249	\$176,929	15.5%	\$191,182	24.8%
528	TRAINING COORDINATOR, CIC	Human Resources	\$72,446	\$67,467	7.4%	\$16,961	\$28,627	68.8%	\$35,828	111.2%	\$17,001	\$25,968	52.7%	\$33,170	95.1%	\$84,427	\$101,074	19.7%	\$108,275	28.2%	\$84,468	\$98,415	16.5%	\$105,616	25.0%
41	ASSISTANT DIRECTOR, DIVISION OF PURCHASING	Purchasing	\$90,755	\$83,788	8.3%	\$17,613	\$31,254	77.4%	\$40,275	128.7%	\$17,664	\$27,924	58.1%	\$36,945	102.0%	\$101,401	\$122,009	20.3%	\$131,030	29.2%	\$101,451	\$118,678	17.0%	\$127,699	25.9%
178	ENGINEERING ASSOCIATE MANAGER II	Engineering	\$85,155	\$78,569	8.4%	\$17,405	\$30,451	75.0%	\$38,915	123.6%	\$17,452	\$27,326	56.6%	\$35,790	105.1%	\$95,974	\$115,606	20.5%	\$124,071	29.3%	\$96,021	\$112,481	17.1%	\$120,945	26.0%
469	RESEARCH CONSULTANT II, INSP GEN MEDICAID SRVS	Research	\$74,256	\$68,414	8.5%	\$16,998	\$28,887	69.9%	\$36,268	113.4%	\$17,039	\$26,162	53.5%	\$33,543	96.9%	\$85,412	\$103,143	20.8%	\$110,524	29.4%	\$85,453	\$100,418	17.5%	\$107,799	26.1%
21	ADMINISTRATIVE LEGAL SECRETARY, ATT GEN	Administrative Assistant	\$46,856	\$43,094	8.7%	\$15,986	\$24,955	56.1%	\$29,612	85.2%	\$16,012	\$23,235	45.1%	\$27,893	74.2%	\$59,080	\$71,811	21.5%	\$76,468	29.4%	\$59,106	\$70,091	18.6%	\$74,749	26.5%
140	DIRECTOR, DIVISION OF PURCHASING	Purchasing	\$116,085	\$106,572	8.9%	\$18,525	\$34,889	88.3%	\$46,428	150.6%	\$18,589	\$30,629	64.8%	\$42,168	126.8%	\$125,097	\$150,974	20.7%	\$162,513	29.9%	\$125,161	\$146,714	17.2%	\$158,253	26.4%
443	PUBLIC INFORMATION OFFICER II	Marketing/Communications	\$68,759	\$62,835	9.4%	\$16,775	\$28,098	67.5%	\$34,933	108.2%	\$16,813	\$25,575	52.1%	\$32,409	92.8%	\$79,611	\$96,857	21.7%	\$103,692	30.2%	\$79,648	\$94,334	18.4%	\$101,169	27.0%
404	OFFICE MANAGER, LEGIS PRINTING/BILLROOM	Non-exempt	\$56,014	\$50,913	10.0%	\$16,298	\$26,269	61.2%	\$31,837	95.3%	\$16,329	\$24,214	48.3%	\$30,781	82.4%	\$67,211	\$82,248	22.4%	\$87,851	30.7%	\$67,242	\$80,228	19.3%	\$85,796	27.6%
73	BUSINESS ANALYST SOFTWARE ADMINISTRATOR	IT	\$72,682	\$65,667	10.7%	\$16,889	\$28,661	69.7%	\$35,886	112.5%	\$16,928	\$25,994	53.6%	\$33,218	96.2%	\$82,556	\$101,343	22.8%	\$108,568	31.5%	\$82,595	\$98,676	19.5%	\$105,900	28.2%
387	LOCKSMITH	Maintenance	\$42,248	\$37,677	12.1%	\$15,769	\$24,294	54.1%	\$28,493	80.7%	\$15,792	\$22,743	44.0%	\$26,943	70.6%	\$53,446	\$66,542	24.5%	\$70,742	32.4%	\$53,468	\$64,992	21.6%	\$69,191	29.4%
384	LEGISLATIVE IT MANAGER	IT	\$139,984	\$124,632	12.3%	\$19,247	\$38,319	99.1%	\$52,233	171.4%	\$19,322	\$33,181	71.7%	\$47,096	143.7%	\$143,879	\$								